



# Remuneration & Nomination Committee Charter

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March 2022





## **1. Background**

- 1.1 GreenMobility is subject to the disclosure of remuneration and nomination policy and reporting requirements under the Shareholder Rights Directive II of 2017.

## **2. Purpose**

- 2.1 The Board of Directors of GreenMobility has established a Remuneration and Nomination Committee to assist the Board with tasks related to remuneration, nomination and evaluation of Board members.
- 2.2 The Remuneration and Nomination Committee consists of 2 members elected from among the members of the Board, one of whom serves as Chairman. The remuneration of the Committees shall be determined by the Board of Directors in accordance with the Policy.
- 2.3 The Committee aims to ensure that GreenMobility has a remuneration and nomination policy that supports the company's strategy and value creation.
- 2.4 The Committee shall meet whenever deemed necessary in relation to the needs of GreenMobility and at least once a year.

## **3. Assignments**

- 3.1 Assist in the preparation and updating of the company's remuneration policy for the Executive Board and the Board of Directors in accordance with Sections 139 and 139a of the Companies Act
- 3.2 Ensure that remuneration is in line with the policy
- 3.3 Annually review the remuneration of the Executive Board and the Board of Directors and make recommendations to the Board of Directors on remuneration
- 3.4 Implement and agree on behalf of the Board of Directors customary adjustments to the remuneration and employment conditions of the Executive Board
- 3.5 Assist in the preparation of the annual remuneration report in accordance with Article 139b of the Companies Act
- 3.6 Annually assess and recommend to the Board the terms of reference of the Remuneration Committee
- 3.7 Describe the qualifications, knowledge and experience required in the Board of Directors and the Executive Board
- 3.8 Annually assess the structure, size, composition and performance of the Board of Directors and the Executive Board

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This Remuneration & Nomination Committee Charter has been adopted by the Board of Directors of the Company in March 2022.