

The Nomination Committee's proposals and motivated statement to the Annual General Meeting 2026 in Eastnine AB (publ)

This is an unofficial translation of the Swedish statement. In case of any discrepancies between the Swedish statement and this English translation, the Swedish statement shall prevail.

The Nomination Committee, that has consisted of Anna Elam, chairman of the committee (representative of Eastate AB and Peter Elam Håkansson), Tomas Hermansson (representative of Bonnier Fastigheter), Staffan Malmer (representative of Schkval AB) and Louise Richnau (chairman of the Board of Directors of Eastnine) proposes the following to the Annual General Meeting:

Election of the chairman of the meeting (item 2)

The Nomination Committee proposes that Björn Svensson, a member of the Swedish Bar Association, at Gernandt & Danielsson Advokatbyrå, is appointed chairman of the meeting.

Decision on the number of members of the Board of Directors, auditors and deputy auditors (item 10)

The Nomination Committee proposes that the Board of Directors shall consist of six (6) members.

The Nomination Committee proposes that the number of auditors shall be one (1) registered audit firm without a deputy auditor.

Decision on remuneration to the Board of Directors and the auditor (item 11)

The Nomination Committee proposes that the remuneration to the Chairman of the Board shall be SEK 860,000 (last year SEK 840,000) and that the remuneration to each of the other members of the Board shall be SEK 430,000 (last year SEK 420,000). For work in the Board's committees, additional remuneration of SEK 75,000 is proposed for the chairman of the Audit Committee and SEK 40,000 for other members of the Audit Committee, and SEK 50,000 for the chairman of the Remuneration Committee and SEK 25,000 for other members of the Remuneration Committee (last year no remuneration was paid for work in the Board's committees).

Fees to the auditor are based on approved invoices.

Election of the members of the Board of Directors and chairman of the Board of Directors (item 12)

The Nomination Committee proposes that Louise Richnau, Peter Elam Håkansson, Christian Hermelin and Ylva Sarby Westman are re-elected as members of the Board of Directors for the time until the end of the next AGM. The Nomination Committee further proposes the new election of Henrik Rättzén and Eric Spongberg as members of the Board of Directors. Hanna Loikkanen has declined re-election. The Nomination Committee proposes that Louise Richnau is re-elected as the chairman of the Board of Directors.

Election of auditor (item 13)

The Nomination Committee proposes re-election of the auditing firm KPMG as auditor, with the authorized auditor Marc Karlsson as auditor in charge. The auditor's term of office is proposed to be valid until the end of the next AGM. The Nomination Committee's proposal is in accordance with the recommendation from the Board of Directors, acting as Audit Committee. Neither the Nomination Committee's proposal nor the Board of Directors' recommendation has been affected by third parties or has been forced by any contractual terms that limited the freedom of choice in the auditor's election.

Motivated statement of the Nomination Committee

The Nomination Committee has held eight physical and digital meetings and has had additional contacts via e-mail. As part of the Committee work, interviews with each member of the Board of Directors, the CEO, the deputy CEO and the CFO have been carried out in order to assess the Board work. The main focus of the assessment has been the Board procedures, collaboration climate and the overall competence within real estate investments and real estate development. The interviewees have expressed that the Board has relevant competence, that it is very committed and all members have emphasized that they have appreciated being part of this Board and the shared Eastnine journey. It is perceived that the Board work is as well organized and that the Board functions well in all respects.

The Nomination Committee believes that the Board represents a broad competence within the real estate sector and that all current members of the Board have contributed meritoriously in the board work. Hanna Loikkanen has declined re-election.

The Nomination Committee sees an opportunity to further strengthen the Board's competence in a couple of areas. The first is the financial area, where the Nomination Committee considers it prudent to add experience at the board level as the company grows and in light of the upcoming change of CFO in the company. The choice has fallen on Henrik Rättzén, former CFO of, among others, Carnegie, SJ and PostNord. Henrik also has extensive board experience.

The second area where the Nomination Committee sees potential for increased knowledge, inspiration and activity is within the very important "tenant experience". How can Eastnine's office buildings be made so attractive that they contribute positively to customers' well-being and success? Eric Spongberg, who, among other things, has founded and is running the coworking company Helio, is a specialist in this area, and has accepted a board position at Eastnine.

The Nomination Committee's proposal thus entails that the Board shall consist of six (6) ordinary members, i.e. one additional member compared to the previous period. The Nomination Committee therefore proposes the re-election of four (4) members of the Board as well as the election of two (2) new members. The Nomination Committee proposes that Louise Richnau is re-elected as the chairman of the Board of Directors.

The Nomination Committee has evaluated the Board's remuneration levels in its work ahead of the Annual General Meeting. The remuneration levels shall be competitive to ensure that Eastnine can attract and retain members of the Board with the right competence. The Nomination Committee notes that no change to the Board remuneration has been made since the 2024 Annual General Meeting and proposes an increase of approximately 2.4 per cent compared to last year's levels (excl. committee remuneration). Furthermore, the Nomination Committee proposes that remuneration shall be paid for work in the Board's Audit and Remuneration Committees.

In the process of preparing the proposal of the Board, the Nomination Committee has considered requirements on the Board in terms of competence, diversity, composition and independence based on the company's international operations, governance and control, and its strategy with focus on real estate investments and sustainable real estate development in Poland and the Baltics.

Furthermore, it is the Nomination Committee's view that it is important to strive for diversity in the Board of Directors and to actively search for suitable members among both women and men. Given the proposal, two (2) out of the six (6) positions of the Board will be held by women. The Nomination Committee notes that this represents a percentage decrease in the proportion of women, but considers that this is at least partly compensated by the fact that the chairman of the Board is a woman. The Nomination Committee has, as diversity policy, applied rule 4.1 in the Swedish Corporate Governance Code.

Christian Hermelin, Ylva Sarby Westman, Louise Richnau, Henrik Rättzén and Eric Spongberg are considered as independent in relation to the Company and its management, as well as the Company's larger owners. Peter Elam Håkansson is considered as independent in relation to the Company and its management but as dependent in relation to the Company's largest shareholder Eastate AB.

Information about proposed members of the Board

Information on all proposed members of the Board is available at the company's website www.eastnine.com.

* * * * *

Stockholm in March 2026

The Nomination Committee in Eastnine AB (publ)