

**Minutes kept at the Annual General Meeting of
Intrum AB (publ), reg. no. 556607-7581, 27 April
2023, at 2.00 pm in Nacka**

§1

Opening of the meeting

The Annual General Meeting (the AGM) was opened by the Chairman of the Board of Directors, Magnus Lindquist.

§2

Election of Chairman

The AGM resolved, in accordance with the Nomination Committee's proposal, to appoint Björn Kristiansson, Kanter Advokatbyrå, as Chairman of the AGM.

The Chairman informed that the company's General Counsel, Niklas Lundquist, had been assigned to keep the minutes.

The Chairman reminded that the names of persons making statements at the AGM may be included in the minutes, which will be published on Intrum's website. The AGM approved this procedure. The AGM approved a number of persons to attend the AGM as guests. The Chairman informed that the shareholder representatives Rickard Poppelman and Jesper Ågren have informed that certain of their principals will vote against or abstain from voting in certain of the Nomination Committee's and Board of Director's proposals in accordance with what has been notified to the company in advance.

§3

Preparation and approval of the voting list

The AGM approved the list of present shareholders, representatives and assistants appended hereto as appendix 1 to serve as voting list of the AGM.

§4

Approval of the agenda

The AGM resolved to approve the agenda as proposed by the Board of Directors.

§5

Election of one or two persons to sign the minutes, and to count votes

The AGM resolved that the minutes should be approved by, in addition to the Chairman, Oskar Börjesson and Jesper Ågren, who also should count votes if needed.

§6

Determination as to whether the meeting has been duly convened

It was concluded that the notice convening the AGM was published within the prescribed time according to the articles of association by press release and publication on the company's website on 27 March 2023 and by publication in *Post- och Inrikes Tidningar* and notice in *Svenska Dagbladet* on 30 March 2023. The AGM concluded that the it had been duly convened.

§7a

Statement by the Chairman of the Board regarding the Board's and the Committee's work

The Chairman of Board Magnus Lindquist presented the Board's, the Remuneration Committee's and the Transformation Committee's work during 2022. Ragnhild Wiborg presented the Audit and Risk Committee's work during 2022.

§7b

Speech by the CEO

The CEO Andrés Rubio informed about material events during 2022 and the first quarter 2023, and responded to questions from the shareholders.

Aktiespararna's representative Leo Gillholm questioned the Company's routine to ask shareholders to provide ID at the entrance to the AGM.

§8

Submission of the annual accounts and the Auditor's report, and consolidated accounts and Auditor's report on the consolidated accounts, for the financial year 2022

The annual and consolidated accounts for the financial year 2022 and the Auditor's report for the Company and the consolidated accounts for the same period were submitted.

The auditor Patrick Honeth, Deloitte AB, gave presented the auditor's work during 2022 and presented the Auditor's Report.

§9

Resolution on the adoption of the profit and loss statement and balance sheet and the consolidated profit and loss statement and consolidated balance sheet

The AGM resolved to adopt the balance sheet per 31 December 2022 and profit and loss statement for the financial year 2022 included in the annual report, regarding the company as well as the Intrum Group.

§10

Resolution on appropriation of profit

The Chairman presented the Board of Director's and the CEO's proposal regarding the appropriation of the Company's profit.

The Board of Directors' motivated statement in accordance with chapter 18, section 4 of the Swedish Company's Act regarding the proposed dividend was submitted.

The AGM resolved that the earnings at the disposal of the AGM, in total SEK 6,463,586,032 should be appropriated so that SEK 13.50 per share, in total SEK 1,627,248,623, is distributed to the shareholders through two instalments and that the remaining balance of SEK 4,836,337,409 is carried forward. It was further resolved that 2 May 2023 and 1 November 2023 should be the record days for the dividend.

The Chairman informed that the dividend is expected to be paid out on 5 May 2023 and on 6 November 2023.

§11

Resolution on discharge for the members of the Board and the CEO from liability for the administration of the company during 2022

The AGM resolved to discharge the members of the Board and the CEOs from liability for the administration of the company during the financial year 2022. It was noted that present members of the Board and the CEO did not participate in the resolution with respect to themselves and that shareholders with 2,028 votes abstained from voting. It was noted that all other shareholders voted in favour of the proposal.

§12

Report on the work of the Nomination Committee and resolution on the number of Board members

Pia Gisgård, member of the Nomination Committee, gave a report of the Nomination Committee's work prior to the AGM and presented the Nomination Committee's proposals.

The AGM resolved, in accordance with the Nomination Committee's proposal, that the Board shall consist of eight (8) ordinary Board members.

