

# Remuneration report

The remuneration report sets out remuneration to the Board of Directors, senior executives and auditors in the 2023 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 Stock Market Self-Regulation Committee's (ASK'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 26 April 2023 resolved that the Board fee for the period up until the 2024 AGM shall total SEK 875,000, 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 2023, including conditional or deferred remuneration and any benefits in kind the company granted for services carried out for the compa-

ny, regardless of who carried out the services and in what capacity. All amounts are indicated in SEK thousands.

Further information on remuneration is provided in note 5 Employees and personnel expenses.

## REMUNERATION TO THE BOARD OF DIRECTORS 2023

Name	Basic salary/ Board fee	Variable remuneration	Other benefits	Total
Erik Selin	125	0	0	125
Peter Strand	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>875</b>	<b>0</b>	<b>0</b>	<b>875</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 2023, 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. Total remuneration to the CEO increased by 3 percent in 2023 year-on-year, the corresponding change for the other senior executives was -9 per-

cent and the overall change for senior executives was -3 percent.

## REMUNERATION TO SENIOR EXECUTIVES 2023

Name	Basic salary	Variable remuneration	Other benefits	Statutory social security expenses, including payroll tax	Pension costs	Consultancy fees	Total
CEO Peter Strand until 26 Apr 2023	791	0	39	398	209	0	1,436
Peter Strand as an executive Board member	125	0	0	0	0	0	125
CEO Tommy Åstrand as of 27 Apr 2023	1,745	0	55	700	496	0	2,997
Other senior executives*	2,761	0	150	1,178	705	0	4,795
<b>Total</b>	<b>5,423</b>	<b>0</b>	<b>243</b>	<b>2,276</b>	<b>1,411</b>	<b>0</b>	<b>9,353</b>

\* A total of two people in addition to the CEO: Christian Berglund for the entire period, Matilda Olsson as of 27 April 2023 and Tommy Åstrand up to and including 26 April 2023.

## REMUNERATION TO OTHER EMPLOYEES

	2023	2022
Basic salary	7,210	7,017
Other remuneration	539	350
Statutory social security expenses, including payroll tax	2,717	2,581
Pension costs	839	1,016
<b>Total</b>	<b>11,305</b>	<b>10,965</b>
Average number of employees	10	9
Average remuneration per employee	1,131	1,218
Change, %	-8%	6%
Change in profit from property management excluding listing expenses, %	20%	29%

### GUIDELINES FOR REMUNERATION: APPLICATION AREAS, PURPOSE AND DEVIATIONS

The AGM on 8 March 2022 resolved to adopt guidelines for remuneration and other terms of employment for senior executives. To summarize, 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, 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 2023, the Board followed the guidelines proposed by the AGM, no deviations were made. No paid remuneration has been reclaimed.

### WARRANTS

Warrants of series TO1, TO2, TO3 and TO4 have been fully exercised during the year, which contributed approximately SEK 12.2 m.

The 2023 AGM resolved, in accordance with the Board proposal, to adopt an employee incentive programme in the form of warrants. During the year, permanent employees, including senior executives, acquired 1,912,349 warrants at a current average market value of SEK 3.8 per warrant, amounting to SEK 7,354,168 in total. Each warrant entitles the holder to subscribe for one new Class B share at

a subscription price of SEK 35.2 per share in the period 1 May 2026 to 31 May 2026.

Senior executives own 849,870 warrants in total, of which the CEO owns 400,000.

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	2,066
Audit services in addition to the audit engagement	117
Other consultancy services	262
<b>Total</b>	<b>2,445</b>

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)).