

## Appendix 4

### Supplementary information to the notice of Telenor ASA's Annual General Meeting on 27 May 2021: Recommendation from the Nomination Committee regarding item 13

#### 1. Recommendation from the Nomination Committee of Telenor ASA on the remuneration to the members elected by the shareholders to the Corporate Assembly and the Nomination Committee of Telenor ASA

Pursuant to Telenor ASA's Articles of Association section 9, Telenor ASA shall have a Nomination Committee. One of the Nomination Committee's tasks is to recommend to the Annual General Meeting the remuneration to the members and the deputy members of the Corporate Assembly and to the members of the Nomination Committee.

The remuneration to the members and deputy members of the Corporate Assembly and the members of the Nomination Committee was last adjusted by the Annual General Meeting on 7 May 2019. There was no adjustment in 2020.

#### 2. Determination of remuneration to the Corporate Assembly of Telenor ASA

The Nomination Committee has, in its assessment of remuneration, among other things, considered the workload and responsibilities associated with the position as a member of the Corporate Assembly. Based on an overall assessment of relevant elements, the committee proposes to adjust the remuneration in line with general wage growth in Norway.

#### 3. Determination of remuneration to the Nomination Committee of Telenor ASA

The Nomination Committee has, in its assessment of remuneration, among other things, considered the workload and responsibilities associated with the position as a member of the Nomination Committee. Based on an overall assessment of relevant elements, the committee proposes to adjust the remuneration in line with general wage growth in Norway.

#### 4. Proposal for resolution

"The Annual General Meeting resolved the remuneration for the Corporate Assembly effective from 27 May 2021, as follows (NOK):

	Present remuneration 2020 (NOK)	Remuneration 2021 (NOK)	%
Chair	106,000*	109,300*	3.11
Deputy Chair	47,200*	48,700*	3.18
Member	36,800*	38,000*	3.26
Deputy Member	7,600**	7,800**	2.63

\* Per year

\*\* Per meeting»

"The Annual General Meeting resolved the remuneration for Nomination Committee effective from 27 May 2021, as follows (NOK):

	Present remuneration 2020 (NOK)	Remuneration 2021 (NOK)	%
Chair	8,200**	8,450**	3.05
Member	6,200**	6,400**	3.23

\* Per year

\*\* Per meeting»