

Nomination Committee Charter for Solar Group

This charter is available in both Danish and English. In the event of any inconsistencies between the two versions, the Danish version shall prevail.

1. Introduction

- 1.1 Solar's Board of Directors has decided to establish a Nomination Committee with participation of the Fund of 20th December ("the Fund") and three persons representing the company's Board of Directors. This means that the Nomination Committee is not a board committee like the other committees established by the Board of Directors. The committee does not prepare decisions that the Board of Directors is to make. The committee is a supplement to the Fund's and the Board of Directors' work with the composition of the board.
- 1.2 The committee's charter is determined by the Board of Directors of Solar A/S and may be changed when requested by the Board of Directors, the committee, or the Chair of the committee.

2. Duties of the Nomination Committee

- 2.1 It is the committee's duty to assess the need for changes to the composition of the Board of Directors, including making sure that the company's Board of Directors is composed of persons with the necessary professional qualifications, competences and experience.

If gender balance in the Board of Directors has not been achieved in accordance with the Danish gender balance legislation, the committee must apply a predetermined and documented selection process for candidates nominated for election to the Board of Directors.

- 2.2 It is the committee's duty in consultation with the Fund to propose candidates for both re-election and new election of board members.
- 2.3 The committee must in consultation with the Fund ensure that at least half of the board members are independent, and the committee must as far as possible point to candidates who together ensure that the diversity policy adopted by the Board of Directors will be met in the long term.

If two or more candidates are deemed equally qualified, priority must be given to the candidate(s) of the underrepresented gender, unless overriding and objectively justified reasons speak against this.

- 2.4 Before starting to search for candidates for a given position, the committee must in consultation with the Fund prepare a written description of the position including the competences and the knowledge needed to fill the position.

At the same time, the committee must establish clear, neutral and unambiguous selection criteria based on professional qualifications, competences and experience. Such criteria must not be changed during the relevant recruitment process.

- 2.5 The committee must by further agreement with the Fund ensure a qualified selection of any external advisors, who are to be made use of in the search for candidates based on qualifications, knowledge and experience.
- 2.6 When nominating candidates, the committee must carry out and document an objective comparative assessment of the candidates' qualifications in relation to the predetermined criteria. The description is sent to the Fund and the company and must be available to the Board of Directors soon enough for the board to process and send it out together with the notice of the company's annual general meeting.
- 2.7 Documentation of the selection criteria, the comparative assessment and any considerations regarding priority treatment must be retained in a secure manner for at least three years in accordance with the Danish gender balance legislation.
- 2.8 On behalf of the Board of Directors, the committee must review and ensure that an adequate succession plan for the Executive Board and top management in the company exists.
- 2.9 If gender balance in the Board of Directors has not been achieved, the committee must ensure that information regarding the selection procedure, the criteria applied and the comparative assessment can be included in the notice convening the company's annual general meeting.
- 2.10 The above provisions apply to the Nomination Committee's work in relation to candidates elected by the general meeting. Separate rules apply to employee-elected members of the Board of Directors in accordance with Danish gender balance legislation.

3. Composition of the committee

- 3.1 The committee must consist of 4 members, of which 1 represents the Fund of 20th December. Unless otherwise agreed by Solar's Board of Directors, the Chair of Solar A/S's Board of Directors will participate.
- 3.2 The person representing the Fund of 20th December will be appointed Chair of the Nomination Committee unless otherwise unanimously agreed among the members of the committee.

4. Frequency, notice and holding of meetings

- 4.1 Nomination Committee meetings are held as often as the Chair or a majority of the committee deems it necessary. However, at least one meeting is to be held each year immediately after the Board of Directors' annual evaluation has taken place. The Chair will call the meetings at minimum one (1) weeks' notice and should aim to hold the meeting at a time when all members can participate if possible.

- 4.2 The Chair will prepare an agenda, which is sent out together with the notice of the meeting.
- 4.3 The Chair of the Nomination Committee will chair the meetings.

5. Nomination of candidates

- 5.1 The Nomination Committee may meet when more than half of the members, including the Chair, are present.
- 5.2 The committee does not have any decision-making competences. The Fund of 20th December is always free to vote for their own candidates at the company's annual general meeting.

6. The committee's access to resources and materials

- 6.1 The members of the committee will not receive remuneration.
- 6.2 If agreed with the Fund and the Board of Directors, the committee can seek external assistance to search for or assess candidates. The company will cover the expenses for this. The company will also make premises and other facilities available for committee meetings.
- 6.3 Immediately after the Board of Directors' annual self-evaluation has been discussed at a board meeting, the committee is to receive the part of the evaluation that relates to the board's competences.

Presented and approved at the Board of Directors' meeting on 6 May 2026.

The Board of Directors

Michael T. Andersen Jesper Dalsgaard
(Chair) (Vice Chair)

Peter Bang Louise Knauer Baroudy Katrine Borum Morten Chrono

Ulrich Liedtke Ulf Gregers Jensen Rune Jesper Nielsen Mads Thorsen