LTI PROGRAM 2017/2020 – FINAL OUTCOME

Accumulated EBITDA

<table>
<thead>
<tr>
<th></th>
<th>Target 0%</th>
<th>Target 100%</th>
<th>Outcome 0%</th>
<th>Outcome 100%</th>
<th>Maximum Payout</th>
<th>Payout</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SEK</td>
<td>SEK</td>
<td>SEK</td>
<td>SEK</td>
<td>% of Annual Base Salary</td>
<td>% of Annual Base Salary</td>
</tr>
<tr>
<td>Final Result</td>
<td>80,55</td>
<td>82,62</td>
<td>80,2</td>
<td></td>
<td>15,0%</td>
<td>0,0%</td>
</tr>
</tbody>
</table>

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.

The total number of shares to be distributed will be determined when the vesting period ends with the publication of Q1 2020 result.

LTI PROGRAM 2016/2019 – FINAL OUTCOME

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<td>% of Annual Base Salary</td>
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</tr>
<tr>
<td>Final Result</td>
<td>74,767</td>
<td>76,684</td>
<td>76,555</td>
<td></td>
<td>15,0%</td>
<td>14,0%</td>
</tr>
</tbody>
</table>

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 2016
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

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

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

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 122986 Telia shares were distributed among 71 participants.

LTI PROGRAM 2012/2015 – FINAL OUTCOME

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 265771 Telia shares were distributed among 66 participants.
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.

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.