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***Recommendations from the Nomination Committee  
to the 2021 Annual General Meeting in  
ArcticZymes Technologies ASA***

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**1. Nomination Committee**

ArcticZymes Technologies' (OSE: "AZT") Nomination Committee consists of Jon R. Sandberg, Jan Gunnar Hartvig and Arne Handeland. None of the members are employees or serve as members of the Board of Directors.

The Committee shall submit proposals on the following to the General Meeting:

- a) election of shareholder-elected members to the Board, including nominations for Chairman of the Board, and;
- b) election of members and Chairman of the Nomination Committee. The members of the Committee shall be shareholders or representatives for shareholders. and;
- c) determination of the remuneration to the Board of Directors and the Nomination Committee.

The Committee has held several meetings and interviews with board members and management. The discussions have included all aspects of the Board composition and recruitment in order to secure competence and a constructive working relationship between the Board and the management. The Committee has ensured that there has been opportunity for shareholders and others to nominate Directors or to discuss candidates with the Nomination Committee.

**2. Election Board of Directors**

At the Ordinary general meeting in May 2020, Marie Roskrow was re-elected as Chairman of the Board, while Marit Sjo Lorentzen was elected by the employees. At the AGM in 2021, the board consists of the following shareholder and employee elected members:

Marie Ann Roskrow – Chairman of the Board – Not on election  
Volker Wedershoven – Director – On election

Marit Sjo Lorentzen – Director, employee-elected

The Nomination Committee sees, as indicated last year, the need to strengthen the board with further industry experience and proposes to increase the number of board members

from 3 to 4 persons, including employee elected board members.

The Nomination Committee is pleased to propose Jane Theaker as a new board member. Mrs. Theaker is an executive leader with extensive R&D experience underpinned by solid design control expertise gained through the delivery of multiple FDA-approved diagnostic kits. She has been responsible for the evolution and development of R&D organisations from site-based to global organisations. Mrs. Theaker, a diagnostics expert, is currently the CEO of Kinomica with past experience including Quiagen, AstraZeneca, LGC Genomics, Neudrive and DataGC Solutions.

The Nomination Committee proposes the following:

Volker Wedershoven – re-elected for 2 years – Director  
Jane Theaker – new for 2 years - Director

After the AGM, the Board will consist of:

Marie Ann Roskrow – Chairman – on election in 2022  
Volker Wedershoven – Director – re-elected for 2 years  
Jane Theaker – Director – new for 2 years  
Marit Sjo Lorentzen - Director, employee representative, elected for 2 years in May 2020

### 3. [Remuneration for the Board of Directors](#)

The Nomination Committee has reviewed remuneration levels for the Board. We are somewhat below the international level for comparable companies and The Nomination Committee will therefore propose an increase.

The Nomination Committee proposes that the cash remuneration for the Board of Directors changes to:

	<b>Today</b>	<b>Proposal 2021/2022</b>
Chairman	NOK 350,000	NOK 425,000
Directors/Members	NOK 150,000	NOK 225,000
Employee elected	50% of Directors	50% of Directors

The Nominations Committee proposes that the remuneration for the different committees remains unchanged:

	<b>Audit Committee</b>	<b>Election Committee</b>
Chairman	NOK 50,000	NOK 50,000

Directors/Members	NOK 25,000	NOK 25,000
Employee elected	50% of Directors	50% of Directors

#### 4. Election Nomination Committee

At the AGM in 2019, Jon R. Sandberg and Jan Gunnar Hartvig were elected for 2 years. For the last year, the Committee has consisted of Jon R. Sandberg (Chairman), Jan Gunnar Hartvig and Arne Handeland. None of the members are employees or as members of the Board of Directors in ArcticZymes.

For the AGM, the Nomination Committee proposes that Jan Gunnar Hartvig and Jon R. Sandberg is re-elected for 2 years. Jon R. Sandberg shall be the leader.

#### 5. Remuneration Nomination Committee

The Nomination Committee has reviewed remuneration level for the Committee and recommends leaving the remuneration unchanged from previous years.

	<b>Nomination Committee</b>
Chairman	NOK 50,000
Members	NOK 25,000

Oslo 28.04.2021

Jon R. Sandberg

Jan Gunnar Hartvig

Arne Handeland