

Corporate governance report

We want to create a better future for millions of people. The key to success is a high level of trust and the most satisfied customers. It is our firm conviction that it is through customer value that we create the best shareholder value.

Avanza's corporate governance report has been prepared in accordance with the Swedish Annual Accounts Act (1995:1554) and the Swedish Code of Corporate Governance (the Code). Avanza Bank Holding AB (publ), hereafter "Avanza", does not deviate from the Code. As a publicly listed Swedish limited liability company, Avanza's operations are also governed by other laws and regulations, including the Swedish Companies Act (2005:551), Nasdaq's Nordic Main Market Rulebook for Issuers of Shares and the International Financial Reporting Standards (IFRS). The operating subsidiaries are subject to the supervision of the Swedish FSA, which requires strict application of various financial and ethical rules and guidelines based on Swedish and European law and the Swedish Securities Markets Association's guidelines.

The Avanza Group is driven with strong customer focus and a long-term vision. We want to create a world-class user experience and customer service. Through inspiration and education, we increase financial literacy and help customers to make informed investment decisions. We do not offer investment advice. The promise to our customers is that they will have more money left over with Avanza than with any other bank or pension company. In the long term, what we do benefits the Swedish savings market and the industry's development, which in turn has a positive effect on

society as a whole. From a societal and sustainability perspective, we promote financial inclusion, gender equality and diversity, and an increased share of sustainable investments. We value transparency, low thresholds, education, and work to enable sustainable investment choices. Another important part of the work is to be a sustainable organisation with thorough oversight and control.

Our opportunities to achieve our vision of creating a better future for millions of people and promoting a better savings market in the long term is based on a dialogue with and listening to our stakeholders. We have to earn their trust every day and ideally surpass their highest expectations. These stakeholders include customers, employees, owners, partners, media, suppliers, authorities and legislators, all of whom affect and are affected by our operations.

A. Ownership and voting rights

The share capital consists of one class of shares. All shares confer the same rights. There are no limitations on the right to transfer shares or how many votes a shareholder may cast. The share is listed on Nasdaq Stockholm's Large Cap list. The share capital at the end of 2024 amounted to SEK 78,618,474.50, represented by 157,236,949 shares and votes. An ownership distribution is presented on page 25. The largest shareholders are represented on the

Nomination Committee; see below. Avanza has three outstanding warrant programmes comprising warrants with the right to subscribe for 3,151,346 new shares. Non-allocated warrants have been maculated. Upon full exercise of the above mentioned warrants, the dilution will be 2.0 per cent. Of the total number of outstanding warrants, 79 per cent had been transferred to employees at year-end. For further information on the Avanza share, see pages 24–25 and Note 28 Equity.

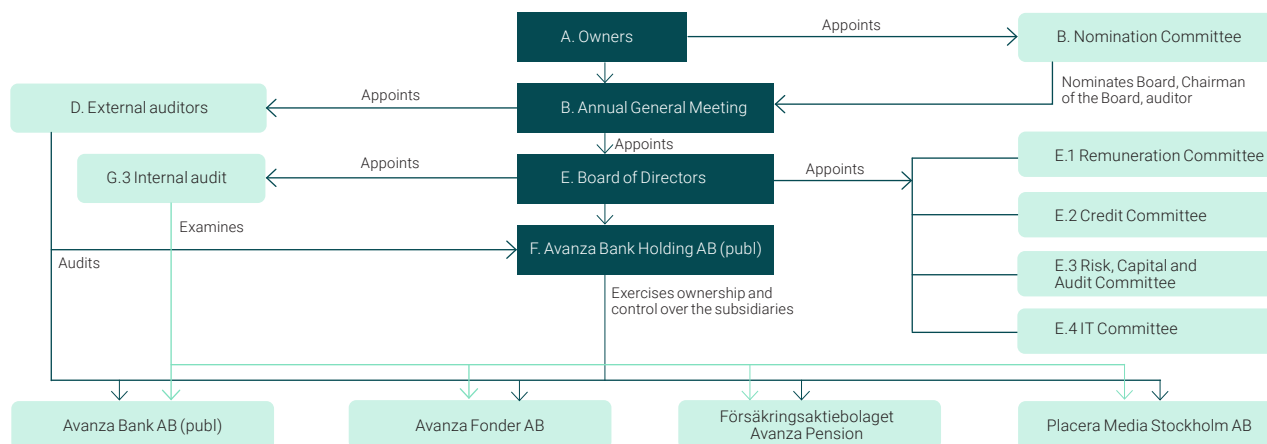
B. Annual General Meeting (AGM)

Shareholders exercise influence over Avanza through participation in the AGM, Avanza's most senior decision-making body. In accordance with the Articles of Association, the AGM elects the Company's Board and appoints Avanza's auditor. Additionally, decisions are taken on adoption of the income statement and balance sheet, consolidated income statement and consolidated balance sheet, dividends and other profit distributions, discharge from liability of the members of the Board and the CEO, the instruction for the Nomination Committee, remuneration guidelines for senior management, and other important issues.

To exercise their vote at the AGM, shareholders either have to be present at the meeting in person or by proxy or have exercised their voting rights by voting in advance by mail. Additionally, they must be registered in their own name in the share register on the specified date prior to the meeting and have notified their participation as set out in the notice.

The AGM's resolutions normally pass with a simple majority, i.e. more than half of the total number of votes cast, unless otherwise specified by the Swedish Companies Act. Shareholders wishing to add a matter to the agenda at the AGM may submit a written request that must be received by the date indicated on avanza.se/ir, which for the AGM 2025 is 6 March 2025. Requests should be sent to arsstamma@avanza.se or to:

Avanza Bank Holding AB
F.A.O: Bolagsjuridik
Box 1399
111 93 Stockholm



The date and time of the next AGM, and information on how shareholders can exercise their right of initiative, are posted on [avanza.se/ir](https://www.avanza.se/ir) under the Governance section in conjunction with the publication of the third interim report of the year preceding the AGM. Minutes and supporting documentation from previous AGMs are also available in the same section.

Extraordinary General Meetings may be held if the Board deems necessary or if the Company's auditor or a shareholder holding at least ten per cent of the shares requests such a meeting.

At the AGM on 11 April 2024, 393 shareholders were represented with a holding corresponding to approximately 71 per cent of the total number of shares and votes.

Besides the recurring items, the following resolutions were adopted by the AGM 2024:

- authorisation for the Board of Directors to acquire the company's own shares and transfer the company's own shares as well as resolve on new share issues
- decision to issue warrants intended for employee incentive programme
- approval of guidelines for remuneration to senior executives

C. Nomination Committee

The AGM 2023 decided on an instruction for the Nomination Committee in which the nomination process for the election of Board members and the auditor as well as the procedure to appoint the Nomination Committee are specified. The instruction applies until further notice.

The names of the Nomination Committee's members, and the shareholders they represent, were made public on 15 October 2024, just over six months before the date of the AGM 2025. The Nomination Committee consists of one representative from each of the four largest shareholders wishing to appoint a representative, based on ownership interests known immediately before the announcement. The Nomination Committee is the shareholders' governing body with the sole purpose of preparing the AGM's resolutions on elections and fees.

