

Stockholm, May 22 2014

Quarterly report on sustainability January–March 2014

Increased focus on origin labelling

One of ICA Gruppen's strategic priorities for 2014 is to support customers' sustainable choices. ICA has taken several initiatives to achieve this during the first quarter. These include a major focus on extended origin labelling and the decision to start a cooperation project with the Federation of Swedish Farmers (LRF) to show the advantages of Swedish food. ICA has also started a cooperation to support local producers in developing countries. During the quarter ICA also achieved its long-term climate target to reduce carbon dioxide emissions by 30% compared with 2006.

Important events in brief:

- ICA took a major initiative to extend origin labelling of its private label products at ingredient level. A total of 2,500 private label products will be included. This initiative is unique in Europe.
- During the first quarter, ICA's carbon dioxide emissions were 31% lower than in 2006, which is on a par with ICA's long-term climate target.
- ICA Sweden's sales of organic products increased sharply in the past quarter. In particular, sales increased for ICA's own brand ICA I love eco.
- Several measures were taken to increase customers' opportunities to choose Swedish raw materials in ICA stores. Among other things, ICA and the Federation of Swedish Farmers (LRF) decided to start a cooperation project and Danish raw material will be replaced by Swedish raw material in ICA bacon.
- ICA Sweden is the first Nordic grocery player to sign an agreement with IDH, The Sustainable Trade Initiative, an organisation based in the Netherlands which works to up-scale sustainable trade.
- ICA is conducting extra quality support in ICA stores that mince meat on the premises after it was found that three ICA stores had handled minced meat incorrectly.



-31%

reduced direct
climate impact *

82%

of ICA's corporate
brand suppliers in
high-risk countries
are socially audited.

67%

of ICA's corporate
brand suppliers are
quality certified *

* See page 2.

Sustainability targets

ICA will reduce its direct climate impact by 30% by 2020 compared with 2006¹

2014 Jan-March, %	2013 Jan-March, %	2013, %	Target, %
-31	-19	-18	-30

100% of ICA's corporate brand suppliers in high-risk countries will be socially audited²

2014 Q1, %	2013 Q4, %	2013, %	Target, %
82	77	77	100

80% of ICA's corporate brand suppliers will be quality certified³

2014 Q1, %	2013 Q4, %	2013, %	Target, %
67	n/a	n/a	80

- During the quarter ICA's emissions decreased in all markets, both compared with the previous quarter and the same period in the previous year. Furthermore, in the first quarter of 2014 ICA achieved the long-term Group target for direct climate impact. However, since carbon dioxide emissions vary with the seasons, the target is not yet regarded as fully achieved but there is hope that it will be met during the year. The result was affected by ICA's long-term efforts to reduce emissions within several areas, primarily energy, refrigerants, transports and business travel. The sharp decrease during the quarter was affected by ICA Norway starting to buy renewable electricity for the stores and warehouses, ICA Sweden's focus on transports with vehicles that use alternative fuels, the fact that even more ICA stores have chosen ICA's central electricity contract and that Rimi Baltic now uses refrigerants with less climate impact.

- The proportion of audited suppliers in high-risk countries increased during the quarter. The number of suppliers continues to decrease as a result of work to consolidate volumes for the Group and an ongoing review of the supplier base. BSCI's (Business Social Compliance Initiative) updated list of high-risk countries has been used since 1 January 2014 and this too has had an effect on the number of suppliers. Determined work will continue during the year to support suppliers in their efforts to ensure that production takes place in an acceptable form in terms of human rights.
- Starting in the first quarter of 2014, the definition of the quality target has been changed to include not only corporate brand food suppliers but all corporate brand suppliers. At the same time, in addition to GFSI-approved standards, additional standards will also be accepted. This means that from and including 2014 the outcome for the target cannot be compared with the outcome in previous years. The target of 80% remains unchanged.

¹ICA's direct climate impact relates to the operation of stores and warehouses, goods transportation between warehouses and stores, and business travel. The climate impact from the product range is not included. The current outcome is compared to the aggregate average quarterly emissions based on emission data for the full year 2006. From the first quarter of 2013, the target is reported as direct climate impact per square metre of store sales area, in accordance with the Group strategy adopted at the end of 2012. Comparative figures for previous years and periods have been adjusted accordingly.

