

Motivated opinion regarding the nomination committee's of Annehem Fastigheter AB (publ) proposals to the Annual General Meeting 2024

Background

The nomination committee of Annehem Fastigheter AB (publ) (the “**Company**” or “**Annehem**”), consists of Henrik Saxborn (chairman of the board), Fredrik Paulsson (appointed by Ekhaga Utveckling AB), Ulf Liljedahl (appointed by Volito Aktiebolag) and Anders Sundström (appointed by Mats Paulsson).

The nomination committee has held three minuted meetings and has further had several discussions via email and telephone. The nomination committee has discussed and evaluated the board of directors' work and evaluated the remuneration rates to the board.

The nomination committee's proposals

The nomination committee submits the following proposals for the Annual General Meeting 2024:

- Henrik Saxborn shall be appointed chairman of the Annual General Meeting,
- the board of directors shall consist of six (previously seven) board members with no deputy members,
- Pia Andersson, Karin Ebbinghaus, Jesper Göransson, Anders Hylén, Lars Ljungälv and Henrik Saxborn shall be re-elected as board members for the period up until the end of the next Annual General Meeting,
- Henrik Saxborn shall be re-elected as chairman of the board,
- board fees, including remuneration for committee work, shall be paid with SEK 1,470,000 (previously 1,590,000) in total, to be allocated with SEK 465,000 (previously 450,000) to the chairman and SEK 165,000 (previously 160,000) to each other member of the board of directors, with SEK 20,000 (previously 20,000) to each member of the audit committee, 20,000 (previously 20,000) to each member of the finance committee and 20,000 (previously 20,000) to each member of the remuneration committee,
- the Company's auditor KPMG AB 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 statements of costs, and
- new proposed principles for appointing the nomination committee according as set out in Appendix 1 shall be adopted.

Information on the board members proposed for re-election is available at the Company's website and in the Company's annual report for 2023.

Motivated opinion

The nomination committee has as basis for its work been provided with an evaluation of the board of directors and its work, in which the board of directors has come to the conclusion that the board's working methods and efficiency are well-functioning. The size and composition of the board, as regards for example sector experience and competence, has therewith been discussed.

The nomination committee has overall been given a positive impression of the board of directors' work during 2023. The board of directors has handled the current global environment and changing macroeconomic conditions during the year in a good manner and has at the same time continued to

work strategically and long-term. Axel Granlund has informed the nomination committee that he declines re-election. The nomination committee is of the opinion that the board members complement each other well as regards qualifications and experiences. 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 nomination committee continues its process to, in a longer perspective, further strengthen the gender and diversity equality of the board and strives to ensure that the gender distribution of the board shall be evened out over time. The nomination committee has assessed that the proposed board composition is appropriate, with regard to the Company's operations, phase of development and other relevant circumstances, characterized by diversity and breadth as regards for the proposed board members' qualifications, experience and background.

The nomination committee has also evaluated the fee levels for the Company's board members. As a result of the nomination committee's evaluation, the nomination committee proposes the Annual General Meeting 2024 to resolve on the fee levels in accordance with the proposal stated above. Due to the fact that the board of directors, as proposed by the nomination committee, consists of one less member, the proposed total fee is reduced.

Further, the nomination committee has been provided with the audit committee's and the board of directors' evaluation 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 2024 resolves to re-elect KPMG AB as the Company's auditor for the period until the end of the next Annual General Meeting and the fee to the auditor shall be paid in accordance with approved statements of costs.

Lastly, the nomination committee has evaluated the principles for appointing the nomination committee and proposes that new principles be adopted in accordance with Appendix 1. The principles of the nomination committee are unchanged except that the nomination committee shall be constituted based on shareholder statistics from Euroclear Sweden AB as of 31 August each year and other reliable shareholder information provided to the Company at that time.

Ängelholm, April 2024
Annhem Fastigheter AB (publ)
The nomination committee

**The Nomination Committee's proposal for principles for the appointment of the
Nomination Committee**

The company shall have a nomination committee consisting of one member appointed by each of the three largest shareholders, or group of shareholders, in terms of votes, together with the chairman of the board of directors. The nomination committee shall be constituted based on shareholder statistics from Euroclear Sweden AB on 31 August each year and other reliable ownership information provided to the company at the time and the chairman of the board of directors who will also convene the first meeting of the nomination committee.

The board member representing the largest shareholder shall be appointed chairman of the nomination committee, unless the nomination committee unanimously appoints someone else. If earlier than three months prior to the Annual General Meeting, one or more of the shareholders having appointed representatives to the nomination committee no longer are among the three largest shareholders, representatives appointed by these shareholders shall resign and the shareholders who then are among the three largest shareholders may appoint their representatives. Should a representative resign from the nomination committee before its work is completed and the nomination committee considers it necessary to replace him or her, such substitute representative is to represent the same shareholder, or, if the shareholder is no longer one of the largest shareholders, the largest shareholder in turn. Shareholders who have appointed a representative to be a member of the nomination committee shall have the right to dismiss such member and appoint a new representative of the nomination committee. Changes to the composition of the nomination committee must be announced immediately. The nomination committee shall prepare the following proposals to be submitted to the Annual General Meeting for resolution:

- proposal for chairman of the general meeting,
- proposal for number of board members,
- proposal for board members,
- proposal for chairman of the board,
- proposal for board remuneration divided between the chairman and other board member as well as remuneration for committee work,
- proposal for auditors,
- proposal for remuneration for the company's auditors, and
- to the extent deemed necessary, proposal for changes in the current instruction for the nomination committee.

The nomination committee shall in connection with its duties meet the requirements according to the Swedish Companies Act and the Swedish Corporate Governance Code for Nominating Committees. The composition of the nomination committee for the Annual General Meeting shall generally be announced no later than six months before the Annual General Meeting. Remuneration shall not be paid to the representatives of the nomination committee. The company is to pay any necessary expenses that the nomination committee may incur in its work, for example, costs for external consultants deemed necessary by the nomination committee in order for the nomination committee to fulfil its duties. The term of office for the nomination committee ends when the composition of the following nomination committee has been announced.