

Remuneration Report for Prisma Properties AB for the Financial Year 2025

1. Introduction

This remuneration report describes how Prisma Properties AB's guidelines for remuneration to senior executives have been applied during the financial year 2025. The remuneration guidelines were adopted by the Annual General Meeting in 2024.

The report has been prepared in accordance with Chapter 8, Sections 53 a and b of the Swedish Companies Act (2005:551) and the Rules on remuneration to senior executives and on incentive programmes administered by the Stock Market Self-Regulation Committee (Sw. *Aktiemarknadens Självregleringskommitté*). Information pursuant to Chapter 5, Sections 40–44 of the Swedish Annual Accounts Act (1995:1554) is presented in Note 9 of Prisma Properties AB's Annual Report for 2025.

During the financial year 2025, the Board of Directors established a remuneration committee. Prior to its establishment, the Board as a whole performed the tasks assigned to a remuneration committee. Information about the Board's work in fulfilling these tasks and the remuneration committee's work in 2025 is set out in the corporate governance report on pages 32–35 of Prisma Properties AB's Annual Report for 2025.

Fees to the Board of Directors are not covered by this report. Such fees are resolved annually by the General Meeting and are disclosed in Note 9 of the Annual Report.

The purpose of the report is to provide a transparent account of the remuneration structure and its link to Prisma Properties AB's strategy and long-term value creation and, over time, a comparison of the CEO's and Deputy CEO's remuneration with the company's financial performance.

2. The Company's development in 2025

A summary of the Company's overall performance and development is presented on pages 36–37 of the Annual Report for 2025.

3. The Company's remuneration guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of the Company's business strategy and the safeguarding of its long-term interests, including its sustainability, is the ability to attract and retain competent and qualified employees. The Company's remuneration guidelines enable senior executives to be offered a competitive total remuneration. According to the guidelines, remuneration to senior executives shall be market-based and may consist of the following components: fixed salary, variable cash remuneration, the opportunity to participate in long-term, share-based incentive programmes, occupational pension and other customary benefits, as well as salary and other applicable benefits during the notice period. In addition, extra remuneration may be paid in extraordinary circumstances, provided that such extraordinary arrangements are applied only at an individual level, either for the purpose of recruiting or retaining executives, or as compensation for extraordinary efforts beyond the person's ordinary duties.

The guidelines are set out on pages 33–34 of the Annual Report for 2025 and at <https://prismaproperties.se/investerare/bolagsstyrning/ersattningar>. During 2025, the Company complied with the applicable remuneration guidelines adopted by the General Meeting. The principle of additional remuneration in extraordinary circumstances was applied in one case. The auditor's opinion on the Company's compliance with the guidelines will be available at <https://prismaproperties.se/investerare/bolagsstyrning/bolagsstamma/> no later than three weeks prior to the 2026 Annual General Meeting. No remuneration has been reclaimed.

In addition to the remuneration covered by the guidelines, the Company's General Meeting has resolved to implement long-term share-related incentive programmes. The first long-term share-related incentive programme was adopted during the financial year 2024 ("**Warrant Programme 2024/2027**") and the second during the financial year 2025 ("**Warrant Programme 2025/2028**").

4. CEO's and Deputy CEO's remuneration 2025

Remuneration to Prisma Properties' CEO and Deputy CEO in 2025 consisted of the following.

4.1 Fixed base salary

The CEO has an annual fixed base salary of SEK 2,640 thousand, which is assessed as market-based and represents 65 per cent of total remuneration. The Deputy CEO was appointed on 1 December and had a salary for December 2025 of SEK 145 thousand, which is assessed as market-based and represents 65 per cent of total remuneration.

4.2 Short-term variable performance-based remuneration

The CEO and Deputy CEO are entitled to variable remuneration based on predetermined goals related to financial and operational performance. The operational performance includes improvement of profit from property management, implementation of sustainability strategies and building Prisma Properties AB's organisation. The form of the variable remuneration was adopted for the first time in 2024 and was paid for the first time in 2025. In 2025, the accrued variable remuneration amounted to SEK 660 thousand for the CEO and SEK 48 thousand for the Deputy CEO, corresponding to 16 and 21 per cent of total remuneration, respectively. The accrued remuneration for 2025 will be paid in 2026. The Deputy CEO took office on 1 December 2025, which is why the stated amounts for 2025 only refer to one month.

4.3 Option programmes

The CEO and Deputy CEO participate in the Warrant Programme 2024/2027, which was adopted at an Extraordinary General Meeting on 12 June 2024. Under the programme, the CEO may acquire 1,343,198 warrants and the Deputy CEO may acquire 167,902 warrants, each entitling the holder to subscribe for shares in the Company at a price corresponding to 120 per cent of the volume-weighted average price of the share during the measurement period in June 2024. The warrants may be exercised during a three-month period after a vesting period of three years from issuance has expired.

The CEO and Deputy CEO also participate in the Warrant Programme 2025/2028, which was adopted at the Annual General Meeting on 23 April 2025. Under the programme, the CEO may acquire 1,000,000 warrants and the Deputy CEO may acquire 262,500 warrants,

each entitling the holder to subscribe for shares in the Company at a price corresponding to 120 per cent of the volume-weighted average price of the share during the measurement period in April–May 2025. The warrants may be exercised during a three-month period after a vesting period of three years from issuance has expired.

