

N.B. This is an in-house translation of the Swedish original.

The Board of Directors' proposal regarding guidelines for compensation etc. to Group Management

The Group Management consists of the President and five leading officers. The Board of Directors presents the following proposal regarding guidelines for compensation and other employment terms and conditions:

The compensation to the Group Management shall comprise fixed salary, any variable compensation, other benefits as well as pension. The total compensation shall be on market terms and shall be competitive. The fixed salary shall be related to the responsibilities and powers of the officer in question. The variable compensation shall not exceed 60 % of the fixed salary and shall be based on results achieved compared with established goals. A period of notice of termination of six to twelve months is normally applied in the event of notice of termination of employment by the company and of 3 to 6 months in the event of notice of termination by the individual. Any severance compensation should not exceed 18 monthly salaries and should be payable only in the event termination is initiated by the company. In no event can the individual receive total compensation (notice period and severance payment) exceeding 24 monthly salaries. Pension benefits shall be benefit based or contribution based, or a combination thereof, and shall entitle the officer to pension not earlier than at the age of 60. The variable compensation shall not be included in the basis for calculation of pension.

The Compensation Committee submits proposals to the Board of Directors regarding compensation etc. to the President. The Compensation Committee further prepares principles for compensation to the Group Management and approves, on proposal from the President, compensation etc. to the Group Management.

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