²Corporate brands are essentially private label products. High-risk countries are defined in accordance with the BSCI's definition (The Business Social Compliance Initiative).

³80% of ICA's suppliers of corporate brand products must be quality certified in accordance with a standard approved by ICA, such as GFSI-approved standards and IP Sigill (Swedish Seal of Quality). Starting in 2014, ICA reports quality status for suppliers of the entire product range. Previously this was only reported for suppliers of food, fruit and vegetables.

CEO's comments

Important that ICA's customers can make sustainable and informed choices

The year has started well for ICA Gruppen. We have achieved the Group's climate target and carried out several initiatives to support customers in making sustainable choices.

In the first quarter we at ICA Gruppen reached our long-term climate target. The target is to reduce our direct climate impact by 30% by 2020 compared with 2006. Since carbon dioxide emissions vary with the seasons we do not consider ourselves to have crossed the finishing line yet but we are pleased that our efforts have yielded results and hopeful that we can achieve the target on an annualised basis as well.

Helping customers make sustainable choices is a key priority for ICA Gruppen. We have therefore taken the initiative in ICA Sweden to extend origin labelling for our private labels. This initiative is unique in our industry. ICA Sweden has had origin labelling for all private label products containing meat for some time but we will now continue with more product groups, including cheese, dairy products and frozen vegetables.

ICA and the Federation of Swedish Farmers (LRF) have also decided to start a collaboration to highlight the advantages of Swedish food more clearly. The idea is to meet consumer demand for Swedish food and safeguard Swedish agriculture.

We saw proof that customers appreciate our efforts to offer sustainable alternatives in the first quarter. In Sweden, sales of our organic private label products rose by a full 58% compared with the same period in the previous year. Sales of ICA's own Fairtrade-labelled items also rose substantially.

Another initiative is that we are the first Nordic grocery player to start a cooperation with the Dutch organisation IDH, The Sustainable Trade Initiative, to make a social difference on site at suppliers in developing countries. By cooperating with IDH, we can help to fund local sustainability projects. This is achieved by putting a premium on selected private label products within fruit and vegetables in the Swedish market.

Food quality is also a prioritised issue for ICA. The debate on food fraud gained momentum after the industry-wide fraud with horsemeat last year. ICA conducts an ongoing dialogue with the food industry and relevant authorities. Mincing meat places high requirements on correct handling. In March and April it was found that three ICA stores had handled meat minced on their premises incorrectly. This is extremely serious. We have therefore decided to carry out an action programme including extra quality checks in stores that mince meat on the premises. Customers must always be able to rely on the products sold in ICA stores.

Many of our activities during the quarter are examples of how we meet one of the Group's ten strategic priorities for 2014 – to support customers' sustainable choices. Naturally, this will also be in focus throughout the rest of the year.



Per Strömberg
CEO, ICA Gruppen

“Helping customers make sustainable choices is a key priority for ICA Gruppen”

Environment

31% lower carbon dioxide emissions

In the first months of the year, ICA Gruppen achieved its climate target to reduce the Group's carbon dioxide emissions by 30% compared with 2006 (see table). Behind this substantial reduction are long-term efforts within energy, refrigerants, transportation and business travel. The main impact during the quarter came from improvements within renewable electricity in Norway and refrigerants in the Baltic countries as well as reduced emissions from goods transports in Sweden. Since emissions vary with the seasons, the target will not be regarded as fully met until the outcome for the full year can be measured.

Sharp upswing for organic

Sales of organic items in ICA Sweden's central product range rose substantially in the first quarter. Compared with the corresponding period last year, sales of ICA's private label organic products rose by 58%. The total sales value for organic products increased by 43%. Sales of organic fruit and vegetables increased by 64%. Recently launched products include

ICA I love eco green pesto. Several new private label organic product launches are planned during the year.

ICA signs soy agreement

ICA has signed a Swedish declaration of intent that in 2014 at least 60%, and by 2015 100%, of the soy used in Swedish food production must be responsibly produced. The Swedish Soy Dialogue network is behind this agreement which is supported by 27 Swedish food companies and organisations, including WWF. Each company takes responsibility for what they can influence in their own supply chain. Supporting sustainably produced soy is important to prevent the loss of unique rain forests and prevent exploitation of the people who work in the soy plantations. Most of the world's soy is used for animal feed, demand for which is rising in pace with the West's increased demand for meat.

