

Corporate governance statement 2021



Corporate governance statement

Introduction

Sinch AB (publ) ("Sinch") is the parent company of the Sinch Group ("the Group") and has been listed on Nasdaq Stockholm since 8 October 2015. The board of directors of Sinch presents herewith the corporate governance statement for the 2021 financial year.

This corporate governance statement was adopted by the board of directors on 19 April 2022 and is a report of how corporate governance was pursued at Sinch during the 2021 financial year. The corporate governance statement is not part of the statutory management report.

Principles of corporate governance

In addition to the corporate governance principles based upon law or other statute, Sinch complies with the Swedish Corporate Governance Code ("the Code"). Please refer to the Swedish Corporate Governance Board's website, www.bolagsstyrning.se. The internal regulations for governance of the company consist of the Articles of Association, the board charter (including instructions for board committees), the instruction to the CEO, instructions for financial reporting, and other policies and guidelines.

Shareholders

The company had approximately 76,000 shareholders as of 31 December 2021. As of December 31, 2021, the following direct or indirect shareholdings in the company represented at least one tenth of the voting rights for all shares in the company:

- Neqst D2 AB, 14,3%
- Capital Group 13,1%

Voting rights

The articles of association impose no limits in the matter of how many votes each shareholder may cast at a general meeting.

Articles of Association

The current Articles of Association (see the company's website, investors.sinch.com) were adopted by the general meeting held 18 May 2021. The Articles of Association contain no specific provisions concerning the appointment and dismissal of directors or concerning amendments to the Articles of Association.

Annual General Meeting

The annual general meeting is the company's supreme governing body. The annual general meeting affords shareholders the opportunity to exert their influence. Under the Swedish Compa-



Significant shareholdings

#	Shareholder	Number of shares	% of equity
1	Neqst D2 AB	110,024,381	14.3
2	Capital Group	100,901,966	13.1
3	Softbank	71,568,697	9.3
4	AMF Pension & Fonder	41,257,918	5.4
5	Swedbank Robur Fonder	39,823,767	5.2
6	Alecta Pensionsförsäkring	33,418,283	4.3
7	Temasek	22,851,408	3.0
8	Kjell Arvidsson (P&CS Invest AB)	18,711,278	2.4
9	Handelsbanken Fonder	18,412,545	2.4
10	Movile International Holdings BV	15,345,820	2.0
Total, 10 largest shareholders		472,316,063	61.5
Other shareholders		296,252,685	38.5
Total shares outstanding		768,568,748	100.0

nies Act, several matters of business are under the purview of the annual general meeting, such as adoption of the income statement and balance sheet, allocations of profit or treatment of loss, discharge of liability, election of directors, and election of auditors.

At its discretion, the board may also convene an extraordinary general meeting during the year. This occurs, for example, if decisions must be made concerning matters under the sole purview of the general meeting and it would not be appropriate to delay the decisions until the next annual general meeting.

Shareholders who wish to participate in a general meeting must be recorded as shareholders in a printout or other presentation of the entire share register representing the state of affairs five business days prior to the meeting and must notify the company that they will be attending by the date specified in the notice to attend. This date may not be a Sunday, other public holiday, Saturday, Midsummer's Eve, Christmas Eve, or New Year's Eve and may not fall any earlier than the fifth business day prior to the meeting.

Annual general meeting

The 2021 annual general meeting was held 18 May 2021, which shareholders could attend by postal vote. Three hundred and fifty-seven shareholders representing 63.7 percent of votes and share capital attended the meeting. The annual general meeting

resolved to adopt the financial statements for 2020, endorse the proposed allocation of profit, and discharge the CEO and board of directors from liability for the past financial year. The annual general meeting elected directors and decided directors' fees. The annual general meeting also resolved to introduce an incentive program, to execute a 10-for-1 share split, and to amend §5 of the Articles of Association so that the number of shares shall be a minimum of 250,000,000 and a maximum of 1,000,000,000.

The 2022 annual general meeting will be held 31 May 2022 and shareholders will be able to attend only by postal vote.

