

THE NOMINATION COMMITTEE'S RECOMMENDATION TO THE ANNUAL GENERAL MEETING OF LERØY SEAFOOD GROUP ASA, 27 MAY 2026

Item 1 Composition of the Board of Directors and recommendation for election of Board of Directors in 2026

The General Meeting shall elect the Chairman of the Board and the other shareholder-elected Board members. The election shall be based on the recommendation of the Nomination Committee, which has consisted of Helge Singelstad (Chairman), Benedicte Schilbred Fasmer and Morten Borge. The members of the Nomination Committee are elected until 2026.

The Board of Directors currently has the following shareholder-elected board members:

	<u>Elected to:</u>
Arne Møgster (chairman)	2026
Linda Kidøy Pedersen	2026
Britt Kathrine Drivenes	2027
Didrik Munch	2027
Karoline Møgster	2027
Are Dragesund	2027

Chairman of the Board Arne Møgster and board member Linda Kidøy Pedersen are up for election. Both have said they are willing to be re-elected.

The Nomination Committee has carried out an overall and individual assessment of the board members' experience, competence and independence in line with the Norwegian Code of Practice for Corporate Governance (NUES), including an assessment of the relationship with the company's management, significant business relationships and major shareholders. The Nomination Committee has also received information about the board's self-evaluation.

For information about the board members' backgrounds and expertise, see the information provided in the annual report and on the company's website.

The Nomination Committee recommends that Arne Møgster and Linda Kidøy Pedersen, respectively, be re-elected as Chairman of the Board and board member for a period of two years.

Chairman of the Board Arne Møgster is CEO of Austevoll Seafood ASA and is therefore not considered independent of the company's largest shareholder. Board member Linda Kidøy Pedersen is considered independent of the company's management, significant business relationships and major shareholders, in accordance with NUES' recommendation.

If the general meeting follows the committee's recommendation, the board will have the following shareholder-elected board members:

	<u>Elected to:</u>
Arne Møgster (Chairman)	2028
Linda Kidøy Pedersen	2028
Britt Kathrine Drivenes	2027
Didrik Munch	2027

Karoline Møgster	2027
Are Dragesund	2027

With this composition, the board will consist of six shareholder-elected members, 50% men and 50% women, of which three board members – Linda Kidøy Pedersen, Didrik Munch and Are Dragesund – are considered independent of the company's management, business relations and largest shareholder. The Nomination Committee believes that the composition of the board as a whole meets NUES' recommendations for independence.

Item 2 Election of members to the Nomination Committee

All the members of the Nomination Committee are up for election in 2026, and all have expressed their willingness to stand for re-election.

For information on Helge Singelstad, Morten Borge and Benedicte Schilbred Fasmer's background and expertise, please refer to the information provided in the annual report.

If the general meeting follows the proposal, the Nomination Committee will have the following shareholder-elected members:

	<u>Elected to:</u>
Helge Singelstad, leader	2028
Morten Borge	2028
Benedicte Schilbred Fasmer	2028

Item 3 Remuneration to the Chairman of the Board and other Board members

The Nomination Committee proposes that the remuneration to the Board members for the period 2026/2027 be determined as follows:

Chairman of the Board	NOK 650,000 (unchanged)
For the other board members	NOK 400,000 (unchanged)

Item 4 Remuneration to the audit committee

The Nomination Committee proposes that the remuneration to the members of the Audit Committee for the period 2026/27 be determined as follows:

To the chairman	NOK 120,000 (unchanged)
To the other members	NOK 80,000 (unchanged)

Item 5 Remuneration to the nomination committee

The Nomination Committee proposes that the remuneration to the members of the Nomination Committee for the period 2026/27 be determined as follows:

For the chairman and other members NOK 65,000 (unchanged)

Nomination Committee, 10 March 2026.

Signature

Helge Singelstad

Benedicte Schilbred Fasmer

Morten Borge