

Recommendation on appointment of a new external auditor

Kongsberg Gruppen ASA (the "**Company**") is a company of public interest and is therefore subject to the audit regulation, which contains rules on auditor changes and firm rotation. The Company's current independent auditor, Ernst & Young AS, has been the Company's auditor since 1985. In line with the firm-rotation rules for companies of public interest, the Company must conduct a tender and change auditor no later than with effect for the financial year 2027. Pursuant to Articles 16 of EU Regulation no. 537/2014, the Company's audit committee, supported by the board of directors, shall provide a recommendation to the Company's general meeting on the election of an auditor. The recommendation shall identify at least two candidates for the appointment and give a reasoned recommendation in favour of one of the auditors.

Tender invitations were sent to reputable audit firms. A thorough evaluation process of the received proposals was carried out, including oral presentations from all three firms and subsequent reference checks with the two preferred firms. All proposals were evaluated against predefined criteria that were non-discriminatory and transparent, and included the following:

- **Criteria # 1 - Competence:** This included assessments of, among other things, the composition of the audit team, accounting and tax expertise, sustainability expertise, how the audit firms demonstrate understanding of KONGSBERG's business and industry, and which companies the audit team has experience with.
- **Criteria # 2 – Capacity:** This included assessments of, among other things, how the audit firms demonstrated that KONGSBERG would be a prioritized client, availability, capacity and flexibility.
- **Criteria # 3 – Audit execution:** This included assessments of, among other things, the audit plan and focus areas, audit strategy, reporting and communication plan to management, audit quality, and the use of data systems and other efficiency tools to perform the work.
- **Criteria # 4 – Price:** This included a comparison of fees for the statutory audit, sustainability assurance and other additional services.

Following the evaluation, PwC and KPMG were assessed as the preferred candidates. Both proposals scored highly against the predefined criteria and both firms were considered capable of delivering audit services to KONGSBERG that are efficient and of high quality. The choice between the two candidates was very close, but based on an overall assessment, including evaluation against the predefined criteria, impressions from the presentations held, and experience with and knowledge of KONGSBERG, the Audit and Sustainability Committee resolved to nominate PwC as candidate no. 1 and KPMG as candidate no. 2 as auditor for the Company, with effect for the audit of the financial year commencing 1 January 2027.

In accordance with Article 16(2) of the abovementioned EU Regulation, the Audit and Sustainability Committee confirms that the tender process has complied with applicable requirements under EU regulations and Norwegian law. Furthermore, the Committee confirms that the recommendations have not been influenced by any third party and that no contractual arrangements have been entered into between KONGSBERG and any third party that would restrict the general meeting's resolutions to elect a new auditor.

**17 December 2025, Kongsberg,
Morten Henriksen**