

Recommendation from the Nomination Committee of Arribatec Group ASA

Recommendation – the Board

The Board of Directors of Arribatec Group ASA shall, according the company's articles of association, consist of between 3 and 7 members. The Board of Directors consists today of Martin Nes (chair), Øystein Stray Spetalen, Yvonne Sandvold, Kristin Hellebust and Henrik Lie-Nielsen.

The Nomination Committee recommends that Linn Katrine Høie is elected to the Board to replace Yvonne Sandvold, and that the other board members are re-elected, in each case for a term until the next annual general meeting in 2023. The committee extends, on behalf of the Company, its gratitude to Yvonne Sandvold for highly valuable services to the Company.

Linn Katrin Høie is the CEO of EQON, a Stavanger based company delivering unique, patented energy efficiency solutions. She has previously held the position as Managing Director of Petrolia NOCO, senior adviser in Aker BP and in Exeбенus among other things. Mrs. Høie holds a Bachelor's degree in Economics, and Communication from Western Sydney University, and a Master's degree from University of Stavanger.

A short CV of Mrs. Høie is included at the end of this document.

Recommendation – the Nomination Committee

The Nomination Committee of the Company consists of Espen Lundaas (chair) and Øystein Tvenge. The Nomination Committee proposes that these members are re-elected for a term until the next annual general meeting in 2023.

Recommendation – remuneration

The Nomination Committee proposes that the following fees to Board members shall apply, and be payable quarterly in advance, for the period up to the annual general meeting of 2023:

Board Chair	NOK 250,000
Other Board Members	NOK 200,000

For the Nomination Committee, proposed fees are NOK 20,000 for the chair and NOK 15,000 per member for the period from the annual general meeting of 2022 to the annual general meeting of 2023.

For the Audit Committee, proposed fees are NOK 35,000 for the chair and NOK 30,000 per member for the period from the annual general meeting of 2022 to the annual general meeting of 2023.

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25 May 2022

Espen Lundaas
Chair

Øystein Tvenge

SHORT CV for LINN KATRINE HØIE

Linn Katrine Høie is currently CEO in EQON - a Stavanger based company delivering unique, patented energy efficiency solutions. She holds a Master's degree in societal safety and risk management, and has a Bachelor's degree in information technology, as well as a specialisation in project management.

Transforming value chains, process improvements, and complex digitalisation initiatives has been key in Linn's career. Through her career she has led major technology projects both internationally and in Norway in various industries. The last 10 years Linn has been working for various energy companies on the Norwegian Continental Shelf. Her last position was Managing Director in Petrolia Noco..

Prior to this, Linn worked in Aker BP on a large digitalisation project related to Field Development Alliances. Linn is an active participant in initiatives for women in tech, and works actively for providing sustainability with tangible content, where trust between people is key in any initiative related to value creation.