

President and CEO remuneration / Annica Bresky

Component

Fixed salary	EUR*	883,177.57
Short-term incentive		The CEO is entitled to a STI programme decided by the Board each year giving a maximum of 75% of annual fixed salary.
Long-term incentive		Outstanding LTI programmes include the yearly programmes of 2018 and 2019. The CEO has the potential to receive a maximum of 27 160 shares before taxes in the 2019 programmes that will be settled 2022.
Other benefits		Benefits include car, mobile phone and insurance.
Pension		Retirement age is 65. Pension plan consists of benefits equal to the defined contribution collectively agreed pension plan in Sweden (ITP1). Pension premiums are 30% of fixed salary and paid STI.
Termination of assignment		Notice period of six months with a severance payment of twelve months salary on termination by the company but with no contractual payments on any change of control.

*converted from SEK to EUR