

The Nomination Committee's work prior to the Annual General Meeting 2008

The Annual General Meeting 2007 resolved that the company should have a Nomination Committee consisting of representatives of five of the largest shareholders, one representative for the minor shareholders and the Chairman of the Board of Directors. In August 2007, the Chairman of the Board, Anders Ullberg, convened the Nomination Committee in order to prepare proposals for the Annual General Meeting 2008.

The Nomination Committee is composed of Anders Algotsson (Afa), Lars-Erik Forsgårdh, Björn Franzon (Fjärde AP-fonden), Mats Guldbrand (AMF Pension), Björn Lind (SEB fonder/SEB Trygg Liv), Åsa Nisell (Swedbank Robur fonder) and Anders Ullberg. Mats Guldbrand has been the chairman of the Nomination Committee.

The assignment of the Nomination Committee included preparation of proposals in respect of:

- Chairman at the Annual General Meeting
- number of members of the Board of Directors
- Board members and Chairman of the Board
- fees to the Board of Directors, allocated between the Chairman and other Board members
- fees (if any) for committee work
- fees to the company's auditors
- principles for the appointment of the Nomination Committee

The Nomination Committee has held four meetings. At one meeting the president presented his view on the company's business and the market perspectives. In addition there have been informal contacts between members and on one occasion the Nomination Committee met with the current members of the Board of Directors.

The evaluation of the work of the Board members and proposals for election of members to the Board were based on the Board's self-assessment of its work during the autumn 2007, led by an external consultant. The assessment proved that the work in the Board is well functioning and that the present composition of the Board meets the Company's requirements for competence and experience. The Nomination Committee therefore proposes re-election of all members and election of the Company's new President and CEO.

Prior to the proposal on fees to the Board of Directors, the Nomination Committee has looked into the fee level in comparable companies, and based on the outcome, proposes unchanged fees to the members of the Board and that the fee to the Chairman of the Auditors Committee be raised with SEK 50,000 and that the fee to Audit Committee members be raised with SEK 25,000.

On the company's web site, the shareholders have been informed that they, at the latest by March 1, 2008, could submit proposals to the Nomination Committee. No proposals have been received.