

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 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, 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 Financial Supervisory Authority (SFSA), 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.

Avanza is driven by a strong customer focus and an ambition to provide a world-class user experience and customer service. We believe our offer must stand the test of time. We do not offer investment advice and instead inspire and educate customers to make informed savings and investments decisions. Our promise is that customers will have more money left in their own pockets with Avanza than with any other bank. 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 also promote an increased share of sustainable investments. This is done by facilitating sustainable investment choices and by educating and challenging. An important part of the sustainability work is a sustainable organisation with thorough oversight and control. We are working actively to increase gender equality and diversity.

To achieve our vision and promote a better savings market in the long term, we have to maintain a dialogue with and listen to our stakeholders. We have to earn their trust every day and preferably 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 2021 amounted to SEK 77,785,879, represented by 155,571,758 shares and votes. An ownership distribution is presented on page 39. The largest shareholders are represented on the Nomination Committee and in the nomination process

for the election of Board members and the auditor; see below. Avanza has three outstanding warrant programmes comprising warrants with the right to subscribe for 5,700,000 new shares with a maximum dilution of 3.7 per cent. Of the total number of outstanding warrants, 40 per cent were transferred to employees at year-end. Two additional incentive plans were established by the AGM 2021. They comprise a total of 2,400,000 warrants and cannot be transferred until 2022 and 2023, when the existing incentive plans expire. For further information on the Avanza share, see pages 38–39 and Note 29 Equity.

B. Nomination process for election of Board members and auditor

The AGM 2020 established the nomination process for the election of Board members and the auditor as well as the appointment of a Nomination Committee. The principles for the nomination process apply until further notice.

The names of the Nomination Committee's members, and the shareholders they represent, were published on 24 September 2021, more than six months before the date of the AGM 2022. 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 a governing body of the AGM with the sole purpose to prepare the AGM's resolutions on election, and directors as well as auditors' fees.

The Nomination Committee is mandated to serve until a new committee is appointed. In accordance with the nomination process, the Chairman of the Committee is the member representing the largest shareholder, unless the Nomination Committee has agreed otherwise. A shareholder who after the publication of the Committee members 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 appointing 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 publically announced.

The Nomination Committee's proposals for resolution at the AGM:

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

Composition of the Nomination Committee

Name	Representing	Holding 31-08-2021	Holding 31-12-2021
Erik Törnberg (Chairman of the Nomination Committee)	Creades AB	15,593,000 (10.1%)	15,593,000 (10.0%)
Sven Hagströmer (Chairman of the Board of Avanza)	Hagströmer family and companies	15,667,230 (10.1%)	15,667,230 (10.1%)
Moritz Sitte	Baillie Gifford & Co	15,671,559 (10.1%)	15,671,559 (10.1%)
Peter Guve	AMF Pension & Fonder	9,236,966 (6.0%)	9,451,966 (6.1%)

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. 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 undertake their duties. The Committee has agreed that Erik Törnberg, Creades AB, will remain in the position of Chairman of the Committee.

The Nomination Committee's proposals, 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 a similar size and complexity. Proposed fees shall be market rate based on the responsibility and work required and on the contribution the Board can make to the Company's development.

As a diversity policy, the Nomination Committee has applied section 4.1 in the Code. Although the Nomination Committee has sought a gender balance among AGM-elected Board members, the share of women has been lower than the Swedish Corporate Governance Board's ambition. In 2021 the Board of Directors consisted of seven men and two women. For more information, see section F. Board of Directors.

The Nomination Committee held 3 meetings in 2021, at which all members were present. The Nomination Committee also conducted an evaluation of the Board and its work, where the Board's size, composition, industry experience and competence were evaluated.

C. Annual General Meeting (AGM)

Shareholders exercise influence over Avanza through participation at the AGM, Avanza's most senior decision-making body. In accordance with the Articles of Association, the AGM elects the Company's Board members and appoints Avanza's auditors.

In addition, 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 nomination procedure, remuneration guidelines for senior management, and other important issues.

To exercise their vote at the AGM, shareholders usually have to be present at the meeting in person or by proxy. In addition, they must be registered in their own name in the share register on the specified date prior to the meeting and have notified Avanza of their participation as set out in the notice. Due to the pandemic, temporary rules were in place in 2021 that allowed shareholders to vote by post or digitally.

