

<b>Board compensation resolved by the 2020 AGM, SEK</b>	
Chair <sup>1)</sup>	2 800 000
Vice Chair <sup>1)</sup>	1 625 000
Member <sup>1)</sup>	750 000
Chair Audit and Risk Committee	305 000
Member Audit and Risk Committee	200 000
Chair Remuneration Committee	180 000
Member Remuneration Committee	95 000

<sup>1)</sup> Non-employee Board members can choose to receive part of their Board compensation (excluding Committee compensation) in the form of synthetic shares.