

Appendix 16**Nomination committee**

1. The company shall have a Nomination Committee consisting of the chairman of the Board of Directors and three to four additional members. Each of the four largest known shareholders in voting power is entitled to appoint a representative to the Nomination Committee. If the four largest shareholders appoint fewer than three members, the shareholders that are next largest in voting power are each entitled to appoint a member until the Nomination Committee consists of the chairman of the Board of Directors and three additional members. The names of the Nomination Committee's members and the names of the shareholders they represent shall be publicly announced no later than six months before the 2011 AGM and be based on known voting power immediately before the announcement. The term of office of the Nomination Committee shall run until a new Nomination Committee has been appointed. The Chairman of the Nomination Committee shall, unless the members otherwise agree, be a member who represents the shareholder with the largest voting power.

2. If, during the term of the Nomination Committee, one or more of the shareholders that have appointed members to the Nomination Committee are no longer among the largest known shareholders in voting power, members appointed by these shareholders shall make their seats available. The shareholder or shareholders that have joined the largest shareholders in voting power and are thus entitled to appoint a representative to the Nomination Committee shall instead appoint a representative. Unless there are special reasons, however, no changes in the composition of the Nomination Committee shall occur if only marginal changes in voting power have taken place or if the change occurs later than two months before the AGM. Shareholders that have appointed a representative to the Nomination Committee shall be entitled to dismiss such a member and appoint a new representative as a member of the Nomination Committee. Changes in the composition of the Nomination Committee shall be publicly announced as soon as they have occurred.

3. That the Nomination Committee shall work out proposals on the following issues to be submitted to the 2011 AGM for decisions:

- a) proposed Chairman of the AGM,
- b) proposed Board of Directors,
- c) proposed Chairman and Vice Chairman of the Board,
- d) proposed remuneration to the Board, including its allocation between the Chairman and the other members of the Board as well as compensation for committee work,
- e) proposed Auditors,
- f) proposed guidelines for remuneration to the company's Auditors.

g) proposal on how the Nomination Committee shall be appointed in preparation for the 2012 AGM.

4. In conjunction with its duties, the Nomination Committee shall otherwise fulfil the tasks incumbent upon a Nomination Committee in compliance with the Swedish Code of Corporate Governance and that the company, at the request of the Nomination Committee, shall provide employee resources such as secretarial functions for the Nomination Committee in order to make the task of the Nomination Committee easier. As needed, the company shall also be able to assume responsibility for reasonable expenses for external consultants that the Nomination Committee deems necessary to enable the Nomination Committee to fulfil its duties.