

# Corporate governance report

This report describes Qliro's principles of corporate governance. Qliro is a Swedish public limited liability company. The corporate governance report has been prepared in accordance with the Annual Accounts Act and the Swedish Code of Corporate Governance ("the Code"). Qliro strives to follow the Code where appropriate, and with the exception that the members of the Nomination Committee were presented less than six months before the Annual General Meeting (AGM), there are no deviations to report for 2020. The reason for the deviation was that Qliro was listed at the beginning of October 2020, because of which the process to appoint the Nomination Committee took place later than normal and the Nomination Committee was appointed on December 11 2020, just over five months before the scheduled 2021 AGM.

Qliro is governed by several bodies. At the AGM, the shareholders exercise their voting rights by electing the Board of Directors and external auditors. Some of the Board's duties are prepared by Qliro's CEO. The CEO is responsible for and oversees the company's day-to-day management in accordance with guidelines from the Board.

## Shares and shareholders

In 2020, the former Qliro Group (which then consisted of the companies CDON, Nelly and Qliro AB) decided to distribute the shares in Qliro to existing shareholders and separately list Qliro on Nasdaq Stockholm. Qliro was 100 percent owned by the former Qliro Group until the separate listing of Qliro in 2020. Qliro's first day of trading on Nasdaq Stockholm was October 2, 2020.

According to the share register maintained by Euroclear Sweden AB, there were 16,872 shareholders at the end of 2020. Shareholdings by the 15 largest shareholders correspond to approximately 63.1 percent of the share capital and votes. Swedish institutions and equity funds own approximately 48.8 percent of the share capital, international investors hold approximately 23.4 percent and Swedish individual investors own approximately 27.8 percent.

The share capital consists of one type of shares, ordinary shares. There are no restrictions on the number of votes each shareholder can cast at the AGM. In preparation for the separate listing, the share capital and number of shares were changed during the year. At year-end, the number of shares was 17,972,973 and the share capital amounted to SEK 50,324,324.40, corresponding to a quota value of SEK 2.80 per share.

Shareholders are regularly provided with information, including interim and year-end reports, annual reports and press releases on significant events. All reports, press releases and other information can be found on the website at qliro.com.

## Annual General Meeting

The Annual General Meeting is a limited company's highest decision-making body. It is where all shareholders can exercise

their voting rights to decide on issues affecting the company and its operations. The Swedish Companies Act and the Articles of Association stipulate how notice is given of the AGM and Extraordinary General Meetings, as well as who is entitled to participate and vote at the meetings. The authority of the AGM and its rules of procedure are primarily based on the Swedish Companies Act and the Code, as well as the Articles of Association adopted by the AGM. The AGM must be held within six months of the end of the financial year. The AGM makes decisions on adoption of the company's income statement and balance sheet, appropriation of the year's profit or loss according to the adopted balance sheet, discharge of liability for the Board and CEO, appointment of the Board, its Chairman and the company's auditors, and certain other matters provided for by law and the Articles of Association. The AGM for the financial year 2020 will be held on May 19, 2021 in Stockholm, Sweden.

## Nomination Committee

The members of Qliro's Nomination Committee consist of Christoffer Häggblom, Alexander Antas, Lars Johannesson and Lennart Yescobsen. The Nomination Committee held its first meeting on February 12, 2021. According to the instruction for the Nomination Committee, its tasks include:

- Proposal on the number of Board members and auditors and, where applicable, deputy auditors
- Proposal for election of the Chairman of the Annual General Meeting
- Proposal for election of the Board
- Proposal for election of the Chairman of the Board
- Proposal for remuneration for the Board divided between the Chairman and other members, as well as for committee work
- Proposal for election of auditors and, where applicable, deputy auditors
- Proposal for remuneration to the auditors, and to the extent it is considered necessary, proposals for revisions to the instruction for the Nomination Committee

## Board of Directors

Qliro's Board of Directors is elected at the AGM for the period until the conclusion of the next AGM. Qliro's Articles of Association do not include any restrictions on the eligibility of Board members. According to the Articles of Association, the Board should consist of a minimum of three and a maximum of nine members.

## Responsibilities and duties of the Board

The Board has overarching responsibility for Qliro's organization and management. The Board has adopted rules of procedure for its work that include rules pertaining to the number of scheduled Board meetings, which issues are dealt with at scheduled Board meetings, the duties of the Chairman

and instructions on the division of duties between Qliro's and the CEO.

