PROTOKOLL FRA ORDINÆR GENERALFORSAMLING

I

WEBSTEP ASA

ORGANISASJONSNUMMER 996 394 638

Den 16. mai 2024 kl. 10.00 ble det avholdt ordinær generalforsamling i Webstep ASA ("**Selskapet**") som elektronisk møte.

Generalforsamlingen ble åpnet av styrets leder, Kjell Magne Leirgulen, som opptok fortegnelse over møtende aksjeeiere. Fortegnelsen, inkludert antall aksjer og stemmer representert, er inntatt som Vedlegg 1 til protokollen.

I henhold til fortegnelsen var totalt 16 716 260 aksjer, som tilsvarer 60,2 % av det totale antall stemmeberettigede aksjer i Selskapet, representert på generalforsamlingen.

Følgende saker ble behandlet:

1 VALG AV MØTELEDER

Kjell Magne Leirgulen ble valgt til møteleder.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

2 VALG AV ÉN PERSON TIL Å MEDUNDERTEGNE PROTOKOLLEN SAMMEN MED MØTELEDEREN

Ida Amalie Oma, CFO, ble valgt til å undertegne protokollen sammen med møtelederen.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

(OFFICE TRANSLATION)

MINUTES OF ANNUAL GENERAL MEETING

OF

WEBSTEP ASA

COMPANY REGISTRATION NUMBER 996 394 638

The annual general meeting of Webstep ASA (the "**Company**") was held on 16 May 2024 at 10:00 hours (CEST) as an electronic meeting.

The general meeting was opened by the chairperson of the board of directors, Kjell Magne Leirgulen, who made a record of attending shareholders. The record of attending shareholders, including the number of shares and votes represented, is attached to these minutes as Appendix 1.

According to the record, a total of 16,716,260 shares, corresponding to 60.2% of the total number of voting shares in the Company, were represented at the general meeting.

The following matters were discussed:

1 ELECTION OF A PERSON TO CHAIR THE MEETING

Kjell Magne Leirgulen was elected to chair the meeting.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

2 ELECTION OF A PERSON TO CO-SIGN THE MINUTES TOGETHER WITH THE CHAIR OF THE MEETING

Ida Amalie Oma, CFO, was elected to sign the minutes together with the chair of the meeting.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

3 GODKJENNING AV INNKALLING OG DAGSORDEN

Møteleder opplyste om at innkalling og dagsorden til generalforsamlingen hadde blitt sendt til samtlige aksjeeiere med kjent oppholdssted den 25. april 2024.

Da det ikke var noen innvendinger til innkallingen eller dagsordenen, ble innkallingen og dagsordenen ansett som godkjent. Møtelederen erklærte generalforsamlingen for lovlig satt.

3 APPROVAL OF THE NOTICE AND THE AGENDA

The chair of the meeting informed the general meeting that the notice and the agenda had been sent to all shareholders with known address on 25 April 2024.

As no objections were raised to the notice or the agenda, the notice and the agenda were considered approved. The chair of the meeting declared the general meeting as lawfully convened.

4 ORIENTERING OM SELSKAPETS VIRKSOMHET

Selskapets daglige leder, Anne Kristine Lund, ga en orientering om Selskapets virksomhet.

4 INFORMATION AVOUT THE COMPANY'S ACTIVITIES

The Company's CEO, Anne Kristine Lund, gave an account of the Company's activities.

5 GODKJENNING AV ÅRSREGNSKAP OG ÅRSBERETNING FOR REGNSKAPSÅRET 2023, HERUNDER STYRETS FORSLAG OM UTDELING AV UTBYTTE

Årsregnskapene og årsberetningen for regnskapsåret 2023, samt revisors beretning, ble gjennomgått.

I samsvar med styrets forslag fattet generalforsamlingen følgende vedtak:

Selskapets selskapsregnskap for regnskapsåret 2023 og Selskapets årsrapport, herunder konsernregnskap og årsberetning, for regnskapsåret 2023 godkjennes, herunder styrets forslag om utdeling av utbytte på NOK 1 per aksje.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

5 APPROVAL OF THE ANNUAL ACCOUNTS AND THE BOARD OF DIRECTORS' REPORT FOR THE FINANCIAL YEAR 2023, INCLUDING THE BOARD OF DIRECTORS' PROPOSAL FOR DIVIDEND DISTRIBUTION

The annual accounts and the board of directors' report for the financial year 2023, as well as the auditor's report, were presented.

