



# Long-term variable pay (LTV) Key Contributor Plan

Dear Aytekin Erdogan,

I'm pleased to inform you that you've been identified as a Key Contributor at Ericsson. As a result, you have been selected to participate in the 2024 Long-Term Variable (LTV) Key Contributor Plan at Ericsson.

**Your Key Contributor grant level is 10% of your gross base salary.**

This recognition reflects your potential to drive our long-term strategic priorities. It acknowledges your role as a role model and inspiration to others, always acting with integrity and embodying our values and Five Focus Areas. The Executive Team looks forward to continuing our collaboration, contributing to the next chapter in our company's story. We are Ericsson!

Best Regards,



**Börje Ekholm**  
President & CEO

## More Information:

You would have also received an email from Computershare, the service provider appointed by Ericsson, with information on [EquatePlus](#), the tool that shows your long-term Key Contributor entitlement, with your access details and instructions on how to log in.



For more information on Long Term Variable pay (LTV), [click here](#).  
if you have any questions, contact [HR Direct](#).