

# Dios Fastigheter



We encourage Nordic companies to improve the quality of their boards and introduce pay-for-performance incentive schemes that better align the company with shareholders

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## Engagement rationale

We are addressing an over-boarding issue for the Chairman of Dios' board as we strongly believe in board members (and especially the Chairman) should have enough time and attention for their important role. Furthermore, we are flagging the long-tenure of the auditors. Additionally, we encourage the introduction of a long-term incentive scheme.

## Background

We have a constructive dialogue with Dios on multiple levels within our organization. This has led to good discussions and encouraging first steps in improving the quality of the board and potentially introducing long-term incentive plans with relevant and material performance metrics.

## Theme for engagement

- Governance: improve board quality and management incentives

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## Development

Positive

## Milestone



## Engagement objectives

- Encourage the Chairman of the board Mr. Persson to drop one or more of their board positions to have more attention to the Chairman role at Dios
- Remind and encourage the auditors to rotate after a long period at their roles
- Introduce a pay-for-performance long-term and refined short-term incentive plan which better aligns shareholders with the management team and includes material financial as well as ESG metrics.

## Engagement results

- The issues were flagged early April to the management team and their response was very positive
- The Chairman is already due to drop 1 board position. This is very encouraging, still at the limit of our 6 board position limits
- The auditor is rotating at the end of the year as they are appointed until 2026
- A dialogue was started on what the details of a potential incentives plan would look like

## Next steps

- Discuss the details of a potential long-term incentive plan.



## Company

Dios Fastigheter

## Country

Sweden

## Sector

Real Estate

## Market cap

9.3bn SEK

## Materiality

Improving board quality, aligning pay-for-performance.

## ESG Research

MSCI ESG Rating: AAA  
Sustainalytics: 12.8 (low risk)

## Engagement initiated

Q2 2025

## Latest update

Q2 2025

## Kempen Fund

Kempen (Lux) European Property Fund

