

OLAV VOLLDAL



EDUCATION

Master of Science, Norwegian University of Science and Technology Industrial Economics and Management	1969 - 1973
Officer Candidate School, Norwegian Army Sgt.	1974

JOB EXPERIENCE

President & CEO, Kongsberg Automotive ASA	1987 - 2010
EVP, Automotive Division, Kongsberg Våpenfabrikk (KV)	1984 - 1987
Plant Manager Rollag, KV	1982 - 1984
VP, Corporate Planning, KV	1980 - 1982
Quality Systems and Corporate Planning, KV	1975 - 1980

BOARD POSITIONS (NOT COMPLETE)

Telenor ASA , Non-executive Board Member	2007 - 2011
Navico , Non-executive Board Member	2010 - 2015
Norwegian Institute of Technology , Chairman	2010 - 2015
DEFA , Member of Advisory Board	2010 -

Metalsa , Member of Advisory Board	2010 – 2014
Metalsa , Chair of Advisory Board	2014 – 2021
Lindum , Chairman	2011 – 2017
Nettpartner Holding , Chairman	2012 - 2018
Fibo Group , Chairman	2015 – 2018
Construction Equipment Group , Non-executive Board Member	2023 -

BÅRD KLUNGSETH



EDUCATION

Executive MBA, BI, Norwegian School of Management

EMBA 2010-2011

M.Sc. Norwegian University of Science and Technology

Mechanical Engineering 1985-1990

Officer Candidate School, Royal Norwegian Airforce

Sgt. 1983-1984

JOB EXPERIENCE

CEO, DEFA Group

420 employees, 10 direct reports, 1,014 MNOK in sales 2023 2011-today

COO, Kongsberg Automotive Group

10000 employees, 8 direct reports, 864 MEUR in sales, 40 entities, 20 countries 2010-2011

EVP Actuation Systems Kongsberg Automotive Group

1500 employees, 10 direct reports, 13 entities, 3 continents 2008-2010

EVP, Division Driveline & Chassis Kongsberg Automotive Group

900 employees, 8 direct reports 2007-2008

EVP, BA Commercial Vehicle Systems (CVS) Kongsberg Automotive Group

800 employees, 10 direct reports 2003-2007

EVP. Global Purchase Kongsberg Automotive Group

25 employees, 13 direct reports 2002-2003

Director Manufacturing, Kongsberg Automotive, Division CVS

450 employees, 8 direct reports, 5 plants, 3 continents 1999-2002

Manager Manufacturing, Plant Hvittingfoss Kongsberg Automotive AS

60 employees, 8 direct reports 1996-1999

Manager Quality, Plant Hvittingfoss Kongsberg Automotive AS*4 employees, 2 direct reports***1994-1996****Supplier Quality Assurance, Kongsberg Automotive AS****1994-1994****Manager Quality, Larvik Foundry AS****1992-1994****R&D Manager, Nicro AS****1990-1992****Adm. Officer (Sgt), Defense Command Northern Norway****1984-1985**

OTHER EXPERIENCE

• Managing Director, DEFA AS	2011-today
• Board Member, DEFA AS	“
• Managing Director, DEFA OY	“
• BoD member, DEFA AB	“
• Managing Director, DEFA NA Inc.	“
• BoD member Loyds Industri AS	2016-2017
• Chairman of the Board, HBK invest & Consulting	2005-2011
• Chairman of the Board, Kongsberg Automotive AS	2008-2010
• BoD member KA Spain, KA India, KA Inc., KA Poland, KA UK	2008-2011
• BoD member BIA, Norwegian Research Council	2008-2009
• Managing Director, Kongsberg Automotive AS	2005-2008

Synnøve Gjønnnes

Professional experience:

Lotma Advisory AS

11/23- present

Oslo, Norway
Financial Advisor

- Independent financial and strategic advisor supporting management teams and board of directors
- Primary focus on capital markets strategy, including IPOs, private placements (debt/equity), restructurings, M&A, and business development

REQ Capital AS

09/21-10/23

Oslo, Norway
Portfolio Manager

- PM for actively managed long-only equity fund (REQ Nordic Compounders), co-PM of global fund (REQ Global Compounders), AuM USD ~100m
- Development and launch of the Nordic equity fund (Jan'22), including capital raising, portfolio construction, investment strategy, ESG classification

KLP Kapitalforvaltning

09/18-09/21

Oslo, Norway
Portfolio Manager

- Project leader for development of new global renewable energy equity fund mandate (long-only)
- PM for actively managed long-only equity fund (KLP AksjeNorge), total AuM USD ~1bn, responsible for 24% of active risk
- Coverage of renewable energy, energy, industrials, real estate, retail, consumer goods, and automobile industry