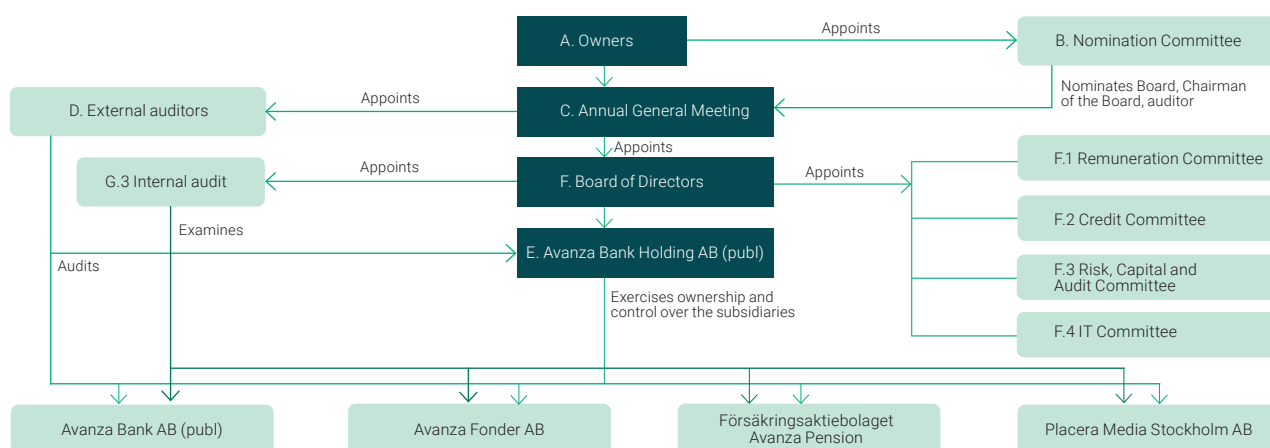
The AGM's resolutions normally pass with a simple majority, i.e. more than half of the total number of votes cast, unless otherwise specified by the Swedish Companies Act. Shareholders wishing to add a matter to the agenda at the AGM may submit a written request. Such requests must be received by the date indicated on Avanza's website, which for the AGM 2022 was 10 February 2022. Requests are to be sent 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's website under the Governance section at the latest 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 Avanza's AGM on 30 March 2021, 246 shareholders were represented with a holding corresponding to 47 per cent of the total number of shares and votes. Due to the pandemic, the AGM was held without physical presence. Voting was conducted by mail or digitally prior to the AGM. To enable shareholders to ask questions before the AGM, a separate digital information meeting was held in Swedish with the CEO and the Chairman of the Board. Avanza's CEO also held a presentation.



In addition to the annually recurring matters, the following resolutions were also adopted by the AGM 2021:

- amendment to the Articles of Association on which date a shareholder must be listed in the shareholder register to be entitled to participate in the AGM
- issuance of warrants for employee incentive programmes
- authorisation for the Board to acquire own shares

The AGM approved three incentive programmes, the last of which expires in November 2026. The three incentive programmes comprise a total of 3,600,000 warrants, corresponding to 1,200,000 per programme, which entitle holders to subscribe for a corresponding number of shares. Warrants corresponding to 651,630 shares have been transferred, equivalent to a subscription rate of 45 per cent for the first programme. If all the warrants in the three programmes approved by AGM 2021 were exercised, the dilution effect would be below 2.3 per cent.

An Extraordinary General Meeting held on 16 November 2021 resolved to distribute a dividend of SEK 2.95 per share.

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 2021 reelected KPMG AB as the auditor, with Mårten Asplund as Auditor-in-Charge, until the AGM 2022.

The auditor presents the AGM with an audit report on Avanza's Annual 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 2021, fees paid to KPMG for auditing duties totalled SEK 2,663 thousand. Total remuneration paid is shown in Note 10 Auditors' fees and reimbursement of expenses.

E. 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 directors of the subsidiary Avanza Bank. The boards of other subsidiaries consist of both internal and external members.

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.

On 1 February 2021, Anna Casselblad took over as CFO of the Avanza Group succeeding Birgitta Hagenfeldt. Gunnar Olsson, COO, took over as Deputy CEO. Anna Casselblad has worked at Avanza since 2012 and since 2017 as head of the Avanza Group's Compliance function. Avanza's Group Management consisted at year end 2021 of:

- Rikard Josefson, CEO of Avanza Bank Holding AB (publ)/ Avanza Bank AB (publ)
- Anna Casselblad, CFO
- Jesper Bonnivier, CEO of Avanza Fonder
- Camilla Hedenfelt, Head of Human Resources
- Åsa Mindus Söderlund, CEO of Försäkringsaktiebolaget Avanza Pension and Group Head of Sustainability
- Gunnar Olsson, COO and Deputy CEO of Avanza Bank Holding AB (publ)/ Avanza Bank AB (publ)
- Teresa Schechter, CLO
- Peter Strömberg, CIO
- Peter Westling, Head of Innovation and Marketing