In addition to the rules of procedure for the Board, the Board's work is governed by rules and regulations that include the Swedish Companies Act, the Swedish FSA's Regulations and General Guidelines regarding Governance, Risk Management and Control at Credit Institutions (FFFS 2014:1), Guidelines on Internal Governance (EBA/GL2017/11), Guidelines on the Assessment of the Suitability of Members of the Management Body and Key Function Holders (EBA/GL/2017/12), the Articles of Association and the Code.

To perform its work effectively, the Board has appointed a Remuneration Committee and a Risk, Capital, Audit and Compliance Committee (RCACC) with special tasks. These committees deal with matters within their respective areas and present recommendations and reports on which the Board can base its decisions and actions. However, all members of the Board have the same responsibility for all decisions, irrespective of whether the issue in question has been reviewed by a committee.

The Board has also issued an instruction for the CEO, which requires among other things that major investments in fixed assets must be approved by the Board. The Board also approves major transactions, including acquisitions and divestments or business closures. Further, the Board has issued written instructions specifying when and how the information required by the Board to evaluate the company's financial position must be reported.

The rules of procedure adopted annually by the Board include instructions on which financial reports and what financial information must be submitted to the Board. In addition to the year-end report, interim reports and annual report, the Board examines and evaluates extensive financial information related to the company as a whole, as well as various entities within the company. The Board also examines, primarily through the RCACC, the most significant accounting policies applied in the company regarding financial reporting, and any key changes to these policies. The RCACC Committee is also tasked with examining reports on internal controls and the processes for financial reporting, along with internal audit reports compiled by the internal audit function, which

is outsourced to an external party. The company's auditor reports to the Board as required, but at least once a year. At least one of these reporting occasions takes place without the CEO or any other member of executive management in attendance. The company's auditor also participates in a number of meetings of the RCACC. The Committee meetings are minuted and the minutes are made available to all Board members and the auditors.

### Composition of the Board

The Board of Qliro consists of six members: Lennart Jacobsen (Chairman), Alexander Antas, Robert Burén, Monica Caneman, Lennart Francke and Helena Nelson.

The Board's composition shall comply with current laws and regulations, as well as the policy on competence and composition (including diversity) of the Board adopted by Qliro's Board. The policy states that the Board shall, as far as possible and without compromising with regard to competence, consist of an even distribution of men and women from different backgrounds. The composition of Qliro's Board satisfies the requirements of Nasdaq Stockholm and the Code regarding independent members. This means that the majority of the Board members elected by the AGM are independent in relation to the company and the management. At least two of them are also independent in relation to the company's major shareholders.

### Remuneration Committee

The Remuneration Committee consists of Monica Caneman (Chairman) and Lennart Jacobsen.

The Remuneration Committee's primary tasks are to: (i) prepare decisions for the Board on matters regarding remuneration principles, remuneration and other employment terms for the CEO and senior executives; (ii) monitor and evaluate ongoing programs and programs concluded during the year for variable remuneration (e.g., long-term share-based incentive programs) for the CEO, senior executives and other key persons within Qliro; and (iii) monitor and evaluate the application of the guidelines for remuneration of senior executives that the AGM by law decides on, along with

## Board of Directors

Name	Position	Born	Citizenship	Elected	Independent of major shareholders	Independent of company and management	Remuneration Committee	RCACC
Lennart Jacobsen	Chairman	1966	Swedish	2017	Yes	Yes	Yes	No
Alexander Antas	Member	1981	Finnish	2020	Yes	Yes	No	No
Robert Burén	Member	1970	Swedish	2018	Yes	Yes	No	No
Monica Caneman	Member	1954	Swedish	2019	Yes	Yes	Yes	Yes
Lennart Francke	Member	1950	Swedish	2016	Yes	Yes	No	Yes
Helena Nelson	Member	1965	Swedish	2015	Yes	Yes	No	Yes

applicable remuneration structures and remuneration levels in the company.

### Risk, Capital, Audit and Compliance Committee

The RCACC consists of Lennart Francke (Chairman), Helena Nelson and Monica Caneman.

