Bohus

Guidelines for the nomination committee

(Adopted by the general meeting of **Bohus ASA** on 5 May 2026)

1. Duties

The nomination committee shall have the following responsibilities:

(i) To present proposals to the general meeting for the election of shareholder-elected members of the Board.

(ii) To present proposals to the general meeting for the remuneration of the members of the Board.

(iii) To present proposals to the general meeting for the election of the members of the nomination committee.

(iv) To present proposals to the general meeting for the remuneration of the members of the nomination committee.

2. Composition of the nomination committee

2.1 The nomination committee shall consist of a minimum of three and a maximum of four members. The majority of the members of the nomination committee shall be independent of the Board and the Company's executive management. The members of the nomination committee are elected by the general meeting for up to two years at a time. The general meeting elects the chairperson of the nomination committee. In the event of supplementary elections, the newly elected members are elected for the remainder of the election period.

2.2 The general meeting determines the remuneration of the nomination committee. The costs of the nomination committee shall be borne by the Company.

2.3 The Company shall provide information about the members of the nomination committee.

3. Procedures

3.1 The nomination committee forms a quorum when the nomination committee's chairperson is present together with at least one other member.

3.2 Meetings of the nomination committee are convened by the chairperson and shall also be convened when requested by a member, the chairperson of the Board or the chief executive officer.

3.3 Each member of the nomination committee has one vote, and resolutions of the nomination committee require a simple majority of the votes represented at the meeting.

3.4 Minutes shall be kept of the nomination committee's meetings and shall be signed by the members who have attended the meeting.

3.5 The chairperson of the Board and the chief executive officer shall, without voting rights, be invited to at least one meeting of the nomination committee before the committee submits its final recommendation.

3.6 In its work, the nomination committee should consult with various shareholder groups, the chief executive officer and the members of the Board. The shareholders shall be informed of how they may propose candidates.

3.7 In its work when nominating candidates for election to the Company's Board, the nomination committee shall take into account, among other things:

(i) that the members of the Board have sufficient qualifications to make independent assessments of proposals presented by management and of the Company's business;

(ii) that the composition of the Board is capable of safeguarding the shareholders' interests;

(iii) that the Board shall function well as a collegial body;

(iv) that members of executive management should not be members of the Board.

3.8 Emphasis shall also be placed on reasonable representation of each gender and on the independence of the board members in relation to the Company. At least two of the shareholder-elected members of the Board should be independent of the Company's major shareholders. The relevant candidates must have been asked whether they are willing to take on the office as board member or deputy member.

3.9 In its work when nominating candidates for election to the nomination committee, the nomination committee shall take into account, among other things:

(i) that the composition of the nomination committee safeguards the shareholders' interests;

(ii) that the composition of the nomination committee satisfies applicable legal requirements and these guidelines;

(iii) that members of the Company's management should not be members of the nomination committee.

3.10 The relevant candidates must have been asked whether they are willing to take on the office as member of the nomination committee.

3.11 The nomination committee's recommendations for candidates should be reasoned and should describe how each candidate satisfies the needs of the Company and the shareholders. The reasons shall include information on each candidate's expertise, independence, age, education and professional experience. It shall also be stated whether a candidate owns shares in the Company.

3.12 The nomination committee's recommendations regarding remuneration to the members of the Board and the members of the nomination committee shall describe how the nomination committee has arrived at its recommendations.

4. Consideration of the nomination committee's recommendation

4.1 The nomination committee's recommendation to the general meeting regarding the election of shareholder-elected members and deputy members to the Board and the election of members to the nomination committee should be available in time for it to be communicated to the shareholders before the general meeting. Preferably, the recommendation should be sent to the shareholders together with the notice of the general meeting. Alternatively, the shareholders may be made aware of the recommendation by separate distribution or by press release.

4.2 The chairperson of the committee, or any person authorised by him or her, presents the recommendation to the general meeting.

5. Confidentiality

5.1 The nomination committee shall ensure that information regarding candidates being considered for election to the Board or the nomination committee is kept confidential to the greatest extent possible.

5.2 The members of the nomination committee shall treat all information they receive or obtain regarding potential candidates as confidential and shall ensure that all such information is stored in a satisfactory manner.