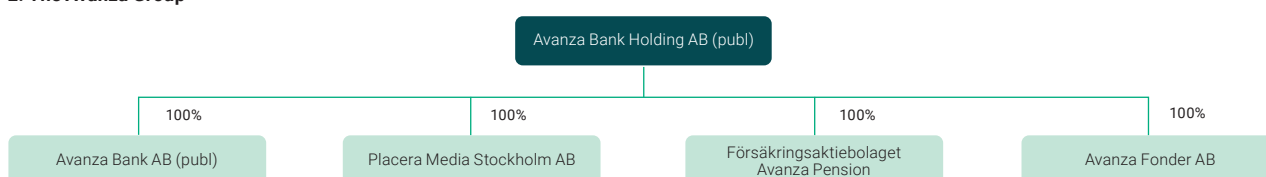
More information on Group Management is available on the website, avanza.se/ir, and on pages 56–57.

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

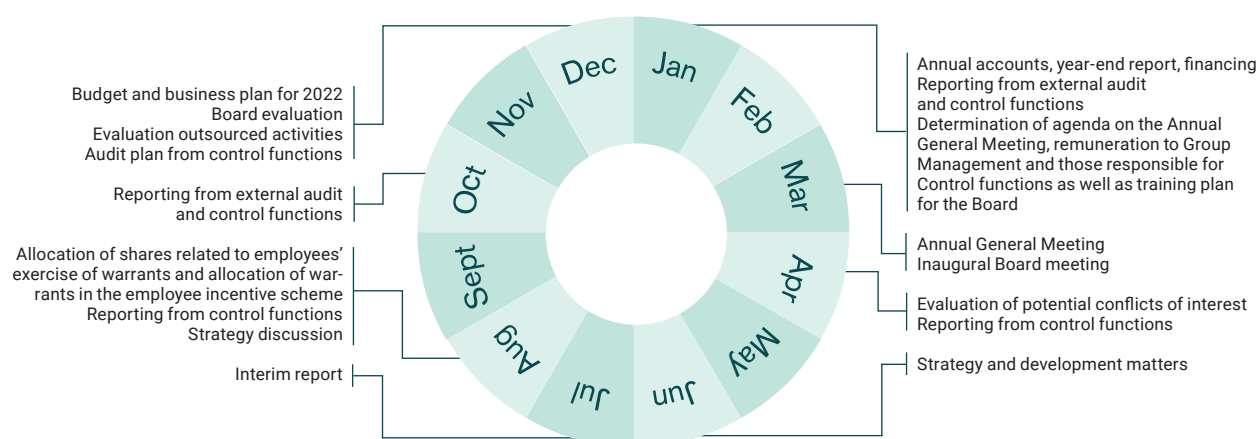
Suitability assessment

Avanza has internal guidelines 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 at least every two years as regards other members of Group Management and the heads of control functions. 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.

E. The Avanza Group



Board meetings 2021



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 for all employees resolved by the AGM.

Members of Group Management have acquired warrants on prevailing market terms in accordance with the warrant programme. 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, as well as the remuneration report approved at the latest AGM. The remuneration report presented at the AGM 2022 will be published as soon as it has been approved. 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 9 Employees and personnel costs.

Corporate culture and policies

Avanza's corporate culture is based on a vision to create a better future for millions of people. The key is that what we do will 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 policy on diversity and equality, which can be found at avanza.se/ir. For Avanza, diversity and equality mean 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 fairly and that there is no discrimination. The CEO has overarching responsibility for diversity and gender equality. The work is done systematically with updated documentation, analysis, active measures, evaluations and follow-ups. 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 management at the end of 2021 was comprised of 4 women and 5 men. Among managers, 46 per cent are women.

Occupational health and safety is a priority. Healthy 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 work and equality issues.

Avanza has a high recommendation rate among employees with an eNPS score of 67.

For more information, see pages 32–36.

Regulatory training

Avanza has a code of conduct that includes our ethical guidelines. The code applies to all employees and provides guidance on how we build long-term relationships by describing the responsibility that comes with being an employee. The code contains Avanza's stance on business ethics and reporting routines as well as how we expect employees to act in ethical dilemmas.

Acting ethically and taking measures to prevent unethical or illegal behaviour is an important part of Avanza's culture. Employees are encouraged to report actions that could be considered unethical or illegal. Incoming reports are handled confidentially. Whistleblowers can contact either their immediate superior or the Head of Compliance, or use an external whistleblowing tool where they can remain anonymous. All reporting through the external tool is encrypted and shall ensure the anonymity of the person who filed the report. Reports can also be submitted to HR, the CEO or the Chairman of the Board. Avanza has a whistleblowing instruction adopted by the Board. A whistleblower who reports legitimate concerns about illegal or unethical behaviour have Avanza's full support and are not at risk of losing their job or facing any form of reprisal as a result of their actions.

