

## The Board of Directors' remuneration report for the financial year 2025

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

### Introduction

This report describes how the guidelines for executive remuneration of Eastnine AB, adopted by annual general meeting, were implemented in 2025. The report also provides information on remuneration to executive management and a summary of the company's outstanding long-term share-related incentive programmes. The report has been prepared in accordance with the Swedish Companies Act and *the rules on Remuneration of the Board and Executive Management and on Incentive Programmes* issued by The Stock Market's Self-Regulation Committee.

Further information on executive remuneration is available in note 5 (Employees, staff expenses and executive management compensation) on pages 78–80 in the annual report 2025. Information on the work of the Remuneration Committee in 2025 is set out in the corporate governance report available on pages 103–104 in the annual report 2025. Remuneration to the Board of Directors is not covered by this report. Such remuneration is resolved annually by the annual general meeting and disclosed in note 5 on page 78–79 in the annual report 2025.

### Key developments 2025

The CEO summarizes the company's overall performance in his statement on pages 5–7 in the annual report 2025.

### The company's remuneration guidelines: scope, purpose and deviations

Under Eastnine's remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to financial and/or non-financial criteria. They may be individualized quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development.

The guidelines are found on page 55–56 in the annual report 2025. For the financial year 2025, the company has complied with the applicable remuneration guidelines adopted by the general meeting. There have been no deviations from the guidelines and no derogations from the procedure for implementation of the guidelines. The auditor's report regarding the company's compliance with the guidelines is available on [www.eastnine.com/en/annual-general-meetings](http://www.eastnine.com/en/annual-general-meetings). No remuneration has been reclaimed. In addition to remuneration covered by the remuneration guidelines, the annual general meetings of the company have resolved to implement long-term share-related incentive programmes.

## Remuneration to the CEO and deputy CEO

Table 1 (a) – Total remuneration to executive management in 2025 (EUR k)<sup>1</sup>

Executive management	1		2		3	4	5
	Fixed remuneration		Variable remuneration				
	Fixed salary <sup>2</sup>	Other benefits <sup>3</sup>	One-year variable	Multi-year variable <sup>4</sup>	Pension expenses <sup>6</sup>	Total remuneration	Proportion of fixed and variable remuneration
Kestutis Sasnauskas, CEO	298	1	127	41	79	545	69/31
Britt-Marie Nyman, deputy CEO	207	2	77	28	56	370	72/28
<b>Total</b>	<b>505</b>	<b>3</b>	<b>204</b>	<b>68</b>	<b>135</b>	<b>915</b>	<b>70/30</b>

<sup>1</sup> Multi-year variable remuneration is reported if vested during the year. However, in note 5 of the annual report, provision for long-term incentive programs is reported in accordance with IFRS 2.

<sup>2</sup> Including holiday pay totalling EUR 12k, of which EUR 6k relates to the CEO and EUR 6k to the deputy CEO.

<sup>3</sup> Refers to lunch benefit and health insurance.

<sup>4</sup> Refers to the value of share rights vested during 2025 as indicated in column 9 of Table 2.

<sup>5</sup> Pension expense (column 3), which in its entirety relates to Fixed salary and is premium defined, has been counted entirely as fixed remuneration.

## Share-based remuneration

### Outstanding share-related incentive programmes

At the end of the year, Eastnine has one ongoing long-term incentive programme (LTIP) available to employees in the Group, warrant programme (LTIP 2024).

### Outcome of the share savings programme LTIP 2022

Eastnine's 2022 Annual General Meeting decided to introduce a long-term incentive programme for all the Company's employees (LTIP 2022). The term of the programme was just about three years. At the end of this term, on 7 July 2025, the combined fulfilment rate of the conditions was 25.0 per cent, and allocation took place in August 2025. A total of 34,508 shares were allocated. The weighted average share price at the time of the final allocation of shares on conclusion of the programme was SEK 47.70. The outcome of the conditions is shown in Table 3(b).

