

Proposal from the nomination committee of Aker BP ASA to the annual general meeting to be held 21 April 2026

The nomination committee of Aker BP ASA (Company) is comprised of Svein Oskar Stoknes (chair), Ingebret G. Hisdal, Ian Lundin and Donna Riley.

The nomination committee has held fourteen meetings since the 2025 annual general meeting, amongst others reviewing the board's performance for 2025 and the board composition. As a basis for its assessments, the committee has conducted individual meetings with the chair of the board, other shareholder elected directors of the board, one of the employee elected directors of the board and the CEO. The committee has also received feedback from individual shareholders concerning the composition of the board.

In connection with the annual general meeting of Aker BP ASA to be held 21 April 2026, the nomination committee submits the following unanimous proposal:

1. Election of directors to the board

The board has eight shareholder-elected directors, Øyvind Eriksen (chair), Anne Marie Cannon (deputy chair), Kjell Inge Røkke (director) Trond Brandsrud (director), Charles Ashley Heppenstall (director), Valborg Lundegaard (director), Doris Reiter (director) and Kate Thomson (director). Niamh Staunton serves as personal deputy director for Kate Thomson. Attendance at board meetings has been satisfactory from all members.

The nomination committee has previously followed the practice of nominating directors for overlapping two-year terms. The committee notes that the Company competes in a rapidly changing marketplace, and that it is important for the nomination committee to retain the flexibility to nominate, and the general meeting the authority to determine, the overall composition of the Board on an annual basis. Consequently, the nomination committee will change its practice and, going forward, will propose that directors be elected for one-year, i.e. until the next annual general meeting.

Valborg Lundegaard has announced that she is not available for re-election. The nomination committee would like to express its gratitude for her valuable contributions to the Company over several years.

The terms of office of Øyvind Eriksen, Trond Brandsrud, Doris Reiter and Charles Ashley Heppenstall expire in 2026. The nomination committee proposes that Øyvind Eriksen is re-elected as chair of the board and that Trond Brandsrud, Doris Reiter and Charles Ashley Heppenstall are re-elected as directors, all for the period from the annual general meeting in 2026 until the annual general meeting in 2027.

Further, the nomination committee proposes that David Latin is elected as new independent director, for the period from the annual general meeting in 2026 to the annual general meeting in 2027.

David Latin (born 1965) is an experienced board leader and energy-sector executive with over 35 years in the global oil and gas industry. He currently serves as chair of Serica Energy plc, where he has led board succession, strategic reset, major M&A transactions, and briefly acted as Interim CEO. Latin previously held senior executive roles at OMV, including Group SVP for upstream across 15 countries, and at BP in technology, subsurface major projects, and North Sea operations. His career also includes private equity and early-stage investing in oil and gas and several energy-transition technology ventures. Latin holds a PhD in Geology & Geophysics from the

University of Edinburgh and is a Chartered director of the UK Institute of directors. He is a UK citizen.

The nomination committee has put emphasis on the board being made up of directors with relevant experience and competence to carry out the board's oversight responsibilities in a good and prudent manner. In its deliberations, the nomination committee has further emphasized that a well-functioning board should have a composition that ensures that the board is well equipped to deal with the opportunities and challenges facing Aker BP at any time. It is the nomination committee's view that the proposed board composition ensures such qualities.

The proposed board composition is compliant with the requirements for independence as set out in the Norwegian Code of Practice for corporate governance (NUES).

If the general meeting adopts the above proposals, the board of Aker BP ASA will comprise the following shareholder-elected directors:

Board of directors:	Election period:
• Øyvind Eriksen (chair)	2026-2027
• Anne Marie Cannon (deputy chair)*	2025-2027
• Trond Brandsrud (director)	2026-2027
• Charles Ashley Heppenstall (director)	2026-2027
• Doris Reiter (director)	2026-2027
• Kjell Inge Røkke (director)	2025-2027
• David Latin (director)	2026-2027
• Kate Thomson (director)	2025-2027
• Niamh Staunton (deputy director for Kate Thomson)	2025-2027

*Anne Marie Cannon currently serves as deputy chair. It should be noted that the deputy chair is elected by the board of directors.

A presentation of the directors of the board, including information of which directors are considered to be independent, is to be found on pages 8-12 in the annual report for 2025.

2. Election of members to the nomination committee

The nomination committee consists of four members: Svein Oskar Stoknes (chair), Ingebret G. Hisdal, Ian Lundin and Donna Riley.

