

# Candidates for the Board of Directors



## Proposed re-elected



	<b>Jens Due Olsen</b> <i>Chair</i> Born 1963, Danish First elected in 2006 Not considered independent due to tenure  MSc. Econ, 1990	<b>René Svendsen-Tune</b> <i>Deputy Chair</i> Born 1955, Danish First elected in 2016 Considered independent  BSc. Eng. (hon.)	<b>Nebahat Albayrak</b>  Born 1968, Dutch/Turkish First elected in 2022 Considered independent  LLM, International and European Law, 1993	<b>Karla Lindahl</b>  Born 1981, Finnish First elected in 2020 Considered independent  MA in EC Competition Law 2009 Master of Laws (LL.M) 2005	<b>Andreas Nauen</b>  Born 1964, German First elected in 2017 Considered independent  MSc. Mechanical Eng. 1991	<b>Anne Vedel</b>  Born 1981, Danish First elected in 2023 Considered independent  MSc. International Technology Management, 2008
<b>NKT Committees</b>	<ul style="list-style-type: none"> <li>ESG Committee</li> <li>Nomination Committee</li> </ul>	<ul style="list-style-type: none"> <li>Nomination Committee, Chair</li> </ul>	<ul style="list-style-type: none"> <li>ESG Committee, Chair</li> <li>Remuneration Committee</li> </ul>		<ul style="list-style-type: none"> <li>Remuneration Committee, Chair</li> <li>Audit Committee, Chair</li> </ul>	<ul style="list-style-type: none"> <li>Audit Committee</li> </ul>
<b>Board of Directors annual base remuneration</b>	DKK 1,125,000	DKK 750,000	DKK 375,000	DKK 375,000	DKK 375,000	DKK 375,000
<b>NKT shares on 31 December 2025</b>	51,891	8,648	0	0	0	0
<b>Other positions and directorships</b>	<ul style="list-style-type: none"> <li>KMD A/S, Deputy Chair</li> <li>European Energy, Chair</li> <li>Bioporto A/S, Chair</li> </ul>	<ul style="list-style-type: none"> <li>Aescolab ApS, Chair</li> </ul>	<ul style="list-style-type: none"> <li>Fortum Oyj, Senior Vice President, Sustainability and Corporate Relations</li> </ul>	<ul style="list-style-type: none"> <li>KONE Corporation, Executive Vice President for Europe</li> </ul>	<ul style="list-style-type: none"> <li>Sandbrook Capital, USA, Operating Partner</li> <li>Semco Maritime A/S, Board member</li> </ul>	<ul style="list-style-type: none"> <li>Vestas A/S, Head of R&amp;D</li> </ul>
<b>Special qualifications</b>	<ul style="list-style-type: none"> <li>Industrial management</li> <li>Management of listed companies</li> <li>Economic and financial matters</li> <li>Risk management</li> <li>Technology</li> </ul>	<ul style="list-style-type: none"> <li>International management</li> <li>Management of listed companies</li> <li>Specialist expertise in technology, service businesses, large account sales and strategy development with sustainability focus</li> </ul>	<ul style="list-style-type: none"> <li>Senior leadership experience in the energy industry and energy transition</li> <li>International and industrial management</li> <li>Experience from the public and private sector</li> <li>Expertise in driving corporate sustainability strategy and performance</li> <li>Specialist in corporate Reputation Management and Branding</li> <li>Crisis management</li> </ul>	<ul style="list-style-type: none"> <li>Executive leadership of large international service and project business, operations, and organisation</li> <li>International and industrial management</li> <li>Expertise in strategy development, competition and corporate law</li> </ul>	<ul style="list-style-type: none"> <li>International and industrial management</li> <li>Management of listed companies</li> <li>Financial expertise from project business applying IFRS</li> <li>Special expertise in technology, large infrastructure projects, renewable energy and wind power</li> </ul>	<ul style="list-style-type: none"> <li>Senior leadership experience in the renewable energy industry and driving the energy transition</li> <li>International expertise in technology, sales, organizational transformation, and delivering energy solutions</li> <li>Expertise within engineering, product development, and industrialisation.</li> <li>Expertise in driving large, complex product development portfolios</li> </ul>

The employee-elected board candidates are up for election in the forthcoming vote, which will take place on 19 March 2026.