

## LTI PROGRAM 2018/2021 – FINAL OUTCOME

Accumulated EBITDA					
	Target		Outcome	Maximum Payout	Payout
	0%	100%		% of Annual Base Salary	% of Annual Base Salary
	SEK	SEK	SEK		
Final Result	87,790	90,041	85,721	15,0%	0,0%
Relative TSR					
2018 - 2020 Program TSR Ranking - as of year-end 2020	4 out of 10 peer organizations			15,0%	11,25%
Payout as a % of annual base salary December 2017					
					11,25%

11,25% of annual base salary December 2017 divided by the average share price December 2017 determines the number of shares for each participant.

The total number of shares to be distributed will be determined when the vesting period ends with the publication of Q1 2021 result.

## LTI PROGRAM 2017/2020 – FINAL OUTCOME

Accumulated EBITDA					
	Target		Outcome	Maximum Payout	Payout
	0%	100%		% of Annual Base Salary	% of Annual Base Salary
	SEK	SEK	SEK		
Final Result	80,555	82,620	80,205	15,0%	0,0%
Relative TSR					
2017 - 2019 Program TSR Ranking - as of year-end 2019	5 out of 9 peer organizations			15,0%	7,50%
Payout as a % of annual base salary December 2016					
					7,50%

7,50% of annual base salary December 2016 divided by the average share price December 2016 determines the number of shares for each participant.

A total of 389 925 Telia shares were distributed among 135 participants.

## LTI PROGRAM 2016/2019 – FINAL OUTCOME

Accumulated EBITDA					
	Target		Outcome	Maximum Payout	Payout
	0%	100%		% of Annual Base Salary	% of Annual Base Salary
	SEK	SEK		SEK	SEK
Final Result	74,767	76,684	76,556	15,0%	14,0%
Relative TSR					
2016 - 2018 Program TSR Ranking - as of year-end 2018	3 out of 10 peer organizations			15,0%	11,25%
Payout as a % of annual base salary December 2015					
					25,25%

25,25% of annual base salary December 2015 divided by the average share price December 2015 determines the number of shares for each participant.

A total of 1 012 305 Telia shares were distributed among 130 participants.

## LTI PROGRAM 2015/2018 – FINAL OUTCOME

Accumulated EBITDA					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%		% of Annual Base Salary	% of Annual Base Salary
	SEK	SEK		SEK	SEK
Final Result	83,634	85,778	86,226	15,0%	15,0%
Relative TSR					
2015 - 2017 Program TSR Ranking - as of year-end 2017	9 out of 11 peer organizations			15,0%	0,0%
Payout as a % of annual base salary December 2014					
					15,0%

15% of annual base salary December 2014 divided by the average share price December 2014 determines the number of shares for each participant.

A total of 445 891 Telia shares were distributed among 110 participants. In addition, 8 participants received cash payments equivalent to the value of 18,410 shares.

## LTI PROGRAM 2014/2017 – FINAL OUTCOME

EPS Growth					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%			
	SEK	SEK	SEK	% of Annual Base Salary	% of Annual Base Salary
2014	3,96	4,20	4,11	5,0%	3,13%
2015	4,14	4,34	3,64	5,0%	0,00%
2016	2,63	2,91	2,69	5,0%	1,07%

Relative TSR			
2014-2017 Program TSR Ranking – as of year-end 2016	10 out of 10 peer organizations	15,0%	0,00%

Payout as % of annual base salary December 2013	
	4,20%

4,20% of annual base salary December 2013 divided by the share price at the start of the performance period determines the number of shares for each participant.

A total of 108 171 Telia shares were distributed among 103 participants.

## LTI PROGRAM 2013/2016 – FINAL OUTCOME

EPS Growth					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%			
	SEK	SEK	SEK	% of Annual Base Salary	% of Annual Base Salary
2013	3,85	4,07	3,96	5,0%	2,50%
2014	3,96	4,20	4,11	5,0%	3,13%
2015	4,14	4,34	3,64	5,0%	0,00%

Relative TSR			
2013-2016 Program TSR Ranking – as of year-end 2015	9 out of 10 peer organizations	15,0%	0,00%

Payout as % of annual base salary December 2012	
	5,63%

5,63% of annual base salary December 2012 divided by the share price at the start of the performance period determines the number of shares for each participant.

A total of 122 986 Telia shares were distributed among 71 participants.

## LTI PROGRAM 2012/2015 – FINAL OUTCOME

EPS Growth					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%			
	SEK	SEK	SEK	% of Annual Base Salary	% of Annual Base Salary
2012	4,33	4,75	4,24	5,0%	0,00%
2013	3,85	4,07	3,96	5,0%	2,50%
2014	3,96	4,20	4,11	5,0%	3,13%

Relative TSR			
2012-2015 Program TSR Ranking – as of year-end 2014	4 out of 10 peer organizations	15,0%	7,50%

Payout as % of annual base salary December 2011	
	13,13%

13,13% of annual base salary December 2011 divided by the share price at the start of the performance period determines the number of shares for each participant.

A total of 265 771 Telia shares were distributed among 66 participants.

## LTI PROGRAM 2011/2014 – FINAL OUTCOME

EPS Growth					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%			
	SEK	SEK	SEK	% of Annual Base Salary	% of Annual Base Salary
2011	4,82	5,26	4,46	5,0%	0,00%
2012	4,33	4,75	4,24	5,0%	0,00%
2013	3,85	4,07	3,96	5,0%	2,50%

Relative TSR			
2011-2014 Program TSR Ranking – as of year-end 2013	5 out of 10 peer organizations	15,0%	3,75%

Payout as % of annual base salary December 2010	
	6,25%

6,25% of annual base salary December 2010 divided by the share price at the start of the performance period determines the number of shares for each participant.

A total of 124 541 Telia shares were distributed among 80 participants.

## LTI PROGRAM 2010/2013 – FINAL OUTCOME

EPS Growth					
	Target		Outcome	Maximum Payout	Actual Payout
	0%	100%			
	SEK	SEK	SEK	% of Annual Base Salary	% of Annual Base Salary
2010	4,28	4,80	4,73	5,0%	4,33%
2011	4,82	5,26	4,46	5,0%	0,00%
2012	4,33	4,75	4,24	5,0%	0,00%

Relative TSR			
2010-2013 Program TSR Ranking – as of year-end 2012	6 out of 10 peer organizations	15,0%	0,00%

Payout as % of annual base salary December 2009	
	4,33%

4,33% of annual base salary December 2009 divided by the share price at the start of the performance period determines the number of shares for each participant.

A total of 90 000 Telia shares were distributed among 76 participants.