Green electricity in Norway

ICA Norway has started to purchase green electricity for its stores and warehouses. These purchases are part of ICA's

reallocation of the resources previously used for climate compensation. ICA has provided climate compensation for business travel by air undertaken by employees in Sweden and Norway since 2008. This climate compensation ceased at the end of 2013. Instead the money is invested in climate-related activities and projects with clearer links to ICA's direct climate impact. Using green electricity is part of efforts to reduce emissions that affect the climate. Working with energy efficiency and measures within transports are another key aspect which ICA has been focusing on for some time.

Lights off for the environment

On 29 March, ICA Sweden took part in Earth Hour for the sixth consecutive year. Facade and other lighting was turned off in all offices and warehouses, except for lighting needed for safety and operation. Rimi in the Baltic countries also took part in this event. In Lithuania, Rimi turned off the lights in the stores while Rimi Latvia turned off the lights in the head office in Riga.

Quality

ICA extends origin labelling

ICA has had origin labelling for all private label products containing meat for some time. During the quarter, ICA decided to extend this initiative with origin labelling at ingredient level for additional private label products. These include cheese, dairy products, frozen vegetables, dried fruit and rice. When this project is completed in 2015, ICA will have country of origin labelled approximately 2,500 products. Read more about origin labelling under Outlook.

ICA Sweden invests in Swedish pork

In order to provide additional support to the Swedish pork industry and meet growing consumer demand for Swedish raw materials, ICA Sweden will in future only use Swedish raw material for ICA bacon. This represents an increase of 20-30 tonnes of sides of pork per week. Danish raw material was used previously. This decision should also be seen in the light of the ongoing debate about Danish animal welfare protection and the controversial practice of docking the tails of pigs (see also Criticism and media debate). Already, 77% of the pork that ICA buys centrally is of Swedish origin. ICA's view is that the high standard of animal welfare among Swedish pig farmers in general gives Swedish pork added value over Danish, although it is more expensive. The target now is to increase sales of Swedish pork by 10%.

Cooperation with LRF for Swedish food

ICA and the Federation of Swedish Farmers (LRF) have decided to start a collaboration project to highlight the advantages of Swedish food and increase the range of Swedish products in stores. Among other things a forum will be established where retailers and farmers can meet and exchange experiences. The idea is to meet consumer demand for Swedish food, safeguard viable Swedish agriculture and contribute to Swedish rural development and growth.

Continued efforts against food fraud

Being able to rely on contents of a product should be a given for ICA's customers. This is why ICA is working on several fronts to prevent future food fraud. The debate on food fraud gained momentum after the industry-wide fraud with horsemeat which was revealed in 2013. ICA has a continuous dialogue with the food industry and relevant authorities and monitors the Global Food Safety Initiative's (GFSI) ongoing work. ICA has performed an internal vulnerability analysis in accordance with GFSI's requirements and is working on completion of its own action plan to counteract food fraud. During the quarter suspected fraud attempts were discovered against eight Maxi ICA stores in Sweden. One supplier had sold water buffalo labelled as fillet of beef and the supplier was reported to the police. The stores recalled all

products and an inquiry is underway together with the National Food Agency.

ICA conducts extra quality checks in stores

In addition to its ongoing extensive quality work, ICA is now taking extra action with quality checks in stores which mince meat on the premises. Mincing meat places high requirements on correct handling and labelling with clear routines and trained employees. Over a short period, it was found that three ICA stores had handled meat minced on their premises incorrectly and therefore ICA is now strengthening its quality support. Read more under Criticism and media debates.

Public recalls of private label products during the quarter

ICA Sweden had two public recalls via press releases for private label products during the quarter, ICA Mixed Mince 2500 grams and ICA Minced Beef 2500 grams, after routine checks indicated the presence of salmonella. ICA Norway had two public recalls of private label products during the quarter, Egg and Shrimp Salad due to a quality non-conformance which did not represent a health risk and "Selskapsblanding" since the packages contained the wrong product. Neither of these two recalls required a press release. Rimi Baltic had one public recall via a press release for a private label product during the quarter: a cycle helmet for safety reasons.

