

INSTRUCTIONS FOR NOMINATION COMMITTEE OF SAS AB (PUBL)

approved at the Annual General Shareholders' Meeting on April 17th, 2007

The shareholders of SAS AB (publ) (Corporate Identity No. 556606-8499) (hereinafter the Company) have decided at the Annual General Shareholders' Meeting that the following instructions shall apply to the members of the Nomination Committee elected by the Shareholders' Meeting and to the tasks this Nomination Committee shall perform until the end of the next Annual General Shareholders' Meeting.

§ 1. The Nomination Committee shall comprise the number of members as determined by the Annual General Shareholders' Meeting, unless during a situation according to § 8 the Nomination Committee finds that it can perform its tasks with fewer members.

§ 2. The Nomination Committee shall comprise specially elected representatives of the Company shareholders controlling the largest number of votes and of shareholders who otherwise comprise a representative number and sample of the Company's total shareholders, in the manner determined by the Annual General Shareholders' Meeting.

§ 3. The member representing the shareholder controlling the largest number of votes shall call the Nomination Committee to an initial constituent meeting. At the constituent meeting the Nomination Committee shall then elect one of its members to be the chairman of the Nomination Committee. The chairman of the Nomination Committee leads and assigns the work of the Nomination Committee and is responsible for all contact with the Company.

§ 4. No fees or other remuneration from the Company shall be paid to the members of the Nomination Committee.

§ 5. The Nomination Committee shall be entitled to charge the Company reasonable costs for recruitment consultants or other external costs required by the Nomination Committee to perform its tasks.

§ 6. A shareholder represented by a member on the Nomination Committee is entitled to replace this member with another who will serve instead on the Nomination Committee. Via its Chairman, the Nomination Committee shall without delay inform the Company of such replacements for notification to shareholders and the public by the Company.

§ 7. If a shareholder who is represented by a member on the Nomination Committee substantially reduces his shareholding in the Company and this takes place earlier than two (2) months before the next Annual General Shareholders' Meeting, his member shall vacate his seat on the Nomination Committee. Instead, after consultation among the other members of the Nomination Committee, another major shareholder in terms of votes shall designate a representative to serve as a new member of the Nomination Committee. Via its chairman, the Nomination Committee shall without delay inform the Company of this for notification to shareholders and the public by the Company. However, if such a shareholding reduction takes place later than two (2) months before the next Annual General Shareholders' Meeting, the shareholder representative shall be entitled to remain a member of the Nomination Committee and complete his tasks.

§ 8. In the event one of the members of the Nomination Committee is prevented from participating in the work of the Nomination Committee and a replacement member is not appointed according to §§ 6 or 7 above, the Nomination Committee shall complete its tasks with the lesser number of members, provided the Nomination Committee does not find that the lesser number of members has a detrimental effect on the capacity of the Nomination Committee to complete its tasks.