The RCACC's tasks are set out in the Code. The Committee's responsibility is to: (i) monitor the company's financial reporting and make recommendations and suggestions to ensure reporting reliability; (ii) in respect of the financial reporting, monitor the efficiency of the company's internal controls, internal audits and risk management; (iii) stay informed about the audit of the annual report and consolidated accounts, as well as the conclusions of the Supervisory Board of Public Accountants' quality control; (iv) inform the Board about the results of the audit and how the audit contributed to the reliability of financial reporting, as well as the role the Committee has played; (v) review and monitor the impartiality and independence of the auditor, particularly paying special attention to whether the auditor provides the company with services other than auditing; and (vi) assist in the preparation of proposals for the AGM's resolution on election of the auditor.

The RCACC's work is focused on evaluating the quality and accuracy of the financial reporting, internal controls, internal audits and risk assessments.

Qliro has an independent internal audit function that is outsourced to an external party.

### Remuneration of Board members

The fixed remuneration for the Board for the period leading up to the IPO totaled SEK 1,925,000 based on a customary term of 12 months, of which SEK 450,000 to the Chairman and SEK 225,000 each to Board members Andreas Bernström, Robert Burén, Monica Caneman, Lennart Francke and Helena Nelson. Board member Marcus Lindqvist received no remuneration. For the period from the IPO until the conclusion of the AGM 2021, Board fees have been raised as follows: SEK 600,000 to the Chairman and SEK 300,000 to other members.

For the work of the Board's committees, a fee of SEK 125,000 is paid to the Chairman and SEK 75,000 each to the

two other members of the RCACC, along with SEK 50,000 to the Chairman and SEK 25,000 to the other member of the Remuneration Committee. Remuneration of Board members is proposed by the Nomination Committee, which represents the company's largest shareholders, and approved by the AGM. The Nomination Committee's proposal is based on benchmarking of peer group remuneration for companies of similar size.

### The Board's work in 2020

During the year, the Board regularly reviewed Qliro's earnings, financial position, organization and administration. During its meetings, the Board dealt with matters involving Qliro's strategy, including budget and other financial forecasts, capital structure and financing, investments in fixed assets and continued streamlining of internal procedures and control processes. Further, the Board dealt with preparations for the IPO and the handling of the pandemic situation. The Board held a total of 19 meetings in 2020, including one statutory meeting.

### The Board's self-assessment

In connection with Qliro's IPO in autumn 2020, a thorough assessment was made of the Board's suitability and collective competence. An additional self-assessment of the Board's competence was conducted at the end of the year to identify training needs for 2021. After each Board meeting, a simpler assessment is conducted as well to monitor the ongoing work of the Board.

### External auditors

Qliro's auditor, KPMG AB, was elected at the 2020 AGM for a period of one year. KPMG has been the company's external auditor since 2014. Mårten Asplund, Authorized Public Accountant at KPMG, has overseen the company's audits since May 2017. An auditor election will take place at the 2021 AGM.

The auditors report their findings to the shareholders by means of the auditor's report, which is presented to the AGM. In addition, the auditors report their findings to the Audit Committee twice a year and to the full Board once a year, and annually provide written assurance of their impartiality and independence to the Audit Committee.

### Attendance at Board and Committee meetings in 2020

	Board meetings	Audit Committee	Remuneration Committee
Number of meetings 2020	19	11	2
Lennart Jacobsen	19/19		2/2
Robert Burén	19/19		
Monica Caneman	16/19	11/11	
Lennart Francke	18/19	11/11	2/2
Helena Nelson	18/19	11/11	
Alexander Antas <sup>1)</sup>	2/2		
Andreas Bernström <sup>2)</sup>	11/14		
Marcus Lindqvist <sup>3)</sup>	6/9		

1) Alexander Antas was elected as a new Board member at an Extraordinary General Meeting on November 23, 2020

2) Andreas Bernström left the Board on September 18, 2020

3) Marcus Lindqvist left the Board on May 5, 2020

KPMG also provided the company with certain additional services beyond the audit in 2018, 2019 and 2020. These services comprised consultation on accounting, general tax questions and issues, and the review in connection with the listing.

Audit engagements involve examination of the annual report, financial accounting and administration by the Board and CEO. In addition, the engagement has included other reviews and audit-related tasks incumbent on the company's auditor. For more information on the auditor's fee, see Note 10.

### CEO and executive management

The company's executive management consists of the CEO and Group Management.

The CEO is responsible for the ongoing administration of the company in accordance with the guidelines and directions established by the Board.

The CEO and executive management team, supported by various staff functions, are responsible for adhering to the Group's overall strategy, financial and business controls, financing, capital structure, risk management and acquisitions. Among other tasks, this includes the preparation of financial reports and information to and communication with investors.

