

## Attendance record and Board remuneration in 2014

Member Chairman	Audit Committee	Remuneration Committee	Finance and Risk Committee	Attendance record, Board Meetings	Attendance record, Committee Meetings	Board fee excl. Committee fees			Committee fees			Total Board Remuneration incl. synthetic shares, SEK t <sup>1)</sup>
						Cash, SEK t	Value of synthetic shares, SEK t <sup>1)</sup>	Number of synthetic shares <sup>1,2)</sup>	Audit Committee, SEK t	Remuneration Committee, SEK t	Finance and Risk Committee, SEK t	
Jacob Wallenberg	■	■	■	100%	100%	2,175	0	0	143	143	72	2,533
Sune Carlsson	■			100%	100%	580	0	0	215			795
Dr. Josef Ackermann				92%		290	290	1,160				580
Gunnar Brock			■	100%	100%	290	290	1,160			72	652
Börje Ekholm				100%								
Magdalena Gerger				100%		290	290	1,160				580
Tom Johnstone				100%		290	290	1,160				580
Grace Reksten Skaugen	■		■	100%	100%	580	0	0	143		143	866
O. Griffith Sexton		■		92%	80%	580	0	0		72		652
Hans Stråberg				100%		290	290	1,160				580
Lena Treschow Torell		■		92%	100%	290	290	1,160		72		652
Marcus Wallenberg				100%		580	0	0				580
Peter Wallenberg Jr	■			100%	100%	290	290	1,160	143			723
<b>Total</b>						<b>6,525</b>	<b>2,030</b>	<b>8,122</b>	<b>644</b>	<b>287</b>	<b>287</b>	<b>9,773</b>

1) At point of allocation.

2) The synthetic shares are valued in connection with allocation after the Annual General Meeting 2014 and shall be based on an average market price of Investor shares of class B during a measurement period in conjunction with the allocation, see note 9, Employees and personnel costs.

For total value of the Board fee including synthetic shares and dividends at year-end, see note 9, Employees and personnel costs.

ing the internal reporting of Investor's significant risks at the aggregate level. The Risk Control function reports to the Finance and Risk Committee.

The Compliance function supports Investor's compliance with laws and regulations, and maintains internal regulatory systems and education to this end. The Compliance function reports to the Finance and Risk Committee.

The Internal Control function is a review function that provides objective support to the Board on matters relating to the internal control structure, partly by investigating major areas of risk and partly by performing reviews and follow-ups in selected areas. The Internal Control function plans its work in consultation with the Audit Committee, Management Group and the external auditor. It also regularly provides reports on its work to the Audit Committee during the year.

## Remuneration

### Remuneration to the Board

The total remuneration to the Board approved by the AGM 2014 was SEK 9,773 t. Information on specific compensation is provided in the table above and in note 9, Employees and personnel costs.

The Nomination Committee believes it is to the advantage of the company and its shareholders if Board members are either

shareholders in the company or have similar exposure to changes in the price of Investor's share over the long term. Since the 2008 AGM, it is possible for Board members to receive a portion of their compensation in the form of synthetic shares.

At the statutory Board meeting in May 2014, the Board adopted, as in 2011-2013, a policy stating that Board members, who do not already have such holdings, are expected to, over a five-year period, acquire an ownership in Investor shares (or a corresponding exposure to the Investor share, e.g. in the form of synthetic shares) with a market value equivalent to at least one year's Board remuneration, before taxes, excluding remuneration for Committee work.

### Remuneration to Management and other employees

The total remuneration for the President is determined by the Board. Remuneration issues concerning other members of the Management Group are decided by the Remuneration Committee, after which the Board is informed.

Investor's policy is for the Management Group to own shares in Investor corresponding to a market value of at least one year's gross salary for the President and at least half of one year's gross salary for the other members of the Management Group.

The development of the programs for long-term variable remuneration is evaluated on a continuous basis throughout the