

Minutes kept at the Annual General Meeting in Neobo Fastigheter AB (publ), reg.no 556580-2526, on Tuesday 23 April 2024, in Stockholm, 14.00-14.50 (CEST).

1 § Opening of the Annual General Meeting

The chairman of the board of directors, Jan-Erik Höjvall, welcomed the shareholders to the Annual General Meeting and declared the Annual General Meeting open.

2 § Election of chair of the Annual General Meeting

Henrik Wällgren, lawyer at Cederquist law firm, was appointed chair of the Annual General Meeting. It was noted that Malin Axland had been instructed to keep the minutes.

The meeting resolved that certain persons who were not shareholders were entitled to attend the meeting, but without the right to address the meeting or to participate in the meeting's resolutions.

It was noted that the board of directors, representatives of the nomination committee and the company's auditor were present at the meeting.

3 § Preparation and approval of the voting list

The meeting resolved to approve the prepared list of shareholders who had given notice to attend and were present at the meeting, including proxies with any assistants, as well as received postal votes, to be used as voting list for the meeting, [Appendix 1](#).

The chair informed that certain shareholders that were represented at the meeting had, in advance of the meeting, informed the company of their voting instructions regarding certain of the proposed resolutions. Further, the chair informed that a summary of these voting instructions, as well as postal votes received, were available if any shareholder requested them.

4 § Approval of the agenda

The meeting resolved to approve the agenda proposed by the board, which had been included in the notice convening the meeting.

The annual report, the consolidated financial statements, the auditor's report and the consolidated auditor's report for the financial year 2023, as well as the statement of the nomination committee and other documents for the Annual General Meeting, which had been held available in accordance with the Swedish Companies Act and the Swedish Corporate Governance Code, were presented.

It was noted that one shareholder had not received a requested copy of the annual report.

5 § Election of one or two persons who shall approve the minutes

The meeting resolved that the minutes, jointly with the chair, were to be approved by Sofia Aulin, representing Länsförsäkringar Fastighetsfond.

6 § Determination of whether the Annual General Meeting has been duly convened

The chair noted that the notice convening the meeting had been given in accordance with the Swedish Companies Act and the Articles of Association. The meeting resolved to approve the notice procedure and declared the meeting duly convened.

7 § Presentation of the annual report and the auditor's report and the consolidated financial statements and the audit report on the consolidated financial statements

The CEO Ylva Sarby Westman presented and reported on the company's and the group's operations and financial development during 2023 and during the first quarter of 2024.

Questions were answered from the shareholders regarding, *inter alia*, the company's geographical footprint, effects of market interest rates, the company's dividend policy and its future strategy to realise values in the property portfolio.

The chair reported that the annual report and the auditor's report and the consolidated financial statements and the audit report on the consolidated financial statements for the financial year 2023 had been presented at the meeting.

The company's auditor in charge, Gabriel Novella, Ernst & Young Aktiebolag, presented the conclusions in the auditor's report.

8 a) § Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet

The meeting resolved to adopt the balance sheet and the consolidated balance sheet as of 31 December 2023 and the income statement and the consolidated income statement for the financial year 2023.

8 b) § Resolution regarding allocation of the company's profit or loss pursuant to the adopted balance sheet

The meeting resolved, in accordance with the board of directors' proposal, that no dividends shall be distributed for the financial year 2023 and that the company's results are carried forward.

8 c) § Resolution regarding discharge from liability for board members and the CEO

The meeting resolved to discharge the directors of the board and the CEO from liability for the management of the company's business during the financial year 2023.

It was noted that the resolution was supported by all shareholders participating in the resolution, with the exception of shareholders who had notified in advance or announced by postal vote to vote against or abstain, and that the members of the board of directors and the CEO did not participate in the resolution as far as they were concerned.

9 § Determination of the number of board members and auditors

Göran Blomberg, chairman of the nomination committee, presented the nomination committee's work and proposals for resolutions regarding number of directors of the board, number of auditors, fees to the directors of the board, fees to auditor, election of directors of the board, election of chairman of the board of directors and election of auditor.

The director of the board proposed for new election, Anneli Lindblom, introduced herself to the shareholders.

The meeting resolved, in accordance with the nomination committee's proposal, that the number of board members shall be five and that a registered accounting firm shall be appointed as auditor.

