

Appendix 3

The Board of Betting Promotion Sweden AB (publ), corporate ID no. 556466-8860, (the "Company"), decided at its meeting on 15 May 2009 to establish the following

Terms of reference for the CEO

The CEO's fundamental responsibilities

In accordance with the Board's assignment, the CEO will lead the Company's operational activities and manage the ongoing administration of the Company's affairs in accordance with e.g. the Companies Act, the existing Articles of Association, the Swedish Code of Corporate Governance, the Nasdaq OMX Nordic Exchange's agreement/regulations and in accordance with these terms of reference.

It is the responsibility of the CEO to ensure that the Company's accounting and reporting is carried out in accordance with the legislation valid at the time and that the Company's property and assets are managed securely. The CEO is also responsible for the internal control of the financial statements.

The CEO's qualification and authority etc.

CEO is authorised to represent the Company and to sign for the Company in accordance with the rules of the Companies Act Chapter 8 § 36 in respect of all actions in the context of existing operations, but excluding transactions of an extraordinary nature or of significant importance to the Company.

CEO has the authority however, in contrary to the above regulation - if the urgency of a matter requires it and board approval cannot be waited for - to decide in matters outside the CEO's powers. However, the CEO shall immediately notify and inform the board about the decision and the reasons for the decision.

In addition, the CEO will also comply with the board's annually established authorisation manual.

President's responsibility for current administration and governance, personnel, budgeting, etc.

The CEO is responsible for establishing the instructions for the Company's management, including delegation arrangements with respect to responsibility for e.g. the Company's:

- business operations;
- financial control;
- law and regulatory compliance, *and*
- general employer's responsibilities.

The CEO employs, dismisses and generally determines the conditions of the Company's employees, as appropriate, under the current corporate policies.

The CEO is responsible for the preparation of the budget for the coming financial year and that the budget presented to the board and that the Company's financial statements are prepared as soon as possible after the financial year-end.

Disclosure to the Company's board of directors, requirements for board approval

The CEO will continually keep the board informed about the Company's position and important business events in accordance with the board's instructions as well as the requirements set out in the Rules of Procedure of the Board.

CEO does not have the right to assume external assignments without the prior consent of the board in writing.
