

## **Proposals from the Nomination Committee in Nykode Therapeutics ASA to the Annual General Meeting (the “AGM”) to be held on May 13, 2026**

The Nomination Committee of Nykode Therapeutics ASA (“Nykode” or the “Company”) is comprised of Tom Pike (chair), Lars Erik Larsson and Jan Fikkan.

The Nomination Committee has performed its work in accordance with the Instructions for the Nomination Committee latest updated and approved by the Annual General Meeting of Nykode on May 12, 2022, including contact with relevant shareholders, members of the board of directors and the executive management of the Company.

### **Board of Directors**

The current Board of Directors was established upon the election of the two new board members, Dr. Barbara Krebs-Pohl as new Chairperson of the Board and Dr. John Beadle as new board member, at the Extraordinary General Meeting in the Company 21 January 2026. Thus, the current Board of Directors has been in operation for approximately three months, and one board meeting has been conducted in this period. To secure continuity the Nomination Committee proposes that the existing Board of Directors is continued, which is also in line with feedback from relevant stakeholders.

Mr. Christian Åbyholm is up for re-election at the upcoming annual general meeting, and thus the Nomination Committee proposes that Christian Åbyholm is re-elected. Åbyholm has confirmed that he is willing to accept the re-appointment if elected.

Following the re-election of Mr. Åbyholm the Board of Directors will continue to comprise the following persons:

Barbara Krebs-Pohl (Chairperson)  
John Beadle  
Susanne Stuffers  
Christian Åbyholm  
Trygve Lauvdal

### **Remuneration of the Board of Directors:**

The Nomination Committee proposes continuing the board members’ cash remuneration as approved at the time of their election.

Thus, the Nomination Committee proposes the following remuneration for the period to the Annual General Meeting 2027:

Annual cash compensation:

Barbara Krebs-Pohl	EUR 50,000
John Beadle	EUR 30,000
Susanne Stuffers	NOK 350,000
Christian Åbyholm	NOK 250,000
Trygve Lauvdal	NOK 250,000

The Nomination Committee proposes the following additional annual cash compensation for work in committees:

**Audit Committee:**

Chairperson	NOK 60,000
Member	NOK 30,000

**Research and Development Committee:**

Chairperson	NOK 90,000
Member	NOK 45,000

**Re-election of members of the Nomination Committee:**

As per the Instructions for the Nomination Committee, members are elected for two years at a time, unless otherwise has been resolved by the general meeting. Lars Erik Larsson and Jan Fikkan were elected at the Annual General Meeting in 2024 and have been elected until the Annual General Meeting in 2026. Tom Pike (chair) was elected at the Annual General Meeting in 2025 and has been elected until the Annual General Meeting in 2027. The Nomination Committee proposes that Jan Fikkan and Lars Erik Larsson are re-elected as members of the Nomination Committee.

Jan Fikkan and Lars Erik Larsson have accepted the nomination for re-election.

Following the re-election, the Nomination Committee will continue to comprise the following persons:

Tom Pike (Chairperson)  
Lars Erik Larsson (Member)  
Jan Fikkan (Member)

The suggested composition of the Nomination Committee is independent of the Company's Board of Directors and the executive personnel.

**Remuneration of the Nomination Committee:**

The Nomination Committee proposes the following compensation to its members for the period to the Annual General Meeting in 2027:

Chairperson	NOK 70,000
Member	NOK 40,000

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The proposals from the Nomination Committee are unanimous.  
Oslo, April 14, 2026

Tom Pike (Chair)