

## **ARTICLES OF ASSOCIATION FOR KONGSBERG GRUPPEN ASA**

*Most recently revised in light of resolution at the Annual General Meeting on 6 May 2021*

- §1 The name of the Company is Kongsberg Gruppen ASA. The Company is a public company.
- §2 The Company's registered office is in Kongsberg (Norway).
- §3 The object of Kongsberg Gruppen ASA is to engage in technological and industrial activities in the maritime, defence and related areas. The Company may participate in and own other companies.
- §4 The Company's share capital is NOK 223 541 807,50, divided among 178 833 446 shares with a nominal value of NOK 1.25. The Company's shares shall be registered in the Norwegian Registry of Securities.
- §5 The Board shall have from five to eight members (Directors). Up to five Directors and up to two Deputy Directors shall be elected by the Annual General Meeting. According to regulations laid down pursuant to the provisions of the Norwegian Companies Act regarding employee representation on the Board of Directors in public limited companies, three Directors and their Deputies shall be elected directly by and from among the employees.
- §6 The Chair of the Board has the power to sign for the Company alone, or the Deputy Chair and another Director may sign jointly for the Company.
- §7 General Meetings will be held in Kongsberg or in Oslo and shall be convened in writing with at least 21 days' notice.

Documents that apply to items on the agenda for the General Meeting need not be sent to the shareholders if the documents are made available to the shareholders on the Company's website. This also applies to documents which are required by law to be included in or attached to the notification of the General Meeting. A shareholder can nevertheless ask to receive documents that apply to items on the agenda at the General Meeting.

- §8 The Annual General Meeting shall:
1. Adopt the Financial Statements and the Directors' Report, including the payment of dividends.
  2. Discuss other matter which, pursuant to legislation or the Articles of Association, are the province of the General Meeting.
  3. Elect the shareholders' representatives and their deputies to the corporate Board of Directors.
  4. Elect the members of the Nominating Committee.
  5. Elect one or more auditors, based on nominations made by the General Meeting.
  6. Stipulate the Board's compensation and approve compensation to the Auditor.
  7. Deal with the Board's declaration regarding the stipulation of salary and other compensation to key management personnel.

The convening letter shall state that shareholders who would like to participate in the General Meeting are to sign up by a deadline specified in the convening letter. The deadline shall expire no more than five days prior to the General Meeting.

The General Meeting shall be chaired by the Chair of the Board or, in his/her absence, by the Deputy Chair. In the absence of both, the General Meeting shall elect a moderator.

- §9 The Nominating Committee shall consist of three or four members who shall be shareholders or representatives of the shareholders. The members of the Nominating Committee, including the Chair, shall be elected by the General Meeting. The term of office for members of the Nominating Committee is two years. If the Chair of the Nominating Committee resigns his Commission in an election period, the Nominating Committee can choose the new Chair among the members of the Nominating Committee with the function of time for the remaining part of the new Chair's period. The Nominating Committee shall present to the General Meeting its recommendations for the election of, and remuneration to, the Directors and Deputy Directors on the Board and the Nominating Committee. The General Meeting sets out instructions for the Nominating Committee.