Ethical trade

ICA signs agreement on local sustainability projects

ICA Sweden is the first Nordic grocery player to sign an agreement with IDH. IDH, The Sustainable Trade Initiative, is a Dutch organisation that works for up-scaled sustainable trade through cooperation with companies, civil society organisations, governments and other stakeholders. The aim is to make a social difference on site at suppliers in developing countries by partially funding, without intermediaries, local sustainability projects. ICA has worked for a long time with assurance of products and suppliers in high-risk countries through audits and certifications, but has had little opportunity to find out what effect purchases have locally. This cooperation will make it possible to ensure that the money really goes back to the local

community where cultivation takes place. ICA will now look at which products in ICA's fruit and vegetable range might be suitable and then select the first projects.

Pilot project continues to phase two

ICA has decided to also participate in phase two of the Capacity Building of Service Providers and Supply Chain (CAPS) project in Guangdong Province in China. Since 2011, ICA has taken part in the project which is designed to promote the protection of children and young people in working life. Seven other brands, including Disney and Clas Ohlson, are involved in the pilot project, which was originally designated PISP but has now changed its name to till CAPS. A total of eight of ICA's suppliers take part in the project.

Increased Fairtrade sales

In the first quarter of the year, total sales of Fairtrade products in ICA Sweden's central product range increased by 8% compared with the same period in the previous year. Sales of ICA's own Fairtrade-labelled products rose 93% compared with the same period last year. Fruit and vegetables accounted for most of this increase.

Withdrawal from Norwegian forum

Following an evaluation, ICA Norway has decided to terminate its membership of the Norwegian forum for ethical trade, Ethical Trading Initiative Norway. The information and support the forum can offer is covered by ICA Gruppen's own work with ethics and ICA Norway's assessment is that this means membership cannot be used in the best way.

Health

New rules for keyhole labelling under consideration

New, more stringent rules for Swedish keyhole labelling have been circulated for consideration by the National Food Agency. ICA has devoted a lot of time drafting a response to the referral, which has now been submitted to the Swedish Grocery Trade Federation which will send in the response. ICA has consistently keyhole labelled all private label products which meet the present criteria and is now carefully examining the consequences of the new criteria.

Audit of ICA Gott liv

ICA has started an audit of its ICA "Gott Liv" (Good Life) products. The audit is being conducted to ensure that the product series meets its criteria ahead of an upcoming new launch. Both products and packaging design are affected by the audit which is ongoing.

Allergy training for store employees

During the quarter employees in the Swedish ICA stores received training in handling of allergens. The reason is that food allergies are an increasingly important issue for many customers. A series of training courses has now started with a focus on fresh food consultants who in turn will help the Swedish ICA stores.

Continued Baltic health initiatives

A two-week long health campaign was conducted in March by Rimi Estonia and Rimi Latvia with a focus on increasing consumption of fruit and vegetables. The message was "Drink fruit and vegetables". As well as product offerings in the stores, healthy smoothie recipes in the stores and online, and competitions, Rimi's health consultants gave advice in the media on how to persuade children to eat more fruit and vegetables.

ICA supports

Fundraising in Latvia

Rimi Latvia conducted several fundraising initiatives during the quarter. The charity project "Stabins" raised EUR 11,838 to arrange meaningful leisure activities such as sport, music and art for children in poor families. During the period customers also donated money in all Latvian Rimi and Supernetto stores towards renovation of a children's hospital. A total of EUR 21,035 was collected.

Support for exercise activities

Healthy eating is important but exercise is also important for wellbeing. ICA's aim is to be perceived as a leader within health and wellbeing and therefore supports selected exercise activities. This year ICA was principal sponsor of the Swedish Ski Association's cross-country skiing competition for 13-14 year-olds which is called the ICA Cup. ICA also sponsors Lilla Världscupen, the

Kortvasan ski race, Children's Vasalopp, the Swedish Ski Association project "Everyone on the snow" where during the winter almost 20,000 ten-year-olds could try skiing, and the ICA Mini All-Sweden Championships in bandy, a competition where year 5 students throughout Sweden had an opportunity to take part, culminating in a final at the Friends Arena in conjunction with the final of the Swedish Bandy Championship.

