

## Translation

### VATTENFALL AB

Swedish Corporate Identity  
Number 556036-2138

Minutes, recorded at the Annual  
General Meeting in Solna on April 28, 2025

## PRESENT

### Shareholder

Number of shares held

The Swedish State, represented  
by Emma Elofsson, Specialist Sustainable Business  
as per power of attorney, **Appendix 1**

131 700 000

### Others present

A total of approximately 70 people, consisting of Members of the Board, the Executive Group Management, the Auditor, employees in the Vattenfall Group and other persons who had notified their presence at the Meeting.

#### 1 §

The Meeting was opened.

#### 2 §

Mats Granryd, Chairman of the Board, was appointed Chairman of the Meeting.

#### 3 §

The above list of present shares and their owner was approved as the voting list for the Meeting.

#### 4 §

The Chairman of the Meeting appointed Jonas Bengtsson, Secretary to the Board, to record the minutes of the Meeting.

#### 5 §

Emma Elofsson, Specialist Sustainable Business, and Mats Granryd, Chairman of the Meeting, were appointed to check and approve the minutes from the Meeting.

#### 6 §

The sent-out agenda was approved.

## 7 §

It was approved to allow the general public to be present at the Meeting and that the Meeting was webcast over the Internet.

## 8 §

It was noted that the Meeting had been duly convened.

## 9 §

The following documents were presented.

- a) the Annual and Sustainability Report, including the Corporate Governance Report and the consolidated accounts, **Appendix 2**, and
- b) the audit report and consolidated audit report (part of **Appendix 2**).

It was noted that the Annual Report for Vattenfall AB, including the Corporate Governance Report, the Sustainability Report and the audit report, and the consolidated accounts and consolidated audit report for the Vattenfall Group for the fiscal year 2024, had been available at the Company's web site and that printed copies had been available at the company.

It was stated that the documents were properly presented.

## 10 §

Mats Granryd, Chairman of the Board, and Anna Borg, CEO, provided a statement of the work of the Board during the fiscal year 2024, moderated by the Head of Staff Function Communications Åsa Jamal. The statement is available on Vattenfall AB's website [group.vattenfall.com/se](http://group.vattenfall.com/se) under the headline "Bolagsstyrning"<sup>1</sup>.

Eva Carlsvi, the Company's auditor in charge, reported on the auditing work.

Members of the Swedish Parliament were given the opportunity to put forward questions to the company.

## 11 §

It was resolved

- a) in accordance with the recommendation of the auditor, to adopt the income statement and balance sheet in the Annual Report, for Vattenfall AB and the Vattenfall Group respectively,
- b) to distribute the profit in accordance with the Board's proposal, in which profits at the disposal of the Annual General Meeting, a total of SEK 137 684 210 929, to be allocated as follows:
  - To be distributed to shareholder SEK 7 000 000 000
  - To be carried forward SEK 130 684 210 929The dividend will be paid on 9 May, 2025; and
- c) in accordance with the recommendation of the auditor, to discharge the members of the Board and the CEO from liability for the administration of the business in 2024.

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<sup>1</sup> English translations are available on [group.vattenfall.com](http://group.vattenfall.com) under "Corporate Governance".

## 12 §

The Remuneration Report for 2024 was presented, **Appendix 3**. It was noted that the Remuneration Report had been available at the company's web site and that printed copies had been available at the Company. It was stated that the Remuneration Report was properly presented.

It was informed that detailed information on remuneration, other terms of employment and pension cost for the Chairman, other Board members, the CEO and other senior executives and the adherence of the guidelines decided by the 2024 Annual General Meeting for remuneration to senior executives, is further described in the Annual and Sustainability Report, note 11 to the consolidated accounts.

The terms of remuneration and other terms of employment for Anna Borg, CEO, were presented, in accordance with the information provided in the Annual and Sustainability Report, note 11 to the consolidated accounts. With regard to remuneration to other senior executives, reference was made to the Remuneration Report and the Corporate Governance Report, as well as to note 11 of the consolidated accounts.

Eva Carlsvi, the Company's auditor in charge, reported on the adherence of previously adopted guidelines for remuneration and other terms of employment for senior executives, and presented the Auditor's statement according to Ch 8 § 54 Swedish Companies Act (2005:551), **Appendix 4**.

It was resolved to approve the Remuneration Report for 2024.

## 13 §

The Board's proposal for guidelines for remuneration for senior executives was presented and resolved. The Board's entire proposal for guidelines appears in the Annual and Sustainability Report, page 72 and 73.