Extraordinary general meeting

Sinch held an extraordinary general meeting on 26 October 2021, which shareholders could attend only by postal vote, for decisions on the following matters: (i) Implementation of an incentive program and issuance of warrants and employee stock options for key employees and senior executives; (ii) issue of new shares to the sellers of Deliver Holdings LLC; and (iii) authorization of the board to decide to issue new shares.

Corporate governance model



The chart illustrates Sinch's corporate governance model and how central corporate functions are appointed and cooperate.

Authorizations

The annual general meeting held 18 May 2021 resolved to authorize the board of directors to decide on one or more occasions prior to the next annual general meeting to increase the company's share capital through issue of new shares in the company. Under this authorization, the company's share capital may be increased by a maximum of twenty percent of authorized share capital as of the date when the board of directors exercises the authorization for the first time.

The board of directors is authorized to decide to issue shares with a waiver of shareholders' preemptive rights and/or provisions on non-cash consideration, offset or comparable. The issues shall be carried out at a market-based subscription price with a reservation for market-based issue discounts where applicable.

The purpose of the authorization and the reason for a possible waiver of shareholders' preemptive rights is to enable issues to finance acquisitions of companies or parts of companies and the Company's operations.

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By reason of the acquisition by Sinch of all shares in Deliver Holdings Inc., the EGM held 26 October 2021 further resolved to authorize the board of directors to decide on one or more occasions prior to the next annual general meeting to execute a non-cash issue of up to 51,000,000 shares. The right to subscribe for the shares will accrue exclusively to Deliver Parent LLP and other direct and indirect shareholders in Deliver Holdings LLP (which owns the Pathwire Group) and payment shall be made through the addition of a claim for USD 1 billion.

Nominating committee

The annual general meeting appoints the nominating committee and decides which tasks it must perform before the next annual general meeting. As resolved by the annual general meeting held

15 May 2021, the four largest shareholders or shareholder groups (thus referring to directly registered shareholders and nominee registered shareholders) per the share register printed by Euroclear Sweden AB ("Euroclear") as of 30 September 2021 shall each appoint one representative to constitute the nominating committee, in addition to the chair of the board, for a term of office ending upon the appointment of a new nominating committee as mandated by the 2022 annual general meeting.

The majority of the members of the nominating committee shall be independent in relation to Sinch and executive management. At least one member of the nominating committee shall be independent in relation to the largest shareholder or group of shareholders in Sinch, in terms of votes, who act in concert in relation to the management of Sinch. The chief executive officer or any other member of executive management shall not be a member of the nominating committee. Directors may be members of the nominating committee, but shall not constitute a majority of its members. If more than one director is included in the nominating committee, no more than one of them may be dependent in relation to major shareholders in Sinch.

The nominating committee shall appoint the committee chair. The chair of the board or any other director shall not serve as chair of the nominating committee. The composition of the nominating committee shall be announced not later than six months before the annual general meeting. Prior to the 2022 Annual General Meeting, however, the composition was announced on the 21st of January 2022, as a result of the Nomination Committee being constituted only then, which is a deviation from the Code. If one or more shareholders who appointed representatives to the nominating committee is/are no longer among the four largest shareholders in Sinch at a point in time more than two months prior to the annual general meeting, the shareholder representative/s shall step down and a new member or members shall be appointed to represent the new shareholders that are then among the four largest shareholders. If a member of the nominating committee resigns before the work of the nominating committee is completed, the same shareholder who appointed the resigning member shall, if it is considered necessary, have the right to appoint a new member, or, if that shareholder is no longer among the four largest shareholders, the next largest shareholder in line, as per the principles set out above, but based upon Euroclear's printout of the share register, as soon as possible after the member has stepped down. Changes in the composition of the nominating committee shall be immediately publicized.

Leading up to the 2022 annual general meeting, the composition of the Sinch nominating committee was therefore as follows:

- Jonas Fredriksson, representing Neqst D2 AB
- Andreas Hansson, representande Softbank
- Ulrik Grönvall, representing Swedbank Robur Fonder

- Tomas Risbecker, representing AMF Pension & Fonder
- Erik Fröberg, Board Chair, Sinch AB (publ)

Diversity policy

The nominating committee applies rule 4.1 of the Swedish Corporate Governance Code: "The board is to have a composition appropriate to the company's operations, phase of development and other relevant circumstances. The board members elected by the shareholders' meeting are collectively to exhibit diversity and breadth of qualifications, experience and background. The company is to strive for gender balance on the board."