Kvaerner ASA

06/18-09/18

Oslo, Norway
VP Strategy and M&A

- Sourced and analyzed strategic business opportunities and potential acquisition targets within the energy sector
- Supported the executive management team with market and business analysis

Pareto Securities AS

01/15-05/18

Oslo, Norway
Equity Research – Energy, Equity Partner

- Coverage of ~20 companies within energy services (Subsea, Seismic, OSV and FPSO) listed on the OSE and NYSE
- Supported ECM/DCM on IPOs, private placements, debt issuances within energy sector
- Extensive coverage of energy and energy services markets, including E&P spending surveys and sector market reports

08/14-12/14

Corporate Finance – Debt Capital Markets, Analyst

- Origination of new debt transactions, primarily high yield bonds and US private placements
- Transactions comprising shipping, infrastructure, energy and real estate companies

05/13-07/14

Equity Research – Energy, Analyst

- Active coverage of ~20 companies within the energy and oil services sector
- Gathered and analyzed large datasets for market research

Oslo Clearing ASA

06/12-09/12

Oslo, Norway
Risk Management, Risk Analyst Intern

- Helped develop a risk model to monitor member risk

Education:

London School of Economics and Political Science

09/12-03/13 CEMS Master in International Management

London, UK

ESADE Business School

09/11-01/13 Master of Science in Finance, CEMS Master in International Management
Master thesis: "Does Corporate Governance Affect Idiosyncratic Risk?" – Awarded Honours

Barcelona, Spain

BI Norwegian Business School

08/08-07/11 Bachelor in Finance, graduated as top 2%

Oslo, Norway

Languages

Norwegian Native (C2)
English Fluent (C1)
Spanish Upper Intermediate (C1)

Computer Skills:

MS Office Advanced user
Bloomberg Advanced user
EViews/STATA Basic knowledge

Additional experience:

- 05/19-05/22 Member of Nomination Committee Kongsberg Automotive ASA, listed on OSE
- 05/19-05/22 Member of the Committee for Financial Information in the Norwegian Society of Financial Analysts
- 2015-2018 Speaker, moderator, panel participant on various energy conferences such as Marine Money (New York, Houston), Louisiana Energy Conference, and Pareto Oil and Offshore Conference (largest energy conference in Northern Europe)

Curriculum Vitae

Name: Arild Vigen Christoffersen

Qualifications

With 34 years of experience from entrepreneur to leading roles in national and international companies, my areas of knowledge can be summarized as follows:

- Built an industry business from scratch, to become a market leader
- Central in the construction and establishment of the Coca-Cola Company in Norway
- Director and accountable for Nordic agreement negotiations
- Director and accountable of reorganization in larger organizations
- Leadership in different situations and subject areas
- The Norwegian representative for international projects for cost management in Royal Ahold
- Hired as a consultant to reverse profitability and category development in food industry.
- Development and construction of mechanical solutions

JOB EXPERIENCE

2020- **CEO, A & C Holding AS**
2020- **CEO, A & C Eiendom AS**
2020- **CEO, Turulia Eiendom AS**
1987- **CEO, Kransekakebakeren AS**

Kransekake are a unique product in Norway and Denmark. I started the company when I was 16 years old, starting to sell cakes in 1 local store in Askim. The history can be summarized as follows:

- 2000: The product requires a lot of manual labour and our competitor has solved the high labour cost by establishing production in Poland. We wanted a Norwegian product to be produced in Norway and decided to build a factory in Askm, Norway. (300 square meters)
- 2010: Built new warehouse (500 square meters)
- 2012: Became preferred and approved supplier to Coca-Cola Enterprises.

- 2016: Extended the entire factory with cold storage, production and warehouse (total building 3 000 square meters).
- 2017: Split the business model in three segments:
 - Bakery
 - Stock services
 - Pre-pack services
- 2018: Visit by the Norwegian Prime Minister, Erna Solberg
- 2019: Visit by the Norwegian Minister of Trade and Industry, Torbjørn Røe Isaksen. We also became the only trusted supplier to Coca-Cola
- 2020: First contract for export.
- 2021: Develops new production lines and designs new factory.

2011-2014

Coca-Cola Enterprises AS

Channel director KBS (Kiosk, petrol and service)

I joined to be a part of the «FRAM» project. The project had purpose of changing the route to market (from direct distribution to wholesaler distribution) and new packaging and product strategy (from returnable bottles to recyclables bottles).