The Nomination Committee is mandated to serve until a new committee is appointed. In accordance with the instruction for

the Nomination Committee, the Chairman of the Committee is the member representing the largest shareholder, unless the Nomination Committee has agreed otherwise. A shareholder who after the announcement is no longer among the four largest shareholders must make their seat available in favour of the shareholder who became one of the four largest. Marginal changes do not have to be considered. Shareholders that have appointed a representative to the Committee have the right to dismiss this representative and appoint a replacement. All changes to the composition of the Committee shall be publicly announced.

The Nomination Committee's proposals for resolution leading up to the AGM include:

- Chairman of the Meeting
- Board of Directors and Chairman of the Board
- Board fees
- auditor and fees for the Company's auditors
- if applicable, changes to the procedure for appointing the Nomination Committee

The Nomination Committee's proposal to the Board of Directors is presented in its entirety to ensure that the composition of the Board meets competence, diversity and independence requirements. Shareholders with views on the Board's composition or proposals for new members shall submit them to the Nomination Committee well in advance of the AGM, which prior to AGM 2025 should be not later than 27 January 2025. Nomination proposals are reviewed as part of the nomination process. Proposals shall be sent to valberedningen@avanza.se or to:

Avanza Bank Holding AB
F.A.O.: Valberedningen
Box 1399
111 93 Stockholm

Although Committee members are not remunerated for their work, Avanza refunds reasonable costs deemed necessary for them to fulfil their duties. The Committee has agreed that Erik Törnberg, Creades AB, will remain in the position of Chairman of the Committee. Erik Törnberg is also a member of the Board of the wholly

owned subsidiary Avanza Fonder AB. While this does not deviate from point 2.4 of the Code, Avanza is disclosing the situation for the sake of transparency.

The Nomination Committee's proposal, as well as a reasoned opinion on the proposal and a report on the Committee's work, are published in conjunction with the notice of the AGM. When preparing its proposal for Board fees, the Nomination Committee uses comparisons to companies operating in similar spheres and with similar size and complexity. Proposed fees will be market rate based on the responsibility and work required and on the contribution that the Board can make to the Company's development.

As a diversity policy, the Nomination Committee has applied point 4.1 of the Code. The Nomination Committee's aim in applying the diversity policy has been to achieve an appropriate Board composition distinguished by diversity and breadth, and to achieve a gender balance among AGM-elected Board members. As of AGM 2024, the Board of Directors consisted of five men and four women. For more information, see section E. Board of Directors.

The Nomination Committee held 4 meetings in 2024, at which all members were present, in addition to regular contact. The Nomination Committee also conducted an evaluation of the Board and its work, which included the Board's size, composition, industry experience and competence.

D. External auditor

The external auditor is an independent reviewer of Avanza's financial statements and determines whether they in all material respects are accurate and provide a fair presentation of the Company and its financial position and results.

The AGM 2024 re-elected KPMG AB as the auditor until the conclusion of AGM 2025 and noted that KPMG AB appointed Dan Beitner as Auditor-in-Charge.

The auditor presents the AGM with an audit report on Avanza's Annual and Sustainability Report and consolidated financial statements, the appropriation of the Company's profit or treatment of its loss, and the administration of the Board and the CEO, and offers an opinion on the corporate governance report. In addition, the auditor submits reports on day-to-day management and internal control, in writing as well as orally to Avanza's Board and/or Audit Committee at least twice a year and delivers an audit report on the annual accounts and annual report.

The audit is conducted in accordance with the International Standards on Auditing (ISA), issued by the International Federation of Accountants (IFAC). The auditor's fees are paid based on approved invoices. In 2024, fees paid to KPMG for auditing services totalled SEK 4,177 thousand. Total remuneration paid is shown in Note 9 Auditors' fees and reimbursement of expenses.

Valberedningens sammansättning

| Name | Representing | Holding 30-09-2024 | Holding 31-12-2024 |
|--|---------------------------------------|--------------------|--------------------|
| Erik Törnberg (Chairman of the Nomination Committee) | Creades AB | 15,862,000 (10.1%) | 15,862,000 (10.1%) |
| Sven Hagströmer (Chairman of the Board of Avanza) | Hagströmer family and companies | 15,990,000 (10.2%) | 15,960,000 (10.2%) |
| Dick Bergqvist | AMF Tjänstepensioner & Fonder | 15,566,573 (9.9%) | 14,193,464 (9.0%) |
| Magnus Dybeck | Sten Dybeck with family and companies | 6,490,308 (4.1%) | 6,490,308 (4.1%) |

E. Board of Directors

The Board of Directors sets forth the business framework, appoints the CEO and exercises control over the Company's management. The Board's duty is to manage the Group's affairs in the best interests of Avanza and its shareholders in order to create the best conditions for a sustainable business. The duties of the Board are governed by the Swedish Companies Act, the Code and the formal plan that the Board has established for its work.

The Board takes decisions on matters concerning Avanza's strategic direction, major investments, acquisitions and divestments. Furthermore, each Group company's Board establishes policies and guidelines, as well as the rules of procedure for the CEO. Where applicable, subsidiaries also establish rules of procedure for the control functions Risk Management, Compliance, Internal Audit and the Actuarial function.

The AGM 2024 re-elected previously elected Board members except Catharina Eklöf, Sofia Sundström and Hans Toll, who declined re-election. Additionally, Julia Haglind and Lisa Åberg were elected as new members in accordance with the Nomination Committee's proposal. According to the Articles of Association, the Board shall consist of no fewer than five and no more than ten members. Avanza's Board consisted by year-end 2024 of nine AGM-elected members and no deputies, who elected until the next AGM. The Chairman of the Board is Sven Hagströmer and the Deputy Chairman is John Hedberg. The Board held its first meeting following election on 12 April 2024.

Diversity and suitability

The policy on suitability assessments sets forth how Avanza evaluates appointees for their assignments, how conflicts of interest are addressed and how a suitably diverse Board is achieved. The Board's composition of individuals of varying age, with a goal of gender parity, and with varying educational and professional backgrounds will help to ensure that the Board collectively has the ability to critically review and understand relevant regulations and can identify the risks caused and faced by the Company. New members are also evaluated in terms of the number of positions they hold, to ensure they have the time needed for the Board's work. These assessments are conducted in conjunction with new appointments and followed up at least annually. Based on the suitability assessments and the Board evaluation, annual training plans are formulated. Background checks were made of all Board members in 2024. Information on the Board's composition, age and background is shown on pages 73–74.

