

Minutes kept at the annual general meeting of Cibus Nordic Real Estate AB (publ), reg. no. 559135-0599, held on Thursday 10 April 2025 in Stockholm.

1 Opening of the meeting

The meeting was opened by the chair of the board, Patrick Gylling.

2 Election of chair of the meeting

The meeting resolved to elect Victoria Skoglund as chair of the meeting.

It was noted that Ebba Meyer-Lie had been assigned to keep the minutes at the meeting.

The meeting resolved that certain persons who are not shareholders were allowed to attend the meeting as guests.

The chair of the meeting concluded, that among others, the following documents were presented at the meeting: the board's and the nomination committee's complete proposals, the board's statement under Chapter 18, Section 4 and under Chapter 19, Section 22 of the Swedish Companies Act, the auditor's report in accordance with Chapter 8, Section 54 of the Swedish Companies Act as well as the annual report 2024.

3 Preparation and approval of voting list

The meeting resolved to adopt the voting list established based on the registration list and received postal votes as the voting list for the meeting, [Appendix 1](#).

4 Election of one or two persons to approve the minutes

The meeting resolved to elect Johannes Wingborg and Frida Olsson to approve the minutes.

5 Examination of whether the meeting has been duly convened

It was noted that the Notice to attend the meeting had been announced in the Swedish Official Gazette (Sw. *Post- och Inrikes Tidningar*) on Wednesday 12 March 2025, and made available on the Company's website from Friday 7 March 2025, and that the issuance of the Notice was announced in Svenska Dagbladet on Wednesday 12 March 2025.

It was concluded that the meeting had been duly convened.

6 Approval of the proposed agenda

The meeting resolved to approve the agenda proposed in the notice of the meeting.

7 Presentation by the CEO

The CEO, Christian Fredrixon, held a speech on the business year of 2024.

8 Presentation of the annual report and auditor's report and the consolidated financial statement and the auditor's report on the consolidated statements

The chair concluded that the annual report and auditor's report, and also the group accounts and auditor's report for the Group, for the financial year 2024 were presented.

The auditor-in-charge, Johan Rippe, gave account for the audit work and commented on the auditor's report.

9 a Resolution on adoption of the income statement and balance sheet and the consolidated income statement and consolidated balance sheet

The meeting resolved to adopt the income statement and balance sheet, and also the consolidated income statement and consolidated balance sheet, for the financial year 2024.

9 b Resolution on disposition of the company's results in accordance with the adopted balance sheet and determination of record dates

The meeting resolved, in accordance with the board's proposal, on a dividend for the financial year 2024 of EUR 0.9 per share shall be paid, corresponding to a total dividend payment of EUR 68,657,440.5 and that the remaining earnings shall be carried forward.

The meeting resolved, in accordance with the board's proposal, that the payment of the dividend shall be made monthly, with twelve instalments, throughout the year. The first instalment was resolved to be EUR 0.07 per share, the second EUR 0.07 per share, the third EUR 0.08 per share, the fourth EUR 0.07 per share, the fifth EUR 0.07 per share, the sixth EUR 0.08 per share, the seventh EUR 0.07 per share, the eighth EUR 0.08 per share, the ninth EUR 0.08 per share, the tenth EUR 0.07 per share, the eleventh EUR 0.08 per share and EUR 0.08 per share at the twelfth instalment.

The meeting resolved, in accordance with the board's proposal, that the record dates for payment of the dividend shall be 17 April 2025, 26 May 2025, 1 July 2025, 28 July 2025, 27 August 2025, 1 October 2025, 27 October 2025, 26 November 2025, 2 January 2026, 27 January 2026, 24 February 2026 and 1 April 2026. The expected date of payment will therefore be 28 April 2025, 3 June 2025, 8 July 2025, 4 August 2025, 3 September 2025, 8 October 2025, 3 November 2025, 3 December 2025, 12 January 2026, 3 February 2026, 3 March 2026 and 10 April 2026.

The first payment of dividends on the shares that may be issued on the basis of the authorization for issuance of shares, according to item 16 below, will take place after the first record date after the issue of new shares has been registered with the Swedish Companies Registration Office and been recorded in the share register maintained by Euroclear Sweden AB. As a result, the total dividend resolved on (assuming that the proposed authorization is fully utilized, and the shares are entered in the share register before the record date for the dividend on the first date of payment proposed above) may amount to a maximum of approximately EUR 96,120,416.70.

9 c Resolution on discharge from liability for the board members and the CEO

The meeting resolved to discharge the directors and those who have held the position as CEO from liability for the management of the company in the financial year 2024.

It was noted, that the directors and the CEO, who own shares in the company, did not participate in this resolution in respect to their own part.

10 Determination of fees for the board of directors and auditor

The meeting resolved, in accordance with the nomination committee's proposal, that the fees to the directors shall be EUR 231,000 (EUR 189,000), distributed with EUR 66,000 (EUR 63,000) to the chair of the board and EUR 33,000 (EUR 31,500) per board member. No remuneration shall be paid for committee work.

The meeting resolved, in accordance with the nomination committee's proposal, that fees to the auditor are to be paid in accordance with approved invoices.