KBS market has over many years struggled and declined. Internal budgets have never been reached. In 2014 I exceeded budget on both volume and profitability.

2010-2011

Diplom-IS AS

Consultant

The company struggled with profitability and market shares. My task was to change this into a positive progress. I received all the tools available to perform this transformation and was given the mandate to run the sales department, product development department and marketing department.

The Results: After one year we achieved greater market share and increased profitability significantly.

2001-2008

Ica Norge/Ica Nordic:

Head office (Category and purchasing director)

Task:

2007-2008:

- Shared accountability for results for the group at the top level and directly accountable for results in RIMI and ICA Maxi.
- Accountable for JM (Joint Marketing) budget.
- Accountable for Category and purchasing department, including 70 people
- Organization management
- Supplier strategy
- Concept development and promotions for RIMI and ICA Maxi
- Accountable for back office support
- I was one of two people selected to «The worlds future leader program»
- I was the only one selected to run the «turn around program» for Norway with a budget for 2 billion NOK and reporting to ICA board.

2005-2007:

Nordic purchasing director for dairy, cheese, salads, egg and juice sector. Run one team in Norway and one team in Sweden with buyers and a budget of 15,5 billion NOK

2001-2005:

Category and buying manager for different categories and suppliers during the period.

The results:

My personal performance is evaluated to ME (meets and exceeds).

1997-2001

Coca-Cola Drikker AS, Key Account Manager

Responsibility: Sales and budget for KBS (Kiosk, gas and service trade) market.

I started in 1997 as store development manager with a great learning and developing of consumer behaviour.

The results: Very good relationships with customers. During my period, we were awarded «best supplier» twice. These awards were the only ones given to the company when I worked there.

My personal performance is evaluated to ME (meets and exceeds).

1995-1997

Borg Bryggerier AS

Sales consultant

Accountability: Regional responsibility.

The results: During my period the turnover was tripled.

1994-1995

Ringnes Brygger AS.

Accountability: Merchandiser/Sales consultant.

The results: Great relations to customers.

EDUCATION

1988-1990

Commerce and office, majoring in marketing.

Board positions:

1990 – Chairman, Kransekakebakeren AS

2009-2011 Member, Scansis Invest AS

2020 - Member, A & C Holding AS

2020 - Member, A & C Eiendom AS

Language: English fluent

References on demand

CURRICULUM VITAE

Endre Kolbjørnsen

UTDANNELSE:

1982 Cand jur **Universitetet i Oslo**

YRKESERFARING:

2014- Partner Advokatfirmaet Kolbjørnsen Cyvin

2011-2014 CEO Pueblo Amistad, Gran Canaria SL
Ansvar for igangsetting, avslutning og salg av et leilighetskompleks på ca 170 leiligheter i Arguineguin Gran Canaria.

2009-2013 Advokatfirmaet Endre Kolbjørnsen & Partners AS.

2008-2009 Partner i Advokatfirmaet Steenstrup Stordrange DA.(**SANDS**)

2001-2008 CEO Anfi International BV.
50% eier av timeshare anlegget Anfi del Mar **Gran Canaria**, Joint Venture med den tyske turoperatøren TUI

1990-2001 Partner i Advokatfirmaet Schjødt

1985-1990 Advokat i Advokatfirmaet Schjødt

1984-1985 Dommerfullmektig i Salten sorenskriverembete, Bodø

1982-1984 Advokatfullmektig i Advokatfirmaet Vaagland & Co

POLITISKE VERV

1991-1995 Medlem av Trondheim Bystyre for Høyre

1996-2004 Styreformann Trondheim kommunale pensjonskasse

STYREVERV UTDRAG

Har hatt ca 100 styreverv i norske og utenlandske selskap .

Noen aktuelle verv pr i dag

Styremedlem: **Bil1Din AS , 50/50 Bjarne Brøndbo/Bilia**

Medlem: Valgkomiteen i SalMar ASA

Tidligere verv :

Styremedlem : Gjensidige forsikring

Styremedlem: SalMar

Styremedlem: Rimi Nord

Styreformann : Lyng gruppen

Styreformann : Big Bite

Styremedlem: Neste Stopp og Kremmerhuset

ANNET

Salg av **Kjøpesenteret** City Syd til Steen og Strøm

Salg av Elsafe til Assa Abloy

Salg av Anfi del Mar til TUI

Salg av GH elektriske til Eilag

Salg av Bruns bokhandel til Gyldendal

Salg av Kremmerhuset til Canica