
***Recommendations from the Nomination Committee
to the 2026 Annual General Meeting in
ArcticZymes Technologies ASA***

1. Nomination Committee

ArcticZymes Technologies' (OSE: "AZT") Nomination Committee consists of Jon R. Sandberg, David Zetterlund and Arne Handeland. None of the members are employees or serve as members of the Board of Directors.

The Committee shall submit proposals on the following to the General Meeting:

- a) election of shareholder-elected members to the Board, including nominations for Chairman of the Board, and;
- b) election of members and Chairman of the Nomination Committee. The members of the Committee shall be shareholders or representatives for shareholders. and;
- c) determination of the remuneration to the Board of Directors and the Nomination Committee.

The Committee has held meetings and interviews with board members and management in late 2025 and in the beginning of 2026. The discussions have included all aspects of the Board composition and recruitment in order to secure competence and a constructive working relationship between the Board and the management.

2. Election to the Board of Directors

At the Ordinary general meeting in June 2024, Frank Mathias, Sharon Brownlow and Petter Dragesund were all elected as members of the Board for two years.

Terese Solstad was elected by the employees as a board member while Lill-Hege Henriksen was elected as an observer to the board in 2024. Both Terese and Lill-Hege were re-elected for 2 years to the board in April 2026.

At the AGM in 2026, the board consists of the following shareholder and employee elected members:

Name	Position	Period of service to	Independent of major shareholders	Independent of executive personnel and material business contacts	Shares/ options
Frank Mathias	Board member - Chairman	2026	Yes	Yes	9,000 shares/ 0 options
Sharon Brownlow	Board member	2026	Yes	Yes	10,570 shares/ 0 options
Petter Dragesund	Board member	2026	Yes	Yes	521,739 shares/ 0 options
Terese Solstad	Board member-employee elected	2028	Yes	Yes	0 shares/ 0 options
Lill Hege Henriksen	Observer – employee elected	2028	Yes	Yes	3,088 shares/ 0 options

The composition of the board and their independence is described according to Norwegian Corporate Governance (NUES) considerations.

The Nomination Committee has discussed the composition of the Board with management, shareholders, and the Board itself. Based on these discussions, the Committee proposes changes to the Board in 2026 in order to further strengthen the Company's technological and scientific capabilities.

As part of this proposal, the Nomination Committee nominates Dr. Hanna Pirita Lesche as a new Board member.

- Dr. Lesche took on the position as Chief Technology Officer at Aurealis Therapeutics in May 2026. Prior to joining Aurealis, she served as Chief Technology Officer at Exothera, an international CDMO focused on viral vector- and mRNA-based therapies. In this role, she led technology development, CMC, innovation, and IP strategy, and was a member of the site leadership team. Previously, Dr. Lesche held senior positions at Finvector, FKD Therapies, and the Kuopio Center for Gene and Cell Therapy, where she built and led R&D and gene therapy units. Her work focused on adenoviral, lentiviral, AAV, and baculoviral

vectors, as well as scaling processes into GMP manufacturing and progressing them towards marketing approval

The proposed board will be in compliance with current laws, regulations and the strategy of the company.

The Nomination Committee proposes the following:

Name	Position	New/re-election	Period of service to	Independent of major shareholders	Independent of executive personnel and material business contacts	Shares/options
Hanna Pirita Lesche	Member	New	2028	Yes	Yes	0 shares/ 0 options
Petter Dragesund	Member	Re-election	2028	Yes	Yes	521 739 shares/ 0 options
Frank Mathias	Chairman	Re-election	2028	Yes	Yes	9 000 shares/ 0 options

3. Remuneration for the Board of Directors

The Nomination Committee has reviewed remuneration levels for the Board and suggests changing the remuneration for the next service period. The reason for this is increased responsibilities, general inflation and a general need to strengthen the board with necessary competency and knowledge

The Nomination Committee proposes that the cash remuneration for the Board of Directors is changed with the following:

	Today	Proposal 2026/2027
Chairman	NOK 600,000	NOK 700,000
Directors/Members	NOK 350,000	NOK 375,000
Employee elected	50% of Directors	50% of Directors

The Nominations Committee proposes that the remuneration for the different committees remains unchanged:

Audit committee	Today	Proposal 2026/2027
Chairman	NOK 75,000	NOK 75,000
Directors/Members	NOK 50,000	NOK 50,000

Compensation committee	Today	Proposal 2026/2027
Chairman	NOK 50,000	NOK 50,000
Directors/Members	NOK 25,000	NOK 25,000

4. [Election to the Nomination Committee](#)

At the AGM in 2024, David Zetterlund and Arne Handeland were elected for 2 years. Jon R. Sandberg who is the leader of the Committee was re-elected in 2025. For the last year, the Committee has consisted of Jon R. Sandberg (Chairman), David Zetterlund and Arne Handeland. None of the members are employees or members of the Board of Directors in ArcticZymes Technologies ASA.

For the AGM, The Nomination Committee proposes that David Zetterlund and Arne Handeland is re-elected as members of the committee for 2 years.

5. [Remuneration for the Nomination Committee](#)

The Nomination Committee has reviewed remuneration level for the Committee and recommends leaving the remuneration unchanged from previous year.

	Today	Proposal 2026/2027
Chairman	NOK 60,000	NOK 60.000
Members	NOK 30,000	NOK 30.000

Oslo 06.05.2026

Jon R. Sandberg

David Zetterlund

Arne Handeland