

Intea Fastigheter AB (publ) – the Nomination Committee's motivated statement and proposals to the Annual General Meeting 2026

Background

In accordance with the instructions for the Nomination Committee in Intea Fastigheter AB (publ), adopted by the Annual General Meeting on May 5, 2025, the Nomination Committee for the Annual General Meeting 2026 shall consist of one representative from each of the four largest shareholders in terms of voting rights as of the last banking day in August 2025 according to the share register kept by Euroclear Sweden, and the Chairperson of the Board of Directors. If any shareholder declines to appoint a member, the right passes to the next largest shareholder in terms of voting rights.

The Nomination Committee has been constituted in accordance with these principles and has, prior to the Annual General Meeting 2026, the composition below. The Chairperson of the Nomination Committee is Carl-Johan Ehn, representing the largest shareholder in terms of voting rights.

Name	Nominated to the Nomination Committee by the following shareholder	Function
Carl-Johan Ehn	Henrik Lindekrantz	Member, Chairperson of the Nomination Committee
Jonas Granholm	Christian Haglund	Member
Olof Lindstrand	Handelsbanken Pensionsstiftelse	Member
Andreas Hedemyr	Saab Pensionsstiftelse	Member
Caesar Åfors	Chairperson of the Board of Directors	Member

Report on how the Nomination Committee's work has been conducted and the Nomination Committee's motivated statement

The Nomination Committee has had four meetings during the year. Furthermore, informal discussions and reconciliations have taken place between the meetings. All decisions made by the Nomination Committee have been unanimous.

Shareholders have had the opportunity to submit proposals to the Nomination Committee in accordance with instructions on the company's website. No proposals from shareholders have been received.

The Nomination Committee submits the following motivated statement regarding the proposal on Board of Directors to the Annual General Meeting 2026.

The Nomination Committee has, as a basis for its proposal on Board of Directors, taken note of the results of the evaluation carried out by the Board of Directors as well as information received from the Chairperson of the Board of Directors on how the Board of Directors work has been conducted during the year. Furthermore, the Nomination Committee has interviewed, or otherwise obtained the views of, the members of the Board

of Directors. The Nomination Committee has worked actively to evaluate the company's current Board of Directors and its work ahead of the proposals presented to the Annual General Meeting. The requirements on competence, experience and background that may be placed upon the Board of Directors have been discussed in detail. Matters of diversity and independence have been highlighted, as has the matter of equal gender balance.

In light of the above, the Nomination Committee proposes re-election of Carina Åkerström, Christian Haglund, Henrik Lindekrantz, Jörgen Eriksson, Mattias Grahn and Pernilla Ramslöv. Furthermore, the Nomination Committee proposes the election of Carina Åkerström as Chairperson of the Board of Directors. Caesar Åfors (Chairperson of the Board of Directors) and Håkan Sandberg have declined re-election and will leave the Board of Directors in connection with the Annual General Meeting.

The Nomination Committee believes that the proposed Board of Directors has suitable qualifications and an appropriate composition, characterized by diversity and breadth regarding the Board members' qualifications, experience and background, taking into account the company's operation, phase of development and other relevant circumstances. Against this background, the Nomination Committee considers that there is no need to replace the two departing members and therefore proposes that the number of members of Board of Directors be reduced from eight to six.

The Nomination Committee is of the opinion that Carina Åkerström, with her experience and broad expertise, in the role of Chairperson of the Board of Directors, will further contribute to Intea's continued development, and therefore the Nomination Committee proposes Carina Åkerström as the new Chairperson of the Board of Directors of the company.

Further information on the proposed members Board of Directors is available on the company's website, www.intea.se.

The Nomination Committee has paid special attention to the requirement to strive for gender balance on the Board of Directors. The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as a diversity policy when preparing its proposal. Out of the proposed members of the Board of Directors, two are women, corresponding to approximately 33 % of the members of the Board of Directors. The corresponding figure in the previous year was 25%. The Nomination Committee considers it important to continue to work for gender equality and will also in the future work actively to maintain and further strengthen a balanced gender distribution on the Board of Directors.

In addition, the Nomination Committee has made the following assessment regarding the independence of the proposed members of the Board of Director's pursuant to the Swedish Corporate Governance Code. Of the proposed members, Henrik Lindekrantz and Christian Haglund are not considered to be independent in relation to neither the company and its executive management nor major shareholders of the company. The Nomination Committee considers the other members of the Board of Director's to be independent in relation to both the company and its executive management as well as to major shareholders. The Nomination Committee therefore finds that the Swedish Corporate Governance Code's rules on the Board members' independence are fulfilled.

The Nomination Committee's proposal to the Annual General Meeting regarding board fees is that these should remain at the same level as the current year. This means that the fee to the Chairperson of the Board of Directors amounts to SEK 600,000, while the fee to the other members of the Board of Directors amounts to SEK 350,000 each. The Nomination Committee is of the opinion that the proposed fees are well-balanced in relation to other companies of the same size within the industry. No special fee is proposed

for committee work.

For the election of an audit firm, it has been concluded that the Board of Directors and executive management is of the opinion that the co-operation with the company's current auditor, KPMG, is functioning well. In light of this, and in accordance with the audit committee's recommendation, the Nomination Committee proposes re-election of KPMG as audit firm.

The Nomination Committees proposals prior to the Annual General Meeting

The Nomination Committee hereby makes the following proposals to the Annual General Meeting:

(a) Chairperson of the Annual General Meeting

The Nomination Committee proposes that Linnéa Dolk, member of the Swedish Bar Association, from Advokatfirman Vinge, or in the event of her absence, the person appointed by the Board of Directors, be appointed Chairperson of the Annual General Meeting.

(b) Number of members of the Board of Directors

The Nomination Committee proposes that the Board shall consist of six ordinary members of the Board of Directors.

(c) Election of members of the Board of Directors

The following Board members are proposed for re-election to the Board of Directors:

- Carina Åkerström
- Christian Haglund
- Henrik Lindekrantz
- Jörgen Eriksson
- Mattias Grahn
- Pernilla Ramslöv

A presentation of all proposed Board members is available on the company's website, www.intea.se.

(d) Election of Chairperson of the Board of Directors

Election of Carina Åkerström as new Chairperson of the Board of Directors is proposed.

(e) Fees to the Board members

The Nomination Committee proposes that the fee for the Board shall amount to (unchanged since the previous Annual General Meeting):

- SEK 600,000 to the Chairperson of the Board; and
- SEK 350,000 to each of the other members of the Board of Directors.

Mattias Grahn, who is proposed for re-election as a member of the Board of Directors according to item 12 below, has waived the right to receive Board fees if the Annual General Meeting decides in accordance with the proposal.

The Nomination Committee proposes that the total fee to the Board shall amount to SEK 2,000,000 (in 2025, when the Board consisted of eight members, the fee paid amounted to SEK 2,700,000).

No certain fees shall be paid for committee work.

(f) Determination of the number of auditors and election of auditor

In accordance with the Audit Committee's recommendation, the Nomination Committee proposes the re-election of the registered accounting firm KPMG AB as auditor for the Company for the period until the end of the Annual General Meeting 2027. KPMG AB has informed that authorized public accountant Mattias Johansson will be appointed as auditor-in-charge.

(g) Fee to the auditor

It is proposed that the auditor's fee shall be paid in accordance with approved current account.

Stockholm in March 2026

The Nomination Committee of Intea Fastigheter AB (publ)