## 14 §

Emma Elofsson, Specialist Sustainable Business, presented and motivated the proposal with regard to Directors of the Board and Chairman as well as their remuneration.

Information was provided on assignments that those proposed Directors, which are appointed by the Annual General Meeting, have in other companies. It was noted that further information can be found on [group.vattenfall.com/se](http://group.vattenfall.com/se) under the headline "Bolagsstyrning"<sup>2</sup>.

## 15 §

It was resolved, according to the proposal, that the number of Directors to be appointed to the Board by the Annual General Meeting shall be seven (7).

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<sup>2</sup> English translations available on [group.vattenfall.com](http://group.vattenfall.com) under "Corporate Governance".

## 16 §

It was resolved, according to the proposal,

that directors' fees for the time until the conclusion of the next Annual General Meeting shall be payable in the amount of SEK 1 020 000 for the Chairman of the Board and SEK 460 000 for other AGM-elected director,

that for work on the Audit Committee, a fee of SEK 130 000 shall be payable to the Committee chair and SEK 97 000 be paid to Committee member, for the time until the conclusion of the next Annual General Meeting,

that for work on the Remuneration Committee, a fee of SEK 65 000 shall be payable to the Committee chair and SEK 48 000 be paid to Committee member, for the time until the conclusion of the next Annual General Meeting, and

that no fees are payable to employees of the Swedish Government Offices or to employee representatives.

## 17 §

It was resolved, according to the proposal, to re-elect the following persons as Directors of the Board, to serve for the time until the conclusion of the next Annual General Meeting.

Mats Granryd  
Pär Ekeröth  
Ingemar Engkvist  
Christian Levin  
Nina Linander  
Carola Puusteli  
Fredrik Rystedt

Mats Granryd was re-elected as Chairman of the Board.

It was noted that the local trade union organisations, in accordance with the Swedish Private Sector Employees (Board Representation) Act had appointed the following Directors to the Board.

For SEKO, the Union of Service and Communication Employees: Robert Lönnqvist as director, Joel Hersan as deputy director.

For Unionen, the Union of White-collar Employees: Jeanette Regin as director, Anders Bohlin as deputy director.

For Akademikerna: Rolf Ohlsson as director, with Christer Gustafsson, Ledarna (Swedish Association for Managers), as deputy director.

## 18 §

It was resolved, according to the proposal, that one (1) chartered accounting firm is elected to serve as auditor.

## 19 §

It was resolved, according to the proposal, that fees shall be paid for the auditor's work as per approved invoice.

## 20 §

It was resolved, according to the proposal, to appoint the chartered accounting firm Öhrlings PricewaterhouseCoopers AB, registration number 556029-6740, forming part of the same group as the current chartered accounting firm PricewaterhouseCoopers AB, to serve as auditor for the time until the conclusion of the next Annual General Meeting.

It was noted that Öhrlings PricewaterhouseCoopers AB had appointed Authorised Public Accountant Eva Carlsvi as auditor-in-charge.

## 21 §

The Meeting resolved to approve the following financial targets for Vattenfall AB.

- Return on capital employed (ROCE)  $\geq 8\%$ , as measured by underlying EBIT
- Funds from operations/adjusted net debt (FFO/AND)  $\geq 25\%$ , where FFO is excluding dividend attributable to non-controlling interests and margin calls are excluded from AND
- Dividend policy 40-70% of profit for the year, adjusted for unrealised fair value changes and return from the Nuclear Waste Fund. Furthermore, forward-looking capital structure and investment needs are to be taken into account so that the dividend pay-out range is used more actively.

## 22 §

The Swedish State Ownership Policy, dated 20 February 2025, was decided to apply for Vattenfall AB until the general meeting resolves otherwise. The Policy is available on the website [www.regeringen.se](http://www.regeringen.se).

## 23 §

On behalf of the Board, Mats Granryd expressed his appreciation to Per Lindberg for worthily having contributed to the work of the Vattenfall Board.

Emma Elofsson expressed the shareholder's thanks to the Board of Directors, management and staff for their excellent work during the fiscal year and a special thank you to Per Lindberg for his efforts during the time on the Board.

## 24 §

The Meeting was closed.

