At present the Board deems it more appropriate not to establish any remuneration committee, the tasks of which are instead carried out by the Board in its entirety. The Board member being part of the senior management of the company has, however, not been involved in this work.

The following is a statement from the Board regarding the evaluation of variable remuneration for senior executives during 2010. The Board also presents its evaluation of the application of the policy on executive remuneration decided at the AGM in 2010 as well as the current remuneration structures and remuneration levels applicable in IFS.

1. GENERAL

Pursuant to the remuneration policy established by the AGM in 2010, a senior executive's total remuneration consists of fixed salary, variable remuneration, incentive programs, pension contribution and other benefits.

Pursuant to the remuneration policy, the relationship between basic salary and variable remuneration shall be proportionate to the executive's responsibility and powers. Hence, the variable remuneration varies according to position.

The basis for the variable remuneration is established by the board and is based on profitability targets set by the board for each year. The variable remuneration is thus linked to a predetermined and measurable criterion, i.e. the profitability target that is applied to the respective executives.

The variable remuneration is also designed to promote the company's long-term value creation in the sense that no variable remuneration will be paid if the profitability targets are not reached. Pursuant to the policy the variable remuneration for 2010 shall be maximized to a 100 percent of base salary for the respective executives. Thus, there is a fixed upper limit for payment of variable remuneration.

At the AGM in 2010 it was resolved to establish an incentive program for senior executives in the IFS Group. In order to stimulate participation in the program it was decided that executives would obtain one warrant free of charge for every warrant acquired at market price. Each warrant entitles the option holder to subscribe for one new share of series B in the IFS. The incentive program is designed to achieve greater alignment of interest between the executives participating in the program and the shareholders of IFS. The incentive program adopted at the AGM 2010 was based on the same principles and conditions applicable to the incentive program adopted by the AGM in 2008. As for the AGM 2010 the Board intends to propose that an additional incentive program be established along the lines of the programs adopted in 2008 and 2010.

Following the 2010 program, the Board intends to evaluate and review the principles of long-term incentive programs in the future.

2. VARIABLE REMUNERATION FOR SENIOR EXECUTIVES IN 2010

The variable remuneration to senior executives in the Group management amounted in 2010 to a total of SKr 2.749 million.

The total remuneration paid to the CEO in 2010 amounted to SKr 3.936 million, of which SKr 0.935 million consisted of variable remuneration. The variable remuneration to the other senior executives in the Group management last year amounted to a total of SKr 1.814 million. In accordance with the remuneration policy the variable remuneration for the CEO and the other senior executives is capped to an amount corresponding to a maximum of 100 percent of base salary. In 2010 the capped amount was set to SKr 7.246 million.

The variable remuneration in 2010 was exclusively based on the financial result of IFS.

In 2010 the CEO acquired 39,750 warrants, obtained another 39,750 warrants free of charge, and sold 81,000 warrants, which means that the CEO presently holds a total of 119,500 warrants.

In total, during 2010 the other senior executives in the Group management acquired 38,000 warrants, obtained another 38,000 warrants free of charge, and sold 17,000 warrants, which means that this group of people now hold a total of 149,320 warrants.

It is the Board's evaluation that the variable remuneration paid to senior executives in 2010 is market adjusted and necessary for the IFS is to attract and retain skilled personnel. It is also the Board's finding that variable payments will be necessary also in the future in order for the company to attract and retain skilled personnel.

In light of the above, it is the Board's view that variable remuneration paid by the company during 2010 has been in a manner consistent with applicable law as well as the Corporate Governance Code.

3. EVALUATION OF THE APPLICATION OF THE REMUNERATION POLICY

The remuneration policy established by the AGM in 2010 has been applied for all senior executives of the company during the year.

The Board has in no case exercised the mandate to deviate from the policy as authorized by the shareholders at the AGM 2010.

It is the Board's view that the remuneration policy has been applied in a manner consistent with applicable law as well as the Corporate Governance Code.

Linköping, March 2011

The board of directors