### Internal control of financial reporting

The processes for internal control, risk assessment, control activities and monitoring regarding financial reporting are designed to ensure reliable overall and external financial reporting in accordance with IFRS, for the parent company with the limitations and additions pursuant to Recommendation RFR 2 Accounting for Legal Entities and FFFS 2008:25 and for the Group according to full IFRS as well as applicable laws and regulations.

Qliro has a clear framework in place for internal control of financial reporting. The Board has overarching responsibility for ensuring that suitable systems and structures for internal control of financial reporting have been established and for monitoring that such systems and structures are effective.

Som ett minimikrav ska ramverket för intern kontroll avseende finansiell rapportering omfatta följande komponenter:

- A risk assessment to identify, analyze and evaluate risks and key processes relevant to the financial reporting.
- Mapping and documentation of key processes, including the risks associated with each key process.
- Key controls, established through policies and processes, to ensure that relevant risks are mitigated. Control activities should be conducted at all levels within Qliro, in various stages of the business processes, including the IT environment. Key controls should be designed, implemented and documented.

- Monitoring and reporting the results of the risk assessment to management, the RCAAC and the Board, including the measures required to remedy ineffective controls, deadlines for measures and determination of responsibility. Measures should be followed up and reported.

### Control environment

The Board has adopted a series of policies and instructions, which together with the external rules provide the foundation for the company's control environment. In addition to communicating a clearly defined internal control environment, the policies and instructions have as a goal to define roles and the distribution of responsibilities between the CEO, the Board and independent control functions. The policies and instructions cover among other things credit processes, conflicts of interest, anti-money laundering and counter-terrorist financing, information security, risk management, management of operational risks, compliance, internal audit, outsourcing, data security, remuneration, etc.

To create an effective system for internal control and risk management, the company has established a model with three lines of defense (including control functions for risk, compliance and internal audit). The control functions are organizationally separated from each other to ensure independence and avoid conflicts of interest. The control functions must regularly report material shortcomings and risks to the CEO and the Board, or the Board's committees, which will ensure that processes are established to regularly monitor the measures that are taken due to such reports.

The Board is ultimately responsible for maintaining an effective control environment, and the CEO must regularly submit a report to the Board containing among other things comments on significant events. Managers at various levels of the company have, in their capacity as operational staff and operational managers of certain business units and support functions in the first line of defense, responsibility for identifying, addressing and reporting operational risks.

### Risk assessment and control activities

The risks that could materially impact the company's strategic, operational, reporting and compliance goals must be managed correctly and sufficiently. The company systematically evaluates the risks that it faces, to identify, analyze and evaluate current and potential risks, as well as how these risks are addressed and reported. This assessment is performed through the risk management process, which consists of six steps: risk identification, risk analysis, risk assessment, risk management, risk monitoring and reporting.

**Information and communication**

Qliro's communication channels and the company's limited size make it possible to quickly and easily communicate written information regarding internal control to the employees concerned. In addition to written information and reports, risk management and control activities are communicated verbally and discussed at in-person/digital meetings with the employees concerned. With regard to external communication, the company has established policies to ensure that it meets applicable information requirements as well as to guarantee that communicated information is accurate and of high quality. Qliro's website is continuously updated and meets the requirements for credit market companies and companies listed on Nasdaq Stockholm.

**Monitoring**

The Board continuously evaluates the information submitted by company management and the RCAAC. The Board receives regular updates between meetings on the Group's development. The company's financial position, strategies and investments are discussed at every ordinary Board meeting. The RCAAC reviews all quarterly reports prior to publication. The RCAAC is also responsible for monitoring internal control activities. This work includes ensuring that measures are taken to deal with any shortcomings and implementing proposed measures that have emerged from the internal and external audits. The external auditors participate in a number of regular meetings of the RCAAC.

The company has an independent internal audit function with responsibility for monitoring and evaluating risk management and internal control activities. Internal audit has been performed by an external party whose work includes scrutinizing compliance with established guidelines.