The Boards of the subsidiaries Avanza Bank AB, Avanza Fonder AB and Försäkringsaktiebolaget Avanza Pension follow the Group's

Members of the Board of Directors 2024

| Board member* | Elected to the Board | Risk, Capital and Audit Committee | Remuneration Committee | IT Committee | Credit Committee | In relation to the company and its management | In relation to the company's largest shareholders |
|-------------------------------|----------------------|-----------------------------------|------------------------|--------------|------------------|---|---|
| Sven Hagströmer, Chairman | 1997 | | Member | Member | Member | Independent member | Not independent member |
| John Hedberg, Deputy Chairman | 2023 | | Chairman | | | Independent member | Not independent member |
| Magnus Dybeck | 2020 | | | Chairman | | Independent member | Independent member |
| Julia Haglind | 2024 | Member | | | | Independent member | Independent member |
| Jonas Hagströmer | 2015 | Member | | | Chairman | Independent member | Not independent member |
| Linda Hellström | 2022 | | | Member | | Independent member | Independent member |
| Johan Roos | 2020 | Chairman | Member | | Member | Independent member | Independent member |
| Leemon Wu | 2021 | Member | | | | Independent member | Independent member |
| Lisa Åberg | 2024 | | | | | Independent member | Independent member |

* Catharina Eklöf, Sofia Sundström and Hans Toll resigned as board members, as well as members or chairpersons of committees at the AGM 11 April 2024

Attendance at recorded Board meetings 2024¹

| Board member | Board meetings | Risk, Capital and Audit Committee ² | Remuneration Committee ³ | IT Committee ⁴ | Credit Committee ⁵ |
|-------------------------------|----------------|--|-------------------------------------|---------------------------|-------------------------------|
| Sven Hagströmer, Chairman | 23/23 | | 7/7 | 4/4 | 12/12 |
| John Hedberg, Deputy Chairman | 23/23 | | 7/7 | | |
| Magnus Dybeck | 23/23 | | | 4/4 | |
| Julia Haglind ⁶ | 15/23 | 7/10 ⁷ | | | |
| Jonas Hagströmer | 23/23 | 10/10 | | | 7/12 ⁷ |
| Linda Hellström | 23/23 | | | 2/4 ⁷ | |
| Johan Roos | 23/23 | 10/10 | 77/7 | | 12/12 |
| Leemon Wu | 23/23 | 7/10 ⁷ | | | |
| Lisa Åberg ⁶ | 15/23 | | | | |

¹ Catharina Eklöf, Sofia Sundström and Hans Toll resigned as board members, as well as members of committees at the AGM 11 April 2024. Sofia Sundström and Hans Toll attended all board meetings before resigning. Catharina Eklöf attended 7/8 board meetings before resigning

² Hans Toll attended all 3 committee meetings before resigning as board member

³ Catharina Eklöf attended all 2 committee meetings before resigning as board member

⁴ Sofia Sundström attended all 2 committee meetings before resigning as board member

⁵ The committee is only for Avanza Bank AB. Hans Toll attended all 5 committee meetings before resigning as board member

⁶ Julia Haglind and Lisa Åberg joined the Board at the AGM on 11 April 2024

⁷ Appointed a member of the committee at inaugural Board meeting on 12 April 2024

policy on suitability assessments adapted to the requirements of a suitable composition and collective competence for the Board of each company. The subsidiary Boards consist of members with varying experience and education, which contributes to a suitable composition of competencies for the business in question.

Formal work plan of the Board of Directors

The Board follows a formal work plan it adopts on an annual basis, which regulates the division of duties, decision-making, meeting procedures and the Chairman's duties. It also covers the Board's

responsibilities and duties as well as how to identify and manage potential conflicts of interest.

The Board's work follows an annual plan that meets the Board's information needs and is otherwise governed by established procedures for dividing duties between the Board and the CEO. The Company's auditor attended and presented the audit to the Board at 1 Board meeting and attended 7 meetings of the Risk, Capital and Audit Committee in 2024. Company employees participate in the Board's meetings as rapporteurs and secretary.

Work of the Board in 2024

During the year, the Board held a total of 23 meetings, including 13 regular meetings, 1 inaugural meeting, 5 extra and 4 by telephone/mail. Board meetings by telephone/mail mainly address decisions relating to Avanza's incentive scheme. At scheduled meetings, the following are discussed:

- financial reporting
- operational reporting
- reporting by the Board's committees
- credit- and liquidity reporting for the subsidiary Avanza Bank

The control functions Risk Management, Internal Audit and Compliance report quarterly.

In addition to the recurring items on the agenda, the Board addressed during the year the matters shown in the illustration on the previous page. The Board also focused on the Group's implementation of and alignment with new and amended regulations affecting various aspects of operations.

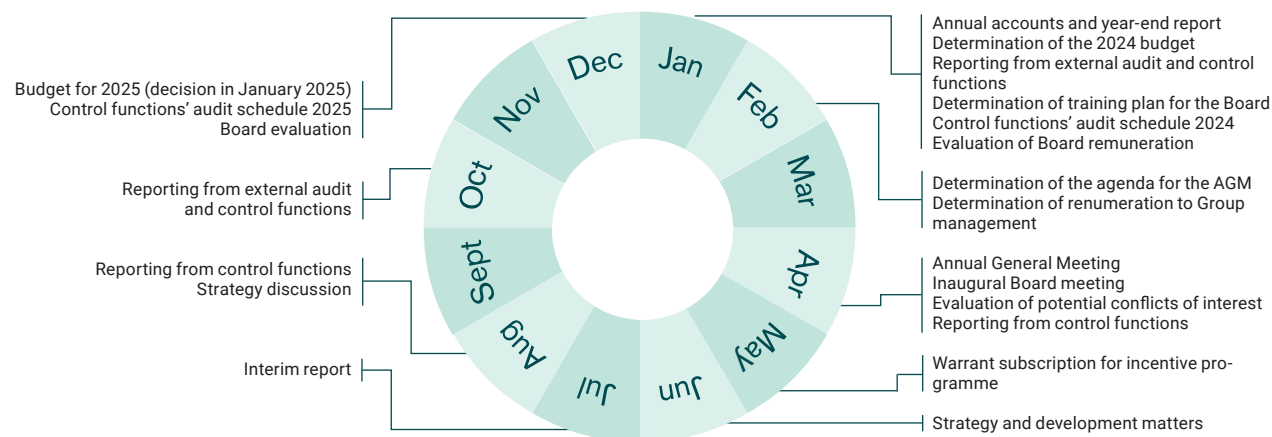
The Board also worked on and participated in strategic business planning in order to continuously adapt and improve Avanza's customer offering and ensuring further growth.

At the end of each calendar year, an evaluation is undertaken to improve the Board's work procedures and competence. The evaluation is conducted by having the Board members evaluate their own and the Board's collective competence as well as the Board's work and work procedures. The results are communicated to the Nomination Committee and compiled in a report, which then forms the basis for any changes or training.

The Board of Directors' competence training

Each year the Board establishes a training plan to give members a better understanding of various operating areas, relevant rules and risks that affect the business as well as new products and services that Avanza is launching. The Board's training needs are reviewed and specific measures are taken as needed to provide information and improve competence in special areas. In 2024, the Board underwent training focused on information and communication technology (ICT), security and resilience, the AI Act, the Corporate Social Responsibility Reporting Directive (CSRD), Nasdaq/NGM's regulations, the Markets in Financial Instruments Directive (MiFID) and regulations on anti-money laundering and counter-terrorism financing. New Board members receive introductory training to gain an overview of the Group and its operations and an understanding of Avanza's governance, control and risks as well as values and culture.

