

Appendix 2:2

The Board of Betting Promotion Sweden AB (publ), corporate ID no. 556466-8860, (the "Company"), decided at its meeting on 15 May 2009 to establish the following

Rules of procedure for the Remuneration Committee

Background and facts

The Company's board has established a Remuneration Committee to prepare questions about remuneration and other conditions of employment for senior management.

That which is prescribed for the Company in these Rules of Procedure also applies to the Group where appropriate.

Committee members

Remuneration Committee members are appointed annually by the Company's board of directors in connection with the inaugural board meeting directly following the Annual General Meeting. The Company's board also appoints the Chairman of the Remuneration Committee, who *may* be the Chairman of the board. The Committee shall consist of *at least* three members. The Chairman of the board *must* be included. Other members must be independent of the Company and its management.

The Company's CEO is a co-opted to the Remuneration Committee and, where necessary, may be the rapporteur of the Committee.

Fees to members of the Committee.

Any fees to Committee members will be determined by the Annual General Meeting following a proposal from the Nomination Committee.

Meetings, notices, agendas, minutes, etc.

The Committee will meet *at least* twice a year, and the aim is for one of the meetings to be held in conjunction with the Company's scheduled board meeting, which will decide about the salary and remuneration issues for senior management.

Members shall be convened with reasonable notice in advance. The agenda and basis for decisions shall be submitted to the members not later than five working days prior to the meeting.

Minutes shall be kept for each meeting. The Committee's Chairman shall attest the minutes together with a member of the Committee. The Committee's minutes will be immediately available to Committee members *and* to the Company's board of directors for appropriate archiving and further distribution to its members.

The Committee's areas of responsibility

The Committee shall make proposals to the Company's board about a joint comprehensive policy regarding salaries, remuneration, incentive programs and other conditions of employment for the Company's management team and other employees, and the management teams and other employees within subsidiaries. Comprehensive policies comprise and concern e.g.:

- basic salaries and other conditions of employment;
- short and long-term bonus and reward systems;
- short and long-term share related incentive programmes, *and*
- pension terms.

The Committee shall also make proposals to the Company's board regarding the salary and other remuneration for the Company's CEO.

Following proposals from the CEO, the Committee will make proposals to the Company's board regarding individual salaries and other remuneration for directors and/or managers reporting directly to the CEO.

Reporting to the Company's board of directors and the Annual General Meeting

The Committee shall continuously submit to the board of directors:

- verbal reports about its activities;
- proposals in matters that require the board's approval, *and*
- minutes from its meetings for necessary archiving and for further distribution to all members of the Company's board.

Information about the Committee's composition and its work will be provided in the Company's Annual Report or in the board's annual Corporate Governance Report. The Committee Chairman will submit a written report of the attendance of the various members at Committee meetings during the year to the Company's board of directors.
