

The Nomination Committee's proposals for the Annual General Meeting 2023, including a motivation of the proposed Board

In accordance with the resolution passed at the Annual General Meeting 2022, the Chairman of the Board has convened the largest shareholders of the company based on the number of votes held at the end of August. The shareholders have then appointed members to the Nomination Committee.

The Nomination Committee has consisted of:

Robert Furuhjelm	Cidron 1748 Sarl/Nordic Capital
Tomas Flodén	AMF & AMF Fonder
Pia Gisgård	Swedbank Robur Fonder
Ossian Ekdahl	Första AP-fonden
Helen Fasth Gillstedt	Handelsbanken Fonder

The Chairman of the Board, Magnus Lindquist, has been co-opted to the Committee.

The Nomination Committee's proposals

- Item [] Björn Kristiansson, KANTER Advokatbyrå, is proposed to be appointed Chairman of the Meeting.
- Item [] The Board is proposed to consist of eight (unchanged) Board members with no deputy Board members.
- Item [] Fees to the Board and remuneration for committee work (to Board members elected by the AGM) are proposed to amount to a total of SEK 7,700,000 (7,195,000) which shall be distributed as follows:
- SEK 1,570,000 to the Chairman of the Board (1,525,000)
 - SEK 700,000 to each of the other Board members (680,000)
 - SEK 300,000 to the Chairman of the Audit and Risk Committee (290,000)
 - SEK 180,000 to each of the other two members of the Audit and Risk Committee (175,000)
 - SEK 95,000 to each of the three members of the Remuneration Committee (90,000)
 - SEK 95,000 to each of the three members of the Transformation Committee (new Committee)

Additional compensation for travel time of SEK 30,000 per physical Board meeting held in Sweden is proposed to be paid to Michel van der Bel, Debra Davies, Geeta Gopalan and Philip Thomas.

Fee to the auditor is proposed to be paid in accordance with approved invoices.

Item [] It is proposed to re-elect Magnus Lindquist, Michel van der Bel, Hans Larsson, Andreas Näsvik and Ragnhild Wiborg, and to elect Debra Davies, Geeta Gopalan and Philip Thomas, all for the period until the conclusion of the next Annual General Meeting.

Andrés Rubio has been appointed CEO and will leave the Board. Liv Fiksdahl and Magdalena Persson have declined re-election.

The Nomination Committee further proposes to re-elect Magnus Lindquist as Chairman of the Board, for the period until the conclusion of the next Annual General Meeting.

Item [] It is proposed to re-elect the audit firm Deloitte AB, with Patrick Honeth as auditor-in-charge, for the period until the conclusion of the next Annual General Meeting.

Motivated opinion regarding the proposed Board of Directors

As basis for the Nomination Committee's proposal, the Chairman of the Board has presented an overview of the company's operations, targets and strategies and the work of the Board during the recent year. The outcome of the Board's annual evaluation of its work has been presented to the Nomination Committee. The Nomination Committee has held numerous meetings and has held individual meetings with several Board members, as well as with the CEO.

Andrés Rubio has been appointed CEO and will leave the Board. Liv Fiksdahl and Magdalena Persson have declined re-election. All other members have declared themselves available for re-election.

The Nomination Committee has evaluated to what extent the current Board meets the demands placed upon it, inter alia in terms of relevant experience and expertise in relation to the company's operations, current position and long-term needs. The Committee has specifically focused on the transformation program that is being implemented and what requirements that places on the Board. The Nomination Committee deems it desirable to further strengthen the Board with experience from leading roles in the servicing and/or financial sector. Furthermore, additional investment competence is required since Andrés Rubio leaves. It is desirable that new Board members have solid international experience.

Supported by a recruitment firm, the Nomination Committee has searched for individuals with the required skills and has interviewed the most relevant candidates. After evaluating these, the Nomination Committee has concluded that Debra Davies, Geeta Gopalan and Philip Thomas best meet the agreed criteria.



The Nomination Committee thus proposes re-election of Magnus Lindquist, Michel van der Bel, Hans Larsson, Andreas Näsvisk and Ragnhild Wiborg, and to elect Debra Davies, Geeta Gopalan and Philip Thomas as new Board members. It is also proposed to re-elect Magnus Lindquist as Chairman of the Board.

The requirement for diversity and variety of the Board has been considered and the Nomination Committee has strived for an equal gender distribution. The Nomination Committee notes that 37.5 per cent of the proposed Board members are women (unchanged). The Nomination Committee has as diversity policy applied rule 4.1 in the Swedish Corporate Governance Code. An assessment has also been made in respect of each member's ability to devote sufficient time and commitment to the Board engagement. The Nomination Committee considers that the proposed Board together possesses the breadth, competence and experience required considering the company's operations, development phase, long-term needs and other relevant circumstances.

The Nomination Committee considers that Andreas Näsvisk is not independent in relation to Nordic Capital Fund VIII, the principal owner of the company, but independent in relation to the company and the company management. All other proposed Board members are deemed to be independent in relation to both the company and the company management and to the company's major owners.

The Board has instituted a new committee, the Transformation Committee. Adjusted for that change, the Board's remuneration is proposed to be increased with slightly less than three percent.

Further information about the proposed Board members are available at www.intrum.com.

Stockholm in March 2022

The Nomination Committee of Intrum AB (publ)