

The Board of Directors' proposal regarding long-term incentive program 2024 (item 15)

The Board of Directors of BIMobject AB (the "**Company**") proposes that the General Meeting pass a resolution on the implementation of a long-term incentive program 2024 ("**LTIP 2024**") in accordance with the following.

LTIP 2024 consists of a series, 2024:1, and shall be transferred to employees in the Company during the spring of 2024.

A.1 Issue of warrants, series 2024:1 A (For transfer to participants)

The Board of Directors of the Company proposes that the General Meeting resolve to carry out a private placement in respect of not more than 5,000,000 warrants of series 2024:1, entailing an increase in the share capital of not more than SEK 55,000 if the private placement is fully taken up.

A.2 The resolution under items A.1 shall otherwise be governed by the following terms and conditions.

1. The right to subscribe for the warrants shall, with derogation from the shareholders' pre-emption rights, vest in the Company, with right and obligation to transfer the warrants to employees in the Company in accordance with below. No oversubscription is allowed.
2. The reason for the derogation from the shareholders' pre-emption rights is to implement an incentive programme through which employees in the Company shall be able to become long-term owners and participate in and work for a positive growth of value of the Company's share for the period that the program covers, and to ensure that the Company can keep and recruit qualified and motivated personnel.
3. The warrants shall be issued at no consideration.
4. Subscription for the warrants shall take place on the same day as the date of the resolution to issue warrants. The Board of Directors shall be entitled to extend the subscription period. The company shall be entitled to offer current employees to purchase warrants from leaving employees, under the circumstances that it takes place during the same year as the program was originally launched.
5. Each warrant entitles the holder to subscribe for one new share in the Company.
6. The warrants may be exercised for subscription of new shares during the following periods:
 - i) Commencing on 24 May 2027, up to and including 24 August 2027 for series 2024:1
7. The subscription price per share shall be calculated in accordance with the

following:

- i) For warrants of series 2024:1, the subscription price per share shall correspond to 125 percent of the volume weighted average price according to Nasdaq First North Growth Market's official price list for the share during the 10 trading days that directly follows 24 May 2024 (the "Measurement Period 2024:1"), however, at least SEK 0.011.
8. Any share premium shall be transferred to the unrestricted premium reserve.
9. The shares subscribed for based on the warrants shall carry a right to participate in dividends for the first time on the next record date for dividends, which occurs after subscription is completed.
10. Other terms and conditions for series 2024:1 are available at BIMobject's Investor site (<http://investors.bimobject.com>)

B.1 Approval of transfer of warrants series 2024:1

1. The Board of Directors proposes that the General Meeting approves the Company's transfer of warrants of series 2024:1 ("LTIP Instruments 2024:1") in accordance with the following.
2. The right to acquire LTIP Instruments 2024:1 from the Company shall vest in two categories of participants (the "Participants") in accordance with the table below.
3. Initially, each Participant will be offered to acquire LTIP Instruments 2024:1 in accordance with the table set out below. Any remaining LTIP Instruments 2024:1 may be allotted to other Participants on a pro rata basis between the categories.

| Category | Number of Participants | Total number of LTIP Instruments 2024:1 |
|--|-------------------------------|--|
| CEO and senior executives ("Category A") | Max. 11 | 3.000.000 warrants |
| Key employees ("Category B") | Max. 60 | 2.000.000 warrants |

4. Allotment requires that the LTIP Instruments 2024:1 can be legally acquired and that, in the Board of Director's opinion, such acquisition can take place using a reasonable amount of administrative and financial resources.
5. Application for acquisition of LTIP Instruments 2024:1 shall take place no later than two (2) business days after the Measurement Period 2024:1. The Board of Directors is

authorised to extend the application period.

6. Warrants of series 2024:1 held by the Company that are not transferred to Participants, or that are repurchased from Participants, may be sold to existing employees or may be cancelled through a decision by the Board of Directors. The cancellation shall be notified to the Swedish Companies Registration Office.

