

Instructions for the CEO

1. The CEO shall lead the Company and manage the ongoing business of the Company in accordance with the Swedish Companies Act, other applicable legislation and these instructions.
2. It is the CEO's responsibility to ensure that the Company's accounts and reports are performed in accordance with current legislation and that the Company's assets and property are managed in a secure way.
3. The CEO is responsible for establishing instructions for the senior executives, including delegation of responsibilities for, among other areas, financial controls, the internal and external environment and employer responsibility.
4. The CEO has the right to represent the Company and sign documents on behalf of the Company in accordance with chapter 8 § 30 of the Swedish Companies Act and in connection with all measures within the framework of ongoing business activities, but with the exception of transactions of an extraordinary nature or of large significance for the Company.

If because of the urgency of the situation the approval of the Board cannot be gained, in cases where approval is usually required, the CEO has the right to make a decision. This decision must be reported immediately to the Board.

5. The CEO employs staff, makes them redundant and sets the terms of employment within the framework, as applicable, of corporate policies.
6. The CEO is responsible for producing a budget for the financial year ahead and for presenting this budget to the Board. The CEO is also responsible for ensuring the publication of the Company's Annual Report as soon as possible after the end of the financial year.
7. The CEO shall keep the Board continuously informed about the position of the Company, important business events in accordance with the Board's instructions and the rules of procedure for the Board of Directors.
8. The CEO does not have the right to perform assignments outside his/her employment with the Company without the approval of the Board.