

Appendix A

Proposed candidates to the Board of Directors

	Klaus Nyborg	Johanne C.F. Riegels	Jakob Groot
Position	Chair	Vice Chair	Board member
Occupation	Managing Director	Managing Director	Partner
Other directorships	Bawat A/S (CB), Bunker Holding A/S (CB), Moscord Pte. Ltd. (CB), Uni-Tankers A/S (CB), A/S United Shipping & Trading Company (VCB), X-Press Feeders Ltd. (BM), Norchem A/S (BM), Maritime Investment Fund II and III K/S (Chair of Investment Committee) and Return APS (MD)	A/S Motortramp (BM), D/S Orients Fond (BM), Skovsleskabet af 13 december 2017 A/S, LOMAX A/S (BM), Design Eyewear Group International A/S (BM), Green Box A/S (VCB), Alumichem A/S (BM), JRO A/S (MD)	N/A
Relevant qualifications	Experience with management of global, listed shipping companies, strategy, investment, sale and purchase, financial issues and risk management	General management, financial and business insight as well as detailed knowledge of NORDEN's values and history	Experience in strategy, finance, management, risk management and renewable investments from both major Danish and international organisations. Holds experience as senior executive from various roles and board memberships within the banking sector
Board member since	2012 (Chair since 2015)	2016 (Vice Chair since 2017)	2025
Term expires	2026	2026	2026
Attendance 2025*	100%	100%	100%
Committee attendance 2025	Audit Committee (100%), Remuneration Committee (100%), Nomination Committee (100%)	Nomination Committee (100%), Audit Committee (observer)	Audit Committee (100%), Risk Committee (100%), Remuneration Committee (100%)
Independent/ Not independent	Not independent	Not independent**	Independent
Born in	1963	1971	1967
Gender	Male	Female	Male
Nationality	Danish	Danish	Danish
Number of shares	1,700	499	0

All information as per 27 January 2026. Directorships do not include positions within the NORDEN Group. CB: Chair of the Board. VCB: Vice Chair of the Board. BM: Board Member. MD: Managing Director.

* Calculated as percentage of required attendance ** In addition to the shares held personally by Johanne C.F. Riegels, she is associated with A/S Motortramp, which holds 9,692,008 shares in NORDEN

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	Ian McIntosh	Vibeke Bak Solok	Robert Hvide Macleod
Position	Board member	Board member	Board Member
Occupation		CEO	Owner
Other directorships	Member of the Impact Finance and Markets advisory board of The Nature Conservancy	Nordic Solar A/S (BM)	Monitra Ltd. (CB), Highlander Tankers (CB), Hans Hvide Invest 1 & 2 (CB), Energynest (BM), Monitra Norway AS (BM), NOMA Capital (BM), Pharos Group (BM), Rankedin (BM)
Relevant qualifications	Experience with management, strategy, investment, risk management, international commodity trade, asset management as well as reducing carbon footprint of global supply chains. Experience as CEO in one of the world's largest commodity trade corporations	Experience in strategy, finance, management, risk management, fintech and digitalisation in major Danish organisations. Experience as a senior executive in the property and banking sectors as well as from having been a partner and state-authorised public accountant in an international auditing firm	Experience within both trading and shipping, having leadership experience from shipowners and operators. Experience from companies with global operations, risk management and governance frameworks as well as culturally diverse settings
Board member since	2023	2023	2022
Term expires	2026	2026	2025
Attendance 2024*	100%	100%	100%
Committee attendance 2024	Remuneration Committee (100%), Risk Committee (100%)	Audit Committee (100%)	Risk Committee (100%), Remuneration Committee (100%)
Independent/ Not independent	Independent	Independent	Independent
Born in	1961	1970	1979
Gender	Male	Female	Male
Nationality	British	Danish	Norwegian
Number of shares	950	900	0

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* Calculated as a percentage of required attendance ** In addition to the shares held personally by Johanne C.F. Riegels, she is associated with A/S Motortramp, which holds 9,265,881 shares in NORDEN

