

## Corporate Governance Report

Proper corporate governance practices are fundamental in maintaining the market's confidence in the Group and creating added value for our stakeholders. As part of this effort and in order to prevent any conflicts of interest, roles and responsibilities are clearly defined and delegated among shareholders, the Board of Directors, management and other stakeholders. A detailed presentation of corporate governance at Resurs Holding AB (publ) ("Resurs Holding") is provided on the following pages.

### CORPORATE GOVERNANCE / MANAGEMENT MODEL / GOVERNANCE AND MANAGEMENT

Resurs Holding is a Swedish public limited liability company whose shares have been listed on Nasdaq Stockholm since April 2016. The company's corporate governance practices are predominantly based on Swedish law, the Swedish Financial Supervisory Authority's regulations, the company's Articles of Association and internal policies. In addition to the regulations of the Swedish Companies Act (2005:551), the Swedish Annual Accounts Act (1995:1554) and the company's Articles of Association, the company applies Nasdaq Stockholm's Rule Book for Issuers and the Swedish Corporate Governance Code (the "Code"), as well as other applicable Swedish and foreign laws and regulations related to listed companies.

### SWEDISH CORPORATE GOVERNANCE CODE

The Code applies to all Swedish companies whose shares are listed in a regulated marketplace in Sweden and must be observed as of the first day of trading. The Code stipulates a standard for sound corporate governance at a higher level of ambition than that of the Companies Act and the minimum criteria stipulated in other regulations. The Code is based on the comply or explain principle, meaning that the company is not compelled to always comply with every rule of the Code, and is instead free to opt for other solutions that are deemed to better suit the circumstances in a particular case, provided that the company transparently reports every such deviation, describes the alternative solution, and states the reasons for said actions in its corporate governance report.

In 2021 the company had a deviation from the Code, namely that Chairman of the Board Martin Bengtsson was the Chairman of the Nomination Committee. The reason for this deviation is that the Nomination Committee instruction adopted by the general meeting of shareholders states that the member appointed by the largest shareholder in terms of votes shall be appointed Chairman of the Nomination Committee. This member was Martin Bengtsson.

