iv. Louise Julian Svanberg

9. Resolution on the number of directors and deputy directors
   c) discharge from personal liability of directors and
      director at law, as chairman of the annual general meeting.

The nomination committee proposes Eva Hjagg, attorney at
law, as chairman of the annual general meeting.

Proposal for resolution under Item 1

The nomination committee proposes Eva Hjagg, attorney at
law, as chairman of the annual general meeting.

Proposal for resolution under Item 8 b)

The proposal means that the guidelines in substance are
unchanged in relation to 2015 except for the addition of
“Norges Bank” as a new director.

Additional information

The financial statements and the auditor’s report as well as
other documentation, which, according to the Companies
Act, shall be made available at the general meeting, as well
as proxy forms will be available at the company and on the
company website, www.sca.com, no later than 24 March
2016. The board of directors and the president shall, if any
shareholder so requests and the board of directors believes that
it can be done without material harm to the company’s or its
subsidiaries’ financial situation or the company’s relation to other companies within the
group.

The board of directors and the auditor’s report as well as
other documentation, which, according to the Companies
Act, shall be made available at the general meeting, as well
as proxy forms will be available at the company and on the
company website, www.sca.com, no later than 24 March
2016. The board of directors and the president shall, if any
shareholder so requests and the board of directors believes that
it can be done without material harm to the company’s or
the largest shareholder next in turn. Changes in the
composition of the nomination committee shall be made
public immediately. The composition of the nomination
committee is to be announced no later than six months
prior to the annual general meeting. Remuneration shall not
be paid to the members of the nomination committee.
Any costs for the work of the nomination committee shall
be borne by the company. The term of office for the nomi-
nation committee ends when the composition of the fol-
lowing nomination committee has been announced. The
nomination committee shall propose the following: the
chairman of the general meeting, the board of directors, the
chairman of the board of directors, remuneration to the
board of directors individually specified for the chairman
and each of the other directors, remuneration for committee
work and auditor and remuneration to the auditor.”

The resolution on the nomination committee shall remain
in force until further notice.

The proposal of the nomination committee entails a change
compared to previous years. The annual general
meeting hereby resolves that the nomination committee
shall consist of a fixed number of representatives. Previously
the nomination committee was composed of no less
than four and no more than six representatives and the
chairman of the board of directors was to resolve on the
final number of representatives.

Proposal for resolution under Item 16

The board of directors proposes that the annual general
meeting adopt the following changes for remuneration for
the senior management. “Remuneration to the CEO and
other senior managers will be a fixed amount (base salary),
possible variable remuneration, additional benefits and
pension. Other senior managers include the executive vice
presidents, business unit managers and the like, as well as
the central unit managers. The total remuneration is to corre-
spond to market practice and be competitive on the senior
management’s field of profession. Fixed and variable remunera-
tion is to be linked to the manager’s responsibility and
authority. For the CEO, as well as for other senior managers, the variable
remuneration is to be limited and linked to the fixed remunera-
tion. The variable remuneration is to be based on the out-
come of predetermined objectives and, as far as possible,
linked to the increase of the SCA share, from which the
shareholders benefit. The programme for variable remu-
neration for senior managers is to be negotiated with the
shareholders. The programme for the CEO is to be presented
in the following year’s annual general meeting.”