

REMUNERATION REPORT 2020

Item 13

Introduction

This report describes how the guidelines for remuneration of the management in Fastighets AB Balder, adopted on the annual general meeting (AGM) 2020, has been applied during 2020. 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 58-59 in the annual report of 2020. Information on the remuneration committee's work during 2020 is provided in the corporate governance report on page 90-91 in the annual report of 2020.

The report does not cover fees to the board of directors adopted by the AGM. Such fees are reported in note 4 on page 58-59 in the annual report of 2020.

Development during 2020

The CEO summarizes the company's overall results in his statement on page 3-4 in the annual report of 2020.

Guidelines for remuneration

Balder shall offer the compensations and terms of employment necessary to recruit and keep competent and qualified coworkers, 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 2020, 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 <https://www.balder.se/finansuell-information/bolagsstyrning/arsstamma>.

No remuneration to management has been re-paid.

Total remuneration to the CEO

		Fixed salary *	Benefits **	Occupational pension ***	Total remuneration
Erik Selin, CEO	TSEK	920	8	313	1241
	Share of total remuneration	74,1%	0,6%	25,2%	100,0%

* Including vacation remuneration of TSEK 20

** Health care benefit

*** Defined-contribution pension cost