

The nomination committee's reasoned statement on its proposal for members of the board of directors in Q-linea AB (publ) and report on how the nomination committee has conducted its work

Nomination committee composition

The nomination committee ahead of the annual general meeting 2021 in Q-linea AB (publ) was established by the chairperson of the board contacting the three largest shareholders as per 1 September 2020 and offering them the opportunity to appoint one member each to the nomination committee.

The nomination committee has consisted of representatives of the three largest shareholders. Nexttobe AB appointed Erika Kjellberg Eriksson, Investment AB Öresund appointed Öystein Engebretsen and Swedbank Robur Fonder appointed Ulrik Grönvall. At the first meeting of the nomination committee, Öystein Engebretsen was appointed chairperson of the nomination committee.

Report on the nomination committee's work ahead of the annual general meeting 2021

The nomination committee has held two minuted meetings. Its members have also had regular contact and additional dialogues by telephone between the meetings.

The nomination committee has reviewed the board's evaluation of its work through interviews with the chairperson and the majority of the board members, and the evaluation shows a good result. The result of the evaluation has been presented in its entirety for the nomination committee and has thus been accounted for in a satisfactory manner. The nomination committee has also discussed the committee's work with the company's CEO, Jonas Jarvius. The nomination committee has noted that the board members have a high attendance at meetings and that they are well prepared for the board's meetings.

The chairperson of the board has informed the nomination committee of the diversity policy that applies to the company which corresponds with the Swedish Corporate Governance Code, rule 4.1.

The nomination committee has dealt with all the issues that the committee shall examine according to the Swedish Corporate Governance Code as outlined in below motivation.

Furthermore, the nomination committee has, in order to enable the company to fulfil its information obligations towards shareholders, informed the company about how the nomination committee's work has been conducted and about the proposals that the nomination committee has decided to put forward.

Motivation of proposal to board of directors

The nomination committee motivates its proposal to board of directors as follows.

The nomination committee has in the assessment of appropriate size and appropriate composition of the board considered the competence and experience of individual

members and especially valued how the members complement each other and that the board jointly possesses the required width in terms of both background and competence.

The nomination committee has especially considered the demands that will be placed on the board given the company's operations, development and other conditions and also taken into account the value of both continuity and renewal among the board members. Independence matters have been considered as well as the pursuit of gender balance.

Based on the information regarding the board of directors' work that the nomination committee has taken part of, the nomination committee deems that the board is functioning well and as a whole possesses broad competence and experience relevant to the company's operations and the different geographical markets in which the company operates.

The nomination committee has considered the appropriate size of the board and assessed that seven members is an appropriate size in relation to the company's operations and strategy. All board members have declared themselves available for re-election and the nomination committee has assessed that it is important to value continuity in the board.

In light of the above, the nomination committee has proposed that the number of board members shall be seven and proposed re-election of Erika Kjellberg Eriksson, Marianne Hansson, Hans Johansson, Mats Nilsson, Marcus Storch, Per-Olof Wallström and Mario Gualano. According to the nomination committee's assessment, they possess a solid competence and experience. Erika Kjellberg Eriksson has been proposed to chair the board.

To summarize, the proposed board is deemed to fulfil the set requirements and to be appropriate with respect to the company's operations, objectives, development stage and other conditions. The nomination committee has considered that gender balance shall be sought on the board. The nomination committee has applied the diversity policy applicable to the company in preparing its proposal.

In order to assess whether the proposed directors are considered independent of the company and its management and major shareholders of Q-linea AB (publ), the nomination committee has obtained information about the proposed board members. The nomination committee has deemed that Erika Kjellberg Eriksson and Per-Olof Wallström shall be considered as independent of the company and its management but not independent of the company's major shareholders. Furthermore, the nomination committee has deemed that Mats Nilsson shall be considered as dependent of the company and its management but independent of the company's major shareholders. The other proposed directors are considered independent in relation to the company, its management and major shareholders.

Uppsala in April 2021

Nomination committee for Q-linea AB (publ)