

# Remuneration report 2022

## Introduction

Solid Försäkringsaktiebolag was listed on Nasdaq Stockholm on 1 December 2021 and accordingly this is the company's second remuneration report. The report contains information about remuneration of the CEO and a summary of the company's outstanding share and share-price-related incentive programmes. The report was prepared in accordance with the Swedish Companies Act and the Swedish Corporate Governance Board's Rules on Remuneration of Executive Management and on Incentive Programmes.

Additional information about remuneration of senior executives is found in Note 27 Personnel of the 2022 Annual Report. Information about the work of the Remuneration Committee in 2022 is presented in the corporate governance report on page 36 of the 2022 Annual Report.

Board fees are not included in this report. Such fees are resolved on annually by the Annual General Meeting and disclosed in Note 27 Personnel of the 2022 Annual Report.

## Key developments in 2022

The CEO summarises the company's overall performance in his statement on page 4 of the 2022 Annual report.

## The company's remuneration guidelines: scope, purpose and deviations

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 can recruit and retain qualified personnel. To this end, the company must offer competitive remuneration. The company's remuneration guidelines enable the company to offer executives competitive total remuneration. Under the remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed cash salary, pension benefits and other benefits. No variable remuneration is paid to senior executives.

The guidelines are available at <https://corporate.solidab.se/en/governance/remuneration-and-incentive-programmes/> In 2022, the company followed the applicable remuneration guidelines adopted by the general meeting. No remuneration has been reclaimed.

The company has an ongoing long-term incentive programme for the company, other senior executives and key employees. Each warrant carries entitlement to subscribe for one (1) share in the company at a subscription price of SEK 79.10 per share, which corresponds to 130 per cent of the volume-weighted average price according to Nasdaq Stockholm's official share price list for the company for a period of five trading days from the first day of trading of the company's shares on Nasdaq Stockholm. If, when shares are subscribed for, the price paid for the company's shares when Nasdaq Stockholm closes on the trading day immediately preceding subscription exceeds 146.15 per cent of the subscription price, then the subscription price shall be increased by an amount corresponding to the amount of the aforementioned closing price that exceeds 146.15 per cent of the subscription price. Shares can be subscribed for using the warrants during the period from and including 3 March 2025 up to and including 30 May 2025.

### Total CEO remuneration 2022 (KSEK)

	Basic salary*	Variable remuneration	Other benefits**	Pension***	Total remuneration	Proportion of fixed and variable remuneration
Marcus Tillberg, CEO	2,334	0	200	603	3,137	100/0

\*including holiday pay

\*\*refers to company car benefit

\*\*\*pension costs that comprise a fixed premium are recognised as fixed remuneration

## Application of performance criteria

The CEO does not receive any variable remuneration and thus has no performance criteria linked to this.

Comparative information on the change of remuneration and company performance.

### Change of remuneration and company performance over the last five reported financial years (RFY) (KSEK)

	2018 vs 2017	2019 vs 2018	2020 vs 2019	2021 vs 2020	2022 vs 2021	2022
Marcus Tillberg, CEO	29 (+1%)	105 (+5%)	184 (+8%)	143*** (6%)	586 ***(+23%)	3,137
Operating profit/loss*	-1,622 (-2%)	41,562 (+50%)	-4,831 (-4%)	30,761 (+26%)	-12,165 (-8%)	139,200
Average remuneration on a full time equivalent basis of employees**	63 (+14%)	-24 (-5%)	14 (+3%)	35 (+7%)	-30 (-6%)	511**

\* before appropriations and tax

\*\* excluding remuneration of CEO and Board

\*\*\* excluding transaction bonus (KSEK 850) 2021