



The Board of Directors' remuneration report 2025

Introduction

This remuneration report describes how the guidelines for remuneration to senior executives in Intea Fastigheter AB (publ) (the "Company"), adopted by the Annual General Meeting on 5 May 2025, were implemented during the financial year 2025. The report provides information on remuneration to the Chief Executive Officer (CEO), Charlotta Wallman Hörlin. 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 Swedish Corporate Governance Board and administered by the Stock Market Self-Regulation Committee.

Further information on remuneration to senior executives is available in note 5 on pages 91-92 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 page 57 in the Annual Report 2025.

Fees to the Board of Directors are not covered by this report. Such fees are resolved annually by the Annual General Meeting and is disclosed in note 5 on pages 91-92 in the Annual Report 2025.

During 2025, Artun AB, a company controlled by the Board member Henrik Lindekrantz, has carried out consultancy services for the Company in the form of advisory services, business- and project development, organisational management and tenant- and business relationships. The Company has in total purchased advisory services from Artun AB of SEK 2,017,865 during 2025.

During 2025, Inhoc AB, a company controlled by the Board member Christian Haglund, has carried out consultancy services for the Company in the form of advisory services, business- and project development, simulation and analysis of the organisation and financial services. The Company has in total purchased advisory services from Inhoc AB of SEK 2,017,865 during 2025.

According to the guidelines for remuneration to senior executives, specific cash remuneration may be paid out in case a member of the Board (including through a wholly-owned subsidiary) should carry out services to the Company in addition to the Board assignment, provided that such services promote the implementation of the Company's business strategy and the safeguarding of the Company's long-term interest, including its sustainability. Such services shall be remunerated in line with market conditions and be decided by the Board.

Development in 2025

The CEO summarizes the Company's overall performance and result in her statement on pages 9-10 in the Annual Report 2025.

The guidelines' promotion of the Company's business strategy, long-term interests and sustainability

The Company's business strategy is to own and develop premises for long-term public-sector tenants, managed by its own local management organisations. The Company's strategy is based on three pillars: stable growth, sustainability and innovation, and long-term relationships. Successful implementation of the Company's business strategy and the safeguarding of the Company's long-term interests, including its sustainability, requires the Company to be able to recruit, motivate and retain skilled senior executives. The guidelines for remuneration aims to offer competitive remuneration which promote the Company's business strategy and long-term interests.



The remuneration guidelines are found on page 59 in the Annual Report 2025. The complete guidelines are found on the Company's website, www.intea.se.

During the financial year 2025, the Company has complied with the applicable remuneration guidelines adopted by the general meeting. No deviations from the guidelines have been made and no derogations from the procedure for implementation of the guidelines have been made. No remuneration has been reclaimed.

The auditor's report regarding the Company's compliance with the guidelines is available on the Company's website, www.intea.se.

Forms of remuneration

According to the remuneration guidelines adopted by the Annual General Meeting on 5 May 2025, the remuneration may consist of the following components:

- Fixed salary: A fixed annual cash salary in line with market conditions and determined taking into account responsibilities, competence and performance. The fixed salary shall be evaluated annually.
- Variable cash remuneration: In addition to the fixed salary, variable cash remuneration may be offered. Any variable remuneration shall be linked to pre-determined and measurable criteria, which can be financial or non-financial and shall be designed to contribute to the Company's business strategy and long-term interests.
- Pension benefits: Pension benefits that are market-based and defined contribution.
- Other benefits: Customary and in line with market conditions, such as car allowance, housing benefit, health insurance and wellness allowance.
- Extraordinary remuneration: Additional cash remuneration may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either with the purpose of recruiting or retaining executives, or as remuneration for extraordinary work efforts beyond the person's ordinary duties.

The general meeting may also, irrespective of these guidelines, resolve on, among other things, share and share price-related remuneration. The Company has no outstanding share or share price-related incentive programmes and has not ended any such programmes during 2025.

Total remuneration to the CEO during the financial year 2025 (SEK)

Name and position	1 Fixed salary		2 Variable cash remuneration		3 Extraordinary remuneration	4 Pension benefits ¹	5 Total remuneration	6 Proportion of fixed and variable remuneration
	fixed annual cash salary	Other benefits ²	One-year	Multi-year				
Charlotta Wallman Hörlin (VD)	3,776,587	70,740	- ³		-	1,092,000	4,939,327	100 / 0

Remuneration has not been received by any other company within the group.

¹ The pension for the CEO consists of a pension contribution of 30% from the first SEK and without an upper limit.

² Other benefits mainly include company car, health insurance and a wellness allowance.

³ During the financial year 2025, the CEO was not offered the opportunity to receive variable cash compensation in accordance with the remuneration guidelines.

**Comparative information regarding changes in remuneration and the Company's earnings (SEK)**

	2025	2024
Remuneration to Charlotta Wallman Hörlin (CEO)	4,939,327 (+3,7 %)	4,760,623
Operating profit of the group	1.247 million (+35 %)	923 million
Average remuneration based on the number of full-time equivalents within the group (excluding members of the executive management) ⁴	693,636 (+6,8 %)	649,585 ⁵

Stockholm in March 2026

Intea Fastigheter AB (publ)

The Board of Directors

⁴ Average remuneration includes all compensation and benefits, excluding social security contributions, and has been calculated per average number of full-time employees for the year.

⁵ The comparative figure for 2024 has been restated following an updated calculation of full-time equivalents. The amount has been adjusted from SEK 622,626 to SEK 649,585. The restatement does not affect the group's reported personnel costs. The change in average remuneration between the years is also influenced by changes in the employee composition during the period.