

The Group Executive Board

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PETER A. RUZICKA
President and CEO (b. 1964)

*MBA and degree in Business
Economics, Oslo School of Business
Administration*



President and CEO since 2014. Mr Ruzicka has 30 years of experience in the retail sector. He was Managing Director of Hakon Gruppen AS in 1995–2000 and responsible for establishing ICA in the Baltics in the same period. In 1998–2000 he was Deputy CEO of ICA AB. From 2000, Mr Ruzicka headed Ahold's operations in the Czech Republic and Slovakia. He was also Managing Director of Jernia ASA in 2003–2006, and Managing Director of Canica AS in 2006–2014. In addition to serving as Chairman of the Board of Jernia ASA in 2007–2014, he has been Chairman of the Board of Komplett ASA, member of the Board of REC ASA, and member of the Board of Orkla ASA, first in 2003–2005 and then in 2008–2014. He is a member of the Board of AIM – European Brands Association.

Mr Ruzicka and related parties own 687 605 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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JENS BJØRN STAFF
Executive Vice President, Chief Financial Officer (b.1967)

MBA, Norwegian School of Economics (NHH), BA, BI Norwegian Business School, Economics (intermediate level – supplementary course), University of Oslo



Member of Orkla's Group Executive Board since 2014. Mr Staff was Executive Vice President and CFO at Statkraft AS in 2011–2014. In 2005–2011 he held various positions as Finance Director in the Statoil Group, including in Statoil Detaljhandel AS and Energy & Retail Europe. From 2002 to 2005, he was Financial Director at Posten Norge AS, before which he was employed at PwC from 1998 to 2002. From 1995 to 1998 he worked at IKEA Slependen AS, including as Operations Manager.

Mr Staff and related parties own 2 740 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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KARL OTTO TVETER
**Executive Vice President, Strategy,
Development & New Growth Areas
(b. 1964)**

Degree in Law, University of Oslo



Member of Orkla's Group Executive Board since 2012. Since 2018 Mr Tveter has headed a newly established area in Orkla, Strategy, Development & New Growth Areas. Before that he was responsible for Group Functions and Legal Affairs. Mr Tveter was Senior Vice President Legal Affairs at Orkla from 2000 and deputy counsel/counsel at Orkla from 1992. Mr Tveter also has prior experience from the Ministry of Finance, Tax Law Department.

Mr Tveter and related parties own 48 072 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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ATLE VIDAR NAGEL JOHANSEN
Executive Vice President, Supply Chain
(b. 1963)

Certified Financial Analyst, Norwegian School of Economics (NHH), M.Sc. in Business (siviløkonom), BI Norwegian Business School



Member of Orkla's Group Executive Board since June 2012. Mr Nagel Johansen has been head of Supply Chain since 2018. Before that, he was CEO of Orkla Foods from 2012, CEO of Orkla Foods Nordic in 2008–2012 and CEO of Orkla Foods 2005–2008. Prior to that, he was Marketing Director at Orkla Foods International and Finance Director at Orkla Foods. Mr Nagel Johansen was Chief Financial Officer at Tandberg Data ASA in 1999–2000. In the 1990s he was Finance Director at Sætre AS/Orkla Snacks and head of Economic Planning & Analysis at Orkla ASA. He began his career as a financial analyst at Jøtun Fonds and Carl Kierulf & Co.

Mr Nagel Johansen and related parties own 27 285 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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ANN-BETH FREUCHEN
Executive Vice President, CEO Orkla Foods (Nordics and Baltics) (b. 1971)

M.Sc. in Business (siviløkonom), BI Norwegian Business School



Member of Orkla's Group Executive Board since 2015. Ms Freuchen has been CEO of Orkla Foods (Nordics and Baltics) since 2018. Prior to that, Ms Freuchen was CEO of Orkla Confectionery & Snacks from 2015 and CEO of Orkla Confectionery & Snacks Norge from 2013. In 2010–2013, she held the post of CEO of KiMs Norge. She has previously held various management positions in sales and marketing at Nidar and KiMs Norge. Ms Freuchen began her career at Orkla as Product Manager at Lilleborg in 1996.

Ms Freuchen and related parties own 8 676 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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JOHAN WILHELMSSON
Executive Vice President and CEO of
Orkla Foods (International) (b. 1967)

*M.Sc, Business Administration,
University of Gothenburg*



Member of Orkla's Group Executive Board and CEO of Orkla Foods (International) since 2018. Prior to that, Mr Wilhelmsson was CEO of Orkla Foods Central Europe & the Baltics from 2016. Before that he was CFO of Orkla Foods, Procordia Food and Orkla Brands International, and Acting CEO of Orkla Foods Romania. From 1999 to 2007, he was CFO & Director of IT and Purchasing at Abba Seafood, where he had previously worked as business controller.

