

PROPOSAL FROM THE NOMINATION COMMITTEE OF REACH SUBSEA ASA TO THE ANNUAL GENERAL MEETING OF THE COMPANY TO BE HELD ON 28 MAY 2025

The nomination committee of Reach Subsea ASA comprises the following individuals:

Geir Flæsen, chair
Rune Lande
Didrik Leikvang

The nomination committee has evaluated and received input from shareholders as to the composition of, and remuneration to, the Board of Directors (the “Board”) and has held discussions with members of the Board and executive personnel of Reach Subsea ASA.

In connection with the annual general meeting of Reach Subsea ASA to be held on 28 May 2025, the nomination committee submits the following unanimous proposal:

1. Election of members to the Board of Directors

The Board consists of seven board members, all elected by the shareholders.

Rachid Bendriss, Anders Onarheim, Kristine Skeie, Espen Gjerde, Arvid Pettersen and Martha Kold Monclair were elected for two years in 2024 and are not up for election this year.

Ingunn Øvereng Iveland was in 2023 reelected for two years and is up for election this year.

The nomination committee proposes reelection for one year for Ingunn Øvereng Iveland.

The Board will thus consist of the following members:

Rachid Bendriss, Chair
Martha Kold Monclair
Anders Onarheim
Kristine Skeie
Ingunn Øvereng Iveland
Espen Gjerde
Arvid Pettersen

It is the opinion of the committee that the composition of the Board ensures that the Board can attend to the common interests of all shareholders, meets the company’s need for expertise, capacity and diversity and ensures that the Board can function effectively as a collegiate body.

2. Proposed fees

The following fees are proposed for the period from the annual general meeting 2025 to the annual general meeting 2026:

Chairperson of the Board:	NOK 475,000
Board members:	NOK 275,000
Chairperson audit committee:	NOK 100,000
Audit committee members:	NOK 75,000
Chairperson Remuneration committee:	NOK 55,000
Remuneration committee members:	NOK 35,000

In addition, the members shall receive the following addition for the number of board meetings which exceeds ten (10):

Chair:	NOK 16,000 per board meeting
Member:	NOK 9,500 per board meeting

After the increase from last year, the level of the remuneration is still around the lower quartile of board remuneration for companies listed at Oslo Stock Exchange.

The following fees are proposed for the nomination committee:

Chairperson of the nomination committee	NOK 35,000
Members of the nomination committee	NOK 25,000

Haugesund/Oslo, 6 May 2025

The nomination committee of Reach Subsea ASA

Geir Flæsen
(Sign.)

Rune Lande
(Sign.)

Didrik Leikvang
(Sign.)