

**The Nominating Committee's proposal under item 11 on the Agenda of the Annual General Meeting of Swedish Match AB (publ) on April 2, 2020**

The Nominating Committee proposes that the remuneration to the members of the Board of Directors, for the period until the Annual General Meeting 2021, be paid according to the following (the 2019 resolved remuneration within brackets).

The Chairman shall receive 2,165,000 SEK (2,080,000), the deputy Chairman shall receive 1,000,000 SEK (980,000) and the other Board members elected by the General Meeting shall each receive 865,000 SEK (830,000). It is further proposed that the Board, as remuneration for committee work, be allotted 280,000 SEK (270,000) to the Chairman of the Remuneration Committee and 140,000 SEK (135,000) to each of the other members of the Remuneration Committee, 350,000 SEK (310,000) to the Chairman of the Audit Committee, and 150,000 SEK (135,000) to each of the other members of the Audit Committee.