

**RECOMMENDATIONS BY THE NOMINATION COMMITTEE OF POLIGHT ASA
TO
THE ORDINARY GENERAL MEETING TO BE HELD ON 25 MAY 2022**

The Nomination Committee of polLight ASA currently consists of the following members:

- Thomas S. Wrede-Holm (chair)
- Jan-Erik Hæreid
- Anne E. H. Worsøe

The Nomination Committee is responsible for recommending candidates for the election of members and chair to the Board of Directors, and for making recommendations for remuneration to the members of the Board of Directors (including sub-committees), as well as recommending members to the Nomination Committee.

The Nomination Committee's proposals to the ordinary general meeting 2022 are outlined herein.

1 Election of members to the Board of Directors

The Nomination Committee proposes that:

Grethe Viksaas is elected as new chair of the Board of Directors, with election period pursuant to the resolution by the general meeting held on 26 May 2021. Ann-Tove Kongsnes, the current chair of the Board of Directors, is elected as deputy chair of the Board of Directors which was the position she held prior to the ordinary general meeting in 2021, with election period until the ordinary general meeting in 2024.

The Board of Directors will thereafter consist of the following persons:

- Grethe Viksaas, chair of the Board of Directors with an election period up to the ordinary general meeting in 2023
- Ann-Tove Kongsnes, deputy chair of the Board of Directors with an election period up to the ordinary general meeting in 2024
- Svenn-Tore Larsen, board member with an election period up to the ordinary general meeting in 2023
- Juha Alakarhu, board member with an election period up to the ordinary general meeting in 2023
- Thomas Görling, board member with an election period up to the ordinary general meeting in 2023

2 Remuneration to the Board of Directors

The Nomination Committee proposes that the shareholder elected members of the Board of Directors for the period up to the ordinary general meeting 2023 are entitled to a remuneration, paid in advance each quarter, in accordance with the following:

- Chair of the Board: NOK 425,000 p.a.
- Other Board members: NOK 250,000 p.a.

The proposed remuneration is, in the opinion of the Nomination Committee, in-line with the levels of comparable listed companies in Norway and represents a competitive level of remuneration considering responsibilities and workload.

3 Nomination Committee

The Nomination Committee proposes that:

Jan-Erik Hæreid and Anne E. H. Worsøe are re-elected as members of the Nomination Committee with election period until the ordinary general meeting in 2024.

The members of the Nomination Committee will thereafter consist of the following persons:

- Thomas S. Wrede-Holm, chair and member with an election period up to the ordinary general meeting in 2023
- Jan-Erik Hæreid, member with an election period up to the ordinary general meeting in 2024
- Anne E. H. Worsøe, member with an election period up to the ordinary general meeting in 2024

It is proposed that the members of the Nomination Committee for the period up to the ordinary general meeting 2023 are entitled to a remuneration, paid in advance each quarter, in accordance with the following:

- Chair of the Nomination Committee: NOK 40,000 p.a.
- Members of the Nomination Committee: NOK 30,000 p.a.

The Nomination Committee of polLight ASA

Thomas S. Wrede-Holm

Jan-Erik Hæreid

Anne E. H. Worsøe