

GLOBAL INTERNATIONAL MOBILITY



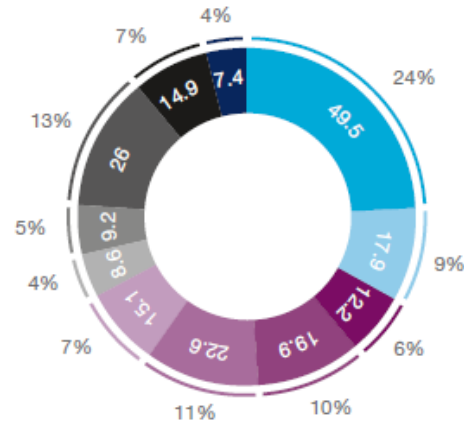
SARA Conference
Nazlie Samodien: Director Compensation & Benefits
27 October 2011

COMPANY INFORMATION

Global Customers

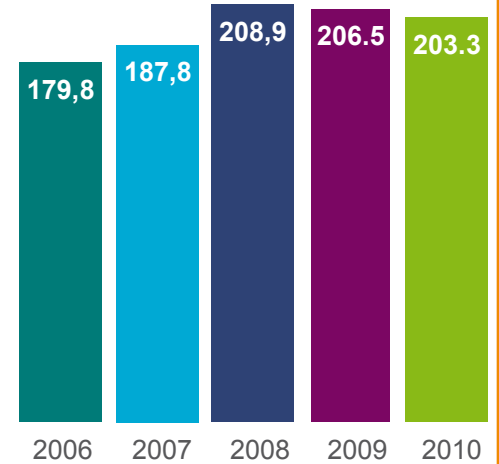


Sales by region (SEK billion & %)

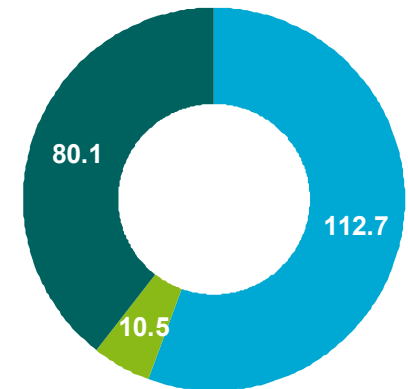


- North America
- Latin America
- Northern Europe and Central Asia
- Western and Central Europe
- Mediterranean
- Middle East
- India
- Sub-Saharan Africa
- China and North East Asia
- South East Asia and Oceania
- Other*

NET SALES (SEK BILLION)



Sales by segment (SEK billion)












■ NETWORKS ■ MULTIMEDIA ■ GLOBAL SERVICES

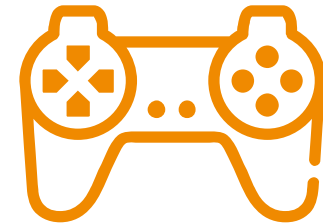
Joint Ventures



ERICSSON QUICK FACTS



-  5th largest software company in the world
-  More than 40% of the world's mobile traffic passes through an Ericsson network
-  27,000 patents & file 16 patents a day
-  1994 – invented Bluetooth
-  2009 – first to launch 4G commercially
-  Customers in more than 180 countries
-  USA & China biggest markets
-  Every 7 minutes – connect a base station in India
-  More than 200 base stations run on solar power



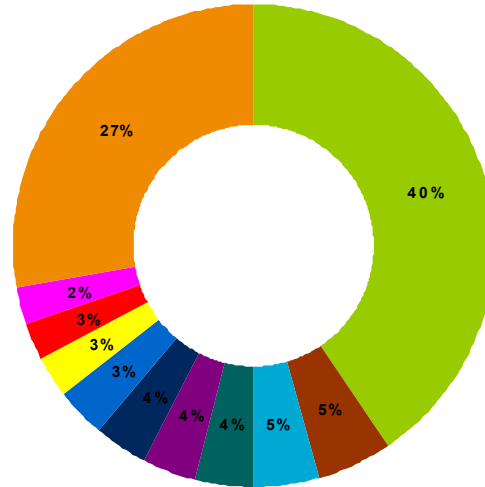
HR STATISTICS, Q2 2011



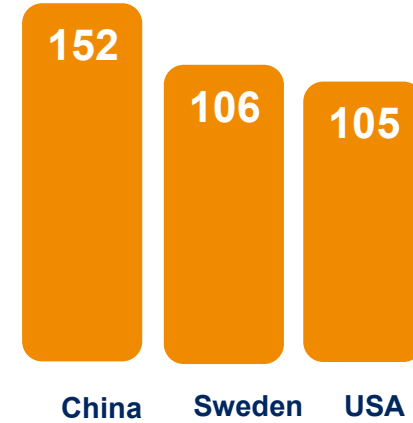
114,786

Expatriates

In 101 countries



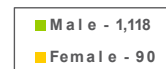
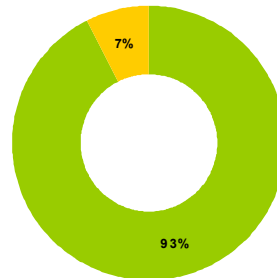
Most Frequent Host Country



