

# 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:

EUR	2019	2018
Annual fee, Chairman of the Board	28,000	28,000
Annual fee, other regular Board members	22,000	22,000
Annual fee, deputy Board members	5,000	5,000
Fee per meeting attended, Board and deputy members	1,000	1,000

For the financial year 2019, a total of EUR 259,000 in Board fees (2018: 245,000) was disbursed. This was allocated as follows:

EUR	2019	2018
Ben Lundqvist	40,000	38,000
Nils-Erik Eklund	34,000	32,000
Erik Grönberg	34,000	32,000
Agneta Karlsson	33,000	32,000
Dick Lundqvist	34,000	31,000
Lars G Nordström	33,000	32,000
Peter Wiklöf	33,000	30,000
Ulrica Danielsson	6,000	7,000
Stefan Lundqvist	7,000	5,000
Johnny Rosenholm	5,000	6,000
<b>Total</b>	<b>259,000</b>	<b>245,000</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 24,432 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.

Compensation to Group Management 2019, EUR	Fixed salary	Total compensation in 2019
President and CEO	310,391	310,391
Group Management	905,777	905,777
<b>Total</b>	<b>1,216,168</b>	<b>1,216,168</b>

Further information about compensation to the Group's key individuals in leading positions can be found in the consolidated financial statements, Note 6.1.3.