All new employees are introduced to current laws, which is followed up on a regular basis to ensure that the employees are kept updated on regulations and any changes. In addition, individual departments arrange separate, in-depth training in specific areas. All employees undergo regular web-based training in GDPR, security, anti-money laundering and anti-corruption.

As a company in the financial market, we have an obligation to help maintain trust in the market. Avanza abides by Sweden's anti-corruption laws and practices and under no circumstances accepts active or passive bribery or other illegal payments. The Avanza Group works continuously to fight corruption and has an anti-bribery policy that complies with Swedish law. The policy and Avanza's Code of Conduct are included in the mandatory compliance training for new employees and can be found at [Avanza.se/ir](https://www.avanza.se/ir). Supplemental training is provided every three years for all employees. Compliance training includes the work being done in anti-money laundering and terrorist financing, central laws and rules for the regulated operations of Group companies, and other key guidelines and policies. Neither Avanza nor any of Avanza's employees have been convicted of bribery or other crimes related to corruption.

Avanza's internal regulations are easily available to all employees on the internal web. All employees of Avanza 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 sets proficiency requirements, issues licenses and requires compliance of those who work as specialists with mortgages and in management or control functions. All of these approximately 100 employees were Swedsec certified as of year end.

F. 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, organisational issues, acquisitions and divestments. Furthermore, each Board establishes policies and guidelines, as well as the terms of reference for the CEO. Where applicable, subsidiaries establish work plans for the control functions Risk Management, Compliance, Internal Audit and the Actuarial function.

The AGM 2021 re-elected all previously elected Board members except Birgitta Klasén, who declined re-election. Additionally, Leemon Wu was elected as a new member 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 nine members. Avanza's Board consisted

in 2021, as of the AGM, of nine members elected until the next AGM and no deputies. The Chairman of the Board is Sven Hagströmer. The Board held its first meeting following election on 30 March 2021. Information about the members of the Board can be found on Avanza's website and on pages 54–55.

Diversity and suitability

The guidelines on suitability assessments set 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 executive and/or non-executive positions they hold, to ensure they have the time needed for the Board's work. These assessments are made in conjunction with new appointments and followed up at least annually. Based on the suitability assessments, annual training plans are then formulated. Background checks were made of all Board members in 2021. Information on the Board's composition, age and background is shown on pages 54–55.

The boards of the subsidiaries Avanza Bank AB and Försäkringsaktiebolaget Avanza Pension follow their own guidelines on suitability assessments adapted to the requirements of a suitable composition and collective competence for the board of each company. Subsidiary boards consist of members with varying experience and education, which contributes to a suitable composition of competences.

Work of the Board in 2021

During the year, the Board held a total of 16 meetings, including 8 regular meetings, 1 inaugural meeting, 5 extra and 2 by telephone/mail. Board meetings by telephone/mail mainly addressed decisions relating to Avanza's incentive scheme.

At scheduled meetings, the following are always discussed:

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

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

Attendance at recorded Board meetings 2021

Member of the Board	Attendance Board meetings	Attendance committee meetings	In relation to the company and its management	In relation to the company's largest shareholders
Sven Hagströmer, Chairman	16/16	RC 7/7, CC 31/31	Independent member	Not independent member
Magnus Dybeck	16/16	IT 11/11	Independent member	Independent member
Catharina Eklöf	15/16	RC 7/7	Independent member	Independent member
Viktor Fritzen	16/16	RKAC 8/8	Independent member	Independent member
Jonas Hagströmer	16/16	RKAC 5/8*, IT 11/11	Independent member	Not independent member
Birgitta Klasén (declined re-election at AGM)	4/16**	CC 7/31**, RKAC 3/8**	Independent member	Independent member
Mattias Miksche	16/16	RC 6/7, IT 11/11	Independent member	Independent member
Johan Roos	16/16	RKAC 8/8, CC 24/31*	Independent member	Independent member
Hans Toll	16/16	CC 31/31, RKAC 8/8	Independent member	Not independent member
Leemon Wu	12/16*		Independent member	Independent member

*Took office at AGM 2021. **Stepped down at AGM 2021.

In addition to the recurring items on the agenda, the Board addressed the matters described 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 parts of its operations.