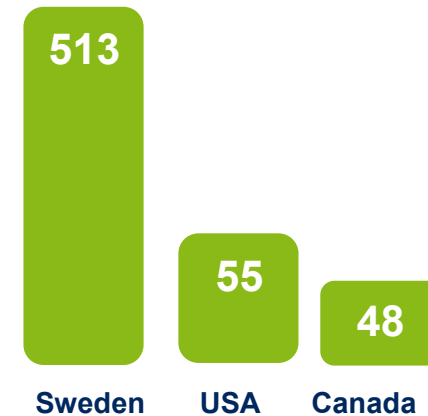
1,208

Expatriates

Total Headcount



Most Frequent Home Country



INTERNATIONAL ASSIGNMENTS

12 months or
more

LTA – LONG TERM ASSIGNMENT

> 2 but < 12
months

STA – SHORT TERM ASSIGNMENT

BUSINESS TRIP

Business Need



REMUNERATION METHODS

NEGOTIATION

BUILD UP

MARKET APPROACH

HOST COUNTRY

PHASED LOCALISATION

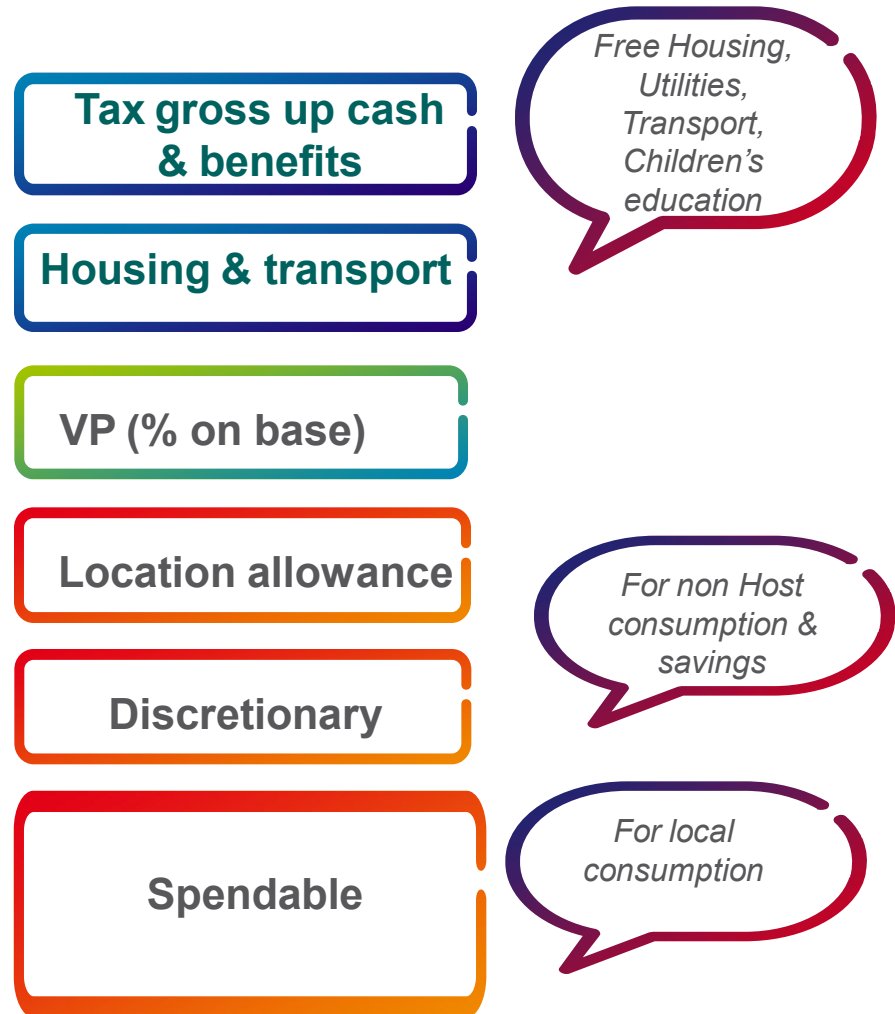
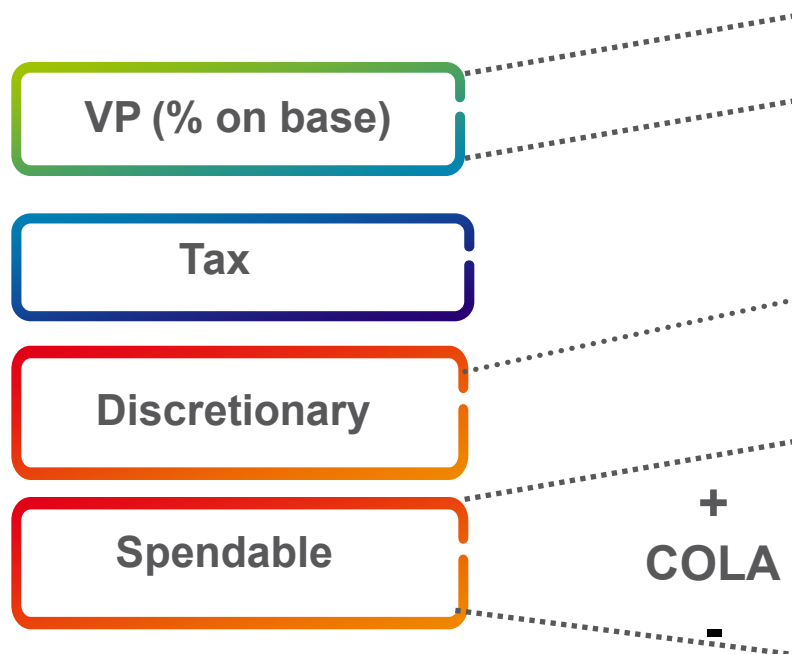
HYBRID



BUILD UP METHOD

Home Salary

Assignment Package



ERICSSON APPROACH - EUROLAND

Build Up from one country

Build up is calculated using one base country/ies for all assignees irrespective of home country. Usually multinational – based on the head office location. No ties to home or host country



BUILD UP FROM ONE COUNTRY

Advantages

- › Global application
- › Same rate for the job
- › Less information required
- › Higher validity and acceptance
- › Easy to sell in hard currency
- › Administrative ease



Disadvantages

- › Salary levels tend to be high
- › Doesn't accommodate assignees from high paying countries





ERICSSON