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

Participant’s investment

Saving Shares

Granted Rights

A Rights
Matching shares

B Rights
Performance shares

C Rights
Performance shares

D Rights
Performance shares

Performance conditions in addition to employment and that the Saving Shares are retained

N/A

The targets are related to organic growth, operating result och acquired growth. The performance is based on the financial year 2013 compared to the financial year 2010. The targets have a Minimum Hurdle and Stretch Target. It is proposed that 20% of the Rights vest at the Minimum Hurdle. There is a linear allotment between the Minimum Hurdle and Stretch Target. If the Minimum Hurdle is not exceeded all rights in that series will lapse.

The targets and outcome the programme will be communicated in accordance with principles general accepted on the market before the AGM in 2014.
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.
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