In accordance with the proposal by the board of directors, the general meeting passed the following resolution:

The Company's annual accounts for the financial year 2023 and the Company's annual report, including the group's annual accounts and the board of directors' report, for the financial year 2023 are approved, including the board of directors' proposal to distribute a dividend of NOK 1 per share.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

6 VALG AV STYREMEDLEM

Det ble redegjort for valgkomiteens innstilling om gjenvalg av styremedlemmet som er på valg.

I samsvar med valgkomiteens innstilling fattet generalforsamlingen følgende vedtak:

6 ELECTION OF BOARD MEMBER

The nomination committee's proposal for re-election of the board member which is up for election was presented.

In accordance with the nomination committee's proposal, the general meeting passed the following resolution:

Siw Ødegaard gjenvelges som styremedlem for en periode på to år, frem til den ordinære generalforsamlingen i 2026.

Siw Ødegaard is re-elected as a member of the board of directors for a period of two years, until the annual general meeting in 2026.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

Styret vil etter dette bestå av følgende medlemmer:

- *Kjell Magne Leirgulen (styreleder);*
- *Siw Ødegaard;*
- *Anna Maria Inga Söderblom;*
- *Bendik Nicolai Blindheim; og*
- *David Bjerkeli*.

The board of directors will consequently consist of the following members:

- *Kjell Magne Leirgulen (chairperson);*
- *Siw Ødegaard;*
- *Anna Maria Inga Söderblom;*
- *Bendik Nicolai Blindheim; and*
- *David Bjerkeli.*

7 FASTSETTELSE AV GODTGJØRELSE TIL STYRETS MEDLEMMER

Det ble redegjort for valgkomiteens innstilling om godtgjørelse til styrets medlemmer og medlemmene av valgkomiteen.

I samsvar med valgkomiteens innstilling fattet generalforsamlingen følgende vedtak:

Styremedlemmene skal motta følgende honorarer for perioden fra den ordinære generalforsamlingen i 2024 til den ordinære generalforsamlingen i 2025:

Styrets leder skal motta NOK 420.000 for perioden. Alle andre styremedlemmer skal motta NOK 260.000 for perioden. Selskapet kan kompensere styremedlemmene ytterligere dersom de påtar seg ekstraordinære arbeidsoppgaver for Selskapet utover styrevervet.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

7 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

The nomination committee's proposal for compensation to the members of the board of directors and members of the nomination committee was presented.

In accordance with the nomination committee's proposal, the general meeting passed the following resolution:

The members of the board of directors shall receive the following compensation for the period from the annual general meeting in 2024 to the annual general meeting in 2025:

The chairperson of the board of directors shall receive NOK 420,000 for the period. All other board members shall receive NOK 260,000 for the period. The Company may compensate the board members for any extraordinary tasks performed for the Company that go beyond the directorship.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

8 FASTSETTELSE AV GODTGJØRELSE FOR DELTAKELSE I STYREUTVALG

I samsvar med valgkomiteens innstilling fattet generalforsamlingen følgende vedtak:

Medlemmer av Selskapets revisjonsutvalg, strategi og M&A-komité og kompensasjonskomité skal motta følgende honorarer for perioden fra den ordinære generalforsamlingen i 2024 til den ordinære generalforsamlingen i 2025:

8 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE BOARD COMMITTEES

In accordance with the nomination committee's proposal, the general meeting passed the following resolution:

Members of the Company's audit committee, strategy and M&A committee and remuneration committee shall receive the following remuneration for the period from the annual general meeting in 2024 to the annual general meeting in 2025:

Lederen av revisjonsutvalget skal motta NOK 36.000 for perioden. Alle andre medlemmer av revisjonsutvalget skal motta NOK 31.000 for perioden.

Lederen av strategi og M&A-komiteen skal motta NOK 25.000 for perioden. Alle andre medlemmer av strategi og M&A-komiteen skal motta NOK 23.500 for perioden.

Lederen av kompensasjonskomiteen skal motta NOK 25.000 for perioden. Alle andre medlemmer av kompensasjonskomiteen skal motta NOK 23.500 for perioden.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

The chair of the audit committee shall receive NOK 36,000 for the period. All other members of the audit committee shall receive NOK 31,000 for the period.

The chair of the strategy and M&A committee shall receive NOK 25,000 for the period. All other members of the strategy and M&A committee shall receive NOK 23,500 for the period.