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

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 the Board members evaluating 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 areas, relevant rules and risks that affect the business as well as new products and services Avanza is launching. Board members also visit various parts of Avanza on their own initiative to better familiarise themselves with specific areas. The Board's training needs are reviewed and specific measures are taken as needed to provide information and improve competence in special areas. In 2021, the Board underwent training with a focus on insurance law, updated capital adequacy rules, fund regulations, anti-money laundering and counter-terrorism financing rules, cloud services and outsourcing, as well as rules on sustainability. New Board members receive introductory training to gain an overview of the Group and its operations and an understanding of Avanza's values and culture.

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, signatories, 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 a plan that meets the Board's information needs and is otherwise governed by established procedures for dividing duties between the Board and the CEO. In addition, the Company's auditor presents the audit and observations to the Board. The Company's auditor attended and reported to the Board at one Board meeting as well as attended the Audit Committee's meetings in 2021. Company employees participate in the Board's meetings as rapporteurs and secretary.

Remuneration for Board members and attendance at Board meetings

The AGM 2021 resolved to pay annual remuneration of SEK 368,000 each to the Chairman of the Board and Board members Jonas Hagströmer and Magnus Dybeck. The fee paid to other Board members was set at SEK 460,000 each, combined with a recommendation to invest one third of the net fee in shares in Avanza. In addition, a fee of SEK 54,500 was set for members of Avanza Bank's Credit Committee and SEK 44,000 for members of the Company's Remuneration Committee and IT Committee. For the Risk, Capital and Audit Committee, SEK 225,000 was set for the Chairman and SEK 100,000 to each member. Board members who receive a salary through their employment with the Company are not entitled to Board fees. In 2021, no board members were employed by the company. More information in Note 9, 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 the committees as described below. On issues that require specific expertise and independence, the Board discusses which of its members are the most 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.

F.1 Remuneration Committee

The Board appoints the Remuneration Committee, which in the financial year 2021 consisted of Mattias Miksche (Chairman), Sven Hagströmer and Catharina Eklöf. The Committee is responsible for evaluating and recommending remuneration principles.

The Committee 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.

In 2021, the Committee held 7 meetings and also maintained regular contact.

F.2 Credit Committee

The Board of Directors of Avanza Bank AB appoints the members of the Credit Committee, which in the financial year 2021 consisted of Board members Hans Toll (Chairman), Sven Hagströmer and Johan Roos. The Committee is tasked with taking decisions on credit matters, with the exception of credits to related parties, which the entire Board takes the decision on. Minutes are kept of the Committee's meetings and decisions, which are distributed to the Board at its next meeting.

In 2021, the Credit Committee held 31 meetings and also maintained regular contact.

F.3 Risk, Capital and Audit Committee

The Board appoints the Risk, Capital and Audit Committee, which during the financial year consisted of Johan Roos (Chairman), Viktor Fritzén, Jonas Hagströmer and Hans Toll. In its capacity as risk and capital committee, the committee shall support the Board on risk and capital issues and serve 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 auditor attended all of the Risk, Capital and Audit Committee's regularly scheduled meetings and reported on the audit on 3 occasions in 2021. Internal Audit also participated at all of the meetings and has reported its independent observations on a quarterly basis. The quarterly reporting was also provided to the Board.

The Risk, Capital and Audit Committee held 8 meetings in 2021 and also maintained regular contact.

F.4 IT Committee

The Board of Directors appoints the IT Committee, which during the financial year consisted of Magnus Dybeck (Chairman), Jonas Hagströmer and Mattias Miksche. The IT Committee 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. The IT Committee held 11 meetings in 2021 and also maintained regular contact.

G. Internal control and risk management

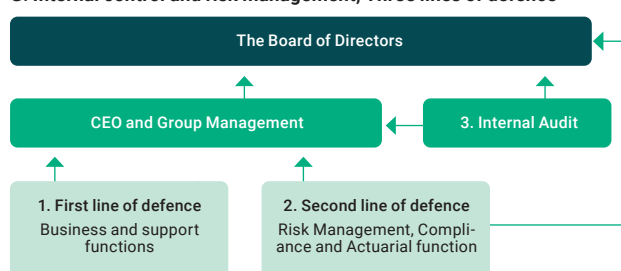
The Avanza Group shall be distinguished by good internal governance, risk management and control, and operate in an ethically responsible and professional manner with clearly defined roles and areas of responsibility. The risk management processes are designed to be effective and purposeful and include an independent risk management function with responsibility for governance, monitoring and reporting on the Group's aggregate risks.

As a rule, the subsidiaries shall apply the same principles for governance, risk management and control at a company-specific 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, and when specific types of risk only exist 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 the business operations. The second line of defence is comprised of the Risk Management function, Compliance and, for Försäkringsaktiebolaget Avanza Pension, the Actuarial function, which are independent of each other and independent of other operations. The third line of defence is comprised of Internal Audit, which reports directly to the board of each Group company.

