

Shareholding Policy for Saab Senior Executives

To further align the Saab Senior Executives' incentives with the long-term interest of the shareholders, the Saab Board of Directors has on June 5, 2014 resolved the following policy for the Senior Executive's holding of shares in Saab.

The Board recommends that:

- The CEO shall build up and maintain a holding of B-shares in Saab representing a value of 100 per cent of a gross base salary for any given year.
- Other Senior Executives shall build up and maintain a holding of B-shares in Saab representing a value of 50 per cent of a gross base salary for any given year.
- The shareholding shall be built up over a time period by way of maintaining at least half of the matching shares, net of tax, received under the Performance Share Plan.
- The shareholding shall be maintained for the duration of the appointment as a Senior Executive.
- The requirement to build up and maintain a shareholding applies from the Performance Share Plan 2014.