

Corporate governance

Corporate governance at the Moelven Group is based on the current Norwegian recommendation for corporate governance of August 28.2025. The recommendation is available in its entirety at www.nues.no

The list below gives references to where the points required by section 2-9 of the Norwegian Accounting Act may be found.

Requirements in accordance with section 2-9(2) of the Norwegian Accounting Act	Reference to Report on corporate governance at Moelven
1. A statement of the recommendation and regulations on corporate governance that the company is comprised of or otherwise chooses to follow.	Introduction to the report Point 1 Report on corporate governance
2. Information about where the recommendations and regulations mentioned in No. 1 are publicly available.	Point 1 Report on corporate governance.
3. Reasons for any deviations from the recommendations and regulations mentioned in No. 1.	There are three deviations from the recommendations. This is described in 8, 9 and 14.
4. A description of the main elements in the company's, and for accountants who prepare consolidated accounts also the Group's, systems for internal control and risk management connected to the accounts reporting process.	Point 10 Risk management and internal control.
5. Clauses in the articles of association that wholly or partly extend or deviate from the provisions of chapter 5 of the Public Limited Company Act.	No such clauses exist. The articles of association are published on www.moelven.com and are also included in the notice of the annual general meeting as an attachment.
6. Composition of the board, Corporate Assembly, supervisory council and audit committee, any working groups for these bodies, as well as a description of the main elements of prevailing instructions and guidelines for the work of these bodies and any working groups.	Section 8 Board of Directors, composition and independence. Point 9 The work of the board.
7. Clauses that regulate the appointment and replacement of board members.	Section 8 Board of Directors, composition and independence.
8. Clauses and authorities that enable the board to decide that the company shall buy back or issue own shares or capital certificates.	Point 3 Share capital and dividends.
9. A description of the company's guidelines for gender equality and diversity with regard to gender and other factors such as age, disabilities and educational and professional background for the composition of boards, management and control bodies and their possible subcommittees. Goals for the guidelines, how they have been implemented and their effect during the reporting period must be stated. If the enterprise does not have such guidelines, this must be justified.	Point 2 Activities

1. Report on corporate governance

The Board of Directors shall ensure that the company has good corporate governance.

In its report or in a document referred to in its report, the Board of Directors must provide an overall account of the company's corporate governance. The account must include each individual item in the recommendation.

If the recommendation is not followed, deviations must be justified, and it must be explained how the company has acted.

The recommendation is followed in its entirety, with the following statement:

In accordance with the Public Limited Company Act it is the board of the company that is responsible for ensuring the proper organisation of the business and administration of the company. Moelven has a number of independent legal entities that are organised as limited companies in several countries. In accordance with company law in the respective countries, the boards of these companies have a corresponding responsibility for the individual entity as the board of directors has for the parent company and the Group as a whole. The Group's activities are based on Scandinavian values. The fundamental values "We take advantage of our opportunities, we deliver and we take responsibility" are firmly supported in corporate culture. They also form the basis for the company's governing documents on corporate social responsibility, ethics, anti-corruption, HSSE, employee relations, etc.

2. Business

The company's articles of association should clearly state the business the company is to conduct.

The Board of Directors should develop clear objectives, strategies and risk profiles for the business, so that the company creates value for shareholders in a sustainable way. In this work, the Board should therefore take into account economic, social and environmental factors.

The Board of Directors should evaluate goals, strategies and risk profile at least annually.

The recommendation is followed in its entirety, with the following statement:

In accordance with the company's articles of association, the company's purpose is fabrication and activities that are associated with this, trade and other financial activities, as well as participation in other companies by means of share subscription and other means. The board emphasises long-term, sustainable development and lays down in the Group's strategic plan that the main focus in future shall be the improvement and further development of existing activities. The Group has passed the critical size that is necessary to assert itself in competition. Quality shall be prioritised ahead of size and is an essential basis for both profitability and further growth. Both solidity and financing are satisfactory and give the necessary room for manoeuvre. The company's activities, objectives, main strategies and risk profile are evaluated annually and are described in detail in the Board's annual report. A corporate policy has been established for how sustainability should be integrated in value creation. This is described in the company's sustainability report. The corporate policy and sustainability report include gender equality and diversity.

3. Share capital and dividends

The Board of Directors should ensure that the company has a capital structure that is adapted to the company's objectives, strategy and risk profile.

