

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 February 2014. Mr Ruzicka has 25 years of experience in the retail sector. He was Managing Director of Hakon Gruppen AS from 1995 to 2000 and responsible for establishing ICA in the Baltics in the same period. From 1998 to 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 from 2003 to 2006, and Managing Director of Canica AS from 2006 to 2014. In addition to serving as Chairman of the Board of Jernia ASA from 2007 to 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 from 2003 to 2005 and then from 2008 to 2014. He is a member of the Board of AIM – European Brands Association.

Mr Ruzicka and related parties own 683,986 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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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, University of Oslo*



Member of Orkla's Group Executive Board since June 2014. Mr Staff was Executive Vice President and CFO at Statkraft AS from 2011 to 2014. In the period 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 2,236 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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KARL OTTO TVETER

**Chief of Group Functions and Group
Director Legal Affairs (b. 1964)**

Degree in Law, University of Oslo



Member of Orkla's Group Executive Board since February 2012. Mr Tveter has been Senior Vice President Legal Affairs at Orkla since 2000. Before that he served as 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 47,568 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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JOHAN CLARIN

Group Director, Operations (b. 1971)

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



Member of Orkla's Group Executive Board since September 2013. From 2007 to 2013 Mr Clarin held several senior 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, 2011-2013. Prior to that, Mr Clarin held the post of Senior Manager at Accenture AB from 1997 to 2006, with focus on supply chain management.

Mr Clarin and related parties own 3,072 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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ATLE VIDAR NAGEL JOHANSEN
Executive Vice President and
CEO Orkla Foods (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 CEO of Orkla Foods since 2012. Prior to that, he was CEO of Orkla Foods Nordic from 2008 to 2012 and CEO of Orkla Foods from 2005 to 2008. He was also Marketing Director, Orkla Foods International, 2003–2005. Finance Director, Orkla Foods, 2001–2003. Chief Financial Officer, Tandberg Data ASA, 1999–2000. Finance Director, Sætre AS/Orkla Snacks, 1996–1999, Head of Economic Planning & Analysis, Orkla ASA, 1993–1996, financial analyst, Carl Kierulf & Co, 1989–1992, and financial analyst, Jøtun Fonds, 1987–1989.

Mr Nagel Johansen and related parties own 26,781 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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ANN-BETH FREUCHEN

**Executive Vice President, CEO Orkla
Confectionery & Snacks (b. 1971)**

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



Member of Orkla's Group Executive Board since July 2015. Prior to that, Ms Freuchen was CEO of Orkla Confectionery & Snacks Norge from 2013. From 2010 to 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 ASA¹.

¹Shares owned as at 31 December 2017.

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STIG EBERT NILSSEN
Executive Vice President, CEO
Orkla Care (b. 1964)

*Major in Finance and International
Marketing, Oslo Handelshøyskole*



Member of Orkla's Group Executive Board since April 2013. Mr Nilssen was CEO of Axellus AS from 2005 to 2013, Managing Director of Collett Pharma A/S, 2004–2005, Vice President, Nycomed Pharma, Nordic Consumer Health, 2000–2004 and Director, Profit Center, Consumer in Norway, Nycomed Pharma A/S, 1999–2000. Prior to that he was Marketing Director and Marketing Manager at Herman Lepsøe A/S, 1994–1999 and Nordic Product Group Manager at SC Johnsen, 1991–1993. From 1988 to 1991 he was trainee, Product Manager and Marketing Manager at Scandinavian Press (part of IMP Group).

Mr Nilssen and related parties own 49 946 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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PÅL EIKELAND

**Executive Vice President, CEO
Orkla Food Ingredients (b. 1959)**

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



Member of Orkla's Group Executive Board since June 2012, Mr Eikeland has been CEO of Orkla Food Ingredients since 2010. He was also Senior Vice President, Corporate Development Purchasing at Orkla, 2005–2010, Purchasing Director at Orkla/Orkla Foods, 2001–2005, Director at Lilleborg Profesjonell, 1994–2001, CEO of Philips Lys AS, 1992–1994. He also held various managerial positions in sales and marketing at Lilleborg, 1983–1992.

Mr Eikeland and related parties own 23,736 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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TERJE ANDERSEN
CEO and Head of Orkla Investments
(b. 1958)

*M.Sc. in Economics and Business
Administration (siviløkonom),
Norwegian School of Economics
(NHH).*



Member of Orkla's Group Executive Board since November 2005.

Mr Andersen has been head of Orkla Investments since 2013, Senior Vice President, Corporate Finance at Orkla since 2000 and Chief Financial Officer of Orkla ASA since 2003. Prior to that, he was Finance Director at Orkla Brands and Lilleborg, and held the position of Manager at Deloitte Consulting and Nevi Finans.

Mr Andersen and related parties own 56,876 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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Members of Orkla's expanded Group Executive Board:

CHRISTER GRÖNBERG
Group Director, HR (b. 1961)

College degree in Human Resources



Member of Orkla's Group Executive Board since June 2014. From 2010 to 2014, Mr Grönberg was HR Director at Orkla Foods, prior to which he held the position of HR Director at Stabburet from 2008 to 2010. Mr Grönberg was employed at Procordia Food from 1998 to 2008, including eight years as HR Director. From 1982 to 1998, Mr Grönberg pursued a career in the Swedish Armed Forces.

Mr Grönberg and related parties own 7,301 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.

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Members of Orkla's expanded Group Executive Board:

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 June 2012. Mr Mageli was Director of Corporate Affairs at Orkla Brands from 2008 to 2012. Prior to that, from 1995 to 2008, Mr Mageli was Information Director at Orkla Foods. From 1993 to 1995, he was Director, Public Affairs, Orkla Foods, in Brussels, and Company Secretary, Nora Foods from 1991 to 1993. Mr Mageli worked as a journalist at Dagens Næringsliv from 1985 to 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 80,000 shares in Orkla ASA¹.

¹Shares owned as at 31 December 2017.