

**THE NOMINATION COMMITTEE'S RECOMMENDATIONS TO THE
ANNUAL GENERAL MEETING OF NORSKE SKOG ASA
ON 20 APRIL 2023**

Reference is made to the notice of the annual general meeting of Norske Skog ASA dated 30 March 2023, and item 5 regarding election of members to governing bodies and remuneration. The numbering in items **9.1-9.6** of the recommendations below corresponds to the voting form which is enclosed to the notice of the annual general meeting.

The nomination committee's recommendation to the annual general meeting in 2023 includes recommendations on candidates for election to the board of directors and the nomination committee, and remuneration of the members of the company's governing bodies.

All of the recommendations have been unanimously resolved by the nomination committee.

The nomination committee

The nomination committee of Norske Skog ASA is elected by the general meeting. The composition, duties and work process of the nomination committee, including with this recommendation, are regulated by and carried out in accordance with Article 8 of the company's articles of association, the instructions to the nomination committee adopted by the general meeting on 18 September 2019 and the Norwegian Code of Practice for Corporate Governance issued by the Norwegian Corporate Governance Board on 14 October 2021.

The current members of the nomination committee consist of Yngve Nygaard (chair) and Richard Timms, who both have been elected for the period up until the annual general meeting in 2024. The committee member Richard Timms has notified that he wishes to resign from the nomination committee from the annual general meeting in 2023. Further details on the nomination committee's considerations regarding the proposed election of members to the nomination committee are set out in item 9.2 below.

All of the committee members are independent from the board of directors and the leading personnel of the company.

The work of the nomination committee

The nomination committee shall make recommendations to the general meeting regarding shareholder elected members of the board of directors and members of the nomination committee, as well as remuneration to these members.

As part of the work with preparing proposals regarding the composition of the board of directors and the nomination committee, the nomination committee has consulted with major shareholders with respect to the committee's proposed candidates and sought to anchor the recommendations determined by the committee. Furthermore, the nomination committee has had dialogue with each of the members of the board of directors and the CEO. In addition, all shareholders are via the company's website encouraged to submit comments and consideration to the nomination committee regarding the governing bodies of the company. The nomination committee has also reviewed the results of the board of directors' annual self-assessment.

Composition of the board of directors:

In the consideration of candidates to the board of directors, the committee has in particular focused on the distribution of expertise within the board and the capacity necessary for carrying out the tasks of the board, including work for the strategic development of the company, financial matters and supervision of ongoing operations, continuous improvement and investment projects. The proposed composition of the board of directors are collectively considered to represent competence in the areas of industrial operations, sustainability (ESG), finance, financial reporting, regulatory and governance requirements for stock listed companies, international business, leadership, change management and organisational development. The committee believes such competencies are appropriate and adequate for the fulfilment of the duties and responsibilities that apply to the board of directors of Norske Skog.

Composition of the nomination committee:

In the consideration of candidates to the nomination committee, the committee has focused on the overall composition of the committee and that this reflects the broader shareholder community of the company. Furthermore, the committee has considered the professional background, experience and network of, and in between, relevant candidates, as well as the capacity necessary for carrying out the tasks of the committee.

Remuneration:

When recommending the remuneration to the members of the company's governing bodies, the nomination committee considers the competitive position of the company in the market for qualified shareholder elected candidates as well as statistics on board remuneration. The starting point for the levels of remuneration recommended to the annual general meeting in 2023 have been the median levels set out in the Board Remuneration Study prepared by the Norwegian Institute of Directors for 2022, which is generally considered to reflect moderate, but competitive, remuneration levels appropriate for a company in the position of Norske Skog. The nomination committee has from this starting point considered the workload and practices of the various governing bodies and made certain adjustments – predominantly by recommending somewhat higher remuneration to the chair of the audit committee and somewhat lower remuneration to the members of the remuneration committee.

Recommendations for 2023:

In accordance with Norwegian public limited liability companies act, shareholder elected members of the board of directors are elected by the general meeting for two years at the time, unless otherwise determined by the general meeting. Two of the members of the current board of directors have a term that expires at the annual general meeting in 2023 and are therefore up for election. Further details on the nomination committee's considerations regarding the proposed election of board members are set out in item 9.1 below.

