



## **TO THE GENERAL MEETING OF NORDIC AQUA PARTNERS AS, 15 MAY 2025 RECOMMENDATIONS FROM THE NOMINATION COMMITTEE**

**To all shareholders,**

Nordic Aqua Partners AS elected Jan Erik Sivertsen (Chair) and Olav Kristian Falnes to the Nomination Committee at the Annual General Meeting in 2024.

The Nomination Committee shall submit recommendations to the Annual General Meeting in respect of the following matters:

- Nominees for election of members of the Board of Directors of Nordic Aqua Partners AS and the Chair of the Board of Directors
- Nominees for election of members of the Nomination Committee and the Chair of the Nomination Committee
- Proposal for remuneration of the members of the Board of Directors, the Nomination Committee and the Audit Committee

### **Composition of the board**

All Board members (including the Chair of the Board), save for Board members Marit Solberg and Ove Nodland who were elected for a term of two years at the annual general meeting in 2024, are up for election at the 2025 Annual General Meeting. The following criteria have been used when working out the recommendation for the composition of new members to the board:

- requirements of minimum 40% male and female portion of candidates
- adequate competence, skills, experience, and dedication
- Interviews with the CEO, Chair of the Board and board members
- Dialogue with the largest shareholders





The Nomination Committee has held formal and informal meetings in preparation for the Annual General Meeting to discuss board composition, board remuneration and committee remunerations. The Nomination Committee has also discussed the committee's work.

The Nomination Committee has asked the company's major shareholders whether they have any specific proposals or views on the candidates to be proposed by the Committee. In addition, the Committee has held discussions with the Chief Executive Officer (CEO), Chair of the Board and with all the individual members of the Board which principally focused on how the Board functions and whether its members have the expertise required.

4 (four) of the 5 (five) Directors that are up for re-election have notified the nomination committee that they will be standing for re-election. Chairman, Atle Eide, has notified the nomination committee that he will not be standing for re-election at the 2025 AGM. All other Directors that are up for re-election have notified the nomination committee that they will be standing for re-election at the 2025 AGM.

The Nomination Committee of Nordic Aqua Partners AS has therefore unanimously decided to nominate the following as Chair and board members for the election period 2025-2026:

- Kjell-Erik Østdahl (Chair, proposed for election)
- Aino Kristin Lindal Olaisen (board member, proposed for re-election)
- Vegard Gjerde (board member, proposed for re-election)
- Therese Log Bergjord (board member, proposed for re-election)
- Knut Nesse (board member, proposed for re-election)

Assuming the Board members are elected as proposed, the Board will have the following composition:

- Kjell-Erik Østdahl (Chair)
- Aino Kristin Lindal Olaisen (board member)
- Vegard Gjerde (board member)
- Therese Log Bergjord (board member)
- Knut Nesse (board member)
- Marit Solberg (board member)
- Ove Nodland (board member)





The Nomination Committee is of the opinion that the Board of Directors represents the necessary competence and continuity required to meet the strategic objectives of the company and at the same time create value for all shareholders going forward.

The Nomination Committee suggests re-election of the nominated Board of Directors up to the 2026 Annual General Meeting (AGM).

### **Board of Directors, remuneration**

The Nomination Committee considers that the level of Board remuneration for Nordic Aqua Partners AS should be competitive and comparable with similar listed companies in Norway and other international companies operating within the same industry and segments. Results from surveys and benchmarking performed by The Norwegian Institute of Directors of remuneration of the listed companies on the Oslo Stock Exchange have also been taken into consideration.

The Nomination Committee therefore proposes that Director's remunerations for the Board for the period from the Annual General Meeting in 2025, and up to the Annual General Meeting in 2026 in accordance with the following:

- Chair: NOK 500,000
- Board Members: NOK 250,000

The proposed level of remuneration for the Board is below the median and average for private listed companies in Norway. However, the financial position of the company, companies operating within the same business segment and current operations & assets the Nomination Committee considers the proposed board compensation as balanced and fair.

Based on the proposal, total remuneration to the board will be NOK 2 million.

### **Nomination Committee, composition**

No members of the Nomination Committee are up for election on the 2025 Annual General Meeting. The Nomination Committee comprises the following persons:

- Jan Erik Sivertsen, Chair (AGM 2026)
- Olav Kristian Falnes (AGM 2026)







### **Nomination Committee, remuneration**

Based on benchmarking performed by The Norwegian Institute of Directors of the listed companies on the Oslo Stock Exchange the nomination committee proposes the following level of compensation to its members:

- Nomination committee Chair: NOK 30,000
- Nomination committee member: NOK 30,000

The proposed level of remuneration for the nomination committee is the lower quartile for listed private companies in Norway.

### **Audit Committee, remuneration**

Based on benchmarking performed by The Norwegian Institute of Directors of the listed companies on the Oslo Stock Exchange the nomination committee proposes the following level of compensation to its members.

- Audit committee Chair: NOK 100,000
- Audit committee member(s): NOK 40,000

The proposed level of remuneration for the chair of the audit committee is in line with the average level of compensation for listed private companies in Norway.

*Stavanger, 19.April 2025*

A handwritten signature in blue ink, appearing to read "Jan Erik Sivertsen".

Jan Erik Sivertsen  
*On behalf of the Nomination Committee*

