

PROPOSAL FOR GUIDELINES FOR THE REMUNERATION TO SENIOR EXECUTIVES

The Board of Directors proposes that the Annual General Meeting resolves on guidelines for remuneration to senior executives, principally 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 and incentive program. At the Annual General Meeting 2008, a resolution was made regarding an incentive program 2008/2011 for key employees. As a result thereof, 784,000 warrants were issued and subscribed for by 81 employees in the Lindab Group. The subscription period in the incentive program will expire on 31 May 2011, whereupon the subscription warrants will expire. Since the determined subscription price for subscription of shares within the program to a significant extent exceeds the present share price for a Lindab share, no warrants are expected to be used for subscription of shares. At the Annual General Meeting 2009, a resolution was made regarding an incentive program 2009/2012 for key employees. As a result thereof, 784,000 warrants were issued and subscribed for by 68 employees in the Lindab Group. At the Annual General Meeting 2010, a resolution was made regarding an incentive program 2010/2013 for key employees. As a result thereof, 784,000 warrants were issued and subscribed for by 60 employees in the Lindab Group. These latter programs have sub subscription periods up until 31 May 2012 and 31 May 2013.

The Board of Directors proposes that the Annual General Meeting shall resolve on a long term performance based incentive program in the form of a share saving program (LTIP 2011), according to which the participants are required to acquire shares in Lindab at market price by private funding and stay employed in the group during a specified period of time in order to obtain the benefit. The outcome of LTIP 2011 is related to the results and growth of the company.

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.

As a principal rule, the pension shall be a defined-contribution plan. 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 salary.

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

Båstad in April 2011
The Board of Directors