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Cibus
Converting food into yield

THE NOMINATION COMMITTEE'S PROPOSALS AND MOTIVATED STATEMENT FOR CIBUS NORDIC REAL ESTATE AB (PUBL)'S ANNUAL GENERAL MEETING

Description of the nomination committee's work, proposal and motivated statement for the annual general meeting 2026 in Cibus Nordic Real Estate AB (publ) (the "**company**" or "**Cibus**").

The nomination committee's work

Before the annual general meeting 2026, the nomination committee consists of the following members:

- Johannes Wingborg, nominated by Länsförsäkringar Fondförvaltning AB (publ),
- Frida Olsson, nominated by The Fourth Swedish National Pension Fund,
- Frank Larsson, nominated by Handelsbanken Fonder AB, and
- Stefan Gattberg, chair of the board of directors of Cibus.

Johannes Wingborg has been nominated by the nomination committee to serve as its chair.

The shareholders in the nomination committee and the chair represent approximately 14.1 percent of the shares and votes in the company as of 31 December 2025.

Motivated statement and report on the nomination committee's work

The nomination committee has held three recorded meetings with additional contacts and discussions in between. The chair of the board has presented a report on how the work of the board of directors has been conducted. The nomination committee has also been provided with a written evaluation of the board of directors and conducted interviews with each of the members of the board of directors. The chair of the board has not participated in these discussions.

During the discussions with the board members, it was noted that Nils Styf declines re-election as board member. Shortly after the discussions, on 2 December 2025, the company announced that the board member Stina Lindh Hök resigned from the board as she had been appointed CEO. The board of directors thereby consisted of five board members.

The nomination committee has evaluated different candidates that could be suitable. Competence and experience of real estate management, leadership, property transactions, corporate governance, sustainability and general business acumen has been prioritized. Against this background, the nomination committee proposes new election of Louise Richnau and Stefan Dahlbo as board members.

Louise Richnau, born in 1966, holds a master's degree in engineering. She is currently the chair of Eastnine, and runs her own business focused on investment and consulting. Louise has previously been a board member, deputy chair and chair of Castellum. Previous positions include the Swedish National Pension Funds (1-3), the real estate company Drott, partner-owned Nordanö and Brunswick Real Estate Capital (now Niam Credit).

Stefan Dahlbo, born in 1959, holds a degree in business and economics. Stefan was CEO of Fabege from 2019 until the end of November 2025. Previous positions include CEO of Byggmästare Anders J Ahlström Holding AB, CEO & Deputy CEO of Investment AB Öresund and CEO of Hagströmer & Qviberg AB. Today, Stefan is a board member in Byggmästare J Ahlström Holding AB and Sweden Green Building Council.

The nomination committee's assessment is that the proposed board of directors meets the requirements that the nomination committee considers relevant for Cibus.

The nomination committee has discussed the size and composition of the board of directors based on the company's situation and strategic development. The nomination committee considers it important that the board members have the time and attention required to fulfil their tasks as board members in the company and the nomination committee has therefore considered the board members' external obligations and the time commitments required by them. The nomination committee has applied Section 4.1 of the Swedish Corporate Governance Code as diversity policy when preparing its proposal. The nomination committee's proposal for the board of directors means that the board of directors will have a completely even gender distribution. The nomination committee considers all the proposed board members to be independent in relation to the company, the management, and major shareholders.

The nomination committee considers it important to ensure that the board fees are kept at a level that enables attracting and retaining board members with the requisite competence and experience, as well as is in line with market practice. The nomination committee has compared the board remuneration with other companies in the sector. The nomination committee has also considered whether a remunerated audit committee or other committee should be implemented, but not found any reasons for this. A growing real estate portfolio outside the Nordics combined with the overall workload, as well as the fact that the entire board of directors constitutes an audit- and remuneration committee has also been considered.

In light of the aforementioned, a raise of the fees paid to the board members and the chair of the board of directors of approximately 4.5 percent is proposed. The total remuneration for the work of the board would thus, after the proposed increase, amount to EUR 241,500 (231,000).

The nomination committee's proposal for the election of the auditor and decision on the auditor's fee is in line with the recommendation of the board of directors.

The nomination committee’s proposals

The nomination committee proposes that the annual general meeting 2026 resolves that:

- Victoria Skoglund, member of the Swedish Bar Association, Lindahl Law firm, or if she is prevented from attending, the person the nomination committee proposes in her place, is appointed chair of the meeting,
- the board of directors shall consist of six persons,
- Patrick Gylling (member since 2018), Elisabeth Norman (member since 2018), Stefan Gattberg (member since 2020) and Victoria Skoglund (member since 2021) are re-elected, and Stefan Dahlbo and Louise Richnau are new elected, as board members,
- Stefan Gattberg is re-elected as chair of the board of directors,
- the board fees amount to EUR 241,500 (231,000), divided into EUR 69,000 (66,000) for the chair of the board and EUR 34,500 (33,000) per member of the board of directors. No fees are to be paid for committee work,
- the company shall have one auditor, with no alternate,
- the registered auditing firm Öhrlings PricewaterhouseCoopers AB is appointed as auditor for the period until the next annual general meeting. Öhrlings PricewaterhouseCoopers AB has informed of their intention to, if they are appointed as auditor, appoint Johan Rippe to have the main responsibility for the audit,
- fees to the auditor shall be paid in accordance with approved invoices.

Stockholm in March 2026

Cibus Nordic Real Estate AB (publ)

The nomination committee