The chair of the remuneration committee shall receive NOK 25,000 for the period. All other members of the remuneration committee shall receive NOK 23,500 for the period.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

9 FASTSETTELSE AV GODTGJØRELSE TIL VALGKOMITEENS MEDLEMMER

I samsvar med valgkomiteens innstilling fattet generalforsamlingen følgende vedtak:

Medlemmer av Selskapets valgkomité skal motta følgende honorarer for perioden fra den ordinære generalforsamlingen i 2024 til den ordinære generalforsamlingen i 2025:

Valgkomiteens leder skal motta NOK 40.000 for perioden. Alle andre medlemmer av valgkomiteen skal motta NOK 20.000 for perioden.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

9 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE NOMINATION COMMITTEE

In accordance with the nomination committee's proposal, the general meeting passed the following resolution:

Members of the Company's nomination committee shall receive the following compensation for the period from the annual general meeting in 2024 to the annual general meeting in 2025:

The chairperson of the nomination committee shall receive NOK 40,000 for the period. All other members of the nomination committee shall receive NOK 20,000 for the period.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

10 GODKJENNING AV GODTGJØRELSE TIL SELSKAPETS REVISOR FOR REGNSKAPSÅRET 2023

I samsvar med styrets forslag fattet generalforsamlingen følgende vedtak:

Revisjonsgodtgjørelsen til Selskapets revisor, Ernst & Young AS, for regnskapsåret 2023 på NOK 1 178 300 godkjennes.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

10 APPROVAL OF REMUNERATION TO THE COMPANY'S AUDITOR FOR THE FINANCIAL YEAR 2023

In accordance with the board of directors' proposal, the general meeting passed the following resolution:

The auditor's fee to the Company's auditor, Ernst & Young AS, for the financial year 2023 of NOK 1,178,300 is approved.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

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11 STYRETS REDEGJØRELSE OM EIERSTYRING OG SELSKAPSLEDELSE

Møtelederen viste til side 91 i konsernets årsrapport for 2023 for redegjørelsen om eierstyring og selskapsledelse som er avgitt i henhold til regnskapsloven § 3-3b.

Generalforsamlingen tok redegjørelsen til etterretning.

11 THE BOARD OF DIRECTORS' REPORT ON CORPORATE GOVERNANCE

The chairperson of the meeting referred to page 91 in the group's annual report for the financial year 2023 for the board of directors' report on corporate governance prepared in accordance with section 3-3b of the Norwegian Accounting Act.

The general meeting took note of the report.

12 STYRETS RETNINGSLINJER FOR FASTSETTELSE AV LØNN OG ANNEN GODTGJØRELSE TIL LEDENDE PERSONER

I samsvar med styrets forslag traff generalforsamlingen følgende vedtak:

Styrets forslag til retningslinjer for fastsettelse av lønn og annen godtgjørelse til ledende personer godkjennes.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

12 THE BOARD OF DIRECTORS' GUIDELINES ON DETERMINATION OF SALARY AND OTHER REMUNERATION TO LEADING PERSONNEL

In accordance with the board of directors' proposal, the general meeting passed the following resolution:

The board of directors' proposed guidelines on determination of salary and other remuneration to leading personnel are approved.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

13 RAPPORT OM LØNN OG ANNEN GODTGJØRELSE TIL LEDENDE PERSONER

I samsvar med styrets forslag traff generalforsamlingen følgende vedtak etter en rådgivende avstemning:

Generalforsamlingen ga sin tilslutning til rapporten om lønn og annen godtgjørelse til ledende personer.

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

13 REPORT ON SALARY AND OTHER REMUNERATION TO LEADING PERSONNEL

In accordance with the board of directors' proposal, the general meeting passed the following resolution by way of an advisory vote:

The general meeting endorses the report on salary and other remuneration to leading personnel.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

14 FULLMAKT TIL STYRET TIL Å FORHØYE AKSJEKAPITALEN FOR Å FINANSIERE VIDERE VEKST

I samsvar med styrets forslag traff generalforsamlingen følgende vedtak om styrefullmakt til å forhøye Selskapets aksjekapital for å finansiere videre vekst mv.:

