

NOTE 26 EMPLOYEES AND REMUNERATION, CONTINUED

Remuneration to Executive Management

2021							
SEK thousand	Annual fixed salary ¹	Short term variable salary ²	Long term variable salary ³	Pension contribution	Other benefits ⁴	Social security contribution	Total
President & CEO	5,566	4,912	1,197	460	318	1,931	14,384
Other members of Executive Management ⁵	22,399	15,812	4,073	2,180	2,262	7,358	54,084
Total	27,965	20,724	5,270	2,640	2,580	9,289	68,468

2020							
SEK thousand	Annual fixed salary ¹	Short term variable salary ²	Long term variable salary ³	Pension contribution	Other benefits ⁴	Social security contribution	Total
President & CEO	5,392	-	-	429	343	1,447	7,611
Other members of Executive Management ⁵	23,134	-	-	1,650	2,614	5,185	32,583
Total	28,526	-	-	2,079	2,957	6,632	40,194

1) The annual fixed salary includes annual base salary, vacation salary, paid vacation days and fixed non-compete components.

2) Variable salary earned 2021 and to be paid in 2022.

3) Cost incurred 2021 for the long term share based incentive program.

4) Includes allowances and other benefits such as housing, company car and medical insurance.

5) Other members comprised of 12 people end of 2021. Remuneration for other members of Executive Management includes SVP APAC & MEA, Richard Flynn, as of October 2021 and President Unified Brands, Dave Herring, as of December 2021.

NOTE 27 FEES TO AUDITORS

At the 2020 Annual General Meeting Deloitte was appointed auditor for the period until the end of the 2021 Annual General Meeting.

SEKm	Group		Parent Company	
	2021	2020	2021	2020
Deloitte				
Audit fees ¹	16	13	6	5
Audit-related fees ²	0	0	-	-
Tax fees ³	-	0	-	-
All other fees	0	0	-	-
Total fees to Deloitte	16	14	6	5
Audit fees to other audit firms	0	1	-	-
Total fees to auditors	16	15	6	5

1) Audit fees consist of fees for the annual audit-services engagement and other audit services, which are those services that only the external auditors reasonably can provide, and includes the Group audit; statutory audits; comfort letters and consents; and attest services.

2) Audit-related fees consist of fees for assurance and related services that are reasonably related to the performance of the audit of the accounts and annual reports of the Group and group companies traditionally performed by the external auditors, and include consultations concerning financial accounting and reporting standards; internal control reviews; as well as review of interim reports.

3) Tax fees include for example tax compliance and tax consultation services.