

Candidates for the Board of Directors



Proposed re-elected



	Jens Due Olsen <i>Chair</i> Born 1963, Danish First elected in 2006 Not considered independent due to tenure MSc. Econ, 1990	René Svendsen-Tune <i>Deputy Chair</i> Born 1955, Danish First elected in 2016 Considered independent BSc. Eng. (hon.)	Nebahat Albayrak Born 1968, Dutch/Turkish First elected in 2022 Considered independent LLM, International and European Law, 1993	Karla Lindahl Born 1981, Finnish First elected in 2020 Considered independent MA in EC Competition Law 2009 Master of Laws (LL.M) 2005	Andreas Nauen Born 1964, German First elected in 2017 Considered independent MSc. Mechanical Eng. 1991	Anne Vedel Born 1981, Danish Considered independent MSc. International Technology Management, 2008
NKT Committees	<ul style="list-style-type: none"> ESG Committee Nomination Committee 	<ul style="list-style-type: none"> Nomination Committee, Chair 	<ul style="list-style-type: none"> ESG Committee, Chair Remuneration Committee 	<ul style="list-style-type: none"> Audit Committee 	<ul style="list-style-type: none"> Remuneration Committee, Chair Audit Committee, Chair 	<ul style="list-style-type: none"> Audit Committee
Board of Directors annual base remuneration	DKK 1,125,000	DKK 750,000	DKK 375,000	DKK 375,000	DKK 375,000	DKK 375,000
NKT shares on 31 December 2024	51,891	6,666	0	0	0	0
Other positions and directorships	<ul style="list-style-type: none"> Advantage Investment Partners A/S, Chair BørneBasketFonden (non-profit foundation), Chair KMD A/S, Deputy Chair European Energy, Chair 	<ul style="list-style-type: none"> Nilfisk Holding A/S, Deputy Chair Asetek A/S, Chair 	<ul style="list-style-type: none"> Fortum Oyj, Senior Vice President, Corporate Affairs, Sustainability and Safety and Security. 	<ul style="list-style-type: none"> KONE Corporation, Executive Vice President for Europe 	<ul style="list-style-type: none"> Sandbrook Capital, USA, Operating Partner Havfram AS, Chair Semco Maritime A/S, Board member Green Hydrogen Systems A/S, Board member 	<ul style="list-style-type: none"> Vestas A/S, Head R&D
Special qualifications	<ul style="list-style-type: none"> Industrial management Management of listed companies Economic and financial matters Risk management Technology 	<ul style="list-style-type: none"> International management Management of listed companies Specialist expertise in technology, service businesses, large account sales and strategy development with sustainability focus 	<ul style="list-style-type: none"> Senior leadership experience in the energy industry and energy transition International and industrial management Experience from the public and private sector Expertise in driving corporate sustainability strategy and performance Specialist in corporate Reputation Management and Branding Crisis management 	<ul style="list-style-type: none"> International and industrial management Expertise in leading service and project business and operations Expertise in strategy development and execution as well as competition and corporate law 	<ul style="list-style-type: none"> International and industrial management Management of listed companies Financial expertise from project business applying IFRS Special expertise in technology, large infrastructure projects, renewable energy and wind power 	<ul style="list-style-type: none"> Expertise in driving energy transition Senior leadership experience in the renewable energy industry International expertise in technology, sales and sustainable energy solutions Manage the development and design of new complex products and plant solutions for the wind industry

Candidates for the Board of Directors

Not up for re-election



	Pernille Blume Simonsen	Akos Frank	Jean Iversen
	<p>Born 1983, Danish Elected by the employees in 2022 Not considered independent due to employment with NKT</p> <p>Lean specialist, NKT (Denmark) A/S</p>	<p>Born 1984, German Valgt af medarbejderne i 2022 som suppleant. Tiltrådte som bestyrelsesmedlem i 2024. Betragtes ikke som uafhængig på grund af ansættelse i NKT</p> <p>LL.M. in USA and Global Business Law, 2009, University Diploma in International Nuclear Law, 2008, and Juris Doctor, 2008.</p> <p>Head of Strategic Projects & Legal Operations, NKT Cables Group A/S</p>	<p>Født 1968, dansk Valgt af medarbejderne i 2022 som suppleant. Tiltrådte som bestyrelsesmedlem i 2024. Betragtes ikke som uafhængig på grund af ansættelse i NKT</p> <p>Site Manager/Project Manager, NKT (Denmark) A/S</p>
NKT Committees			
Board of Directors annual base remuneration	DKK 375,000	DKK 375,000	DKK 375,000
NKT shares on 31 December 2024	0	125	0
Other positions and directorships			