The Board of Directors should prepare and publish a clear and predictable dividend policy.

A proposal that the Board of Directors should be authorised to distribute dividends should be justified.

A board authorization to increase the share capital or acquire own shares should apply to a defined purpose. Such a board authorization should not extend beyond the next annual general meeting.

The recommendation is followed in its entirety, with the following statement:

The board's goal is an equity ratio of at least 40 per cent. This is a level that in the opinion of the board is appropriate in light of the economic fluctuations that have been seen in recent years. The board has adopted a dividend policy that is in line with the provisions of the shareholders' agreement between the company's two largest owners, who together represent 99.7 per cent of all shares. Given that considerations of the company's overall capital structure, financial position and other sources of capital are satisfactorily safeguarded, the main rule of dividend policy is a cash dividend corresponding to 50 per cent of profit after tax, although a minimum of NOK 0.40 per share. The excess share of the result after distributed dividends is retained in the company to invest in and develop the company's operations within the limits set by the Board through strategy plans and budgets. Information on company capital and dividends is stated in the company's annual report and annual accounts. The board is not authorised to perform capital increases or buy own shares.

4. Equal treatment of shareholders

If existing shareholders' preferential rights in the event of capital increases are waived, this should be justified. If the Board of Directors approves the share capital increase with the waiver of preferential rights on the basis of authorisation, the rationale should be published in a stock exchange announcement in connection with the share capital increase.

The company's transactions in own shares should be carried out on the stock exchange or otherwise at a stock exchange price. If there is limited liquidity in the share, the requirement for equal treatment should be ensured in other ways.

The recommendation is followed in its entirety, with the following statement:

The share capital of Moelven Industrier ASA consists of 129,542,384 shares with a face value of NOK 5. The company owns 1,100 of its own shares. The company is not listed on the stock exchange. At year-end, 99.7 per cent of the shares were owned by two shareholders: Glommen Mjøsen Skog SA (66.8 per cent) and Viken Skog SA (32.8 per cent). Most of the remaining 0.3 per cent is owned by private individuals. Shareholder agreements exist between the two largest shareholders, which, among other things, stipulate that the Group shall be operated as an independent entity with a long-term perspective and with continued focus on Scandinavia as the main market. The agreements also contain clauses regarding the composition of the board, dividend policy, strategic focus areas and share transfer.

5. Shares and negotiability

The company should not restrict the right to own, trade or vote for shares in the company.

The company should explain restrictions in the right to own, trade or vote for shares in the company.

The recommendation is followed in its entirety, with the following statement:

The articles of association do not place any form of limitation on trading in the company's shares. The shares may be freely traded to the extent that individual shareholders have not made undertakings to other shareholders. The shareholder's agreements contain clauses regarding first option and tag-along rights. Since the company is not listed and the two largest shareholders together own 99.7 per cent of the shares, there has been little trading in shares.

6. Annual General Meeting

The Board of Directors should enable shareholders to participate in the company's Annual General Meeting. The Board of Directors should ensure that:

- *case documents are sufficiently detailed and accurate for shareholders to decide on all matters to be dealt with*
- *the registration deadline is set as close to the meeting as possible*
- *the Board of Directors and the Chairman of the Nomination Committee can participate in the Annual General Meeting*
- *the Annual General Meeting can elect a chairman of the meeting who is independent*

Shareholders should be able to vote on each individual matter, including voting for individual candidates in elections. Shareholders who cannot be present at the Annual General Meeting should be given the opportunity to vote. The company should prepare a proxy form and appoint a person who can act as a proxy for shareholders.

The recommendation is followed in its entirety, with the following statement:

The notice of the general meeting, the content of the notification and accessibility of documentation follow the requirements set by the Public Limited Company Act and the regulations on general meetings. Facilitation is made for shareholders to participate, and that the general meeting be able to vote for every single candidate to be elected by the shareholders to the Corporate Assembly. The employees of the Group hold their own election of employee representatives on the Corporate Assembly. The chairman of the board, the chairman of the Corporate Assembly and the auditor attend the general meeting. Traditionally, the chairman of the Corporate Assembly has been elected to chair the general meeting. The procedures for attending and voting by proxy are described in the notification. Since 99.6 per cent of the shares are controlled by the two largest shareholders, there has not been a need to facilitate the election of an independent chair of the annual general meeting or to appoint a person who can vote for the shareholders as a proxy.

