

Procedural Agreement

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Preamble

This agreement establishes the "Ericsson European Committee (EEC)" within which Corporate Management and Employee Representatives will communicate with each other on the group's development and its economic, financial, social and organizational perspectives.

Existing national/local agreements and laws in the member countries are not affected by this agreement.


1.Membership

A representative will be appointed for countries within the EU where Ericsson has more than 150 employees. Additional national representatives will be appointed as per following table:

Employees > 1.700	= +1 member
Employees > 5.000	= +2 members
Employees > 10.000	= +3 members
Employees > 20.000	= +5 members

The election of members will be in accordance with current practice in each member country. All members must be permanently employed by Ericsson.

The members of the EEC will be given the opportunity to perform their duties during normal working hours, and they will be covered by the national laws and agreements which protect Employee Representatives at the work place. Members of the EEC will also be protected against all discriminating actions.

P62 

2. Meeting

The annual meeting of the EEC will take place during the second quarter. An additional meeting can take place by request from one of the parties when a major business issue which has implications for business in at least two EU member countries arises.

The meeting place will be Stockholm alternating each second year with a subsidiary in one of the member states. The duration of these meetings will be for no more than one working day in all cases.

Two experts with specific knowledge and/or skills, who can contribute to the ongoing work of the EEC may be invited (within budget constraints) to attend the preparatory meeting of the EEC with the duration being no longer than one working day.

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3. Working Team

A Working Team will be established, consisting of three Employer Representatives and three Employee Representatives from the EEC. The task of this group is to act as a secretariat to the Corporate Management and to the EEC. They will also be responsible for the preparation and distribution of minutes.

The Working Team will meet as the business of the EEC requires.

4. Cost

The costs arising through the membership in the EEC will be borne by the Company.

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The Working Team will prepare a budget for approval by the Chief Executive Officer annually during the normal budget process. EEC member expenses should be claimed according to local rules and recharged to the approved cost centre.


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5. Confidentiality

When confidential information is provided by the Corporate Management to the EEC this information will not be disclosed by the EEC unless specific dates to do so have been agreed. This obligation will continue to apply wherever EEC members are even after the end of their mandate.

6. Duration

The duration of this agreement will be for a period of 6 years effective from the date of final acceptance by both parties to it. The agreement may be automatically extended for an additional 4 years unless either party declares in writing to the other party its desire to renegotiate all or part of the original agreement at least 6 months before the first expiry date.

P62 

Appendix 1.

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Members per country based on the number of employees as per 92-12-31.

Sweden	8 members
Italy	4 members
Spain	3 members
Germany	2 members
Holland	2 members
Great Britain	2 members
Austria	2 members
Norway	2 members
Denmark	1 member
Finland	1 member
Belgium	1 member
Eire	1 member
Portugal	1 member