



*N.B. The below is an unofficial translation of the Swedish original, in case of any discrepancies between the Swedish original and the English translation the Swedish text shall prevail.*

## The Nomination Committee's reasoned statement regarding its proposal for members of the Board of Loomis AB

The Nomination Committee proposes re-election of the Board members Alf Göransson, Lars Blecko, Cecilia Daun Wennborg, Johan Lundberg and Jeanette Almberg, and the election of Liv Forhaug as new Board member. The Nomination Committee proposes re-election of Alf Göransson as Chairman of the Board. Jan Svensson has declined re-election.

For information regarding Liv Forhaug, please see below under the reasoned statement.

Prior to the Annual General Meeting 2021, the Nomination Committee has held five meetings at which minutes were kept and in addition thereto a number of informal contacts. As basis for its proposal for members of the Board, the Nomination Committee has taken into account the complete outcome of the evaluation of the Board and its work. The Nomination Committee has also received a description of the work of the Board and its Committees from the Chairman of the Board, and has held interviews with all Board members. The Company's CEO has passed on his view on the Company's operations and the collaboration with the Board. Furthermore, the Nomination Committee has considered a number of candidates in the process of replacing Jan Svensson as Board member.

The Nomination Committee has thoroughly discussed the requirements for qualifications, experience and background that can be imposed on the Board of Loomis AB considering, among other things, the strategic development including relevant sustainability aspects, management and control of the company. Matters relating to independence have been highlighted and by applying a diversity policy, which consist of Section 4.1 in the Swedish Corporate Governance Code, the Nomination Committee has strived to establish a Board composition with equal gender distribution, characterized by diversity and width regarding the qualifications, experience and background of the Board members. The Nomination Committee considers that the diversity of the Board members is an important matter and that it is imperative for future nomination committees to continue working actively towards, among other things, maintaining equal gender distribution in the Board. Women's participation in the Board of Loomis AB would with the proposed Board composition amount to 50 per cent.

Liv Forhaug, who is proposed for new election as Board member, is deemed to complement the Board by, among other things, the significant experience within business development and digital transformation in for Loomis relevant industries that she has acquired through leading positions within, for example, Martin & Servera AB, ICA Gruppen AB and McKinsey & Company. In conclusion, the Nomination Committee considers that the proposed Board members have a broad and complementary experience from different markets and industries, and it is the opinion of the Nomination Committee, with regard to the Company's operations, phase of development and other relevant circumstances, that the proposed Board has an appropriate composition.

With regard to the independence of the members of the Board proposed to the Annual General Meeting, the Nomination Committee considers that all Board members, except for Lars Blecko, are independent in relation to the Company and its management and that all Board members are independent in relation to Loomis' major shareholders. The Nomination Committee has thus found that its proposed composition of the Board of Loomis AB complies with the independence requirements as set forth in the Swedish Corporate Governance Code.

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Stockholm, March 2021  
*The Nomination Committee of Loomis AB (publ)*

**Liv Forhaug** (born 1970) has a degree in economics from Stockholm School of Economics. She is President and CEO of Martin & Servera AB and has previously held positions as Chief of Strategy at ICA Gruppen AB and partner at the consulting firm McKinsey & Company. Liv is also a Board member of Hufvudstaden AB and the trade association Svensk Handel.

*The Nomination Committee considers Liv Forhaug to be independent in relation to the Company and its management and also in relation to Loomis' major shareholders.*