7. Nomination Committee

The company should have a nomination committee, and the nomination committee should stipulated in the articles of association. The Annual General Meeting should lay down further guidelines for the nomination committee, elect the chairman and members of the committee and determine the committee's remuneration.

The nomination committee should have contact with shareholders, board members and the general manager in the work to propose candidates for the board.

The nomination committee should be composed such that considerations to the interests of the shareholder community are taken into account. The majority of the nomination committee should be independent of the board and other senior employees. Board members or senior employees of the company should not be members of the nomination committee.

The task of the nomination committee should be to propose candidates to the board of directors and the nomination committee (or the corporate assembly) and remuneration to the members of these bodies.

The Nomination Committee should justify each proposal of candidates.

The company should provide information on who are members of the committee and deadlines for proposing candidates.

The recommendation is followed in its entirety, with the following statement:

Pursuant to the articles of association, the company must have a nomination committee. The nomination committee is elected annually by the Annual General Meeting, and shall consist of up to five representatives from the shareholders. The Annual General Meeting also adopts the guidelines for the work of the Nomination Committee. The annual general meeting has adopted guidelines for the nomination committee that regulate the committee's composition and period of service. The members of the nomination committee shall be independent of the company's board of directors and senior executives. The nomination committee keeps the corporate assembly informed of its work on a regular basis. It is thereby considered that sufficient facilitation is in place to allow shareholders to propose candidates to the nominating committee.

The nominating committee submits the following proposals:

- Proposal to the annual general meeting regarding the election of shareholder-elected members and deputy members to the Corporate Assembly and remuneration to the members and deputy members of the Corporate Assembly.
- Proposal to the Corporate Assembly regarding the election of the chairman and deputy of the Corporate Assembly.
- Recommendation to the Corporate Assembly regarding the election of the chairman and deputy of the Board of Directors.
- Proposal to shareholder-elected members of the Corporate Assembly regarding election of shareholder-elected members and deputy members to the Board of Directors.

The proposals must include information about the candidates'

expertise, capacity and impartiality. The guidelines for the nominating committee specify that the governing bodies must be composed based on an overall assessment of the company's need for expertise, capacity and balanced decisions that safeguard the interests of shareholders.

The remuneration committee consists of the nominating committee, complemented by a representative designated by the employee-elected

members of the Corporate Assembly. The remuneration committee submits a proposal to the annual general meeting on determining remuneration for the members of the Corporate Assembly and to the Corporate Assembly on determining remuneration for the Board of Directors. Remuneration to the Board and Corporate Assembly shall not be performance-based.

8. Board of Directors, composition and independence

The Board of Directors should be composed so that it can ensure the interests of the shareholder community and the company's need for expertise, capacity and diversity. It should be taken into account that the board can function well as a collegial body.

The Board should be composed so that it can act independently of special interests. The majority of shareholder-elected members should be independent of senior executives and significant business contacts. At least two of the shareholder-elected members should be independent of the company's main shareholders.

Senior executives should not be members of the board of directors. If senior employees are board members, this should be justified and have consequences for the organisation of the board's work, including the use of board committees to contribute to a more independent preparation of board matters, cf. Chapter 9 of the recommendation.

The Annual General Meeting (or Corporate Assembly) should elect the chairman of the Board of Directors.

Board members should not be elected for more than two years at a time.

In the annual report, the board should provide information on participation in board meetings and on matters that may shed light on the board members' competence. In addition, it should be stated which members are considered independent.

Board members should be encouraged to own shares in the company.

The recommendation is followed in its entirety, with the following statement and exceptions:

Pursuant to the company's articles of association, the company shall have a corporate assembly with 12 members. The General Meeting elects eight members and eight personal alternates for these members. Four members and personal deputies, as well as two additional deputies are elected by the employees.

The company's two largest shareholders, who together control 99.7 percent of the shares, are both represented in the Corporate Assembly. The members of the board of Moelven Industrier ASA are elected by the Corporate Assembly, normally for 2 year at a time. Three Corporate Assembly meetings are held annually. The board has seven members, five of them shareholder-elected and two representatives of the employees. The chair of the board is independent of the company's main shareholders and is appointed by the Corporate Assembly. The deputy chair and one of the other three shareholder-elected board members are connected with the company's main shareholders. The shareholder's agreements include provisions relating to the election of the chair and shareholder-elected board members. The representatives of the employees are independent of the company's general management. No senior executives are members of the board. Two of the five shareholder-elected board members are women. The composition of the board of directors satisfies the requirements for gender representation on the board. For information on gender equality and diversity in the Group, see the Group's sustainability report. Only the employees' representatives receive remuneration from the company other than directors' fees. From experience, non-attendance at board meetings is exceptional.