In the opinion of the nominating committee, the board of directors has an acceptable level of diversity with regard to age, experience and gender. Of the directors elected in 2021, three are women and make up 50 percent of the board of directors.

Directors' remuneration

The nominating committee presents a proposal concerning directors' fees to the annual general meeting for endorsement. The 2021 annual general meeting resolved in favor of the nominating committee's proposal.

The nominating committee's proposal to the annual general meeting concerning directors' remuneration is set out in the notice to attend the meeting.

Board of directors

Board composition

Since the 2021 annual general meeting, the board of directors has consisted of Erik Fröberg, Bridget Cosgrave, Renée Robinson Strömberg, Johan Stuart, Björn Zethraeus and Luciana Carvalho. Erik Fröberg served as board chair. The chair presides over and allocates board duties, maintains continuous contact with the CEO and CFO, ensures that directors are thoroughly prepared and represents Sinch in acquisition discussions and the like.

Board independence

The positions of dependency of directors in relation to the company, management, and shareholders is shown on the table on page 6. As shown in the table, Sinch complies with applicable rules concerning the independence of directors in relation to the company, management, and the company's major shareholders.

Board duties

The duties of the board of directors are carried out in the manner required by the Swedish Companies Act, the Code and other ordinances and rules applicable to the company. The board works according to a charter and yearly plan, which are adopted annually.

The company's CEO, Chief Strategy Officer and CFO attend board meetings. The company's general counsel normally acts as the recording secretary. Other group management personnel and group officers participate at board meetings to present reports as required.

In addition to the statutory meeting held after election by the annual general meeting, the board of directors met 21 times in 2021. The primary focus of the board during the year was on strategy, the business plan and budget and acquisitions and integration of acquired companies.

The board of directors met with the auditor on one occasion during the year without the presence of the CEO or any other management representative.

The work of the CEO and the board of directors is externally evaluated annually. The evaluation was performed in 2021 through a self-assessment of the work of the board by giving directors the opportunity to express their views on working methods, board materials, their own work and that of other directors and the scope of the board assignment. The board of directors also receives reports from the Audit Committee and the Compensation Committee and evaluates their work. The evaluation has been presented to the Nominating Committee.

The board of directors monitors the work of management by means of monthly reports covering financial performance, key figures, progress in prioritized activities, etc.

Board meetings

The board holds ordinary meetings according to the plan below:

- **February** – Year-end report
- **March/April** – Corporate governance meeting – agenda and notice to attend the annual general meeting, corporate governance statement, annual report, sustainability report, review of insurance policies and pensions, interim report for the first quarter
- **May/June** – The first board meeting after election, decisions on the board charter, CEO instruction, and instructions for financial reporting, the board's yearly plan, authorized signature, strategy meeting
- **July** – Compensation to senior management, pay review, interim report for the second quarter
- **August/September** – Financial targets
- **October/November** Interim report for the third quarter, strategy meeting
- **December** – Forecast meeting, evaluation of board and CEO.

The CEO presents an operations report at the ordinary meeting. The board of directors engages in discussions with the auditor in connection with review of auditor's reports.

Board committee duties

The board of directors has two committees: the Audit Committee and the Compensation Committee. The work of the committees is governed by the board charter.

Board committees deal with the matters within their respective purview and issue reports and recommendations upon which board decisions are based. The committees have defined decision authority within the frameworks of board directives. The minutes of committee meetings are made available to the board of directors.

Audit Committee

The members of the Audit Committee are Erik Fröberg and Johan Stuart (chair). The company's CFO and the head of internal control attend meetings of the Audit Committee. The company's auditor attended four out of five meetings of the Audit Committee during the year.

Compensation Committee

The members of the Compensation Committee are Erik Fröberg (chair) and Renée Robinson Strömberg.

Directors' and committee members' attendance at board meetings during the year is shown on the table below.

Auditors

The audit firm elected for term of one year by the annual general meeting held 18 May 2021 is Deloitte AB. Johan Tellander, authorized public accountant, is the auditor in charge.