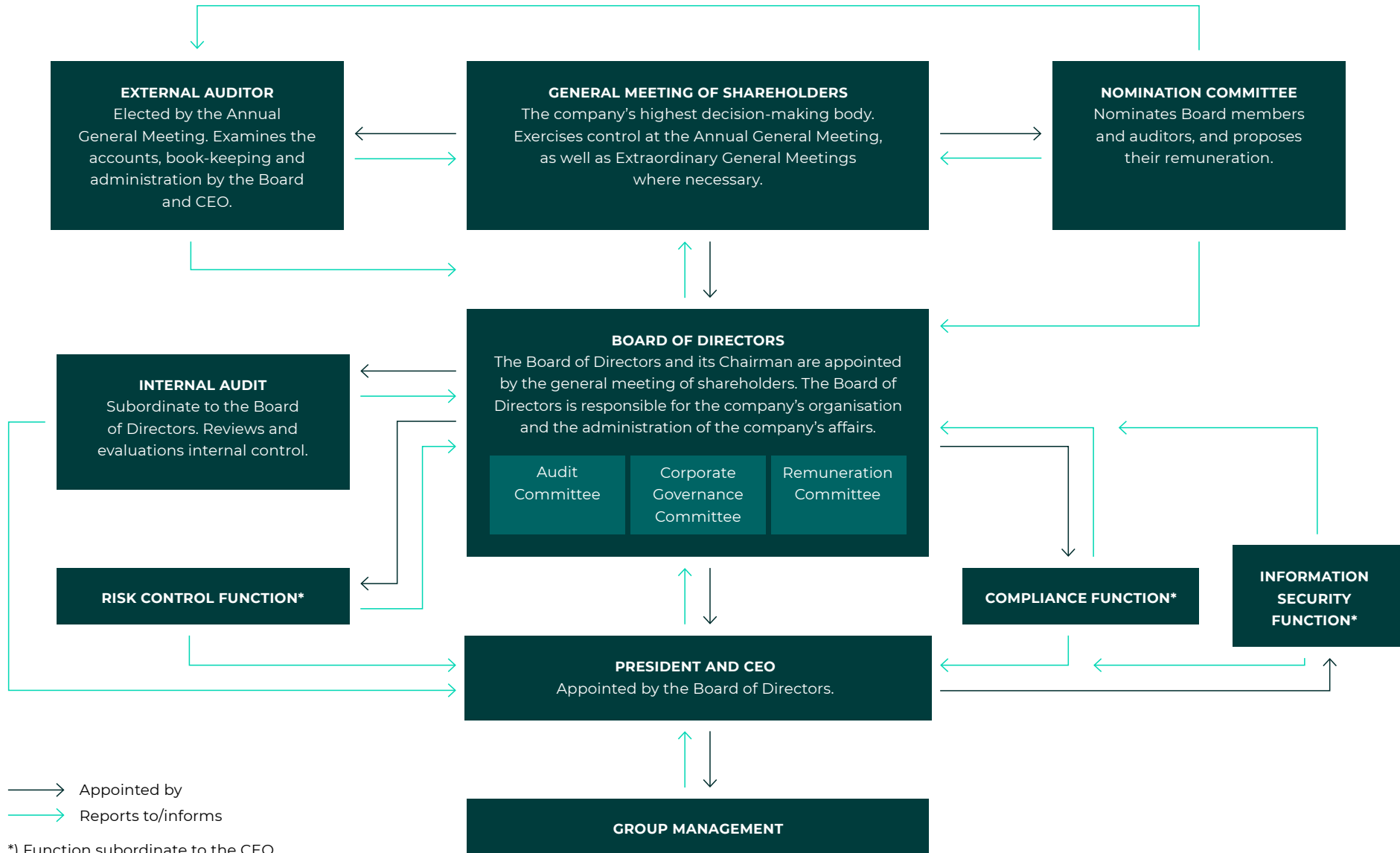
### SHAREHOLDERS' ROLE IN CORPORATE GOVERNANCE / LARGEST SHAREHOLDERS

Resurs Holding's share register is maintained by Euroclear Sweden AB. At 31 December 2021, the company had a total of 200,000,000 shares.

#### SHAREHOLDERS (HOLDING EXCEEDING 10%) AT 31 DECEMBER 2021:

SHAREHOLDERS	NUMBER OF SHARES	% OWNERSHIP
Waldakt Aktiebolag	57,885,556	28.9%

**RESURS HOLDING'S CORPORATE GOVERNANCE STRUCTURE**



## **GENERAL MEETING OF SHAREHOLDERS**

In accordance with the Swedish Companies Act, the general meeting of shareholders is the company's highest decision-making body. The general meeting of shareholders can resolve every company matter that does not expressly fall under the exclusive expertise of another company body. At the Annual General Meeting (AGM), which must be held within six months of the end of the financial year, shareholders exercise their voting rights on matters including the adoption of the income statement and balance sheets, appropriation of the company's profit or loss, motions on discharge from liability for Board members and the CEO for the financial year, the election of Board members and auditors, as well as fees to be paid to Board members and auditors.

In addition to the AGM, Extraordinary General Meetings may also be convened. Pursuant to the Articles of Association, notice of a general meeting of shareholders must be announced in the official Swedish gazette (Sw; Post- och Inrikes Tidningar) and by making the notice available on the company's website. Confirmation that the official notification has been issued must simultaneously be announced in Svenska Dagbladet. A press release in Swedish and English including the notice in its entirety is published ahead of every general meeting of shareholders.

The Chairman of the Board, the minimum number of Board members needed to form a quorum, and the CEO are to attend extraordinary meetings of shareholders. In addition to the aforementioned parties, AGMs must be attended by at least one member of the Nomination Committee, at least one of the company's auditors, and, whenever possible, all Board members.

The company's Articles of Association do not include any specific stipulations concerning the election or dismissal of Board members, limitations to sales of shares or amendments to the Articles of Association. The Board does not currently hold any authority granted by a general meeting of shareholders to make a decision on Resurs Holding issuing any new shares. A total of 85,398,573 shares was represented at the 2021 AGM. The represented shares

comprised approximately 42.7 per cent of the total number of shares in the company.

The resolutions passed at the 2021 AGM included:

- Adoption of the income statement and balance sheet, and consolidated income statement and consolidated balance sheet
- A resolution on the appropriation of the company's profit according to the adopted balance sheet
- Resolution on discharge from liability for the Board of Directors and the CEO
- Determination of fees for Board members and auditors
- Reelection of Board members Martin Bengtsson, Fredrik Carlsson, Lars Nordstrand, Marita Odélius Engström, Mikael Wintzell, Johanna Berlinde, Kristina Patek and Susanne Ehnåge until the close of the next Annual General Meeting Martin Bengtsson was re-elected as Chairman of the Board
- Election of auditors
- Resolution on guidelines for compensation for the CEO and other senior executives
- Approval of the remuneration report
- Authorisation to buy back own shares to encompass up to five per cent of all of the shares in the company up until the next Annual General Meeting
- Resolution concerning change of the Articles of Association

Resurs Holding's next AGM will be held on 28 April 2022.