Ingebret G. Hisdal has informed the committee that he is not available for re-election. The nomination committee would like to express its gratitude for his valuable contributions to the nomination committee over several years. The terms of office of Svein Oskar Stoknes and Donna Riley expire in 2026. The nomination committee proposes that Svein Oskar Stoknes is re-elected as chair, and that Donna Riley is re-elected as a member of the committee. In addition, the committee proposes the election of Nils Bastiansen as a new member of the nomination committee.

Nils Bastiansen has worked as director for the equities department in Folketrygdfondet for 18 years until he retired at the end of 2022. He now works as an independent advisor. Bastiansen has experience as stockbroker in Unibank Securities in Copenhagen and DNB Fonds in Oslo, before he started to work in Folketrygdfondet in 1995. He is the chair of the Corporate Assembly and nomination committee in Telenor, and the chair of the nomination committee in Norwegian Air Shuttle and Storebrand, and also a member and deputy chair of the Corporate Assembly in

Equinor. He also has experience from several other positions such as member of the Corporate Assembly in Norsk Hydro, Det Norske Oljeselskap, DNB and Gjensidige, and member of the nomination committee in Norsk Hydro, Mowi and Schibsted Media Group. Bastiansen holds a master's degree in business and marketing from the Norwegian School of Management and Master of International Management from Thunderbird School of Global Management, Arizona, USA. He is also a Certified EFFAS Financial Analyst and holds a master's degree in business administration in Finance from the Norwegian School of Economics and Business Administration, Bergen, Norway.

In line with the revised practice regarding terms of office, the nomination committee proposes that the chair and members be elected for one-year terms, from the annual general meeting in 2026 until the annual general meeting in 2027.

3. Proposed fees for the board of directors

The general meeting shall determine the remuneration of the board, the board's sub-committees and the nomination committee based on a proposal from the nomination committee. The remuneration survey carried out by the Norwegian Board Members Institute on board fees for 2025 as well as estimated general salary growth in 2026, has been the basis for the committee's assessments.

The nomination committee proposes that the fees for the board of directors and to members of the sub-committees are increased with approximately 4% for the period from the annual general meeting in 2025 to the annual general meeting in 2026.

Position	Proposed fees	Fees
	2025 - 2026 (NOK)	2024 - 2025 (NOK)
Chair	1 033 000	993 000
Deputy chair	553 000	532 000
Directors	485 000	466 000
Chair of audit committee	245 000	236 000
Member of audit committee	149 000	143 000
Chair of compensation committee	72 000	69 000
Member of compensation committee	38 000	37 000
Deputy director	80 800 per meeting*	

*Limited upwards to NOK 485 000 for the period

Further, it is proposed that directors residing outside of Norway receive an additional fee of NOK 37 000 per meeting with physical attendance.

4. Proposed fees for the nomination committee

The workload for the nomination committee has increased significantly over the recent years. For the period from the last annual general meeting to the date of this proposal, the committee has held fourteen meetings. In addition, the chair of the committee has held separate meetings with various stakeholders and there has been frequent communication among the members between the formal committee meetings. The committee acknowledges that the work level may vary from year to year. To better cater for the committee's workload, and variations in such, the nomination committee proposes to change the fee structure. Therefore, the committee proposes a fee structure consisting of a fixed annual fee in combination with a fee per meeting. The nomination committee proposes to increase the fixed fee to the chair and member of the committee with approximately 4% together with a fee per meeting of NOK 8 300 for the period from the annual general meeting in 2025 to the annual meeting in 2026.

Position	Proposed fees 2025 - 2026 (NOK)	Fees 2024 - 2025 (NOK)
Chair of the nomination committee	59 000	57 000
Nomination committee chair, fee per meeting	8 300	
Member of the nomination committee	48 000	46 000
Nomination committee member, fee per meeting	8 300	

As per normal practice of Aker companies, senior executives do generally not receive directors' fees from other companies within Aker. The fees are in such cases paid directly to the company of which the relevant director is an employee. Consequently, the fee for the period from the annual general meeting in 2025 until the annual general meeting in 2026 applicable to Øyvind Eriksen and Svein Oskar Stoknes will be paid to Aker ASA. Directors' fees accruing to Doris Reiter, Niamh Staunton and Kate Thomson (all senior BP executives) and nomination committee fee accruing to Donna Riley (senior BP executive) have been waived.

Oslo, 26 March 2026

On behalf of the nomination committee of Aker BP ASA

Svein Oskar Stoknes
Chair of the committee