Board meetings 2024



Remuneration resolved by the AGM 2024

| Board member* | Board work | Risk, Capital and Audit Committee | Remuneration Committee | IT Committee | Credit Committee | Total, SEK |
|-------------------------------|------------------|-----------------------------------|------------------------|--------------|------------------|------------------|
| Sven Hagströmer, Chairman | 412,000 | | 49,500 | 58,000 | 61,000 | 580,500 |
| John Hedberg, Deputy Chairman | 412,000 | | 49,500 | | | 461,500 |
| Magnus Dybeck | 412,000 | | | 58,000 | | 470,000 |
| Julia Haglind | 514,000 | 130,000 | | | | 644,000 |
| Jonas Hagströmer | 412,000 | 130,000 | | | 61,000 | 603,000 |
| Linda Hellström | 514,000 | | | 58,000 | | 572,000 |
| Johan Roos** | 514,000 | 300,000 | 49,500 | | 61,000 | 924,500 |
| Leemon Wu | 514,000 | 130,000 | | | | 644,000 |
| Lisa Åberg | 514,000 | | | | | 514,000 |
| Summa, kronor | 4,218,000 | | | | | 5,413,500 |

*Board members who receive salary due to employment in the company are not entitled to other remuneration for Board work. In 2024, no Board members have been employed by the company. For more information, see Note 8 Employees and personnel costs

** The board member has also been remunerated for Board work in a subsidiary

Remuneration for Board members and attendance at Board meetings

The AGM 2024 resolved remuneration according to the above table. Total remuneration to the Board is stated in Note 8 Employees and personnel costs.

Board work requires all members to engage and participate in issues concerning the Company's and the Group's organisation and management of its affairs, establishment of qualitative and quantitative operating goals, and approval of the Company's strategy to achieve these goals. This is in addition to Avanza's long-term financial interests, the risks Avanza and its subsidiaries are and may

potentially be exposed to, and the capital required to cover these risks. The duties of the Board are delegated to committees. The committee meetings and decisions are recorded in the minutes and shared with the Board at each subsequent scheduled Board meeting.

On issues that require specific expertise and independence, the Board discusses which of its members are the best qualified to oversee or investigate them. The Board continuously evaluates the competence needs of each committee.

Board members have no individual areas of responsibility beyond this and the committee work specified below.

E.1 Remuneration Committee

The Board appoints the Remuneration Committee, which prepares proposals on remuneration for Group Management and the managements of the subsidiaries Avanza Bank AB, Avanza Fonder AB and Försäkringsaktiebolaget Avanza Pension, for the heads of the control functions Risk Management, Internal Audit, Compliance and the Actuarial function, as well as for identified risk-takers. Remuneration is approved by the board of each Group company. The Committee also prepares issues relating to the CEO's terms of employment and benefits for approval by the Board.

E.2 Credit Committee

The Board of Directors of Avanza Bank AB appoints the members of the Credit Committee. The Committee is tasked with taking decisions on credit matters, with the exception of credits to related parties, which the entire Board decides on.

E.3 Risk, Capital and Audit Committee

The Board appoints the Risk, Capital and Audit Committee, which supports the Board on risk and capital issues and serves as a forum for analysis and in-depth discussion of the company's risk taking and capital requirements. In its capacity as audit committee, the committee also monitors that the financial reporting maintains high quality, receives reports from the auditor, reviews and monitors the auditor's impartiality and independence, evaluates the auditing performance and provides input to the Nomination Committee on the AGM proposal on the auditor's election. The committee's members meet the independence requirements of the Swedish Companies Act and the Code, as well as accounting or auditing competence requirements.

The external auditor attended 7 of the Risk, Capital and Audit Committee's 9 regularly scheduled meetings and reported on the audit on 2 occasions in 2024. Internal Audit participated at all of the regularly scheduled meetings and has reported its independent observations on a quarterly basis. The quarterly reporting was also provided to the Board.

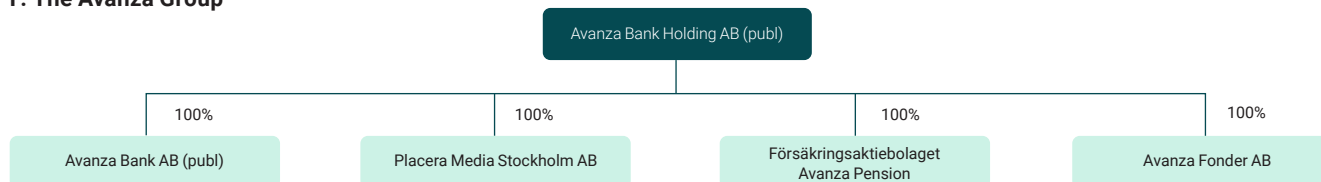
E.4 IT Committee

The Board of Directors appoints the IT Committee, which is tasked with monitoring and reviewing critical projects with a high IT content, as well as preparing issues in advance of the Board's decisions on such projects.

F. Avanza Group

Avanza strives to maintain a clear and transparent organisational structure. Reporting from subsidiaries is done on a monthly basis. The members of Avanza's Board of Directors are also members of the Board of the subsidiary Avanza Bank AB. The Boards of other subsidiaries consist of both internal and external members.

F. The Avanza Group



CEO and Group Management

The CEO is responsible for the day-to-day management of the company in accordance with the Swedish Companies Act and Avanza's CEO instruction, which is adopted by the Board. The CEO is responsible for keeping the Board informed of the Company's operations and ensuring that Board members have all the information they need. The CEO also keeps the Chairman updated on the Group's development.

In February 2024, the Board of Directors appointed Gustaf Unger as the new CEO. Gunnar Olsson, who had served as Acting CEO since November 2023, stepped down from his post in March 2024 and resumed his role as Deputy CEO. Karin Åge, Chief Human Resources Officer; Erik Gjöterberg, Chief Business Development Officer; and Fredrik Broman, Chief Technology Officer, joined Group Management in 2024. Also, Olov Eriksson was recruited as Chief Product Officer. He started his position in February 2025. Group Management members Camilla Hedenfelt, Chief Human Resources Officer; Peter Almqvist, Chief Information Officer; and Anders Karlsson, Chief Product and Technology Officer, left Avanza. Gunnar Olsson, Deputy CEO and Chief Operating Officer, announced in September that he will leave Avanza. He remained the Deputy CEO and co-opted member of Group Management until the end of the year.

Avanza's Group Management consisted at year-end 2024 of:

- Gustaf Unger, CEO of Avanza Bank Holding AB (publ)/Avanza Bank AB (publ)
- Anna Casselblad, Chief Financial Officer (CFO)
- Jesper Bonnivier, CEO of Avanza Fonder AB
- Fredrik Broman, Chief Technology Officer (CTO)
- Erik Gjöterberg, Chief Business Development Officer (CBDO)
- Åsa Mindus Söderlund, CEO of Försäkringsaktiebolaget Avanza Pension
- Teresa Schechter, Chief Legal Officer (CLO)
- Sofia Svavar, Chief Communications & IR Officer (CCIO) and Group Head of CSR
- Karin Åge, Chief Human Resources Officer (CHRO)

More information on Group Management is available on the website, avanza.se/ir, and on pages 70–71.

Group Management holds formal meetings every two weeks and informal meetings as needed. The meetings address Avanza's results, strategy, priorities and the status of major projects and initiatives, with regular reports from the Group functions.

