

THE NOMINATION COMMITTEE'S RECOMMENDATIONS TO THE ANNUAL GENERAL MEETING OF GENTIAN DIAGNOSTICS ASA ON 5 MAY 2026

Reference is made to the notice of the annual general meeting of Gentian Diagnostics ASA to be held on 5 May 2026, and items 9 to 12 regarding election of members to governing bodies and remuneration of these. All the recommendations have been unanimously resolved by the nomination committee.

The nomination committee's recommendation to the annual general meeting in 2026 includes recommendations on candidates for election to the board of directors and the nomination committee, and remuneration of the members of the company's governing bodies.

The nomination committee

The nomination committee of Gentian Diagnostics ASA is elected by the general meeting. The members of the committee are elected for a term of one year unless the general meeting decides otherwise, cf. article 6 of the articles of association.

The current members of the nomination committee consist of Andreas Berdal Lorentzen (chair), and Haakon Sæter. All the nomination committee members are independent of the board and management.

The work of the nomination committee

The nomination committee shall make recommendations to the general meeting regarding members of the board of directors and members of the nomination committee, as well as remuneration to these members. In accordance with the company's articles of association, members of the board of directors and members of the nomination committee are elected by the general meeting for one year at the time, unless otherwise determined by the general meeting.

The nomination committee has had discussions with most of the company's largest shareholders, current board members, and representatives from the management of the company. All shareholders are, however, encouraged to provide considerations to the nomination committee at any time.

When recommending the remuneration to the members of the company's governing bodies, the nomination committee considers the competitive position of the company in the market for qualified shareholder elected candidates. The nomination committee also notes that for the board of directors there is no separate remuneration for participation to sub-committees of the board.

Election of board members

The current members of the board of directors have been elected for the period up to the annual general meeting in 2026 and are therefore up for election. The nomination committee has been informed by board member Kari E Krogstad that she is not seeking re-election. Berhard Risse is proposed as new board member.

The nomination committee has evaluated the number of board members and their backgrounds and concluded that the board of Gentian Diagnostics ASA represents a broad set of skills and backgrounds and that the board members have complementary competence and experience. The nomination committee has also evaluated the size of the board and concluded that the current number of members are in line with other companies of similar size and complexity.

The nomination committee believes that the distribution of expertise within the board and the capacity necessary for carrying out the tasks of the board, including representation in sub-committees of the board which focuses financial matters, and remuneration of the executive management and key personnel will be well covered. The proposed candidates represent expertise in the areas of finance, product development, R&D, and international business, and the committee believes their experience cover a wide set of competencies within the board.

All recommendations are for the period up to the general meeting in 2027. Provided that the proposed candidates are elected, the composition of the board would be as follows:

- a. Hilja Ibert, non-executive, independent chairperson (re-election)
- b. Kjersti Grimsrud, non-executive, independent board member (re-election)
- c. Runar Vatne, non-executive board member, (re-election)
- d. Christian Åbyholm, non-executive board member (re-election)
- e. Berhard Risse, non-executive, independent board member (new election)

A presentation of the current and proposed members of the board of directors is enclosed in Appendix a to this recommendation.

Election of members to the nomination committee

The current members of the nomination committee have been elected for the period up to the annual general meeting in 2026 and are therefore up for election.

The nomination committee recommends that the current committee chair Andreas Berdal Lorentzen is re-elected as the chair of the nomination committee. Furthermore, the nomination committee recommends that Haakon Sæter is re-elected as member of the nomination committee.

All recommendations are for the period up to the general meeting in 2027. Provided that the proposed candidates are elected, the composition of the nomination committee would be as follows:

1. Andreas Berdal Lorentzen (chair)
2. Haakon Sæter

Remuneration to the members of the board of directors

The Company's nomination committee proposes that the annual general meeting resolves to grant the board of directors with the following remuneration for the period between the annual general meeting in 2026 and the annual general meeting in 2027:

- The remuneration to the chair of the board of directors shall be NOK 400,000 per year.
- The remuneration to the other members of the board of directors shall be NOK 200,000 per year.