## **RIGHT TO PARTICIPATE IN THE GENERAL MEETING**

All shareholders who are entered in the extract from the share register concerning the status of the shareholders five days prior to the meeting (including Saturdays) and who registered their participation on time,

pursuant to the stipulations in the notice, are entitled to participate in the meeting and to cast votes based on the number of shares that they hold. Shareholders who are unable to attend in person may be represented by a proxy. Shareholders were only able to vote via post for the 2021 Annual General Meeting due to the pandemic.

In addition to registering with the company, shareholders whose shares are held in the custody of a trustee through a bank or other securities firm must temporarily register their shares in their own name with Euroclear Sweden AB in order to be entitled to participate in the meeting. Shareholders should inform their trustees of this well in advance of the record date.

Resurs Holding's Articles of Association do not stipulate any limitations as to how many votes each shareholder may cast at a general meeting.

#### **NOMINATION COMMITTEE**

The Nomination Committee represents Resurs Holding's shareholders. The Nomination Committee is tasked with preparing and presenting motions for resolution concerning the number of and election of Board members, the Board Chairman, fees for the Board of Directors and for work on its Committees, the election of and fees for the company's auditors, and the Nomination Committee instruction that is to govern the Nomination Committee's work and compensation.

The Nomination Committee's efforts focus especially on ensuring that the Board of Directors comprises members who possess the expertise and experience to match the criteria that applicable regulations and Resurs Holding's shareholders impose on its Board Of Directors, including the requirements that are stipulated in financial regulations and the Code. Accordingly, in the process of assessing candidates for the Board, the Chairman of the Board presents the Nomination Committee with the evaluation that has been conducted of the Board's work and of the individual members during the past year. The Nomination Committee is also given the opportunity to meet the Board's members. The Nomination

Committee also makes preparations for the election of auditors. Shareholders are free to submit proposals to the Nomination Committee pursuant to the instructions posted on Resurs Holding's website.

The Annual General Meeting decides on the Nomination Committee instruction that will apply for Resurs Holding's Nomination Committee. According to the current instruction that was adopted on 17 June 2020, the Nomination Committee is to comprise the Chairman of the Board and Board members appointed by the four shareholders with the greatest number of votes per the final banking day in August every year, based on share information from Euroclear Sweden AB and other reliable share information that has been provided by the company, as well as rules concerning changes in ownership. In accordance with the Nomination Committee instruction, the following Nomination Committee was announced for the 2022 Annual General Meeting in October 2021. Martin Bengtsson appointed by Waldakt AB, which is the largest shareholder of Resurs Holdings (the Bengtsson family) with 28.9 per cent of the votes; Jonas Strömberg appointed by the Erik Selin Fastigheter AB Group; Johannes Wingborg appointed by Länsförsäkringar Fondförvaltning AB (publ); and Oskar Börjesson appointed by Livförsäkringsbolaget Skandia Ömsesidigt. Johannes Wingborg appointed by Länsförsäkringar Fondförvaltning AB (publ) subsequently left the Nomination Committee due to changes in ownership, and Sten Schröder appointed by Catea Group AB joined the Nomination Committee as a new member. Some major shareholders have declined to appoint members to the Nomination Committee. In accordance with the applicable instructions for the Nomination Committee, Martin Bengtsson is the Chairman of the Nomination Committee since he is appointed by Resurs Holding's largest shareholder Waldakt AB (with 28.9 per cent of the shares/votes).

The Nomination Committee applies item 4.1 of the Code as its diversity policy, and strives for a combination of skills and experience that meet the demands set for Resurs Holding's Board of Directors. The Nomination Committee believes that the diversity issue is important, and it actively endeavours to achieve an even gender distribution.

The Nomination Committee's proposals for the 2022 AGM will be published in the forthcoming AGM notice on Resurs Holding's website, and proposals for elections to the Board will be announced in a press release as soon as they are determined.

#### **BOARD OF DIRECTORS**

Following the general meeting of shareholders, the Board is the company's highest decision-making body and its highest executive body. The work of the Board is primarily governed by the Swedish Companies Act. The Board's work is also governed by the rules of procedure that are established annually by the Board. The rules of procedure govern such matters as the delegation of tasks and responsibilities among the Board and the CEO, and the procedures for the CEO's financial reporting. The Board also adopts rules of procedure for the Board's Committees. The Board's tasks include establishing strategies, business plans and budgets, submitting interim reports and financial statements and adopting policies. The Board must also monitor the company's financial performance, ensure the quality of the financial reporting and reporting by the control functions, and evaluate the company's operations based on the established targets and policies adopted by the Board. Finally, the Board also decides on major investments and organisational and operational changes in the company. The Chairman of the Board is to monitor the company's earnings in close cooperation with the CEO. The Chairman leads the Board's work and creates an open and constructive dialogue. The Chairman's tasks also include monitoring and evaluating the skills, work and contributions of individual Board members to the Board. In addition to the regular Board members, the CEO, CFO (Chief Financial Officer) and the Board's secretary also participate in Board meetings. Other members of Group Management and other executives report on specific matters.

