

Translation

Possible outcomes of remuneration to the executive management for the 2006/07 fiscal year

Compensation of the executive management for fiscal year 2006/07 has been validated by the Board with regards to fixed salary, pensions and other benefits, while the size of the annual incentive, deferred annual incentive and long term cash incentives will depend on the results of financial and non-financial goals.

Bonus payment follows the principles set out in the group bonus plan:

- J Between 85% and 100% achievement of objectives, payment will be made proportionally between 85% and 100% of the target incentive;
- J Below 85% achievement of objectives will result in no payment;
- J At achievement above 100% up to a maximum of 125% of objectives, payment will be made proportionally between 100% and 150% of the target incentive, so called over-performance.

Objectives for the annual incentive have been decided by the Board. Results are measured and bonus paid out on a quarterly basis, up to target payment level. Potential over-performance will be measured and paid at the end of the fiscal year.

Remuneration (SEK '000) at target achievement of objectives fiscal year 2006/07

	Fixed salary	Annual incentive	Deferred annual incentive	Long term cash incentive*	Total
President and CEO	2.800	1.650	0	1.400	5.850
Other Executive Management in Sweden (5)	5.214	1.584	524	0	7.322
Other Executive Management in the UK and the USA (4)	8.411	5.513	1.440	540	15.904
Total	16.425	8.747	1.964	1.940	29.076

Maximum remuneration (SEK '0000) at 125% achievement of all objectives fiscal year 2006/07

	Fixed salary	Annual incentive	Deferred annual incentive	Long term cash incentive*	Total
President and CEO	2.800	2.475	0	2.100	7.375
Other Executive Management in Sweden (5)	5.214	2.377	786	0	8.377
Other Executive Management in the UK and the USA (4)	8.411	8.270	2.159	810	19.650
Total	16.425	13.121	2.945	2.910	35.402

*) The long term cash incentives (LTIs) referred to in the tables above are reported in detail in the document outlining Outstanding commitments to Executive Management. These are two year LTIs that require achievement of performance over the two fiscal years 2006/07 and 2007/08 for any payment to be made. Above the value of the portion attributable to fiscal year 2006/07, i.e. half of the total incentive, is reported.

Deferred annual incentive does not form part of the recurrent employment conditions and requires continued employment with the group until 31 October 2008. No payment is made against this incentive if employment ceases before this date, independent of the reason of termination.