

Possible outcomes of remuneration to the executive management for the 2008/09 fiscal year

Compensation of the executive management for fiscal year 2008/09 has been validated by the Board with regards to fixed salary, pensions and other benefits, while the size of the annual incentive, deferred annual incentive and long term cash incentives will depend on the results of financial and non-financial goals. Bonus payment follows the principles set out in the group bonus plan:

- Between 85% and 100% achievement of objectives, payment will be made proportionally between 85% and 100% of the target incentive;
- Below 85% achievement of objectives will result in no payment;
- At achievement above 100% up to a maximum of 120% of objectives, payment will be made proportionally between 100% and 160% of the target incentive, so called over-performance.

Objectives for the annual incentive have been decided by the Board. Results are measured and bonus paid out on a quarterly basis, up to target payment level. Potential over-performance will be measured and paid at the end of the fiscal year.

Remuneration (SEK '000) at target achievement of objectives fiscal year 2008/09

	Fixed salary	Annual incentive	Long term cash incentive*	Total
President and CEO	3.000	1.800	1.500	6.300
Other Executive Management in Sweden (4)	5.220	2.237	0	7.457
Other Executive Management in the UK and the USA (5)	11.705	10.858	1.300	23.864
Total	19.925	14.895	2.800	37.621

Maximum remuneration (SEK '0000) at 120% achievement respective 125% achievement of all objectives fiscal year 2008/09

	Fixed salary	Annual incentive *	Long term cash incentive**	Total
President and CEO	3.000	2.880	2.250	8.130
Other Executive Management in Sweden (4)	5.220	3.579	0	8.799
Other Executive Management in the UK and the USA (5)	11.705	14.366	1.951	27.993
Total	19.925	20.795	4.201	44.922

*) one member of the executive management, resident outside of Sweden, has received an additional fixed annual bonus for the fiscal year 2008/2009 due to specific tasks.

**) The long term cash incentives (LTIs) referred to in the tables above are reported in detail in the document outlining Outstanding commitments to Executive Management. There are two cash LTI's with a duration of three years. One of these requires the achievement of performance over the three fiscal years 2007/08, 2008/09 and 2009/10 and the other requires the achievement of performance over the three fiscal years 2008/09, 2009/10 and 2010/11. Above the value of the portion attributable to fiscal year 2008/09, i.e. one third of the total incentives, are reported.