#### **EVALUATION OF THE BOARD**

Once a year, the Board conducts a systematic evaluation during which Board members are given an opportunity to provide their views on approaches, Board material, their own and other members' work on the Board with the aim of improving the work of the Board and providing the Nomination Committee with a relevant basis for making decisions ahead of the AGM. An evaluation was performed by an external company led by the Chairman of the Board ahead of the 2022 AGM, and the results were presented to the Board and the Nomination Committee.

#### **MEMBERS OF THE BOARD**

The members of the Board are elected on an annual basis by the AGM for the period until the end of the next AGM. According to Resurs Holding's Articles of Association, the Board is to comprise three to ten members elected by a general meeting. The Board currently comprises eight members elected by a general meeting for the period until the end of the 2022 AGM. Under the Code, a majority of the AGM-elected Board members must be independent in relation to the company and its management. To determine whether a Board member is independent, a collective assessment must be made of all circumstances that may give reason to question a Board member's independence in relation to the company or its management, such as if a Board member has recently been employed by the company or one of its related companies. At least two of the Board members who are independent in relation to the company and its management must also be independent in relation to the company's major shareholders. In order to determine this independence, the scope of the member's direct or indirect relations to major shareholders must be taken into account. Major shareholders are defined under the Code as shareholders who directly or indirectly control 20 per cent or more of the company's shares or voting rights.

**MEMBERS OF THE BOARD IN 2021**

NAME	FUNCTION	ELECTED	INDEPENDENT	AUDIT COMMITTEE	REMUNERATION COMMITTEE	CORPORATE GOVERNANCE COMMITTEE	BOARD MEETING ATTENDANCE	COMMITTEE MEETING ATTENDANCE	TOTAL FEES (SEK 000'S)	NO. OF OWN AND RELATED PARTIES' SHARES
Martin Bengtsson	Chairman	2012	No <sup>1)</sup>	•			14/15	11/11	1,370	57,885,556
Johanna Berlinde	Board member	2019	Yes			•	15/15	4/4	590	2,120
Fredrik Carlsson	Board member	2012	Yes	•	•		15/15	14/14	540	167,254
Lars Nordstrand	Board member	2012	Yes		•	•	15/15	9/9	740	64,994
Marita Odélius Engström	Board member	2015	Yes			•	14/15	4/4	590	23,407
Mikael Wintzell	Board member	2018	Yes				15/15		440	4,500
Kristina Patek	Board member	2020	Yes	•			15/15	10/11	490	7,551 <sup>2)</sup>
Susanne Ehnbåge	Board member	2020	Yes		•		15/15	3/3	440	2,600

<sup>1)</sup> Not independent in relation to the company and its management, and to the company's major shareholders.

<sup>2)</sup> Some of the holdings were acquired after 31 December 2021.

## THE BOARD'S WORK IN 2021

### FOURTH QUARTER

- Operational reporting including financial reporting
- Credit matters including NPL strategy, credit risk, large exposures, problem credits and insider loans
- Q3 report
- Dissolution of reserve
- Notice and documents for 2021 Extraordinary General Meeting
- Budget and operational plan for 2022
- Evaluation of the Board and the CEO
- Reporting from control functions
- Approval of the policies

### FIRST QUARTER

- Operational reporting including financial reporting
- Credit matters including credit risk, large exposures, problem credits and insider loans
- Year-end report
- Project follow-ups
- Remuneration of senior executives
- Annual Report
- Notice and documents for 2021 Annual General Meeting



### THIRD QUARTER

- Operational reporting including financial reporting
- Credit matters including NPE strategy, credit risk, large exposures, problem credits and insider loans
- Q2 report
- Outsourcing operations
- Project follow-ups
- Strategy follow-ups
- Establishing financial targets
- Group recovery plan
- Remuneration of senior executives
- Reporting from control functions
- Approval of the policies

### SECOND QUARTER

- Operational reporting including financial reporting
- Credit matters including credit risk, large exposures, problem credits and insider loans
- Q1 report
- Internal liquidity adequacy assessment process (ILAAP)
- Project follow-ups
- Sale of portfolio
- Sustainability work
- Statutory meeting
- Reporting from control functions and complaint function
- Approval of the policies
- Annual update to prospectus

## **BOARD COMMITTEES**

Although the overall responsibility of the Board cannot be delegated, the Board institutes Committees from among its ranks that prepare, evaluate and monitor matters within each specific area ahead of decisions by the Board. Accordingly, the Board has instituted an Audit Committee, Corporate Governance Committee and Remuneration Committee. The Committee members and Chairmen are appointed by the Board and their work is governed by each Committee's rules of procedure.

