

The nomination committee's proposals and reasoned statement for decisions at the extraordinary general meeting of Cint Group AB (publ) to be held on 1 February 2022

The nomination committee

According to the principles resolved by the annual general meeting held on 5 February 2021, the nomination committee was composed on the basis of the ownership status of Cint Group AB (publ) (“**Cint**” or the “**Company**”) at the end of the last trading day in August 2021. Thus, the nomination committee consists of Robert Furuhjelm, chair, appointed by Nordic Capital, Jan Dworsky, appointed by Swedbank Robur, Emma Viotti, appointed by Handelsbanken Fonder and Niklas Savander in the capacity of chair of the board of Cint. The nomination committee has applied the requirements set out in the Swedish Corporate Governance Code (the “**Code**”) and the instructions for the nomination committee resolved by the annual general meeting 2021.

All decisions below by the nomination committee have been unanimous.

Proposals of the nomination committee

The number of board members

Proposal

The nomination committee proposes that, for the period until the end of the next annual general meeting, the board of directors shall consist of nine members elected by the general meeting. The proposal entails an increase of the number of board members elected by the general meeting from seven to nine.

Reason

According to Cint’s articles of association, the board of directors shall consist of not less than five and not more than ten directors without any deputy directors. The annual general meeting 2021 decided that the number of board members should be seven. The nomination committee proposes an increase in the number of board members in order to allow election of two additional board members.

Members of the board of directors and chair of the board of directors

Proposal

Patrick Comer and Carl Sparks are proposed as new members of the board of directors, for the period until the end of the next annual general meeting.

Patrick Comer is proposed to be elected, and to thereby replace Niklas Savander, as chair of the board of directors. Niklas Savander will continue as board member.

Upon the election of Patrick Comer and Carl Sparks, the board of directors will thus consist of Patrick Comer (chair), Cecilia Qvist (vice chair), Carl Sparks, Niklas Savander, Daniel Berglund, Rickard Torell, Kaveh Rostampor, Antonia Brandberg Björk and Anna Belfrage, for the period until the end of the next annual general meeting.

Reason

Patrick Comer is the founder and CEO of Lucid Holdings, LLC, which was acquired by Cint on 29 December 2021, and has several years of experience from the digital insights industry. Patrick Comer will contribute to the board of director’s work with his competence regarding the digital insight industry in general, as well as his competence regarding and experience of managing Lucid Holdings, LLC.

Carl Sparks is Managing Partner at Interlock Partners and has several years of investing experience. He is, *inter alia*, a board member of three technology companies, including Lucid Holdings, LLC, which was acquired by Cint on 29 December 2021. Carl Sparks will contribute to the board of director’s work with his

competence regarding corporate development and strategic value creation from his investing experience, as well as his competence regarding and experience of managing Lucid Holdings, LLC.

The goal has been to provide the board of directors with the overall competence and experience required to lead the Company's operations. The nomination committee has aimed to further strengthen the industrial, operational experience in the board of directors. In particular, the strategy, objectives and the requirements that the future development of Cint after the acquisition of Lucid Holdings, LLC will impose on the board of directors have been observed. The nomination committee is of the opinion that the new composition of the board of directors proposed to the extraordinary general meeting represent a good breadth in terms of industry, market and financial expertise. Furthermore, the nomination committee has concluded that the proposed board of directors meets applicable requirements regarding independence. The nomination committee has also taken section 4.1 of the Code into consideration and the nomination committee's ambition is that the proportion of female board members shall be further increased and, over time, be in line with the recommendations in the Code.

Proposed members' independence according to the Code

Patrick Comer is, in the opinion of the nomination committee, considered as dependent in relation to the Company and the management of the Company and independent in relation to the major shareholders of the Company.

Carl Sparks is, in the opinion of the nomination committee, considered as independent in relation to the Company and the management of the Company and independent in relation to the major shareholders of the Company.

Detailed information about Patrick Comer and Carl Sparks, including the nomination committee's assessment of their independence, can be found on Cint's website, www.cint.com.

Remuneration for the members of the board of directors

The nomination committee proposes that the board fee for Patrick Comer shall be EUR 75,000 on an annual basis, calculated pro rata for the remainder of the period until the next annual general meeting, which corresponds to the current fee of EUR 75,000 for the chair of the board.

The nomination committee proposes that the board fee for Carl Sparks and Niklas Savander shall be EUR 25,000 on an annual basis, calculated pro rata for the remainder of the period until the next annual general meeting, which corresponds to the current base fee of EUR 25,000 for the other members of the board of directors who are not chair and vice chair (with the exception of Daniel Berglund and Rickard Torell who receive a lower fee of EUR 10,000).

The nomination committee proposes that if Patrick Comer or Carl Sparks is appointed by the board of directors as members of the Company's committees the remuneration for committee work shall be paid in accordance with the current base fee for the chair or members of the committees resolved by the annual general meeting 2021, as applicable. The remuneration shall be calculated pro rata for the remainder of the period until the next annual general meeting from the date of the member's election as a member of the committee.

* * *

Stockholm, January 2022
Cint Group AB (publ)
The nomination Committee