The auditors' remit is to examine the company's annual report and accounting records and management of the company by the board of directors and the CEO, on behalf of the shareholders. The auditors report regularly to the Audit Committee and the board of directors. Auditor's fees are specified in Note 5 to the annual report.

Group management

The board of directors appoints the CEO. The CEO oversees group management and makes decisions in consultation with other members of group management. As of 31 December 2021, the management team was comprised of CEO Oscar Werner, COO Anders Olin, CFO Roshan Saldanha, CSO and Head of Investor Relations Thomas Heath, CHRO Håkan Färdig, Chief Marketing Officer Jonathan Bean, CTO Jonas Lindeborg, Chief Evangelist and Co-Founder Robert Gerstmann, VP Integration Julie Rassat, Chief Service Officer Russ Green, Chief Business Development Officer Eduardo Henrique, and President and Managing Director, India, Sanjay Goyal.

Work of executive management

The CEO meets regularly with all members of the group management team for business updates, to receive reports, set objectives, and for general business discussions. This includes monthly management team meetings, which are documented. In addition, the CEO holds several personal meetings with each member of the management team every year for more in-depth discussions and planning.

Governance and monitoring of the management team is based on the charter adopted by the board, the instruction for the CEO, and reporting instructions. Executive management and other managerial personnel manage day-to-day operations primarily through instruments such as budgets, performance management and reward systems, regular reporting and monitoring and employee meetings, and via a delegated decision structure with functional hierarchies (development, marketing, support, finance, etc.) from the parent company to subsidiary management teams. Focus during the year was on the business plan, growth issues, financing and the acquisition and integration of Inteliquent, MessageMedia, MessengerPeople and Pathwire.

Name	Year elected	Independent of the company	Independent of the owners	Position	Committee	Attendance board meetings	Attendance Audit Committee	Attendance Compensation Committee	Fee SEK 000s*	Number of shares/warrants in Sinch, direct and indirect holdings*
Erik Fröberg	2012	Yes	No	Board Chair, Compensation Committee Chair	Compensation, Audit	22/22	5/5	9/9	1,750	1,473,970 direct holding – indirect holding through Neqst D2 AB
Bridget Cosgrave	2018	Yes	Yes	Director	–	21/22	–	–	700	3,500
Renée Robinson Strömberg	2017	Yes	Yes	Director	Compensation	22/22	–	9/9	750	340
Johan Stuart	2015	Yes	Yes	Director, Audit Committee Chair	Audit	22/22	5/5	–	1,050	90,000 direct holding
Björn Zethraeus	2017	No	No	Director	–	22/22	–	–	0	indirect holding through Neqst D2 AB
Luciana Carvalho	2021	No	No	Director	–	8/22	–	–	0	indirect holding through Mobile International Holdings BV

*Disclosures on directors' fees refer to the board year beginning at the end of the 2020 AGM and ending at the close of the 2021 AGM.

**Holdings as per 31 December 2021.

Internal control of financial reporting

The board of directors' responsibility for internal control is governed by the Companies Act and the Code. In accordance with the Annual Accounts Act, the corporate governance statement includes a description of the key elements of the company's internal control and risk management system. Internal control of financial reporting has two primary aims: to provide reasonable assurance of the reliability of external financial reporting and to ensure that external financial reports have been prepared in compliance with law, applicable accounting standards, and other requirements imposed upon listed companies.

Control environment

The board has overall responsibility for internal control related to financial reporting. The control environment for financial reporting is based on an allocation of roles and responsibilities in the organization, adopted and communicated decision paths, instructions regarding authority and responsibility, and accounting and reporting instructions.

The company established a separate internal control function during the year, which reports to the CFO.

The board has adopted a charter, CEO instruction, and instructions for financial reporting. In addition to these, there are operational policies and guidelines in several areas.

Risk assessment

As an integrated component of the management process, the board and group management work with risk assessment from a broad perspective, including but not limited to financial risks and important business risks. Regular risk reports are presented to the board of directors. During the year, the board regularly discussed various types of risks and the company's risk management process. A risk map with regard to the company's financial core processes has been drawn up and is the basis for continuous improvement of internal processes and controls.

