

POSSIBLE OUTCOMES OF REMUNERATION TO EXECUTIVE MANAGEMENT FOR THE 2009/10 FISCAL YEAR

Compensation of the executive management for fiscal year 2009/10 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:

- Between 85% and 100% achievement of objectives, payment will be made proportionally between 85% and 100% of the target incentive;
- Below 85% achievement of objectives will result in no payment;
- At achievement above 100% up to a maximum of 120% 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 within two months of the end of the fiscal year.

Remuneration (SEK '000) at target achievement of 2009/10 fiscal year objectives

	Fixed salary	Annual incentive	Long term cash incentive*	Total
President and CEO	3.000	1.800	1.500	6.300
Other Executive Management in Sweden (4)	5.220	2.237	0	7.457
Other Executive Management in the UK and the USA (4)	11.642	7.974	1.300	23.800
Total	19.862	12.011	2.800	37.557

Maximum remuneration (SEK '000) at 120% of target achievement, entailing a payout of 150%

	Fixed salary	Annual incentive *	Long term cash incentive**	Total

President and CEO	3.000	2.700	2.250	7.950
Other Executive Management in Sweden (4)	5.220	3.355	0	8.575
Other Executive Management in the UK and the USA (4)	11.642	11.912	1.950	29.880
Total	19.862	17.967	4.200	46.405

*) one member of the executive management, resident outside of Sweden, has received an additional fixed annual bonus for the fiscal year 2008/2009 due to specific tasks.

**) 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 LTIs have a duration of three years, requiring the achievement of performance targets over the three fiscal years 2007/08, 2008/09 and 2009/10 and 2008/09, 2009/10 and 2010/11 respectively. Above, the value of the portion attributable to fiscal year 2009/10, i.e. one third of the total incentives, are reported.