

EVALUATION OF REMUNERATION TO SENIOR EXECUTIVES

Senior executives include the persons who during 2014 have been part of the group management.

All senior executives have a total remuneration package which consists of fixed salary, variable salary, other benefits (mainly car benefits) and pension.

No variable salary has been paid during 2014 and the remuneration complies with the guidelines that were adopted by the Annual General Meeting 2014.

The Board of Directors has evaluated the model for the variable salary and has found it to be line with the group's strategy for value creation. For 2015, however, an agreement was reached with all senior executives that variable remuneration is not paid.

Malmö in March 2015
THE BOARD OF DIRECTORS