Sinch is subject to the provisions of the EU Market Abuse Regulation 596/2015 (MAR), which imposes strict requirements on the company's management of insider information. The matters regulated by MAR include how insider information must be communicated to the market, the conditions under which publication may be postponed and how the company is obligated to keep a log book of people who work for Sinch and who have been given access to inside information about the company.

Sinch uses a digital tool called InsiderLog to ensure that the management discussed above meets the requirements of MAR and the Sinch insider policy: from the decision to postpone publication of insider information all the way to the notice that must be provided to Finansinspektionen when the insider event has ended and the information has been published. Only authorized individuals within Sinch have access to InsiderLog. Further information is available at www.insiderlog.com.

Control activity

The group's control activities relating to financial core processes are described in the risk map approved by the board as a basis for ongoing efforts to continuously improve internal processes and controls. Controls are performed at both the subsidiary level and the group level. The operating subsidiaries have chief accountants who are responsible for ensuring that financial figures are verified and reported on a monthly basis. This includes reconciliation of financial figures against sales and cost data from the group's transaction system, reconciliation of intragroup transactions and reconciliation of bank accounts. These figures are then checked at the group level in conjunction with the monthly consolidation of group figures. Efforts are ongoing to continuously improve these processes through, for example, advanced training of relevant employees, greater automation of reconciliations and through the checking of important figures by several individuals in parallel.

Information

Information about internal financial reporting control documents is available to relevant employees on the Sinch intranet. Information and training related to the internal control documents is also provided through activities aimed directly at finance managers and controllers within the group.

Monitoring

The effectiveness of internal control of financial reporting is monitored by the board, the Audit Committee, the CEO, executive management, and group companies. Follow-up includes continuous quality control by the board of directors of the company's monthly financial reports, ongoing monitoring of central financial processes, such as management of potential customer losses and review of Sinch's external audit reports. Members of the staff of Sinch's corporate treasury department also regularly visit the operating subsidiaries to verify that Sinch's financial processes are being correctly implemented and continuously developed to ensure accurate financial reporting.

Stockholm, 19 April 2022

The board of directors of Sinch AB (publ)

Board of directors



1. Erik Fröberg

Born: 1957

Director of Sinch since: 2012, Chairman since 2015

Shareholding in Sinch (total, private & via companies): 1,473,970 privately and in addition an indirect holding through Neqst D2 AB

Warrants in Sinch: 0

Education: MSc Engineering Physics, KTH Royal Institute of Technology.

Principal occupation: Partner and founder of Neqst.

Experience: Executive Vice President Cap Gemini Sweden; Executive Vice President LHS Group Inc, CEO DigiQuant Inc, Special Advisor General Atlantic LP

Other significant directorships (company and position): Director of Digital Route AB and Varnish AB and chair of Xlent AB and Netlight AB.

Dependency on the company and its major shareholders: No/Yes

2. Johan Stuart

Born: 1957

Director of Sinch since: 2015

Shareholding in Sinch (total, private & via companies): 90,000

Warrants in Sinch: 0

Education: MSc in Economics from the Stockholm School of Economics

Principal occupation: –

Experience: Affibody Medical AB, Tradimus AB, XCounter AB, Hi3G Access AB, Utfors AB and companies within the Axel Johnson Group

Other significant directorships (company and position): Director of Digital Route AB and Best Practice Scandinavia AB.

Dependency on the company and its major shareholders: No/No

3. Bridget Cosgrave

Born: 1961

Director of Sinch since: 2018

Shareholding in Sinch (total, private & via companies): 3,500

Warrants in Sinch: 0

Education: MBA from the London Business School, MSC from World Maritime University, BA Hons from Queen's University, Canada

Principal occupation: Independent consultant, Director ADIMO srl

Experience: Founding CEO & Chair of BICS sa; SVP Enterprise Proximus; Deputy Director General ETSI; Director General Digital Europe; former non-executive director of S.E.S., Essilor, Eutelsat, Steria and Euskaltel

Other significant directorships (company and position): None

Dependency on the company and its major shareholders: No/No

4. Björn Zethraeus

Born: 1963

Director of Sinch since: 2017

Shareholding in Sinch (total, private & via companies): indirect holding through Neqst D2 AB