14 AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE SHARE CAPITAL IN ORDER TO FINANCE FURTHER GROWTH

In accordance with the board of directors' proposal, the general meeting passed the following resolution regarding an authorisation to the board of directors to increase the share capital of the Company to finance further growth etc.:

a)	*I henhold til allmennaksjeloven § 10-14 gis styret fullmakt til å forhøye Selskapets aksjekapital med inntil NOK 5 563 768.*	*a)*	*Pursuant to section 10-14 of the Norwegian Public Limited Liability Companies Act, the board of directors is given an authorisation to increase the Company's share capital by up to NOK 5,563,768.*
b)	*Fullmakten gjelder frem til Selskapets ordinære generalforsamling i 2025, likevel ikke lenger enn til og med 30. juni 2025.*	*b)*	*The authorisation is valid until the Company's annual general meeting in 2025, but no longer than to and including 30 June 2025.*
c)	*Aksjeeiernes fortrinnsrett til de nye aksjene etter allmennaksjeloven § 10-4 kan fravikes.*	*c)*	*The shareholders' pre-emptive right to the new shares in accordance with section 10-4 of the Norwegian Public Limited Liability Companies Act may be deviated from.*
d)	*Fullmakten omfatter kapitalforhøyelse mot innskudd i andre eiendeler enn penger og rett til å pådra Selskapet særlige plikter mv., jf. allmennaksjeloven § 10-2.*	*d)*	*The authorisation comprises share capital increases against contribution in kind and the right to incur specific obligations on behalf of the Company, cf. section 10-2 of the Norwegian Public Limited Liability Companies Act.*
e)	*Fullmakten omfatter kapitalforhøyelse ved fusjon etter allmennaksjeloven § 13-5.*	*e)*	*The authorisation comprises share capital increases in connection with mergers pursuant to section 13-5 of the Norwegian Public Limited Liability Companies Act.*
f)	*Fra tidspunktet for registrering i Foretaksregisteret erstatter denne fullmakten den tidligere styrefullmakten til å forhøye aksjekapitalen med inntil NOK 5 534 192 som styret ble tildelt på den ordinære generalforsamlingen den 4. mai 2023.*	*f)*	*From the time of registration in the Norwegian Register of Business Enterprises, this authorisation replaces the previous authorisation to increase the share capital by up to NOK 5,534,192 given to the board of directors at the annual general meeting held on 4 May 2023.*

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

15 FULLMAKT TIL STYRET TIL Å FORHØYE AKSJEKAPITALEN I TILKNYTNING TIL SELSKAPETS INCENTIVPROGRAMMER

15 AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE SHARE CAPITAL IN CONNECTION WITH THE COMPANY'S INCENTIVE PROGRAMS

I samsvar med styrets forslag traff generalforsamlingen følgende vedtak om styrefullmakt til å forhøye aksjekapitalen i tilknytning til Selskapets incentivprogrammer:

In accordance with the board of directors' proposal, the general meeting passed the following resolution regarding an authorisation to the board of directors to increase the share capital in connection with the Company's incentive programs:

a)	*I henhold til allmennaksjeloven § 10-14 gis styret fullmakt til å forhøye Selskapets aksjekapital med inntil NOK 2 781 884.*	*a)*	*Pursuant to section 10-14 of the Norwegian Public Limited Liability Companies Act, the board of directors is granted an authorisation to increase*

the Company's share capital by up to NOK 2,781,884.

b)	*Fullmakten gjelder frem til Selskapets ordinære generalforsamling i 2025, likevel ikke lenger enn til og med 30. juni 2025.*	*b)*	*The authorisation is valid until the Company's annual general meeting in 2025, but no longer than to and including 30 June 2025.*
c)	*Aksjeeiernes fortrinnsrett til de nye aksjene etter allmennaksjeloven § 10-4 kan fravikes.*	*c)*	*The shareholders' pre-emptive right to the new shares in accordance with section 10-4 of the Norwegian Public Limited Liability Companies Act may be deviated from.*
d)	*Fullmakten omfatter kapitalforhøyelse mot innskudd i andre eiendeler enn penger og rett til å pådra Selskapet særlige plikter mv., jf. allmennaksjeloven § 10-2.*	*d)*	*The authorisation comprises share capital increases against contribution in kind and the right to incur specific obligations on behalf of the Company, cf. section 10-2 of the Norwegian Public Limited Liability Companies Act.*
e)	*Fullmakten omfatter ikke kapitalforhøyelse ved fusjon etter allmennaksjeloven § 13-5*	*e)*	*The authorisation does not comprise share capital increase in connection with mergers pursuant to section 13-5 of the Norwegian Public Limited Liability Companies Act.*
f)	*Fra tidspunktet for registrering i Foretaksregisteret erstatter denne fullmakten den tidligere styrefullmakten til å forhøye aksjekapitalen med inntil NOK 2 767 096 som styret ble tildelt på den ekstraordinære generalforsamlingen den 4. mai 2023.*	*f)*	*From the time of registration in the Norwegian Register of Business Enterprises, this authorisation replaces the previous authorisation to increase the share capital by up to NOK 2,767,096 given to the board of directors at the extraordinary general meeting held on 4 May 2023.*

