



# Remuneration report 2021

This remuneration report describes how the guidelines for remuneration to senior executives, adopted by the Annual General Meeting 202, were applied during the 2021 financial year.

Byggfakta Group's remuneration report refers to the 2021 financial year. The remuneration report refers to the parent company Byggfakta Group Nordic HoldCo AB (publ) with organization number 559262-7516 and refers to all companies whose accounts are consolidated in the consolidated accounts for Byggfakta Group during the same period. These are specified in Note 14 in the annual report. The remuneration report has been prepared in accordance with Chapter 8 of the Swedish Companies Act (2005: 551) and the Board's Code of Swedish Corporate Governance. Board fees are not covered by this report. Such fees are decided annually by the Annual General Meeting and are reported on page 44 in the Corporate governance report in the Annual report 2021. Byggfakta Group's Board has, in connection with signing the Annual Report, also approved the remuneration report.

## The Company's overall results during 2021

The CEO summarizes the Company's overall results in his statement on pages 4–5 in the 2021 annual report.

Guidelines for remuneration to the Board of Directors, the CEO and senior executives.

At the Annual General Meeting held on 30 June, 2021, it was decided to adopt the following guidelines for remuneration to the President and other senior executives.

### General information

These guidelines for remuneration to senior executives (the "Guidelines") include remuneration to senior executives, including the CEO, for Byggfakta Group Nordic HoldCo AB (publ) ("Byggfakta" or "the company"). The guidelines are forward-looking and shall be applied to remuneration agreed upon, and changes made to already agreed remuneration, after the guidelines have been adopted by the Annual General Meeting 2021. The guidelines do not cover remuneration decided by the Annual General Meeting.

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

It is a prerequisite for a successful implementation of the company's business strategy and safeguarding of the company's long-term interests, including its sustainability, that the company can recruit and retain qualified employees and senior executives. This entails that the company can offer competitive remuneration. These guidelines enable senior executives to be offered a competitive total remuneration and at the same time advance the company's business strategy and long-term interests, including its sustainability.

The company has established long-term share and share price related incentive programs. Such programs have been decided by the Annual General Meeting and are therefore not covered by these guidelines.

The Board assesses that the possibility of a well-balanced fixed remuneration together with the possibility of variable remuneration and participation in any share-related incentive programs, as decided by the Annual General Meeting, will advance Byggfakta as a competitive employer.

### The forms of remuneration

The remuneration must be market-based and may consist of the following components: fixed cash salary, variable cash compensation, pension benefits and other benefits. The Annual General Meeting may also decide on share and share price-related remuneration.

### Fixed remuneration

The senior executives' fixed remuneration is audited every year and must be competitive and based on the executive's competence, responsibility and performance.

### Variable remuneration

Variable cash remuneration covered by these Guidelines shall aim to advance the company's business strategy and long-term interests, including its sustainability. Variable cash compensation shall be based on predetermined and measurable criteria that may be financial or non-financial, shall be directly or indirectly linked to the advancement of Byggfakta's business strategy and shall be measured over a period of one or more years. They can also consist of individualized, quantitative or qualitative goals. The criteria must be designed to advance the company's business strategy and long-term interests, including its sustainability.

Additional variable cash remuneration may be paid under extraordinary circumstances, either for the purpose of recruiting or retaining senior executives or as compensation for extraordinary performance in addition to the executive's usual duties, provided that such extraordinary circumstances are limited in time and performed only on an individual basis. The total variable cash remuneration may amount to a maximum of 65 percent of the senior executive's fixed annual cash salary.

When the measurement period for fulfilling criteria for payment of variable cash compensation has ended, the extent to which the criteria have been met shall be determined and assessed, and with regard to financial targets, the assessment shall be based on the most recently published financial information published by the company. The Remuneration Committee is responsible for the assessment of the variable cash remuneration to the President and the President is responsible for the assessment of variable cash remuneration to other executives.

### Pension and other customary benefits

Pension benefits must be secured through premium payments to insurance companies. Variable cash remuneration shall only be pensionable if it is required in accordance with the applicable occupational pension agreement in accordance with the collective agreement. Other possible benefits should be customary and promote the ability of senior executives to perform their tasks, such as occupational health care, health insurance and car benefits. The size of the premium payments and other usual benefits may amount to a maximum of 35 percent of the fixed annual cash salary or higher when required in accordance with the applicable occupational pension agreement in accordance with the collective agreement. Byggfakta can instead choose to provide a salary change at the request of a senior executive, provided that the total cost for the company is largely the same.

For those members of Group Management who are not residents of Sweden, appropriate adjustments to comply with mandatory rules or established local practices may be made, whereby the overall purpose of these guidelines shall be met as far as possible.

### Salary and terms of employment for employees

In preparing the Board's proposal for these guidelines, salaries and terms of employment for the company's employees have

been taken into account by compiling information on employees' total remuneration, components of remuneration and the increase and rate of remuneration over time.

### Termination of employment

Upon termination, the notice period may not exceed twelve months. Fixed cash salary during the notice period and severance pay may not exceed an amount corresponding to the fixed cash salary for one year. In the event of termination by the executive, the notice period may not exceed twelve months, without the right to severance pay.

### Application of performance criteria

The performance criteria for the CEO's variable remuneration have been chosen to realize the company's strategy and to encourage actions that are in Byggfakta Group's long-term interest.

When selecting performance criteria, strategic objectives and short- and long-term business priorities for 2021 have been considered.

The criteria for receiving a bonus are agreed between the CEO and the Board and are based on the fulfillment of specific objectives.

## Total remuneration to the President during 2021 (TSEK)

Name of executive	Fixed remuneration		Variable remuneration				Total remuneration	The proportion of fixed or variable remuneration
	Basic salary	Other benefits	Annual	Perennial	Extraordinary posts	Pension costs		
Stefan Lindqvist	1,538	81	466	N/A	N/A	485	2,570	82% / 18%

Stefan Lindqvist was registered as CEO on 8 July, 2021.

## Performance of the CEO during the reported financial year; variable cash compensation (TSEK)

Name of executive (position)	Description of criteria attributable to remuneration components	Non-financial objective / Individual objective	Relative weighting of performance criteria (%)	a) Achieved performance b) Actual outcome of remuneration, paid in 2022
Stefan Lindqvist (CEO)	1. Growth in Net sales 2021	N/A	25%	a) No b) 0
	2. Growth in subscription value 2021		25%	a) Yes b) 43%
	3. Adjusted EBITDA 2021		50%	a) Yes b) 100%

## Comparative information regarding changes in remuneration and the company's earnings

	2021 against 2020	Information about 2021 (expensed remuneration) <sup>1)</sup>
Remuneration to CEO Stefan Lindqvist <sup>2)</sup>	N/A	2,570 MSEK
The Group's operating profit	+ 33.5 MSEK (71.1%)	
Average remuneration to employees based on full-year equivalents (FTE)	N/A	584.9 MSEK

<sup>1)</sup> Including pension costs but excluding other social costs. The information refers to all Group companies in Sweden and abroad.

<sup>2)</sup> Stefan Lindqvist was registered as CEO on 8 July, 2021.

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