

Recommendation from the Nomination Committee to the Annual General Meeting of Kongsberg Automotive ASA, 13 April 2026

The Nomination Committee of Kongsberg Automotive ASA (“KOA”), consisting of Arild Christoffersen (Chair), Tore Vik and Endre Kolbjørnsen, hereby submits its unanimous recommendation to the Annual General Meeting of Kongsberg Automotive ASA.

Work of the Nomination Committee

Since the Annual General Meeting held on 23 May 2025, the Nomination Committee has held eight meetings and maintained ongoing dialogue between meetings.

The Nomination Committee has conducted individual interviews with members of the Board of Directors, as well as held meetings with the Chair of the Board and the Chief Executive Officer. In addition, the Nomination Committee has been in contact with the company’s major shareholders.

In accordance with its mandate, the Nomination Committee is tasked with proposing:

- Election of shareholder-elected board members
- Remuneration of the Board of Directors and its committees
- Election of members to the Nomination Committee
- Remuneration of the Nomination Committee

Assessment of the Composition of the Board

The Nomination Committee believes that the current Board members have demonstrated active and constructive engagement to the benefit of KOA during the current term.

The company remains in a phase characterized by operational improvements, organizational changes, cost discipline, market uncertainty and the need for long-term value creation. In this context, the Nomination Committee has placed particular emphasis on active succession and continuity planning to ensure both stability and appropriate renewal in light of the company’s continued development. The annual report highlights, among other things, the need for a performance-oriented culture, strategic innovation, stronger accountability, cost improvements and the ability to address long-term changes in the automotive industry.

In assessing the future composition of the Board, the Nomination Committee has placed particular emphasis on the following:

- Continuity and planned renewal
- Experience from and insight into the global automotive industry
- Understanding of KOA’s strategic challenges, opportunities and transformation efforts
- Technology and market developments, including future industry and customer trends
- International experience and relevant industrial networks

- Capital markets expertise and financial understanding
- Knowledge of sustainable and innovative solutions

The Nomination Committee has also taken into account the Company's Articles of Association, applicable legal requirements, including requirements related to gender balance and the overall composition of the Board pursuant to the Norwegian Public Limited Liability Companies Act, as well as the recommendations set out in the Norwegian Code of Practice for Corporate Governance.

The annual report states that, pursuant to the Articles of Association, the Board of Directors may consist of between three and nine members, of whom up to five are elected by the General Meeting.

Nomination Committee's Recommendation for Election of Board Members

The Nomination Committee proposes that the Board of Directors, until the Annual General Meeting in 2027, shall consist of five shareholder-elected members:

- Olav Volldal (re-election)
- Bård Klungseth (re-election)
- Synnøve Gjønnnes (re-election)
- Ulla-Britt Fräjdin Hellqvist (re-election)
- Bjørn Eldar Petersen (new election)

The Board elects its Chair and Deputy Chair from among its members.

The Nomination Committee has decided not to propose Brian Kristoffersen for reelection. At the same time, the Nomination Committee wishes to emphasize that Brian Kristoffersen has made a very strong contribution as a Board member, demonstrating solid commercial understanding, high work capacity and valuable turnaround experience. The Committee's recommendation should therefore not be interpreted as a lack of confidence or dissatisfaction with his performance. On the contrary, the Committee would have preferred to continue with the entire current Board if there had been room to do so.

Within the framework of five shareholder-elected Board members, the Nomination Committee must nevertheless make an overall prioritization. The Committee believes that the time is right to further strengthen the Board with competencies particularly relevant to future market developments, the evolution of the automotive industry, technology-driven innovation, industrial transformation and strategic positioning. In the Committee's view, Bjørn Eldar Petersen will bring an important new dimension in these areas, while also representing continuity through his in-depth knowledge of both the company and the industry.

The Nomination Committee is of the opinion that the proposed composition meets the requirements for competence, gender balance, residency and independence, based on information received from the candidates, including declarations regarding independence, eligibility and capacity.

Presentation of Proposed Board Members

Olav Volldal (re-election)

Independent of the company's executive management, major business relationships and principal shareholders.

Holds 550,000 shares in KOA and has no options.

Olav Volldal (born 1950) holds an MSc in Engineering from NTNU and has completed military officer training. He has extensive executive experience, including serving as CEO of Kongsberg Automotive from 1987 to 2010, and has previously held senior roles at Kongsberg Våpenfabrikk. He has broad board experience from Norwegian and international industry, including positions at Telenor ASA and Navico, as well as several chair roles.

Bård Klungseth (re-election)

Independent of the company's executive management, major business relationships and principal shareholders.

Holds 173,000 shares in KOA and has no options.

Bård Klungseth (born 1964) holds an Executive MBA from BI and an MSc in Engineering from NTNU. He has been CEO of DEFA Group since 2011. Prior to that, he had a long career in Kongsberg Automotive, where he served as Group COO and EVP of several business areas, with responsibility for global procurement and production. He also has extensive board experience.

