

Guidelines for Remuneration to Senior Executives in Nivika Fastigheter AB (publ)

The Board of Directors of Nivika Fastigheter AB (publ) ("**Company**") proposes that the Annual General Meeting on 8 May 2025 resolve to adopt the following guidelines for remuneration to senior executives. These guidelines comprise the members of the company's Board of Directors ("**Board**") and the members of the company's Group Management Team.

The guidelines apply to remuneration that is agreed, and to changes in already agreed remuneration, after the guidelines have been adopted by the Annual General Meeting on 8 May 2025. The guidelines apply until the General Meeting resolves to adopt new guidelines. The guidelines do not apply to remuneration resolved by the General Meeting.

How the guidelines promote the company's business strategy, long-term interests and sustainability

The Company's business strategy is, in brief, to primarily within southern Sweden and predominantly in Småland and along the west Swedish triangle own and manage high-yielding commercial and residential properties on a long-term basis. With local presence, creativity, and sound business acumen, the company seeks to develop and create value in the property portfolio to achieve optimal conditions for stable cash flow, continued expansion, and strong reputation.

For further information about the Company's vision, business concept and strategy, please refer to the company's website www.nivika.se.

The Board considers that successful implementation of the Company's business strategy and the safeguarding of its long-term interests, including sustainability, require that the Company is able to recruit and retain senior executives with the competence and capacity to achieve established targets. This requires that the company can offer competitive remuneration that motivates senior executives to perform at their best. These guidelines enable the company to offer a competitive total remuneration package.

Any share-related incentive programmes shall be resolved by the General Meeting and are therefore not covered by these guidelines.

Variable cash remuneration covered by these guidelines shall be designed to promote the company's business strategy and long-term interests, including its sustainability.

Forms of remuneration

Remuneration shall be market-based and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. In addition to these, and irrespective of these guidelines, the General Meeting may resolve on, for example, share- and share-price-related remuneration.

Variable cash remuneration

Fulfilment of criteria for payment of variable cash remuneration shall be measurable over a period of one or several years. Variable cash remuneration may amount to not more than 100 percent of the total fixed cash salary during the measurement period for those criteria.

Variable cash remuneration shall be linked to predetermined and measurable criteria, which may be financial or non-financial. They may also consist of individual quantitative or qualitative objectives. The criteria shall be designed to promote the company's business strategy and long-term interests, including its sustainability, for example by being linked to the business strategy or by aligning the interests of senior executives with those of the company's shareholders.

When the measurement period for fulfilment of criteria has ended, the extent to which the criteria have been met shall be assessed/determined. The Board is responsible for the assessment regarding variable cash remuneration to the CEO and, where applicable, to Board members. The CEO is responsible for the assessment regarding other senior executives. For financial objectives, the assessment shall be based on the company's most recently published financial information.

Pension and insurance

For the CEO, pension benefits including health insurance shall be defined-contribution. Variable cash remuneration shall not be pensionable. Pension premiums for defined-contribution pension plans shall amount to not more than 30 percent of the fixed annual cash salary. This limit does not prevent salary exchange in accordance with the company's applicable policy at any given time.

For other senior executives, pension benefits including health insurance shall be defined-contribution unless the executive is covered by defined-benefit pension under mandatory collective bargaining agreements. Variable cash remuneration shall be pensionable only to the extent required under mandatory collective bargaining agreements applicable to the executive. Pension premiums for defined-contribution pension plans shall amount to not more than 30 percent of the fixed annual cash salary. The stated limit does not prevent salary exchange in accordance with the company's applicable policy.

Insurances and other benefits

Other benefits may include, for example, life insurance, private health insurance, and company car benefits. Such benefits may in total amount to not more than 15 percent of the fixed annual cash salary.

Termination of employment

In the event of termination by the company, the notice period may be no longer than 12 months. Fixed cash salary during the notice period and severance pay may together not exceed an amount corresponding to the fixed cash salary for two years. In the event of termination by the senior executive, the notice period may be no longer than 12 months, with no entitlement to severance pay.

Compensation for any non-competition undertaking may also be paid. Such compensation shall compensate for potential loss of income and shall only be paid to the extent the former senior executive does not receive severance pay. The compensation may amount to not more than 100 percent of the fixed cash salary at the time of termination, unless otherwise required under mandatory collective bargaining agreements, and shall be paid during the period of the non-competition undertaking, which shall not exceed 12 months after termination of employment.

Consideration of current employment terms and conditions

In preparing the Board's proposal for these remuneration guidelines, current remuneration and employment conditions for the company's employees have been considered. Information on employees' total remuneration, its components, and its development over time has formed part of the Board's basis for evaluating the reasonableness of the guidelines and the limitations arising from them. Developments in the pay gap between senior executives and other employees will be reported in the remuneration report ahead of the next Annual General Meeting.

Decision-making process to determine, review and implement the guidelines

The Board in its entirety performs the remuneration-related duties typically handled by a remuneration committee. These duties include preparing proposals for guidelines for remuneration to senior executives. The Board shall prepare proposals for new guidelines when material changes are needed, and present them to the Annual General Meeting, at least every four years. The Board shall also monitor and evaluate programs for variable remuneration to management, the application of the guidelines, and current remuneration structures and levels in the company.

To avoid conflicts of interests, Board members involved in preparing and deciding on remuneration matters for senior executives shall be independent of the company and its management. When the Board considers or decides on such matters, any individuals affected by the matters shall not be present. External advisors may be engaged in the preparation of remuneration-related matters where deemed necessary.

Should the Board establish a remuneration committee, the provisions in these guidelines referring to the Board in its role as remuneration committee shall apply to that committee.

Deviations from the guidelines

The Board may resolve to temporarily deviate from the guidelines, in whole or in part, if there are special reasons for doing so in an individual case and deviation is necessary to meet the company's long-term interests, including its sustainability, or to ensure the company's financial viability. Any such deviations shall be reported in the remuneration report ahead of the next Annual General Meeting.

This document is an in-house translation. In the event of discrepancies, the Swedish original will supersede the translation.