The members of the nomination committee are elected for a term of two years unless the general meeting decides otherwise, cf. Article 8 of the company's articles of association. Both members of the committee have been elected for the period up until the annual general meeting in 2024, but the committee member Richard Timms has notified that he wishes to resign from the nomination committee from the annual general meeting in 2023. Further details on the nomination committee's considerations regarding the proposed election of members to the nomination committee are set out in item 9.2 below.

The nomination committee's recommendations regarding remuneration to governing bodies are set out in items 9.3-9.6 below.

9.1: Election of board members

The composition of the current board of directors is as follows:

Member:	Elected until annual general meeting in:
Geir Drangslund (chair of the board)	2025
Arvid Grundekjøn (board member)	2023
Trine-Marie Hagen (board member)	2023
Nikolai Johns (board member)	2024
Johanna Lindén (board member)	2024
Tore Christian Østensvig (observer)	2024
Asbjørn André Dypdahl (observer)	2025

Attendance at board and committee meetings has been satisfactory in 2022. Further information on attendance is available in the Corporate Governance section of the annual report for 2022.

The nomination committee recommends that Geir Drangslund, Johanna Lindén, Tore Christian Østensvig and Asbjørn André Dypdahl continue to serve in their current roles and that Arvid Grundekjøn and Trine-Marie Hagen are re-elected as board members. Furthermore, the committee recommends that Christoffer Bull is elected as a new board member and that Nikolai Johns from the same time leaves the board of directors. All elections are for the period up to the annual general meeting in 2025.

Arvid Grundekjøn (born 1955) has been a board member since 2018. He has broad and extensive experience from various managerial positions, including as Group CEO of the Awilhelmsen group and CEO Royal Caribbean Cruise Line AS. Mr Grundekjøn was the mayor of Kristiansand municipality from 2011 to 2015. Mr Grundekjøn currently works as an investor and holds several directorships in various companies throughout different industries. He has attended the Executive education program at Harvard Business School (USA), holds a Master of Law from the University of Oslo (Norway) and a Master of Business and Economics from the Norwegian School of Economics (Norway). Mr Grundekjøn directly and indirectly holds 41,617 shares and is considered an independent board member.

Trine-Marie Hagen (born 1977) has been a board member since 2019. She is the group CFO of Felleskjøpet Agri SA, a supplier of technology and resources to the Norwegian agriculture industry, and is a board member of several of Felleskjøpet Agri SA's subsidiaries. Prior to this, Ms Hagen was the group CFO of Ekornes AS, the group CFO of Mentor Medier AS and the Finance Director of Norske Skog Saugbrugs AS, the group's mill entity in Halden, Norway. Ms Hagen has attended the Norwegian School of Economics (Norway) where she completed their four-year programme in economics and business administration (Nw: Siviløkonom). She has also completed the first year of law studies (Nw: 1. avdeling) at the University of Bergen (Norway). Ms Hagen does not hold or control any shares and is considered an independent board member.

Christoffer Bull (born 1976) is proposed for election as a new member of the board of directors. Mr Bull has since 2019 been the CEO of Greenbit Energy AS, a Norwegian privately held energy company and a distributor of both biofuel and fossil fuel through the brands Eco 1 and Automat 1 to the B2B and B2C markets in Norway and Sweden. He has more than 18 years of experience from working in Norske Skog in different positions and from different locations, including as Marketing and Logistics Director (Norske Skog Saugbrugs AS), Sales & Logistics Director (Norske Skog Follum AS) and Sales Manager (HQ). He also worked 4 years in France (Norske Skog Golbey SAS) as Marketing Director. Mr Bull holds the degree Maitrise de Sciences Economiques (Bachelor Degree) from Université des Sciences Toulouse 1 in France (incl. one year in Sydney, Australia), and a Management Program from HEC Paris in France. Mr Bull does not hold or control any shares and is considered an independent board member.

A further detailed presentation of the current and proposed members of the board of directors is enclosed in Annex 1 to this recommendation.

The proposed board composition is compliant with the requirements for independence as set out in the Norwegian Code of Practice for Corporate Governance – please see further details in the schedule below.

