

The nomination committee's proposal for Q-linea's annual general meeting 2022

The nomination committee for Q-linea, reg. no. 556729-0217 ("**Q-linea**" or the "**Company**"), has been appointed in accordance with the principles adopted by the 2021 annual general meeting and consists of Öystein Engebretsen (Investment AB Öresund, chairperson of the nomination committee), Erika Kjellberg Eriksson (Nexttobe AB, chairperson of the board of directors) and Ulrik Grönvall (Swedbank Robur Fonder). In accordance with the principles adopted by the annual general meeting 2021, the nomination committee presents the following proposals to Q-linea's annual general meeting on 24 May 2022.

Chairperson of the annual general meeting

The nomination committee proposes that attorney (Sw. advokat) Mattias Prage shall be elected chairperson of the annual general meeting.

Number of board members and auditors

The nomination committee proposes that the number of board members elected by the annual general meeting shall be seven members, and no deputy directors.

The nomination committee proposes that a registered accounting firm be elected as auditor in the Company, and that no deputy auditor is appointed.

Election of board members and chairperson of the board of directors

The nomination committee proposes re-election of board members Erika Kjellberg Eriksson, Marianne Hansson, Hans Johansson, Mats Nilsson, Mario Gualano and Per-Olof Wallström, and to elect Nina Korfu-Pedersen for a term of office until the end of the next annual general meeting. Furthermore, the nomination committee proposes Erika Kjellberg Eriksson to be re-elected as chairperson of the board of directors.

Board member Marcus Storch has informed the nomination committee that he is not available for re-election to the board of directors.

Nina Korfu-Pedersen, born 1973, is currently Chief Transformation Officer for control & staff functions at SEB where she also has had roles as SEB's CFO and global manager for operations & staff functions with a managerial responsibility for 2,500 employees. She has long experience of leading major change initiatives globally, operationally and strategically in different industries and roles, both in the consulting industry and in line manager roles. She has more than 15 years of experience in international leadership roles. Nina holds a master exam from Handelshöyskolen BI (Norway) and a Master of Arts in International Relations from University of Reading (UK). Nina Korfu-Pedersen is independent in relation to the company, the company's executive management and its major shareholders.

The nomination committee's assessment is that the board's composition complies with the independency requirements in the Swedish Corporate Governance Code (the "**Code**", Sw. Svensk kod för bolagsstyrning). The nomination committee's reasoned statement and information regarding the proposed board members can be read in a separate document which is available on the Company's website www.qlinea.com.

Remuneration to the board

The nomination committee has during its preparation evaluated previously decided remuneration levels for board members in relation to remuneration levels in comparable companies. Taking into account such review, the nomination committee has proposed that the remuneration level for the board members and the chairperson should be increased slightly in relation to the previous year. It is proposed that remuneration per member and assignment in

the remuneration committee remain unchanged while the remuneration for assignment in the audit committee is increased slightly.

The nomination committee proposes that board's remuneration for the time until the next annual general meeting should amount to the following (the remuneration for the current year is stated in brackets):

- The chairperson of the board: SEK 440,000 (420,000)
- The other members of the board: SEK 220,000 (210,000)
- The chairperson of the audit committee: SEK 90,000 (80,000)
- The other members of the audit committee: SEK 45,000 (40,000)
- The chairperson of the remuneration committee: SEK 40,000 (40,000)
- The other members of the remuneration committee: SEK 20,000 (20,000)

Erika Kjellberg Eriksson announces that no remuneration will be paid to her in case she is elected in accordance with the nomination committee's proposal.

The proposal entails a total remuneration to the board in the amount of SEK 1,450,000 (1,380,000) (i.e. no remuneration is to be paid to Erika Kjellberg Eriksson in accordance with the above). This also means that additional remuneration may be paid if other persons are elected.

Remuneration to auditors

The nomination committee proposes that the remuneration to the auditor shall be paid in accordance with approved invoice.

Election of auditor

The nomination committee proposes, in accordance with the recommendation from the audit committee, that the accounting firm Öhrlings PricewaterhouseCoopers AB be re-elected as the Company's auditor for a term of office that extends until the end of the next annual general meeting. Öhrlings PricewaterhouseCoopers AB has informed that the authorized accountant Lars Kylberg remains as auditor in charge.

Establishment of a nomination committee and nomination instructions

The nomination committee proposes that the annual general meeting resolves to establish a nomination committee and to adopt instructions for the work of the nomination committee for the 2023 annual general meeting in accordance with the principles as set out below.

Principles for the appointment of the members of the nomination committee

The board's chairperson is mandated by the general meeting to contact the three largest shareholders according to Euroclear's transcript of the share register as per 1 September 2022, each of whom has the right to appoint one member of the nomination committee. Should any of the three largest shareholders not wish to appoint a member of the nomination committee, the fourth-largest shareholder will be approached, and so forth, until the nomination committee consists of three members.

A majority of the nomination committee's members must be independent from the Company and its management. Neither the CEO nor other members of the Company's management may be members of the nomination committee. At least one of the nomination committee's members should be independent from the Company's largest shareholder in terms of votes, or from a group of shareholders that collaborates with regard to the management of the Company. Directors may be members of the nomination committee, but must not constitute a majority of the nomination committee's members.

The members of the nomination committee must be announced on the Company's website no later than six months prior to the annual general meeting.

The term of office for members appointed to the nomination committee continues until a new nomination committee is appointed following the mandate from the next annual general meeting.

The nomination committee shall appoint one of its own members to chair the committee. Neither the chairperson of the board nor any other director may chair the nomination committee.

If a member leaves the nomination committee before its work is completed, and if the nomination committee considers that there is a need to replace this member, the nomination committee shall appoint a new member according to the principles set out above, however based on Euroclear's transcript of the share register as soon as possible after the member has left its position. Changes in the composition of the nomination committee shall be made public immediately.

The assignment of the nomination committee

The nomination committee shall prepare and present proposals regarding the following items for the 2023 annual general meeting:

- a) Election of chairperson for the general meeting,
- b) Determination of the number of directors,
- c) Determination of fees and other remuneration payable to the board and its committees, divided between the chairpersons and other members,
- d) Determination of audit fees,
- e) Election of directors and chairperson of the board,
- f) Election of auditors, and
- g) Principles for the nomination committee's composition and assignment for the 2023 annual general meeting.

When preparing the proposal of resolution on election of board members and the chairperson of the board, the nomination committee shall apply paragraph 4.1 of the Code as a diversity policy. The nomination committee shall also in other respects, when preparing proposals for the 2023 annual general meeting, adhere to the provisions of the Code.

The nomination committee shall in connection with its assignment fulfill its duties which falls on the nomination committee under the Code.

The work of the nomination committee

The nomination committee shall meet as often as is necessary for the nomination committee to fulfil its tasks, however at least once per year. Notices convening meetings are issued by the chairperson of the nomination committee. If a member of the nomination committee requests that the nomination committee shall be convened for a meeting, the request shall be complied with.

The nomination committee is quorate if at least two members are present. Resolutions of the nomination committee shall be adopted by a simple majority of the members present or, in the event of a tied vote, the chairperson shall have the casting vote.

Remuneration

No remuneration shall be paid to the members for their work in the nomination committee. However, any necessary and reasonable expenses incurred in connection with the nomination committee's work shall be borne by the Company.

Shareholders have had the opportunity to submit proposals and views to the nomination committee up until and including 5 April 2022.

Uppsala in April 2022
The nomination committee for Q-linea AB (publ)