

INFORMATION REGARDING PREVIOUSLY APPROVED COMPENSATION NOT DUE FOR PAYMENT

Approved compensation to Executive Management that has not been paid out before the Annual General Meeting 2013 is regulated in the general guidelines and principles for remuneration of Executive Management.

Please note that one member of the Executive Management has been offered to participate in a individual performance based incentive scheme. The requirements for fulfilling the objectives for the scheme and the progressive payouts are regulated in an agreement that has been approved by the ECC. The total maximum payout is SEK 5.200.000 during a four year period.

Please note that the existing employment contract with the previous President and CEO (also a current working Board member) stipulates the right to a defined benefit pension plan with the right to 70% of the fixed salary from 60 years of age, 12 months notice period and a severance payment of 3 years salary. These conditions are reported in the Annual Report. Other employment conditions are in line with the principles stated above.