

Remuneration report 2023

This remuneration report describes how guidelines for remuneration to senior executives, established by the 2021 Annual General Meeting, were applied in the 2023 financial year.

Byggfakta Group's remuneration report pertains to the 2023 financial year. The report applies to the Parent Company Byggfakta Group Nordic HoldCo AB (publ) with the corporate registration number 559262-7516 and all companies whose accounts are consolidated in the consolidated accounts for Byggfakta Group in the same period. These are specified in Note 14 in the annual report. The remuneration report was prepared in accordance with Chapter 8 of the Swedish Companies Act (2005:551) and the Swedish Corporate Governance Code issued by the Swedish Corporate Governance Board. Board fees are not covered by this report. Such fees are decided annually by the Annual General Meeting and presented on page 35 of the Corporate governance report in the 2022 Annual Report. The Board of Byggfakta Group, in connection with signing the annual report, has also approved this remuneration report.

The Company's overall performance in 2023

The CEO summarised the company's overall performance on pages 5–6 of the 2023 Annual Report.

Guidelines for remuneration to the Board, CEO and senior executives

At the Annual General Meeting held on 30 June 2021, the following guidelines for remuneration to the CEO and other senior executives was adopted.

There were no deviations from the guidelines in 2023.

General information

These guidelines for remuneration to senior executives (the "Guidelines") encompass the remuneration to senior executives, including the CEO, of Byggfakta Group Nordic HoldCo AB (publ) hereinafter ("Byggfakta" or the "Company"). The Guidelines are forward-looking and are applicable to remuneration agreed and amendments to remuneration already agreed after adoption of the Guidelines by the 2021 Annual General Meeting. These Guidelines do not encompass any remuneration decided or approved by the general meeting.

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

It is a prerequisite for the successful implementation of the Company's business strategy and safeguarding of the Company's long-term interests, including its sustainability, that the Company is able to recruit and retain qualified personnel and senior executives. To this end, it is necessary that the Company offers competitive remuneration. These Guidelines enable the Company to offer the senior executives competitive total remuneration, while at the same time promoting the Company's business strategy and long-term interests, including its sustainability.

Long-term share and share price related incentive programmes have been implemented in the Company. Such programmes have been resolved by the general meeting and are therefore excluded from these Guidelines.

It is the Board's assessment that the possibility of a well-balanced fixed remuneration, together with the possibility of

variable remuneration and participation in any share-related incentive programmes resolved by the general meeting, will help Byggfakta remain a competitive employer.

Forms of remuneration

The remuneration must be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. Additionally, the general meeting may resolve on share and share price-related remuneration.

Fixed remuneration

The senior executives' fixed remuneration is revised each year and must be competitive and based on the individual's competence, responsibility and performance.

Variable remuneration

Variable cash remuneration covered by these Guidelines is to aim at promoting the Company's business strategy and long-term interests, including its sustainability. Variable cash remuneration is based on predetermined and measurable criteria, which can be financial or non-financial. It is also directly or indirectly linked to the advancement of Byggfakta's business strategy and is measured over a period of one or several years. They may also be individualised, quantitative or qualitative targets. The criteria must be designed to promote the Company's business strategy and long-term interests, including its sustainability.

Additional variable cash remuneration may be awarded in extraordinary circumstances, either for the purpose of recruiting or retaining senior executives or as remuneration for extraordinary performance beyond the individual's ordinary tasks, provided that such extraordinary circumstances are limited in time and only performed on an individual basis. The total variable cash remuneration may amount to not more than 65 percent of the senior executive's fixed annual cash salary.

The extent to which the criteria for awarding variable cash remuneration have been satisfied is determined and evaluated when the measurement period for fulfilling said criteria has ended and, for financial targets, the evaluation is based on the latest financial information made public by the Company. The Remuneration Committee evaluates variable cash remuneration to the CEO and the CEO evaluates variable cash remuneration to other executives.

