

## **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 2014 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 ECCC. The total maximum payout is SEK 5,200,000 during a four year period.