

Motivated statement regarding Neobo Fastigheter AB (publ)'s Nomination Committee's proposals to the Annual General Meeting 2026

Composition of the Nomination Committee

The Nomination Committee of Neobo Fastigheter AB (publ) (the “**Company**” or “**Neobo**”) ahead of the Annual General Meeting 2026 consists of:

- Göran Blomberg, chairman of the Nomination Committee (appointed by ICA-handlarnas Förbund),
- Martin Larsén (appointed by Martin Larsén),
- Johannes Wingborg (appointed by Länsförsäkringar Fondförvaltning), and
- Jan-Erik Höjvall (chairman of the board of directors).

The Company's shareholders have had the opportunity to submit proposals per e-mail ahead of the Nomination Committee's work.

The Nomination Committee's proposals

The Nomination Committee submits the following proposals for the Annual General Meeting 2026:

- Tone Myhre-Jensen, lawyer at Cederquist law firm, shall be elected to be the Chair of the Annual General Meeting
- the board of directors shall consist of six (five) board members with no deputy members,
- Jan-Erik Höjvall, Mona Finnström, Anneli Lindblom, Ulf Nilsson and Jakob Pettersson shall be re-elected as board members for the period up until the end of the next Annual General Meeting,
- Björn Danckwardt-Lillieström shall be elected as new board member for the period until the end of the next annual general meeting,
- Jan-Erik Höjvall shall be re-elected as chairman of the board of directors,
- board fees shall be paid with not more than SEK 2,200,000 (1,815,000), to be allocated with SEK 600,000 (575,000) to the chairman and SEK 320,000 (310,000) to each of the other members of the board of directors, and
- the Company's auditor Ernst & Young Aktiefbolag shall be re-elected for the period up until the end of the next Annual General Meeting and the fee to the auditor shall be paid in accordance with approved invoices.

Information on the board members proposed for re-election and new election is available at the Company's website and in the Company's annual report for 2025.

Motivated statement

The Nomination Committee has held four recorded meetings and has further had discussions via e-mail and telephone. At the meetings, the Nomination Committee has addressed the assignments incumbent on the Nomination Committee pursuant to the Swedish Corporate Governance Code (the “**Code**”). The Nomination Committee has, as basis for its work, through the chairman of the board of directors, held individual meetings with all board members. The Nomination Committee has had access to the board evaluation that was performed during the autumn of 2025.

The size and composition of the board of directors, as regards for example sector experience and competence, has been discussed. The Nomination Committee considers, taking into account, among other things, the need for additional ownership representation on the board of directors, that it would be appropriate to increase the size of the board of directors and therefore proposes that the board of directors shall consist of six members. It is noted that the board of directors has not established any committees within itself and that this arrangement works well.

The Nomination Committee's assessment is that the work of the board of directors is deemed to function well. During the year, the board of directors has focused on optimising the real estate portfolio, and the transaction intensity has increased. The board of directors has during the Company's first three years developed the Company in a worthy manner and worked strategically and with a long-term perspective. The five existing members of the board of directors are considered to complement each other well in terms of expertise and experience. The Company's core business is considered to be covered in the board's overall expertise. The shareholder Björn Danckwardt-Lillieström, who is indirectly one of the Company's largest shareholders, has expressed his desire to join the board of directors. The Nomination Committee is positive about major shareholders being represented in the board and considers that Björn Danckwardt-Lillieström's expertise, among other things in the form of stock market competence, capital allocation and capital structure, as well as financing matters, would be a valuable addition to the board of directors and beneficial for the Company.

Björn Danckwardt-Lillieström, born in 1961, studied business administration at Uppsala University. He has extensive experience in banking and capital markets. During 1988-1994, he worked as a financial analyst at Föreningssparbanken, Alecta and AMF. Between 1994-1999, he worked as an equity analyst at Handelsbanken Markets and later at ABG. From 1999-2001, he was a fund manager at SEB Fonder, and from 2001-2004, he was head of equities at the Fourth Swedish National Pension Fund. He founded and managed DLG Fonder AB, a special fund, during 2004-2013. Thereafter he was hired as a global fund manager at CapeCapital AG, where he is still employed today as a senior equity specialist.

Björn Danckwardt-Lillieström owns a total of approximately 9.5 percent of the shares in the Company, of which 0.55 percent is held directly and the remainder indirectly through an endowment insurance policy in Avanza.

The Nomination Committee has assessed that the proposed composition of the board of directors is appropriate considering the Company's operations, phase of development and other relevant circumstances, characterised by diversity and breadth as regards the proposed board members' qualifications, experience and background. The Nomination Committee has applied rule 4.1 of the Code as a diversity policy in preparing the proposal of the board of directors. The gender balance in the board has been discussed by the Nomination Committee, noting that the submitted proposal entails that the proportion of women will decrease from 40 percent to 33 percent. This means that the proposal deviates from the target set by the Swedish Corporate Governance Board of at least approximately 40 percent of the least represented gender. The Nomination Committee recommends that the nomination committee appointed for the Annual General Meeting 2027 take this matter into account.

The Nomination Committee has assessed that all proposed board members are independent in relation to both the Company and management. All proposed board members are also considered to be

independent in relation to major shareholders, except for Jakob Pettersson who is the CFO of ICA-handlarnas Förbund.

The proposed composition of the board of directors meets the Code's requirements regarding the board members' independence.

The Nomination Committee has also evaluated the remuneration levels to the Company's members of the board of directors and made comparisons with other real estate companies. Consideration has been given to the fact that the Company does not have any remunerated committees. In light of the Nomination Committee's evaluation and the general cost development in society, the Nomination Committee proposes that the Annual General Meeting 2026 resolves to adjust the fee levels in accordance with the above proposal. The increased fee levels corresponds to a total increase of 3.6 percent.

Further, the Nomination Committee has been provided with the board of directors' assessment of the work with the Company's auditor, whereby it has been established that the work with the Company's current auditor is well functioning. The Nomination Committee therefore proposes that the Annual General Meeting 2026 resolves that Ernst & Young Aktiebolag shall be re-elected as the Company's auditor for the period until the end of the next Annual General Meeting and that the fee to the auditor shall be paid in accordance with approved invoices.

Stockholm in March 2026
Neobo Fastigheter AB (publ)
The Nomination Committee