C.1 Transfer of warrants series 2024:1

1. The warrants of series 2024:1 shall be transferred on market terms at a price (premium) based on an estimated market value of the warrants that has been calculated by an independent valuation institute using the Black & Scholes valuation model.
2. The value for warrants of series 2024:1 has preliminary been calculated to SEK 0.65 per warrant based on a share price of SEK 3.4, a subscription price per share of SEK 4.25, a term of 3 years, a risk free interest rate of +3 percent and a volatility of 35 percent.
3. The preliminary calculation above assumes that no dividends are paid to shareholders during the warrant's term, or that such dividends are fully compensated for by recalculation in accordance with market practice.
4. The final valuation of the warrants of series 2024:1 takes place in connection with the Participants's acquisition of the warrants and will be based on market conditions at that time.
5. The Company reserves the right to repurchase warrants of series 2024:1 if the Participant's employment with the Company is terminated or if the Participant in turn wishes to transfer warrants of series 2024:1. The warrants of series 2024:1 A shall otherwise be governed by market terms.

D.1 Other matters in relation to the LTIP 2024

1. Costs

The warrants series 2024:1 shall be transferred on market terms and will be subsidised with approx 40% net after tax. The subsidy will be paid out in 3 rounds during the period of the program. In total, this can lead to costs for LTIP 2024 of approximately SEK 3.4 million, including social security costs.

2. Effect on important key ratios

Given the above assumptions regarding costs, and that LTIP 2024 was introduced in 2023 instead, it is estimated that the key figure earnings per share for full year 2023 would have decreased from -0.12 SEK to -0.13 SEK, based on the average number of shares outstanding. Correspondingly, shareholders' equity per share would have been unchanged at SEK 1.45, based on the number of shares outstanding as end-of-year.

3. Dilution of existing shares and votes

Based on the number of shares and votes outstanding in the Company, the LTIP 2024 implies, upon exercise of all 5,000,000 warrants, a full dilution corresponding to approximately 3.5 percent of the total number of shares and votes outstanding in the Company, however, subject to the recalculation of the number of shares that each warrant entitled to subscribe for that may occur as a result of certain issues etc. The guideline for the Company is to maximum reach a 10 percent dilution including all relevant programs, calculated on a fully diluted base. The maximum current dilution, including 2024 and excluding LTIP 2019 which expires 31st of May 2024 and LTIP 2021:A which expires 4th of August 2024, is approximately 8.60 percent.

4. Calculation of the market value of the warrants

An independent valuation institute makes a calculation of the value of the warrants applying the Black & Scholes valuation model.

5. Other share-related incentive programs

The Company's share-related incentive programs are described on the Company's website, <https://investors.bimobject.com/en/governance/#tab--incentive-programs>

6. Authorizations for the Board of Directors

The General Meeting authorises the Board of Directors to execute the resolutions above. In addition, the Board of Directors, or a person appointed by the Board of Directors, shall be authorised to make minor adjustments to the resolutions above that may be necessary in connection with the registration with the Swedish Companies Registration Office and Euroclear Sweden AB, respectively.

7. The background and rationale for the proposal

The Board of Directors wishes to implement an incentive programme through which employees in the Company shall be able to become long term owners and participate in and work for a positive growth of value of the Company's share for the period that the program covers, and to ensure that the Company can keep and recruit qualified and motivated personnel.

8. Preparation of the proposal

The basis for the LTIP 2024 has been prepared by the Board of Directors of the Company. The work has been supported by external advisors and has been made in consultation with shareholders. The Board of Directors has thereafter decided to present this proposal for the General Meeting. Except for the staff that have prepared the matter upon instruction from the Board of Directors, no employee that may be a Participant of the program has participated in the preparations of the program's terms.

9. Majority requirements

The AGM's resolution in accordance with items A - D shall be seen as one resolution and is thereby conditional upon each other. The resolution by the General Meeting regarding the implementation of the LTIP 2024 in accordance with the above requires that shareholders representing not less than nine-tenths of the votes cast as well as the shares represented at the General Meeting approve the resolution.