### **AUDIT COMMITTEE**

One of the primary tasks of the Audit Committee in accordance with Chapter 8, Section 49b of the Swedish Companies Act is to ensure that the Board meets its oversight requirements pertaining to auditing, accounting and financial reporting. The Audit Committee is also tasked with reviewing the processes and procedures for the aforementioned areas. In addition, the Audit Committee is to supervise the impartiality and independence of the auditor, evaluate the auditing practices and discuss the coordination between the external and internal auditing functions with the auditors. The Audit Committee is also to assist Resurs Holding's Nomination Committee in producing candidates for external auditors. The Audit Committee has three members: Fredrik Carlsson (Chairman), Martin Bengtsson and Kristina Patek. The Audit Committee fulfils the requirements on auditing and accounting expertise as stipulated in the Swedish Companies Act.

### **CORPORATE GOVERNANCE COMMITTEE**

The Corporate Governance Committee's tasks include evaluating the subsidiary's internal control and policies pertaining to compliance, risk control and internal audit, insofar as these do not influence the area of financial reporting, for which the Audit Committee is responsible. Among other matters, the Corporate Governance Committee is to evaluate observations and proposals for improvement measures based on reports submitted by the compliance function, risk control function, information security function and internal audit function, review Resurs Bank's internal capital and liquidity assessments, and monitor regulatory amendments that may impact the Group's licensed operations. The Corporate Governance

Committee is also to inform the Board of and provide recommendations on the basis of these reviews and evaluations. The Corporate Governance Committee has three members: Lars Nordstrand (Chairman), Johanna Berlinde and Marita Odélius Engström.

### **REMUNERATION COMMITTEE**

The Remuneration Committee's task is to prepare matters concerning terms for Board members. The Remuneration Committee is to monitor and evaluate the application of the guidelines for remuneration to senior executives which the general meeting is to adopt according to the law, and assist the Board with support and advice in formulating the remuneration policy to promote sound and efficient risk management and, if necessary, propose changes. The internal policies govern matters such as the balance between fixed and variable remuneration, and the relation between earnings and compensation, the primary terms for bonus and incentive schemes, and the terms for other benefits, pensions, resignation/dismissal and termination benefits if applicable. The Remuneration Committee is tasked with monitoring and evaluating the results of variable remuneration, and the Group's compliance with the guidelines for remuneration as adopted by a general meeting. The Remuneration Committee has three members: Fredrik Carlsson (Chairman), Lars Nordstrand and Susanne Ehnbåge.

### **CEO AND OTHER SENIOR EXECUTIVES**

The CEO is subordinate to the Board of Directors and is responsible for the company's operational management and its day-to-day business. The delegation of duties among the Board and the CEO is outlined in the Board's rules of procedure and the CEO's instructions. The CEO is responsible for preparing reports and compiling information from management ahead of Board meetings and makes presentations at the Board meetings.

Pursuant to the internal policies on financial reporting, the CEO is responsible for financial reporting at Resurs Holding and must thus ensure that the Board has sufficient information in order to be able to regularly assess the company and the Group's financial position. The CEO continuously



NAME	POSITION	MEMBER OF GROUP MANAGEMENT SINCE	EMPLOYED AT RESURS SINCE	NO. OF OWN AND RELATED PARTIES' SHARES	OWN NUMBER OF WARRANTS
Nils Carlsson	President and CEO	2020	2020	35,000 <sup>1)</sup>	750,000
Sofie Tarring Lindell	CFO & Head of IR	2021 <sup>2)</sup>	2014	545	130,000
Marie Darte	Chief Governance & Risk Officer	2021 <sup>3)</sup>	2019	3,000 <sup>1)</sup>	25,000
Tomas Bromander	CCO Cards	2021 <sup>4)</sup>	2021	3,000 <sup>1)</sup>	0
Andreas Andersson	Acting CCO Corporate	2021 <sup>5)</sup>	2002	130,000	136,597
Alexander Burman	CCO Consumer Loans	2021 <sup>6)</sup>	2021	12,000 <sup>1)</sup>	65,000
Sebastian Green	CIO	2018	2018	2,050 <sup>1)</sup>	50,000
Anita Tidner	CCSO	2020	2021	2,024 <sup>1)</sup>	50,000
Jenny Hillerström-Schüldt	Acting CHRO	2022 <sup>7)</sup>	2022	0	0
Andreas Fridell	CCO B2B & COO	2020	2020	0	85,000
Stefan Noderén	Chief Credit & NPL Officer	2020	2013	22,000	12,500
Eva Brike <sup>8)</sup>	Former CHRO	2017	2017	0	0
Johan Flodén <sup>9)</sup>	Former CCO, Nordic Consumer Loans	2020	2006		
Erik Frick <sup>9)</sup>	Former COO	2013	2012		
Anna Naucclér <sup>9)</sup>	Former COO Nordic Payment Solutions	2018	2018		
Claes Wenthzel <sup>9)</sup>	Former CFO	2021	2021		
Jonas Olin <sup>9)</sup>	Former CFO	2020	2020		

<sup>1)</sup> Some of the holdings were acquired after 31 December 2021.