Warrants in Sinch: 0

Education: MSc Engineering, Institute of Technology at Linköping University

Principal occupation: Head of Corporate Development and Co-Founder of Sinch

Experience: Executive positions with Ericsson, co-founder of Ericsson IPX AB, co-founder of Sinch, management consultant and acting manager with various network operators and mobile marketing companies

Other significant directorships (company and position): Director and CEO, Cantaloupe AB

Dependency on the company and its major shareholders: Yes/Yes

5. Renée Robinson Strömberg

Born: 1970

Director of Sinch since: 2017

Shareholding in Sinch (total, private & via companies): 340

Warrants in Sinch: 0

Education: Degree in Chinese Studies and Economics from Kalamazoo College and an MBA from the Stephen M. Ross School of Business, University of Michigan.

Principal occupation: Founder of and CEO Shiny Thing AB

Experience: More than 25 years of experience in the international high-tech industry including Drutt (acquired by Ericsson) and Tail-f Systems (acquired by Cisco).

Other significant directorships (company and position): Director of Doctrin AB

Dependency on the company and its major shareholders: No/No

6. Luciana Carvalho

Born: 1984

Director of Sinch since: 2021

Shareholding in Sinch (total, private & via companies): indirect through Movable International Holdings BV

Warrants in Sinch: 0

Education: Bachelor's Degree in Psychology from Pontifícia Universidade Católica de Minas Gerais, Master's Degree in People Management from Fundação Getúlio Vargas, Stanford Executive Program from Stanford School of Business

Principal occupation: Director at Movable in São Paulo, Brazil

Experience: Various positions within HR and talent acquisition in Movable, Ambev, Santa Casa de Misericórdia de Poços de Caldas and Essencial Assessoria de Recursos Humanos

Other significant directorships (company and position): Board member of Zoop

Dependency on the company and its major shareholders: Yes/Yes

Group management



1. Oscar Werner

Chief Executive Officer

Born: 1974

Employee since: 2018

Education: MSc in Economics from the Stockholm School of Economics, engineering studies at KTH, Stockholm

Experience: Business Unit President TobiiTech, Business Unit President Tobii Dynavox, CEO Get-updated, VP Sales and VP Product & Marketing mBlox, Co-founder and CEO CoTraveller.

Shareholding in Sinch (total, private & via companies): 50,000

Warrants in Sinch: 333,334

2. Christina Raaschou

Chief Human Resources Officer

Born: 1977

Employee since: January 2022

Education: MSc Business Administration, University of Karlstad

Experience: Head of HR H&M Group Business Tech, senior HR roles within Ericsson & Unilever

Shareholding in Sinch (total, private & via companies): 337

Warrants in Sinch: 2,349

3. Jonas Lindeborg

Chief Technology Officer

Born: 1967

Employee since: 2016

Education: MBA in Leading Innovation from the Stockholm School of Economics

Experience: Developer, Head of Development UIQ/Symbian, startup Mashmobile, CTO Mblox, VP SINCH Engineering

Shareholding in Sinch (total, private & via companies): 4,930

Warrants in Sinch: 26,599

4. Thomas Heath

Chief Strategy Officer

Born: 1981

Employee since: 2018

Education: BA in Politics, Philosophy and Economics from University of Oxford, MSc from the Stockholm School of Economics with a concentration in finance

Experience: Equity analyst at Danske Bank, Handelsbanken Capital Markets and Öhman Fondkommission

Shareholding in Sinch (total, private & via companies): 0

Warrants in Sinch: 66,667

5. Jonathan Bean

Chief Marketing Officer

Born: 1976

Employee since: 2019

Education: MBA from Henley Business School, degree in Communications from University of Leeds

Experience: With Mynewsdesk since 2009, head of marketing since 2015. Bean has won several marketing awards including the Cannes Lion, the Webby (New York), the Golden Egg (Stockholm) and the Drum (London). Prior to Mynewsdesk, he had various roles as a sales representative for SaaS solutions at Cision.

