

## **The nomination committee's work, proposals and reasoned statement for decisions at the annual general meeting of Cint Group AB (publ) on 29 April 2026**

### **The nomination committee**

According to the principles resolved by the annual general meeting held on 17 May 2022, the nomination committee is composed of representatives of the three largest shareholders in Cint Group AB (publ) ("Cint" or the "Company") in terms of votes, who are registered in the share register maintained by Euroclear Sweden AB as of the last trading day in August each year and the chair of the board of directors (co-opted member without voting rights). Thus, the nomination committee consists of Daniel Ströbeck (chair), appointed by Bolero, Anna Henricsson, appointed by Handelsbanken Fonder, Anna Magnusson, appointed by Fjärde AP-fonden and Anna Belfrage in the capacity of chair of the board of Cint (co-opted member). 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 2022.

All decisions below by the nomination committee have been unanimous by the ordinary members.

### **The nomination committee's work ahead of the annual general meeting 2026**

The nomination committee has had two meetings where minutes were kept ahead of the annual general meeting 2026 (the "AGM") and in addition thereto had two meetings where no minutes were kept as well as ongoing contacts. The nomination committee has conducted a board evaluation and individual interviews with the board of directors. The chair of the board has not been present at the interviews with the other board members. Shareholders have had the possibility to make proposals and suggestions for candidates to the board of directors. No proposals or suggestions to the nomination committee have however been received.

### **Proposals of the nomination committee**

#### ***Proposal regarding chair of the AGM***

##### Proposal

The nomination committee proposes that the attorney Carl Westerberg, or in his absence, the person designated by the nomination committee, is proposed as chair of the general meeting.

##### Reason

Carl Westerberg is suitable to chair the AGM due to, among other things, his broad competence in company law and extensive experience from chairing general meetings for listed companies. Further, Carl Westerberg has previously chaired Cint's general meetings in a competent and successful way.

### ***Proposal regarding the number of board members to be elected at the AGM***

#### Proposal

The nomination committee proposes that six board members are elected.

#### 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 nomination committee considers that the competence that the five board members proposed for re-election possess is relevant and important for the board and the Company. Furthermore, the nomination committee considers that the industrial and operational experience in the board should be further strengthened through election of one new member of the board in accordance with the proposal below. The nomination committee considers that the five board members proposed for re-election, together with the additional new board member proposed for election, have the necessary experience and expertise to lead Cint.

### ***Proposal for election of board members and chair of the board***

#### Proposal

The nomination committee proposes that Anna Belfrage, Donna L. DePasquale, Susanne Ekblom, Carl Sparks, and Mark Simon are re-elected as board members and that Brett Schnittlich is elected as a new board member for the period until the close of the 2027 annual general meeting. Linda Höglund (board member since 2024) has informed the nomination committee that she is not available for re-election at the annual general meeting 2026.

The nomination committee proposes that Anna Belfrage is re-elected as chair of the board of directors for the period until the close of the 2027 annual general meeting.

#### Reason

It is the opinion of the nomination committee that, taking into consideration Cint's business and operations, and the financial circumstances in which the Company operates, the proposed board of directors is composed of a broad and versatile group of knowledgeable and skilled individuals who are motivated and prepared to undertake the tasks required of the board of directors in the Company's international business environment. These proposed members possess, in the opinion of the nomination committee, substantial expertise and experience and will fulfil the requirements regarding independence in relation to the Company, group management and the Company's major shareholders. Such expertise and experience relates to the digital insight industry in Europe and the US, public company financial matters, Swedish practice and compliance matters, sustainability matters and corporate responsibility. The nomination committee has used Section 4.1 of the Code as its diversity policy and has considered the requirements regarding breadth and versatility on the board, as well as the requirement to strive for gender balance. The nomination committee has evaluated the need for diversity within the board and ascertained that the proposed board members represents breadth and versatility in terms of, among other things, knowledge, skills and professional background and that the proposed board members entails gender balance within the board (three men and three women). The nomination committee's assessment is that the proposed new board of

directors has the collective experience and competence required to lead Cint in a successful manner.

The following has been taken in to account in relation to the proposal to elect the new board member:

*Brett Schnittlich* has previously served as COO of the Company and before joining Cint, Brett served as President and board member of Lucid, that was acquired by Cint during 2021. Brett is currently a strategic consultant for the Company's management. Brett is an active board member and advisor across several leading organisations. He serves on the board of dscout, a private equity-backed research technology platform, and advises Medcase, a global health-technology marketplace based in Tel Aviv. As Vice Chairperson of Atheneum, a private equity-owned expert network and insights firm, he also stepped in as Interim CEO during a leadership transition, stabilising operations and helping recruit a new executive team. His extensive experience in corporate governance makes him well suited to the role and will be a valuable asset to the board.

#### Proposed members' independence according to the Code

The nomination committee considers all proposed board members, except Brett Schnittlich, to be independent in relation to the Company and the Company's management. The nomination committee considers all proposed board members to be independent in relation to the Company's major shareholders.

Detailed information about the board members, including the nomination committee's assessment of their independence, can be found on Cint's website, [www.cint.com](http://www.cint.com).

#### ***Proposal for election of external auditor***

##### Proposal

The nomination committee proposes that a registered accounting is elected as the Company's auditor.

The nomination committee proposes, in accordance with the recommendation from the audit committee, that the registered accounting firm Öhrlings PricewaterhouseCoopers AB is re-elected as auditor for the period until the close of the 2027 annual general meeting.

##### Reason

The nomination committee has examined statements and comments from the audit committee regarding proposal for election of external auditor. The audit committee's recommendation is that Öhrlings PricewaterhouseCoopers AB is re-elected as external auditor for Cint. The nomination committee shares the opinion of the audit committee and considers it suitable to propose re-election of Öhrlings PricewaterhouseCoopers AB as external auditor for Cint, since the registered accounting firm is expected to manage the assignment as external auditor in a correct and efficient way.

#### ***Proposal regarding the remuneration of the board of directors and auditor***

##### Proposal

The nomination committee proposes that the fees to be paid to the members of the board of directors elected by the annual general meeting for the period until the close of the 2027 annual general meeting shall be SEK 1,200,000 to the chair of the board of directors and SEK 465,000 to each of the other members of the board of directors.

The nomination committee proposes that additional fees are paid to the members of the audit committee, with SEK 200,000 to the chair of the audit committee and SEK 100,000 to each of the other members of the audit committee for the period until the close of the 2027 annual general

meeting.

The nomination committee proposes that additional fees are paid to the members of the remuneration committee, with SEK 100,000 to the chair of the remuneration committee and SEK 50,000 to each of the other members of the remuneration committee for the period until the close of the 2027 annual general meeting.

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

#### Reason

The nomination committee notes that the board work in Cint is extensive and complex. This makes the work time-consuming and sets high demands on the board members' commitment, accessibility and competence. In order for Cint to be able to recruit and retain adequate competences, it is important to offer remuneration on market levels. The remuneration for a board member in Cint is line with comparable companies, therefore, the proposed board remuneration is considered to be well motivated.

The nomination committee considers that the most appropriate remuneration model for the Company's auditor is that remuneration shall be paid against approved invoice.

#### ***Principles for appointment of the nomination committee and instruction of the nomination committee***

The nomination committee has reviewed current instructions for the nomination committee, which were resolved by the annual general meeting 2022, and has decided that no changes will be proposed.

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Stockholm, March 2026  
Cint Group AB (publ)  
*The nomination committee*