11 a Election of board of directors

The meeting resolved, in accordance with the nomination committee's proposal, that the board shall be enlarged by one member and be composed of six directors elected by the meeting, with no alternates, for the period until the end of the next annual general meeting.

It was noted that the meeting had been provided with a presentation of the proposed board members including information on assignments held in other companies.

The meeting resolved, in accordance with the nomination committee's proposal, to re-elect the directors Stefan Gattberg, Patrick Gylling, Elisabeth Norman, Victoria Skoglund and Nils Styf and to new elect Stina Lindh Hök. The meeting resolved, in accordance with the nomination committee's proposal, to new elect Stefan Gattberg as chair of the board.

11 b Election of auditor

The meeting resolved, in accordance with the nomination committee's proposal, that the company shall have one auditor with no alternate.

The meeting resolved, in accordance with the nomination committee's proposal, to elect registered accounting firm Öhrlings PricewaterhouseCoopers AB as auditor for the period until the end of the next annual general meeting. It was noted that Öhrlings PricewaterhouseCoopers AB has given notice that if the nomination committee's proposal for auditor is adopted at the meeting, Johan Rippe, authorized public accountant, will be the person appointed to have main responsibility for the audit.

12 Resolution on instruction for the nomination committee

The meeting resolved, in accordance with the nomination committee's proposal, to adopt new instructions for the nomination committee, to apply until new instructions are decided on, [Appendix 2](#).

13 Resolution on approval of remuneration report

The chair of the board of clarified to the meeting that the deviations made from the remuneration guidelines regarding the warrant program 2022, as set out in the remuneration report, are not intended to be repeated concerning any existing or future incentive programs.

The meeting resolved, in accordance with the board's proposal, to approve the board of directors' report on remuneration pursuant to Chapter 8, Section 53 a of the Swedish Companies Act, [Appendix 3](#).

It was noted that Livförsäkringsbolaget Skandia Ömsesidigt, Skandia Balanserad, Skandia Försiktig, Skandia Sverige Exponering och Skandia Världen Sverige voted against the proposal under item 13.

14 Resolution on guidelines for remuneration to the executive management

The meeting resolved, in accordance with the board's proposal, on guidelines for remuneration to executive management, in accordance with [Appendix 4](#).

15 Resolution on amendment of the articles of association

The meeting resolved, in accordance with the board's proposal, to adopt new articles of association in accordance with [Appendix 5](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least two thirds of both the votes cast and the shares represented at the annual general meeting.

16 Resolution on authorization for the board of directors to resolve upon new issue of shares, warrants and/or convertibles

The chair of the board clarified to the meeting that the subscription price for directed cash issues carried out by exercise of the authorization shall, as a starting point, be determined through a so-called accelerated bookbuilding procedure, and that the intention is to not direct an issue to one or a few shareholders, besides through contributed acquisitions.

The meeting thereafter resolved, in accordance with the board's proposal, to authorize the board to resolve on new issues of shares, warrants and/or convertibles in accordance with [Appendix 6](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least two thirds of both the votes cast and the shares represented at the annual general meeting.

It was noted that Livförsäkringsbolaget Skandia Ömsesidigt, Skandia Balanserad, Skandia Försiktig, Skandia Sverige Exponering och Skandia Världen Sverige voted against the proposal under item 16.

17 Resolution on authorization for the board of directors to resolve upon acquisition and transfer of own shares

The meeting resolved, in accordance with the board's proposal, to authorize the board to resolve upon acquisition and transfer of own shares in accordance with [Appendix 7](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least two thirds of both the votes cast and the shares represented at the annual general meeting.

18 Resolution on warrant plan, issue of warrants of series 2025/2028 and transfer of warrants of series 2025/2028

The meeting resolved, in accordance with the board's proposal, on warrant plan, issue of warrants of series 2025/2028 and transfer of warrants of series 2025/2028, in accordance with [Appendix 8](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least nine tenths of both the votes cast and the shares represented at the annual general meeting.

It was noted that Livförsäkringsbolaget Skandia Ömsesidigt, Skandia Balanserad, Skandia Försiktig, Skandia Sverige Exponering och Skandia Världen Sverige voted against the proposal under item 18.

19 Resolution on Belgian warrant plan and issue of warrants of series 2025/2029

The chair of the board explained that the Belgian warrant plan has been designed to correspond as far as possible to the warrant plan under item 18, but that some adjustments in the design have been necessary with regard to Belgian conditions.

The meeting resolved, in accordance with the board's proposal, on Belgian warrant plan and issue of warrants of series 2025/2029, in accordance with Appendix 8.

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least nine tenths of both the votes cast and the shares represented at the annual general meeting.

It was noted that Livförsäkringsbolaget Skandia Ömsesidigt, Skandia Balanserad, Skandia Försiktig, Skandia Sverige Exponering och Skandia Världen Sverige voted against the proposal under item 19.

20 Closure of the meeting

The chair declared the meeting closed.

At the minutes:

Ebba Meyer-Lie

Ebba Meyer-Lie

Approved:

Victoria Skoglund

Victoria Skoglund

Johannes Wingborg

Johannes Wingborg

Frida Olsson

Frida Olsson