<sup>2)</sup> Became CFO in May 2021.

<sup>3)</sup> Became Chief Governance & Risk Officer in July 2021.

<sup>4)</sup> Became CCO Cards in November 2021.

<sup>5)</sup> Became Acting CCO Corporate in September 2021.

<sup>6)</sup> Became CCO Consumer Loans in October 2021.

<sup>7)</sup> Became Acting CHRO in January 2022. Jenny Hillerström-Schüldt has a consultancy assignment and is not an employee.

<sup>8)</sup> Stepped down as CHRO on 10 January 2022.

<sup>9)</sup> Stepped down in 2021. Therefore holdings of shares/warrants at 31 December 2021 are not reported.

keeps the Board informed of the performance of the business, earnings and financial position, trends in liquidity and credit risk, key business developments, as well as any other event, circumstance or condition that could be assumed to be of significance for the company's shareholders. Furthermore, the CEO is to lead the executive management and execute the decisions made by the Board.

Resurs Holding's Group Management comprises 11 people: the CEO, CFO, CCO Consumer Loans, CCO Corporate, CCO Cards, CCO B2B & COO, CHRO, CIO, Chief Credit & NPL Officer, Chief Customer Service Officer and Chief Governance & Risk Officer.

Remuneration of the CEO senior executives may include fixed salary, pensions and other benefits. The Meeting may also resolve on long-term incentive programmes. Senior executives are not paid a bonus or variable remuneration. The Annual General Meeting on 17 June 2020 resolved on remuneration guidelines for the CEO and other senior executives. Remuneration of the CEO and other senior executives is to be determined by the Board in accordance with the guidelines on remuneration of senior executives approved by a general meeting and internal policies based on regulations on remuneration systems in banking and insurance distribution applicable at any time.

#### **INTERNAL CONTROL**

The Board's responsibility for internal control is governed by the Swedish Companies Act, the Annual Accounts Act (1995:1554), the Code and the applicable elements of the Swedish Financial Supervisory Authority's regulations and general recommendations. The procedures for internal control, risk assessment, control activities and monitoring regarding its financial reporting were designed to ensure reliable overall financial reporting and external financial reporting pursuant to IFRS, prevailing laws and regulations, and other requirements that must be complied with by companies listed on the Nasdaq Stockholm. These efforts involve the Board, Group Management and other personnel.

#### **CONTROL ENVIRONMENT**

The Board has adopted a number of policies, which, along with the external regulatory framework, comprise the basis for Resurs Holding's control environment. All employees are responsible for complying with the policies. The Board has adopted policies that govern the responsibilities of the CEO and the Board. The Board's rules of procedures stipulate that due to the consolidated situation, which includes Resurs Holding together with Resurs Bank, the Board is to ensure the presence of a risk control function (second line of defence), a compliance function (second line of defence), an information security function (second line of defence) and an internal audit function (third line of defence), all of which are organisationally separated from one another. The control functions must regularly report significant weaknesses and risks to the Board and CEO. The reports are to follow up on previously reported weaknesses and risks and account for each newly identified significant weakness and risk. The Board and the CEO are to take the appropriate actions based on the control functions' reports as soon as possible. The Board and the CEO are to ensure that the Group has procedures in place to regularly monitor actions that were taken based on reports made by the control functions. Responsibility for maintaining an effective control environment and a regular focus on risk assessment and internal control regarding financial reporting is delegated to the CEO. The CEO must regularly provide the Board with a written CEO report, including general commentary on significant events. As operative personnel in the first line of defence, managers at various levels within the Group are responsible for identifying and addressing identified risks.

Resurs Holding's Audit Committee continuously ensures the quality of Resurs Holding's financial reporting, while the Corporate Governance Committee ensures the quality of Resurs Holding's corporate governance, internal control, compliance, risk control, information security and internal audit functions.

### **RISK ASSESSMENT AND CONTROL ACTIVITIES**

Resurs Holding has implemented a process for assessing the risk of errors in the accounting and the financial reporting. The most significant items and processes in which material errors may typically exist include the income statement and balance sheets, lending to the public, intangible assets and financial instruments. Resurs Holding continuously monitors the effectiveness of the control of these items and processes.