Suitability assessment

Avanza has internal policies for suitability assessments of the CEO, other members of Group Management, the heads of control functions and those responsible for the Group's AML work. The assessments are made in conjunction with new appointments and followed up at least once a year as regards the CEO and Deputy CEO and at least every two years as regards other members of Group Management, the heads of control functions, the appointed officer for controlling and reporting obligations and the specially appointed executive. In the assessment it is determined whether the person in question has adequate knowledge, insight, experience and is suited to the role. Potential conflicts of interest are evaluated as well. Background checks are conducted at least once a year and training plans are set annually.

Remuneration to Group Management

Group Management's remuneration shall reflect each person's experience, competence and performance. Remuneration comprises a fixed salary and the opportunity to purchase warrants in the incentive programme available for all employees.

Members of Group Management have acquired warrants on prevailing market terms as part of outstanding incentive programmes. In contrast to other employees, Avanza's Group Management receives financing to acquire warrants for an annual one-time payment of 10 per cent of their base salary. The financing is contingent on the amount being invested in Avanza's incentive programmes and may be subject to repayment if pre-emptive rights are exercised to purchase warrants in accordance with the pre-emptive rights agreement for the warrants.

Avanza's remuneration policy can be found at avanza.se/ir under

Governance, along with the remuneration report approved at the latest AGM.

The remuneration report presented at the AGM 2025 will be published after the AGM has approved it. Questions concerning the CEO's terms of employment, remuneration and benefits are prepared by the Remuneration Committee and approved by the Board. Remuneration to other members of Group Management is determined by the Board, based on the Committee's proposal, following consultation with the CEO. Remuneration guidelines for senior management are adopted by the AGM and presented in Note 8 Employees and personnel costs.

Corporate culture and policies

The Avanza Group's corporate culture is based on a vision to create a better future for millions of people. The key is to create value for our customers. The corporate culture is characterised by collaboration, humility and an aim to constantly challenge ourselves to think differently. Decision-making channels are short and there is room for different opinions.

Avanza has a Group-wide instruction on diversity and inclusion, which can be found at [avanza.se/ir](https://www.avanza.se/ir). For Avanza, diversity means utilising everyone's knowledge, experience and views to enrich, create dynamism and influence every part of the Company. The policy also ensures that all employees are treated equally in accordance with labor laws and that there is no discrimination. The CEO has overarching responsibility for diversity and gender equality. The work is done systematically with updated documentation, analyses, active measures, evaluations and monitoring. Equality issues are tracked through employee surveys. Parity between women and men is measured in Group Management and among managers with personnel responsibility. Avanza's Group management at the end of 2024 was comprised of 5 women and 4 men. Among managers, 52 per cent are women.

Occupational health and safety is a priority within the Avanza Group. Healthy and engaged employees make for a better and more effective organisation and create shareholder value. The overarching goal of our health and safety work is to create and maintain an environment where employees have the right opportunities given their position and goals. Avanza has a dedicated committee that deals with the overall structure for systematic occupational health and safety and equality issues.

The Avanza Group has low total absenteeism rate of 2.4 per cent, equally divided by gender, and a high recommendation rate among employees as indicated by an eNPS score of 59. The high level of engagement is reflected in the high response rate of around 90 per cent in all pulse surveys.

For more information, see pages 33–37.

Regulatory training

All new employees receive training on relevant regulations, which is followed up on a regular basis to ensure that the employees stay updated on the regulations and any revisions. Compliance training includes anti-money laundering and terrorist financing, central laws and rules for the regulated operations of Group companies, and other key internal rules. Additionally, individual departments arrange targeted, in-depth training in specific areas. All employees undergo regular web-based training in GDPR, IT and information security, anti-money laundering and counter-terrorist financing, and anti-corruption. Supplemental training is provided every three years for all employees.

The Avanza Group's internal regulations are available to all employees on the intranet. All employees of the Avanza Group have a responsibility to understand and stay updated on the laws and internal rules that affect and are relevant to their work. Avanza is also affiliated with SwedSec, which strengthens competence and consumer protection in the financial industry by maintaining high proficiency, compliance and ethical standards. By year-end, 129 of the Avanza Group's employees were licensed in one of the following categories: mortgages, advisors, information providers, specialists, management and control functions. Furthermore, 71 of the Avanza Group's employees were licensed for insurance distribution. Licenced employees receive annual knowledge updates and pledge to follow Avanza's and SwedSec's regulations and applicable external rules.

G. Internal control and risk management

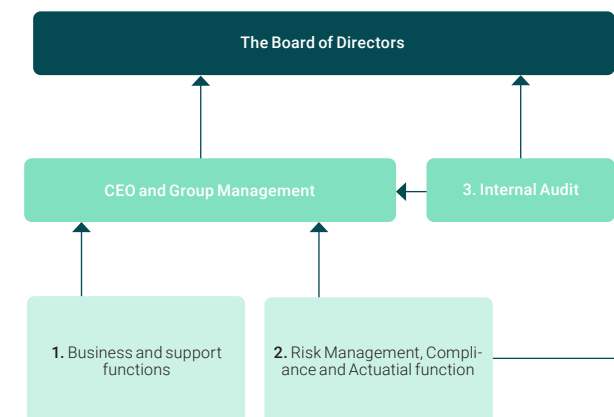
The Avanza Group is distinguished by good internal governance, risk management and control, and operates in an ethically responsible and professional manner with clearly defined roles and areas of responsibility. The risk management framework is effective and purposeful and is managed by an independent risk management function with responsibility for governance, monitoring and reporting on the Group's collective risks.

As a rule, the subsidiaries apply the same principles for governance, risk management and control at a company level as those at the Group level. Exceptions are made for specific legal or supervisory requirements and, in terms of proportionality, for the subsidiary's operations, scope and/or complexity, as well as where specific types of risk exist only in a single subsidiary.

Three lines of defence principle

Risk management and risk control in the Group and its subsidiaries are based on the three lines of defence principle. The first line of defence is comprised of business and support functions.

G. Internal control and risk management, Three lines of defence



1. First line of defence – risk management in the business operations

Risk management primarily takes place in the first line of defence, which consists of business and support functions with specific responsibility for each department.

2. Second line of defence

The second line of defence is comprised of the Risk Management function and Compliance as well as, for Försäkringsaktiebolaget Avanza Pension, the Actuarial function, which are independent of each other and independent of other operations.

2.1 Risk Management function

An important part of risk management is to promote a sustainable risk culture and risk-taking that does not threaten the Company's survival. The culture is derived from governance and decision-making by the Board and management. Within the framework of the Group's financial capacity, the Board has formulated a risk appetite, which has been further broken down in the form of CEO limits. To ensure that risk-taking stays within the risk appetite and limit structures, risk management and control processes have been put in place to identify, evaluate, manage, monitor and report every type of risk that the Group and its subsidiaries are exposed to.

Risk control and monitoring are performed in among other ways by limiting and measuring financial risks, self-assessments of non-financial risks, incident reporting and monitoring, and risk analysis and opinion statements from the control functions before management decides on major changes. The risk management function provides an overview of the Group's risk exposure and limit

utilisation to management on a monthly basis and to the Board on a quarterly basis. Additionally, the Chief Risk Officer reports on a continuous basis directly to the CEO and the Chairman of the Board as needed. The Chief Risk Officer (CRO) is directly subordinate to the CEO and regularly reports at the Board's scheduled meetings and to Group management, as well as directly to the CEO and the Chairman of the Board as needed.

