

# Compensation statement

## Compensation to the Board

Fees adopted by the Annual General Meeting are paid as compensation for the work of the Board. Reasonable travel expenses are paid as invoiced. The following fees were paid in compliance with the decision of the Annual General Meeting:

	<b>2018</b>	<b>2017</b>
Annual fee, Chairman of the Board	EUR 28,000	EUR 28,000
Annual fee, other regular Board members	EUR 22,000	EUR 22,000
Annual fee, deputy Board members	EUR 5,000	EUR 5,000
Fee per meeting attended, Board and deputy members	EUR 1,000	EUR 1,000

For the financial year 2018, a total of EUR 245,000 in Board fees (2017: 275,000) was disbursed. This was allocated as follows:

	<b>2018</b>	<b>2017</b>
Ben Lundqvist	EUR 38,000	EUR 43,000
Nils-Erik Eklund	EUR 32,000	EUR 35,000
Trygve Eriksson	EUR 0	EUR 3,000
Erik Grönberg	EUR 32,000	EUR 37,000
Agneta Karlsson	EUR 32,000	EUR 36,000
Dick Lundqvist	EUR 31,000	EUR 36,000
Lars G Nordström	EUR 32,000	EUR 34,000
Peter Wiklöf	EUR 30,000	EUR 32,000
Ulrica Danielsson	EUR 7,000	EUR 8,000
Stefan Lundqvist	EUR 5,000	EUR 6,000
Johnny Rosenholm	EUR 6,000	EUR 5,000
<b>Total</b>	<b>EUR 245,000</b>	<b>EUR 275,000</b>

## Compensation to the President and CEO and to Group Management

The Board determines compensation and other benefits for the President and CEO and for the other members of Group Management. The President and CEO as well as the other members of Group Management are paid a monthly salary that is reviewed by the Board yearly. As compensation for his work, Jan Hanses receives a monthly salary of EUR 24,000 and the following additional benefits in kind: telephone benefits and group life insurance coverage, including insurance for medical expenses.

The Group has only defined-contribution pension plans. The President and CEO as well as the other members of

Group Management are subject to public pension terms and the lowest legal retirement age in effect at each point in time.

The President and CEO has a termination notice period of 8 months. The Company's Board is entitled to terminate his contract, but the President and CEO will receive 8 months of salary after the termination date. In case of termination by the Company, the other members of Group Management will receive 6 months of salary. Otherwise the Group has made no individual agreements on termination-related benefits.

The Group has no incentive scheme or bonus systems.

<b>Compensation to Group Management 2018, EUR</b>	<b>Fixed salary</b>	<b>Total compensation in 2018</b>
President and CEO	300,014	300,014
Group Management	853,963	853,963
<b>Total</b>	<b>1,153,977</b>	<b>1,153,977</b>

Further information about compensation to the Group's key individuals in leading positions can be found in the consolidated financial statements, Note 24.