

Other share-based incentive schemes in Cint

Warrant programme Series 2021/2022 and Series 2021/2024

An extraordinary general meeting of the Company held on 19 February 2021 resolved to issue warrants as part of an incentive programme for certain senior executives and key employees of the Group (the “**Participants**”).

In total, the incentive programme comprise up to 19 individuals and not more than 3,546,282 warrants. The increase in the Company’s share capital, assuming full subscription and full exercise of the warrants, will not amount to more than SEK 354,628.2. The maximum number of warrants that may be subscribed by the Participants corresponds to approximately 2.7% of the total number of shares outstanding in the Company at the time of issuance and assuming full exercise of the warrants.

The warrants are issued in two separate series and issued to the Participants at market value. The Participants have subscribed for an equal number of warrants of both series. This number of warrants per Participant and series depends on the Participant’s position and responsibilities within the Group.

Series 2021/2022 comprise up to 1,773,141 warrants that may be exercised during a subscription period being the four week period following the publication of the Company’s interim report for the second quarter of 2022. Each warrant may be exercised to subscribe for one share in the Company during the subscription period.

Series 2021/2024 comprise up to 1,773,141 warrants that may be exercised during a subscription period being the four week period following the publication of the Company’s interim report for the fourth quarter of 2023. Each warrant may be exercised to subscribe for one share in the Company during the subscription period.

The exercise price for Series 2021/2022 will correspond to 125% of the offering price of the Company’s IPO (i.e. SEK 72 (the “**Offering Price**”), but may not be lower than the quotient value of the share. Furthermore, if upon subscription of new shares by exercising the warrants, the average share price of the Company’s share, calculated in accordance with the complete terms and conditions for the warrants, exceeds 173% of the Offering price, a recalculated lower number of shares to which each warrant entitles shall apply.

The exercise price for Series 2021/2024 will correspond to 135% of the Offering Price, but may not be lower than the quotient value of the share. Furthermore, if upon subscription of new shares by exercising the warrants, the average share price of the Company’s share, calculated in accordance with the complete terms and conditions for the warrants, exceeds 213% of the Offering price, a recalculated lower number of shares to which each warrant entitles shall apply.

The complete terms of both warrant series also include customary recalculation provisions, including for dividend payments made prior to the exercise of the warrants.

The Company has reserved the right to repurchase warrants, e.g., if the Participant’s employment with the Company is terminated. Cint’s total costs for the programme during its term are not expected to exceed KEUR 425 (mainly relating to social security

contributions for Participants in jurisdictions where participation in the incentive programme is taxed as earned income).

Share savings programme

An extraordinary general meeting of the Company held on 18 February 2021 resolved to implement a long-term incentive program in the form of a share savings program.

All employees in Cint (approximately 331 at the time) was offered participation in the share savings program. Participation required the employee to make own investments in the Company's shares at market price at Nasdaq Stockholm ("**Savings Shares**"). The maximum investment permitted in Savings Shares was no more than SEK 100,000.

Participants who retain the Savings Shares during the program's term of three years and also remain employed by Cint throughout the whole period will at the end of the period be eligible for free additional shares ("**Matching Shares**"). For each 3 Savings Shares held, 1 Matching Share is awarded. The share saving program is subject to customary recalculation provisions.

Full allotment of Matching Shares mean that the total number of shares under the program will amount to no more than 200,092 shares, corresponding to approximately 0.15% of the total number of shares outstanding in the Company (at the time of the IPO). The cost for the share savings program will be accounted for in accordance with IFRS 2 – Share-Based Payments, and Cint's total cost for the share savings program is not expected to exceed approximately KEUR 1,445, assuming that 100% of the maximum number of Matching Shares is allotted to the participants. In addition, the costs for social security charges are calculated to approximately KEUR 354 per year assuming a share price increase of 50% during the vesting period and 21.6% estimated average social security costs.

For the purpose of ensuring delivery of Matching Shares and hedging social security costs under the share savings program, 200,092 warrants has been issued without consideration to a wholly owned subsidiary of the Company. At the end of the vesting period, the warrants will be transferred, converted into shares and/or transferred to participants that have been granted allocation. Assuming full allotment, the increase in the Company's share capital will not amount to more than SEK 20,009.2.