

## **Appendix 3**

The Board of Betting Promotion Sweden AB (publ), corporate ID no. 556466-8860, ("the Company"), decided at its meeting on 12 May 2010 to establish the following

### **Terms of reference for the CEO**

#### **The fundamental responsibilities of the CEO**

In accordance with the Board's assignment, the CEO shall lead the Company's operational activities and manage the ordinary administration of the Company's affairs in accordance with e.g. the Law (2005:551) on limited companies (Aktiebolagslagen (2005:552)), the applicable Articles of Association, the Swedish Code of Corporate Governance, the agreements/regulations of the marketplace and in accordance with these terms of reference.

It is the responsibility of the CEO to ensure that the Company's accounting and reporting are carried out in accordance with the applicable legislation and that the Company's property and assets are managed securely. The CEO is also responsible for the internal control of the financial statements.

#### **The qualification and authority etc. of the CEO**

The CEO is authorised to represent the Company and to sign for the Company in accordance with the rules of Chapter 8, § 36 of the Law on limited companies, having regard to all actions in the context of day-to-day operations, excluding extraordinary transactions and transactions of significant importance to the Company.

The CEO has the authority, however, in contrary to the above rules – if required by the urgency of the matter and board approval cannot be waited for - to decide in matters which do not fall within the powers of the CEO. However, the CEO shall immediately notify and inform the Board about the decision at issue and the reasons for the decision.

In addition, the CEO shall also comply with the Board's annually established authorisation manual.

#### **The responsibility of the CEO for current administration and governance, personnel, budgeting, etc.**

The CEO is responsible for establishing the instructions for the Company's management, including delegation arrangements regarding responsibility for e.g. the Company's:

- business operations;
- financial control;
- law and regulatory compliance; and
- general employer responsibilities employer responsibility.

The CEO employs, dismisses and generally determines the conditions of the Company's employees, as appropriate, under the current corporate policies.

The CEO is responsible for the preparation of the budget for the coming financial year and the presentation of the budget to the Board and the preparation of the Company's financial statements as soon as possible after the end of the accounting period.

**Disclosure to the Company's Board of Directors, requirements for board approval**

The CEO shall continuously keep the Board informed about the Company's position and important business events in accordance with the Board's instructions, as well as the requirements set out in the Rules of Procedure for the Board of Betting Promotion AB.

The CEO is not entitled to assume external assignments without the prior written consent of the Board.

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