

RECOMMENDATIONS OF THE NOMINATION COMMITTEE OF HYDROGENPRO ASA TO THE ANNUAL GENERAL MEETING, 3 JUNE 2026

1. MANDATE, COMPOSITION AND WORK

The nomination committee of Hydrogenpro ASA (the "**Company**") comprises Arild S. Frick (chair) and Marit Moen Vik-Langlie. At the Company's annual general meeting held on 23 April 2024, Frick was re-elected for his second term as chairperson, while Vik-Langlie was elected as a new member of the committee. Both are up for election this year, and it is proposed that Frick is re-elected as chair for a period of one year, and Vik-Langlie is re-elected for a period of two-years.

The nomination committee has held 5 meetings since the annual general meeting in 2025.

The committee has, among other things, reviewed the composition of the board of directors, the board's work and its performance in 2025. As a basis for its assessments, the committee has had access to a the results from the board's self-assessment and conducted individual meetings with a number of existing board members, shareholders of the Company and key members the Company's management. The purpose has been to ensure that the proposed composition of the board of directors is well suited to the Company's current situation and to seek a broad anchoring of the recommended composition.

In connection with the annual general meeting of the Company to be held on 3 June 2026 at 14:00, the nomination committee submits the following unanimous proposal:

2. THE BOARD OF DIRECTORS – THE NOMINATION COMMITTEE'S PROPOSAL

Following the Company's annual general meeting held on 30 April 2025, the board has comprised five board members: Asta Stenhagen (chair), Hallvard Hasselknippe, Marianne Mithassel Aamodt, Bjørn Hansen and Haimeng Zhang. The election of Haimeng Zhang took effect on 11 July 2025.

The board has held a total of 13 board meetings during 2025 (9 ordinary and 4 extraordinary), in addition to a substantial number of meetings in the Audit and Risk Committee and in the Remuneration Committee. The five board members have participated in either all or the vast majority of the board meetings, for committee meetings the participation rate is 100%.

Marianne Mithassel Aamodt and Bjørn Hansen were both elected for a period of two years from the annual general meeting held on 23 April 2024, and are up for re-election. The committee proposes that Mrs. Aamodt is re-elected for a period of two years, and Mr. Hansen is re-elected for a period of one year.

Asta Stenhagen was elected as chair of the board for a period of two years from the annual general meeting held on 30 April 2025, and is not up for election. In addition, Hallvard Hasselknippe and Haimeng Zhang were elected as new board members for a period of two years, whereby Hasselknippe was elected from the annual general meeting held on 30 April 2025, and Zhang was elected with effect from 11 July 2025. Neither Hasselknippe nor Zhang are up for election.

The basis for the described proposal by the nomination committee:

In its deliberations, the nomination committee has emphasised that a well-functioning board should have a composition that covers all relevant fields of competence and experience to discharge its management and oversight responsibilities effectively, and to be well suited to address the opportunities and challenges facing the Company at all times.

The nomination committee has concluded that the current board composition continues to serve the Company well and should be maintained.

The board members collectively bring complementary expertise that is directly relevant to the Company's strategic position and growth ambitions. The board has demonstrated strong cohesion and effective working relationships, enabling constructive and well-informed decision-making throughout 2025. The nomination committee considers that continuity in board composition will support the Company's ongoing strategic initiatives and operational execution.

Both candidates have confirmed their candidacy.

The nomination committee proposes that the annual general meeting adopts the following resolution:

- *Marianne Mithassel Aamodt is elected as member of the Board of Directors for a period of two years.*
- *Bjørn Hansen is elected as member of the Board of Directors for a period of one year.*

Following the election, the Board of Directors shall comprise the following persons:

- *Asta Ellingsen Stenhagen (chair)*
- *Hallvard Hasselknippe (board member)*
- *Haimeng Zhang (board member)*
- *Marianne Mithassel Aamodt (board member)*
- *Bjørn Hansen (board member)*

The proposed board composition is compliant with the requirements for independence as set out in the Norwegian Code of Practice for corporate governance (NUES), as well as the gender requirements set out in the Norwegian Public Limited Liability Companies Act.

3. REMUNERATION TO THE MEMBERS OF THE BOARD AND TO THE NOMINATION COMMITTEE

The level of compensation to the members of the board of the Company has over the past few years been quite high relative to other companies with a similar market cap. The background being that company has been in a challenging situation, which in turn has implied a substantial work-load for its board. Complexity and scope for the board's work remains high, and the committee proposes keeping the remuneration at identical (nominal) level as last year (which, factoring in inflation, implies a somewhat decreased actual compensation).

The work load for the nomination committee has decreased this year, and hence, the compensation to this committee has been proposed reduced somewhat.

The nomination committee proposes that, with effect from the annual general meeting on 3 June 2026, all remuneration to the members of the board of directors (including additional remuneration for services on board committees) shall be paid by the Company to each respective board member in monthly instalments of 1/12 of the annual remuneration. Should a member cease to serve during the year, only fees corresponding to the period actually served shall be retained, and any excess payments shall be repaid to the Company.

Remuneration for services to be rendered in the financial year 2027 shall be proposed and resolved by the ordinary general meeting of the Company to be held in the spring of 2027, with a view to enabling continued advance monthly payments in accordance with the payment structure set out below.

Assuming the relevant board members service as board member throughout the fiscal year 2026, and comparable workload for the board in 2026 as in 2025, the nomination committee proposes that the annual general meeting adopts the following resolution:

The members of the board of directors of Hydrogenpro ASA shall receive the following remuneration for their services in the 2026 fiscal year:

	Remuneration (for services in 2025 – for comparison only).	Remuneration (for services in 2026
Board of Directors		
Asta Stenhagen (chair of the board from 30 April 2025)		
For services as chair of the board:	NOK 850,000	NOK 850,000
For services as member of the audit committee:	NOK 90,000	NOK 90,000
For services as Chair of the remuneration committee:	NOK 30,000	NOK 40,000
Total:	NOK 970,000	NOK 970,000
Marianne Mithassel Aamodt (proposed re-elected member of the board)		
For services as member of the board:	NOK 475,000	NOK 475,000
For services as Chair of the audit committee:	NOK 110,000	NOK 110,000
For services as member of the remuneration committee:	NOK 30,000	NOK 30,000
Total:	NOK 615,000	NOK 615,000
Bjørn Hansen (proposed re-elected member of the board)		
For services as member of the board:	NOK 475,000	475,000
Halvard Hasselknippe (member of the board from 30 April 2025)		
For services as member of the board:	NOK 475,000	NOK 475,000
For services as member of the audit committee	NOK 90,000	NOK 90,000
For services as member of the remuneration committee:	NOK 30,000	NOK 30,000
Total:	NOK 595,000	NOK 595,000
Haimeng Zhang (member of the board from 11 July 2025)		

For services as member of the board:	No remuneration (as proposed by Mr. Zhang and his employer)	No remuneration (as proposed by Mr. Zhang and his employer)
Nomination Committee		
Arild S. Frick (chair)	NOK 60,000	Depending on 2026 workload
Marit Moen Vik-Langlie	NOK 45,000	Depending on 2026 workload

All remuneration (including additional remuneration for services on board committees) shall be paid by the Company to each respective board member in monthly instalments of 1/12 of the annual remuneration. Should a member cease to serve during the year, only fees corresponding to the period actually served shall be retained, and any excess payments shall be repaid to the Company.

Oslo, 21 May 2026

On behalf of the nomination committee of Hydrogenpro ASA

Arild Støren Frick

Chair

Marit Moen Vik-Langlie

Member