



Remuneration report Akademiska Hus 2024

Introduction

This remuneration report provides an overview of how Akademiska Hus' guidelines for remuneration to senior executives, adopted by the 2024 Annual General Meeting, have been applied in 2024. The report also provides information regarding the Chief Executive Officer of Akademiska Hus, other members of Executive Management and, where applicable, members of the Board of Directors. The document is adapted to comply with the remuneration regulations in effect since the publication of the updated "Swedish Code of Corporate Governance" and market practice developments, along with clarifications from the Ministry of Enterprise and Innovation. Akademiska Hus has engaged Allshares for assistance in the preparation of the report.

This report does not include remuneration to the Board of Directors as resolved by the general meeting. Such remuneration is presented in note 11 on pages 47–48 in Akademiska Hus' 2024 Annual Report.

Information required by Chapter 5. 40–44 §§ of the Swedish Annual Accounts Act (1995:1554) can be found in note 11 on pages 47–48 of the 2024 Annual Report.

Information on the work of the Remuneration Committee in 2024 is provided in the Corporate Governance Report, which can be found on page 27 of the 2024 Annual Report.

Developments in 2024

The Chief Executive Officer summarises the overall performance of the company in her statement on page 5 of the 2024 Annual Report.

Guidelines for remuneration

In Akademiska Hus' remuneration guidelines, remuneration to senior executives shall be competitive, have a set ceiling and be appropriate, but not market-leading in relation to comparable companies, and shall consist of the following components: fixed cash salary, severance pay, occupational pension benefits and other benefits. Variable remuneration shall not be paid to senior executives.

The remuneration guidelines, adopted by the 2024 Annual General Meeting, are summarised on page 48 of the 2024 Annual Report. The auditor's report on whether the company has complied with the guidelines is available on the company's website <http://www.akademiskahus.se/>.

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



Successful implementation of the company's business strategy and protection of its long-term interests, including its sustainability, requires the company to be able to recruit and retain qualified personnel.

To achieve this objective the company must be able to offer senior executives a competitive yet moderate total remuneration package.

Total remuneration to the Chief Executive Officer and other senior executives in 2024 has been in compliance with the Government's principles for remuneration and other terms of employment for senior executives of state-owned enterprises.

The guidelines that apply to the remuneration of senior executives have also guided the preparation of the remuneration policy for the other employees of the Group.



Total remuneration to the Chief Executive Officer and senior executives

Table 1 – Total remuneration to the Chief Executive Officer and senior executives 2024

		Basic salary	Benefits	Pension cost	Variable remuneration	Other remuneration	Total remuneration ¹
Caroline Arehult, Chief Executive Officer	TSEK	5,139	13.2	1,363	0	0	6,515
	Share of total remuneration	79%	0.2%	21%	-	-	-
Anna Alsborger, Facilities Manager	TSEK	2,212	20.8	550	0	0	2,783
	Share of total remuneration	79%	0.7%	20%	-	-	-
Carolin Åberg Sjöqvist, General Counsel	TSEK	1,889	5.0	667 ²	0	0	2,561
	Share of total remuneration	74%	0.2%	26%	-	-	-
Marie Hallander Larsson, Human Resources Director <i>Completed 31 July 2024</i>	TSEK	1,383	5.9	326	0	0	1,715
	Share of total remuneration	81%	0.3%	19%	-	-	-
Cecilia Wide, Chief Marketing and Communications Officer	TSEK	1,294	3.7	616 ²	0	0	1,913
	Share of total remuneration	68%	0.2%	32%	-	-	-
Ulf Däversjö, Chief Business Technology & Development Officer	TSEK	1,774	15.2	422	0	0	2,211
	Share of total remuneration	80%	0.7%	19%	-	-	-
Andreas Kupenberg, Technology & Service Director	TSEK	1,803	3.6	595	0	0	2,402
	Share of total remuneration	75%	0.1%	25%	-	-	-
Peter Andersson, CFO	TSEK	2,599	3.7	734	0	0	3,336
	Share of total remuneration	78%	0.1%	22%	-	-	-
Erik Florman, Sustainability Manager	TSEK	1,260	12.5	254	0	0	1,526
	Share of total remuneration	83%	0.8%	17%	-	-	-
Ali Ranji, Project Manager	TSEK	2,013	18.4	499	0	0	2,531
	Share of total remuneration	80%	0.7%	20%	-	-	-
Josefín Helgeson, Human Resources Director <i>Beginning 1 Aug. 2024</i>	TSEK	559	1.4	110	0	0	670
	Share of total remuneration	83%	0.2%	16%	-	-	-

¹ Total remuneration refers to the sum of all remuneration components: basic salary, benefits and pension costs, as well as variable and other remuneration, if applicable.