Mr Wilhelmsson and related parties own 3 500 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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JEANETTE HAUAN FLADBY
Executive Vice President and CEO
of Orkla Confectionery & Snacks
(b. 1968)

*Master of Business & Marketing,
BI Norwegian Business School*



Member of Orkla's Group Executive Board and CEO of Orkla Confectionery & Snacks since 2018. Prior to that, Ms Hauan Fladby was CEO of Orkla Confectionery & Snacks Norge from 2015. From 2010 to 2015 she served as CEO of Pierre Robert Group. Before that she was a member of Stabburet's management team from 2006 to 2010, where her last role was that of Category Director. Ms Hauan Fladby began her career in Orkla in 1995 as Product Manager at Stabburet, and has held various senior management positions in Stabburet/Orkla Foods.

Ms Hauan Fladby and related parties own 6 227 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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LASSE RUUD-HANSEN
**Acting Executive Vice President
and CEO of Orkla Care (b. 1980).**

*MBA Economics (siviløkonom),
NHH Norwegian School of Economics
Bachelor, Organisational Psychology,
University of Oslo*



Acting member of Orkla's Group Executive Board and CEO of Orkla Care since 2019, and Senior Vice President Business Development, Orkla Care since 2017. Prior to that, Mr Ruud-Hansen served as Business Development Executive at ISS Facility Services AS, 2015-2016, Managing Consultant at PA Consulting Group, 2010-2015 and 2004-2006, Country Manager at Isklar AS 2009-2010, and Supply Chain Manager and Factory Manager at Kavli and Q-Meieriene, 2006-2009.

Mr Ruud-Hansen and related parties owned 1 404 shares in Orkla ASA.¹

¹Shares owned as at 31 December 2018.

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JOHAN CLARIN

Executive Vice President, CEO of Orkla Food Ingredients (b. 1971)

M.Sc, Business Administration, University of Gothenburg, Stockholm School of Economics



Member of Orkla's Group Executive Board since 2013. Mr Clarin has been CEO of Orkla Food Ingredients since 2018, before which he was head of Operations at Orkla. In 2007–2013 Mr Clarin held several executive positions at Sony Mobile Communications AB, most recently as Global Head of Manufacturing and Logistics and President & CEO of Beijing Mobile Communications Ltd. He was also member of the Board of Directors of Sony Mobile's Chinese joint venture in 2011-2013. Prior to that, Mr Clarin held the post of Senior Manager at Accenture AB in 1997–2006, with focus on supply chain management.

Mr Clarin and related parties own 3 576 shares in Orkla ASA.

¹Shares owned as at 31 December 2018.

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CHRISTER GRÖNBERG
Executive Vice President, Corporate Functions (b. 1961)

College degree in Human Resources



Member of Orkla's Group Executive Board since 2014. Mr Grönberg has been head of Corporate Functions since 2018, before which he was head of HR. In 2010–2014, Mr Grönberg was HR Director at Orkla Foods, prior to which he held the position of HR Director at Stabburet in 2008–2010. Mr Grönberg was employed at Procordia Food in 1998–2008, including eight years as HR Director. In 1982–1998, Mr Grönberg pursued a career in the Swedish Armed Forces.

Mr Grönberg and related parties own 7 805 shares in Orkla ASA.

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Orkla's expanded Group Executive Board also comprises:

HÅKON MAGELI

Group Director, Corporate Communications & Corporate Affairs (b. 1964)

M.Sc. in Business (siviløkonom), BI Norwegian Business School, The Executive Programme (Darden, USA)



Member of Orkla's Group Executive Board since 2012. Mr Mageli was Director of Corporate Affairs at Orkla Brands in 2008–2012. Prior to that, in 1995–2008, he was Information Director at Orkla Foods. In 1993–1995, he was Director, Public Affairs, Orkla Foods, in Brussels, and Company Secretary, Nora Foods in 1991–1993. Mr Mageli worked as a journalist at Dagens Næringsliv in 1985–1990. He is Chairman of the Confederation of Norwegian Enterprise's Trade Policy Committee, member of the Board of the Federation of Norwegian Food and Drink Industry and Chair of the Board of Matmerk – The Norwegian Food Branding Foundation.

Mr Mageli and related parties own 80 504 shares in Orkla ASA.^{1,2}

¹Shares owned as at 31 December 2018.

² Mr. Mageli purchased 15 000 shares in Orkla on 11 February 2019, thus increasing his shareholding to 95 504 shares.