

Candidates for the Board of Directors



Proposed re-elected

Proposed elected



	<p>Jens Due Olsen <i>Chair</i> Born 1963, Danish First elected in 2006 Not considered independent due to tenure</p> <p>MSc. Econ, 1990</p>	<p>René Svendsen-Tune <i>Deputy Chair</i> Born 1955, Danish First elected in 2016 Considered independent</p> <p>BSc. Eng. (hon.)</p>	<p>Nebahat Albayrak Born 1968, Dutch/Turkish First elected in 2022 Considered independent</p> <p>LLM, International and European Law, 1993</p>	<p>Karla Lindahl Born 1981, Finnish First elected in 2020 Considered independent</p> <p>MA in EC Competition Law 2009 Master of Laws (LL.M) 2005</p>	<p>Andreas Nauen Born 1964, German First elected in 2017 Considered independent</p> <p>BSc. Mechanical Eng. 1991</p>	<p>Anne Vedel Born 1981, Danish Considered independent</p> <p>MSc. International Technology Management, 2008</p>
NKT Committees:	<ul style="list-style-type: none"> ESG Committee NKT Photonics (working committee) 	<ul style="list-style-type: none"> Nomination Committee, Chair NKT Photonics (working committee) 	<ul style="list-style-type: none"> ESG Committee, Chair 	<ul style="list-style-type: none"> Audit Committee 	<ul style="list-style-type: none"> Remuneration Committee, Chair Audit Committee, Chair 	
Board of Directors annual base remuneration:	DKK 1,125,000	DKK 750,000	DKK 375,000	DKK 375,000	DKK 375,000	
NKT shares on 31 December 2022:	48,941	5,333	0	0	0	0
Other positions and directorships:	<ul style="list-style-type: none"> BørneBasketFonden (non-profit foundation), Chair KMD A/S, Deputy Chair NIL Technology A/S, Chair European Energy, Chair 	<ul style="list-style-type: none"> Niifisk Holding A/S, Deputy Chair (Publicly listed company) Stokke AS, Chair 	<ul style="list-style-type: none"> Fortum Oyj, Senior Vice President, Corporate Affairs, Sustainability and Safety and Security. (Publicly listed company) Nederlandse Spoorwegen, Supervisory Board member Topvrouwen.nl, Advisory Board member 	<ul style="list-style-type: none"> KONE Corporation, Executive Vice President for the South Europe and Mediterranean region. (Publicly listed company) 	<ul style="list-style-type: none"> Sandbrook Capital, USA, Operating Partner Havfram AS, Chair 	<ul style="list-style-type: none"> Senior Vice President, Product Solutions and Integration, Vestas (Publicly listed company)
Special qualifications:	<ul style="list-style-type: none"> Industrial management Management of listed companies Economic and financial matters Risk management 	<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 Finance expertise from project businesses 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

Candidates for the Board of Directors



Not up for re-election



Pernille Blume Simonsen

Born 1983, Danish
Elected by the employees in 2022
Not considered independent due to employment with NKT

Lean specialist, NKT (Denmark) A/S



Christian Dyhr

Born 1974, Danish
Elected by the employees in 2022
Not considered independent due to employment with NKT

Warehouse coordinator, NKT Photonics A/S



Stig Nissen Knudsen

Born 1969
Elected by the employees in 2018, re-elected 2022
Not considered independent due to employment with NKT
MSc. E.Eng. 1996, PhD. 2002
Senior Production Engineer, NKT Photonics A/S

NKT Committees:

Board of Directors annual base remuneration:	DKK 375,000	DKK 375,000	DKK 375,000
NKT shares on 31 December 2022:	0	0	100

Other positions and directorships:

The employee elected members of the Board of Directors was elected in 2022. They are not up for re-election before 2026.