Criticism and media debate

Extra quality checks in ICA stores

Over a short period it has been found that three ICA stores have handled meat minced on their premises incorrectly. The first incident was discovered during the first quarter at an ICA store in Örnköldsvik which had minced meat that was past its sell-by date. After the end of the quarter a further two stores received violation notices from the municipal environmental and health inspectors. ICA performed immediate quality audits in the stores concerned which have ceased to mince meat on their premises. ICA also chose to issue a press release with information about these incidents. The retailers were given support by ICA's quality coaches for their continued quality work. A special initiative with quality checks, in addition to ongoing extensive quality work, will now be taken by ICA in order to ensure compliance with all routines in stores which mince meat on their premises. ICA's Disciplinary Board has already examined one of the cases. The retailer received a warning and continued membership is conditional on the store

being quality certified by an independent certification body. The other two cases will also be examined by the Disciplinary Board.

Focus on Danish pig farming

During the quarter the Danish pig farming industry attracted attention from an animal welfare perspective, due among other things to the Danish practice of docking the pigs' tails. ICA is carefully monitoring developments in Denmark and making active efforts to achieve improved animal welfare in Danish pig production. This work is taking place both industry-wide together with the Swedish Grocery Trade Federation, which convened a meeting with the Danish pig farming industry, and through ICA itself actively following up its Danish supplier, Danish Crown, through meetings and an audit will be performed in the second quarter.

Stop for west coast shrimps

In WWF's most recent fishing guide, shrimps from Skagerack, the Kattegatt and the North Atlantic are red-rated, together with lumpfish

roe. The red-rating attracted attention in Swedish media and was commented on by both suppliers and consumers. ICA complies with WWF's recommendations for its central fish assortment and also recommends the Swedish ICA stores to do the same. When it comes to frozen shrimps and shrimps in brine, ICA has MSC-labelled private label products in its product range, as well as lumpfish roe from a stock that is currently receiving MSC certification. ICA's own tuna is of a species that is not affected by WWF's new recommendations.

Stop for goose and duck liver

In Norwegian media, animal rights organisations have questioned the sale of goose and duck liver. Production involves mistreating the animals including cramped cages and force-feeding which is forbidden in several countries. ICA Norway has therefore decided to cease selling goose and duck liver. ICA Sweden has not had such products in its central range for several years.

Prizes and awards

ICA's white tuna "MåBra" choice of the year

ICA white tuna has been named "MåBra" choice of the year by the Swedish health magazine MåBra. The magazine's motivation for its choice was that white tuna is healthy, easy to prepare and MSC-labelled.

Outlook

Labelling helps customers make sustainable choices

The issue of origin labelling of food has continued to grow in importance. A growing number of customers want clear information about both where the items come from and where they are packed. In future, EU legislation will also extend requirements for origin labelling of further products in addition to the requirements already in place for beef. This means that it will remain important for ICA to increase traceability and openness about where the raw material is grown or reared.

"Helping our customers make sustainable choices is an important strategy for us. By providing clear information on the origins of our products we can put pressure on ourselves to be even better at helping customers," says Lena Sparring, Head of Product Quality at ICA Sverige AB.

One step in this work is ICA's recent decision to origin label a total of 2,500 private label products right down to ingredient level.

"There are many reasons why customers want to know where a certain product comes from. These can be safety issues, that people feel more secure with a specific origin or that they have made an ethical decision not to buy products from a particular country," explains Lena Sparring.

The EU's extended origin labelling comes into force at the end of 2014. The requirement is that origin labelling will not just include beef but also meat from pigs, sheep, goats and poultry. For several years, ICA has origin labelled its private label products beyond what the law requires. For almost ten years all meat and poultry as well as processed meats and prepared

produce containing meat have been labelled with the meat's country of origin and all products have been labelled with country of packaging. Now ICA is extending its labelling work with country of origin labels for more ingredients than just meat.

"We believe that openness leads to positive development. The more clearly you show where the item comes from, the greater demands you can also make on transparency and traceability in the supply chain," says Lena Sparring.

ICA's aim is to lead the way in the industry and now hopes that this extended focus on origin labelling right down to ingredient level will inspire even more players to follow suit. ICA will also continue to have an active dialogue with the industry, with the global standardisation organisation GSI and with authorities to ensure support for correct labelling by ICA and ICA's suppliers.

