

Proposals of the Board of Directors

Annual General Meeting 16 April 2026

1. Proposal on the confirmation of the company's annual accounts for the year 2025 (agenda item 2)

The Board of Directors proposes that it approve the company's annual accounts for 2025.

2. Proposal on the distribution of profit for the operating year 2025 (agenda item 3)

The Board of Directors proposes that the company distribute a total dividend of ISK 3,732,740,000 to shareholders for the year 2025. Own shares shall not be entitled to dividends.

The Board of Directors proposes to divide the dividend payment into two tranches: approximately ISK 1,866,370,000, amounting to ISK 0.5500 per share, with an ex-dividend date of 17 April 2026 and approximately ISK 1,866,370,000, which, as currently determined, amounts to ISK 0.5500 per share, with an ex-dividend date of 2 October 2026. The ex-dividend date for each tranche will be the day when trading begins in shares without the right to dividends for the respective tranche.

The record date for the first payment will be 20 April 2026, and for the second payment 5 October 2026. Shareholders registered in the company's share registry at the end of the record date are entitled to a dividend payment.

Payments will be made in Icelandic krona (ISK). The payment date for the first payment will be 28 April 2026, and for the second payment 14 October 2026.

3. Decision on the remuneration of Directors and committees for the 2025-2026 operating year (agenda item 4)

The Board of Directors proposes that for the 2026-2027 operating year the remuneration of Directors and members of committees working for the company shall be as follows:

- The monthly salary of each Director shall be ISK 445,000 and of the Chairman twice that amount.
- The monthly salary of Directors sitting on the Remuneration Committee shall be ISK 60,000. The monthly salary of the Chairman shall be ISK 110,000.
- The monthly salary of Directors sitting on the Audit Committee shall be ISK 120,000. The monthly salary of the Chairman shall be ISK 200,000.
- The salary of members of the Nomination Committee shall be ISK 80,000 per month and ISK 125,000 per month for the Chairman.

4. Proposal regarding the remuneration policy (agenda item 5)

The Board of Directors proposes to amend clause 4 of the remuneration policy by adding a new clause 4.10, authorising the company to establish a long-term incentive scheme in the form of share options for employees.

5. Proposal to authorise a share option plan (agenda item 6)

The Board of Directors proposes to be authorised to adopt a share option plan in accordance with Article 10 of the Income Tax Act No. 90/2003. The share option plan is included in the meeting materials for the annual general meeting, as set out in the notice of the meeting.

6. Proposal to authorise a share option scheme for management and key personnel (agenda item 7)

The Board of Directors proposes to be authorised to adopt a share option scheme for management and key personnel of the company. The share option plan is included in the meeting materials for the annual general meeting, as set out in the notice of the meeting.

7. Proposal regarding the articles of association (agenda item 8)

The Board of Directors proposes to amend the articles of association of the company by adding a new authorisation to Article 5 in connection with the implementation of a share option plan and a share option scheme.

8. Election of the Board of Directors (agenda item 9)

Reference is made to the Nomination Committee's proposals regarding the election of members to the Board of Directors of the company, which accompanied the notice of the annual general meeting, as well as to the Nomination Committee's report, which is available on the company's website. The proposals are for recommendation only, and the rules for declaring candidature in the articles of association and company legislation apply unaffected for those who intend to put themselves forward for election to the Board of Directors.

According to the company's articles of association the deadline for declaration expires seven days prior to the annual general meeting, on 9 April 2026 at 15:00. Declarations on candidature shall be made to the Board of Directors in writing.

The declaration of candidacy for the Board of Directors shall include, in addition to the candidate's name, ID number and address, information regarding primary occupation, other Board of Directors' participation, education, experience and shareholdings in the company. Information regarding interests with the company's main customers and competitors, as well as shareholders who own more than 10% in the company. Declarations shall be sent to the office of Eik fasteignafélag hf. at Smáratorg 3, 201 Kópavogi, or by email to stjornun@eik.is.

9. Election of three representatives to the nomination committee (agenda item 10)

The Board of Directors proposes that the current members of the Nomination Committee **1)** Anton Reynir Hafdisarson, **2)** Íris Björk Hreinsdóttir and **3)** Sigrún Ragna Ólafsdóttir, be elected to the Company's Nomination Committee. Further information on the nominated individuals is set out in the Icelandic original proposals.

Shareholders shall also have the right to submit proposals for candidates, which must be delivered in writing to the Board of Directors at least 10 days prior to the Annual General Meeting. If more than three candidates are nominated, an election shall be held at the Annual General Meeting.

The logo for EIK, consisting of the letters 'EIK' in white, bold, sans-serif font, centered within a solid black square.

10. Election of authorised auditors or auditing firm (agenda item 11)

The Board of Directors proposes to the annual general meeting of the company that Deloitte ehf. shall be elected as the company's auditor for the next year, and it engaged on market terms. This reflects the proposals of Eik fasteignafélag hf.'s audit committee.

11. Authorisation to buy back shares (agenda item 12)

The Board of Directors proposes the following:

"The Company is authorised to acquire its own shares up to a maximum of 10% of the issued share capital in accordance with Section 55 of the Act on Public Limited Liability Companies No. 2/1995, for the purpose of (i) facilitating market making in the Company's shares and/or (ii) establishing a formal buyback programme pursuant to Article 5 of Regulation (EU) No. 596/2014 of the European Parliament and of the Council, as implemented in Iceland, cf. Act No. 60/2021 on Measures Against Market Abuse, as well as Commission Delegated Regulation No. 2016/1052, with regard to regulatory technical standards for the conditions applicable to buy-back programmes and, as applicable, rules No. 1290/2025 on Measures Against Market Manipulation. This authorisation shall be valid for 18 months from its approval.

Payment for the purchased shares shall not be higher than the amount of the last independent transaction or highest existing purchase bid on Nasdaq Iceland, whichever is higher. A higher purchase price shall, however, be permitted if they are made by a market maker, for the purposes of Act No. 115/2021 on the Market for Financial Instruments or based on a buy-back programme or stabilisation for the purposes of Regulation No. 596/2014 of the European Parliament and of the Council, cf. Act No. 60/2021 on Measures Against Market Abuse.

Eik fasteignafélag hf. Board of Directors