

Report by AB Industrivärden's Board of Directors on the Compensation Committee's evaluation of executive compensation

The Board of Directors of AB Industrivärden has established a Compensation Committee, which carries out the tasks of a compensation committee under the Swedish Corporate Governance Code. Under the Code, the Compensation Committee's tasks include to monitor and evaluate programmes for variable executive compensation, the application of the guidelines for executive compensation adopted by the Annual General Meeting, and current compensation structures and compensation levels in the company. The Board of Directors hereby presents the following report of the results of the Compensation Committee's evaluation, in accordance with rule 10.3 of the Code.

The Compensation Committee has monitored and evaluated the company's programmes for variable executive compensation. The Committee has found that these have been appropriate. The Committee has also found that the other compensation that the senior executives received in 2011 in accordance with the guidelines established by the Annual General Meeting has been appropriate. The Committee believes that the guidelines have fulfilled their purposes well and worked as intended. The Committee considers that the application of the guidelines for executive compensation has been correct. Furthermore, the Committee has monitored and evaluated the compensation structures and compensation levels in the company, and finds that these are on market terms and well balanced.

Stockholm in March 2012
AB Industrivärden
The Board of Directors