

Motivated statement regarding Neobo Fastigheter AB (publ)'s Nomination Committee's proposals to the Annual General Meeting 2025

Composition of the Nomination Committee

The Nomination Committee of Neobo Fastigheter AB (publ) (the “Company” or “Neobo”), 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 2025:

- Henrik Wällgren, lawyer at Cederquist law firm, shall be elected to be the Chair of the Annual General Meeting
- the board of directors shall consist of 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,
- Jan-Erik Höjvall shall be elected as chairman of the board of directors,
- board fees shall be paid with not more than SEK 1,815,000 (1,730,000), to be allocated with SEK 575,000 (550,000) to the chairman and SEK 310,000 (295,000) to each of the other member of the board of directors, and
- the Company's auditor Ernst & Young Aktiebolag 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 is available at the Company's website and in the Company's annual report for 2024.

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 Code of Corporate Governance. The Nomination Committee has, as basis for its work, met all board members. The Nomination Committee has had access to the board evaluation that was performed during the autumn of 2024.

The size and composition of the board of directors, as regards for example sector experience and competence, has been discussed. The Nomination Committee, taking into account, among other things, the scope of the Company's operations, considers that there is no need to increase the size of the board

of directors and therefore proposes that the board of directors shall consist of five 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 managed the change of listing venue to the main market on Nasdaq Stockholm, which meant that the work during the year had a more administrative focus, but in the future the transaction intensity can likely be expected to increase. The board of directors has handled the prevailing external situation and changed macroeconomic conditions during the Company's first two years in a good way and at the same time continued to work strategically and long-term. In its work, the Nomination Committee has taken into account that the Company is now listed on the main market of Nasdaq Stockholm. 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 and since continuity is considered valuable, it is proposed that all current members of the board of directors be re-elected.

The Nomination Committee has assessed that the proposed board of directors composition 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. In relation to the composition of the board of directors, the provisions of rule 4.1 of the Swedish Corporate Governance Code has been applied as diversity policy and objective. The proposal entails an even gender balance in the board of directors.

The Nomination Committee has assessed that all proposed board members are independent in relation to both the Company and management, except for Jan-Erik Højvall who was previously CEO of the Company, under the name Amasten Fastighets AB. All members of the board of directors are considered to be independent in relation to major shareholders, except for Jakob Pettersson who is the CFO of ICA-handlarnas Förbund.

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. In light of the Nomination Committee's evaluation, the general cost development in society and taking into account that the fees have remained unchanged since Neobo was formed in December 2022, the Nomination Committee proposes that the 2025 Annual General Meeting resolves to adjust the fee levels in accordance with the above proposal, which corresponds to an increase of approximately five 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 2025 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.

The Nomination Committee has assessed that there is a need to make some minor adjustments to the instruction for the Nomination Committee and therefore proposes a new wording as stated in the notice to the Annual General Meeting.

Stockholm in March 2025
Neobo Fastigheter AB (publ)
The Nomination Committee