## The separate listing has strengthened the company

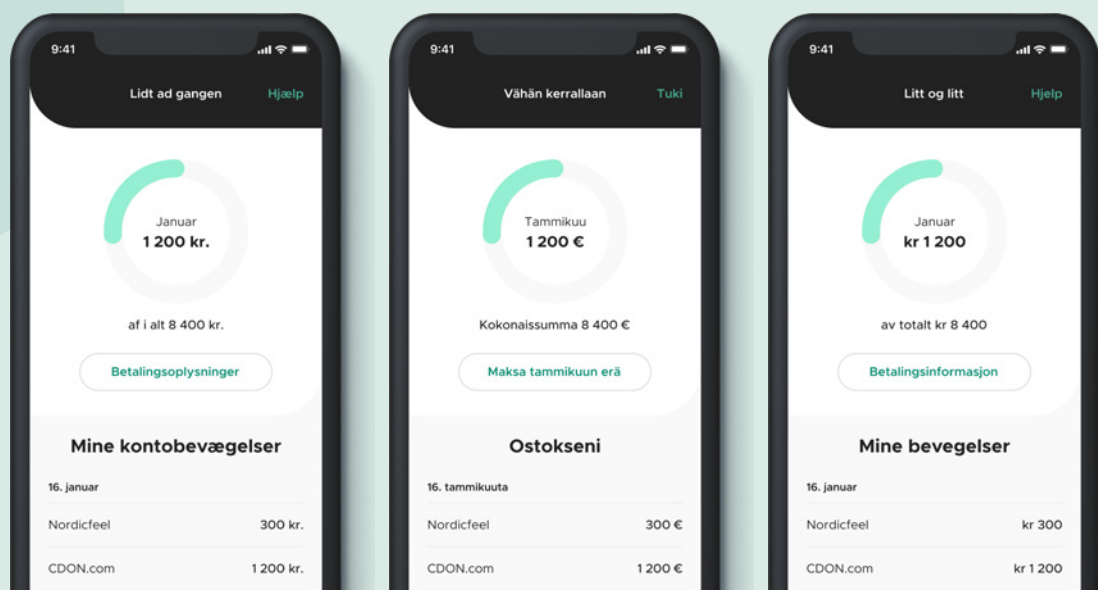
»Our primary focus in the Board has been to prepare the company for the separate listing at Nasdaq Stockholm that took place in the beginning of October 2020. Our separation from former Qliro Group has strengthened the company and we are now well-equipped to act in a listed environment with strong and long-term investors.

Durint the year Qliro has strengthened the market position through a number of new partnerships regarding payment solutions with a number of larger e-merchants in Sweden. With our technical well-developed platforms I believe we have solid growth opportunities going forward where our strategic focus will be critical to catch these opportunities.

I would also like to emphasize how the company during the year has worked to improve the customer experience in the new platforms, which were launched in our Nordic markets.

Finally, I and the Board are impressed by how well Qliro handled the challenge during the current pandemic and at the same time strengthened the culture in the company with an increased commitment among employees.«

Lennart Jacobsen, Chairman



Qliro has continued to improve the customer experience in the digital platforms which was launched in Sweden, Norway, Finland and Denmark during 2020 and during the first quarter of 2021.

## Board of Directors



### Lennart Jacobsen

Chairman since 2018, member since 2017

**Assignments committees:** Member of the remuneration committee

**Education:** Master's degree in Electrical Engineering Telecommunication from the Royal Institute of Technology, Stockholm.

**Professional experience:** Executive Vice President at Nordea Bank AB (2013-2016), CEO at GE Capital Global Banking Nordic branch (2008-2012), CEO at GE Money Bank Sweden branch (2003-2008) and various positions at GE Capital Bank (1998-2003) and Systemhuset Affärssystem AB/Upec Data AB/Upec Edicom AB (1991-1998).

**Other ongoing assignments:** CEO, founder and board member of Invesi Investment AB. Chairman of the board of Doro AB and Playground Group AB. Board member in Oryx Holding AB, Swedbank Robur AB and AB Svensk Exportkredit (SEK).

**Ownership in Qliro AB as of December 31:** 10 000 shares

Independent in relation to the Company and its management, independent in relation to major shareholders.



### Alexander Antas

Member since 2020

**Assignments committees:** –

**Education:** Master's degree in finance from Hanken School of Economics in Finland.

**Professional experience:** Alexander Antas is Head of Private Equity at Mandatum Asset Management, and has previously been Portfolio Manager and Head of Alternative Investments at Sampo plc (2008-2020) and analyst at Carnegie Investment Bank (2006-2008).

