

## Motivated opinion regarding the nomination committee's of Annhem Fastigheter AB (publ) proposals to the Annual General Meeting 2026

### *Background*

The nomination committee of Annhem Fastigheter AB (publ) (the “**Company**” or “**Annhem**”), consists of Henrik Saxborn (chairman of the board), Per Gullstrand (appointed by Ekhaga Utveckling AB), Niclas Röken (appointed by Alcur Fonder) 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 2026:

- Henrik Saxborn shall be appointed chairman of the Annual General Meeting,
- the board of directors shall consist of six (previously six) board members with no deputy members,
- Pia Andersson, Karin Ebbinghaus, Anders Hylén, Lars Ljungälv and Henrik Saxborn shall be re-elected as board members and Ludvig Paulsson elected as new board member 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 amount to not more than SEK 1,565,000 (previously SEK 1,490,000) for the period until the end of the next Annual General Meeting, to be allocated as follows: SEK 500,000 (previously SEK 480,000) to the chairman of the board of directors and SEK 177,000 (previously SEK 170,000) to each of the other board members, SEK 40,000 (previously SEK 40,000) to the chairman of the audit committee, SEK 20,000 (previously SEK 20,000) each to the members of the audit committee, SEK 20,000 (previously SEK 20,000) each to the members of the finance committee and with SEK 20,000 (previously SEK 20,000) each to the members of the remuneration 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 2025. Information about Ludvig Paulsson can be found below.

Ludvig Paulsson (born in 1999) has studied finance and accounting at California State University Monterey Bay. He is currently investment manager for the Ekhaga Group. In addition, he serves as a board member of Grevieåsen AB, Carepa AB and Mats Paulssons Stiftelse. Ludvig Paulsson holds 24,975 class B shares in Annhem. Ludvig Paulsson is independent in relation to the Company and its management, but not independent in relation to the Company's major shareholders.

### *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 2025. 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. The nomination committee is of the opinion that the board members complement each other well as regards qualifications and experiences. Jesper Göransson has informed the nomination committee that he declines re-election. The nomination committee has therefore evaluated suitable candidates and concluded that Ludvig Paulsson is the most suitable candidate to be appointed as a new member of the board of directors. The nomination committee believes that Ludvig Paulsson has good potential to contribute to the work of the board of directors and also sees good prospects for a long-term commitment to the board of directors. Against this background, the nomination committee considers Ludvig Paulsson to be a long-term and well-balanced addition to the board of directors. 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 2026 to resolve on the fee levels 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 2026 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.

Finally, the nomination committee has evaluated the principles for appointing the nomination committee, whereupon it has been concluded that the existing principles are well functioning.

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Ängelholm, April 2026  
**Annhem Fastigheter AB (publ)**  
The nomination committee