

The Nomination Committee's proposals and motivated statement regarding the Extraordinary General Meeting in Neobo Fastigheter AB (publ)

Composition of the Nomination Committee

The Nomination Committee of Neobo Fastigheter AB (publ) (the "**Company**" or "**Neobo**") consists of:

- Ilija Batljan (chairman of the Nomination Committee and appointed by Ilija Batljan),
- Johannes Wingborg (appointed by Länsförsäkringar Fondförvaltning),
- Sven-Olof Johansson (appointed by Sven-Olof Johansson), and
- Jan-Erik Höjvall (chairman of the Board of Directors).

As of 31 August 2023, the shareholders represented by the Nomination Committee represented approximately 10.85 percent of the shares and votes in the Company.

The Nomination Committee's proposals

1. Election of Chair of the Extraordinary General Meeting
The Nomination Committee proposes that Tone Myhre-Jensen, member of the Swedish Bar Association, is elected to be the Chair of the Extraordinary General Meeting
2. Determination of the number of board members
The Nomination Committee proposes that the Board of Directors shall consist of six (five) board members
3. Election of a new board member
The Nomination Committee proposes that Jakob Pettersson is elected as a new board member

Jakob Pettersson has informed that he, if he is elected as a new board member, will not receive any board remuneration for the period up until the Annual General Meeting 2024.

Jakob Pettersson, born in 1986, is employed by the Association of ICA Retailers (Sw. *ICA-handlarnas Förbund*). Jakob has been in charge of the Association of ICA Retailers' capital management since 2019 and has held the position as CFO since 2022. Jakob possesses extensive experience in investments and has actively contributed to the establishment of the Association of ICA Retailers' own proprietary real estate company, Urbano. Jakob Pettersson holds a degree in Business and Economics from the Stockholm School of Economics.

Motivated statement

The Nomination Committee assesses that Jakob Pettersson will be a valuable addition to the Board of Directors. The Association of ICA Retailers is Neobo's largest shareholder, and it is commendable that the largest shareholder takes responsibility for governance by nominating its CFO, Jakob Pettersson, to the Board of Directors. Jakob possesses substantial knowledge of a significant portion

of the real estate portfolio, having previously held the position as a board member of Amasten Fastighets AB (publ) from 2019 to 2022.

It is proposed to increase the number of board members by one, and no further changes to the Board are recommended at this time. The Nomination Committee believes that the Board of Directors has an appropriate composition and size, characterized by diversity and a breadth of competence and experience in strategically important areas among the proposed board members.

When preparing its proposal for the Board of Directors, the Nomination Committee has applied the provisions in rule 4.1 of the Swedish Corporate Governance Code (the Code) as diversity policy. Gender balance in the board has been discussed within the Nomination Committee, and the proposal entails a decrease in the proportion of women. The issue of gender composition on the Board of Directors is a matter the Nomination Committee needs to consider in its proposal for the Annual General Meeting in 2024 and going forward.

The Nomination Committee has assessed that Jakob Pettersson is independent in relation to the management and the Company but not in relation to major shareholders. The proposed composition of the Board of Directors fulfils the requirements of the Swedish Corporate Governance Code regarding independent members.

Stockholm in September 2023
Neobo Fastigheter AB (publ)
The Nomination Committee