

Guidance for payment instructions to receive sell proceeds of your Stock Purchase Plan

Payment Matrix

Plan	Currency of plan	Currency of bank account	Proceeds	Transaction type	Additional requirements	Comments
Bshare	SEK	SEK	SEK	WIRE instructions	No	Standard transfer fees will apply; SEK 55
		non-SEK	SEK	WIRE instructions	No	Standard transfer fees will apply; SEK 55 Conversion fees from SEK to account currency will be applied by your local bank. Contact them for the fee level applied.
		non-SEK	non-SEK	WIRE instructions	no	Standard transfer fees will apply; SEK 55, plus FX fees Conversion fees from SEK to account currency will be applied by Citibank (in average 2,50%)

ADR	USD	USD	USD	GLOBAL DIRECT CREDIT	No	Standard transfer fees will apply; USD 6.75
		non-USD	USD	WIRE instructions; Via Computershare	yes; see template	Standard transfer fees will apply; USD 6.75 Conversion fees from USD to account currency will be applied by your local bank. Contact them for the fee level applied.
		non-USD	non-USD	WIRE instructions	no	Standard transfer fees will apply; USD 6.75, plus FX fees Conversion fees from USD to account currency will be applied by Citibank (in average 2,50%)

What is the role of Computershare?

Computershare is the company who administrates the Ericsson SPP Plan and facilitates the sale of your SPP shares. We will collect your sale request and mandatory bank mandate details **via your online Computershare account**. Computershare will then place your sale request with one out of our panel of authorised brokers which is preferred to complete your sale request.

- Sale Commission Fees: 0.325% of the sale proceeds with a minimum charge of SEK 150 (B Share plan) or USD 17.50 (ADR Plan).

Once the shares are sold we will engage with our Global Payment provider **Citibank** to initiate payment (and currency conversion if required) of sale proceeds to your nominated bank account.

On settlement of your sale we will receive sale proceeds in plan currency and authorize our paying agent Citibank to release your sale proceeds in your requested currency to your nominated bank.

What is the role of the bank used by Computershare? Who is it? What is their cost structure? How will they work with the bank of the beneficiary owner?

Our Global Payment providers are Citibank. On completion of your sale they will make daily payment of sale proceeds to your nominated bank account either by International Wire Payment or Global Direct Credit.

Payment Fees:

- International Wire Fee 55kr (B Share plan) or \$6.75USD (ADR Plan)
- Global Direct Credit \$6.75 (ADR Plan) 55kr (B Share plan)

If you have chosen to receive your sale proceeds in a currency different to the plan currency, Citibank will complete a currency conversion on your behalf and make payment to your bank in your chosen currency.

Currency conversion fees; (in addition to Commission and Payment Fees)

Payment Value GBP	Foreign Exchange Spread
£0.00 - £99,999.99	2.50%
£100,000 - £999,999.99	0.80%
£1,000,000 and over	0.50%

If there is an issue with your payment - either rejected by the beneficiary bank or requires further information to process the payment - Citibank will receive the rejection or suspense message from the beneficiary bank advising why the payment has failed. This will then be shared with Computershare who will contact you to obtain the information required to process your payment. Once you have provided the corrected or additional information, Computershare will pass these details to Citibank who will either (a) pass the additional information to the beneficiary bank within 5 working days to process the suspended payment or (b) Computershare will re-effect a rejected payment through Citibank using the corrected bank details supplied by employee, within 5 working days.

What is the role of the bank of the beneficiary owner?

The role of the beneficiary bank is to receive payments from Citibank (or intermediary bank if used) and allocate funds to your account. If they cannot allocate funds they should contact Citibank requesting further information or reject the payment.

If you have chosen for your bank to complete your currency conversion this may add extra time and cost depending on your bank.

To ensure your expected funds are on their way to your bank account we propose you to contact your bank after 5 business days in case the money has not arrived by then.

What will be the role of the intermediary/correspondent bank?

An intermediary bank is a bank that acts on behalf of the beneficiary bank if the beneficiary bank is unable to accept international payments direct. Payments will reach the intermediary bank before being credited to the beneficiary.

What are the expected timelines employees can expect to face?

Computershare applies daily sell settlement routines followed by daily payment instruction runs.

The international banking routines are depending on the availability of correct instruction details.

In best case a 3 business days turnaround can be achieved.

In more complex setups and regulatory intervention up to 15 business days turnaround is more likely to happen.

To ensure your expected funds are on their way to your bank account, we propose you to contact your bank after 5 business days in case the money has not arrived by then.

What are the expected timelines Leaver employees in default can expect to face?

- Every Thursday Computershare runs a report to determine which leavers are to be included in the default sell; this is sent via FileShare to Ericsson Group Administrator. Default sell is applicable to leavers who did not move out their shares within 90 days after leaving Ericsson.
- Next, Computershare receives a confirmation from Ericsson Group Administrator on Monday informing if the individuals are ok to default sell.
- On Monday every week Computershare Sales team process the sale.
- 3 days after this, Computershare will download the trade bulks to see which payments were made to wire instructions and which ones need to go to employer (in case of missing bank details. Computershare will make the payments to each payroll as per the LPA list for all employer payments
- Finally Computershare will upload the payment schedules after making payment for each payment for the LPA to make an onward payment to the last know leaver bank details.