Minutes taken by:

Jonas Bengtsson

Approved by:

Emma Elofsson

Mats Granryd



Regeringskansliet

2025-03-20  
Fi2025/00685

Finansdepartementet  
Statsrådet Svantesson

## Fullmakt

Med stöd av regeringens bemyndigande den 10 november 2022 att företräda och utöva rösträtt för staten som aktieägare vid bolagsstämma i

AB Göta kanalbolag  
AB Svenska Spel  
Akademiska Hus Aktiebolag  
Aktiebolaget Svensk Exportkredit  
Almi AB  
Apotek Produktion & Laboratorier AB  
Apoteket AB  
Arlandabanan Infrastructure AB  
EUROFIMA European Company for the Financing of Railroad Rolling Stock  
Green Cargo AB  
Infranord AB  
Jernhusen AB  
Lernia AB  
Luossavaara-Kiirunavaara Aktiebolag  
Miljömärkning Sverige AB  
PostNord AB  
RISE Research Institutes of Sweden AB  
Samhall Aktiebolag  
Saminvest AB  
SBAB Bank AB (publ)  
SJ AB  
SOS Alarm Sverige AB  
Specialfastigheter Sverige Aktiebolag

Statens Bostadsomvandling AB  
Sveaskog AB  
Svenska rymdaktiebolaget  
Svevia AB (publ)  
Svensk-Danska Broförbindelsen SVEDAB AB  
Swedavia AB  
Swedfund International AB  
Systembolaget Aktiebolag  
Teracom Group AB  
Vattenfall AB  
V.S. VisitSweden AB

utser jag samtliga anställda vid avdelningen för bolag med statligt ägande på Finansdepartementet med titlarna departementssekreterare, kansliråd, ämnesråd eller departementsråd att på bolagsstämma i ovanstående bolag företräda och utöva rösträtt för staten som aktieägare i enlighet med inför varje bolagsstämma utfärdad instruktion.

Denna fullmakt gäller tills regeringens bemyndigande den 10 november 2022 upphör att gälla, dock längst till och med den 31 januari 2026.



Elisabeth Svantesson



2025-04-14  
Fi2024/01146 (delvis)

**Finansdepartementet**

Gemensam beredning med Fi/BA är avslutad

## Förordnande att företräda staten på bolagsstämma i Vattenfall AB

Vattenfall AB (Bolaget) avser att hålla bolagsstämma den 28 april 2025.

Med stöd av regeringens bemyndigande den 10 november 2022 att företräda och utöva rösträtt för staten som aktieägare vid bolagsstämma i Bolaget utser statsrådet Svantesson

i första hand departementssekreteraren Emma Elofsson eller, i andra hand, kanslirådet Carolina Fladvad

vid avdelningen för bolag med statligt ägande på Finansdepartementet att på ovannämnda bolagsstämma i Bolaget företräda och utöva rösträtt för staten som aktieägare i enlighet med instruktionen nedan.

Särskild fullmakt har utfärdats för de förordnade.

Staten har genom tidigare beslut i samma ärende lämnat förslag till beslut vid bolagsstämman (Statens förslag).

### Instruktion inför bolagsstämman

Följande instruktion följer den dagordning som föreslås i kallelsen, se *bilagan*.

#### 1. Stämmans öppnande

Ingen åtgärd.



# Remuneration report 2024

## Vattenfall

### Introduction

This remuneration report provides an outline of how Vattenfall's guidelines for executive remuneration (the "remuneration guidelines"), adopted by the 2024 Annual General Meeting, have been implemented in 2024. In addition, the report provides information regarding Vattenfall's CEO and other members of the company's Executive Group Management. The report has been prepared in accordance with the Swedish Companies Act and the Government's Principles for remuneration and other terms of employment for senior executives of state-owned enterprises, resolved on February 27, 2020.

The report does not include remuneration to the Board that is subject to the Annual General Meeting. Such remuneration is reported in Note 11 on page 169 in the Annual and Sustainability Report 2024.

Information required in accordance with Chapter 5, Sections 40-44§§ of the Annual Accounts Act (1995:1554) can be found in note 11 on page 169 in the company's Annual and Sustainability Report for 2024 (the "Annual Report 2024").

Information about the Remuneration Committee's work in 2024 can be found in the corporate governance report, which can be found on page 59 in the 2024 annual report.

### Development in 2024

The CEO summarizes the company's overall results in her report on page 8 in the Annual Report 2024.

### Remuneration guidelines

According to Vattenfall's remuneration guidelines, the total remuneration payable to senior executives must be reasonable and well considered. It also must be competitive, capped and appropriate, while fostering high ethical standards and a good corporate culture. The remuneration must not be market-leading in relation to comparable companies and should be moderate in character.

Remuneration to senior executives may consist of the following components: fixed base salary, severance pay, pension benefits and other benefits. Variable remuneration must not be paid to senior executives.

