

# Remuneration report

The remuneration report sets out remuneration to the Board of Directors, senior executives and auditors in the 2022 financial year, as well as how adopted guidelines for remuneration to senior executives have been applied. The report has been prepared in accordance with the Companies Act and the Swedish Corporate Governance Board's Rules on Remuneration of the Board and Executive Management and on Incentive Programmes.

Remuneration to the Board of Directors is decided by the general meeting. The AGM on 8 March 2022 resolved that the Board fee for the period up until the 2023 AGM shall total SEK 750,000, of which SEK 125,000 for the Chairman and SEK

125,000 for each of the other members. The table below shows remuneration to Board members in 2022, including conditional or deferred remuneration and any benefits in kind the company granted for services carried out for the company, re-

gardless of who carried out the services and in what capacity. All amounts are indicated in SEK thousands. For further information on remuneration, see note 5 Employees and Personnel Expenses.

## REMUNERATION TO THE BOARD OF DIRECTORS 2022

Name	Basic salary/Board fee	Variable remuneration	Other benefits	Total
Erik Selin	125	0	0	125
Greg Dingizian	125	0	0	125
Sofia Ljungdahl	125	0	0	125
Sophia Bergendahl	125	0	0	125
Unni Sollbe	125	0	0	125
Jacob Karlsson	125	0	0	125
<b>Total</b>	<b>750</b>	<b>0</b>	<b>0</b>	<b>750</b>

Remuneration to senior executives may consist of basic salary, variable remuneration, pension and other benefits. The table below shows remuneration to senior

executives in 2022, including conditional or deferred remuneration and any benefits in kind SLP granted for services carried out for the company, regardless of who

carried out the services and in what capacity. All amounts are indicated in SEK thousands.

## REMUNERATION TO SENIOR EXECUTIVES 2022

Name	Basic salary	Variable remuneration	Other benefits	Statutory social security expenses, including payroll tax	Pension costs	Consultancy fees	Total
CEO	2,548	0	107	1,011	626	0	4,292 (18%)
Other senior executives*	3,125	0	127	1,231	781	0	5,264 (13%)
<b>Total</b>	<b>5,673</b>	<b>0</b>	<b>234</b>	<b>2,242</b>	<b>1,408</b>	<b>0</b>	<b>9,557 (15%)</b>

\*A total of two in addition to the CEO

## REMUNERATION TO OTHER EMPLOYEES

	2022	2021
Basic salary	7,017	4,282
Other remuneration	350	149
Statutory social security expenses, including payroll tax	2,581	1,869
Pension costs	1,016	580
<b>Total</b>	<b>10,965</b>	<b>6 880</b>
Average number of employees	9	6
Average remuneration per average number of employees	1,218	1,147
Change, %	6%	-
Change in profit from property management exkl IPO costs, %	29%	-

This is the first remuneration report prepared by SLP. As a result, only information relating to the 2022 financial year is provided, with comparison figures from the 2021 financial year.

### GUIDELINES FOR REMUNERATION, APPLICATION AREA, PURPOSE AND DEVIATIONS

The AGM on 8 March 2022 resolved to adopt guidelines for remuneration and other terms of employment for senior executives. To sum up, the basic principle is that remuneration and other terms of employment for senior executives shall be competitive and on market terms to ensure that SLP can attract and retain skilled senior executives at a reasonable cost for the company. Total remuneration to senior executives may consist of fixed remuneration, pension and other benefits.

In order to support SLP's business strategy, long-term interests and sustainability, and generate positive long-term value growth for its shareholders, the company shall offer competitive remuneration on market terms, but not be a salary leader in relation to comparable employers.

The basic salary shall be based on the importance of the work carried out, the required competencies and experience, and performance. Variable or performance-based remuneration to senior executives is payable at a maximum of 50 percent of the basic salary per calendar year. No variable or performance-based remuneration is payable to the CEO or other senior executives. The retirement age for the CEO and other members of the company management is 65. Pension commitments shall be premium based, meaning that the company has no further obligations once the annual premiums have been paid. Other benefits shall be on market terms and contribute to enabling the senior executive to complete their assignments.

For the CEO, a mutual notice period of six months applies. On termination by the company, the CEO is also entitled to severance pay amounting to six months' salary. For other senior executives, customary, market-based terms of notice shall be sought, with no severance pay. On termination by the company, the notice period shall not exceed 12 months and, on resignation by the employee, at most six months.

The Board of Directors has instituted a Remuneration Committee with the primary task of preparing Board decisions relating to remuneration principles, remuneration and other terms of employment for the CEO and senior executives. The Board shall draw up proposals for new remuneration guidelines when major changes are required, but at least every four years. The Board has the right to depart from the above guidelines wholly or in part in individual cases provided special circumstances apply.

In 2022, SLP has followed the guidelines adopted by the AGM without any deviations. No paid remuneration has been claimed back.

### WARRANTS

In 2019, employees and senior executives at SLP purchased 900,000 warrants at current market value of SEK 0.3 per warrant, amounting to SEK 228,000 in total. Each warrant entitles the holder to subscribe for one new share at a subscription price of SEK 3.3 per share in the period 1 March 2023 to 31 March 2023.

In 2019, employees at SLP purchased 300,000 warrants at current market value of SEK 0.2 per warrant, amounting to SEK 72,000 in total. Each warrant entitles the holder to subscribe for one new share at a subscription price of SEK 3.7 per share in the period 1 March 2023 to 31 March 2023.

In 2020 senior executives at SLP purchased 750,000 warrants at current market value of SEK 0.8 per warrant, amounting to SEK 620,000 in total. Each warrant entitles the holder to subscribe for one new share at a subscription price of SEK 10.8 per share in the period 15 December 2023 to 15 January 2024.

The above-mentioned incentive programmes have been recalculated based on the 1:30 share split in 2020 and the 1:5 share split in 2022.

Senior executives have a total of 1,200,000 warrants. The CEO has no warrants.

A warrant premium assessment has been carried out on each warrant date

regarding the market value of the warrants based on the Black & Scholes model. The model calculates a market premium based on data about the current value of the underlying share, the warrant's subscription price and term, risk-free interest for a term equivalent to that of the warrant, volatility and expected dividends over the term of the warrant.

### REMUNERATION TO THE AUDITORS

Audit engagement refers to examining the annual accounts and accounting practices, along with the governance of SLP's operations by the Board of Directors and CEO, other duties the company's auditors are expected to perform as well as the provision of advice or other assistance necessitated by observations in connection with such an examination or the execution of other duties. Fees to the company's auditors are payable in accordance with an approved invoice.

PwC	SEK 000
Audit engagement	1,826
Audit services in addition to the audit engagement	1,669
Other consultancy services	0
<b>Total</b>	<b>3,495</b>

Costs that come under Audit services in addition to the audit engagement refer to costs relating to listing on Nasdaq Stockholm.

The auditor's statement on SLP's compliance with the guidelines for remuneration to senior executives is available on the company website ([slproperty.se](http://slproperty.se)).