

Office translation

The Nomination Committee's proposals to the Annual General Meeting 2021

The Nomination Committee prior to the Annual General Meeting of 2021 consisted of:

- Karl Swartling (representing Stena Sessan AB), Chairman of the Nomination Committee;
- Bengt Stillström;
- Carl-Johan Hagman, Chairman of the Board.

The Nomination Committee's proposals

On completion of its duties, the Nomination Committee has decided to recommend to the Annual General Meeting:

that the Chairman of the Board Carl-Johan Hagman, or to the extent he is prevented, the person appointed by the Nomination Committee, shall be appointed Chairman of the Annual General Meeting.

that the number of Board members shall be six without deputies.

that the number of auditors shall be one.

that remuneration to the Board members shall remain unchanged at SEK 400,000 to the Chairman and SEK 225,000 to each of the other Board members elected by the shareholders. The proposed Board remuneration accordingly remains unchanged at SEK 1,525,000.

that the auditor fee shall be paid according to invoice approved by the company.

that the following Board members shall be elected:

- Carl-Johan Hagman (re-election);
- Stefan Brocker (re-election);
- Henrik Hallin (re-election);
- Mats Jansson (re-election);
- Helena Levander (re-election);
- Ulrika Laurin (new election).

and that Carl-Johan Hagman shall be re-elected as Chairman of the Board.

Michael G:son Löw resigns from the Board of Directors.

Further information about the Board member proposed for new election, Ulrika Laurin, please see [Appendix A](#). Information about the Board members proposed for re-election is available on the company's website.

that, in accordance with the Board of Directors' recommendation, Öhrlings PricewaterhouseCoopers AB shall be elected as new auditor of the company for a period of one year until the end of the Annual General Meeting 2022. Öhrlings PricewaterhouseCoopers AB has notified that the authorised public accountant Fredrik Göransson will be principally responsible auditor, if Öhrlings PricewaterhouseCoopers AB is elected as auditor by the Annual General Meeting.

that the Nomination Committee shall be established in accordance with the following procedure:

The nomination process for the election of Board members includes the appointment of a Nomination Committee consisting of three members. The members shall comprise one representative from each of the two largest shareholders (in terms of voting power), provided they desire representation on the committee, and the company's Chairman of the Board. The largest shareholder in terms of voting power appoints the Chairman of the Nomination Committee.

The largest shareholders will be contacted by the Chairman of the Board on the basis of the company's list of registered shareholders provided by Euroclear Sweden AB, or other reliable shareholder information, as on the last business day of August in the year prior to the meeting. After the shareholders have been contacted, they shall give notice as to whether they wish to serve on the committee or not within fourteen days. If no response is received from the shareholder, contact is made with the next largest shareholder. The names of the members of the Nomination Committee shall be announced on the website immediately after their appointment, but no later than six months before the Annual General Meeting.

If the structure of major shareholders changes during the nomination process the composition of the Nomination Committee may, if the Nomination Committee so decide, be changed to reflect this. The Nomination Committee may also increase its number of members by one person.

The term of office for the Nomination Committee lasts until a new committee is appointed.

The guidelines regarding nomination of Board members are that the individual in question must have knowledge and experience relevant to the company. The rules on the independence of Board members contained in the Swedish Corporate Governance Code shall be observed.

The Nomination Committee's tasks include submitting proposals to the Annual General Meeting concerning the following areas:

- Chairman of the meeting;
- Board members and deputy Board members;
- Chairman of the Board;
- Remuneration to the Board members and the Chairman;
- Auditor and deputy auditor and their fees;
- Proposals for procedures for appointing the Nomination Committee.

The Nomination Committee may charge the company for recruitment consultancy and other advisory services necessary to enable the committee to fulfil its duties. As far as other work is concerned, the Nomination Committee shall carry out the duties specified for Nomination Committees in the Swedish Corporate Governance Code.

Report on the work of the Nomination Committee prior to the Annual General Meeting of 2021

Prior to the Annual General Meeting of 2021, the Nomination Committee held three recorded meetings and also had a number of email and telephone contacts. The Nomination Committee has considered the Board's evaluation and has received from the Chairman of the Board a report on the Board's work. The Nomination Committee has used this as basis for evaluating the composition of the Board and has carried out a recruitment process.