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

16 FULLMAKT TIL STYRET TIL Å ERVERVE EGNE AKSJER

16 AUTHORISATION TO THE BOARD OF DIRECTORS TO ACQUIRE OWN SHARES

I samsvar med styrets forslag traff generalforsamlingen følgende vedtak om styrefullmakt til å erverve egne aksjer:

In accordance with the board of directors' proposal, the general meeting passed the following resolution regarding an authorisation to the board of directors to acquire own shares:

a)	*Styret gis fullmakt til, ved en eller flere anledninger, å erverve, på vegne av Selskapet, egne aksjer med en samlet pålydende verdi på inntil NOK 2 781 884.*	*a)*	*The board of directors is given an authorisation to, on one or several occasions, on behalf of the Company, acquire own shares with a maximum aggregate value of NOK 2,781,884.*
b)	*Det høyeste beløp som kan betales per aksje er NOK 100 og det minste NOK 1.*	*b)*	*The highest amount that may be paid per share is NOK 100 and the lowest amount is NOK 1.*

c) *Erverv og avhendelse av egne aksjer kan skje slik styret finner det hensiktsmessig, likevel ikke ved tegning av egne aksjer.*

d) *Fullmakten gjelder frem til Selskapets ordinære generalforsamling i 2025, likevel ikke lenger enn til og med 30. juni 2025.*

e) *Fra tidspunktet for registrering i Foretaksregisteret erstatter denne fullmakten den tidligere styrefullmakten til å erverve egne aksjer som styret ble tildelt på den ordinære generalforsamlingen den 4. mai 2023.*

Beslutningen ble truffet med nødvendig flertall, jf. avstemmingsresultatet inntatt som Vedlegg 2 til protokollen.

* * *

Mer forelå ikke til behandling.

Generalforsamlingen ble hevet.

* * *

c) *Acquisition and sale of shares may be carried out in the form the board of directors deems appropriate, however, not by subscription of own shares.*

d) *The authorisation is valid until the Company's annual general meeting in 2025, but no longer than to and including 30 June 2025.*

e) *From the time of registration in the Norwegian Register of Business Enterprises, this authorisation replaces the previous authorisation to acquire own shares, given to the board of directors at the annual general meeting held on 4 May 2023.*

The resolution was passed with the required majority, cf. the result of the voting set out in Appendix 2 to the minutes.

* * *

There were no further matters to be discussed.

The general meeting was adjourned.

* * *

16. mai 2024 / 16 May 2024

DocuSigned by:
Kjell Magne Leirgulen
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Kjell Magne Leirgulen
(Møteleder / Chairperson)

DocuSigned by:
Ida Amalie Oma
734468562C74437...

Ida Amalie Oma
(Medundertegner / Co-signer)

Vedlegg:

1. Fortegnelse over møtende aksjeeiere, inkludert antall aksjer og stemmer representert
2. Stemmeresultater

Appendices:

1. Record of attending shareholders, including the number of shares and votes represented
2. Voting results

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VEDLEGG 1 / APPENDIX 1

FORTEGNELSE OVER MØTENDE AKSJEEIERE, INKLUDERT ANTALL AKSJER OG STEMMER REPRESENTERT / RECORD OF ATTENDING SHAREHOLDERS, INCLUDING THE NUMBER OF SHARES AND VOTES REPRESENTED