There has been a deviation from the recommendation on the following issue:

Through the guidelines for the work of the nominating committee, which are described under point 7, the main shareholders are assured good knowledge of the board members' background and general competence. With the existing ownership structure, therefore, no further information is given.

9. The work of the board

The Board of Directors should determine instructions for the Board and for the day-to-day management with particular emphasis on clear internal division of responsibilities and tasks.

The instructions should state how the board and the day-to-day management shall manage agreements with affiliated parties, including whether an independent valuation shall be obtained. In its annual report, the Board of Directors should account for such agreements.

The Board of Directors should ensure that board members and senior executives familiarise the company with significant interests they may have in matters to be considered by the Board.

In order to ensure a more independent consideration of matters of a significant nature where the chairman himself is or has been actively engaged, another board member should lead the discussion.

According to the Public Limited Liability Companies Act, large companies must have an audit committee. The board should not act as the company's audit committee. Smaller companies should consider establishing an audit committee. In addition to the requirements of the Act relating to the composition of the audit committee, etc., the majority of the members of the committee should be independent of the business.

The Board of Directors should also consider a remuneration committee to contribute to thorough and independent consideration of matters relating to remuneration to senior executives. Such a committee should consist of board members who are independent of senior executives.

The Board of Directors should provide information on any use of board committees in the annual report.

The Board of Directors should evaluate its work and expertise annually.

The recommendation is followed in its entirety, with the following statement and exceptions:

The board's administration of the company follows the provisions of the Public Limited Company Act. Instructions have been determined for the board of Moelven Industrier ASA that give guidelines for the board's work. Every meeting reviews the monthly reporting of operational developments, financial data and HSE statistics for the Group. There is also the following schedule of work for every calendar year:

- January: Report for fourth quarter of preceding year. Review and evaluation of Group policies and guidelines, including risk management and internal control.
- March: Annual accounts with notes and annual report for preceding year, and sustainability report.
- April: Report for first quarter, status of investments, risk assessment and internal control, and preparation for ordinary general meeting.
- June: Status reporting and strategic discussions.
- August: Report for first six months, and status of investments, risk assessment and internal control.
- September: Recapitulation of strategic discussions with summary of ongoing strategic discussions throughout the year.
- October: Report for third quarter, status of investments, risk assessment and internal control, and strategy plan as finalized document.
- December: Business plan and budget for the coming year.

Transactions with the owners are performed in some areas of the ordinary activities. Among other things, this relates to purchase of timber, where the Norwegian forest owner cooperatives are suppliers. Of Moelven's total purchasing requirement of between 4 and 5 million m³ measured under bark, just under 50 percent are sourced from the Norwegian forest owner cooperatives that are also shareholders. All transactions are performed in areas where there are observable market prices and the arm's length principle is applied. Where other suppliers can offer better prices or terms, these will be chosen.

Moelven has a long tradition of running its operations in accordance with the laws and ethical guidelines of the industry with the opinion that competition is positive for all parties in industry. In order to ensure that this culture is maintained, ethical guidelines and guidelines for complying with legislation on competition have been devised. Instructions for the Board of Directors and the general manager of Moelven Industrier ASA also state that agreements with shareholders or their close associates with a duration of more than 12 months shall be approved by the Board of Directors. The provision applies to all group companies.

The chair of the board is independent of the company's main shareholders. The board has not addressed issues of a material nature in which the chair is or has been a party. According to the rules of procedure that are reviewed annually, the board members must not participate in the consideration or decision of issues that are of particular importance to themselves or to any related parties that must be considered to have major personal or financial interest in the matter. The same applies to the CEO. By related parties it is also understood companies in which the board member represents ownership interests.

