

Proposal from the nomination committee of Techstep ASA to the annual general meeting to be held on 28 May 2026

The nomination committee of Techstep ASA comprises Kyrre Høidalen (chair) and Anders Hungnes Tautra. The members were elected for 2 years at the annual general meetings on 27 May 2025 and 29 May 2024 respectively.

Pursuant to the Company's articles of association, the Nomination Committee is responsible for proposing candidates for election to the Board of Directors and the remuneration to be paid to the Board members. As the current members of the Board of Directors are elected until the annual general meeting in 2027, the Nomination Committee will not propose any candidates.

The Nomination Committee have considered the following matters and are submitting the following proposal to the annual general meeting to be held on 28 May 2026:

1. Remuneration to the Board of Directors

The nomination committee proposes that the remuneration fees paid to the Board for the period up to the annual general meeting in 2027 are the following:

- Chairman: NOK 600,000 per year
- Board member: NOK 300,000 per year
- Board observer: NOK 300,000 per year

Members of the remuneration committee are entitled to additional remuneration fees of:

- Chair of the audit committee: NOK 70,000 per year
- Member of the audit committee: NOK 50,000 per year

The nomination committee recommends that the remuneration will be paid in advance each quarter.

The nomination committee believes the proposed remuneration levels are similar to that of comparable listed companies in Norway, and that the remuneration fees are competitive with respect to responsibilities, competence requirements and workload.

2. Election of members to the nomination committee

The nomination committee has two members, Kyrre Høidalen (chair) and Anders Hungnes Tautra, which are elected until the annual general meetings in 2027 and 2026 respectively.

The nomination committee proposes that Anders Hungnes Tautra is reelected as member to the nomination committee for a period of two years, until the annual general meeting in 2028.

3. Remuneration to the nomination committee

The nomination committee proposes the following fees for the members of the nomination committee:

- Chair of the nomination committee: NOK 15,000
- Member of the nomination committee: NOK 10,000.

Oslo, 29 April 2026

On behalf of the nomination committee of Techstep ASA

Kyrre Høidalen