

APPENDIX A

Proposed candidates to the Board of Directors

	Klaus Nyborg	Johanne Riegels Østergård	Karsten Knudsen
Position	Chair	Vice Chair	Board Member
Occupation	Managing Director	Managing Director	Managing Director
Other directorships	Bawat A/S (CB), Bunker Holding A/S (CB), Moscord Pte. Ltd. (CB), Uni-Tankers A/S (CB), DFDS A/S (VCB), A/S United Shipping & Trading Company (VCB), X-Press Feeders Ltd. (BM), Norchem A/S (BM), Maritime Investment Fund I and II K/S (Chair of Investment Committee), Karen og Poul F. Hansens Familiefond (BM) and Return APS (MD)	A/S Motortramp (BM), D/S Orients Fond (BM), Lomax A/S (BM), Design Eyewear Group International A/S (BM), Green Box A/S (VCB), EPOKE A/S (BM), JRO A/S (MD)	Vækst-Invest Nordjylland A/S (CB), Polaris IV Invest Fonden (CB), Nordsøenheden (VCB), A/S Motortramp (BM), D/S Orients Fond (BM), Obel-LFI Ejendomme A/S (BM), Velliv Pension & Livsforsikring A/S (BM), Saga I-VII GP ApS (MD), Saga VII-USD PD AIV K/S (MD), Saga VII-EUR K/S (MD), Saga VII-USD K/S (MD), Saga VIII-EUR K/S (MD) and Saga VIII-USD K/S (MD)
Relevant skills	Experience with management of global, listed shipping companies, strategy, investment, sale and purchase, financial issues and risk management	General management, financial and business insight as well as detailed knowledge of NORDEN's values and history	General management and strategy, broad financial experience comprising accounting, investment banking and management of financial risks, including credit risks
Board member since	2012 (Chair since 2015)	2016 (Vice chair since 2017)	2008
Term expires	2024	2024	2024
Attendance 2022*	100%	100%	100%
Committees and attendance 2022	Audit Committee (100%), Remuneration Committee (100%), Nomination Committee (100%)	Audit Committee (100%), Nomination Committee (100%)	Audit Committee (100%), Risk Committee (100%), Remuneration Committee (100%)
Independent/Not independent	Independent	Not independent**	Not independent**
Born in	1963	1971	1953
Gender	Male	Female	Male
Nationality	Danish	Danish	Danish
No. of shares at year-end (annual change)	1,700	499**	2,000**

All information as per 29 January 2024. Directorships do not include positions within the NORDEN Group. CB: Chair of the Board. VCB: Vice Chair of the Board. BM: Board Member. MD: Managing Director.

* Calculated as percentage of required attendance ** In addition to the shares held personally by Johanne Riegels Østergård and Karsten Knudsen or through their related parties, both are associated with A/S Motortramp, which holds 10,191,875 shares in NORDEN.

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	Robert Hvide Macleod	Ian McIntosh	Vibeke Bak Solok
Position	Board Member	Vice Chair	Board Member
Occupation	Owner	Managing Director	Managing Director
Other directorships	Monitra Ltd. (CB), Highlander Tankers (CB), Hans Hvide Invest 1 & 2 (CB), Oberon Investments Limited (CB), Energynest (BM), Monitra Norway AS (BM), NOMA Capital (BM), Pharos Group (BM), Rankedin (BM)	Member of the Impact Finance and Markets advisory board of The Nature Conservancy	Nordic Solar (BM)
Relevant skills	Experience within both trading and shipping, having leadership experience from shipowners and operators. Experience from companies with global operation, risk management and governance frameworks as well as culturally diverse settings	Experience with management, strategy, investment, risk management, international commodity trade, asset management as well as reducing carbon footprint of global supply chains. Experience as CEO in one of the world's largest commodity trade corporations	Experience in strategy, finance, management, risk management, fintech and digitalisation in major Danish organisations. Experience as a senior executive in the property and banking sectors as well as from having been a partner and state-authorised public accountant in an international auditing firm
Board member since	2022	2023	2023
Term expires	2024	2024	2024
Attendance 2022*	90%	100%	100%
Committees and attendance 2022	Audit Committee (100%), Remuneration Committee (100%), Nomination Committee (100%)	Remuneration Committee (100%), Risk Committee (100%)	Audit Committee (100%)
Independent/Not independent	Independent	Independent	Independent
Born in	1979	1961	1970
Gender	Male	Male	Female
Nationality	Norwegian	British	Danish
No. of shares at year-end (annual change)	0	950	900

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