# Recommendation from the Nomination Committee of Hexagon Purus ASA to the Annual General Meeting of Hexagon Purus ASA to be held on 24 April 2026

Hexagon Purus ASA's (the "Company") Nomination Committee comprises the following individuals:

- David Bandele, Chair
- Cecilie Amdahl, member

The Company's website, www.hexagonpurus.com, has information about the Nomination Committee, its mandate and contact details.

Since the annual general meeting in 2025, the Nomination Committee has held 5 meetings.

In line with good corporate governance practice, the Nomination Committee has conducted interviews with individual Board members and a thorough assessment of the Board's work, competence and experience as well as assessing the need for changes in the composition of the Board and the Nomination Committee. It has also received the Board's annual self-assessment report in advance of the interviews. During its work, the Nomination Committee has had access to relevant resources in the Company, and to advice and recommendations from sources outside the company. To ensure independence from the Board in this process, relevant interviews and assessments have been undertaken by David Bandele and Cecilie Amdahl.

## 1. BOARD OF DIRECTORS

The present Board of Hexagon Purus ASA comprises the following persons:

- Jon Erik Engeset, Chair
- Espen Gundersen, Board member
- Martha Kold Monclair, Board member
- Rick Rashilla, Board member
- Liv Fiksdahl, Board member
- Susana Quintana-Plaza, Board member
- Hidetomo Araki, Board member

The following Board members are up for election this year:

- Jon Erik Engeset, Chair
- Espen Gundersen, Board member
- Martha Kold Monclair, Board member
- Rick Rashilla, Board member

The Nomination Committee has evaluated the need for replacement of Board members as well as the ratio of Board members independent of the largest shareholder. The nomination committee has in its evaluation work emphasized the composition, competence, and the importance of continuity on the Board. In this regard the Committee has assessed that the Board is working well as a group, covering necessary competences and experience, and a value is placed on the continuity of current board members through the period to the next election in 2027.

Based on the above, the Nomination Committee makes the following recommendations to the Annual General Meeting:

- Jon Erik Engeset, to be re-elected as Chair for a period of 2 years
- Espen Gundersen, to be re-elected as Board member for a period of 2 years
- Martha Kold Monclair, to be re-elected as Board member for a period of 2 years
- Rick Rashilla, to be re-elected as Board member for a period of 2 years

The recommended composition of the Board of Hexagon Purus ASA will thus be:

- Jon Erik Engeset, Chair
- Espen Gundersen, Board member
- Martha Kold Monclair, Board member
- Rick Rashilla, Board member
- Liv Fiksdahl, Board member
- Susana Quintana-Plaza, Board member
- Hidetomo Araki, Board member

## 2. NOMINATION COMMITTEE

The present nomination committee of Hexagon Purus ASA comprises the following members:

- David Bandele, Chair
- Cecilie Amdahl, member

The Nomination committee has received a request from the Chair of the Committee to step down from the position and has therefore conducted a process to source a suitable replacement. The committee considered various candidates, where relevant competence and experience as well as independence were considered favorable. The committee proposes that Cecilie Amdahl retakes the position of Chair while Stig Eide Sivertsen is elected as a committee member, both for a period of a further year.

Stig Eide Sivertsen has extensive experience as a board member and chair of companies across a wide range of industries. The committee believes that his experience and extensive network will be valuable and will make a positive contribution to the committee's work. He is independent of the Company's administrative personnel, material business contacts, members of the Board and the major shareholders. The suggested composition of the Committee supports continuity of the necessary competences, experience and ability to source relevant candidates to the Board of Hexagon Purus ASA.

The recommended Nomination Committee of Hexagon Purus ASA will thus comprise the following:

- Cecilie Amdahl, Chair
- Stig Eide Sivertsen, member

## 3. REMUNERATION TO THE BOARD OF DIRECTORS

The Board of Directors has had a considerable workload in the year to date. The Nomination Committee has taken into account information on fees for members in comparable companies, the scope of work and the efforts that the members are expected to invest in their positions in the coming period as well as the general level on salary increase in the Norwegian society since the previous raise in 2025. As general inflation for 2026 could be presumed to be in the area of 3% and less than in 2025, given the tighter market and financial conditions we propose no raise of fees in 2026 for the Board of Directors, nor Board committees, for the period from the Annual General Meeting in 2026 and up to the Annual General Meeting in 2027.

- Chair of the Board: NOK 672 000
- Board members: from NOK 336 000

The proposed remuneration for directors reflects the Board's responsibility, expertise and commitment of time as well as the complexity of the Company's operations. Remuneration for the Chair is set higher than for the other Board members because of the additional responsibilities and obligations inherent in these roles.

The Nomination Committee proposes the following Compensation Committee fees up to the Annual General Meeting in 2027:

- Chair: NOK 67 200
- Members: NOK 44 835

The Nomination Committee proposes the following Audit Committee fees in the period from the Annual General Meeting in 2026 and up to the Annual General Meeting in 2027:

- Chair: NOK 84 000
- Members: NOK 56 070

## 4. REMUNERATION TO THE NOMINATION COMMITTEE

The Nomination Committee has had a normal workload in 2026. It is proposed that the remuneration is not increased up to the Annual General Meeting in 2027. Thus remuneration remains at:

- Chair: NOK 64 000
- Members: NOK 42 700

The Nomination Committee's recommendations are unanimous.

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Oslo, March 16, 2026

Nomination committee of
Hexagon Purus ASA

David Bandele

Cecilie Amdahl