Shareholding in Sinch (total, private & via companies): 44,600

Warrants in Sinch: 23,330

6. Roshan Saldanha

Chief Financial Officer

Born: 1977

Employee since: 2019

Education: Master's degree from the University of Mumbai, chartered accountant in India

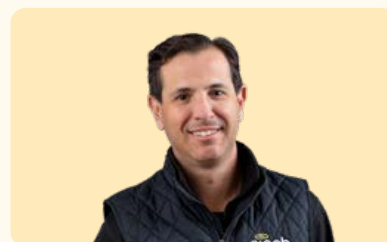
Experience: Tele2 since 2007, CFO Tele2 Sweden from 2016. Several international financial assignments for Arthur Andersen, Citibank and the Kinnevik Group

Shareholding in Sinch (total, private & via companies): 4,226

Warrants in Sinch: 83,334

Holdings in shares and warrants are reported as of December 31, 2022, also see investors.sinch.com.

Note regarding warrants/stock options: All programs except LTIP II 2021 were adopted prior to the 1:10 share split implemented 18 June 2021. In all of these programs, one stock option/warrant therefore gives the right to 10 shares. As LTIP II 2021 was adopted after the share split, one stock option gives the right to one share in this program.



7. Anders Olin

Chief Operating Officer

Born: 1966

Employee since: 2018

Education: Graduate Engineering Degree, KTH, Stockholm
Experience: Several leading positions at Ericsson, including three years as a member of executive management, most recently as head of the Telecom Core business unit. Has worked abroad for 12 years and was a director of several local Ericsson companies.

Shareholding in Sinch (total, private & via companies): 7,000

Warrants in Sinch: 66,666

8. Julie Rassat

Vice President Integration

Born: 1979

Employee since: 2020

Education: BA in International Relations from University of Leeds, Master's in Finance from ESCP-EAP and MBA from the London Business School.

Experience: Extensive experience of more than 30 transactions, including at Thomson Reuters where she was Senior Director, Acquisition Integration EMEA & APAC. Prior to this, she worked in strategy and business planning and as a financial analyst at BDPME

Shareholding in Sinch (total, private & via companies): 0

Warrants in Sinch: 6,500

9. Eduardo Henrique

President, Applications

Born: 1976

Employee since: 2021

Education: Stanford University Graduate School of Business, BSc in Computer Science from Universidade Estadual de Campinas, BSc in Digital Marketing from Fundação Escola de Comércio Álvaro Penteado.

Experience: CEO of Wavy, co-founder of Movile, Head of Global Expansion at Playkids.

Shareholding in Sinch (total, private & via companies): 0

Warrants in Sinch: 30,000

10. Ed O'Hara

President, Voice

Born: 1964

Employee since: 2018

Education: MBA Stanford University Graduate School of Business, bachelor's degree University of Notre Dame

Experience: CFO Datapipe, CFO Sidera Networks, CFO RCN Corporation residential and business services segment

Shareholding in Sinch (total, private & via companies): -*

Warrants in Sinch: 129,297

11. Will Conway

President, Developer & Email

Born: 1985

Employee since: 2013

Education: BA in Political Science at The University of Texas at San Antonio

Experience: Senior Sales Manager Rackspace OpenStack, General Manager Mailgun, CEO Pathwire

Shareholding in Sinch (total, private & via companies): -*

Warrants in Sinch: 200,000

12. Paul Perrett

President, SMB (Small and Medium-sized Businesses)

Born: 1975

Employee since: 2018

Education: Bachelor of Engineering (Chemical) at UNSW in Sydney, Australia

Experience: Over 20 years of executive experience in technology and SaaS businesses including COO of Melbourne IT, COO of Aconex, and CFO then CEO at MessageMedia.

Shareholding in Sinch (total, private & via companies): -*

Warrants in Sinch: 0

Sinch presented a new operating model on February 3, 2022 with the above presented group management team. In connection to the organizational change, Ed O'Hara, Will Conway and Paul Perrett became members of the group management team, at the same time as Robert Gerstmann, Russ Green and Sanjay Goyal left it. In addition, Christina Raaschau succeeded Håkan Färdigh as head of HR and a member of group management in January 2022.

* Ed O'Hara, Will Conway and Paul Perrett were not part of Group Management on December 31, 2022 and their shareholdings are therefore not stated in this Annual Report. See investors.sinch.com for updated information.