List of attending shareholders

Shareholder	Shares/Votes	% of voting-eligible shares	% of total votes	In person	Proxy	Represented by
Embro Eiendom AS	8,312,727	29.91%	29.91%	✓		Kjell Magne Leirgulen
Hvaler Invest AS	2,699,402	9.71%	9.71%		✓	Kjell Magne Leirgulen
Investeringsforeningen Nordea Invest Nordic Small Cap	15,196	0.05%	0.05%		✓	Kjell Magne Leirgulen
Nordea 1 Sicav	53,184	0.19%	0.19%		✓	Kjell Magne Leirgulen
Nordea Nordic Small Cap Fund	683,806	2.46%	2.46%		✓	Kjell Magne Leirgulen
Nordea Norwegian Stars Fund	1,497,452	5.39%	5.39%		✓	Kjell Magne Leirgulen
Protector Forsikring ASA	1,673,052	6.02%	6.02%		✓	Fredrik Leegaard
Verdipapirfondet Nordea Norge Verdi	504,738	1.82%	1.82%		✓	Kjell Magne Leirgulen
VPF Fondsfinans Utbytte	1,273,942	4.58%	4.58%		✓	Kjell Magne Leirgulen
Willem Van De Velde	2,761	0.01%	0.01%	✓		Willem van de Velde

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Kjell Magne Leirgulen
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DocuSigned by:
Ida Amalie Oma
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VEDLEGG 2 / APPENDIX 2

STEMMERESULTATER / VOTING RESULTS

1 ELECTION OF A PERSON TO CHAIR THE MEETING

On election: Kjell Magne Leirgulen

Place	Candidate	Elected	Votes	% of cast
1	Kjell Magne Leirgulen	Yes	15,040,447	100%

2 ELECTION OF A PERSON TO CO-SIGN THE MINUTES TOGETHER WITH THE CHAIR OF THE MEETING

On election: Ida Amalie Oma

Place	Candidate	Elected	Votes	% of cast
1	Ida Amalie Oma	Yes	15,040,447	100%

3 APPROVAL OF THE NOTICE AND THE AGENDA

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

DocuSigned by:
Kjell Magne Leirgulen
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DocuSigned by:
Ida Amalie Oma
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5 APPROVAL OF THE ANNUAL ACCOUNTS AND THE BOARD OF DIRECTORS' REPORT FOR THE FINANCIAL YEAR 2023, INCLUDING THE BOARD OF DIRECTORS' PROPOSAL FOR DIVIDEND DISTRIBUTION

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

6 ELECTION OF BOARD MEMBER

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

7 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

DocuSigned by:
Kjell Magne Leirgulen
E65052CC81F84C3...

DocuSigned by:
Ida Amalie Oma
734468562C74437...

WEBSTEP

8 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE BOARD COMMITTEES

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

9 DETERMINATION OF COMPENSATION TO THE MEMBERS OF THE NOMINATION COMMITTEE

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

10 APPROVAL OF REMUNERATION TO THE COMPANY'S AUDITOR FOR THE FINANCIAL YEAR 2023

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

DocuSigned by:
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WEBSTEP

12 THE BOARD OF DIRECTORS' GUIDELINES ON DETERMINATION OF SALARY AND OTHER REMUNERATION TO LEADING PERSONNEL

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	13,961,884	83.52%	83.52%	83.52%
Votes against	2,754,376	16.48%	16.48%	16.48%
Abstained	0		0%	0%
Result	**Approved**			

13 REPORT ON SALARY AND OTHER REMUNERATION TO LEADING PERSONNEL

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	13,961,884	83.52%	83.52%	83.52%
Votes against	2,754,376	16.48%	16.48%	16.48%
Abstained	0		0%	0%
Result	**Approved**			

14 AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE SHARE CAPITAL IN ORDER TO FINANCE FURTHER GROWTH

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	13,961,884	83.52%	83.52%	83.52%
Votes against	2,754,376	16.48%	16.48%	16.48%
Abstained	0		0%	0%
Result	**Approved**			

DocuSigned by:
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WEBSTEP

15 AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE SHARE CAPITAL IN CONNECTION WITH THE COMPANY'S INCENTIVE PROGRAMS

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	13,961,884	83.52%	83.52%	83.52%
Votes against	2,754,376	16.48%	16.48%	16.48%
Abstained	0		0%	0%
Result	**Approved**			

16 AUTHORISATION TO THE BOARD OF DIRECTORS TO ACQUIRE OWN SHARES

	Shares/Votes	% of votes cast	% of represented votes	% of attending share capital
Total represented	16,716,260		100%	100%
Votes cast	16,716,260	100%	100%	100%
Votes for	16,716,260	100%	100%	100%
Votes against	0	0%	0%	0%
Abstained	0		0%	0%
Result	**Approved**			

DocuSigned by:
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