**Other ongoing assignments:** Board observer at Coronaria Oy. Board observer at Elematic Oy.

**Ownership in Qliro as of December 31:** 0 shares

Independent in relation to the company and its management, and independent in relation to major shareholders



### Robert Burén

Member since 2018

**Assignments committees:** –

**Education:** Studies in Computer Science and Technology at Luleå University of Technology and the Royal Institute of Technology, Stockholm

**Professional experience:** Co-founder of and Consultant at Cygni AB. Previous experience as interim CTO Blocket.se (Nov 2020- May 2021) and Mediaplanet 2017-2018), CIO Bisnode Group (2016-2017) and SBAB Bank AB (2015). CTO at Kindred (2011-2015) and co-founder to Bluefish AB (1998-2006).

**Other ongoing assignments:** Board member of Cygni AB and Bredband2 i Skandinavien AB.

**Ownership in Qliro AB as of December 31:** 3 000 shares

Independent in relation to the Company and its management, independent in relation to major shareholders.



### Monica Caneman

Member since 2019

**Assignments committees:** Chairman remuneration committee and member in RCACC

**Education:** M.B.A. from Stockholm School of Economics.

**Professional experience:** Experience as board member of several Swedish and foreign companies, both listed and not listed. Deputy CEO and member of the group management in Skandinaviska Enskilda Banken AB 1995-2001, held various management positions at Skandinaviska Enskilda Banken (1977-2001).

**Other ongoing assignments:** Chairman Euroclear Sweden AB, Almi Företagspartner AB och Monu AB. Board member in SAS AB. Chairman in Nasdaq Stockholms listing committee. CEO and Chairman Monica Caneman Konsult AB and Hundhjälpen På Lidingö AB.

**Ownership in Qliro AB as of December 31:** 0 shares

Independent in relation to the Company and its management, independent in relation to major shareholders.



### Lennart Francke

Member since 2016

**Assignments committees:** Chairman RCACC

**Education:** M.B.A. from Stockholm School of Economics and Program for Management Development, Harvard Business School, USA.

**Professional experience:** Appointed by Swedbank Robur in several nomination committees in listed companies. Previous experience as Senior Advisor and Head of Group Finance at Swedbank (2013-2014 and 2011-2012) and deputy CEO, Head of Group Finance and Group Credit at Handelsbanken (1998-2006). Other senior management positions within Handelsbanken (1978-1998).

**Other ongoing assignments:** Board member of Centrum för Näringslivshistoria Cfn AB, Stiftelsen Affärsvärlden. Chairman ABRF Group and Youple AB.,

**Ownership in Qliro AB as of December 31:** 11 249 shares

Independent in relation to the Company and its management, independent in relation to major shareholders.



### Helena Nelson

Member since 2015

**Assignments committees:** Member RCACC

**Education:** Master of Laws from Lund University and Ruter Dam Management Programme, Stockholm.

**Professional experience:** General Counsel and part of the executive management of Carnegie Investment Bank AB (publ) and previous experience as Chief Compliance Officer and Head of Operational Risk at Swedbank (2009-2013), General Counsel at Skandia (2006-2009) and other legal positions at Skandia (1994-2006) and court work (1989-1994).

**Other ongoing assignments:** Board member of Carnegie Personal AB and Familjeföretagens Pensionsredovisning i Värmland AB and member of the council in Livförsäkringsbolaget Skandia.

**Ownership in Qliro AB as of December 31:** 0 shares

Independent in relation to the Company and its management, independent in relation to major shareholders.

## Executive Management Team



**Carolina Brandtman**

CEO

**Born:** 1974

**In the management team since** 2018

**Education:** Studies in Economics at University of Örebro and Central Queensland University, Australia.

**Previous experience:** CEO of Santander Consumer Bank Sweden (2014-2018) and various senior and other positions at GE Money Bank Sweden, GE Money Bank Nordic, GE Money Europe HQ and GE Money Australia & NZ (1999-2014).

Ownership in Qliro AB as of 31 December: 4,780 shares and 150,000 warrants



**Jonas Adolffson**

Chief Credit Officer

**Born:** 1984

**In the management team since** 2018

**Education:** Master's degree in Business Administration and Bachelor's degree in Economics, Linköping University

**Previous experience:** Previous experience from other positions at Qliro (2015-2018), Manager Nordics, Risk and Information Management at American Express (2014-2015) and various positions at Klarna AB (2009-2013).