² Carolin Åberg and Cecilia Wide are covered by the defined benefit collectively agreed ITP2 plan, within the framework of the guidelines.



Basic salary refers to the annual fixed salary including holiday pay.

Benefits for the Chief Executive Officer and other senior executives include medical insurance, food benefits and parking benefits.

Senior executives are not entitled to variable remuneration.

Other remuneration refers to any severance pay, which has not been paid during the year.

Comparative information on changes in remuneration and company performance

Table 2 – Change in total remuneration and the company's earnings for the last five reported financial years (TSEK)

Annual change	2020 vs 2019	2021 vs 2020	2022 vs 2021	2023 vs 2022	2024 vs 2023	Financial year 2024
<i>Annual change in total remuneration of the Chief Executive Officer and Deputy Chief Executive Officer³</i>						
Chief Executive Officer	-36 (-1%) ⁴	-267 (-5%) ⁵	+1,152 (23%) ⁶	-213 (-3%)	+500 (8%)	6,515
Deputy Chief Executive Officer and CFO	-13 (0%)	+85 (+3%)	-478 (-16%) ⁷	-	-	-
<i>The company's profit trend</i>						
Net operating income after deduction of central administrative costs	+334,485 (8%)	+201,706 (5%)	+438,310 (10%)	+188,843 (4%)	+492,986 (9%)	5,706,845
<i>Annual change in average total remuneration of other employees (full-time equivalents)</i>						
Akademiska Hus AB ⁸	+12 (2%)	-26 (-4%) ⁹	+6 (1%) ¹⁰	+37 (5%)	-43 (-6%) ¹¹	688

Implementation of the guidelines

There were no deviations from the guidelines during the year. The Board of Directors and the Remuneration Committee have dealt with remuneration in accordance with the process and principles set out in the guidelines.

³ Total remuneration refers to the sum of all remuneration components as presented in Table 1.

⁴ The decrease in total remuneration is attributable to the recognised pension cost. If the calculation had instead been made using the actual pension provision, the annual change in total remuneration would have been 0%.

⁵ In 2021 remuneration was paid to two chief executive officers because a new Chief Executive Officer, Caroline Arehult, took up the position on 1 September 2021. The former Chief Executive Officer, Kerstin Lindberg Göransson, retired after 31 December 2021 and from 1 September 2021 held an advisory position to the new Chief Executive Officer during the transition period. During this period, Kerstin Lindberg Göransson was not included in the group senior executives.

⁶ The increase relates to the total remuneration to Caroline Arehult for financial year 2022 compared with the amount for total remuneration to Caroline Arehult and former Chief Executive Officer Kerstin Lindberg Göransson for financial year 2021.

⁷ The decrease is attributable to the fact that total compensation for the 2022 financial year does not cover the full year, as the Deputy Chief Executive Officer ended employment as of May 31, 2022. Akademiska Hus has not had a registered Deputy CEO since that time.

⁸ The change in total remuneration for all other employees of Akademiska Hus AB divided by the number of full-time equivalents during each year.

⁹ The annual change in average total remuneration is attributed to the loss of benefits in the form of car parking and other travel costs in 2021.

¹⁰ The pension item for 2022 is affected by the interest rate cut in January 2022, which resulted in an increase in the pension liability and thus in higher pension costs. This is reflected in average remuneration for other employees for 2022.

¹¹ The decrease in total remuneration is attributable to the recognised pension cost, which was affected by a decrease in pension liability between 2023 and 2024. If the calculation had instead been made excluding the change in pension liability, the annual change in total remuneration would have been +7%.