Further, the Nomination Committee has taken note of the Board of Directors' recommendation regarding election of auditor. The Board of Directors primarily recommends election of Öhrlings PricewaterhouseCoopers AB for a period of one year until the end of the Annual General Meeting 2022. The recommendation is based on the presentation and the tender submitted by Öhrlings PricewaterhouseCoopers AB which has defined a balanced scope of the audit based on the group's size and operations and tendered a fee which is competitive in relation to the work. The Nomination Committee has discussed the recommendation and decided to follow the recommendation and proposed Öhrlings PricewaterhouseCoopers AB as auditor for a period of one year until the end of the Annual General Meeting 2022.

The Nomination Committee has considered the matters under the Swedish Code of Corporate Governance that the Nomination Committee is responsible to deal with. This includes, among other things, discussions and considerations regarding (i) to what extent the current Board fulfils the requirements that will be imposed on the Board as a result of the company's business and development phase, (ii) the size of the Board, (iii) the different areas of competence that are and should be represented within the Board, (iv) the composition of the Board with respect to experience, gender and background, (v) remuneration to the Board members and (vi) the procedure for establishing a new Nomination Committee for the Annual General Meeting to be held in 2022. The Election Committee has applied rule 4.1 in the Swedish Corporate Governance Code as diversity policy when preparing the proposal regarding election of members of the Board of Directors. In order for the company to fulfil its information obligations to the shareholders, the Nomination Committee has informed the company on how the Nomination Committee has performed its work and on the proposals that the committee has resolved to present.

Motivated statement regarding the Nomination Committee's proposal for Board of Directors

The Nomination Committee has concluded that the Board and its work are functioning well. The Nomination Committee considers that the proposed Board composition represents a broad range of competence, with extensive operational and financial expertise, including knowledge of international conditions and markets. The Nomination Committee has also made an assessment of each member's ability to devote sufficient time to their Board duties.

The Nomination Committee is of the opinion that the Board's need for competence is of great importance at the moment. Therefore, the Nomination Committee considers new election of Ulrika Laurin as Board member to be a major contribution in order to supplement existing competence in the Board. Ulrika Laurin has extensive operational experience from the international shipping industry and is currently Board member of, among others, Stena Bulk AB and Wilh. Wilhelmsen Holding ASA.

The Nomination Committee has taken into account the matter of diversity in the Board, where the most important component is that the company should have a greater proportion of women represented in the Board. The Nomination Committee is of the opinion that the previous gender distribution was not satisfactory and has therefore worked, and continues to work, with a focus on diversity and has the aim of increasing the proportion of women in the Board. The proposed Board members comprise two women and four men, entailing that the proportion of women increases to approximately 33 per cent.

Finally, the Nomination Committee has found that the proposed Board meets the requirements on independency set out in the Swedish Code of Corporate Governance.

Gothenburg in March, 2021

Concordia Maritime AB (publ)

The Nomination Committee

Appendix A**Ulrika Laurin (born 1970)**

| | |
|---------------------------------------|--|
| Principal education: | Master of Science in Economics and Business Administration from Stockholm School of Economics. |
| Work experience: | extensive operational experience from the international shipping industry, from, among others, positions as CEO and CFO of Anglo-Atlantic Steamship Co. Ltd., as Chairman of the Board and Commercial Manager of the Laurin Shipping group, and Board member of Frontline Ltd., Golden Ocean Group Ltd., and the Swedish Shipowners' Association. Further, Ulrika Laurin has experience from fund management in Tufton Oceanic Ltd. and from management consulting in Karlöf & Partners. |
| On-going assignments: | Board member of Stena Bulk AB, Wilh. Wilhelmsen Holding ASA and Lunnevik Invest AB. |
| Holding in Concordia Maritime: | 0 shares. |

The Nomination Committee deems that Ulrika Laurin is to be regarded as independent in relation to Concordia Maritime's major shareholders as well as in relation to the company and the executive management.