Self-evaluation of the work of the board is performed annually. The board only determines remuneration for the President and CEO. Remuneration for the remainder of management is determined by the President and CEO in line with guidelines adopted by the board. There are no option programmes or share-based payments for senior executives. The task of the board in respect of compensation is therefore limited and no separate compensation committee has been set up in the board. In addition to board members, the CEO, CFO and board secretary normally also attend normal board meetings. Other representatives of the administration, the divisions or auditor attend as needed.

The board has determined instructions for the work of the CEO. The Group Executive Board consists of the CEO and division manager for each division. Group management and the directors of the Group's shared services attend Group management meetings. For more information about governing bodies and Group management, refer to the notes to the annual accounts.

There has been a deviation from the recommendation on the following issue:

The board uses committees as needed. Based on an assessment of risk conditions and the need for control, as well as ownership structure, it has been decided to deviate from the NUES recommendation and allow the complete board function as an audit committee.

10. Risk management and internal control

The Board of Directors must ensure that the company has good internal control and appropriate systems for risk management in relation to the scope and nature of the company's activities.

The Board of Directors should conduct an annual review of the company's most important risk areas and internal control.

The recommendation is followed in its entirety, with the following statement:

All units within the Group have individual, local profit responsibility and operate as independent parts of a coordinated network that is characterised by openness and cooperation. Risk management and internal control are tailored for the organisational model. The local company management and the boards of the individual companies follow up on risk management and internal control in accordance with prevailing laws and regulations, as well as Moelven's risk policy. There are also control functions at divisional level, as well as in individual companies where the nature of the business leads to increased risk of faults, non-compliance or irregularities. The Group has a central Risk Management function that shall be a driving force and facilitator for the use of the risk policy in the Group.

Because of the scope of activities, it has been decided to limit reporting to the board to a focus on group, divisions and competitive arenas, as well as selected key figures and non-compliance reporting by unit. In connection with annual strategy and budget activities, the board reviews the Group's most important risk areas. The status of risk assessment and internal control is reviewed quarterly. If needed, and based on risk assessment, the Group's reporting and control routines are adapted so that identified risks can be satisfactorily covered. In addition to established internal rules and routines, the internal control is largely based on the internal control environment. This environment includes people at all levels of the company. It covers integrity, ethical values, competence, management philosophy, form of operation, organisational structure, distribution of responsibility and authority and personnel policy. The board and management place great emphasis on communicating the established basic position to risk management out in the organisation.

All units close their accounts monthly and report to the parent company on the third working day of the following month. Reporting occurs in accordance with standardised systems and common guidelines so as to ensure consistency and the greatest possible comparability right across all units. The Group's sustainability policy and ethical guidelines also provide guidelines for how consideration for the outside world is integrated in value creation.

An important control measure that follows naturally from the management and organisational model is the monthly benchmark and consolidated data report from the Group to the reporting units. The same monthly report that is sent to the board is also sent back to company management in each individual company. In this way, many are involved in control and follow-up of management and governing data. The reporting cycle supports the feeling of responsibility, not just for the results of one's own unit, but also for the divisions and group as a whole. The board considers that this reporting and control environment gives satisfactory control of the business.

In addition to this document, the Board has reviewed and approved the following governing documents:

- Instructions to the board and general manager of Moelven Industrier ASA
- Moelven's finance policy
- Moelven's dividend policy
- Moelven's risk policy
- Moelven's guidelines for compliance with competition law
- Moelven's insurance and risk strategy - general insurance
- Moelven's sustainability policy
- Moelven's Code of Conduct

11. Remuneration to the board

The remuneration to the board should reflect the board's responsibilities, expertise, time spent and the complexity of the business.

Remuneration to the Board shall not be performance-based. Options should not be issued to board members.

Board members, or companies to which they are affiliated, should not undertake special duties for the company in addition to the directorship. If they nevertheless do, the entire board should be informed. Remuneration for such tasks should be approved by the Board of Directors.

If remuneration has been granted beyond the usual board remuneration, it should be specified in the annual report.

The recommendation is followed in its entirety, with the following statement:

Remuneration to the board is decided annually by the Corporate Assembly. The remuneration to board members is a fixed amount that is determined in advance and is independent of profits. No option or share based remuneration is used and neither are there any other incentive schemes.

For further information about directors' fees and any remuneration other than fees to board members, refer to the notes to the accounts.

12. Salary and other remuneration of senior executives

The guidelines on salary and other remuneration shall be clear and understandable, and contribute to the company's business strategy, long-term interests and financial sustainability.

