

Report on how the Nomination Committee has conducted its work and proposals for the Annual General Meeting 2025

1. The Nomination Committee's work

1.1 Composition

The Nomination Committee consists of Johan Malm (Chairman, appointed by Öhman J:or Intressenter AB), Catharina Versteegh (appointed by Premiefinans K. Bohlin AB), Anna Magnusson (appointed by Första AP-fonden) and Tom Dinkelspiel (Chairman of the Board). The members of the committee have been appointed in accordance with the Instruction for the Nomination Committee (the "Instruction").

1.2 Contacts and meetings

The Nomination Committee has, in addition to a number of informal contacts, held three (3) recorded meetings after the Annual General Meeting 2024 and up until the Annual General Meeting 2025. Remuneration has not been paid for the work on the Nomination Committee.

1.3 Evaluation of the Board's work

During the autumn of 2024, with the participation of Omio Business Psychology Advisors ("Omio"), a comprehensive evaluation of the Board's work was conducted, including, among other things, interviews with each Board member as well as selected representatives of the executive management and other relevant key individuals in the company.

The Nomination Committee has been informed of the results of the evaluation, which were essentially positive. In combination with the other information that the Nomination Committee has received, the assessment of the committee is that the ongoing work carried out by the Board is well-functioning. The Nomination Committee intends to follow up on how the Board and the executive management take into account the proposals and considerations presented by Omio as part of the reporting of the evaluation results.

2. The Nomination Committee's proposals for the Annual General Meeting 2025

2.1 Chairman of the Annual General Meeting

The Nomination Committee proposes Fredrik Lundén, member of the Swedish Bar Association and Partner at Cederquist law firm as chairman of the meeting.

2.2 Number of members of the Board

According to the Articles of Association, the Board shall consist of a minimum of three and a maximum of ten members. The Nomination Committee proposes that the Board should consist of eight (8) members, which is deemed to be an appropriate size.

2.3 Board

The Nomination Committee's proposal is that all members of the Board, that is Tom Dinkelspiel, Fredrik Bergström, Anna Bäck, Karitha Ericson, Therese Hillman, Charlotta Nilsson, Henrik Rättzén and Johan Åkerblom shall be re-elected as ordinary members of the Board for the period until the end of the next Annual General Meeting and that Tom Dinkelspiel is re-elected as Chairman.

Information about the members of the Board and the auditor can be found in the annual report as well as on the company's website.

2.4 Remuneration of the Board of Directors

The Nomination Committee's proposal is that remuneration for work in the Board is adjusted as follows for the usual term of office of twelve months.

- The remuneration to each member of the Board, except for the Chairman of the Board shall be SEK 515,000 each, representing an increase of nine (9) per cent.
- The remuneration for the Chairman of the Board shall be SEK 1,030,000, which corresponds to twice the remuneration of the other members of the Board.
- Remuneration for work in the Board's committees shall be increased by five (5) per cent (rounded up to the nearest full thousand) resulting as follows.
 - SEK 158,000 to the Chairman and SEK 84,000 to other members of the Risk- and Compliance Committee.

- SEK 105,000 to the Chairman and SEK 63,000 to other members of the Audit Committee.
- SEK 79,000 to the Chairman and SEK 42,000 to other members of the IT Committee.
- SEK 42,000 to the Chairman and SEK 27,000 to other members of the Remuneration Committee.

Regarding the proposal to double the compensation for the Chairman's work, the Nomination Committee's wishes to emphasize that it should be seen as an adjustment to standard practice in listed companies. The reason the Chairman's fee is currently the same as the other Board members' fees is due to the conditions that were in place before the Nordnet share was listed on Nasdaq in the fall of 2020.

2.5 Auditor

The Nomination Committee's proposal is that, in accordance with the Audit Committee's proposal, the registered auditing company Deloitte AB shall be re-elected as auditor for the period until the end of the Annual General Meeting to be held in 2026.

2.6 Remuneration of the Auditor

The Nomination Committee proposes that remuneration to the company's auditor, as previous years, shall be paid in accordance with approved invoices.

The Nomination Committee has been assisted by the Audit Committee in preparing proposals for the election and remuneration of the auditor.

3. The Nomination Committee's motivated statement in accordance with Section 2.6 of the Swedish Corporate Governance Code, regarding proposals for the election of the Board

As part of its assessment of the Board and its composition, the Nomination Committee has, as mentioned above, taken note of the results of the evaluation made of the Board's work in the autumn of 2024 as well as interviewed members of the Board and otherwise informed itself about how the Board's work is functioning. The Nomination Committee has stated that the members of the Board have a high level of commitment, with a high meeting attendance and that the Board's cooperation overall works well, both internally and in relation to the executive management. When composing the Board, the Nomination Committee has applied the rules on the composition of the Board stated in the Swedish Code of Corporate Governance (the "Code"), including the rule on diversity,

and taken into account that the Board shall exhibit diversity and breadth of qualifications, experience and background and the need for renewal. The Nomination Committee's view is that the competencies and experiences deemed important for Nordnet are well-represented in the proposed Board. Furthermore, the Nomination Committee assesses that the proposed Board has a composition and size that is appropriate for Nordnet's needs. The Nomination Committee has also assessed that the proposed members of the Board have the opportunity to invest sufficient time for the board assignment in Nordnet.

The Nomination Committee has found that the proposed Board meets the requirements for independence of members of the Board as stipulated in the Code. Seven of the Board's proposed eight members, namely Fredrik Bergström, Anna Bäck, Karitha Ericson, Therese Hillman, Charlotta Nilsson, Henrik Rättzén and Johan Åkerblom are independent in relation to both the company and executive management as well as the company's major owners. All proposed members are independent in relation to the company and its executive management.

The Nomination Committee has applied the provision in Section 4.1 of the Code as a diversity policy when preparing its proposal to the Board. The goal of the diversity policy is, with regard to the company's operations, phase of development and other relevant circumstances, that the Board shall have a composition characterized by versatility and breadth regarding the qualifications, experience and background of the members elected by the Annual General Meeting and that an even gender distribution shall be sought. The Nomination Committee considers that among the proposed members of the Board there is a diversity and breadth in terms of age, educational background, gender, qualifications, competence and the period of time during which they have held the assignment as member of Nordnet's board. Of the proposed members of the Board to be elected by the Annual General Meeting, four are women and four are men. Against this background and taking into account what is otherwise stated in Section 4.1 of the Code, the Nomination Committee considers that the Board, with the Nomination Committee's proposal, has an appropriate composition with regard to the company's operations, future development and other conditions.

On behalf of the Nomination Committee
Stockholm in March 2025

Johan Malm
Chairman of the Nomination Committee