### Warrant programme, LTIP 2024

The Annual General Meeting on 25 April 2024 approved the Board's proposal to introduce a long-term incentive programme (LTIP 2024) by way of an issue of warrants to the participants. The incentive programme was directed to all employees in the Eastnine group. The participants in the incentive programme were offered to subscribe for warrants at the fair market value of such warrant at the time of subscription and for each warrant purchased by the participants at the fair market value, an additional warrant was received free of charge. The number of warrants offered free of charge was limited to a certain specified level which was calculated based on the participant's monthly fixed gross salary. The market value was calculated using the Black & Scholes method and amounted to SEK 2.64 per warrant, with an exercise price of SEK 53.00.

Each warrant shall entitle the participants to, from and including 15 May 2027 (however not earlier than the day after the publication of the company’s interim report for the period January–March 2027) up to and including the date that falls 14 calendar days thereafter, subscribe for one new share in the company at a price equivalent to 125 per cent of the volume-weighted average price of the company’s share on Nasdaq Stockholm during a ten trading days measurement period before the AGM 2024.

In total, 894,810 warrants were issued to participants in the programme. In the event of full utilization, a total of 894,810 shares may be issued, corresponding to a dilution of approximately 0.9 percent of the total number of shares and votes in the Company, subject to potential recalculation in accordance with the terms of the warrants. The Company reserves the right to repurchase warrants, for example, if the participant's employment with the Company is terminated.

**Table 2(a)– Share-related incentive programmes (CEO)**

Executive management	The main conditions of share-related incentive programmes						Opening balance	Information regarding the reported financial year <sup>1</sup>				
	1	2	3	4	5	6	7	8	9	10	11	12
	Name of programme	Performance period	Award date	Vesting date	End of retention period	Exercising period	Instruments held at beginning of year	Awarded Instruments during the year	Vested during the year	Subject to performance requirement	Awarded and Unvested, or exercised, at year end	Shares subject to retention period
Kestutis Sasnauskas, CEO	LTIP 2022	2022–2025	2022-06-30	2025-07-07	2025-07-07	–	48,036	–	9,607 <sup>2</sup>	–	–	–
	LTIP 2024	2024–2027	2024-04-30	2027-05-15	2027-05-15	2027-05-15–2027-05-29	290,524	–	–	–	290,524	–
<b>Total</b>							<b>338,560</b>	<b>–</b>	<b>9,607</b>	<b>–</b>	<b>290,524</b>	<b>–</b>

<sup>1</sup> LTIP 2022 ended during the year in which the CEO vested 9,607 shares.

<sup>2</sup> Value: EUR 41k, calculated as the market price per share at the time of transferring of shares (SEK 47.10) multiplied by the number of shares (9,607). 1 EUR = 11.16 SEK on 13 August 2025.

Table 2(b) – Share-related incentive programmes (deputy CEO)

Executive management	The main conditions of share-related incentive programmes						Opening balance	Information regarding the reported financial year <sup>1</sup>				
	1	2	3	4	5	6	7	8	9	10	11	12
	Name of programme	Performance period	Award date	Vesting date	End of retention period	Exercising period	Instruments held at beginning of year	Awarded Instruments during the year	Vested during the year	Subject to performance requirement	Awarded and Unvested, or exercised, at year end	Shares subject to retention period
Britt-Marie Nyman, deputy CEO	LTIP 2022	2022–2025	2022-06-30	2025-07-07	2025-07-07	–	32,676	–	6,535 <sup>2</sup>	–	–	–
	LTIP 2024	2024–2027	2024-04-30	2027-05-15	2027-05-15	2027-05-15–2027-05-29	145,262	–	–	–	145,262	–
<b>Total</b>							<b>177,938</b>	–	<b>6,535</b>	–	<b>145,262</b>	–

<sup>1</sup> LTIP 2022 ended during the year in which the deputy CEO vested 6,535 shares.

<sup>2</sup> Value: EUR 28k, calculated as the market price per share at the time of transferring of shares (SEK 47.10) multiplied by the number of shares (6,535). 1 EUR = 11.16 SEK on 13 August 2025.

