

Governing bodies and elected representatives

Nomination Committee

Nomination Committee elected by the General Meeting (see Article 6 of the Articles of Association)¹

Anders Christian Stray Ryssdal (1 315)²

Nils-Henrik Pettersson (42 080)

Kjetil Houg

Rebekka Glasser Herlofsen

Board of Directors

Stein Erik Hagen (250 100 000)

Ingrid Jonasson Blank (9 000)

Nils K. Selte (27 000)

Liselott Kilaas (10 000)

Peter Agnefjäll (20 000)

Anna Mossberg (2 034)

Anders Kristiansen (33 900)

Employee-elected Board members

Terje Utstrand (7 465)

Sverre Josvanger (20 278)

Roger Vangen (9 239)

Karin Hansson (1 821)

Shareholder-elected Deputy Board member

Caroline Marie Hagen Kjos (0)³

Auditor

Ernst & Young AS (0)

Petter Larsen (0), State Authorised Public Accountant

Corporate democracy at Orkla ASA

Active employee participation in the governing bodies, both at Group level and in the individual Group companies, is an important element of decision-making processes at Orkla. The aim has been to evolve representational arrangements that adequately ensure broad-based involvement and genuine influence. Orkla's current corporate democracy system was established in an agreement signed in 2020 between union representatives and the company's executive management.

The employees are represented by four of the 11 members of Orkla's Board of Directors. A Committee of Union Representatives has been established for employees of the Norwegian, Swedish and Danish companies in the Orkla Group. This arrangement ensures broad representation for Group employees, based on company, union and country. In Norway, there are also separate committees of representatives for LO union members and for salaried employees. The committees meet regularly with the Group's executive management to discuss matters relevant to the Group.

A European Works Council (EWC) has been established at Orkla, and liaison committees have been established in the Orkla Foods, Orkla

¹ Figures in brackets indicate the number of shares owned as at 31 December 2020, including shares owned by related parties.

² Owned by related parties.

³ Ms Hagen Kjos has a significant equity interest in the Canica companies, but does not have controlling influence in them.

Confectionery & Snacks, Orkla Food Ingredients, Orkla Care and Orkla Consumer & Financial Investments business areas.

In addition to the corporate arrangements described above, the employees are represented on the Board of Directors and works council of major companies in the Orkla Group. The list below shows the members of Orkla's Committee of Union Representatives as at 31 December 2020.

Orkla Committee of Union Representatives

Working Committee

Terje Utstrand, Chair

Karin Hansson, 1st Deputy Chair

Peer Sørensen, 2nd Deputy Chair

Sverre Josvanger, Secretary

Roger Vangen, member

Janne Halvorsen, member

Dorota Galik, member

Committee of Representatives

(in addition to the Working Committee)

Johan Stålbom

Anders Nordgren

Erik Nordby

Robert Kollevåg

Perny Emdal

Mette Novak

Ingrid S. Nielsen

Stig-Gøran Nilsen

Morten Gilberg

Geir F. Engelbrethsen

Anne Pulkkinen