

Principles for the Nomination Committee

According to the decision at the 2011 annual general meeting, the following principles apply for the Nomination Committee:

The Nominating Committee shall consist of one representative of each of the three shareholders, as reported by Euroclear Sweden AB are the three greatest number of votes in the Company. Documented share ownership through pension- or capital insurance shall be taken into account. The shareholders appoint its representative to the Nominating Committee. The Nominating Committee shall elect a Chairman, who shall be other than the Chairman of the Board. Unless members agree otherwise, the member representing the largest shareholder shall be appointed chairman of the committee. The nomination committee's composition shall be announced no later than six months before the annual general meeting. The nomination committee's term of office extends until a new committee has been appointed.

If the owner no longer belongs to the three largest shareholders shall its representative set his place at their disposal, and shareholders who have become among the three largest shareholders will be offered a place in the Company's nominating committee. Marginal changes, however, need not be considered. Owner who has appointed a representative to the Nomination Committee has the right to dismiss such member and appoint a new representative. If one of the three largest shareholders chooses not to participate in the nominating committee can the next largest shareholder accommodate the Nominating Committee.

If a member leaves the Committee before its work is completed the committee will ask the shareholders who appointed the member to appoint a new member of the committee within a reasonable time, not exceeding 30 days. If the shareholder does not appoint a new member, the right to appoint a new member of the committee move on to the shareholder who have the next largest number of votes and who has not already appointed a member of the committee or previously waived that right.

Change in the composition of the Committee shall be published immediately. No fee shall be paid to members for their work in the committee. Nomination Committee members shall be reimbursed by the Company for reasonable expenses and costs deemed necessary for the Committee's work.