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

The remuneration guidelines, adopted by the 2024 Annual General Meeting, is summarized on page 66 in the Annual Report 2024. In 2024, the company has followed these remuneration guidelines. No deviations from the guidelines were made during the year. The Board of Directors and the Remuneration Committee have dealt with remuneration in accordance with the process and the principles set out in the guidelines. The auditor's report on whether the company has followed the guidelines can be found on the company's website <https://group.vattenfall.com>.

The guidelines are designed in accordance with the Government's Principles for remuneration and other terms of employment for senior executives of state-owned enterprises.

These principles have also been guiding for other employees within the Group.

## Total remuneration to CEO and other senior executives in the Executive Group Management

*Table 1 – Total remuneration to CEO and other senior executives in the Executive Group Management during 2024*

		Base salary <sup>1</sup>	Benefits <sup>1</sup>	Pension	Variable remuneration	Other remuneration	Total remuneration
Anna Borg, President & CEO	kSEK	18,466	107	5,447	-	-	24,020
	Share of total remuneration	76,9%	0,4%	22,7%	-	-	
Kerstin Ahlfont, Chief Financial Officer	kSEK	7,638	135	2,247	-	-	10,020
	Share of total remuneration	76,2%	1,4%	22,4%	-	-	
Christian Barthélémy, Head of Staff Function People & Culture (until Oct 9 <sup>th</sup> , 2024)	kSEK	5,309	56	1,041	-	10 981 <sup>2</sup>	17,387
	Share of total remuneration	30,5%	0,3%	6%	-	63,2%	
Helene Biström, Head of Business Area Wind	kSEK	6,484	106	1,908	-	-	8,498
	Share of total remuneration	76,3%	1,2%	22,5%	-	-	
Anne Gynnerstedt, General Counsel and Secretary to the Board of Directors and responsible for Corporate Security & Resilience (until Aug 31 <sup>st</sup> , 2024)	kSEK	4,519	47	835	-	-	5,401
	Share of total remuneration	83,7%	0,9%	15,4%	-	-	
Jonas Bengtsson, General Counsel and Secretary to the Board of Directors and responsible for Corporate Security & Resilience (from Sept 1 <sup>st</sup> , 2024)	kSEK	1,928	8	563	-	-	2,499
	Share of total remuneration	77,2%	0,3%	22,5%	-	-	
Martijn Hagens, Head of Business Area Markets	kSEK	11,994	151	1,718	-	-	13,863
	Share of total remuneration	86,5%	1,1%	12,4%	-	-	
Åsa Jamal, Head of Staff Function Communications, acting Head of Staff Function People & Culture (from Oct 10 <sup>th</sup> , 2024)	kSEK	5,077	114	1,516	-	-	6,707
	Share of total remuneration	75,7%	1,7%	22,6%	-	-	
Andreas Regnell, Head of Staff Function Strategic Development	kSEK	5,934	103	1,746	-	-	7,783
	Share of total remuneration	76,3%	1,3%	22,4%	-	-	
Alexander van Ofwegen, Head of Business Area Customers & Solutions	kSEK	6,511	163	785	-	-	7,459
	Share of total remuneration	87,3%	2,2%	10,5%	-	-	
Torbjörn Wahlborg, Head of Business Area Generation (until Oct 31 <sup>st</sup> , 2024)	kSEK	7,058	96	2,077	-	-	9,231
	Share of total remuneration	76,5%	1%	22,5%	-	-	
Johan Dasht, Head of Business Area Generation (from Nov 1 <sup>st</sup> , 2024)	kSEK	1,017	31	306	-	-	1,354
	Share of total remuneration	75,1%	2,3%	22,6%	-	-	

<sup>1</sup> Base salary includes vacation pay and Benefits include value of car benefit, health insurance, parking benefit and in relevant cases annual travel cards (train or air travel).

<sup>2</sup> Christian Barthélémy left the Executive Group Management team on October 9<sup>th</sup>, 2024. The amount reflects payments during the following notice period of 6 months, as well as a 12-month severance payment. Any income earned from employment outside of Vattenfall within the notice and severance periods, will be offset against payments from Vattenfall.

Vattenfall does not offer any variable remuneration to senior executives.