2.2 Compliance

Compliance is responsible for verifying that businesses subject to licensing requirements comply with applicable laws, regulations and internal directives, and that the internal directives are appropriate and effective. Compliance is also responsible for supporting operations by providing advice on compliance issues and by identifying relevant compliance risks related to the operations in question. Furthermore, Compliance is responsible for keeping the persons concerned informed of new or revised rules for businesses subject to licensing requirements.

The Head of Compliance is directly subordinate to the CEO of each subsidiary and reports on a monthly basis to management and on a quarterly basis to the Board, in addition to reporting directly to the CEO and the Chairman of the Board as needed.

2.3 Actuarial function

The Actuarial function is responsible for formulating and verifying that the actuarial calculations by Försäkringsaktiebolaget Avanza Pension meet established limits, and assists the Board and the CEO on matters involving methods, calculations and assessments of technical provisions and insurance risks as well as reinsurance protection and other risk reduction techniques.

The Actuarial function is subordinate to the insurance company's CEO. The Actuarial function regularly reports at the Board meetings of Försäkringsaktiebolaget Avanza Pension.

3. Third line of defence – Internal Audit

The third line of defence is comprised of Internal Audit, which is an independent internal audit function appointed by and directly under the supervision of the respective Board of directors within the Group. Internal Audit's work is based on a risk-based audit plan established by each Board. The plan is based on a thorough risk analysis, and the audit work includes examining and assessing governance and internal control, examining and assessing whether the Company's organisation, governance processes, IT systems, models and routines are appropriate and effective, and examining and regularly evaluating the reliability and quality of the work performed by other control functions. Internal Audit issues recommendations after each review and then regularly verifies that the recommendations have been acted on.

Internal Audit provides internal auditing services to all Group subsidiaries with licensing requirements by having the subsidiaries outsource this function to the Parent Company.

The results of the internal audits are reported quarterly, both in writing and orally, at the meetings of the Board and the Audit Committee as well as to the CEO. Internal Audit also reports on a continuous basis directly to the CEO, the Chairman of the Risk, Capital and Audit Committee, and the Chairman of the Board as needed.

Board of Directors' report on internal control over financial reporting

The Board is responsible, under the provisions of the Swedish Companies Act (2005:551), the Swedish Annual Accounts Act (1995:1554) and the Swedish Code of Conduct for Corporate Governance ("the Code"), for internal control for both Avanza and the entire Avanza Group. This description is limited to internal control over financial reporting.

System of internal control and risk management over financial reporting

Internal control over financial reporting is a process, the purpose of which is to ensure compliance with the established principles for internal control and financial reporting, and that the financial reporting is prepared in accordance with laws, regulations, applicable accounting standards and generally accepted accounting principles, as well as all other requirements for companies with transferable securities listed for trade in a regulated market.

Control environment

The keys to Avanza's internal control over financial reporting are the control environment described in this corporate governance report, a clear and transparent organisational structure, the distribution of responsibilities, and governing internal documents such as policies, guidelines and instructions.

Another component of the control environment is risk assessment, i.e. identification and management of the risks that can affect the financial reporting, as well as the control activities to prevent, identify and rectify errors and discrepancies.

Risk management

Management of risks related to the financial reporting is proactive and emphasises continuous assessments, controls and training. Avanza applies available techniques and methods in a cost-effective manner. Risk management is an integral part of the business operations.

Control activities

Control activities are integrated into the financial reporting process. They include both general and more detailed controls, which are designed to prevent, identify and rectify errors and discrepancies. Control activities are formulated and documented at a Company-wide and department level, based on a reasonable level of the risk of errors and their impacts. Each department manager has primary responsibility for managing the risks associated with the department's operations and financial reporting processes.

A high level of IT security is also crucial to effective internal control over financial reporting. For this reason, rules and guidelines have been established to ensure the availability, accuracy, confidentiality and traceability of the information in the business systems.

Information and communication

The information and communication channels are designed to promote thoroughness and accuracy in the financial reporting. Governing documents applying to the financial reporting have been made available and known to appropriate employees through the Company's intranet and have been supplemented with relevant routines and process descriptions.

Continuous information, dialogue, training and controls ensure that the employees are aware of and understand the internal regulations. This ensures a high standard of financial reporting. The entire Group applies the same system for financial reporting.

Monitoring

Avanza's Controller function compiles and reports financial and operating data and analyses to department managers, Group Management and the Board. Moreover, the accounting and controller departments actively monitor operating expenses in relation to budgets and forecasts. This work is undertaken in close cooperation with Group Management and managers in the organisation.

The control functions Risk Management, Compliance and Internal Audit monitor compliance with policies, guidelines and instructions.

The Board receives monthly financial reports, and the financial situation is addressed at every Board meeting. The Board receives quarterly reports from the control functions Risk Management, Compliance and Internal Audit. All of these reports are based on an evaluation of the Group's activities and cover the entire organisation.

The Board also reviews the quarterly financial reports and annual accounts, as well as the observations and conclusions of the external and internal auditors.

The Group's information and communication channels are monitored on a regular basis to ensure they are appropriate for the financial reporting.

Assessment and position on internal audits

Internal Audit's audit plan includes reviewing and evaluating governance and internal control, reviewing and evaluating that the Company's organisation, governance processes, IT systems, models and routines are appropriate and effective, as well as issuing recommendations and monitoring that the recommendations are implemented.

Board of Directors and Auditors



Sven Hagströmer, Chairman

Born: 1943

Elected: 1997

Committees: Remuneration Committee, Credit Committee, IT Committee

Education: Studies at Stockholm University

Contribution to Board's work: Over 40 years of experience from the financial industry. Highly skilled business executive and entrepreneur who has founded several companies and co-financed others outside the financial industry. Strongly engaged in various social projects and projects involving gender equality and diversity. Thorough knowledge of and keen feel for the financial markets.

Relevant employment history: Founder of Sven Hagströmer Fondkommission AB 1981. Chairman of Avanza's Board of Directors since 1999

Other significant assignments: Chairman of Creades AB and Biovestor AB

Holdings on 31 December 2024 (incl. family and companies): 31,852,000 (of which Creades 15,862,000)



John Hedberg, Deputy Chairman

Born: 1972

Elected: 2023

Committees: Remuneration Committee

Education: M.Sc. Business Administration and Economics, Stockholm School of Economics

Contribution to Board's work: Extensive experience and knowledge in capital markets and strategy, and from executive positions. Thorough understanding of Avanza's operations from following Avanza closely for many years as CEO of Creades AB and as a former board member of Försäkringsaktiebolaget Avanza Pension and former board member of Avanza Fonder AB.

