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COMPOSITION OF THE NOMINATING COMMITTEE, PROPOSALS AND REASONED OPINION FOR THE 2026 ANNUAL GENERAL MEETING OF NP3 FASTIGHETER AB (PUBL), CORPORATE ID No. 556749-1963

At the Annual General Meeting of NP3 Fastigheter AB (publ), hereinafter referred to as “NP3” or “the Company”, on 4 May 2023, a decision was passed regarding the current instructions for the Nominating Committee of NP3, which stipulate that the Nominating Committee shall consist of the Chairman of the Board and one representative from each of the three largest shareholders in terms of voting rights as of the last banking day in August of the year preceding the Annual General Meeting. In accordance with the decision, the three largest shareholders in terms of voting rights, based on the shareholding structure as at 29 August 2025, have been invited to appoint a member to NP3’s nominating committee. The third-largest shareholder in terms of voting rights, Inga Albertina Holding AB, declined to appoint a member. The matter was then referred to the fourth-largest shareholder in terms of voting rights, Länsförsäkringar Fondförvaltning AB. The following nominating committee has subsequently been formed:

- AB Sagax has appointed David Mindus, CEO AB Sagax,
- Bäckarvet Holding AB has appointed Åse Bäckvall, board member Bäckarvet Holding AB,
- Länsförsäkringar Fondförvaltning AB has appointed Johannes Wingborg, Head of Ownership at Länsförsäkringar Fondförvaltning and
- Nils Styf, chairman of the board for NP3.

David Mindus has been appointed chairman of the nominating committee by the nominating committee. As at 31 December 2025, the nominating committee represents a total of approximately 25.2 per cent of the capital and approximately 37.2 per cent of the voting rights in the company.

NOMINATING COMMITTEE’S PROPOSAL

Chairman of the Annual General Meeting

Nils Styf, Chairman of the Board, is proposed as Chairman of the Annual General Meeting.

Number of board members elected by the Annual General Meeting and number of auditors

Six board members, with no deputy members, are proposed for the period until the end of the next Annual General Meeting.

One (1) auditor, with no deputy auditor, is proposed for the period until the end of the next Annual General Meeting.

Board and auditor's fees

It is proposed that, for the period up to the end of the next Annual General Meeting, remuneration of SEK 500,000 (425,000) be paid to the Chairman of the Board and SEK 250,000 (225,000) to each of the other board members elected by the Annual General Meeting. If the Board establishes an audit committee that does not comprise the entire Board, it is proposed that a fee of SEK 160,000 (150,000) be paid to the chair of the audit committee and SEK 150,000 (140,000) to each of the other members of the audit committee. No fee shall be paid for other committee work.

It is proposed that the total remuneration for the Board of Directors amount to SEK 2,210,000 (currently SEK 1,755,000 based on five board members), assuming that the Board consists of six members and the Audit Committee consists of a chairman and two members.

The nominating committee further proposes that the auditors' fees be paid in accordance with the approved invoice.

Election of board members elected by the Annual General Meeting

The nominating committee proposes that the Annual General Meeting resolve, for the period until the end of the next Annual General Meeting, to re-elect the Board members Åsa Bergström, Mia Bäckvall Juhlin, Hans-Olov Blom, Nils Styf and Anders Palmgren, and to elect Urban Sjölund as a new member. The nominating committee proposes Nils Styf be reelected chairman of the board.

Election of auditors

In accordance with the audit committee's recommendation, the nominating committee proposes that the authorised public accounting firm KPMG AB be re-elected as the Company's auditor for the period until the end of the next Annual General Meeting. *KPMG AB has announced that, subject to the nominating committee's proposal being approved by the Annual General Meeting, the authorised public accountant Peter Dahllöf will be the lead auditor for the audit.*

Guidelines for the nominating committee

The nominating committee does not propose any amendments to the "Guidelines for the Nominating Committee of NP3 Fastigheter AB (publ)" adopted by the Annual General Meeting on 4 May 2023. No such proposal will therefore be considered at the 2026 Annual General Meeting. The "Guidelines for the Nominating Committee of NP3 Fastigheter AB (publ)" adopted by the Annual General Meeting on 4 May 2023, are available on NP3's website.