About this report

This is a quarterly status report containing information about ICA's work on issues relating to sustainability and development during the year. The report includes all companies in ICA Gruppen, except for the portfolio companies. The quarterly report aims to show developments that have been ongoing during the year and deals with the most significant issues in the areas of the environment, quality, health, ethical trade, social engagement and ICA's role in the most important media debates. The report has been independently reviewed, but is not in line with the GRI Guidelines and for this reason, some issues are not included. ICA Gruppen publishes a complete sustainability report once a year which is in accordance with the GRI Guidelines and provides a full description of the Company's sustainability work.

For measurement and calculation methods, boundaries and materiality analysis, see

<http://reports.icagruppen.se/en/ar/2013/sustainability-report/about-the-sustainability-report/measurement-and-calculation-methods/>
<http://reports.icagruppen.se/en/ar/2013/sustainability-report/about-the-sustainability-report/>
<http://reports.icagruppen.se/en/ar/2013/sustainability-report/principles/materiality-analysis/>

About ICA Gruppen

ICA Gruppen AB (publ) is one of the Nordic region's leading retail companies, with around 2,400 of its own and retailer-owned stores in Sweden, Norway, Estonia, Latvia and Lithuania. The Group includes the retail companies ICA Sweden, ICA Norway and Rimi Baltic, ICA Real Estate, which owns and manages properties and ICA Bank, which offers financial services to Swedish customers. The Group also includes the wholly owned portfolio companies Forma Publishing Group and inkClub and partly owned portfolio companies Cervera, Hemtex and Kjell & Company. For more information see www.icagruppen.se

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Auditor's Review Report on ICA Gruppen AB's quarterly report on sustainability

This is the translation of the auditor's review report in Swedish.

To the readers of ICA Gruppen AB's quarterly report on sustainability for the period 1 January – 31 March 2014.

Introduction

We have been engaged by the Board of Directors of ICA Gruppen AB to review ICA Gruppen AB's quarterly report on sustainability for the period 1 January – 31 March 2014.

Responsibilities of the Board of Directors and the Executive Management for the quarterly report

The Board of Directors and the Executive Management are responsible for ongoing activities regarding the environment, health & safety, quality, social responsibility and sustainable development, and for the preparation and presentation of the quarterly report in accordance with the applicable criteria, as explained in the paragraph 'About this report' in the quarterly report.

Responsibilities of the auditor

Our responsibility is to express a limited assurance conclusion on the quarterly report based on the procedures we have performed.

We have performed our review in accordance with ISAE 3000 Assurance engagements other than audits or reviews of historical financial information, issued by IFAC. A review consists of making inquiries, primarily of persons responsible for the preparation of the quarterly report, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with IAASB's Standards on Auditing and Quality Control and other generally accepted auditing standards in Sweden.

The procedures performed consequently do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion. Our assurance does not comprise the assumptions used by the Company or whether or not it is possible for the Company to reach certain future targets described in the report (e.g. goals, expectations and ambitions).

The criteria on which our review is based are ICA Gruppen AB's materiality analysis 2013 as well as the accounting and calculation principles that the Company has

developed and disclosed in ICA Gruppen AB's Sustainability Report 2013. We consider these criteria suitable for the preparation of ICA Gruppen AB's quarterly report on sustainability.

Our review has, based on an assessment of materiality and risk, e.g. included the following procedures:

- a. an update of our knowledge and understanding of ICA Gruppen AB's organization and activities
- b. assessment of suitability and application of criteria in respect to stakeholders' need of information
- c. interviews with responsible management, at company level and at selected business units with the aim to assess if the qualitative and quantitative information stated in the quarterly report is complete, correct and sufficient
- d. read internal and external documents to assess if the reported information is complete, correct and sufficient
- e. analytical review of reported information
- f. overall impression of the quarterly report and its format
- g. reconciliation of the reviewed information against the sustainability information in ICA Gruppen AB's sustainability report for 2013.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion below.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the information in ICA Gruppen AB's quarterly report on sustainability for the period 1 January – 31 March 2014 has not, in all material respects, been prepared in accordance with the above stated criteria.

Stockholm, 21 May 2014

Ernst & Young AB

Thomas Forslund
Authorized Public Accountant

Charlotte Söderlund
Authorized Public Accountant