

NOMINATION COMMITTEE

The Nomination Committee of Cavendish Hydrogen ASA is a preparatory and advisory body established to ensure effective corporate governance. Its primary role is to propose candidates for the Board of Directors and the Nomination Committee itself, as stipulated in the company's Articles of Association article 8 and in line with the Norwegian Code of Practice for Corporate Governance.

Key Responsibilities

- **Candidate Proposals:** Recommending individuals for the Board of Directors, including the Chair, and for the Nomination Committee.
- **Remuneration Recommendations:** Suggesting appropriate compensation for members of the Board and the Nomination Committee.
- **Continuous Evaluation:** Regularly assessing the composition and performance of the Board and the Nomination Committee to meet the company's strategic needs.
- **Stakeholder Engagement:** Consulting with shareholders, Board members, and executive management to gather diverse perspectives and insights.

Priorities for 2024/25

The Nomination Committee was elected in May 2024 as part of the establishment and listing of Cavendish Hydrogen ASA, which also included the election of a new Board of Directors. During this first year, the Nomination Committee will focus on ensuring continuity while maintaining a balanced approach between stability and renewal in its long-term planning.

Current members

1. **Hanne Blume (Chair)**
 - **Background:** Hanne Blume is an experienced HR executive with a strong background in the energy sector. She has held significant roles, including Chief Human Resources Officer at DLG and Ørsted. Hanne Blume is highly skilled within leadership development, organizational transformation, and strategic HR management. Hanne Blume was first elected to the Nomination Committee in 2024.
2. **Mai-Lill Ibsen (Member)**
 - **Background:**
 - Mai-Lill Ibsen is an experienced non-executive director. She has over many years served on boards in the Nordic countries, in financial institutions, the energy sector and in shipping. She also has strong experience from nomination committees, both as member and chair. Her executive background is from financial institutions, both Norwegian and international, bringing a wealth of knowledge in financial management and strategic planning. Mai-Lill Ibsen was first elected to the Nomination Committee in 2024.
3. **Rune Sørensen (Member)**
 - **Background:** Rune Sørensen brings more than 10 years of expertise in executive search, leadership assessment, organizational excellence, and executive coaching. His work focuses on helping organizations identify and develop top-tier leadership talent to drive strategic growth and success. Rune Sørensen was first elected to the Nomination Committee in 2024.

Contact information

Contact the Nomination Committee through Chair Hanne Blume: hlb@dlg.dk - M +45 4021 3185

The committee actively encourages shareholder input and seeks investor dialogue concerning potential board member candidates and topics relevant to the Nomination Committee. Shareholder input for the annual general meeting should be submitted to the Nomination Committee no later than January 25 each year to ensure it is taken into consideration.