

**The Board has decided to offer the 50 key employees with convertibles issued during the company's convertible-based incentive scheme, decided upon at the Extraordinary General Meeting on 7 February 2008, the opportunity to acquire (buy-back) convertibles against a payment equivalent to a nominal amount in addition to accrued interest up until the settlement day.**

The acceptance period will run from 3 November until 7 November 2008. The settlement could amount to SEK 37 million in addition to accrued interest. The convertibles that the company acquires will cease to be valid, meaning the company's burden of debt will fall by the equivalent amount.

The reason for the decision is that the current economic situation and financial uncertainty has meant that the convertibles have completely lost their incentive function that motivated their introduction, and that a buy-back contributes better to achieving this function than allowing the convertibles to remain outstanding. Due to objections, the CEO Kjell Nilsson has not taken part in this decision. The Board currently has no intention for the convertible-based incentive scheme to be replaced with another similar scheme.

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