

## Fees of the Ethics Committee

Adopted by the Swedish Anti-corruption Institute's, (the "Institute") Board of Directors on March 15<sup>th</sup> 2016 pursuant to Section 15 of the Institute's Articles of Association.

The fees for matters to be dealt with by the Ethics Committee are based on a structure in which the size of the operations requesting an opinion, the size of the matter with respect to time to be spent as well as the importance of the issue to the business sector in general shall determine the size of the fee.

Fees are set based on the following structure;

Company size	Fee for opinion from Ethics Committee (SEK)	Fee for opinion from Chairman (SEK)
Large companies	50 000	20 000
Medium-sized companies	30 000	15 000
Small-sized companies	20 000	15 000
Micro-sized companies	10 000	10 000

The above categories are defined below.

### 1. Size of the operations

Based on the recommendation by the EU as from January 1<sup>st</sup> 2005, concerning the definition of micro, small and medium-sized companies.

#### 1.1 Larger companies

Large companies are defined as independent companies, and companies with affiliates that have more than 250 employees.

#### 1.2 Medium-sized companies

Medium-sized companies are defined as independent companies, and companies with affiliates;

- With more than 50 employees but less than 250 employees and,
- Whose annual turnover does not exceed SEK 450 million or,
- Whose balance sheet do not exceed SEK 400 million per year.

### **1.3 Small-sized companies**

Small-sized companies are defined as independent companies, and companies with affiliates;

- With less than 50 employees and,
- Whose annual turnover or balance sheet do not exceed SEK 100 million per year.

### **1.4 Micro-sized companies**

Micro-sized companies are defined as independent companies, and companies with affiliates;

- With less than 10 employees and,
- Whose annual turnover or balance sheet do not exceed SEK 20 million per year.

## **2. The scope of the matter**

### **2.1 Matters dealt with by the Ethics Committee**

Matter dealt with by the Ethics Committee concerns all matters that after a decision made by the Chairman of the Committee are presented before the Ethics Committee.

### **2.2 Opinion from the Chairman**

Matters of smaller scope, presented to the Ethics Committee where the Chairman decides that the matter is of such a nature that the Chairman can provide an opinion.

## **3. Matter of material importance to the business sector**

Matters may after a decision taken by the Chairman be deemed to be of material importance to the business sector and the fee may as a result be adjusted.

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