Relevant employment history: 2016–present CEO of Creades AB. 2021–2024 CEO of Creaspac AB. 2011–2016 Director/Principal/Partner, Nordic Capital. 2007–2011 Senior Vice President/CEO Relacom AB, Relacom Group. 2003–2006 Director/Head of Business Development, Bonnier Newspapers. 1997–2002 Associate Principal, McKinsey & Co

Other significant assignments: Board member of StickerApp Holding AB, Instabee Holding AB and MARGE Arkitekter Aktiebolag

Holdings on 31 December 2024 (incl. family and companies): 25,000 and holdings via Creades



Magnus Dybeck

Born: 1977

Elected: 2020

Committees: IT Committee

Education: MSc Engineering, KTH Royal Institute of Technology in Stockholm

Contribution to Board's work: Operational experience from the financial industry in analysis and asset management as well as in the fintech development.

Relevant employment history: 2012–2017 HiQ, Fintech Specialist. 2010–2011 Öhman, Head of Private Wealth Management. 2007–2010 EFG Bank, Analyst

Other significant assignments: Board member of Investment AB Öresund and DBT Capital AB

Holdings on 31 December 2024 (incl. family and companies): 4,507,000



Julia Haglind

Born: 1978

Elected: 2024

Committees: Risk, Capital and Audit Committee

Education: B.Sc., major in Behavioural Science, Psychology, Stockholm University

Contribution to Board's work: Extensive senior leadership experience from highly regulated and license required industries and financial markets which has established a deep commitment to operational resilience, rigorous risk management, and robust governance practices. Compliance, strategy and fostering a positive corporate culture are also particular areas of expertise.

Relevant employment history: 2019–2022 Avonova Holdco AS, Board member. 2017–2021 Nasdaq Clearing AB, CEO. 2013–2017 Nasdaq Clearing AB, CTO and later COO. 2013–2017 Nasdaq Operations, Various leading positions within Market Operations. 2005–2007 Nasdaq Hong Kong, Market & Clearing Specialist

Other significant assignments: CEO and Co-founder of North House AB

Holdings on 31 December 2024 (incl. family and companies): 800



Jonas Hagströmer

Born: 1982

Elected: 2015

Committees: Credit Committee, Risk, Capital and Audit Committee

Education: MBA, Lund University. Studies at Hong Kong University of Science and Technology

Contribution to Board's work: Experience from corporate finance, investment companies and board assignments for a number of companies. Broad knowledge of the financial market. Contributes an investor's and shareholder's perspective as well as expertise in the inner workings of the financial services sector.

Relevant employment history: 2012–present Creades AB, Investment Manager. 2007–2011 Keystone Advisers (later MCF Corporate Finance), Corporate Finance Associate and analyst

Other significant assignments: Chairman of Inet AB and Inet Group AB, Board member of Apotea AB, StickerApp Holding AB and Biovestor AB

Holdings on 31 December 2024 (incl. family and companies): Indirect holdings via Biovestor and Creades



Linda Hellström

Born: 1974

Elected: 2022

Committees: IT Committee

Education: M.Sc. in Business Administration from the Stockholm School of Economics

Contribution to Board's work: Highly experienced in creating growth through customer centricity and data-driven marketing for Nordic and global companies. Focus on personalisation at scale, customer acquisition, engagement and loyalty through leveraging customer data, marketing technology, new media channels and strategy. Has driven a number of digital transformation programs within retail, telecom, media and finance during the last 20 years.

Relevant employment history: 2013–2022 Kaplan (part of Accenture Interactive), Co-CEO/Managing Director. 2009–2012 Lernia, CMO. 2004–2009 Differ, Partner. 2003–2004 Henkel Norden AB, Nordic Brand Manager, Consumer Retail. 2000–2003 Accenture, Management Consultant

Other significant assignments: CEO and Board member of Sift Lab AB

Holdings on 31 December 2024 (incl. family and companies): 1,511

**Johan Roos****Born:** 1968**Elected:** 2020**Committees:** Remuneration Committee, Credit Committee, Risk, Capital and Audit Committee**Education:** Auditor exam, MBA with specialisation in accounting from Uppsala University**Contribution to Board's work:** Extensive experience and knowledge in accounting and auditing. 20 years in senior management positions and subsidiary boards as well as operational experience in banking and insurance. Deep knowledge of developing efficiency and reliability in corporate processes and internal control with a strong customer focus. Extensive experience developing and enforcing good corporate governance and evaluation of corporate strategies.**Relevant employment history:** 2019–present Independent consultant. 2016–2018 RSA Scandinavia (Codan/TryggHansa), CFO. 2007–2016 SEB, CFO. 2001–2007 Hewlett-Packard Sweden, Finance Director. 1991–2001 PricewaterhouseCoopers Sweden, Authorised Public Accountant and regional partner**Other significant assignments:** Board member of SaveLend Group AB, Stabelo Group AB and The Intelligence Company AB**Holdings on 31 December 2024** (incl. family and companies): 9,361**Leemon Wu****Born:** 1975**Elected:** 2021**Committees:** Risk, Capital and Audit Committee**Education:** M.Sc. Business Administration and Economics, Stockholm School of Economics**Contribution to Board's work:** Extensive experience in equity research, portfolio management and investments, as well as board experience from fund companies and digital business models.**Relevant employment history:** 2022–present C WorldWide Asset Management, Portfolio Manager. 2018–2022 Moor Holding, Chief Investment Officer. 2007–2016 C Worldwide Asset Management, Portfolio manager. 2001–2007 Carnegie Investment Bank, Equity analyst. 1999–2001 AB Custos, Investments analyst**Other significant assignments:** Board member of Acast AB**Holdings on 31 December 2024** (incl. family and companies): 12,665**Lisa Åberg****Born:** 1970**Elected:** 2024**Committees:** –**Education:** M.Sc. Business Administration and Economics, Stockholm School of Economics**Contribution to Board's work:** Extensive experience from strategic and operational work with banks and other financial institutions in Europe, the US, and Africa. Has worked with large incumbent banks and insurance companies as well as digital tech-/fintech companies. Has developed and supported the implementation of, for example, organic/inorganic growth strategies, digital transformations, development of new customer offerings and integration of completed M&A transactions.**Relevant employment history:** 1998–2023 McKinsey & Company, Management consultant, of which 2019–2023 Senior Partner**Other significant assignments:** Board member of Swegon Group AB, SATS ASA, Caljan A/S, Haarslev Industries A/S, BRP Systems Holding AB and Ardyh TopCo AB**Holdings on 31 December 2024** (incl. family and companies): 505**Auditors****KPMG AB**

Auditor-in-Charge:

Dan Beitner

Born: 1974

Authorised Public Accountant

Group Management



Gustaf Unger, CEO

Born: 1973

Employed: 2024

Education: M.Sc. in Business Administration and Economics, Stockholm University. M.Sc. in Engineering, KTH Royal Institute of Technology. PhD in Operations Research and Mathematical Finance, ETH Zürich

Employment history: 2022–2024 Nordnet AB, Board member. 2021–2024 Intelligent Debt Financing AB, Co-founder. 2017–2021 Nordea, of which 2017–2018 Head of Nordea Life & Pension; 2019–2019 Co-head Nordea Wealth Management and 2020–2021 Head of Nordea Private Banking & Solutions. 2006–2017 SEB, of which 2006 SEB Private Banking, Head of Business Development & IT; 2007–2010 SEB Wealth Management, Senior Manager; 2010–2013 SEB Enskilda Corporate Finance Frankfurt & Stockholm, Managing Director and 2014–2017 SEB Investor Services, Head of Investor Services. 2000–2005 McKinsey & Co, of which 2000–2003 Associate, Zürich and 2003–2005 Engagement Manager, Stockholm. 1999–2000 Investor AB, Research associate

Other significant assignments: Member of Nasdaq Committee of European Trading Services

Holdings on 31 December 2024 (incl. family and companies):

Shares: 4,499

Warrants (corresponding number of shares): 127,307



Anna Casselblad, CFO

Born: 1981

Employed: 2012

Education: M.Sc. Business Administration and Economics, Stockholm School of Economics

Employment history: 2012–2020 Avanza Bank AB, of which 2012–2017 Operational responsibility Compliance, 2016–2017 Group leader Compliance and 2017–2020 Head of Compliance for the Avanza Group. 2005–2012 PwC AB, Auditor in Financial Services.

