

THE NOMINATION COMMITTEE'S PROPOSALS (ITEMS 2, 12, 13, 14 and 15)

Prior to the annual general meeting of 2020, the board nomination work has been conducted by a committee comprising Mark Shay, representing Accendo Capital SICAV SIF and chairman of the nomination committee; Christoffer Häggblom, representing Rite Ventures; Erik Durhan, representing Nordea Fonder; and Lennart Jacobsen, chairman of the board, as an adjunct member. The nomination committee proposes the following for items 2, 12, 13, 14 and 15.

Chairman of the annual general meeting: Attorney at Law Paula Eninge (item 2)

Number of board members and deputies and, in addition, number of auditors: The number of board members (including the chairman) is proposed to be six (6) with no deputies which is an increase from today's five (5). Furthermore, the nomination committee proposes that the number of auditors is to be one (1) without any deputy (item 12).

Remuneration to the board members: The remuneration to the board of directors, until the time of the end of the next annual general meeting, is proposed as follows: The chairman of the board shall receive a fee of 600 000 kronor (unchanged), the vice chairman of the board shall receive a fee of 350 000 kronor (unchanged) and other members not employed by the company shall receive a fee of 250 000 kronor (unchanged). Compensation for committee work is proposed as follows: Audit committee chairman 80 000 kronor, audit committee member 40 000 kronor, remuneration committee chairman 60 000 kronor, remuneration committee member 30 000 kronor (item 13). The proposal to compensate committee work is in line with the more formalized and distinct work in these matters, considering prevailing compensation levels in the market for this kind of work among companies of similar size and complexity.

Remuneration to the auditors: The remuneration to the auditors for the period until the end of next annual general meeting is proposed in accordance with invoicing approved by the company (item 13).

Election of chairman of the board and other members of the board and in addition, auditors:

Re-election is proposed for the following current board members: Lennart Jacobsen, Towa Jexmark, Josephine Salenstedt and Henri Österlund. Niklas Savander has declined re-election. Election of new board members Cecilia Ardström and Juha Mört is proposed. Lennart Jacobsen is proposed as chairman of the board (item 14).

Presentation of the proposed new members:

Cecilia Ardström (born 1965) is an independent board professional with a background in corporate governance, corporate finance, accounting, and risk management from the telecom and finance industries. Cecilia is CFO of Corpia Group AB, a fintech start-up, and was previously, among other roles, COO & Head of Risk Management at Folksam asset management and Head of Asset Management at Folksam Group. She has also been Head of Group Treasury at Tele2 and CFO/Head of Asset Management at Länsförsäkringar AB. Cecilia is a board member of the Swedish Export Credit Corporation (AB Svensk Exportkredit) where she is chairman of the audit committee. She is a board member of Teracom AB where she is chairman of the audit committee, as well as board member of AMF Fonder AB. Cecilia has studied economics and corporate finance at the School of Business, Economics and Law at the University of Gothenburg. Cecilia is independent in relation to the company and independent in relation to the major shareholders. She owns no shares in Doro.

Juha Mört (born 1972) is CEO of Innohome Group Oy, a Finnish company with pan-European distribution that develops innovative technical solutions for the home, for example smoke detectors and heat sensors. Juha has an extensive background in the telecom industry, where he has had executive positions at Filtronic Wireless Infrastructure, Elektrobit Group, Powerwave Technologies and Prism Microwave. Juha is chairman of the board of Teknos Group, a family-owned company that produces paint and other advanced coatings for industrial applications. Juha has an M.Sc. degree in engineering from Oulu University. Juha is independent in relation to the company and independent in relation to the major shareholders. He owns no shares in Doro.

Auditor: Re-election of the authorised public accounting firm PwC as the auditor for a mandate period until the end of next annual general meeting is proposed. Magnus Willfors, a certified public accountant, shall continue as the lead auditor. The proposal from the nomination committee is in accordance with the recommendation of the board (item 14).

Proposal for tasks of the nomination committee and principles for the appointment of the nomination committee: The nomination committee (NC) shall comprise three (3) members that represent the company's largest shareholders according to number of voting rights. The chairman of the board of Doro shall be an adjunct member of the NC. The largest shareholders according to number of voting rights shall be determined based on a transcript from Euroclear Sweden AB showing the registered shareholders, as of the last trading day in September, and such shareholders shall promptly thereafter be contacted by the company's chairman of the board. In the event that any one of the three largest shareholders abstains from the right to appoint a representative to the NC, or fails to do so within one week of the aforementioned contact provides notice, then that right shall befall the shareholder that has the next largest shareholding per the date above. The names of the shareholder representatives and the names of the shareholders they represent shall be disclosed at the latest six months before the annual general meeting. The NC's mandate period shall continue until a new NC is formed. The chairman of the NC shall be, unless the NC decides otherwise, the representative of the largest shareholder according to voting rights.

The NC shall remain unchanged unless:

- a representative wishes to resign prematurely, in which case such a request shall be sent to the chairman of the NC (or, in the case of the chairman of the NC resigning, to another representative of the NC) and the receipt of such request implies that the request has been served,
- a nominated shareholder wishes to change its representative on the NC to another person, where such a request (containing the two relevant names) shall be sent to the chairman of the NC (or, in the case of a change of chairman of the NC, to another representative in the NC), and the receipt of such request implies that the request has been served,
- a nominating shareholder sells all or parts of its holding in Doro, whereupon such shareholder no longer is one of the three largest shareholders according to number of voting rights, in which case a new member shall be appointed according to the same principles as set out above, or
- the NC within its free judgment decides to appoint, to vacant positions in the NC, shareholders or shareholder representatives in order for the NC to thereby reflect the ownership of Doro.

If a NC member leaves the NC before the committee's work is completed, the NC shall appoint a new member according to the principles above, using a transcript of shareholders provided by Euroclear

Sweden AB as soon as possible after the departure of the leaving member. Changes to the NC shall be disclosed publicly immediately.

No remuneration shall be paid to members of the NC for their work in the committee. As needed, the company shall reimburse reasonable expenses related to the NC's work as well as for external consultants that the NC deems necessary for the NC to be able to complete its work.

The NC shall provide to the annual general meeting:

- proposal of chairman at the annual general meeting,
- proposal of board of directors
- proposal of chairman of the board of directors
- proposal of remuneration to the board of directors, allocated among the chairman of the board of directors, board members, and any compensation for committee work,
- proposal of company auditor or auditors, and proposal of compensation to the auditor(s)
- proposal for the approval of principles for formation of the nomination committee (item 15).

Nomination committee

In Stockholm March 2020