

Variable compensation for the executive management

2016

CEO – The CEO may receive a variable income that is maximized to SEK 1,300,000. The variable part of the income is based on that the company reaches certain predetermined results.

Other members of the executive management – Other members of the executive management have a variable income not exceeding 30 per cent of the fixed yearly income. 75 per cent of the variable salary is dependent on the company achieving certain predetermined results. The remaining 25 per cent of the variable salary is based upon predetermined criteria related to personal performance.

Discretionary compensation – The Board of Directors has the possibility to resolve that an additional discretionary compensation shall be paid to the members of the executive management, including the CEO. The conditions for payment of the discretionary bonus shall be of extraordinary character. The discretionary compensation is not limited by the threshold for variable compensation.

Conditions for variable income and performance criteria – The Board of Directors may at its own discretion determine the conditions for payment of variable income.

2017 proposal to AGM

CEO – The CEO may receive a variable income that is maximized to SEK 2,600,000. The variable part of the income is based on that the company reaches certain predetermined results.

Other members of the executive management – Other members of the executive management have a variable income not exceeding 40 per cent of the fixed yearly income. 75 per cent of the variable salary is dependent on the company achieving certain predetermined results. The remaining 25 per cent of the variable salary is based upon predetermined criteria related to personal performance.

Discretionary compensation – The Board of Directors has the possibility to resolve that an additional discretionary compensation shall be paid to the members of the executive management, including the CEO. The conditions for payment of the discretionary bonus shall be of extraordinary character. The discretionary compensation is not limited by the threshold for variable compensation.

Conditions for variable income and performance criteria – The Board of Directors may at its own discretion determine the conditions for payment of variable income.