Pension and other customary benefits

Pension benefits are secured through premium payments to insurance companies. Variable cash remuneration only qualifies as pensionable if so required under the applicable occupational pension agreement in accordance with the collective bargaining agreement. Other possible benefits are customary and facilitate senior executives in performing their tasks, such as occupational health care, health insurance and company cars. The size of the pension premiums and other customary benefits is subject to a limit of not more than 35 percent of the fixed annual cash salary or higher when required under the applicable occupational pension agreement in accordance with the collective bargaining agreement. Byggfakta may instead

choose to provide salary sacrifice, upon request by a senior executive, provided that the total cost for the Company remains essentially the same.

For any member of the Group management not resident in Sweden, appropriate adjustments for compliance with mandatory rules or established local practice may be made, taking into account, to the extent possible, the overall purpose of these Guidelines.

Share-based payments

Byggfakta has two employee stock option programmes (LTI 2022/2025 and LTIP 2023/2026) for Group management and other key employees in the Group. Employee stock options have been granted free of any consideration, are vested over a three-year period, and can be exercised for one month after the vesting period, provided that the performance condition of shareholder yield has been met and that the participant is still an employee. Both programmes comprise a total of 3,130,000 options, of which 2,650,000 were outstanding at the end of 2023. This corresponds to about 1.4 percent of the total number of shares outstanding in the Company.

Byggfakta also has two warrants programmes (Board LTIP 2021 and LTI 2023/2026) for certain members of the Board and Group management. Both programmes comprise a total of 2,593,972 warrants, of which 993,972 were outstanding at the end of 2023. This corresponds to about 0.5 percent of the total number of shares outstanding in the Company. More information about share-based payments at Byggfakta is available in Note 7 on page 73 of the annual report.

At the end of 2023, the CEO had no employee stock options or warrants.

Salary and employment terms and conditions for employees

In the preparation of the Board's proposal for these Guidelines, salary and employment terms and conditions for employees of the Company have been taken into account by including information on the employees' total remuneration, the components of the remuneration as well as the increase and growth rate over time.

Termination of employment

The notice period on termination of an employment may not exceed twelve months. Fixed cash salary during the notice period and severance pay may not together exceed an amount corresponding to the fixed cash salary for one year. When employment is terminated by the executive, the notice period may not exceed twelve months without right to severance pay.

Application of performance criteria

The performance criteria for the CEO's variable remuneration was chosen in order to realise the Company's strategy and to encourage actions that are in Byggfakta Group's long-term interest.

Strategic objectives and short- and long-term operational priorities for 2023 were taken into consideration when selecting the performance criteria.

The criteria for receiving a bonus is negotiated between the CEO and the Board based on the fulfilment of specific objectives.

Total remuneration to the CEO in 2023 (TSEK)

Executive's name	Fixed remuneration		Variable remuneration				Total remuneration	Share of fixed/variable remuneration
	Base salary ¹⁾	Other benefits	Annual	Multi-year	Extraordinary items	Pension cost		
Dario Aganovic	4,287	40	1,833			1,494	7,654	70% / 30%

¹⁾ Base salary includes earned but not yet used vacation.

The CEO's performance during the reported financial year, variable cash remuneration (TSEK)

Executive's name (position)	Description of the criteria pertaining to the remuneration components	Non-financial objective/Individual objective	Relative weight of the performance criteria (%)	a) Fulfilled b) Actual outcome of remuneration, paid in 2023	
				a) No	b) 0%
Dario Aganovic (CEO)	1. Adjusted EBITDA 2023	N/A	40%	a) No	b) 0%
	2. Growth in subscription value 2023		40%	a) Yes	b) 145%
	3. Growth in net sales 2023		20%	a) No	b) 0%

Comparative information pertains to changes in remuneration and the Company's earnings

	2023 versus 2022	2022 versus 2021	Information about 2021 ¹⁾ (expensed remuneration) ²⁾
CEO remuneration	+1.7 MSEK (+28%)	+3.4 MSEK (+131%)	2.6 MSEK
The Group's operating profit	+71 MSEK (+32%)	+176 MSEK (+374%)	47 MSEK
Average employee benefits based on full-year equivalents (FTEs)	+79 TSEK (+18%)	-148 TSEK (-26%)	581 TSEK

¹⁾ No information is reported for the period before Byggfakta's IPO in 2021.

²⁾ Including pension costs but excluding social security costs. Information pertains to all Group companies within and outside of Sweden.

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