

Motivated opinion regarding the nomination committee's of Annehem Fastigheter AB (publ) proposals to the Annual General Meeting 2022

Background

The nomination committee of Annehem Fastigheter AB (publ) (the “**Company**” or “**Annehem**”), consists of Göran Grosskopf (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 2022:

- Göran Grosskopf shall be appointed chairman of the Annual General Meeting,
- the board of directors shall consist of eight (previously seven) board members with no deputy members,
- Göran Grosskopf, Karin Ebbinghaus, Lars Ljungälv, Pia Andersson, Jesper Göransson, Anders Hylén and Axel Granlund shall be re-elected, and Henrik Saxborn shall be elected, as board members for the period up until the end of the next Annual General Meeting,
- Göran Grosskopf shall be re-elected as chairman of the board,
- board fees, including remuneration for committee work, shall be paid with SEK 1,670,000 in total, to be allocated with SEK 450,000 (previously 300,000) to the chairman and SEK 160,000 (previously 150,000) to each other member of the board of directors, with SEK 20,000 (previously 20,000) to each member of the audit committee and 20,000 (previously 20,000) to each member of the finance committee, and
- 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.

Information on the board members proposed for re-election is available at the Company's website and in the Company's annual report for 2021. Information on Henrik Saxborn can be found below.

Henrik Saxborn (born in 1964), has degrees in civil engineering, surveying and real estate economics and solid experience from the real estate industry. Henrik Saxborn has previously been the CEO of Castellum and prior to that, been a partner and senior executive at NIAM, a private equity investor in real estate. Furthermore, Henrik Saxborn is strongly engaged in sustainability issues. Henrik Saxborn holds no shares in Annehem. Henrik Saxborn is independent in relation to both major shareholders as well as the Company and its management.

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 2021. The board of directors has handled the first year after the Company's IPO and the prevailing pandemic during the year in a good manner and has at the same time continued to work strategically and long-term. Further, the nomination committee is of the opinion that the board members complement each other well as regards qualifications and experiences. However, it has been concluded that it is desirable to complement the board of directors with one additional member who is independent of the company as well as major shareholders. Accordingly, the nomination committee has resolved to propose re-election of all current board member and election of Henrik Saxborn. 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 will continue 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 and proposes that the board fees, mainly to the chairman but also to the other board members, should be increased in order to reach a level in line with market terms. Considering the nomination committee's evaluation, the nomination committee proposes the Annual General Meeting 2022 to resolve on fees to be paid in accordance with the proposal stated above.

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 2022 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.

Ängelholm, April 2022
Annehem Fastigheter AB (publ)
The nomination committee