The scheme for salary and other remuneration should contribute to concurrent interests between shareholders and senior executives, and be simple.

A cap should be placed on performance-dependent remuneration.

The recommendation is followed in its entirety, with the following statement:

The board determines the CEO's salary. There are no option or share based payments. Principles and ceilings have been determined for profits-related payment within the Group. Among other things, it has been determined that agreements of profits-related remuneration shall have a duration of a maximum of one year at a time and that such remuneration shall have an upper ceiling. The board's declaration on management salaries, including guidelines for determining remuneration to senior executives, is presented to the annual general meeting. For further information about remuneration to Group management, refer to the notes to the annual accounts.

13. Information and communication

The Board of Directors should establish guidelines for the company's reporting of financial and other information based on transparency and in respect of the requirement for equal treatment of securities market participants.

The Board of Directors should establish guidelines for the company's contact with shareholders outside the Annual General Meeting.

The recommendation is followed in its entirety, with the following statement:

The board determines the Group's financial calendar annually; this is published in the annual report and on the company's website. The Group's quarterly and annual reports are primarily published on the internet, but are also sent by post on request. The board has established a practice of organising annual owners' meetings so as to create an arena for the exchange of information and discussion between the owners. It has not been found necessary to establish guidelines for these.

14. Company takeover

The Board of Directors should draw up the main principles for how it will act in the event of a takeover bid.

In an offer situation, the board and management should have an independent responsibility to contribute to ensuring that the shareholders are treated equally, and that business is not unnecessarily disrupted. The Board of Directors has a special responsibility to ensure that the shareholders have information and time to be able to decide on the bid.

The Board of Directors should not prevent or impede anyone from making an offer for the company's business or shares.

Agreements with the bidder to limit the company's ability to obtain other offers for the company's shares should only be entered into when it can clearly be justified by the common interest of the company and shareholders. The same applies to compensation agreements to the bidder if the purchase is not completed. Any compensation should be limited to the costs of the bidder in the preparation of the bid.

Agreements between the company and the bidder of significance for the market's assessment of the offer should be made public at the latest at the same time as notification that the offer will be made.

If an offer is made for the company's shares, the company's board of directors should not exploit share issue authorisations or take other measures for the purpose of preventing the execution of the offer, without this being approved by the Annual General Meeting after the offer is known.

If a bid is made for the company's shares, the Board of Directors should issue a statement with a recommendation on whether the shareholders should accept or not. In the board's statement on the offer, it should be stated whether the assessment is unanimous, and otherwise on what basis some board members have made reservations regarding the board's statement. The Board of Directors should obtain a valuation from an independent expert. The valuation should be justified and published no later than at the same time as the board's statement.

Transactions that actually involve divestment of the business should be decided by the Annual General Meeting (or the corporate assembly).

There has been a deviation from the recommendation on the following issue:

The company is not listed and there is a shareholders' agreement between the two largest shareholders, who together own 99.6 per cent of the shares, that regulates the transfer of shares, among other things. No guidelines have therefore been prepared for the board in connection with any takeover bi

15. Auditor

The Board of Directors should ensure that the auditor presents the main features of a plan for carrying out the audit work every year.

The Board of Directors should summon the auditor to meetings where they process the annual accounts. At the meetings, the auditor should review any significant changes in the company's accounting principles, key aspects of the audit, assessment of material accounting estimates and all significant matters where there has been disagreement between the auditor and the administration.

The Board of Directors should review the company's internal control with the auditor at least once a year, as well as weaknesses identified by the auditor and proposed improvements.

The Board of Directors should establish guidelines for the day-to-day management's right to use the auditor for services other than auditing.

The recommendation is followed in its entirety, with the following statement:

The auditor has annual meetings with the board without administration being present. The auditor also participates in board meetings when the annual accounts are discussed. The auditor also presents the audit plan, summaries following interim audits of the subsidiaries and central risk areas and the Group's handling of these.

Remuneration to the auditor, expressed as statutory audit and other services, appears in a separate note to the annual accounts.

Moelv, 16 Mars 2026
Moelven Industrier ASA

Finn Ivar Marum
Chairman of the Board

Katarina Levin

Gudmund Nordtun
Deputy Chair

Wenche Ravlo

Olav Breivik

Anders Engebretsen

Oscar Östlund

Morten Kristiansen
Group CEO