

# KOMMUNINVEST I SVERIGE AB

## Remuneration Policy

excerpt from HR Policy  
G6P



Adopted by the Board of Directors	Document manager	Document owner	Information classification
25 April 2024	HR manager	Board of Directors	Public
<b>External rules</b>			
The Work Environment Act (1977:1160) The Discrimination Act (2008:567) FFFS 2014:1 (Internal governance and control), FFFS 2011:1 (Remuneration) EBA/GL/2021/04 (Remuneration) EBA/GL/2021/06 (Guidelines on the assessment of the suitability of members of the management body and key function holders)			
<b>Earlier versions</b>			
6 December 2023; Work environment, equality, and diversity policy, Remuneration policy, Talent management policy			
<b>Background, etc.</b>			
<p>Kommuninvest i Sverige AB (hereinafter the “Company”) shall have good governance and internal control. The Board of Directors is responsible for ensuring that the Company complies with the laws and applicable national and European regulations which govern the Company’s operations. The Company’s governance documents consist of documents adopted by the Board of Directors, the CEO, or the respective managers. The Board adopts policies and certain Board of Director’s instructions. If necessary, these governance documents can be broken down into instructions, which are confirmed by the CEO. Thereafter, the instructions can be broken down into more detailed descriptions, which are confirmed by the respective managers. The Board of Directors shall adopt policies annually and ensure that they are complied with and regularly assessed in the operations. The Board is ultimately responsible for ensuring that the Company has appropriate and efficient operations and a well-developed system for risk management and regulatory compliance.</p> <p>This policy covers the Company’s Board of Directors, management, all employees, consultants, cooperating partners, agents, and service providers involved in the Company’s operations. The policy is applicable to all parts of the operations and also includes outsourced operations and areas.</p> <p>The CEO is responsible for implementing and monitoring compliance with this policy and reporting on this to the Board of Directors. It is also the responsibility of the CEO to assess and update the content of this policy annually or when necessary, and to present it to the Board of Directors with any proposals for amendments.</p>			

# 1. Remuneration

## 1.1 Remuneration model

Determination of salary within the Company shall:

- consist of fixed remuneration;
- be individual and differentiated;
- comply with the Company's processes;
- reflect the employee's skills development;
- be market-based, but not market-leading;
- be sustainable in the long-term and support the Company's business model;
- be assessed according to the responsibility, autonomy, and level of skills and difficulty of the role (WHAT);
- be based on the employee's performance and skills according to the salary criteria established for the year (HOW).
- not be affected by factors such as gender, age, ethnicity, religion, disability, sexual orientation, or gender identity; and
- not be affected by trade union membership, parental leave, or illness.

The Company does not apply variable remuneration but only fixed cash salary. Pensions are paid in accordance with current pension guidelines and collective agreements.

The Company shall have a competence system to illustrate and monitor each employee's unique profile and provide a basis for further professional development.

## 1.2 Salary criteria

Salary criteria are established annually by the CEO based on the remuneration criteria set out in this policy.