10 § Determination of the fees to the board members and auditors

The meeting resolved, in accordance with the nomination committee's proposal, that the fees to the board of directors shall amount to not more than SEK 1,730,000 (unchanged) for the period until the end of the next Annual General Meeting, to be allocated with SEK 550,000 (unchanged) to the chairman of the board of directors and SEK 295,000 (unchanged) to each of the other board members.

Furthermore, the meeting resolved, in accordance with the nomination committee's proposal, that the fees to the auditor shall be paid in accordance with approved invoices.

11 § Election of board members, chairman of the board of directors and auditors

The chair provided information on the assignments that the proposed directors have in other companies.

The meeting resolved, in accordance with the nomination committee's proposal, to re-elect Jan-Erik Höjvall, Mona Finnström, Ulf Nilsson and Jakob Pettersson as board members and to new elect Anneli Lindblom as board member for the period until the end of the next Annual General Meeting. Furthermore, Jan-Erik Höjvall was re-elected as chairman of the board of directors.

Furthermore, the meeting resolved, in accordance with the nomination committee's proposal, and in accordance with the board of directors' recommendation, to re-elect the registered accounting firm Ernst & Young Aktiebolag as auditor for the period until the end of the next Annual General Meeting. It was noted that Ernst & Young Aktiebolag had informed that Gabriel Novella will continue as the auditor in charge.

12 § Resolution on guidelines for remuneration to senior executives

The meeting resolved, in accordance with the board of directors' proposal, to adopt guidelines for remuneration to senior executives, as set out in [Appendix 2](#).

13 § Resolution regarding authorisation for the board of directors to resolve on new share issue

The meeting resolved, in accordance with the board of directors' proposal, on authorisation for the board of directors to resolve to issue new shares, [Appendix 3](#).

It was noted that the resolution was supported by shareholders representing at least two thirds of both the votes cast and the shares represented at the meeting. It was further noted that the resolution was supported by all shareholders that were present at the meeting.

14 § Closing of the Annual General Meeting

The chair concluded that no further matters had been referred to the meeting, after which the chair declared the Annual General Meeting closed.

At the minutes:

Malin Axland

Approved:

Henrik Wällgren

Sofia Aulin

Resolution on guidelines for remuneration to senior executives (item 12)

The board of directors proposes that the Annual General Meeting resolves to adopt the following guidelines for remuneration to senior executives in Neobo.

Senior executives include the CEO and other members of the senior group management. The guidelines shall also apply to members of the board of directors of Neobo, to the extent that they receive remuneration in addition to their board duties. The guidelines shall apply until further notice, but no longer than until the Annual General Meeting in 2028. The guidelines apply to agreements entered into after the adoption of the guidelines, as well as to any changes made to existing agreements after that date. The guidelines do not cover remuneration resolved upon by the general meeting.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability

Neobo's business concept is to manage and refine residential properties in Swedish municipalities experiencing population growth and good demand for residential properties. Neobo shall i) have a long-term ownership, management and refinement of residential properties with inflation-protected cash flows that generate an attractive total yield, ii) have a sustainability work that is an integrated part of all operations and is continuously adapted to meet the requirements of CSRD, iii) have a local management organisation that works closely with customers with a focus on leasing and value-generating refinement and iv) have a geographically well-diversified property portfolio in municipalities with population growth and a housing deficit. For further information on Neobo's business strategy, please see the company's website www.neobo.se.

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration. These guidelines enable the company to offer senior executives a competitive total remuneration.

Variable cash remuneration covered by these guidelines shall aim to promote the company's business strategy and long-term interests, including its sustainability.

Types of remuneration, etc.

The remuneration shall be on market terms and may consist of a fixed cash salary, a variable cash remuneration, pension benefits and other benefits. Additionally, the general meeting may, irrespective of these guidelines, resolve on, for example, share-related or share price-related remuneration or similar types of remuneration.

Fixed salary

The fixed salary shall consist of a fixed annual cash salary. The fixed salary shall be in line with the market and determined taking into account responsibility, experience and performance. The fixed salary is, as a general rule, revised every year.

Variable cash remuneration

In addition to fixed salary, short-term variable remuneration can be offered. The variable cash remuneration shall be linked to predetermined and measurable criteria which can be both financial or non-financial. They may also be individualized, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its



sustainability, by for example being clearly linked to the business strategy or promote the senior executive's long-term development.