Remuneration to the members of the nomination committee

The Company's nomination committee proposes that the annual general meeting resolves to grant the nomination committee with the following remuneration for the period between the annual general meetings in 2026 and 2027:

- The remuneration to the chair of the nomination committee shall be NOK 35,000
- The remuneration to the other members of the nomination committee shall be NOK 20,000

Moss, 13 April 2026

The nomination committee of Gentian Diagnostics ASA

Appendix a: Presentation of the current and proposed members of the board of directors

Chairperson, Hilja Ibert (born 1960), independent director, Hilja Ibert has 25+ years of experience from the international diagnostic industry, including VP International Diagnostic Solutions at Hologic and senior positions within Becton Dickinson and bioMerieux. She was previously the CEO for miDiagnostics in Belgium and CEO of Gentian Diagnostics ASA from 2018 to 2024. She is currently a board member in Gradientech, VitaDx and Elypta. Dr. Ibert holds a PhD degree in Nutrition Science from the University of Bonn, Germany.

Christian Åbyholm (born 1972), is a partner in Kvantia AS where he joined in 2007. Prior to joining Kvantia AS, Christian worked as Head of Department within Mergers and Acquisitions in Norsk Hydro and as Senior Vice President in business development in Aker RGI. Christian has also worked in London as an Associate in Equity Research in Morgan Stanley where he was part of the number one European Paper and Packaging team ranked by Institutional Investor. Prior to that, Christian worked as an Analyst in Merrill Lynch's Investment Banking division.

Mr. Åbyholm is a CFA charter holder and has an MBA from IMD and a Siviløkonom degree from Norwegian School of Economics and Business Administration. In addition, Christian has completed first two years of law school at University of Oslo.

Caaby AS, a wholly owned company by Mr. Åbyholm owns 173,500 shares in the company. Kvantia AS and its subsidiaries (Victoria India Fund AS and Obligasjon 2 AS) own 1,992,208 shares in the company. In addition, Christian Åbyholm is Chairman in INSR ASA and Norda ASA, which both own 614,215 shares in the company. The combined shareholding corresponds to 22% of the outstanding shares in Gentian Diagnostics ASA.

Runar Vatne (born 1974) is the principal and owner of Vatne Capital, a family office investing in financial assets and real estate. He has extensive experience from the real estate sector, primarily from Søylen Eiendom, a leading Oslo based real estate company which he co-founded in 2004. Prior to Søylen Eiendom, Mr. Vatne was a Partner and stockbroker in Pareto Securities. Mr. Vatne served as board member of Gentian Diagnostics ASA from November 2019 to May 2022.

Mr. Vatne and companies controlled by him currently own 15.12% of the outstanding shares in Gentian Diagnostics ASA.

Kjersti Grimsrud (born 1961), independent director, is currently President and COO of Infusion care at Convatec plc, where she has spent more than 5 years. She has over 30 years' experience in MedTech and IVD companies with roles in science, operations, and commercial in Axis-Shield ASA, and Alere Inc./Abbott, where she last held the position of VP Commercial EME (Europe Middle East) and International (APAC). Ms. Grimsrud served as a board member of Biotec Pharmacon ASA (now ArcticZymes Technologies ASA) from 2011 to 2015. Ms. Grimsrud holds a master's degree in biotechnology from the Norwegian University of Science and Technology in Trondheim.

Bernhard Risse (born 1962) is an independent director with 30 years of experience in research and development in the international diagnostics industry. He began his career as a postdoctoral researcher at Roche Diagnostics in Switzerland and concluded it at Roche as global Network Lead Core Lab Development R&D and R&D Center Manager in Penzberg, Germany. In this role, he was responsible for product development and maintenance for the Core Lab business of Roche Diagnostics. His particular focus at Roche was on developing new solutions for routine diagnostics. Mr. Risse holds a PhD in physical biochemistry from the University of Regensburg.