

The Group Executive Board



PETER A. RUZICKA

President and CEO / (b. 1964)

MBA and degree in Business Economics, Oslo Business School

President and CEO since February 2014. Mr Ruzicka has 25 years of experience in the retail sector. He was CEO of Hakon Gruppen AS, 1995–2000. During the same period, he was in charge of establishing ICA in the Baltics. Deputy CEO of ICA AB, 1998–2000. From 2000, he headed Ahold's operations in the Czech Republic and Slovakia. CEO of Jernia ASA, 2003–2006, and CEO of Canica AS, 2006–2014. 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. Member of the Board of AIM – European Brands Association.

Mr Ruzicka and related parties own 683,086 shares in Orkla ASA¹.



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. Executive Vice President and CFO at Statkraft AS, 2011–2014. In the period 2005–2011 Mr Staff held various positions as Finance Director in the Statoil Group, including 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, 1998–2002. Operations Manager at IKEA Slependen AS, 1995–1998.

Mr Staff and related parties own 1,336 shares in Orkla ASA¹.



KARL OTTO TVETER

Chief of Group Functions and Group Director Legal / (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 46,668 shares in Orkla ASA¹.

¹Shares and options owned as at 31 December 2016.

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JOHAN CLARIN

Executive Vice President Operations / (b. 1971)

Master of Science, 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 2,172 shares in Orkla ASA¹.



ATLE VIDAR NAGEL JOHANSEN

Executive Vice President, CEO Orkla Foods / (b. 1963)

Authorised Financial Analyst, Norwegian School of Economics (NHH), MSc in Business (siviløkonom), BI Norwegian Business School

Member of Orkla's Group Executive Board since June 2012. CEO, Orkla Foods, since 2012. CEO, Orkla Foods Nordic, 2008–2012. CEO, Orkla Foods, 2005–2008. 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. Financial analyst, Jøtun Fonds, 1987–1989.

Mr Nagel Johansen and related parties own 21,681 shares and 35,000 options in Orkla ASA¹.



ANN-BETH FREUCHEN

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

MSc 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. Has previously held various management positions in sales and marketing at Nidar and KiMs Norge. Ms Freuchen began her career at Orkla as Brand Manager at Lilleborg in 1996.

Ms Freuchen and related parties own 7,776 shares and 40,000 options in Orkla ASA¹.

¹Shares and options owned as at 31 December 2016.

The Group Executive Board



STIG EBERT NILSSEN

Executive Vice President, CEO Orkla Care / (b. 1964)

Major in Finance and International Marketing, Oslo Business School

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

Mr Nilssen and related parties own 49,046 shares and 50,000 options in Orkla ASA¹.



PÅL EIKELAND

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

MSc in Business (siviløkonom), BI Norwegian Business School

Member of Orkla's Group Executive Board since June 2012, CEO Orkla Food Ingredients since 2010. Senior Vice President Corporate Development Purchasing, Orkla, 2005–2010, Purchasing Director, Orkla/Orkla Foods, 2001–2005. Director, Lilleborg Profesjonell, 1994–2001. CEO, Phillips Lys A/S, 1992–1994. Various managerial positions in sales and marketing, Lilleborg, 1983–1992.

Mr Eikeland and related parties own 22,836 shares in Orkla ASA¹.



TERJE ANDERSEN

CEO and Head of Orkla Investments / (b. 1958)

Degree in Economics and Business Administration (siviløkonom), Norwegian School of Economics (NHH)

Member of Orkla's Group Executive Board since November 2005. 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, Finance Director at Orkla Brands and Lilleborg, and managerial positions at Deloitte Consulting and Nevi Finans.

Mr Andersen and related parties own 55,976 shares in Orkla ASA¹.

¹Shares and options owned as at 31 December 2016.

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. He 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 6,401 shares and 40,000 options in Orkla ASA¹.



HÅKON MAGELI

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

MSc in Business (siviløkonom), BI Norwegian Business School, The Executive Programme (Darden, USA)

Member of Orkla's Group Executive Board since June 2012. Director Corporate Affairs Orkla Brands, 2008–2012. Prior to that, Mr Mageli was Information Director at Orkla Foods, 1995–2008. From 1993 to 1995, he was Director, Public Affairs, Orkla Foods, in Brussels, and Company Secretary, Nora Foods, 1991–1993. Mr Mageli worked as a journalist at Dagens Næringsliv, 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 76,001 shares and 50,000 options in Orkla ASA¹.

¹Shares and options owned as at 31 December 2016.