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. Within the Company's regulatory framework are specific frameworks for risk management with policies, guidelines, instructions, risk appetites and limits for each type of risk.

2. Second line of defence

2.1 Risk Management function

An important part of risk management is to promote a sustainable risk culture and risk-taking that never threatens the Company's survival. The culture is derived from the Board's and management's governance and decision-making. 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, value, manage, report and monitor every type of risk that the Company, including its subsidiaries, is exposed to.

Risk monitoring and control are performed in among other ways by limiting and measuring financial risks, self-assessments of non-financial risks, incident reporting and follow-ups, and risk analysis and approval of major changes by the Group functions. 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. In addition the Chief Risk Officer reports directly to the CEO and the Chairman of the Board as needed. The Chief Risk Officer falls directly under the supervision of the CEO.

2.2 Compliance

Compliance verifies that subsidiaries with licensing requirements follow applicable laws, regulations, internal directives and accepted practices. Compliance monitors and regularly assesses whether the measures and routines that Avanza and its subsidiaries have introduced are appropriate and effective. Compliance proposes internal rules, routines and measures that are needed to minimise the risk of non-compliance and to assist the Swedish Financial Supervisory Authority (SFS) in its supervisory capacity.

Compliance is also responsible for keeping Avanza's employees informed and educated on the applicable rules for subsidiaries with licensing requirements.

Compliance falls directly under the supervision of the CEO of each subsidiary and reports on a quarterly basis at Board meetings and regularly to Group Management, 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 the subsidiary Försäkringsaktiebolaget Avanza Pension meet established limits, and to assist 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, which for the main part of 2021 was outsourced to Northern Actuarial AB, is subordinate to the insurance company's CEO. The Actuarial function regularly reports at the board meetings of Försäkringsaktiebolaget Avanza Pension. In December 2021, the outsourcing of the Actuarial function to Northern Actuarial AB was terminated when a Head of the Actuarial function was employed by Försäkringsaktiebolaget Avanza Pension.

3. Third line of defence – Internal Audit

Internal Audit 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 follows up to verify 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 Board meetings and the Audit Committee as well as to the CEO.

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 and constitutes a part of the Corporate governance report, which is appended to the Company's Annual report.

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 the 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 risks that can affect 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. Refer to previous page for more information.

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 risk of errors and their impacts. Each depart-

ment 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.

Follow-up

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 monitors 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. Additionally, Avanza has a Reporting Committee to take responsibility for, discuss and decide on questions concerning regulatory reporting, including new reporting requirements, new and revised reporting templates, and interpretations and assumptions regarding regulations and technical instructions from authorities for the various reports.

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 work is based on an audit plan established annually by the Board of each subsidiary. The plan is based on a risk analysis and the work comprises an examination and assessment of whether systems, internal control mechanisms and routines are appropriate and effective. Internal Audit also issues recommendations, controls that these recommendations are followed and reports in writing at least once a year to the Board of Directors and the CEO.

The Chairman of the Board of each subsidiary and the Chairman of the Risk, Capital and Audit Committee in Avanza Bank discuss with the internal auditors which issues and areas to review.

Board of Directors and Auditors



Sven Hagströmer, Chairman

Born: 1943

Elected: 1997

Committees: Remuneration Committee, Credit Committee

Education: Studies at Stockholm University

Diversity and suitability: 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, Biovestor AB and Creaspac AB

Holdings on 31 December 2021 (incl. family and companies): 31,260,230 (of which Creades 15,593,000)



Magnus Dybeck

Born: 1977

Elected: 2020

Committees: IT Committee

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

Diversity and suitability: 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

Holdings on 31 December 2021 (incl. family and companies): 4,507,000



Catarina Eklöf

Born: 1969

Elected: 2020

Committees: Remuneration Committee

Education: MBA and MSc from Uppsala University, MSc programme, Solvay Business School, Belgium

Diversity and suitability: Extensive global experience and broad knowledge spanning product and business development, strategy, payment technology, data analysis and digital service commercialisation. Extensive experience in M&A with fintechs and global commercial partnerships. Fact-based understanding of innovation, agile data-driven product development in payment technology.