Synnøve Gjønnnes (re-election)

Independent of the company's executive management, major business relationships and principal shareholders.

Holds 80,000 shares in KOA and has no options.

Synnøve Gjønnnes (born 1989) holds an MSc in Finance and a CEMS Master in International Management from ESADE Business School and the London School of Economics, as well as a bachelor's degree in finance from BI. She has a strong background in capital markets and finance, with experience from REQ Capital, KLP Kapitalforvaltning, Kværner and Pareto Securities. She currently works in financial advisory.

Ulla-Britt Fräjdin Hellqvist (re-election)

Independent of the company's executive management, major business relationships and principal shareholders.

Holds 100,000 shares in KOA and has no options.

Ulla-Britt Fräjdin Hellqvist (born 1954) holds an MSc in Engineering Physics from Chalmers University of Technology. She has extensive industrial experience, particularly within the automotive sector. She held senior positions at Volvo Cars from 1979 to 2001 and has since

held numerous board positions in listed, private and state-owned companies in Sweden and Norway. She has previously served as Chair of KOA.

Bjørn Eldar Petersen (new election)

The Nomination Committee considers the candidate to be independent, subject to final confirmation.

Holds no shares or options in KOA.

Bjørn Eldar Petersen (born 1966) holds a Master of Management from BI. He is currently CEO of ENRX, a global provider of induction heating, charging and wireless power transfer solutions, where he has served since 2012. He has extensive experience in global business management, P&L responsibility, organizational development and commercial growth.

He previously held a long executive career in Kongsberg Automotive from 1991 to 2012, including leadership roles across operations and engineering, and spent four years in China with responsibility for Asian operations. He also has relevant board experience.

Remuneration of the Board of Directors

The Nomination Committee proposes that remuneration for the Board and its committees remains unchanged from 2025.

Position	Remuneration 2025 Proposal 2026 Change		
Chair	kr 700 000	kr 700 000	kr -
Deputy chair	kr 600 000	kr 600 000	kr -

Position	Remuneration 2025 Proposal 2026 Change		
Shareholder elected director	kr 550 000	kr 550 000	kr -
Employee representative	kr 155 000	kr 155 000	kr -
Varamedlem (ansattvalgt)	kr 9 000	kr 9 000	kr -
Chair audit committee	kr 100 000	kr 100 000	kr -
Member audit committee	kr 75 000	kr 75 000	kr -
Chair compensation committee	kr 70 000	kr 70 000	kr -
Member compensation committee	kr 50 000	kr 50 000	kr -

Election of Members to the Nomination Committee

The Nomination Committee proposes the re-election of:

- Arild Christoffersen (Chair)
- Tore Vik
- Endre Kolbjørnsen

All proposed members are independent of the Board and executive management.

Presentation of proposed members to the Nomination Committee

Arild Christoffersen (Chair, re-election)

Independent of the company's executive management, significant business relationships and major shareholders.

Holds 21,577,780 shares in KOA and has no options.

Arild Christoffersen has a background in trade and extensive hands-on executive experience from industry and retail. He is an entrepreneur and industrial developer with operational experience, and has held senior roles in Coca-Cola European Enterprises and ICA, among others. He has been a shareholder in KOA for several years and has chaired the Nomination Committee since December 2024.

Tore Vik (Member, re-election)

Independent of the company's executive management, significant business relationships and major shareholders.

Holds 4,520,000 shares in KOA and has no options.

Since 2019, Tore Vik has been an employee representative on the board of Aker BP ASA. He currently serves as a full-time union representative in Aker BP. He has more than 30 years of experience as an electrician, with certifications for both high- and low-voltage installations. His background includes positions in Aker BP, COSL Drilling, KCA Deutag and Norwegian Cruise Line. In addition, he is the CEO and a board member of a real estate company.

Endre Kolbjørnsen (Member, re-election)

Independent of the company's executive management, significant business relationships and major shareholders.

Holds 1,260,000 shares in KOA and has no options.

Endre Kolbjørnsen (born 1956) holds a law degree from the University of Oslo and is a partner in Kolbjørnsen Cyvin. He has previously been a partner in several leading law firms and has also served as CEO of Anfi International BV, a joint venture with TUI. He has extensive experience from complex transactions, real estate projects and board work in Norway and internationally. He is currently also a member of the Nomination Committee of SalMar ASA.

Remuneration of the Nomination Committee

The Nomination Committee proposes that remuneration remains unchanged.

Position	Remuneration 2025	Proposal 2026	Change
Chair nomination committee - fixed fee	kr 90 000	kr 90 000	kr -
Member nomination committee – meeting fee	kr 7 500	kr 7 500	Kr -

Oslo, 13 April 2026

Arild Christoffersen

Endre Kolbjørnsen

Tore Vik