

EVALUATION OF REMUNERATION TO SENIOR MANAGEMENT

Senior management include the seven persons who during 2012 have been part of the group management. Roger Johansson was President until and including October 2012 and Kimmo Väkiparta has been President during the last two months of the year. During the year a new head of business area Finland has also been appointed.

All senior management members 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 2012 and the remuneration complies with the guidelines that were adopted by the Annual General Meeting 2012.

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. The Board has therefore found no reason to change the model for variable compensation.

Malmö in March 2013
THE BOARD OF DIRECTORS