

# Press release



To the editor

May 7, 2015

## **Bulletin from Cybercom's 2015 AGM**

### **Cybercom Group AB (publ) held its AGM on Thursday, May 7, 2015. The AGM endorsed a dividend to shareholders of SEK 0.05 per share.**

The AGM representing approximately 53% of the shares in Cybercom resolved to adopt the proposals prepared by the board and nomination committee. All decisions were unanimous. The minutes taken at the AGM will be published on Cybercom's website, [www.cybercom.se](http://www.cybercom.se). These items summarise the AGM resolutions.

#### **Adoption of the financial statements**

The AGM resolved to adopt the income statements and balance sheets for the group and the parent company for 2014. Board members and the CEO were discharged from liability for the financial year 2014.

#### **Dividend**

The AGM resolved that a dividend of SEK 0.05 per share be paid to shareholders. The record date for the dividend is May 11, 2015. The dividend will be distributed by Euroclear Sweden AB on May 15, 2015.

#### **Board election and remuneration**

The AGM resolved that the board comprise five board members and no deputy members for the period until the end of the next AGM. Ulrika Dellby, Hampus Ericsson, Nicolas Hassbjer, Jan-Erik Karlsson and Katarina Kämpe were re-elected. Dag Sundman had declined re-election. Hampus Ericsson was elected as board chairman. Board remuneration (excluding remuneration for committee work) was fixed at a total of SEK 1,200,000, wherein remuneration to the chairman of the board SEK 400,000 and to each of the other board members elected by the AGM of SEK 200,000. In addition payment of SEK 75,000 shall be made to the chairman and SEK 50,000 to members of the audit committee.

#### **Guidelines for remuneration of senior executives**

In brief, the AGM resolved that the company shall offer a market-based total compensation package that enables the recruitment and retention of senior executives. The basic salary shall be determined by the individual executive's responsibilities, experience and results achieved. The basic salary is revised annually. The variable pay is based on achieved predetermined operational objectives, the wide majority of which correspond to financial targets. The variable remuneration is paid in the form of variable pay to each senior executive at an amount corresponding to a maximum of 50 percent of basic salary. The board also has the right to design variable pay systems so that the total variable remuneration to the CEO is an amount equal to a maximum of 100 percent of basic salary, provided that such variable pay is linked to well defined commitments to purchase shares in Cybercom for a substantial part of the compensation. The objectives for variable pay are revised annually.

Long-term incentive programmes such as options plans, equity savings plans with share matching or similar constructions may form part of the remuneration of senior executives at the company from time to time as decided by the AGM.

Pension provision should be at market terms and using defined contributions. The company aims to offer competitive and market-adjusted overall remuneration to senior executives, of which the pension forms a part and where the balance between pension and basic salary is agreed upon in each individual case. The above guidelines may be waived by the board in individual cases where there are special circumstances.

#### **Statutory board meeting**

The board decided to appoint Jan-Erik Karlsson as chairman and Hampus Ericsson as a member of the remuneration committee. The board also decided to appoint Ulrika Dellby as chairman and Nicolas Hassbjer as a member of the audit committee.

#### **For further information, please contact**

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*Note Cybercom is required to make this information public in compliance with the Swedish Securities Market Act. The information was submitted for publication on May 7 at 7.00 pm.*

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## **About Cybercom**

Cybercom is an IT consulting company that assists leading companies and organisations to benefit from the opportunities of the connected world. The company's areas of expertise span the entire ecosystem of communications services. Cybercom's domestic market is the Nordic region, and in addition the company offers global delivery capacity for local and international business. Cybercom was founded in 1995 and has been quoted on the NASDAQ Stockholm exchange since 1999.