

## COMPOSITION OF THE BOARD AND ATTENDANCE IN 2019

NAME	YEAR ELECTED	INDEPENDENT <sup>1)</sup>	INDEPENDENT <sup>2)</sup>	FEES (SEK) <sup>3)</sup>	BOARD MEETINGS <sup>4)</sup>	AUDITING COMMITTEE	SHARE-HOLDING	SHARES HELD BY RELATED PARTIES
Stefan Persson, chairman	1979	No	No	1,700,000	6/6			194,400,000 <sup>5)</sup> 561,749,929 <sup>6)</sup>
Stina Bergfors	2016	Yes	Yes	615,000	6/6		9,000	6,000 <sup>7)</sup>
Anders Dahlvig	2010	Yes	Yes	765,000	6/6	4/4	17,510	
Danica Kragic Jensfelt	2019	Yes	Yes		4/4		2,500	120
Lena Patriksson Keller	2014	Yes	Yes	615,000	6/6			1,200 and 9,450 <sup>8)</sup>
Christian Sievert	2010	Yes	No <sup>9)</sup>	815,000	6/6	4/4	81,000	19,000 and 2,400 <sup>10)</sup>
Erica Wiking Häger	2016	Yes	Yes	765,000	6/6	4/4		750 <sup>11)</sup>
Niklas Zennström	2014	Yes	Yes	615,000	6/6		72,700	
Ingrid Godin employee rep.	2012				6/6			60
Alexandra Rosenqvist employee rep.	2015				6/6			
Helena Isberg deputy employee rep.	2019				4/4			
Margareta Welinder deputy employee rep.	2007				5/6			

1) Independent of the company and company management in accordance with the Swedish Corporate Governance Code.

2) Independent of major shareholders in the company in accordance with the Swedish Corporate Governance Code.

3) Fees as resolved at the 2018 annual general meeting. This means that the fees related to the period until the next AGM, i.e. for the period 8 May 2018 to 7 May 2019. The amounts were paid out after the 2019 AGM.

4) Attendance via technology is equated with attendance in person.

5) Class A shares owned through Ramsbury Invest AB.

6) Class B shares owned through Ramsbury Invest AB.

7) Shares held by spouse.

8) 1,200 shares owned through Lena Patriksson Keller's private company Verdani Holding AB. 9,450 shares held by spouse and children.

9) Christian Sievert is not considered independent of Ramsbury Invest AB since Ramsbury Invest AB is a major shareholder in a company of which Christian Sievert is CEO.

10) Shares held by related parties: 19,000 shares held through Christian Sievert's company Whitechris Industri AB and 2,400 shares held by spouse and children. Supplementary disclosure: in addition to Christian Sievert's shareholding shown above, Christian Sievert holds 9,000 H&M shares via a pension plan.

11) 750 shares owned through Erica Wiking Häger's company Erica Wiking Häger Advokataktiebolag.

All shareholdings reflect the situation as at 30 November 2019.

There are no outstanding share- or share price-related incentive programmes for the board of directors.