

Well-being, cont.

Remuneration

Castellum has procedures and guidelines concerning benefits, terms of employment and incentive systems. These initiatives are being taken with the purpose of strengthening the Castellum Spirit, increasing mobility within the company and ensuring a clear remuneration and incentive structure.

We are carrying out a bonus programme for all employees wherein it is possible for all participants to receive a share of all improvements. This contributes to an inclusive culture where operational objectives are a natural part of everyday activities.

In principle, all employees at Castellum are permanent employees with the possibility of working full-time. This means that all employees are covered by the same benefits and terms of employment.

Gender pay ratio, average (GRI 2-21, 405-2; Diversity-Pay)

%	2021				2020			
	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration
Executive Management excl. CEO (Diversity-Pay)	96%	104%	79%	126%	90%	112%	125%	80%
Managers (Diversity-Pay)	99%	101%	98%	102%	93%	108%	86%	116%
Employees (Diversity-Pay)	101%	99%	102%	98%	98%	101%	98%	102%

Gender pay ratio, median (GRI 2-21, Diversity-Pay)

%	2021				2020			
	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration	Women base salary	Men base salary	Women, total remuneration	Men, total remuneration
Executive Management excl. CEO	96%	104%	73%	136%	— ¹⁾	— ¹⁾	— ¹⁾	— ¹⁾
Executives	97%	104%	102%	98%	— ¹⁾	— ¹⁾	— ¹⁾	— ¹⁾
Employees	108%	93%	108%	93%	— ¹⁾	— ¹⁾	— ¹⁾	— ¹⁾

1. The median pay ratio is a new indicator that was not measured prior to 2021.

Pay ratio, highest paid relative to median (GRI 2-21, Diversity-Pay)

	2021
Total remuneration to CEO (highest paid), MSEK	8.2
Median annual total remuneration for all employees (excl. highest annual remuneration), MSEK	0.6
Relation between highest paid and median (excl. highest annual remuneration)	13.7
Median salary increase, all employees (excl. highest annual remuneration), %	2.9
Salary increases, CEO, 2001–2020, %	-1.7

All employees excluding United Space's operations are included in the above data on pay ratios. No restatement to FTE has been made. All remuneration (i.e. fixed and variable) has been included. The company's CEO has the highest level of remuneration. The name of the person with the highest remuneration is indicated in the company's remuneration report.