



Proposal for a new incentive programme in Lindab

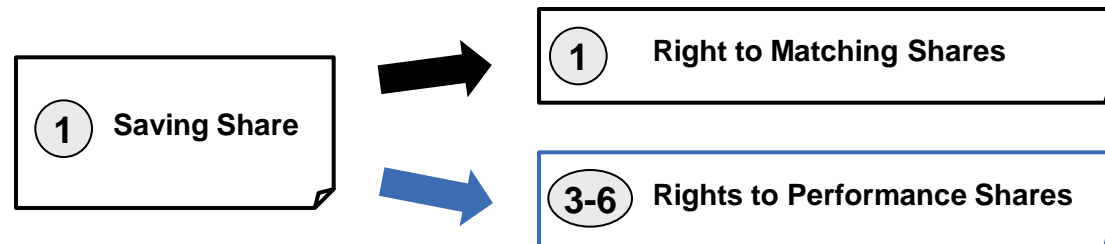




A proposal for performance share programme with matching

Saving Shares

- Participation in the programme requires an initial investment, of 3-7% of the participant's annual base salary, in Lindab shares or shares already held ("Saving Shares")
- For each Saving Share, the participant is granted
 - 1 Right to Matching Shares
 - 3-6 Rights to Performance Shares



Performance conditions

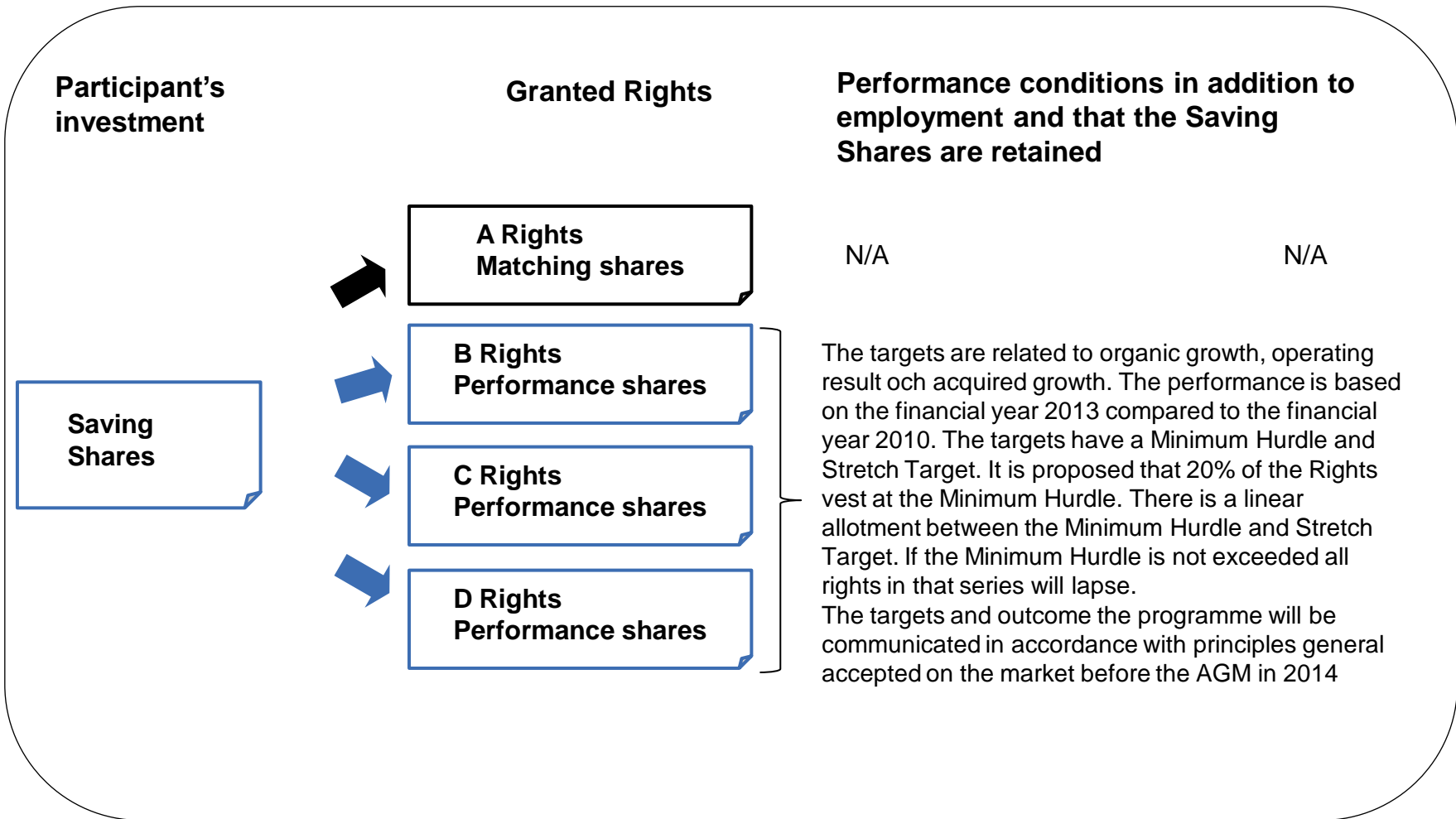
- Vesting of the rights to Performance Shares is contingent upon fulfilment of certain performance conditions. They are independent from another. The performance period is measured fiscal year 2013

