

Report on paid and outstanding remuneration for the year

1. Introduction

This report describes how the guidelines for remuneration for senior executives of Atrium Ljungberg AB, which were resolved by the 2020 Annual General Meeting, were applied in the year 2022. The report also includes information about remuneration to the CEO. The report has been prepared in accordance with the Swedish Companies Act and the Remuneration Rules for Senior Executives and Incentive Programmes issued by the Swedish Corporate Governance Board. Additional information about remuneration for senior executives can be found in note IE.6 of the 2022 Annual Report. The Remuneration Committee at Atrium Ljungberg comprises the entire Board. The work it carried out in 2022 is described in the Corporate Governance Report in the 2022 Annual Report. The Directors' fees are not included in this report. These fees are resolved annually by the AGM and recognised in note IE.6 in the 2022 Annual Report.

The CEO summarises the company's overall performance in the CEO's Statement in the 2022 Annual Report.

The guidelines for remuneration for senior executives are set out in page 73 of the Corporate Governance Report in the 2022 Annual Report. In 2022 the company followed the relevant remuneration guidelines that had been adopted by the AGM. No departures were made from these guidelines and no deviations were made from the decision-making process set out in these guidelines that is to be applied when establishing remuneration. The auditor's opinion on the company's compliance with the guidelines is available at www.al.se/om-oss/bolagsstyrning.

2. Total remuneration for each individual senior executive

This report on paid and outstanding remuneration for the year is for the CEO. The company does not have a Deputy CEO. Any remuneration for the CEO over the past six years is set out in **Table 1** below, broken down by remuneration type. It also details the annual change in remuneration over the past five years.

No variable remuneration was paid in any of these years. No remuneration was paid from other companies in the Group in any of these years. No remuneration was claimed back.

Annica Ånäs became the current CEO in February 2016.

Tabell 1 Total Ersättning per befattningshavare

VD

Belopp i kkr	2022	2021	2020	2019	2018	2017
Fast grundlön (100 % fast andel)	6 742	6 465	6 450	6 139	5 847	5 510
Rörlig ersättning (0 % rörlig andel)	0	0	0	0	0	0
Övriga förmåner	271	273	225	185	39	49
Pensionskostnad	2 340	2 263	2 322	2 039	1 914	1 989
Fast styrelsearvode (100 % fast andel)	0	0	0	0	0	0
Summa	9 353	9 001	8 997	8 363	7 800	7 548
Årlig förändring	3,9%	0,0%	7,6%	7,2%	3,3%	54,1%

3. Comparisons

Table 2 below shows the average total remuneration for all of the company's other employees, including the annual change over the past five years. It also shows the *Profit* and *Profit before changes in value* for the past six years, as well as the annual change in these performance figures over the past five years.

In 2018 and 2019 Atrium Ljungberg implemented an organisational development plan, including new management positions in projects and business development.

The profit for 2020 was impacted not only by the Covid-19 pandemic, but also by Farsta Centrum being sold and vacated in 2020.

Tabell 2 Genomsnittlig lönekostnad och resultatutveckling	2022	2021	2020	2019	2018	2017
Genomsnittlig årlig lönekostnad, exklusive vd och styrels	745	718	706	689	648	612
Årlig förändring	3,9%	1,6%	2,5%	6,3%	5,9%	2,7%
Årets Resultat (Mkr)	4 288	3 756	863	2 807	3 453	2 559
Årlig förändring	14,2%	335,2%	-69,3%	-18,7%	34,9%	-4,6%
Resultat före värdeförändringar (Mkr)	1 178	1 247	1 124	1 234	1 214	1 180
Årlig förändring	-5,5%	10,9%	-8,9%	1,6%	2,9%	22,3%

4. Option and loan subsidy programmes

The CEO participated in the company's employee stock option programme, acquiring 1,000 call options in April 2018. The option premium was SEK 8.99 per option and was subsidised by two thirds by Atrium Ljungberg AB for all of its employees. The strike price was SEK 150.40 per share and the exercise period was from 16 August 2021 to 31 December 2021.

A loan subsidy programme was adopted at the 2018 Annual General Meeting. The loan programme refers to interest compensation for loans raised in order to acquire shares in Atrium Ljungberg. The maximum loan for which interest subsidies can be provided for the CEO is SEK 4.5 million. Interest subsidies are included in 'Other benefits' in **Table 1**.