Ownership in Qliro AB as of 31 December: 0 shares and 7,000 warrants



**Lina Agrell**

General Counsel

**Born:** 1979

**In the management team since** 2019

**Education:** Master of Laws from Stockholm University

**Previous experience:** Senior Legal Counsel at Nordea Bank AB (publ) (2014-2019), Attorney at Wistrand Advokatbyrå (2008-2014), Associate at Bird & Bird Advokatbyrå (2007-2008) and Law clerk at the District Court of Jönköping (2006-2007).

Ownership in Qliro AB as of 31 December: 0 shares and 35,000 warrants



**Johanna Blom**

Chief People Officer

**Born:** 1978

**In the management team since** 2019

**Education:** Master's degree in Work and Organizational Psychology from Linköping University and studies at University of Auckland, New Zealand.

**Previous experience:** Interim HR Manager at Nordax Bank AB (2017-2018), Interim HR Manager at GE Capital AB (2015-2017), HR Director at Santander Consumer Bank AB (2014-2015), HR Manager at Nordic, GE Capital Real Estate (2008-2014), HR advisor at Linklaters (2004-2008) and HR assistant at Fonus HQ (2003-2004).

Ownership in Qliro AB as of 31 December: 2,000 shares and 70,070 warrants



**Ann Ekroth**

Chief Risk Officer

**Born:** 1969

**In the management team since** 2019

**Education:** **Previous experience:** Compliance Director at Santander Consumer Bank Sweden (2017-2019), Non-Financial Risk & Governance Director Nordic and Acting Chief Risk Officer Nordic at Santander Consumer Bank AS (2015-2017 and 2014-2015), various positions within inter alia finance and risk at GE Money Bank (1996-2014) and auditor at Arthur Andersen AB (1993-1996).

Ownership in Qliro AB as of 31 December: 0 shares and 10,000 warrants



**Mattias Forsberg**

Chief Technology Officer

**Born:** 1973

**In the management team since** 2019

**Education:** Studies in computer science at Linköping University and Vrije University, Amsterdam and industrial doctoral student, Human-computer interaction at the Royal Institute of Technology in Stockholm.

**Previous experience:** Head of Strategy & Software Engineering, Head of Strategy Office and Head of Center of Excellence for Agile at SEB (2014-2019), Manager Systems Development at Com Hem (2008-2014) and partner and consultant at Alcesys (2000-2008)

Ownership in Qliro AB as of 31 December: 368 shares and 49,500 warrants





### Andreas Frid

Head of Investor Relations

**Born:** 1977

**In the management team since** 2019

**Education:** Studies in Business Administration and Management and Economics at Lund University, Uppsala University and Wellington International University.

**Previous experience:** Head of Marketing, Communication and Investor Relations at Nordax Bank AB (2016–2019) and different positions at Investor Relations, Group Finance and Group Treasury within Swedbank (2003–2016).

Ownership in Qliro AB as of 31 December: 3 000 shares and 70,070 warrants



### Martina Skande

Chief Business Development Officer

**Born:** 1975

**In the management team since** 2018

**Education:** Master's degree in Finance from Lund University

**Previous experience:** Business Transformation Director (2017-2018) and Nordic Commercial Director (2016-2017) at Santander Consumer Bank Sweden, Director of Financial Services at EY Advisory Services Sweden (2011-2016), Product Development Manager (2008-2009) and Client Relationship Manager (2007-2009) at Genworth Financial Mortgage Insurance and various positions at GE Money Bank/GE Capital Europe (2000-2006).

Ownership in Qliro AB as of 31 December: 390 shares and 70,070 warrants



### Robert Stambro

Chief Financial Officer

**Born:** 1975

**In the management team since** 2019

**Education:** Master's degree in International Business from Luleå University of Technology

**Previous experience:** Head of Financial Planning & Analysis (2018-2019), Head of Treasury and Head of Business Control (2017-2018), Acting CFO (2016-2017), Deputy CFO (2016) and Head of Treasury (2009-2016) at Nordnet AB.

Ownership in Qliro AB as of 31 December: 3 500 shares and 84,084 warrants



### Johnny Sällberg

Chief Commercial Officer

**Born:** 1985

**In the management team since** 2020

**Education:** Courses in e-commerce and English

**Previous experience:** Chief Commercial Officer, Managing Director and Head of Sales Urb-it (2018-2020), Advisory Board Member IHM Business School (2019-) and Director Commercial Training & Development and Director Bid Management at Klarna (2015-2017) and other various management roles at Klarna (2012-2015)

Ownership in Qliro AB as of 31 December: 1 785 shares and 70,070 warrants