### **MONITORING, EVALUATION AND REPORTING**

The Board continuously evaluates the information it receives. The Board regularly receives reports from the business areas concerning Resurs Holding's financial position and reports from the Audit Committee regarding their observations, recommendations, and proposals on actions and decisions. The internal audit function, compliance function, risk control function and information security function regularly report their observations and proposals for actions to the CEO, the Board and certain Board Committees. The internal and external regulatory frameworks that govern financial reporting are communicated internally by way of policies that are published on the Group's intranet.

### **AUDITORS**

Ernst & Young AB (Jakobsbergsgatan 24, SE-111 44, Stockholm, Sweden), has served as the company's auditor since 2013, with Jesper Nilsson as the Auditor-in-Charge since 2020. Jesper Nilsson is an Authorised Public Accountant and a member of FAR, the institute for the accountancy profession in Sweden, as well as a licensed auditor for financial companies.

In 2021 the auditor participated in four Audit Committee meetings, at which the quarterly reports and the Annual Report for 2020 were discussed. The auditor also participated in one Board meeting. The external auditing of the company's and subsidiaries' financial statements and accounts, as well as the Board's and CEO's administration, is conducted in accordance with generally accepted accounting policies.

# Board of Directors



**MARTIN BENGTSSON**

Born in 1970. Member of the Board since 2012. Chairman of the Nomination Committee and member of the Audit Committee.

Education and professional experience: MSc in Economics and Business Administration. Previously Manager, Business development at SIBA Aktiebolag, Country Manager at SIBA Aktiebolag, Danish branch and Investment Manager at SIBA Invest AB.

Other significant appointments: Chairman of the Board, SIBA Fastigheter AB. Board member and CEO of SIBA Invest AB.

**FREDRIK CARLSSON**

Born in 1970. Member of the Board since 2012. Chairman of the Audit Committee and Remuneration Committee.

Education and professional experience: MBA, BSc in Business Administration. Former Global Head of Research, SEB Enskilda, Head of Equities, Second AP Fund, Bank of America/Merrill Lynch and HSBC.

Other significant appointments: Chairman of the Board of Directors of Svolder Aktiebolag and Sten A Olssons Pensionsstiftelse. Board member of Solid Försäkringsaktiebolag, Betsson AB and the Torsten Söderberg Foundation.

**MARITA ODÉLIUS ENGSTRÖM**

Born in 1961. Member of the Board since 2015. Member of the Corporate Governance Committee.

Education and professional experience: MSc in Economics and Business Administration, Authorised Public Accountant. Former CEO of Fora AB, and CFO and Head of Process & Synergies, Skandia Nordic Group.

Other significant appointments: Board member of Solid Försäkringsaktiebolag.

**SUSANNE EHNBJÄGE**

Born in 1979. Member of the Board since 2020. Member of the Remuneration Committee.

Education and professional experience: MSc in Economics from the School of Business, Economics and Law at the University of Gothenburg. Former CEO and other positions at NetOnNet and SIBA AB.

Other significant appointments: CEO of Lindex. Board member of Quimper.

**JOHANNA BERLINDE**

Born in 1970. Member of the Board since 2019. Member of the Corporate Governance Committee.

Education and professional experience: MSc in Economics and Business Administration. Former Sales Director Tele2Vision, Director of Product & Marketing B2B Tele2 Sweden, VP Head of TV & Media Telia Company. Head of M&A and Partner Management Telia Sweden and VP Head of Product Area Connectivity Telia Company. Currently VP Head of Customer Service & Delivery Telia Sweden.

Other significant appointments: -

**LARS NORDSTRAND**

Born in 1951. Member of the Board since 2012. Member of the Corporate Governance Committee and Remuneration Committee.

Education and professional experience: BSc, MSc in Economics and Business Administration. Former CEO of Moderna Försäkringar and Movestic Livförsäkring AB and Deputy CEO of Invik, Major in the Military Reserve Force.

Other significant appointments: Chairman of the Boards of Solid Försäkringsaktiebolag, Euro Accident Livförsäkring, Akademikerförsäkring and Nordnet Pensionsförsäkring.

**MIKAEL WINTZELL**

Born in 1981. Member of the Board since 2018.

Education and professional experience: Upper-secondary engineering course. Deputy Chief Commercial Officer at Klarna, Sales Director at Payex. Currently Partner and CEO of Wellstreet Group.

Other significant appointments: Board member of companies associated with Wellstreet Group.

**KRISTINA PATEK**

Born in 1969. Member of the Board since 2020. Member of the Audit Committee.

Education and professional experience: MSc in Business Studies and Economics, Uppsala University. Previously Head of M&A at Tieto, Partner at Scope Capital, investment manager at Ratos and management consultant at Accenture.

Other significant appointments: Senior Investment Director, Stena Sessan AB. Member of the Boards of Didner & Gerge Fonder AB, Scandic Hotels Group AB and 24Health and Matilda Foodtech.



