

11 March 2021

Remuneration report 2020

Introduction

This remuneration report describes how Cibus Nordic Real Estate AB (publ)'s ("Cibus" or the "Company") guidelines for remuneration to senior executives, adopted by the 2020 annual general meeting, have been applied in 2020. The report also contains specific information regarding remuneration to the Company's CEO, CFO and members of the group management, and a summary of the implemented warrant plans. The report has been prepared in accordance with the Swedish Companies Act and the Swedish Corporate Governance Board's rules on remuneration to senior executives.

The report does not include remuneration to the board of directors that is resolved by the annual general meeting. Such remuneration is reported in note 7 on pages 60 – 63 of the 2020 annual report.

Additional information on remuneration to senior executives is included in note 7 on pages 60 – 63 of the 2020 annual report. The board of directors has decided that the board of directors, in its entirety, comprises the audit committee and the remuneration committee since this has been deemed most appropriate for the Company.

Developments in 2020

The CEO summarizes the Company's overall results in its report on page 7 of the 2020 annual report.

Guidelines for remuneration

The Company's business idea is to acquire, develop and manage high-quality properties in the Nordics with daily good store chains as anchor tenants. The Company currently owns approximately 290 properties in Finland and Sweden. For more information regarding the Company's business strategy, please refer to Cibus' latest annual report.

A prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Company is able to recruit and retain qualified personnel. To this end, it is necessary that the Company offers competitive remuneration. The guidelines enable the Company to offer the executive management a competitive total remuneration.

According to the remuneration guidelines, the remuneration to senior executives shall be on market terms and competitive, and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to predetermined and measurable criteria which can be financial or non-financial. They may also be individualized, quantitative or qualitative objectives. The criteria shall be designed so as to contribute to the Company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development.

The basis for remuneration to senior executives is the refinancing of the EUR bond, to build an independent organisation and phase out all business partners with the exception of the technical and financial management services and complete further acquisitions in Sweden.

The guidelines are available on pages 38 – 39 of the 2020 Annual Report. In 2020, the Company applied the applicable remuneration guidelines adopted by the general meeting. No deviations were made from the guidelines, and no deviations were made from the decision-making procedure that pursuant to the guidelines must be applied when determining remuneration. The auditor’s statement on the Company’s compliance with the guidelines for remuneration is available at www.cibusnordic.com. The board of directors has neither reduced nor demanded repayment of remunerations paid during the year.

In addition to the remuneration that is subject to the remuneration guidelines, the Company has offered its executive management the possibility of subscribing to warrants. The Company intends to continue with this offer in the future. The programs are resolved on by the general meeting and therefore are not subject to the guidelines for senior executives of Cibus.

Application of criteria for variable cash remuneration 2020

The variable cash remuneration shall be linked to predetermined and measurable criteria. To which extent the criteria for awarding variable cash remuneration has been satisfied shall be assessed and determined when the measurement period has ended. The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one or several years. The variable cash remuneration may amount to not more than 50 per cent of the total fixed cash salary under the measurement period. The board of directors is responsible for the evaluation so far as it concerns variable cash remuneration to the CEO. For variable cash remuneration to other executives, the CEO is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the Company.

The refinancing of the EUR bond was completed 11 June 2020.

The building of an organisation independent from business partners was completed in connection with the end of the cooperation with Sirius Retail Asset Management on 30 September 2020.

The completion of further acquisitions in Sweden was completed in connection with the acquisition of ICA Taberg on 14 December 2020.

Total remuneration to executive management 2020

Executive management	Fixed remuneration, EUR	Variable remuneration, EUR	Pension, EUR	Other benefits, EUR	Extraordinary items, EUR	Total remuneration, EUR	Quota fixed and variable remuneration respectively, % ²⁾
Sverker Källgård, CEO	240,220	95,359	64,081	–	–	399,659	76% / 24%
Pia-Lena Olofsson, CFO & Head of IR ¹⁾	244,779	98,607	20,651	–	–	364,038	73% / 27%
Lauri Tiensuu, CIO Finland	162,460	–	42,113	–	100,000	304,573	100% / 0%
Peter Lövgren, CIO Sweden	45,422	–	8,982	–	–	54,404	100% / 0%

1) Fixed remuneration up to 1 August 2020 consists of consulting fees which includes social contributions.

2) Pension which in its entirety derives from fixed remuneration and is premium based, has been included as fixed remuneration.

Comparatives on the change in remuneration and the Company's profit/loss

	2015/2016, +/- %	2016/2017, +/- %	2017/2018, +/- %	2018/2019, +/- %	2019/2020, +/- %	2020, EUR
Sverker Källgården ¹⁾ , CEO	-	-	-	-	+23.0%	399,659
Pia-Lena Olofsson ²⁾ , CFO & Head of IR	-	-	-	-	+132.9%	364,038
Lauri Tiensuu, CIO Finland	-	-	-	-	-	304,573
Peter Lövgren, CIO Sweden	-	-	-	-	-	54,404
Consolidated profit/loss before tax	-	-	-	+115.6%	+11.9%	39,591,732
Average remuneration for other employees ³⁾ (FTEs)	-	-	-	-	+29.1%	105,650

1) CEO since 4 March 2019, meaning that remuneration for 2019 only encompasses part of the year. Thus, the paid remuneration for 2019 does not cover the same length of employment as the remuneration for 2020.

2) CFO & Head of IR since 6 May 2019, meaning that remuneration for 2019 only encompasses part of the year. Thus, the paid remuneration for 2019 does not cover the same length of employment as the remuneration for 2020.

3) Refers to all group employees, excluding other members of Executive Management.

Outstanding warrant plan

The Company has offered the management team, excluding the Company's CEO, who already participates in a warrant plan, introduced in connection with the CEO taking up his position at Cibus in early 2019. The objective of the warrant plan, and the reason for deviating from the shareholders' preferential rights, is to strengthen the link between the work of the management team and created shareholder value. The intention is for the Warrant Plan to be annually recurring and resolved at upcoming annual general meetings, following a proposal from the Company's board.

Warrant plan 2019

Participant	Max. number of warrants	No. of subscribed warrants	No. exercised warrants	No. expired warrants	Subscription-price, SEK	Max. dilution shares/votes (approx. %)	Exercise period
Sverker Källgården, CEO	186,600	186,600	-	-	120.7	0.5	15 April 2022 – 15 June 2022 15 August 2022 – 15 September 2022 15 October 2022 – 15 December 2022 15 January 2023 – 15 March 2023 15 April 2023 – 15 June 2023

Warrant plan 2020

Participant	Max. no. warrants	No. of subscribed warrants	No. of exercised warrants	No. expired warrants	Subscription price, SEK	Max. dilution shares/votes (approx. %)	Exercise period
Pia-Lena Olofsson, CFO & Head of IR	80,000	80,000	–	–	130.7	0.2	17 April 2023 – 16 June 2023 14 August 2023 – 15 September 2023
Lauri Tiensuu, CIO Finland	40,000	40,000	–	–	130.7	0.1	16 October 2023 – 15 December 2023 15 January 2024 – 15 March 2024
Peter Lövgren, CIO Sweden	40,000	40,000	–	–	130.7	0.1	15 April 2024 – 14 June 2024

Stockholm, March 2021

Cibus Nordic Real Estate AB (publ)

Board of directors