Relevant employment history: 2007–2019 Mastercard, of which 2009–2017 Senior Vice President Global Data Science Solutions Telco (USA), 2013–2017 Senior Vice President Global Enterprise Development (UK) and 2007–2013 Vice President Merchant Development and Vice President Co-brand Business Development Europe (Belgium). 1997–2007 Scandinavian Airlines, of which 2006–2007 Vice President Commercial Strategies (Sweden), 2001–2005 General Manager Belgium and Luxembourg and 1997–2001 Vice President Product Management

Other significant assignments: Chief Commercial Officer at IDEX Biometrics

Holdings on 31 December 2021 (incl. family and companies): 2,320



Viktor Fritzén

Born: 1985

Elected: 2018

Committees: Risk, Capital and Audit Committee

Education: MSc from Stockholm School of Economics

Diversity and suitability: Background in the financial industry and experience from growth companies, building strong company culture, IT and compliance.

Relevant employment history: 2012–2018 LeoVegas Group, CFO. 2011–2012 GP Bullhound, Corporate Finance Analyst. 2009–2011 Goldman Sachs, Global investment research analyst

Other significant assignments: Board member of Appjobs Sweden AB, StickerApp Holding AB, Coinshares International Limited, Ready International AB

Holdings on 31 December 2021 (incl. family and companies): 5,350



Jonas Hagströmer

Born: 1982

Elected: 2015

Committees: Risk, Capital and Audit Committee, IT Committee

Education: MBA from Lund University, studies at Hong Kong University of Science and Technology

Diversity and suitability: 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– 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 Apolea Holding AB, StickerApp Holding AB and Biovestor AB

Holdings on 31 December 2021 (incl. family and companies): 15,000 and indirect holdings via Biovestor and Creades



Mattias Miksche

Born: 1968

Elected: 2008

Committees: Remuneration Committee, IT Committee

Education: MSc Business Administration and Economics, Stockholm School of Economics

Diversity and suitability: Extensive expertise in Internet and mobile services. Operational experience from developing and improving digital interaction with customers and users in various industries. Experience from various board assignments and private investments in tech companies.

Relevant employment history: 2005–2016 Glorious Games Group AB (formerly Stardoll), Founder and CEO. 2009–2016 Sportamore AB, Board member. 2008–2011 Eniro AB, Board member. 2003–2005 Boxman AB (later Lovefilm Nordic), Founder and CEO. 2003–2005 E*TRADE Sverige AB, Board member. 2002–2003 E*TRADE Bank AG (Germany), CEO. 2000–2002 E*TRADE Sverige AB, CEO

Other significant assignments: Chairman of Hem Design Studio AB and Raw Fury AB, Board member of Stratsys AB, StickerApp Holding AB and Sana Labs AB. Advisor on technical issues to Altor Equity Partners

Holdings on 31 December 2021 (incl. family and companies): 14,300



Johan Roos

Born: 1968

Elected: 2020

Committees: Credit Committee, Risk, Capital and Audit Committee

Education: Auditor exam, MBA with specialisation in accounting from Uppsala University

Diversity and suitability: 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 Independent consultant. 2016–2019 RSA Scandinavia (Codan/Trygg-Hansa), 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

Holdings on 31 December 2021 (incl. family and companies): 6,350



Hans Toll

Born: 1970

Elected: 2014

Committees: Credit Committee, Risk, Capital and Audit Committee

Education: MSc Business Administration and Economics, Stockholm School of Economics

Diversity and suitability: 20 years of experience from the financial sector with broad network of contacts. Thorough understanding of Avanza's operations and challenges after his previous role as Deputy Managing Director at Avanza Bank. Background as financial analyst with deep understanding of the financial services sector, its players and financial instruments.

Relevant employment history: 2010–2013 Avanza Bank AB, Deputy Managing Director and Head of Bank and Investments. 2002–2010 RAM One – Rational Asset Management AB, Portfolio Manager. 1999–2002 Investor Trading AB, Analyst. 1995–1999 Investor AB, Financial Analyst

Other significant assignments: Chairman of Bright Sunday AB, Board member of Creades AB, Creaspac AB and WeMind AB

Holdings on 31 December 2021 (incl. family and companies): 128,350



Leemon Wu

Born: 1975

Elected: 2021

Committees: –

Education: MSc Business Administration and Economics, Stockholm School of Economics

Diversity and suitability: Extensive experience in equity research, portfolio management and investments, as well as board experience from fund companies and digital business models.

