

**Deviation from the guidelines for remuneration to senior executives resolved at the annual general meeting 2017**

In special circumstances, the Board may deviate from the guidelines for remuneration to senior executives resolved by the annual general meeting. In such case, the Board is obligated to provide for the reason for the deviation at the following annual general meeting. In connection with entering into the merger plan relating to the planned statutory merger between Tele2 and Com Hem on January 9, 2018, the Board resolved to deviate from the guidelines for remuneration to senior executives resolved at the annual general meeting 23 March 2017 by introducing a Retention plan for certain key Com Hem employees during the merger and integration process. The Retention plan has a maximum of 17 participants, excluding the Group CEO and corresponds to 12 – 24 months' base salary per participant. Payment under the plan will be made in two tranches, (i) at completion of the merger, and (ii) one year after the completion of the merger. The Group CEO is entitled to a Retention Incentive equaling 18 months' base salary payable upon completion of the merger.