Provided the election of board members is made in accordance with the nomination committee's recommendation, the board of directors will consist of the following members:

Name (born):	Role:	Start of term:	End of term:	Independent from large shareholders:	Independent from leading personnel and material business relations:	Shares held/controlled:
Geir Drangslund (1962)	Current chair of the board	2023	2025	No*	Yes	22,274,079
Arvid Grundekjøn (1955)	Proposed for re-election as board member	2018	2025	Yes	Yes	41,617
Trine-Marie Hagen (1977)	Proposed for re-election as board member	2019	2025	Yes	Yes	0
Johanna Lindén (1974)	Current board member	2022	2024	Yes	Yes	2,500
Christoffer Bull (1976)	Proposed for election as new board member	2023	2025	Yes	Yes	0
Tore Christian Østensvig (born 1976)	Current observer	2022	2024	Yes	Yes**	0
Asbjørn André Dypdahl (born 1976)	Current observer	2023	2025	Yes	Yes***	0

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* Geir Drangslund ultimately controls Byggma ASA and Drangslund Kapital AS, the two largest shareholders of the company, with an aggregate holding of 22,246,579 shares.

** Considered independent, but for good order it is noted that Tore Christian Østensvig is the main union representative at Norske Skog Saugbrugs AS, the group's mill entity in Halden, Norway.

*** Considered independent, but for good order it is noted that Asbjørn André Dypdahl is the main union representative at Norske Skog Skogn AS, the group's mill entity in Skogn, Norway.

9.2: Election of members to the nomination committee

The current members of the nomination committee consist of Yngve Nygaard (chair) and Richard Timms, who both have been elected for the period up until the annual general meeting in 2024. The committee member Richard Timms has notified that he wishes to resign from the nomination committee from the annual general meeting in 2023.

The nomination committee recommends that Yngve Nygaard continues to serve in his current role. Furthermore, the committee recommends that Gerard (Gert) R. M. Steens and Terje Sagbakken are elected as new members of the committee, both for the period up to the annual general meeting in 2025.

Gerard (Gert) R. M. Steens (born 1963) is currently Head of Research for SSVL S.A.M. Monaco, the investment advisor of the Sterling Active Fund, which invests in a concentrated portfolio of European mid-and small-cap companies. Mr Steens has previously held the positions Business Development and Investor Relations for Royal Ten Cate in the Netherlands, and Investment Manager for Cyrte Investment (Talpa Capital) in the Netherlands. For more than 10 years he worked for UBS (SG Warburg) in London and Amsterdam with research and sales of equities, and was appointed Managing Director in 2000. He also worked for Banque Nationale de Paris BNP in Amsterdam and London with Corporate Banking as Head of Credit Department and Equities Analyst. Mr Steens holds a Bachelor Degree in Business Administration from Nyenrode Business School in Breukelen, The Netherlands. Mr Steens does not hold or control any shares personally, but is employed by SSVL S.A.M. Monaco, the investment advisor of the Sterling Active Fund, which holds 4,694,000 shares. He is considered an independent member of the nomination committee.

Terje Sagbakken (born 1973) is currently the Managing Director of Hydal Aluminium Profiler AS in Raufoss, Norway. Mr Sagbakken has previously held the position as Managing Director of Forestia AS, the largest subsidiary of Byggma ASA. Mr Sagbakken is at present a board member in Byggma ASA. Terje Sagbakken worked for more than 14 years for Kongsberg Automotive AS as Plant Manager, Production Manager and Logistic Manager. Before that, he was Head of Production for Raufoss United AS in Norway. Mr Sagbakken holds a Bachelor Degree in Wood Technology from Ingeniørhøgskolen Gjøvik in Norway, and a Master Degree in Sustainable Production from NTNU (Norges Teknisk-naturvitenskapelige Universitet). He does not hold or control any shares. Mr Sagbakken is not considered independent from the board due to the role as a board member of Byggma ASA which is ultimately controlled by the chair of the board, Geir Drangslund. He is considered independent from leading personnel.

A further detailed presentation of the current and proposed members of the nomination committee is enclosed in Annex 2 to this recommendation.

The proposed board composition is compliant with the requirements for independence as set out in the Norwegian Code of Practice for Corporate Governance – please see further details in the schedule below.