Relevant employment history: 2018–Chief Investment Officer, Moor Holding. 2007–2016 Portfolio manager, C Worldwide Asset Management. 2001–2007 Equity analyst, Carnegie Investment Bank. 1999–2001 Investments analyst, AB Custos

Other significant assignments: Board member of Rovio Entertainment Oyj, Acast AB

Holdings on 31 December 2021 (incl. family and companies): 8,800



Auditors

KPMG AB

Auditor-in-Charge:

Mårten Asplund

Born: 1972

Authorised Public Accountant

Group Management



Rikard Josefson, CEO

Born: 1965

Employed: 2017

Education: B.A Economics Stockholm University

Employment history: 2011–2017 Länsförsäkringar Bank, CEO. 2011 SEB, Head of Global Transaction Services. 2004–2010 SEB, Deputy Head the Swedish retail banking operations. 2000–2004 SEB Finans, CEO. 1999–2000 Latvijas Unibanka (SEB), Deputy CEO. 1998–1999 SEB, Project Manager

Other significant assignments: Board member of SweSec Licensiering AB

Holdings on 31 December 2021 (incl. family and companies):

Shares: 22,000

Warrants (corresponding number of shares): 135,440



Jesper Bonnivier, CEO Avanza Fonder AB

Born: 1974

Employed: 2019

Education: Business administration Linköping's and Mälardalen's Universities

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: –

Holdings on 31 December 2021 (incl. family and companies):

Shares: 0

Warrants (corresponding number of shares): 30,000



Anna Casselblad, CFO

Born: 1981

Employed: 2012

Education: MSc Business Administration and Economics, Stockholm School of Economics

Employment history: 2017–2020 Head of Compliance, The Avanza Group, Compliance responsible Avanza Bank AB (publ), 2016–2017 Group leader Compliance, Avanza Bank AB (publ), 2012–2017 Operational responsibility Compliance, Avanza Bank AB (publ), 2005–2012 Auditor in Financial Services, PwC AB, Stockholm

Other significant assignments: –

Holdings on 31 December 2021 (incl. family and companies):

Shares: 1,550

Warrants (corresponding number of shares): 8,750



Camilla Hedenfelt, Head of Human Resources/CHRO

Born: 1968

Employed: 2019

Education: BA Personnel and working life programme, Stockholm's University

Employment history: 2016–2019 Orkla Care AB (Orkla AS acquired Cederroth AB 2016), HR Director. 2014–2016 Cederroth AB, HR Director. 2012–2014 Swedish Match, HR Manager. 2007–2012 Orkla Brands Nordic (within Orkla ASA), HR Manager

Other significant assignments: –

Holdings on 31 December 2021 (incl. family and companies):

Shares: 0

Warrants (corresponding number of shares): 24,770



Åsa Mindus Söderlund, CEO Försäkringsaktiebolaget Avanza Pension and Group responsible for CSR

Born: 1965

Employed: 2017

Education: Bachelor Financial Economics, Stockholm School of Economics and Business Administration

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 2021 (incl. family and companies):

Shares: 250

Warrants (corresponding number of shares): 31,760



Gunnar Olsson, COO, Deputy CEO

Born: 1972

Employed: 2018

Education: MBA, Mittuniversitetet

Employment history: 2012-2018 Länsförsäkringar Bank AB, Head of business development and products. 2000-2012 SEB, Head of third party sales and Business developer. 1998-2000 PAR AB (Now Bisnode), Account Manager

Other significant assignments: Board member of Stabelo Group AB

Holdings on 31 December 2021 (incl. family and companies):

Shares: 8,750

Warrants (corresponding number of shares): 54,630



Teresa Schechter, CLO

Born: 1970

Employed: 2006

Education: LL.M. 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 2021 (incl. family and companies):

Shares: 0

Warrants (corresponding number of shares): 34,410



Peter Strömberg, CIO

Born: 1972

Employed: 2014

Education: MSc Business Administration & Information Technology, Gotland University College/Stockholm University

Employment history: 2010-2014 RSA Scandinavia IT-Service Management, IT Director. 1998-2010 Nasdaq OMX, Vice President OMX Technology

Other significant assignments: Board Member of CAG Group

Holdings on 31 December 2021 (incl. family and companies):

Shares: 0

Warrants (corresponding number of shares): 58,550



Peter Westling, Head of Innovation and Marketing

Born: 1971

Employed: 2012

Education: MBA, Stockholm University

Employment history: 2002-2011 Garbergs advertising firm, CEO, Partner and Communication Strategist

Other significant assignments: Board member of Monetise Capital AB

Holdings on 31 December 2021 (incl. family and companies):

Shares: 5,366

Warrants (corresponding number of shares): 109,250

Stockholm, 23 February 2022

Sven Hagströmer
Chairman of the Board

Magnus Dybeck
Board member

Catharina Eklöf
Board member

Viktor Fritzén
Board member

Jonas Hagströmer
Board member

Leemon Wu
Board member

Mattias Miksche
Board member

Johan Roos
Board member

Hans Toll
Board member

Rikard Josefson
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 46–58 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, 23 February 2022

KPMG AB

Mårten Asplund
Authorised Public Accountant
Auditor-in-Charge

Dan Beitner
Authorised Public Accountant