

# **RECOMMENDATIONS BY THE NOMINATION COMMITTEE OF SAGA PURE ASA**

**TO**

## **THE ANNUAL GENERAL MEETING TO BE HELD ON 26 MAY 2026**

The Nomination Committee of Saga Pure ASA (the "Company") currently consists of the following members:

- Eldar Paulsrud (Chair)
- Espen Westeren

All of the members of the Nomination Committee were elected at the Company's annual general meeting held on 26 May 2025.

Pursuant to the Company's articles of association, the general meeting of the Company has established a Nomination Committee, consisting of two to three members. The general meeting of the Company has also approved Instructions for the Nomination Committee, and such instructions are available at the website of the Company, [www.sagapure.com](http://www.sagapure.com).

The responsibilities of the Nomination Committee are to recommend candidates to the Board of Directors, including the Chairman of the Board of Directors, and to recommend candidates for the Nomination Committee, as well as recommend remuneration for members of the Board and the Nomination Committee.

These recommendations include proposals for election of members to the Board of Directors and the Nomination Committee, as well as remuneration for the respective members. One member of the Nomination Committee is standing for election at this year's annual general meeting.

### **1. ELECTION OF MEMBERS TO THE BOARD OF DIRECTORS**

The Nomination Committee proposes that the following Board member is re-elected for the period from the AGM 2026 to the AGM 2027:

- Kristin Hellebust – board member (existing), with an election period up to the annual general meeting in 2027

Following this proposal, the Board of Directors will consist of Henrik A. Christensen, Espen Landmark Fjermestad, and Kristin Hellebust.

## **2. ELECTION OF NOMINATION COMMITTEE MEMBERS**

The Nomination Committee propose that the following member is elected for the period from the AGM 2026 to the AGM 2027:

- Dawid Grzebalski, Chair of the Committee

Following this proposal, the Nomination Committee will consist of Dawid Grzebalski and Espen Westernen

## **3. REMUNERATION**

For the period commencing on the annual general meeting in 2026 and until the annual general meeting in 2027, the Nomination Committee proposes that the remuneration to the members of the Board of Directors shall be in accordance with the following:

- Chairman: NOK 300,000
- Directors: NOK 200,000

This proposal is in line with the current remuneration of the Directors and an increase of NOK 50,000 to the Chairman and is comparable to that of other listed companies in Norway. It represents a competitive level of remuneration, corresponding to responsibilities, competence requirements, and workload.

For the same period described above, the Nomination Committee proposes that the members of the Nomination Committee are remunerated as follows:

- Chairman: NOK 20,000
- Member: NOK 15,000

The workload for the Chairman from the annual general meeting in 2025 up to the annual general meeting in 2026 have exceeded the initial expectations. The Nomination Committee therefore proposes that the Chairman received an additional remuneration of NOK 250,000 for this period.

The Nomination Committee of Saga Pure ASA

Eldar Paulsrud

Espen Westernen