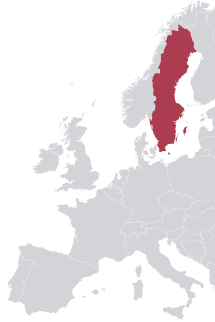


Sweden salary update



EXECUTIVE	Minimum (SEK)	Maximum (SEK)	Average (SEK)
CEO	960,000	2,500,000	1,360,000
Managing Director	900,000	1,500,000	1,150,000
Operations Director	750,000	1,320,000	1,090,000
Supply Chain Director	780,000	1,310,000	1,060,000
Commercial Director	840,000	1,200,000	1,030,000
Marketing Director	720,000	1,500,000	1,030,000
Procurement Director	780,000	1,210,000	1,000,000
Sales Director	720,000	1,200,000	970,000
Engineering Director	700,000	1,140,000	920,000
Technical Director	720,000	1,140,000	890,000

SALES	Minimum (SEK)	Maximum (SEK)	Average (SEK)
Commercial Manager	720,000	1,680,000	1,080,000
Senior Sales Manager	504,000	1,032,000	810,000
Sales Manager	468,000	864,000	720,000
Senior National Account Manager	600,000	840,000	670,000
Business Development Manager	400,000	650,000	670,000
National Account Manager	480,000	744,000	670,000
Key Account Manager	420,000	768,000	570,000
Ecommerce Manager	420,000	810,000	570,000
Category Manager	500,000	900,000	560,000
Regional Sales Manager	500,000	700,000	540,000
Field Sales Manager	480,000	840,000	520,000
Area Sales Manager	420,000	660,000	500,000
Account Manager	312,000	500,000	430,000
Junior Account Manager	300,000	420,000	384,000



MARKETING	Minimum (SEK)	Maximum (SEK)	Average (SEK)
Senior Marketing Manager	660,000	1,320,000	895,000
Marketing Manager	510,000	936,000	685,000
Senior Brand Manager	540,000	840,000	660,000
Senior Product Manager	540,000	700,000	630,000
Brand Manager	400,000	684,000	560,000
Product Manager	400,000	640,000	550,000
Digital Marketing Manager	400,000	840,000	520,000
Trade Marketing Manager	312,000	582,000	460,000
Assistant Brand Manager	300,000	500,000	400,000
Assistant Product Manager	300,000	500,000	385,000

OPERATIONS	Minimum (SEK)	Maximum (SEK)	Average (SEK)
Factory General Manager	720,000	1,200,000	840,000
Operations Manager	600,000	900,000	670,000
Engineering Manager	560,000	800,000	670,000
Production Manager	480,000	700,000	660,000
Supply Chain Manager	420,000	700,000	680,000
Procurement Manager	540,000	840,000	720,000
Quality Manager	420,000	780,000	540,000
Technical Manager	420,000	720,000	580,000
Maintenance Manager	380,000	660,000	540,000
Logistics Manager	420,000	800,000	620,000
Shift Manager	400,000	600,000	500,000
Senior Buyer	400,000	660,000	580,000
Buyer	300,000	500,000	445,000

FINANCE	Minimum (SEK)	Maximum (SEK)	Average (SEK)
CFO (Finansdirektör)	720,000	1,920,000	960,000
Finance manager (Ekonomichef)	552,000	880,000	696,000
Internal Auditor	384,000	720,000	624,000
Treasury manager	504,000	780,000	612,000
Accounting manager (Redovisningschef)	432,000	768,000	602,000
Accountant (Authorized) (Revisor)	384,000	624,000	588,000
Accounting Assistant (Ekonomiansvarig)	312,000	528,000	468,000
Controller	312,000	684,000	462,000
Analyst	288,000	468,000	444,000



The Nigel Wright Sweden salary update is based on the details we hold on our database and is supplemented with the information we have collected as part of this survey. Whilst we make every possible attempt to ensure the data we provide is accurate it should be noted that salary levels can vary depending on company size, industry sector and the availability of candidates in a specific discipline.