

Remuneration report

The remuneration report sets out remuneration to the Board of Directors and senior executives in the 2025 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 29 April 2025 resolved that the Board fee for the period up until the 2026 AGM shall total SEK 1,050,000, of which SEK 175,000 for the Chair and SEK 175,000 for

each of the other members. The table below shows remuneration to Board members in 2025, including conditional or deferred remuneration and any benefits in kind the company 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. Further information on remuneration is provided in note 5 Employees and personnel expenses.

REMUNERATION TO THE BOARD OF DIRECTORS 2025

Name	Basic salary/ Board fee	Variable remuneration	Other benefits	Total
Erik Selin	175	0	0	175
Peter Strand	175	0	0	175
Tommy Åstrand	175	0	0	175
Sofia Ljungdahl	175	0	0	175
Unni Sollbe	175	0	0	175
Jacob Karlsson	175	0	0	175
Total	1,050	0	0	1,050

Remuneration to senior executives may consist of basic salary, variable remuneration, pension and other benefits. The table below shows remuneration to senior executives in 2025, 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 Chief Executive Officer decreased by 12 percent during 2025 compared with the previous year. For other members of senior manage-

ment, the corresponding figure was an increase of 30 percent, while total remuneration for senior management as a whole increased by 8 percent. The composition of senior executives in 2025 differs from the previous year, which impacts the year-on-year comparison.

REMUNERATION TO SENIOR EXECUTIVES 2025

Name	Basic salary	Variable remuneration	Other benefits	Statutory social security expenses, including payroll tax	Pension costs	Consultancy fees	Total
CEO Tommy Åstrand up until 31/8 2025	1,835	0	110	681	525	0	3,152
Tommy Åstrand as an executive Board member from 1/9 to 30/9 2025	233	0	14	260	66	0	573
CEO Filip Persson as of 1 Sep 2025	523	0	33	195	121	0	872
Other senior executives*	3,504	0	222	1,308	784	0	5,818
Peter Strand as executive Board member	966	0	91	370	219	0	1,646
Total	7,060	0	471	2,815	1,715	0	12,060

A total of three individuals in addition to the Chief Executive Officer up to and including 31 August 2025, and two individuals in addition to the Chief Executive Officer from 1 September 2025.

REMUNERATION TO OTHER EMPLOYEES

	2025	2024
Basic salary	6,825	6,894
Other remuneration	560	606
Statutory social security expenses, including payroll tax	2,776	2,944
Pension costs	941	829
Total	11,103	11,272
Average number of employees	11	10
Average remuneration per employee	1,065	1,081
Change, %	-2%	3%
Change in profit from property management, %	33%	10%

GUIDELINES FOR REMUNERATION: APPLICATION AREAS, PURPOSE AND DEVIATIONS

At the General Meeting held on 8 March 2022, it was resolved to adopt guidelines for remuneration and other terms of employment for senior executives, and at the Annual General Meeting on 29 April 2025 it was resolved to adopt new guidelines. In summary, the overarching principle is that remuneration and other terms of employment for senior executives shall be market-based and competitive, in order to ensure that SLP is able to attract and retain competent senior executives at costs that are reasonable 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. 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 2025, the Board followed the guidelines proposed by the AGM, no deviations were made. No paid remuneration has been reclaimed.

WARRANTS

The 2023 AGM resolved, in accordance with the Board proposal, to adopt an employee incentive programme in the form of warrants. During 2023, 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 579,870 warrants in total, of which the CEO owns 130,000.

At the time of grant, an option premium valuation was prepared for the warrants'

market value based on the Black & Scholes valuation 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.

The auditor's statement on SLP's compliance with the guidelines for remuneration to senior executives is available on the company website (sl-property.se).