

Audit Committee Terms of Reference

NKT A/S, CVR no. 62725214

The Terms of Reference are available at [Investors.nkt.com](https://investors.nkt.com)

1 Scope and Purpose

- 1.1 These Terms of Reference establish the duties and power of the NKT Audit Committee.
- 1.2 In accordance with the EU Directive on Statutory Audits of Annual Accounts and Consolidated Accounts (8th Directive), the Danish Auditors Act (§31), and current Corporate Governance Recommendations, the Board of Directors has set up an Audit Committee. The Audit Committee is a committee of directors whose task is solely to prepare decisions to be taken by all members of the Board of Directors. The Committee operates in accordance with these terms of reference, which are updated and approved annually by the Board of Directors. Minutes of meetings are circulated to the Board of Directors;
- 1.3 It is stressed that the role of the Audit Committee is to monitor. The Audit Committee will not assume the responsibility that rests with the Executive Management or the Board of Directors under the Danish Public Companies Act, the Danish Financial Statements Act, and other relevant legislation;

2 Constitution and Members

- 2.1 The committee is appointed by the Board of Directors of NKT A/S each year after the Annual General Meeting of NKT A/S. Appointment during the year is made at a Board of Directors meeting.
- 2.2 The Board of Directors will appoint the members and Chair of the Audit Committee from the Board's own members. The members will be appointed for one year at a time and may be re-appointed a maximum of nine times;
- 2.3 Members can be removed by the Board of Directors at any time.
- 2.4 The Audit Committee will consist of at least two members of the Board of Directors. The Committee Chair shall be independent as defined in the latest 'Corporate Governance Recommendations';
- 2.5 At least one member shall have accountancy or auditing qualifications. Further, the Audit Committee shall possess industry experience. The Board of Directors is responsible for making this assessment;
- 2.6 The members of the Audit Committee must collectively possess up-to-date insight in and experience of financial, accounting and auditing conditions relating to listed companies;
- 2.7 . Resolutions by the Audit Committee shall be passed by simple majority. In case of equality of votes, the Chair of the Audit Committee shall have a casting vote.
- 2.8 The meetings of the Audit Committee are confidential, and the members and meeting participants are subject to the same provisions for secrecy and confidentiality as members of the Board of Directors, and are at all times also subject to the Company's rules on insider trading.

3 Committee tasks

- 3.1 The principal tasks of the Audit Committee are:
 - To monitor the financial and sustainability reporting process. As part of this, the Committee will monitor compliance with existing legislation, standards and other regulations for listed companies relating to presentation of financial reporting and publication of financial reporting
 - To monitor the Company's internal controls for the financial and sustainability reporting, financial compliance reviews, internal audits, if any, and risk management processes
 - To monitor the company's legal compliance programme, including the Business Code of Conduct and Whistle-blower scheme
 - To monitor the statutory audit of the annual and consolidated financial statements and the assurance of the annual and consolidated sustainability reporting
 - To monitor and review the independence of auditors, including in particular the supply of non-audit services to the NKT Group
 - To monitor any result of a quality control of the Danish Business Authorities or Disciplinary Board for Approved Auditors of the audit engagement

- To inform the Board of Directors of the result of the statutory audit including the financial reporting process and the assurance of the sustainability reporting
 - To be responsible for the procedure for the selection and nomination of the auditor for election
- 3.2 Based on information from the Executive Management on relevant issues, the Audit Committee will prepare the Board of Directors' treatment of the NKT A/S's statutory requirement (Danish Financial Statements Act, §107 B, Section 6) to give an account of the chief elements in the Group's internal control and risk management systems relating to the financial reporting process;
- 3.3 In order to perform these tasks the Audit Committee will establish an open dialogue between the Company's Board of Directors, the Executive Management, and external auditors, and the Committee will also continuously assess the need for provision of information about its work and communication to the Company's employees;
- 3.4 In order to specify the tasks of the Audit Committee, an annual plan will be prepared for approval each year by the Company's Board of Directors;
- 3.5 The annual plan will also contain an ongoing self-assessment of the Audit Committee's work and members. The self-assessment will be submitted to the chair of the Board of Directors by the Chair of the Audit Committee and form part of the Board of Directors' own self-assessment;
- 3.6 The Audit Committee may be assigned any task which the Board of Directors considers relevant and which forms a natural part of the Committee's remit.

4 Committee authorisation and resources

Within its Terms of Reference the Audit Committee is authorised to:

- 4.1 Obtain such independent professional advice as the Committee considers necessary for performing its tasks;
- 4.2 Obtain information from relevant employees of the Group companies who may be summoned to attend meetings at the Committee's request. Other directors, the Executive Management, and relevant employees, are obliged to attend meetings if summoned by the Committee;
- 4.3 Gain unlimited access to all information that the Committee considers relevant for performing its duties;
- 4.4 Submit proposals to the Board of Directors concerning choice of auditors and the related remuneration;
- 4.5 Approve in advance all non-audit services from auditors beyond a set limit;
- 4.6 Attend an introduction programme that, if necessary, will be followed up with relevant supplementary briefing, supplementary education, etc.;
- 4.7 Manage necessary funds and facilities within the Committee's budget as approved by the Board of Directors.

5 Meetings

- 5.1 Only members of the Audit Committee have the right to be present at the meetings;
- 5.2 The Audit Committee Chair will determine the meeting agenda and the meeting frequency and call meetings in accordance with an annual plan prepared by the Audit Committee each year;
- 5.3 Each member of the committee may convene a committee meeting if considered necessary.
- 5.4 The audit committee must conduct a sufficient number of meetings to be able to carry out its tasks effectively and fulfil its purpose, including monitoring financial reporting, internal control and risk management.;
- 5.5 Minutes of all meetings will be prepared and submitted for approval as soon as possible. The minutes will be approved by the Audit Committee members and forwarded immediately thereafter to all members of the Board of Directors. The minutes must reflect the dialogue and opinions of the meetings with a view to providing a suitable and fair basis for decision-making by all members of the Board of Directors. If a Board meeting is held without the Board members having received the minutes of the last Audit Committee meeting, an oral interim report will be given by the Audit Committee Chair or, in the Chair's absence, by one of the other members;

- 5.6 Minutes and any appendices thereto will be forwarded to the external audit function;
- 5.7 The committee is quorate when at least one of two members is present.

- 5.8 The Company's Executive Management will assist and perform the secretariat function for the Audit Committee unless otherwise agreed.

6 Remuneration

- 6.1 The Committee will be provided with a suitable remuneration to be determined by the Board of Directors.

7 Update and Disclosure

- 7.1 These Terms of Reference will be updated and confirmed by the Board of Directors at least once a year.
- 7.2 The Committee's activities and frequency of meetings in the year are disclosed in the annual report and on NKT's website along with the names of the Committee members.

- 7.3 These Terms of Reference have been disclosed to the Board of Directors of NKT A/S for discussion and approval on 14 August 2025.

NKT A/S Board of Directors

Jens Due Olsen, Chair	René Svendsen-Tune, Deputy-chair	Andreas Nauen
Karla Lindahl	Nebahat Albayrak	Anne Vedel
Ákos Frank	Jean Iversen	John Andersen