

This document is a translation into English of the original Swedish language version of the proposal. In the event of any difference, the Swedish version shall govern.



Possible outcomes of remuneration to the executive management for the 2007/08 fiscal year

Compensation of the executive management for fiscal year 2007/08 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 120% of objectives, payment will be made proportionally between 100% and 160% 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 2007/08

	Fixed salary	Annual incentive	Deferred annual incentive	Long term cash incentive*	Total
President and CEO	2.900	1.700	0	1.400	6.000
Other Executive Management in Sweden (5)	6.732	2.284	0	0	10.387
Other Executive Management in the UK and the USA (4)	10.542	6.822	0	1.851	19.214
Total	20.174	10.806	0	3.251	34.230

Maximum remuneration (SEK '0000) at 122% achievement of all objectives fiscal year 2007/08

	Fixed salary	Annual incentive	Deferred annual incentive	Long term cash incentive*	Total
President and CEO	2.900	2.720	0	2.100	7.720
Other Executive Management in Sweden (5)	6.732	3.655	0	0	10.387
Other Executive Management in the UK and the USA (4)	10.542	10.915	0	2.776	24.233
Total	20.174	17.290	0	4.876	42.339

*) 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. Two of 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 and one is for a three year cash LTI that requires the achievement of performance over the three fiscal years 2007/08, 2008/09 and 2009/10. Above the value of the portion attributable to fiscal year 2007/08, i.e. respectively half and one third of the total incentives, are reported.

No deferred annual incentives have been issued during the fiscal year 2007/08.