

Instruction regarding the Nomination Committee in Nivika Fastigheter AB (publ)

Adopted at the Extraordinary General Meeting held on 20 August 2024.

1. Composition of the Nomination Committee

The Nomination Committee shall consist of representatives of the four largest shareholders of Nivika Fastigheter AB (publ) ("Company"), based on the share register maintained by Euroclear Sweden AB as of the last banking day in August each year and any other reliable ownership information provided to the Company at that time. If any of these shareholders waives its right to appoint a member, the next shareholder in order of size shall be offered the opportunity to appoint a member. When assessing which parties constitute the four largest shareholders by number of votes, a group of shareholders shall be deemed to constitute one shareholder if they (i) are ownership-grouped in the Euroclear system, or (ii) have publicly disclosed, and notified the Company, that they have entered into a written agreement to coordinate the exercise of their voting rights with the intention of adopting a long-term common position regarding the management of the Company. The Chairman of the Nomination Committee shall be the member appointed by the largest shareholder by number of votes, unless the Nomination Committee decides otherwise. The composition of the Nomination Committee shall be announced on the Company's website no later than six months prior to the Annual General Meeting. Where a member has been appointed by a specific shareholder, this shall be stated. The Nomination Committee's term of office shall extend until a new Nomination Committee has been appointed. The Chairman of the Board shall be responsible for convening the Nomination Committee and shall, to the extent deemed appropriate by the Committee, participate in its work as an adjunct without voting rights.

2. Changes in the Nomination Committee

A shareholder who has appointed a member of the Nomination Committee shall be entitled to dismiss such member and appoint a new member to the Nomination Committee. If a member resigns from the Nomination Committee before its work has been completed, a replacement shall primarily be appointed by the shareholder who appointed the resigning member, and secondarily by the next shareholder in order of size. If, during the term of office of the Nomination Committee, one or more of the shareholders who appointed members to the Committee no longer belong to the four largest shareholders by number of votes, the members appointed by such shareholders shall make their seats available, and the

shareholder or shareholders who have newly entered the group of the four largest shareholders shall be entitled to appoint their representatives. Unless special reasons exist, no changes shall be made to the composition of the Nomination Committee if only marginal changes in voting power have occurred, or if the change takes place later than three months prior to the Annual General Meeting. Shareholder who becomes one of the four largest shareholders as a result of a more significant change in voting power later than three months before the Annual General Meeting shall however have the right to appoint a representative to be co-opted to the Nomination Committee. Any changes in the composition of the Nomination Committee shall be announced immediately.

3. Requirements on Composition

The Nomination Committee and the shareholders appointing members to the Nomination Committee shall strive to meet the requirements regarding the composition of the Nomination Committee set out in the Swedish Corporate Governance Code ("the Code").

4. Duties of the Nomination Committee

The Nomination Committee is a preparatory body. The Nomination Committee shall prepare proposals on the following matters to be submitted to the General Meeting:

- (i) proposals for the Chairman of the Meeting,
- (ii) proposals for members of the Board of Directors and the Chairman of the Board,
- (iii) proposals regarding remuneration to the Board of Directors, including the allocation of remuneration between the Chairman and the other members, as well as any additional remuneration for committee work,
- (iv) proposals for auditor(s) and remuneration to the auditor,
- (v) where deemed appropriate, proposals for amendments to this instruction.

In preparing its proposals for members of the Board of Directors, the Nomination Committee shall, where applicable, take part in the Board's evaluation of its work and shall consider the requirements regarding the composition of the Board set out in the Swedish Companies Act and Nasdaq Stockholm's Rule Book for Issuers. The Nomination Committee shall also take into account the requirements of the Code, including the requirement that the Nomination Committee provide particular justification for its proposal with regard to the Code's expectations on diversity and breadth in the Board of Directors, and that an even gender distribution shall be sought.

5. Responsibility within the Nomination Committee

Unless otherwise resolved at the meetings of the Nomination Committee, all members shall be equally responsible for the work of the Nomination Committee in accordance with this instruction and the Code. If certain tasks are delegated to one or more members of the Nomination Committee, or to other individuals, the Nomination Committee shall act with due care and shall continuously monitor whether such delegation may be maintained.

6. Meetings

The Nomination Committee shall meet as often as deemed necessary for the Committee to fulfil its duties. Minutes shall be kept at the meetings of the Nomination Committee. The minutes shall be signed by the person who has kept the minutes and verified by the Chairman of the Nomination Committee. The minutes shall be submitted to, and retained by, the Company.

7. Confidentiality and Costs

All information provided to the members of the Nomination Committee by the Company or any other company within the Nivika Group shall be treated as strictly confidential and may not be disclosed to any third party until such information has been made public. The proposals, reports, and statements of the Nomination Committee shall be communicated to the Company in due time to ensure compliance with the Code. No remuneration shall be paid to the members of the Nomination Committee. The Company shall reimburse reasonable costs incurred in connection with the performance of the Nomination Committee's duties.

8. Validity of this Instruction

This instruction applies until otherwise resolved by the General Meeting.

This Instruction is an in-house translation of Nivika's Swedish Instruction regarding the Nomination Committee. In the event of discrepancies, the Swedish original will supersede the translation.