# Group Management



**NILS CARLSSON**

Born in 1969. President and CEO.

Education and professional experience: MSc in Economics and Business Administration from Växjö University, Stockholm School of Economics, MBA Heriot-Watt University, Edinburgh Director of Product Development at Europolitan, Director Business Development at Vodafone, Vice President Sales, Marketing & Product at Telenor, CEO of Netbooster, CEO of Electrolux Sverige, CEO of Fortnox AB.

Other current appointments:  
Member of the Boards of Tradedoubler AB, Poolia AB and Svensk Fastighetsförmedling.

**JENNY HILLERSTRÖM-SCHÜLDT**

Born in 1972. Acting Chief Human Resources Officer (CHRO) since 10 January 2022.

Education and professional experience: BSc Behavioural Science, Lund University. Various previous positions at Sony Ericsson, Axis Communications, AP Moller-Maersk, Chief People & Communications Officer Ikano Bank.

Other current appointments: -

**SEBASTIAN GREEN**

Born in 1973. Chief Information Officer (CIO).

Education and professional experience: MSc in Computer Engineering, Lund University. Previously CIO and Head of Development at Bergendahls Food, IT consultant at Capgemini, NCR Teradata and IKEA.

Other current appointments: -

**ANDREAS ANDERSSON**

Born in 1979. Acting Chief Commercial Officer (CCO) Corporate.

Education and professional experience: Management studies at Stockholm School of Economics. Various roles at the Resurs Group since 2002, including Country Manager Norway and Sales Director Retail Finance Sweden.

Other current appointments: -

**STEFAN NODERÉN**

Born in 1968. Chief Credit & NPL Officer.

Education and professional experience: Upper secondary school business diploma. Former CEO of Redcats Finans AB, CEO of Time Finans AB, Head of Business Development & IT at Finaref Sverige AB.

Other current appointments: -

**MARIE DARTE**

Born in 1978. Chief Governance & Risk Officer.

Education and professional experience: MSc in Business Administration, Lund University. Various previous positions at Mercedes Benz Finans, Head of Risk Sweden Ikano Bank and Risk & Compliance Manager Fortnox Finans AB.

Other current appointments: -

**SOFIE TARRING LINDELL**

Born in 1991. Chief Financial Officer (CFO) and Head of Investor Relations.

Education and professional experience: MSc in Business Administration specialising in Corporate Finance, Lund University. Various previous positions within Resurs Group, most recently as Head of IR and Group Control.

Other current appointments: -

**TOMAS BROMANDER**

Born in 1977. Chief Commercial Officer (COO) Cards.

Education and professional experience: DIHM IHM Business School. Director Business Development Mastercard Nordic & Baltics, Director Business Development Stored Value Solutions Nordics & Netherlands, Sales Director Tradedoubler Sweden AB, Head of Sales Teller AS.

Other current appointments: -

**ALEXANDER BURMAN**

Born in 1988. Chief Commercial Officer (CCO) Consumer Loans.

Education and professional experience: MSc. Business and Management, Uppsala University. BSc Business and Economics, Uppsala University. Nordic Head of Consumer Loans, Santander Consumer Bank. Manager, Ernst & Young (EY) Advisory Services. Trainee, Swedish Trade Council.

Other current appointments: -

**ANDREAS FRIDELL**

Born in 1981. Chief Commercial Officer (CCO) B2B & COO.

Education and professional experience: Degree in Marketing and Communication. Studies in pedagogy and leadership, military officer in the Swedish Armed Forces, Sales Manager at Eniro, Chief Commercial Officer at Fortnox AB, Board member of Nyföretagarecentrum, Head of Solution Management and Deputy CEO at IST AB and CEO and Head of Business Region Sweden at IST AB and IST Group.

Other current appointments: Board member of Kivra Oy.

**ANITA TIDNER**

Born in 1964. Chief Customer Service Officer (CCSO).

Education and professional experience: DIHM Marketing IHM Business School, former Head of Customer Service Telia Sweden, Head of Sales Telia Operator Business, Head of Sales UC Kreditinformation. Consultant in leadership development and sales.

Other current appointments: Board member of Alliera Sälj- & Ledarutveckling AB.

***The auditor's examination of the corporate governance statement***

The Board of Directors is responsible for that the corporate governance statement on pages 77-87 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's standard RevR 16 *The auditor's examination of the corporate governance statement*. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

Ernst & Young AB was appointed auditor of Resurs Holding AB (publ) by the general meeting of the shareholders on the 28 April 2021 and has been the company's auditor since the 29 April 2013

Stockholm 21 March, 2022

Ernst & Young AB

Jesper Nilsson  
Authorized Public Accountant