

The English text is an unauthorized translation solely for convenience purposes. In case of inconsistencies between the Swedish and the English text, the Swedish text shall prevail.

Material to AGM, p. 14

Remuneration report 2022

Introduction

This report describes how the guidelines for remuneration of the management in Fastighets AB Balder, adopted on the annual general meeting (AGM) 2022, has been applied during 2022. The report also contains information on the remuneration of the CEO. The report has been prepared in accordance with the Swedish Companies Act and The Swedish Corporate Governance Board's Rules on Remunerations.

Further information on remunerations to management can be found in note 4 (Employees and Personnel Costs) on page 63-64 in the annual report of 2022. Information on the remuneration committee's work during 2022 is provided in the corporate governance report on page 95-98 in the annual report of 2022.

The report does not cover fees to the board of directors adopted by the AGM. Such fees are reported in note 4 on page 63–64 in the annual report of 2022.

Development during 2022

The CEO summarizes the company's overall results in his statement on page 2-3 in the annual report of 2022.

Guidelines for remuneration

Balder shall offer the compensations and terms of employment necessary to recruit and keep competent and qualified co-workers, whose employments are a prerequisite to enable the company to successfully implement the business strategy and to achieve the long-term interest of the company, including its sustainability. Balder shall be able to offer remuneration and other terms of employment that are market-related and competitive. Balder's guidelines provide that the management can receive a competitive total compensation.

Pursuant to the guidelines, the remuneration shall be at market rate and may consist of the following: a fixed salary, pension benefits and other customary non-monetary benefits.

During 2022, the company has complied to the applicable remuneration guidelines adopted by the AGM. No deviations from either the guidelines or from the decision procedure – which shall be applied according to the guidelines – has been made. The auditor's report on the company's compliance with the guidelines is available on www.balder.se.

No remuneration to management has been re-paid.

Total remuneration to the CEO

		Fixed salary *	Benefits **	Occupational pension ***	Total remuneration
Erik Selin, CEO	TSEK	918	9	285	1 212
	Share of total remuneration	75,7%	0,8%	23,5%	100,0%

* Including vacation remuneration of TSEK 20

** Health care benefit

*** Defined-contribution pension cost

**Göteborg April 2023
Fastighets AB Balder (publ)
Board of Directors**