

## **INFORMATION REGARDING PREVIOUSLY APPROVED COMPENSATION NOT DUE FOR PAYMENT**

Already approved compensation to Executive management that has not been paid out before the Annual General Meeting 2010, follows the general guidelines for compensation of Executive management.

The following should be noted:

The existing employment contract with the previous President and CEO and current working Board member stipulates the right to a defined benefit pension plan with the right to 70% of the fixed salary from 60 years of age, 12 months notice period and a severance payment of 3 years salary. These conditions are reported in the Annual Report. Other employment conditions are in line with the principles stated above.

In 2008, The Board decided on a long-term cash incentive for one member of executive management, resident outside of Sweden, for the 2008/09, 2009/10 and 2010/2011 fiscal years, with performance objectives related to the group objectives for operating results and growth in local currency for the three years. If targets are achieved for all three fiscal years, target payment is set at 1,200,000 USD to be paid after 30 April 2010. A pre-requisite for any payment is the achievement of target objectives of at least 85%, in line with the previous group bonus plan. The maximum payment against this long-term incentive, at over-performance up to 120%, is 1,920,000 USD, which gives 160% pay out of the target incentive.

The Board has further decided on a long-term cash incentive for the current President and CEO for the fiscal years 2008/09, 2009/10 and 2010/11 with performance objectives related to the group financial key performance indicators and corporate strategic targets. If target objectives are achieved for the three fiscal years, target payment is set at 4,500,000 SEK (corresponding to 1,500,000 SEK per year) to be paid after 30 April 2011. A pre-requisite for any payment is the achievement of target objectives to at least 85%, in line with the previous group bonus plan. The maximum payment against this long term incentive, at over-performance up to 125%, is 6,750,000 SEK (2,250,000 SEK per year), i.e. 150% of the target incentive.