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 2,750

Warrants (corresponding number of shares): 34,645



Jesper Bonnavier, CEO Avanza Fonder AB

Born: 1974

Employed: 2019

Education: Business administration Linköping's and Mälardalen's Universities. Certified Financial Analyst, Stockholm School of Economics

Employment history: 2011–2018 Länsförsäkringar Fondförvaltning AB, Deputy CEO and Head of Asset Management. 2009–2010 Länsförsäkringar AB, Head of Securities Administration. 2007–2008 Länsförsäkringar Fondförvaltning AB, Deputy CEO and Head of Fund Analysis and Valuation

Other significant assignments: Board member Swedish Investment Fund Association and StockRepublic

Holdings on 31 December 2024 (incl. family and companies):

Shares: 300

Warrants (corresponding number of shares): 20,965



Fredrik Broman, Chief Technology Officer (CTO)

Born: 1971

Employed: 2024

Education: M. Sc., Computer Science, KTH Royal Institute of Technology

Employment history: 2020–2024 Tink, of which 2020–2021 Engineering Director and 2021–2024 VP of Engineering. 2019–2020 Nexus Group – Global, VP of Engineering. 2014–2018 Klarna, of which 2014–2016 Product Manager Post purchase services; 2016–2018 Product Manager Engineering efficiency and 2018 Acting Domain Lead Engineering efficiency. 2009–2014 Aktieinvest, Chief Technology Officer. 2007–2009 Netgiro Systems AB, Product Manager. 1996–2007 SmartTrust, of which 1996–1997 Developer R&D; 1997–1999 Project Manager; 1999–2000 Team Manager R&D; 2000–2001 Business Development Manager; 2001–2003 Head of Product Marketing; 2003–2006 Solution Marketing Manager and 2006–2007 Senior Director, Business and Technical Consultant

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 1,500

Warrants (corresponding number of shares): 0



Erik Gjötterberg, Chief Business Development Officer (CBDO)

Born: 1966

Employed: 2024

Education: M.Sc. Business Administration and Economics, Stockholm School of Economics

Employment history: 2011–2024 Nordea, of which 2011–2014 Head of Group Processes; 2014–2017 Head of Banking Operations; 2018–2020 Head of Business Support Wealth Management and 2020–2024 Head of Strategy and Governance Life & Pensions. 2008–2011 Stockholm County Council, New Karolinska Solna, Administrative Director. 2007–2008 SEB, Operative Programme Manager. 2003–2007 Stockholm County Council, Head of Group Controlling department. 2001–2003 Huddinge University Hospital, Head of Finance and Accounting. 2000–2001 Capital Cube, start-up. 1992–2000 McKinsey & Co., Management consultant

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 2,000

Warrants (corresponding number of shares): 0



Åsa Mindus Söderlund, CEO Försäkringsaktiebolaget Avanza Pension

Born: 1965

Employed: 2017

Education: B. Sc. Financial Economics and Business Administration, Stockholm School of Economics

Employment history: 2017–2018 Avanza Fonder, CEO. 2012–2017 SPP, CEO SPP Consultant and member of Group Management SPP Pension & Insurance. 2010–2012 mindUS Consulting, Project leader with focus on international outsourcing within the fund and asset management industry. 2005–2010 Atos Consulting, Director and CEO. 1998–2005 Capgemini Ernst & Young, Senior Manager Ernst & Young Management Consulting. 1991–1997 Ministry of Finance, Head of Section

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 334

Warrants (corresponding number of shares): 22,681


Teresa Schechter, Chief Legal Officer (CLO)

Born: 1970

Employed: 2006

Education: LL.M. School of Business, Economics and Law at the University of Gothenburg

Employment history: 2006–2017 Avanza Bank AB, Head of Compliance, Legal and Surveillance. 2004–2006 Aktieinvest FK AB, Compliance Officer and Corporate counsel. 2002–2004 Swedish Shareholders' Association, Legal Counsel. 1999–2001 Aktiesparinvest / HQ.se AB, Corporate Counsel

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 500

Warrants (corresponding number of shares): 30,456


Sofia Svavar, Chief Communications & IR Officer (CCIRO),

Group responsible for CSR

Born: 1972

Employed: 2015

Education: DIHM Business Communication, IHM Business School, and Business administration, FEI

Employment history: 2015–2022 Avanza Bank AB, Head of Investor Relations. 2009–2015 Swedbank AB, Investor Relations Manager. 2000–2009 Carnegie Investment Bank, Corporate Communications and Investor Relations with responsibility for the Group's internal communication, branding as well as external and internal websites.

Other significant assignments: –

Holdings on 31 December 2024 (incl. family and companies):

Shares: 17,000

Warrants (corresponding number of shares): 21,441


Karin Åge, Chief Human Resource Officer (CHRO)

Born: 1974

Employed: 2024

Education: M.Sc. Business Administration and Economics, Stockholm School of Economics. Advanced Management Program, Columbia Business School

Employment history: 2019–2024 Navigio, Partner and Head of Executive Search. 2015–2018 Egon Zehnder, Consultant. 2007–2015 SEB, of which 2007–2010 Manager Operational Excellence; 2010–2011 Head Business Development Commodities; 2011–2012 Global Head of Sales and Relations, Asset servicing and Cash Management towards institutions and 2013–2015 Head of Strategy and Business Development for SEB Norway. 2000–2007 Accenture, Manager. 1999–2000 Arla, Trainee

Other significant assignments: Board member of Svevik Industri AB

Holdings on 31 December 2024 (incl. family and companies):

Shares: 1,294

Warrants (corresponding number of shares): 5,256

Stockholm, 20 February 2025

Sven Hagströmer
Chairman of the Board

Magnus Dybeck
Board member

Julia Haglind
Board member

Jonas Hagströmer
Board member

John Hedberg
Board member

Linda Hellström
Board member

Johan Roos
Board member

Lisa Åberg
Board member

Leemon Wu
Board member

Gustaf Unger
CEO

The auditor's examination of the corporate governance statement

To the general meeting of the shareholders in Avanza Bank Holding AB, corporate identity number 556274-8458

Engagement and responsibility

The Board of Directors is responsible for that the corporate governance statement on pages 65–77 has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination of the corporate governance statement is conducted in accordance with FAR's auditing 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.

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 and the Annual Accounts Act for Credit Institutions and Securities Companies.

Stockholm, 20 February 2025

KPMG AB

Dan Beitner
Authorised Public Accountant