## Comparative information on changes in remuneration and the company's results

Table 2 - Changes in remuneration and the company's results during the last five reported financial years (kSEK)

Annual change	2020 vs 2019	2021 vs 2020	2022 vs 2021	2023 vs 2022	2023 vs 2024	Financial year 2024
<i>Annual change in total remuneration to CEO <sup>1</sup></i>						
President & CEO	+2 921 (14%) <sup>2</sup>	-2 373 (-10,1%) <sup>3</sup>	+1 415 (6,7%) <sup>4</sup>	+253 (1,1%)	+1 270 (5,6%)	24 020
<i>Company's performance</i>						
Operating profit (EBIT) <sup>5</sup>	-6 865 (-31%)	+44 995 (+295%)	-47 626 (-79%)	+4 346 (+34%)	+21 860 (+129%)	38 851
<i>Average remuneration on a full-time equivalent basis of employees<sup>6</sup></i>						
Vattenfall <sup>7</sup>	-44 (-5%) <sup>8</sup>	+15 (2%) <sup>9</sup>	+33 (4%)	+64 (7%)	+18 (2%)	957

<sup>1</sup> The change in total remuneration refers to the annual change of the sum of all remuneration components as they are reported in Table 1. For the sake of exactness the change in % is provided with one decimal in the 2024 Remuneration report.

<sup>2</sup> The President & CEO resigned on October 31<sup>st</sup>, 2020. The current President & CEO took up the position on November 1<sup>st</sup>, 2020. However, the previous CEO was formally employed and paid until January 20<sup>th</sup>, 2021. The total amount is reported in 2020.

<sup>3</sup> The annual decrease in total remuneration is explained by the fact that remuneration to the President & CEO in 2021 consists of only remuneration to Anna Borg, while in 2020 it consists of remuneration to both Anna Borg, as well as former President & CEO, Magnus Hall.

<sup>4</sup> The total remuneration includes retroactive salary review for income year 2021, inclusive of retroactive vacation pay, as well as the regular salary review for income year 2022.

<sup>5</sup> For more detailed information on the annual changes regarding operating profit and other relevant key figures, see page 155 in Vattenfall's Annual and Sustainability Report 2024

<sup>6</sup> The change of remuneration to other employees is equivalent to the sum of the remuneration components as they are reported to senior executives.

<sup>7</sup> Total remuneration for all other employees in Vattenfall AB Group divided by the number of full-time equivalents each year.

<sup>8</sup> The annual change in total remuneration is impacted by changes in the structure of personnel, which reduced the average total remuneration in 2020. Furthermore, the salary reviews for 2020 were postponed due to delayed collective bargaining negotiations.

<sup>9</sup> In 2022, the method for calculating the number of full-time equivalents got updated, whereupon the number for 2021 was also updated in order to give a more accurate representation of Vattenfall's development regarding total remuneration to other employees.



This is an unofficial translation of the Swedish original document

## Auditor's statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act (2005:551) regarding whether the guidelines for remuneration to senior executives adopted by the annual general meeting of shareholders have been complied with

To the annual general meeting of shareholders in Vattenfall AB, Corporate Identity Number 556036-2138

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We have performed procedures to determine whether the Board of Directors and the Managing Director of Vattenfall AB have, for the financial year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 26 April 2023 and 29 April 2024, respectively.

### **Responsibilities of the Board of Directors and the Managing Director**

The Board of Directors and the Managing Director are responsible for compliance with the guidelines and for such internal control as the Board of Directors and the Managing Director determine is necessary to ensure compliance with the guidelines.

### **Auditor's responsibility**

Our responsibility is to express an opinion, based on our procedures, to the annual general meeting of shareholders regarding as to whether the guidelines for remuneration to senior executives have been complied with. We conducted our procedures in accordance with FAR's recommendation, RevR 8 *Examination of remuneration to senior executives of some listed companies*. This recommendation requires that we comply with ethical requirements and have planned and performed the procedures to obtain reasonable assurance that the guidelines adopted by the annual general meeting of shareholders have, in all material aspects, been complied with. The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of the Vattenfall AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures have involved the company's organisation for and documentation of matters pertaining to remuneration to senior executives, recent resolutions regarding remuneration and a selection of payments made to senior executives during the financial year. The procedures selected depend on the auditor's judgment, including the assessment of the risk that the guidelines have not, in all material aspects, been complied with. In making this risk assessment, the auditor considers the aspects of internal control relevant to compliance with the guidelines, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control

We believe that the procedures performed provide a reasonable basis for our opinion below.



## Opinion

In our opinion, the Board of Directors and the Managing Director of Vattenfall AB have, for the financial year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 26 April 2023 and 29 April 2024, respectively

Stockholm 24 March 2025  
PricewaterhouseCoopers AB

Eva Carlsvi  
Authorized public accountant  
Lead Partner

Aleksander Lyckow  
Authorized public accountant

***This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.***