

**To the General Meeting  
Havila Shipping ASA  
Nomination Committee**

Date: 28.04.2023

***Attending members:***

Thomas Lundberg, Chairman

Vegard Sævik

Monica Gjerde Sperre

The Nomination Committee has had committee meetings during last month.

The Nomination Committee believes that the interests of the company are best served by a broadly based Board in relation to experience, background and competence.

As signalled in previous years, considerations have been made regarding changes in the Board, and the company now finds it natural to implement such changes.

The Nomination Committee has had meetings in which new candidates have presented themselves.

The following proposal by the Nomination Committee to the General Assembly assumes that the board will consist of five persons, as today.

**Proposal from the Nomination Committee in Havila Shipping ASA for the General Meeting to be held the 23rd of May 2023.**

We have decided that the following changes to Board members in Havila Shipping ASA shall be suggested:

- **Henrik Grung** to replace Jostein Sætrenes as Chairman, to be elected for 1 year
- **Olav Holst-Dyrnes** to replace Helge Aarseth as Board member, to be elected for 1 year

The remaining Board members are suggested as such:

- **Hege Sævik Rabben** Board member, to be reelected for 1 year
- **Nina Skage** Board member, to be reelected for 1 year
- **Jogeir Romestrand** Board member, to be reelected for 1 year

The suggested new candidates have presented themselves and hold the following background:

**Henrik Grung:**

- Holds law degree Cand. Jur from University of Bergen 1997
- Board member Giske Havfiske AS and Nye Giske Havfiske AS
- Board member MMC First Process AS
- Partner in Kvale (law firm)
- Former partner SANDS (law firm)

**Olav Holst-Dyrnes**

- Military background
- Siv.ing Master of Science from NTNU
- CEO Insula AS
- Board member Ulstein Group ASA
- Former CEO in Ekornes ASA
- Former CEO in Havfisk ASA

**Remuneration**

The Nomination Committee propose to maintain the remuneration for the year 2023 for the Chairman to be NOK 300.000,- and Board members at NOK 180.000,- per year.

The head of Audit Committee shall continue to receive an additional NOK 15.000,-, while each committee member shall receive NOK 10.000,-.

**Composition and remuneration to the Nomination Committee**

The Nomination Committee members are aslo elected for 1 year and our proposal is that the committee members for the next year will be:

Thomas Lundberg	Chairman
Vegard Sævik	Member
Monica Gjerde Sperre	Member

The proposal for the Remuneration of the Nomination Committee is set to be NOK 50.000,- for the Chairman and NOK 25.000,- for each of the members.

Fosnavåg

Date



Thomas Lundberg



Vegard Sævik



Monica Gjerde Sperre