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## Instalco introduces country-based organisation

**Instalco has decided to implement a change in the Group's organisational and reporting structure. Going forward, operations will be organised on a country-by-country basis, which will also entail changes in Group management.**

The new organisation will take effect on September 1, 2025 with the units Sweden, Norway, Finland and Tech & Consulting. The 13 business areas that currently form the basis of the organisation will remain unchanged. A COO role will be established under each country manager with responsibility for driving operational excellence, amongst other things.

"After ten years of strong expansion with over 150 companies in the group, it is time to take the next step. Through a country-based organisation, we are creating a clearer management structure, governance and follow-up, thereby strengthening our conditions for achieving higher profitability and continued, constant improvements. At the same time, we will become closer to our customers and strengthen our local presence," says Per Sjöstrand, CEO of Instalco.

In connection with the organisational change, the Group management is amended and will consist of:

- Per Sjöstrand, CEO
- Christina Kassberg, CFO
- Fredrik Trahn, Head of Communications and Sustainability
- Johan Larsson, Country Manager Sweden
- Roger Aksnes, Country Manager Norway
- Jukka-Pekka Kujala, Country Manager Finland
- Patrik Persson, COO Sweden
- Anders Lundin, President Tech & Consulting
- Mathilda Eriksson, Head of IR

As of January 1, 2026, Instalco's external reporting structure will change, and the current segments Sweden and rest of Nordics will be replaced by Sweden, Norway, and Finland.

"Instalco's business model, with decentralised entrepreneurship through local companies, remains unchanged. The new structure is a way of further strengthening cooperation, experience sharing and efficiency within each country," says Per Sjöstrand.

### **For further information:**

Per Sjöstrand, CEO

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*Instalco is one of the leading installation companies in Northern Europe for electrical, heating & plumbing, ventilation, industrial solutions and technical consulting. We offer system design, installation and service & maintenance of buildings and facilities in Sweden, Norway, Finland and Germany. The business is run through our 150+ subsidiaries, with support from a small, central organisation. Instalco is listed on Nasdaq Stockholm under the ticker INSTAL. For more information, visit [www.instalco.se](http://www.instalco.se)*