

Guidelines for compensation to the executive management

The executive management fall within the provisions of these guidelines. The executive management refer to the CEO and other members of the company management. In the event that a board member performs work for Sveafastigheter, in addition to board responsibilities, consultancy fees or other forms of remuneration may be issued for such work. The guidelines are forward-looking, i.e. they are applicable to remuneration agreed, and amendments to remuneration already agreed, after 5 adoption of the guidelines by the Annual General Meeting 2025. These guidelines do not apply to any remuneration decided or approved by the Annual General Meeting.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability

The company's business strategy is to own, manage and develop residential properties with a long-term perspective and cash flows that generate a positive return over time. For more information regarding the company's business strategy, please see www.sveafastigheter.se.

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration. These guidelines enable the company to offer the executive management a competitive total remuneration.

Variable cash remuneration covered by these guidelines shall aim at promoting the company's business strategy and long-term interests, including its sustainability.

Types of remuneration, etc.

The remuneration shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. Additionally, the Annual General Meeting may – irrespective of these guidelines – resolve on, among other things, share-related or share price-related remuneration.

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. The variable cash remuneration may amount to not more than 100 percent of the fixed annual cash salary. Further variable cash remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 100 percent of the fixed annual cash salary and may not be paid more than once each year per individual. Any resolution on such remuneration shall be made by the Board of Directors.

For the CEO, pension benefits, including health insurance (Sw: *sjukförsäkring*), shall be premium defined. Variable cash remuneration shall not qualify for pension benefits. The pension premiums for premium defined pension shall amount to not more than 30 percent of the fixed annual cash salary. For the other executive management, pension benefits, including health insurance, shall be premium defined unless the individual concerned is subject to defined benefit pension under

mandatory collective agreement provisions. Variable cash remuneration shall qualify for pension benefits to the extent required by mandatory collective agreement provisions. The pension premiums for premium defined pension shall amount to not more than 30 percent of the pensionable salary, unless higher percentages result from mandatory collective agreement provisions.

Other benefits may include, for example, life insurance, medical insurance (Sw: *sjukvårdsförsäkring*) and company cars. Such benefits shall not constitute a substantial part of the total remuneration

For employments governed by rules other than Swedish, appropriate adjustments may be made to comply with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Termination of employment

The notice period may not exceed twelve months if notice of termination of employment is made by the company. Fixed cash salary during the period of notice and severance pay may together not exceed an amount equivalent to the CEO's fixed cash salary for one year, and six months for the other executive management. The period of notice may not to exceed twelve months without any right to severance pay when termination is made by the executive.

Additionally, remuneration may be paid for non-compete undertakings. Such remuneration shall compensate for loss of income and shall only be paid in so far as the previously employed executive is not entitled to severance pay. The remuneration shall amount to not more than 100 percent of the average monthly salary (including fixed salary and any variable remuneration) at the time of termination of employment and be paid during the time the non-compete undertaking applies, however not for more than twelve months following termination of employment.

Criteria for awarding variable cash remuneration, etc.

The variable cash remuneration shall be linked to predetermined and measurable criteria which can be financial or non-financial. They may also be individualized, quantitative or qualitative objectives. The criteria shall be designed so as to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development. The Board of Directors shall have the possibility, under applicable law or contractual provisions, subject to the restrictions that may apply under law or contract, to in whole or in part reclaim variable remuneration paid on incorrect grounds.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the measurement period has ended. The Board of Directors is responsible for the evaluation so far as it concerns variable cash remuneration to the CEO. For variable cash remuneration to other executives, the CEO is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

Salary and employment conditions for employees

In the preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. The development of the gap between the remuneration to the executive management and remuneration to other employees will be disclosed in the remuneration report, where applicable.

The decision-making process to determine, review and implement the guidelines¹

The Board of Directors of Sveafastigheter fulfills the tasks of the remuneration committee in their entirety. The Board of Directors' tasks related to this includes preparing proposals for guidelines for compensation to the executive management. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the Annual General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting. The Board of Directors shall also monitor and evaluate programs for variable remuneration for the company management, the application of the guidelines for compensation to the executive management as well as the current remuneration structures and remuneration levels in the company. In order to avoid conflicts of interest, the members of the Board of Directors who participate in the processing of and decisions regarding remuneration matters for the executive management shall be independent of the company and its management. The CEO and other members of the management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Derogation from the guidelines

The Board of Directors may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the Board of Directors' tasks include preparing remuneration-related matters. This includes any resolutions to derogate from the guidelines.

¹ In the event that Sveafastigheter, after the adoption of these guidelines for compensation to the executive management, chooses to establish a remuneration committee, it shall be the responsibility of the remuneration committee to prepare the Board of Directors' decisions on remuneration matters, monitor and evaluate programs for variable remuneration for the company's management, the application of the guidelines, as well as the current remuneration structures and remuneration levels in the company. The members of the remuneration committee shall be independent in relation to the company and its management. However, the chairperson of the Board of Directors may serve as the chairperson of the remuneration committee.