### Application of performance criteria

The CEO and deputy CEO are entitled to a short-term incentive programme decided each year by the Board of Directors. The programme for 2025 was 100% based on individual performance targets, and the outcome was as set out in table 3(a). The vesting period for LTIP 2022 expired during the year. The outcome was as set out in table 3(b).

Table 3(a) – Performance of the CEO and deputy CEO in the reported financial year: variable cash remuneration

Executive management	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Outcome goals	Measured performance	Remuneration outcome, EUR k	
					Kestutis Sasnauskas, CEO	Britt-Marie Nyman, deputy CEO <sup>1</sup>
Kestutis Sasnauskas, CEO & Britt-Marie Nyman, deputy CEO	Discretionary Bonus <i>The Board will actively follow and evaluate Executive Management's performance in relation to four specified areas connected to Long Term Strategic Development. The Executive Management will also be evaluated based on Eastnine's total shareholder return compared to peers.</i>	40 %	–	100 %	60	36
	Surplus ratio > 93.0 % <i>(based on earnings capacity as per 31 Dec 2025)</i>	30 %	93.4 %	100 %	45	27
	Net promoter score (NPS) > 55.0 %	15 %	73 %	100 %	22	14
	Energy efficiency <sup>2</sup> to improve by 5 % during 2025	15 %	Improvement: 0.9 %	0 %	–	–
		<b>100 %</b>			<b>85 %</b>	<b>127</b>

<sup>1</sup> In addition to the remuneration stated below, Britt-Marie Nyman has received EUR 8k which has been exchanged for pension contributions.

<sup>2</sup> Energy consumption refers to the buildings' energy use, measured on a like-for-like basis compared to 2024. The measurement is based on normalized consumption for all properties, including tenant electricity.

**Table 3(b) – Performance of the CEO and deputy CEO in the reported financial year: share-based incentives paid**

Executive management	Conditions	Target	Outcome	Vested	Kestutis Sasnauskas, CEO		Britt-Marie Nyman, deputy CEO	
					Number of shares	Value, EUR k	Number of shares	Value, EUR k
Kestutis Sasnauskas, CEO & Britt-Marie Nyman, deputy CEO	Performance shares - requirement 1	10–12 %	2.2 %	0 %	–	–	–	–
	Performance shares - requirement 2	>median	Achieved 100.0 % from the minimum level to the maximum level	20.0 %	9,607	41	6,535	28
				<b>20.0 %</b>	<b>9,607</b>	<b>41</b>	<b>6,535</b>	<b>28</b>

<sup>1</sup> Calculated as the market price per share at the time of transferring of shares (SEK 47.10) multiplied by the number of shares. 1 EUR = 11.16 SEK on 13 August 2025.

### Comparative information on the change of remuneration and company performance

**Table 4 – Change of remuneration and company performance over the last five reported financial years (EUR k)**

	2025	2025 mot 2024	2024 mot 2023	2023 mot 2022	2022 mot 2021	2021 mot 2020
Remuneration to the CEO	545	-37 (-6 %)	-31 (-5 %)	+162 (+36 %)	-378 (-46 %)	+426 (+106 %)
Remuneration to the deputy CEO <sup>1</sup>	370	-3 (-1 %)	+46 (+14 %)	+30 (+10 %)	+17 (+6 %)	+2 (+1 %)
Profit from property management	31,001	+8,808 (+40 %)	+4,495 (+25 %)	+4,285 (+32 %)	+3,887 (+41 %)	-484 (-5 %)
Total comprehensive income	41,345	+36,388 (734 %)	+76,615 (N.A.)	-180,365 (-166 %)	+36,373 (+50 %)	+36,179 (+100 %)
Average remuneration on a full-time equivalent basis of employees <sup>2</sup> of the Group	108	-7 (-6 %)	+1 (+1 %)	+4 (+4 %)	-17 (-14 %)	23 (+23 %)

<sup>1</sup> Excluding members of the executive management.