

## NetApp Iceland ehf. Remuneration policy/ NetApp Iceland ehf. Starfskjarastefna

FY2022

### 1) Objective and purpose / Markmið og tilgangur

The remuneration policy is published in accordance with art. 54 a of Act no. 138/1994 on Private Limited Liability Companies and is based on the Icelandic Corporate Governance Guidelines. / Starfskjarastefnan er sett á grundvelli 54. gr. a laga nr. 138/1994 um einkahlutafélög og byggir á leiðbeiningum um stjórnarhætti fyrirtækja.

The remuneration policy's objective and purpose is as follows. / *Markmið og tilgangur starfskjarastefnunnar er sem hér segir.*

- The importance of offering competitive remuneration to be able to hire the best Directors, managers and staff. / *Mikilvægi þess að bjóða upp á samkeppnishæf laun svo félagið geti ráðið inn framúrskarandi stjórnendur og starfsfólk.*
- Wages of Directors and Managers shall reflect their responsibility, expertise, experience and the time required for them to execute their duties. / *Laun stjórnarmanna skuli endurspeгла ábyrgð þeirra, sérþekkingu, reynslu og þann tíma sem þarf í stjórnunarstörfum.*

### 2) Board of Directors / Stjórnarmenn

Members of the Board of Directors receive no additional payment in accordance with the decision of the Annual General Meeting of the Company. / *Stjórnarmenn fá enga aukagreiðslu samkvæmt ákvörðun aðalfundar félagsins.*

Directors shall not enjoy shares, options to buy or sell, stock options and other types of payments linked to shares in the Iceland Company, see clause 5 para. 2, art. 54. a of Act no. 138/1994 on Private Limited Liability Companies. / *Stjórnarmenn skulu ekki njóta hlutabréfa, kaupréttar eða söluréttar, kaupréttar eða annars konar greiðslna sem tengjast hlutum í félaginu, sbr. 5. mgr. 2, gr. 54. a laga nr. 138/1994 um einkahlutafélög.*

### 4) Managers / Framkvæmdastjórn

Board of Directors determines Managers' wages and terms of employment, taking into account their performance, experience, the Company's profit. / *Stjórn félagsins ákveður laun og starfskjör stjórnenda að teknu tilliti til frammistöðu þeirra, reynslu, hagnaðar félagsins.*

Total remuneration for Managers shall be comprised of a fixed annual salary and performance-linked payments, see para. 1, art. 54 of Act no. 138/1994 on Private Limited Liability Companies. / *Heildarlaun stjórnenda skulu samanstanda af föstum árslaunum og árangurstengdum greiðslum, sbr. 1, gr. 54. gr. laga nr. 138/1994 um einkahlutafélög.*

### 5) Approval of the remuneration policy etc. / Samþykkt starfskjarastefnu o.fl.

The remuneration policy is binding for the Company's Board of Directors. / *Starfskjarastefnan er bindandi fyrir félagsstjórn.*

The Company's Board of Directors shall publish the remuneration policy in connection with the Company's Annual General Meeting of Shareholders. / *Félagsstjórn skal birta starfskjarastefnuna í tengslum við aðalfund félagsins.*

The remuneration policy shall be reviewed annually and approved at the Company's Annual Meeting of General Shareholders, with or without amendments. / *Starfskjarastefna félagsins skal endurskoðuð árlega og lögð fyrir aðalfund til samþykktar, með eða án breytinga.*

The remuneration policy shall be published on the Company's website. / *Starfskjarastefnan skal birt á heimasíðu félagsins.*

*Date of agreement 02.11.2022 / Þannig samþykkt 02.11.2022*