

An aerial photograph of a city, likely Stockholm, Sweden, showing a dense urban landscape with colorful buildings and a prominent church spire. The city is situated on a peninsula or island, with a large body of water in the foreground and background. The sky is blue with some clouds. The text "ANNOUNCING NEW CEO" is overlaid in white, sans-serif font across the center of the image.

# ANNOUNCING NEW CEO

October 26, 2016



# HELENA NORRMAN

Senior Vice President

Chief Marketing and Communications Officer



LEIF JOHANSSON

Chairman of the Board

BÖRJE EKHOLM

# TODAY'S ANNOUNCEMENT



- › Börje Ekholm is appointed President & CEO effective January 16, 2017.
- › Current position as CEO of Patricia Industries.  
President and CEO of Investor AB between 2005 – 2015.
- › Remains member of Ericsson's Board of Directors.
- › Jan Frykhammar remains acting CEO until January 16, 2017.

# BÖRJE EKHOLM



- › Assumes the role as President & CEO for Ericsson Group on January 16, 2017
- › Current position as CEO of Patricia Industries
- › President and CEO of Investor AB between 2005 – 2015
- › Member of Ericsson’s Board of Directors
- › Holds a Master of Science in Electrical Engineering from KTH Royal Institute of Technology, Stockholm, Sweden, as well as a Master of Business Administration from INSEAD, France.
- › Member of The Royal Swedish Academy of Engineering Sciences
- › Born in 1963

# OVERVIEW CEO REMUNERATION



Remuneration Element	
Base salary	SEK 14.2 million
Short-Term Variable Compensation	None
Long-Term Variable Investment	Up to 20% of base salary
Long-Term Variable Compensation	3-year performance period. Total value based on share price development. Final plan design to be determined. Approx. SEK 26 million at target performance.
Pension	SEK 7.7 million (defined contribution)

*Note: Notice period 6 months, severance period of 18 months until age of 60.*



# Q&A



**ERICSSON**