

The Nominating Committee's proposal under item 11 on the Agenda of the Annual General Meeting of Swedish Match AB (publ) on April 9, 2019

The Nominating Committee proposes that the remuneration to the members of the Board of Directors, for the period until the Annual General Meeting 2020, be paid according to the following (the 2018 resolved remuneration within brackets).

The Chairman shall receive 2,080,000 SEK (1,910,000), the deputy Chairman shall receive 980,000 SEK (900,000) and the other Board members elected by the General Meeting shall each receive 830,000 SEK (764,000). It is further proposed that the Board, as remuneration for committee work, be allotted 270,000 SEK (270,000) to the Chairman of the Compensation Committee, and 310,000 SEK (310,000) to the Chairman of the Audit Committee, and 135,000 SEK (135,000) respectively to the other members of these committees.