REASONED OPINION AND REPORT ON THE WORK OF THE NOMINATING COMMITTEE

The Nominating Committee's work ahead of the 2026 Annual General Meeting

In the run-up to the 2026 Annual General Meeting, the nominating committee has held two decision-making meetings recorded in the minutes and conducted reconciliations by telephone and email. As a basis for its proposal for the Board of Directors, the nominating committee has taken note of the results of the written Board evaluation carried out by the Board. The Chairman of the Board has briefed the other members of the nominating committee on the work of the Board. One of the members of the nominating committee has also held individual meetings with the members of the Board and reported back with a summary to the other members of the nominating committee.

The nominating committee has discussed the requirements regarding competence, experience and background that may be imposed on the Board of NP3, taking into account, amongst other things, the company's strategic development, governance and control. Issues relating to the size of the board, the independence of its members, gender balance, the appointment of auditors and remuneration have also been addressed. The nominating committee has attached importance to the ability of board members to devote sufficient time and commitment to their board duties, and considers it important that board members be shareholders in the company. Furthermore, the nominating committee has placed particular emphasis on the importance of ensuring that the election of board members is conducted without discrimination on grounds such as age, sexual orientation, gender or religious affiliation.

Shareholders have had the opportunity to submit proposals to the nominating committee, but no proposals have been received.

The financial issues that previously dominated the board’s work have become less significant, whilst the focus on retaining, developing and attracting new tenants has increased. Property development and tenant adaptations have led to the project portfolio expanding in size.

Against this background, the nominating committee proposes the election of Urban Sjölund, who has extensive experience of cash-flow-oriented property management with a strong focus on lettings and property development. Urban Sjölund, born in 1962, holds a Master of Science in Civil Engineering (Road and Water) from KTH. He was employed at AB Sagax during the years 2015–2025, was part of the group management and was responsible for the Swedish real estate operations as well as CEO of Söderport Property Investment AB. Between 2007 and 2014, he was employed by Fabege AB as Head of Property management and was a member of the Group Executive Team. Prior to that, Sjölund has held various positions at, among others, Wihlborgs Fastighets AB and BPA Fastigheter.

The nominating committee is of the opinion that the work of the board has been effective, a view that is also confirmed by the board evaluation and discussions with the board members. The Chairman leads the work of the board in an effective and appropriate manner. The nominating committee is of the opinion that the board of directors proposed possesses all the necessary skills and experience. Further information about the proposed candidates is available on the NP3 website.

	Independent from major shareholders	Independent from management and the company
Mia Bäckvall Juhlin	No	Yes
Hans-Olov Blom	Yes	Yes
Anders Palmgren	Yes	Yes
Nils Styf	Yes	Yes
Åsa Bergström	Yes	Yes
Urban Sjölund	Yes	Yes

In assessing the independence of the proposed board members, the nominating committee has concluded that its proposal for the company’s board of directors meets the independence requirements set out in the Swedish Corporate Governance Code. The proposal would see the proportion of women on the board fall from 40 per cent to 33 per cent, which is below the target set by the Swedish Corporate Governance Board.

A comparison of directors’ fees with those of other companies in the sector has been carried out. The proposed remuneration for the board members and the chairman is considered to be in line with market rates, but a slight adjustment is proposed in view of the increased workload and responsibilities. As the nominating committee proposes that the number of board members be increased, the total cost of the board will also rise.

The nominating committee has discussed the possibility that, should this be an exceptional year involving additional work for the board, the nominating committee may propose that the Annual General Meeting approve a retroactive remuneration. The nominating committee does not consider that any extraordinary work has been required of the board over the past year, but is prepared to propose such a measure should any extraordinary additional workload arise for the board in the future.

Stockholm, March 2026

Nominating committee

NP3 Fastigheter AB (publ)