The programmes aim to strengthen incentives for long-term shareholder value.

4.4 Pension

The CEO's and Deputy CEO's pension terms are in line with Swedish market practice.

4.5 Other benefits

Salary during notice and severance pay follow the employment contracts. Other benefits are of limited value.

Table 1 – Breakdown of CEO's and Deputy CEO's remuneration 2025¹

Component	CEO Amount (SEK thousand)	Deputy CEO Amount (SEK thousand)
Base salary	2,640	145
Variable remuneration ²	660	48
Pension	651	31
Other benefits	113	0
Total	4,064	224
Share fixed/variable	84/16	79/21

Table 2 – Comparison of CEO's remuneration and the Company's performance³

Year	CEO's remuneration (SEK thousand)	Deputy CEO's remuneration (SEK thousand) ¹	Profit for the period (SEK million)	Profit from property management ⁴	Average remuneration other employees (SEK thousand)
2025	4,064 (+25%)	224	350 (+872%)	221 (+42%)	1,380 (-24%)
2024	3,248	-	36	156	1,805

¹ Deputy CEO assumed the role on 1 December 2025; amounts refer to one month only.

² Refers to variable remuneration earned in 2025, paid in 2026

³ Prisma Properties AB's first remuneration report was prepared for the financial year 2024; the Deputy CEO took office in Dec 2025.

⁴ Adjusted profit from property management excluding items affecting comparability and foreign exchange effects

4.6 Application of criteria for variable remuneration for the financial year 2025

The criteria for variable remuneration to the CEO and Deputy CEO have been applied in accordance with the business plan adopted by the Board of Directors and are designed to promote Prisma Properties' long-term value creation and to ensure that incentives are aligned with shareholders' interests. The remuneration is based on a combination of financial, strategic, operational and sustainability-related goals.

5. Share-related incentive programmes

Prisma Properties has two (2) outstanding share-related incentive programmes.

5.1 Warrant Programme 2024/2027

On 12 June 2024, an Extraordinary General Meeting of Prisma Properties AB resolved to issue warrants of series 2024/2027 to the Company's CEO, senior executives and up to eight other employees of Prisma Properties AB (the "**Participants**").

A total of 2,850,600 warrants in the Warrant Programme 2024/2027 were issued to eleven (11) Participants at market value. The number of warrants offered per Participant depended on the Participant's position and responsibility within the Group.

The warrants in the Warrant Programme 2024/2027 may be exercised during a three-month period after a vesting period of three years from the issuance of the warrants has expired. However, the Board of Directors is entitled to extend the exercise period for all Participants by one month if a Participant, due to applicable rules, cannot exercise the warrants during the original exercise period.

One (1) warrant entitles the holder to subscribe for one (1) share in Prisma Properties AB during the subscription period. The subscription price for warrants of series 2024/2027 corresponds to 120 per cent of the volume-weighted average price of the Prisma Properties AB share on Nasdaq Stockholm during the period from 18 June 2024 up to and including 25 June 2024 (whereby the calculated subscription price is rounded to the nearest ten öre, and five (5) öre are rounded up).

The terms of the warrants contain customary adjustment provisions, including for dividends made before the exercise date of the warrants. The Company has also reserved the right to repurchase warrants, including where a Participant's employment with the Company ends.

5.2 Warrant Programme 2025/2028

On 23 April 2025, the Annual General Meeting of Prisma Properties AB resolved to issue warrants of series 2025/2028 to the Company's CEO, other senior executives (five in total) and up to twelve (12) other employees of Prisma Properties AB (the "**Participants**").

A total of 2,505,000 warrants in the Warrant Programme 2025/2028 were issued to 15 Participants at market value. The number of warrants offered per Participant depended on the Participant's position and responsibility within the Group.

The warrants in the Warrant Programme 2025/2028 may be exercised during a three-month period after a vesting period of three years from the issuance of the warrants has expired. However, the Board of Directors is entitled to extend the exercise period for all Participants

by one month if a Participant, due to applicable rules, cannot exercise the warrants during the original exercise period.

One (1) warrant entitles the holder to subscribe for one (1) share in Prisma Properties AB during the subscription period. The subscription price for warrants of series 2025/2028 corresponds to 120 per cent of the volume-weighted average price of the Prisma Properties AB share on Nasdaq Stockholm during the period from 28 April 2025 up to and including 5 May 2025 (whereby the calculated subscription price is rounded to the nearest ten öre, and five (5) öre are rounded up).

The terms of the warrants contain customary adjustment provisions, including for dividends made before the exercise date of the warrants. The Company has also reserved the right to repurchase warrants, including where a Participant's employment with the Company ends.

6. Conclusion

Based on the remuneration committee's evaluation of the Chief Executive Officer's remuneration, the Board of Directors has concluded that the current remuneration structure and levels are appropriate, market-based, remain competitive and promote Prisma Properties AB's business strategy, long-term interests and sustainability.

The Board assesses that the CEO's and Deputy CEO's remuneration in 2025 has been well-balanced and in line with the Company's long-term objectives. The remuneration guidelines adopted by the 2025 Annual General Meeting have been followed, and the remuneration structure is deemed to support Prisma Properties AB's objective to attract and retain key talent and to create value for shareholders.

Stockholm, March 2026

Prisma Properties AB

The Board of Directors