

This is a non-official translation of the Swedish original wording. In case of differences between the English translation and the Swedish original, the Swedish text shall prevail

THE BOARD OF DIRECTORS' PROPOSAL FOR REMUNERATION TO SENIOR EXECUTIVES

The board of directors proposes that the annual general meeting resolves on guidelines for remuneration to senior executives, entailing that remuneration to senior executives shall be based upon the market conditions in which the Company operates and the environment in which each of the executives works, be competitive, enable the company to recruit new executives and motivate senior executives to remain with the company.

The remuneration system will comprise the following elements; fixed salaries, variable salaries, pensions and benefits according to below. At the 2008 annual general meeting, a resolution was made regarding an incentive programme 2008/2011 for key Company employees. The board proposes that the annual general meeting resolves in favour of the incentive programme 2009/2012, which is based on the same principles as that of the current incentive programme.

Fixed salary and benefits should be established individually based on the criteria outlined above and each of the executive's individual skills.

Variable salaries shall be paid upon completion of clearly fixed targets for the Group and for the individual. The variable salary shall be paid as a percentage of the fixed salary and shall have a fixed cap.

The pension shall be defined-contribution. The extent of the pension shall be based on the same criteria as for fixed remuneration and is based partly on fixed and partly on variable salaries.

The board shall be entitled to deviate from the guidelines in an individual case, if there are specific grounds for this.

Båstad in April 2009
The Board of Directors