

REPORT AND RECOMMENDATIONS FROM THE NOMINATION COMMITTEE IN SOFTOX SOLUTIONS AS TO THE GENERAL MEETING TO BE HELD ON 24th June 2026.

The Nomination Committee currently includes:

- Kristian Almås
- Bjørn Larsen

1. PROPOSALS for The Annual General Meeting 24th of June 2026

Election of Members to the Board of Directors

We propose to re-elect Ulrik Spork (Chair), Christian Vinding Thomsen (Vice Chair), Adrian Bignami (Board member), and Tore Duvold (Board Member) for the period until the Annual General Meeting in 2027.

The proposal from the Nomination Committee is based on a careful evaluation of the Board's composition and function versus the company's needs. It is our belief that the proposed Board is well-suited to help meet the Company's needs present and up to the ordinary AGM in 2027.

Proposal of REMUNERATION OF BOARD MEMBERS

Nominal remuneration:

Chairman: NOK 500 000 annually.

Vice Chairman: NOK 250 000 annually.

Other Board Members: NOK 125 000 annually.

Warrant/Options Program

The company must enter into an agreement that includes, among other things, management and the members of the board, where, within the current and/or future authority of the board, it must be possible to give warrants or options to employees, board members, or key advisors for the acquisition of shares, limited at all times to 10% of the company's registered share capital.

Name	Title	Total allocation		Vesting options # @ 0,113 NOK	Vesting (years)	Vesting by 12/06/2027	Vesting by 12/06/2028	Vesting by 12/06/2029	Accel. Vesting
		% of total issued equity*	number options						
Thomas Bjarnsholt	CEO	0,20 %	5 000 000	5 000 000	3	1 666 667	1 666 667	1 666 666	yes
Ingrid Juven/Bonica	CFO	0,20 %	5 000 000	5 000 000	3	1 666 667	1 666 667	1 666 666	yes
Ulrik Spork	CBO	0,59 %	15 000 000	15 000 000	3	5 000 000	5 000 000	5 000 000	yes
Christian V Thomsen	VCBO	0,25 %	6 500 000	6 500 000	3	2 166 667	2 166 667	2 166 666	yes
Adrian Bignami	Board member	0,12 %	3 000 000	3 000 000	3	1 000 000	1 000 000	1 000 001	yes
Tore Duvold	Board member	0,12 %	3 000 000	3 000 000	3	1 000 000	1 000 000	1 000 001	yes
Charlotte Pinholt	Key Employee	0,08 %	2 000 000	2 000 000	3	666 667	666 667	666 666	yes
Elin Jørgensen	Key Employee	0,08 %	2 000 000	2 000 000	3	666 667	666 667	666 666	yes
ESOP (allocated by BoD)	TBD	0,69 %	17 505 212		3	0	0	0	yes
		2,31 %	59 005 212	41 500 000		13 833 334	13 833 334	13 833 331	

Members Nomination Committee

We suggest re-electing the members of the Nomination Committee

- Kristian Almås
- Bjørn Larsen

for the period until the Annual General Meeting in 2027.

* * *

Oslo, 8th June 2026

On behalf of the Nomination Committee

SIGN  Signed by: Kristian Almås
7C77C6527D3F475...

Kristian Almås