

## RECOMMENDATION FROM THE NOMINATION COMMITTEE TO THE GENERAL MEETING – 20 MAY 2016

### 1. Introduction

The Nomination Committee consists of the following members:

Ragnhild Wiborg (independent)  
Jon Chr. Syvertsen (Spencer)  
Kjetil Erikstad (Chairman - independent)

The Nomination Committee has acted according to the instructions decided by the General Meeting (GM). Several meetings and discussions have been conducted by mail and phone. The Committee has carried out discussions with the largest share holders in the company, the Chairman of the Board and the Executive Management.

### 2. Nomination of the Board of Directors

The Board of directors in Spectrum ASA consists of the following members:

Glen Ole Rødland (Corona Maritime Holding AS – Chairman of the Board)	2015-2017
Ingrid Leisner (independent)	2015-2017
Maria Tallaksen (Altor Equity Partners)	2015-2017
Linda Rudolfsen Myklebust (independent)	2014-2016
Pål Stampe (Altor Equity Partners)	2015-2016

Gunnar Hvammen has left the board during the period.

The Nomination Committee recommends the GM to approve the following nominations:

Pål Stampe (Altor Equity Partners – Chairman of the board)	2016-2018
Linda Rudolfsen Myklebust (independent)	2016-2018
Glen Ole Rødland (Corona Maritime Holding AS)	2015-2017
Ingrid Leisner (independent)	2015-2017
Maria Tallaksen (Altor Equity Partners)	2015-2017
Jogeir Romestrand (independent) - New candidate	2016-2018

#### CV Resume Jogeir Romestrand (Norwegian - born 1961)

Has 30 years experience in oilservice/ seismic industry.

Operates his own investment company Rome As since 2009.

2009 – Present

Rome As

*Je*      *K.S.*      *Re*

1985 – 2009 ODIM ASA - Several positions in the company and the last 7 years as CEO/President. Took the company public in 2005 and sold to Rolls Royce in 2009.

Other board positions:

2009 – 2012	Board member of Polarcus (Dubai – public at OSE)
2011 – Present	Founder and Chairman / Board member of Impact Engineering As and Impact Solutions As
2011 – Present	Chairman of Neptune Offshore As and Neptune Seismic As
2013 – Present	Board member of North Energy
2013 – 2016	Board member of Eco Stim Energy Solutions Inc. Public at Nasdaq. Continue as observer to the board
2015 – Present	Board member of Novela As

### 3. Evaluation of the Board

There has not been conducted any board evaluation during the last period. The Nomination Committee recommends the Board to prepare for and implement a board evaluation during Q3 2016, in accordance with the recommendation from NUES (Norsk utvalg for eierstyring og selskapsledelse).

### 4. Compensation for the directors of the company Board

The Nomination Committee recommends that the GM make the following decision regarding compensation of the directors of the Board for the period of 2015 – 2016:

#### Board Directorships

Chairman	NOK 450 000
Shareholder-elected directors	NOK 300 000

#### Audit Committee

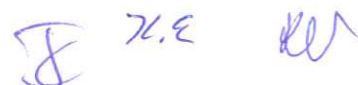
Chairman ½ of the fee for shareholder-elected Board Members, corresponding to NOK 150 000.

Member (2 persons) 2/3 of the fee for the Chairman of the Audit Committee, corresponding to NOK 100 000.

#### Compensation Committee

Member of the Compensation Committee (2 persons) a fee of NOK 20 000.

All compensations are unchanged from the General Meeting 2015.



## 5. Nomination Committee

One member of the Nomination Committee is up for election at this GM. The Nomination Committee recommends reelection of Jon Chr. Syvertsen (Spencer).

The Nomination Committee recommends Ragnhild Wiborg as new Chairman of the committee.

Ragnhild Wiborg, Chairman (independent)	2015-2017
Kjetil Erikstad (independent)	2015-2017
Jon Chr. Syvertsen (Spencer)	2016-2018

## 6. Compensation for members of the Nomination Committee

It is recommended that the members of the Nomination Committee will be compensated (unchanged) for the period of 2015 - 2016 as follows:

Chairman	NOK 45.000
Member	NOK 30.000

The compensation is unchanged from the General Meeting 2015.

Oslo, 21. April 2016

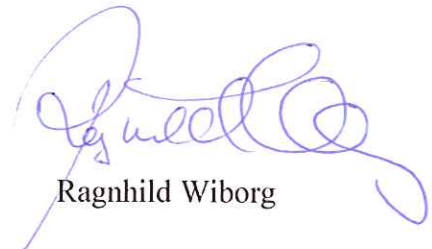
The Nomination Committee



Kjetil Erikstad (Chairman)



Jon Chr. Syvertsen



Ragnhild Wiborg