§13

Determination of remuneration to the members of the Board of Directors and fees to the Auditor

The AGM resolved, in accordance with the Nomination Committee's proposal, to determine the remuneration to the Board of Directors and for Committee work to a total of SEK 7,700,000 which shall be distributed as follows:

- SEK 1,570,000 to the Chair of the Board
- SEK 700,000 to each of the other Board members
- SEK 300,000 to the Chair of the Audit and Risk Committee
- SEK 180,000 to each of the other two members of the Audit and Risk Committee
- SEK 95,000 to each of the three members of the Remuneration Committee
- SEK 95,000 to each of the three members of the Transformation Committee

An additional compensation for travel time of SEK 30,000 per physical board meeting held in Sweden shall be remunerated to the proposed Board members Michel van der Bel, Debra Davies, Geeta Gopalan and Philip Thomas.

The AGM further resolved, in accordance with the Nomination Committee's proposal that fees to the Auditor shall be paid in accordance with approved invoices.

§14

Election of the Board members and Chairman of the Board

The AGM resolved, in accordance with the Nomination Committee's proposal, 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 as new Board members, all for the period until the conclusion of the next AGM. The AGM resolved, in accordance with the Nomination Committee's proposal, to re-elect Magnus Lindquist as Chairman of the Board.

§15

Election of Auditor

The AGM resolved to elect Deloitte AB as Auditor for the period until the conclusion of the next AGM.

§16

Approval of the Remuneration Report

The AGM approved the Board of Directors' remuneration report.

§17

Resolution regarding guidelines for remuneration and other terms of employment for key executives

The Chairman presented the Board of Directors' proposal regarding guidelines for remuneration and other terms of employment for key executives.

The AGM resolved to approve the Board of Directors' proposal regarding guidelines for remuneration and other terms of employment for key executives according to appendix 2.

§18

Resolution regarding long-term incentive programme for 2023 and transfer of shares in accordance with the programme

The Chairman of the Board Magnus Lindquist presented the Board's proposal for a long-term incentive program and the acquisition and transfer of shares according to the program.

(a) establishing a performance-based long-term incentive program for 2023

The AGM resolved to approve the Board of Directors' proposal on a long-term incentive programme for 2023, in accordance with appendix 2.

(b) acquisition of own shares

The Board of Directors' motivated statement in accordance with chapter 19, section 22 of the Swedish Company's Act regarding the proposed acquisition of shares was submitted.

The AGM resolved, with the required majority, to authorise the Board of Directors to, during the period until the next Annual General Meeting, on one or more occasions, make a decision on the acquisition of shares in the company according to appendix 2. It was noted that owners with 26,021 votes voted against the proposal and that all other shareholders voted in favour of the proposal.

(c) transfer of own shares to the participants

The AGM resolved, with the required majority, to transfer own shares to the participants in the incentive program according to appendix 2. It was noted that owners with 26,021 votes voted against the proposal and that all other shareholders voted in favour of the proposal.

(d) transfer of own shares on a regulated market

The AGM resolved, with the required majority, to authorize the Board of Directors to, during the period until the next AGM, decide on the transfer of own shares in the company according to

appendix 2. It was noted that owners with 26,021 votes voted against the proposal and that all other shareholders voted in favour of the proposal.

(e) share swap agreement with a third party

The Chairman concluded that since the AGM had approved the Board of Director's proposals under 18 b-d, a decision regarding share swap agreements was not required.

§19

Authorisation for the Board to resolve on acquisition and transfer of own shares

The Chairman presented the Board of Directors' proposal on authorisation for the Board of Directors to resolve on acquisition and transfer of own shares.

The Board of Directors' motivated statement in accordance with chapter 19, section 22 of the Swedish Company's Act regarding the proposal on acquisition of own shares was submitted.

The AGM resolved, with required majority, to approve the Board of Directors' proposal, according to appendix 2. It was noted that shareholders with 75,133 votes voted against the proposal and that shareholders with 347 votes abstained from voting but that all other shareholders voted in favour of the proposal.

§20

Authorisation for the Board to resolve on issue of shares

The Chairman presented the Board of Directors' proposal on authorisation for the Board of Directors to resolve on issue of new shares of up to 20 % of the Company's outstanding shares.

The AGM resolved, with required majority, to approve the Board of Directors' proposal, according to appendix 2. It was noted that shareholders with 3,281,008 votes voted against the proposal and that shareholders with 37,676 votes abstained from voting.

Aktiespararna Direktavkastning, Folksam LO Sverige, Folksam LO Västfonden, Livförsäkringsaktiebolaget Skandia, Skandia Balanserad, Skandia Försiktig, Skandia Sverige Exponering, Swedbank Robur Aktiefond Pension, Swedbank Robur Transfer 90, Sven Eric Ingblom, Kent Ek, Lars Malmberg, Håkan Persson and Hans-Ingvar Tidekrans also voted against the proposal.

§21

Conclusion of the Annual General Meeting

It was concluded that there were no further items on the agenda and the Chairman declared the meeting closed.

At the minutes

Approved

Niklas Lundquist

Björn Kristiansson
Oskar Börjesson
Jesper Ågren