

The Board of Directors' report on the Remuneration Committee's evaluation of remuneration to Senior Executives etc.

The Board of Directors of SAS has established a Remuneration Committee to perform the duties that according to the Swedish Corporate Governance Code (the "Code") rests with a remuneration committee.

As per the Code, the Remuneration Committee shall follow up on and evaluate all senior management variable compensation programs, the application of the guidelines for remuneration of senior executives resolved by the annual general meeting, and applicable compensation structures and compensation levels of the company. In accordance with article 10.3 of the Code, the Board of Directors hereby gives the following report on the evaluation of the Remuneration Committee.

SAS does not have a program for variable compensation to senior executives (which for SAS includes the CEO and other members of the Group Management).

During 2011, the Remuneration Committee has monitored and evaluated the guidelines for remuneration to senior executives. The Board of Directors, which was presented with the evaluation at the board meeting on 7 February 2012, considers the compensation received by senior executives in 2011 to be in line with the guidelines determined by the annual general meeting, and these guidelines, in view of the result described, to have fulfilled their purposes and to have worked as intended. The Remuneration Committee thus assesses the application of the guidelines for remuneration to senior executives to be correct. The Remuneration Committee further has followed up on and evaluated the compensation structures and compensation levels in the company, and found these to be market-oriented and well balanced.

The Remuneration Committee however proposes a decrease of the maximum pension premiums from 35 percent to 30 percent of the fixed annual salary, meaning that the premiums thereby are in line with the Swedish State's Guidelines for Employment Terms for Senior Executives in Companies with State Ownership.

Stockholm in March 2012
SAS AB (publ)
The Board of Directors