

To the Shareholders of INTEGRATED WIND SOLUTIONS ASA

PROPOSAL FROM THE NOMINATION COMMITTEE OF INTEGRATED WIND SOLUTIONS ASA

The Nomination Committee (the “Committee”) of Integrated Wind Solutions ASA (the “Company”) has the following members:

Eric Jacobs, Chair

Katarina Hammar, member

The members of the Nomination Committee are appointed to take into account the interests of shareholders in general. The members of the Committee are not members of the Board of Directors. The Committee does not include the Company’s Chief Executive Officer or any other executive personnel.

The Committee has been in effect and active since 7 April 2022. The Committee has received an evaluation of the Board’s performance and expertise during the year 2025/26 from the Chair of the Board. According to the Code of Practice for Corporate Governance, the Committee has evaluated the need for changes to the Board’s and Committee’s composition. The Committee has maintained contact with shareholder groups, members of the Board and the Company’s executive personnel. The Committee has actively sought to represent the views of shareholders in general and has been able to make use of resources available in the Company and obtain counsel and recommendations from sources outside of the Company.

It is the Committee’s view that the company is transitioning from a growth phase to a more operational phase where continuity in the Board of Directors is still important for the next period. Therefore, with regard to Integrated Wind Solutions ASA’s Annual General Meeting on May 19, 2026, the Committee unanimously proposes the following:

1. The Board of Directors

According to the Company’s articles of association, the Board shall have 3-6 members. The present board of Integrated Wind Solutions ASA consists of Mr. Sigurd Einar Thorvildsen (Chair), Mrs. Synne Syrrist, Mrs. Cathrine Holmsen Haavind, Mr. Daniel Allen Gold, and Mr. Jens-Julius R. Nygaard.

Mrs. Synne Syrrist, Mrs. Cathrine Holmsen Haavind and Mr. Daniel Allen Gold, were elected for a two-year period in 2025 and are first up for re-election in 2027. Mr. Sigurd Einar Thorvildsen and Mr. Jens-Julius R. Nygaard are up for election in 2026.

Mr. Jens-Julius R. Nygaard has informed the Nomination Committee that he will not seek re-election for a new term. The Nomination Committee wishes to thank him for his contribution to the Board and to the Company.

Following this, the Nomination Committee recommends that Mr. Sigurd Einar Thorvildsen is re-elected as Chair for a period of two years until 2028, and that Mr. Jan Peter Döhle is elected for a period of two years until 2028.

Mr. Jan Peter Döhle is Managing Director of Peter Döhle Schiffahrts-KG and has served as Vice Chairman of the Supervisory Board of Ernst Russ AG since May 2025. He has built extensive leadership experience in the maritime industry, including in his previous role as Managing Director of Blue Net Chartering GmbH & Co. KG. Earlier in his career, he held positions in dry cargo, marine insurance and ship operations, giving him broad operational and commercial expertise. Mr. Döhle holds an MSc in Shipping, Trade & Finance from Cass Business School, a professional qualification from the Institute of Chartered Shipbrokers, and completed his apprenticeship as a Shipping Merchant in Hamburg. Overall, he brings broad international experience across ship-owning, chartering, insurance, investment management and commercial shipping operations.

2. Nomination Committee

The Nomination Committee consists of Mr. Eric Jacobs (Chair) and Ms. Katarina Hammar (member). According to the Company's articles of association, the Nomination Committee shall have 2-3 members, who are elected for a period of two years.

Mr. Eric Jacobs was elected for a period of one year in 2025, and Ms. Katarina Hammar was elected for a period of two years in 2024. The Committee proposes to re-elect Mr. Eric Jacobs as chair for a period of two years until 2028, and to re-elect Ms. Katarina Hammar as a member for a period of one year until 2027.

3. Remuneration to the Board of Directors

The Committee has reviewed the remuneration to the Board, and proposes the following for the period May 2026 to May, 2027:

The Chair of the Board:	NOK 550,000.
Directors:	NOK 450,000.
Members of Board committees:	NOK 65,000.

The proposal reflects the Board's responsibilities, competence, use of time and complexity of the business. The proposed remuneration to the Chair is higher than the director's fees due to the additional workload implicit in the position of Chair. The Committee proposes that the Directors' fees are to be paid quarterly in advance.

4. Remuneration to the members of the Nomination Committee

The Committee proposes the following remuneration for the period May 2026 to May 2027:

Chair of the Nomination Committee:	NOK 45,000.
Member of the Nomination Committee:	NOK 35,000.