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*Material to AGM, p. 13*

# Remuneration report 2023

## *Introduction*

This report describes how the guidelines for remuneration of the management in Fastighets AB Balder, adopted on the annual general meeting (AGM) 2023, has been applied during 2023. 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 97-98 in the annual report of 2023. Information on the remuneration committee's work during 2023 is provided in the corporate governance report on page 129-132 in the annual report of 2023.

The report does not cover fees to the board of directors adopted by the AGM. Such fees are reported in note 4 on page 97-98 in the annual report of 2023.

## *Development during 2023*

The CEO summarizes the company's overall results in his statement on page 3 in the annual report of 2023.

## *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 2023, 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://en.balder.se/agm-2024>.

No remuneration to management has been re-paid.

*Total remuneration to the CEO*

		Fixed salary *	Benefits **	Occupational pension ***	Total remuneration
Erik Selin,	TSEK	944	10	282	1 236
CEO	Share of total remuneration	76,4%	0,8%	22,8%	100,0%

\* Including vacation remuneration of TSEK 21

\*\* Health care benefit

\*\*\* Defined-contribution pension cost

**Gothenburg in April 2024  
Fastighets AB Balder (publ)  
Board of Directors**