

**RECOMMENDATIONS BY THE NOMINATION COMMITTEE OF POLIGHT ASA**  
**TO**  
**THE ORDINARY GENERAL MEETING TO BE HELD ON 20 MAY 2026**

The Nomination Committee of poLight ASA (the “Company”) currently consists of Jan-Erik Hæreid (chair), Anne E. H. Worsøe and Egil Garberg. Contact details for the Nomination Committee can be found on the Company’s [website](#). The guidelines for the Nomination Committee are set out in the Company’s [Corporate Governance Policy](#).

The Nomination Committee is responsible for recommending candidates for the election of members and chair to the Board of Directors (the “Board”), 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 and for making recommendations for remuneration to the members of the Nomination Committee. The Nomination Committee’s recommendations and proposals to the ordinary general meeting 2026 are outlined herein.

**1 Election of Board members**

The current Board consist of the following persons:

- Grethe Viksaas, chair of the Board of Directors with an election period up to the ordinary general meeting in 2027 (independent)
- Sverre-Tore Larsen, board member with an election period up to the ordinary general meeting in 2027 (independent)
- Jean-Christophe Eloy, board member with an election period up to the ordinary general meeting in 2027 (independent)
- Marianne Bøe, board member with an election period up to the ordinary general meeting in 2027 (independent)
- Cathrine Wiig Ore, board member with an election period up to the ordinary general meeting in 2027 (independent)
- Mr. Chang Hui (Chris) Liu, board member with an election period up to the ordinary general meeting in 2027 (representing Q Tech)
- Mr. Yung Pang (Louis) So, board member with an election period up to the ordinary general meeting in 2027 (representing Q Tech)

No board members are up for election and all board members have expressed that they would like to stay in the board for the remaining period.

**2 Remuneration to Board members**

The Nomination Committee proposes that the shareholder elected members of the Board for the period up to the ordinary general meeting in 2027 are entitled to a remuneration, paid in advance each quarter, in accordance with the following:

- Chair of the Board: NOK 550,000 p.a.
- Other Board members: NOK 300,000 p.a.

The Nomination Committee proposes that the chair and the member(s) of the Audit and Sustainability Committee are entitled to a remuneration of NOK 40,000 p.a. and NOK 30,000 p.a., respectively for the period up to the ordinary general meeting in 2027. This is the same as for the previous year. The remuneration shall be paid in advance each quarter.

The Nomination Committee proposes that the chair and member(s) of the Remuneration Committee are entitled to a remuneration of NOK 40,000 p.a. and NOK 30,000 p.a. for the period up to the ordinary general meeting in 2027. This is the same as for the previous year. The remuneration shall be paid in advance each quarter.

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 members of the Nomination Committee consist of the following persons:

- Jan-Erik Hæreid, chair and member with an election period up to the ordinary general meeting in 2027
- Anne E. H. Worsøe, member with an election period up to the ordinary general meeting in 2027
- Egil Garberg, member with an election period up to the ordinary general meeting in 2027

None of the members are up for election, and all have expressed that they would like to stay in the position for the remaining period.

**4 Remuneration to the Nomination Committee**

The Nomination Committee proposes that the chair and the member(s) of the Nomination Committee are entitled to a remuneration of NOK 40,000 p.a. and NOK 30,000 p.a., respectively for the period up to the ordinary general meeting in 2027. This is the same as for the previous year. The remuneration shall be paid in advance each quarter.

**The Nomination Committee of poLight ASA**

**Jan-Erik Hæreid**

**Anne E. H. Worsøe**

**Egil Garberg**