

Board of Directors

Jan Sjöqvist

Board Chairman since 2005.

Year of birth: 1948

Other assignments: Board Chairman of Aditro Logistics AB

Previous assignments: President and CEO of NCC. Board member of Stora Enso, SSAB AB, Green Cargo AB, Eltel Networks AB, Lannebo Fonder AB.

Dependence status: Independent in relation to Nobina, its management and major shareholders.

Education: MSc., Gothenburg School of Business, Economics and Law.

Shareholding: Number of shares is found in the insider register.

Birgitta Kantola

Board member since 2009.

Year of birth: 1948

Other assignments: Board member of Skandinaviska Enskilda Banken AB (publ), Stockholm.

Previous assignments: Vice President and CFO of International Finance Corporation (the World Bank Group), Washington D.C., Executive Vice President of Nordiska Investeringsbanken. Board member of several listed companies, among them Stora Enso Oyj, Fortum Abp and NASDAQ OMX, New York.

Dependence status: Independent in relation to Nobina, its management and major shareholders.

Education: Master of Laws from University of Helsinki

Shareholding: Number of shares is found in the insider register.

Ragnar Norbäck

CEO and President of Nobina AB since 2004. Board member since 2014.

Year of birth: 1955

Other assignments: Board member of N3 Group AB, Board member of K2 research institute, and Board Chairman of RALT AB.

Previous assignments: Examples include CEO of American Express Corporate Travel Nordic, Volvo Aero Engine Services, Linjebuss Trafik AB, GLAB (Adidas) and TNT Ipec Sweden.

Dependence status: Independent in relation to major shareholders. Dependent in relation to Nobina and its management.

Education: MSc. Engineering

Shareholding: Number of shares is found in the insider register.

John Allkins

Board member since 2013.

Year of birth: 1949

Other assignments: Non Executive Director (NED) and Chair of Audit Committee (C of AC) of Punch Taverns Plc, NED, C of AC and Senior Independent Director of Renold Plc and Fairpoint Group Plc.

Previous assignments: Previous assignments in Volex Plc, Linpac Senior Holdings Ltd, Albemarle & Bond Plc, and Molins Plc & Intec Telecommunications Plc. Executive positions, CFO at My-Travel Plc and CFO at Equant NV.

Dependence status: Independent in relation to Nobina, its management and major shareholders.

Education: BA business administration and Fellow of the Chartered Institute of Cost and Management Accountants.

Shareholding: Number of shares is found in the insider register.

Graham Oldroyd

Board member since 2014.

Year of birth: 1961

Other assignments: NED and Chairman of the Audit Committee of Henderson Alternative Strategies Trust Plc, Great Britain, NED and Chairman of the Remuneration Committee of PHS Group Investments Ltd, Great Britain, Board Member of Church Commissioners For England, Senior Adviser of MCF

Corporate Finance, Great Britain, Senior Adviser of Downing LLP, Great Britain, Board Member of MBA Advisory Board, Durham University Business School.

Previous assignments: Partner at Bridgepoint and responsible for Bridgepoint's investments in the Nordic region.

Dependence status: Independent in relation to Nobina, its management and major shareholders.

Education: MA. Engineering, Cambridge University, MBA INSEAD Business School, Fellow of the Institution of Mechanical Engineers, UK and Member Chartered Institute for Securities & Investment, UK.

Shareholding: Number of shares is found in the insider register.

PROPOSED NEW BOARD MEMBER

Axel Hjärne

Year of birth: 1964

Other assignments: CEO of Eltel Group AB, Board Member of Lagnögruppen AB, PRIMA Barn- och vuxenpsykiatri Stockholm AB, PRIMA Barn- och vuxenpsykiatri Holding AB, Energibranschens Förhandlings- och Arbetsgivar-service i Stockholm AB, Svenskt Näringsliv, IT & Telekomföretagen, as well as in several of the subsidiaries of Eltel.

Previous assignments: CEO of Eltel Networks Sweden, Board member of Proffice, COO of Eltel Region North, President of Eltel Infranet, Deputy CEO of Swedia Networks Group AB, CEO of Bravida Sweden and Deputy CEO of Bravida Group, CEO of ABB Contracting, various managerial positions in ABB as well as various positions in EUROCC.

Dependence status: Independent in relation to Nobina, its management and major shareholders.

Education: Master of Science in Industrial Economy from Institute of Technology, Linköping.

Shareholding: -