The variable cash remuneration may amount to not more than 50 per cent for the CEO and 25 per cent for the other members of the senior group management, respectively, of the total fixed cash salary during the measurement period for such criteria. Additional variable cash remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining senior executives, or as remuneration for extraordinary efforts beyond the individual's ordinary tasks. Such remuneration may not exceed an amount corresponding to 25 per cent of the fixed annual cash salary and may not be paid more than once a year per individual.

The fulfilment of criteria for awarding variable cash remuneration should be able to be measured over a period of one year. To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the measurement period has ended. Decisions on variable remuneration shall be made by the board of directors as regards the CEO and by the board of directors as regards other senior executives based on a proposal from the CEO.

The board of directors shall be able, in accordance with law or agreement, with the limitations that follow from it, to fully or partially recover variable remuneration paid on incorrect grounds.

Other benefits

Non-monetary benefits for senior executives shall facilitate the performance of senior executives and be in line with market conditions. Premiums and other costs related to such benefits may amount in total to a maximum of 10 per cent of the fixed annual cash salary.

Incentive programmes

Senior executives may be offered incentive programmes which shall mainly be share or share price related. An incentive programme shall aim to improve the participants' commitment to development and be implemented on market terms. Share and share price related incentive programmes shall be resolved upon by the general meeting and are therefore not covered by these guidelines. For information on outstanding incentive programmes, see the company's website, www.neobo.se.

Pension

Senior executives' pension terms shall be based on defined contribution pension solutions.

Termination of employment

Senior executives shall have a period of notice of not more than twelve months when termination is made by the company and of not more than six months when termination is made by the senior executive. In addition, severance pay may be awarded, however it may not exceed an amount corresponding to twelve months' cash salary for the CEO and six months' cash salary for the other members of the senior group management, respectively.

Salary and employment conditions for employees

In the preparation of the board of director's proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and its increase and



growth rate over time, in the board of director's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. The development of the difference between the remuneration to senior executives and the remuneration to other employees will be reported in the remuneration report.

The decision-making process to determine, review and implement the guidelines

The board of directors has not established a remuneration committee. Instead, the board of directors in its entirety performs the tasks incumbent on a remuneration committee. The board of directors' decides on issues concerning principles for remuneration, remunerations and other terms of employment for the executive management. The board of directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the general meeting. The guidelines shall be in force until new guidelines are adopted by the general meeting. The board of directors shall also monitor and evaluate any programs for variable remuneration, both ongoing and those that have ended during the year, for the senior management, the application of the guidelines regarding the remuneration of directors and managers, as well as the current remuneration structures and levels in the company. The CEO and other members of the executive management do not participate in the board of directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Remuneration to members of the board of directors

In special cases, board members elected by the general meeting shall be able to receive fees and other remuneration for work carried out on the company's behalf, alongside their board work. Fees at market rates, to be approved by the board of directors, may be payable for such services. These guidelines are applicable on such remuneration.

Derogation from the guidelines

The board of directors may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. If such derogations occur, this shall be reported in the remuneration report for the next annual general meeting.

Resolution regarding authorisation for the board of directors to resolve on new share issue (item 13)

The board of directors proposes that the Annual General Meeting authorises the board of directors to, on one or several occasions during the period until the next Annual General Meeting, with or without deviation from the shareholders' preferential right, resolve on new issue of shares. Payment shall be made in cash, in kind, by way of set-off or otherwise be combined with conditions. The board of directors believe, taking into account prevailing market conditions, that it is important for the company to be able to act swiftly and to be flexible if acquisition opportunities arise.

If payment is made in kind or by way of set-off, and the issue is for the purpose of acquiring properties or property-owning companies, the number of shares issued with the support of the authorisation may not exceed thirty (30) percent of the number of shares at the time of the Annual General Meeting 2024 (including any shares issued in accordance with the paragraph below).

If payment is made in cash, or if the issue is carried out for a purpose other than what is mentioned above, the number of shares issued with the support of the authorisation may not exceed ten (10) percent of the number of shares at the time of the Annual General Meeting 2024 (including any shares issued in accordance with the paragraph above). The purpose of the authorisation and the reasons for any deviation from the shareholders' preferential right is that issues may take place to enable the raising of working capital to be able to carry out and finance acquisition of properties or property-owning companies, or to finance investments in new or existing properties, or otherwise to be able to adapt the company's capital needs and thereby be able to contribute to increased shareholder value. The issue price must be determined taking into account prevailing market conditions.