Other conditions

- A prerequisite to be able to exercise the Rights to Matching Shares and Performance Shares, is that:
 1. The participant continues to be employed within the Lindab Group during the vesting period (ending in May 2014)
 2. The participant has retained all its Saving Shares locked-in to the programme

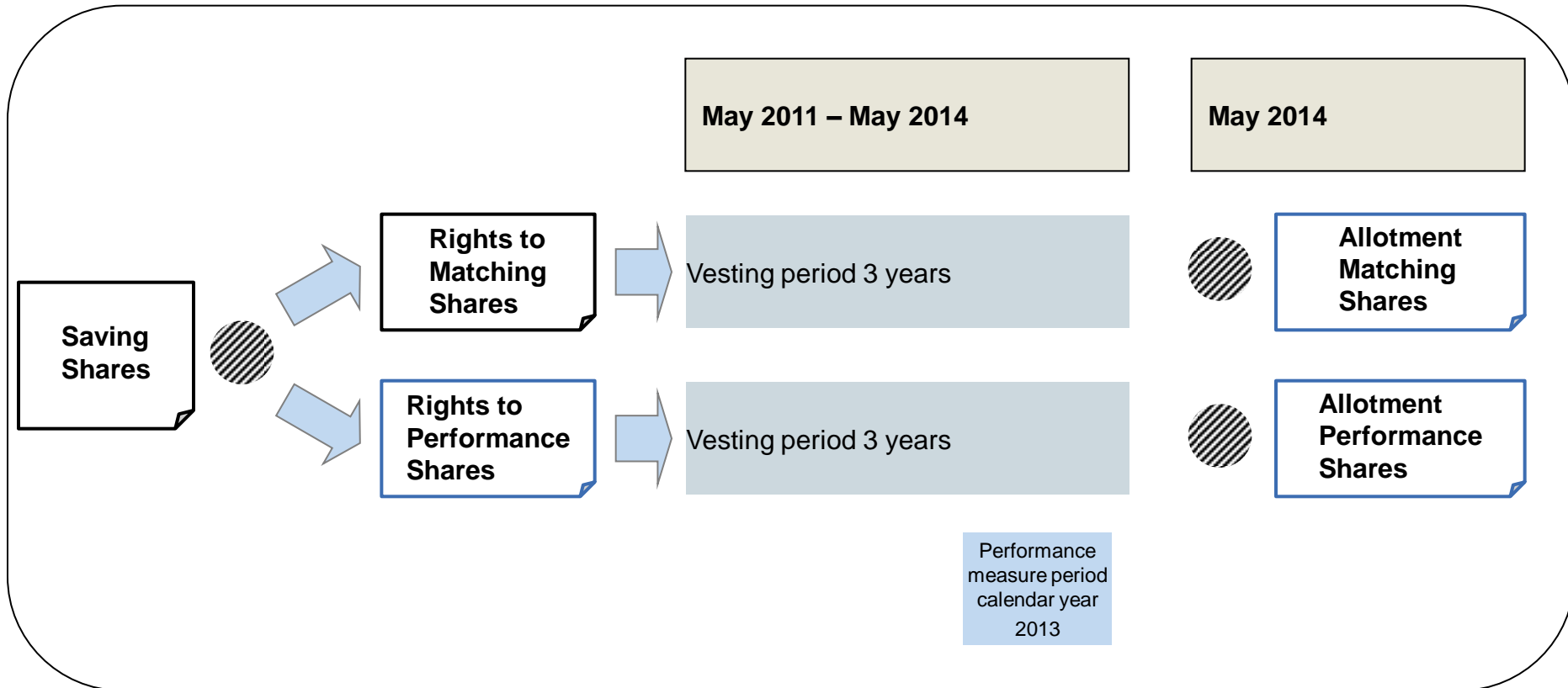


Overview of the structure





Overview of proposed vesting period and performance measure period



- The vesting period is the period that the employee must stay employed by Lindab. It ends in May 2014
- The performance period is the measurement period for the performance criteria that runs from 1 January 2013 and ends 31 December 2013



We simplify construction