Provided the election of members to the nomination committee is made in accordance with the nomination committee's recommendation, the nomination committee will consist of the following members:

Name (born):	Role:	Start of term:	End of term:	Independent from board:	Independent from leading personnel:	Shares held/ controlled:
Yngve Nygaard (1960)	Current chair of the nomination committee	2020	2024	Yes	Yes	600
Gerard (Gert) R. M. Steens (1963)	Proposed for election as new committee member	2023	2025	Yes	Yes	0*
Terje Sagbakken (1973)	Proposed for election as new committee member	2023	2025	No**	Yes	0

* Gerard (Gert) R. M. Steens does not hold or control any shares personally, but is Head of Research for SSVL S.A.M. Monaco, the investment advisor of the Sterling Active Fund, which holds 4,694,000 shares.

** Terje Sagbakken is a board member of Byggma ASA which is ultimately controlled by the chair of the board, Geir Drangslund.

9.3: Remuneration to the members of the board of directors

The nomination committee recommends the following remuneration to the members of the board of directors:

1. The remuneration to the chair of the board of directors shall be NOK 550,000 per year (increase of NOK 50,000 from 2022).
2. The remuneration to the other members of the board of directors shall be NOK 310,000 per year (increase of NOK 10,000 from 2022).
3. Observers do not receive remuneration.
4. Reimbursement of travel and dietary expenses in connection with board meetings in accordance with the Norwegian government's travel allowance scale.

9.4: Remuneration to the members of the audit committee

The nomination committee recommends the following remuneration to the members of the audit committee:

1. The remuneration to the chair of the audit committee shall be NOK 130,000 per year (unchanged from 2022).
2. The remuneration to the other members of the audit committee shall be NOK 50,000 per year (unchanged from 2022).
3. Reimbursement of travel and dietary expenses in connection with committee meetings in accordance with the Norwegian government's travel allowance scale.

9.5: Remuneration to the members of the remuneration committee

The nomination committee recommends the following remuneration to the members of the remuneration committee:

1. The remuneration to the chair of the remuneration committee shall be NOK 30,000 per year (unchanged from 2022).
2. The remuneration to the other members of the remuneration committee shall be NOK 20,000 per year (unchanged from 2022).
3. Reimbursement of travel and dietary expenses in connection with committee meetings in accordance with the Norwegian government's travel allowance scale.

9.6: Remuneration to the members of the nomination committee

The nomination committee recommends the following remuneration to the members of the nomination committee:

1. The remuneration to the chair of the nomination committee shall be NOK 40,000 per year (unchanged from 2022).
2. The remuneration to the other members of the nomination committee shall be NOK 30,000 per year (unchanged from 2022).
3. Reimbursement of travel and dietary expenses in connection with committee meetings in accordance with the Norwegian government's travel allowance scale.

Oslo, 30 March 2023

The nomination committee of
Norske Skog ASA

Annex 1: Presentation of the current and proposed members of the board of directors

Name (born):	Role:	Start of term:	End of term:	Independent from large shareholders:	Independent from leading personnel and material business relations:	Shares held/controlled:
Geir Drangslund (1962)	Current chair of the board	2023	2025	No*	Yes	22,274,079
<p>Bio:</p> <p>Geir Drangslund serves as the chair of the board of directors. Mr Drangslund has since 1999 been the main shareholder and President & CEO of Byggma ASA, a Norwegian building materials company with focus on innovation and sustainable raw materials, and the owner of several well-known brands in the Nordic building industry. Before that, Mr Drangslund has held several positions as CFO/Finance Director/Finance Manager of companies like Avantor AS, Elkjøp Norge AS and Idun AS (part of the Orkla group). In 1984-86 he was a professional soccer player in the Norwegian Adecco league next to his studies. Mr Drangslund is born in Vennesla in the south of Norway, where he both went to Highschool and served his military service. He holds a degree in Economics and Business Administration (Nw: <i>Siviløkonom</i>) from BI Norwegian Business School in Oslo, Norway.</p> <p>* Geir Drangslund ultimately controls Byggma ASA and Drangslund Kapital AS, the two largest shareholders of the company, with an aggregate holding of 22,246,579 shares.</p>						
Arvid Grundekjøn (1955)	Proposed for re-election as board member	2018	2025	Yes	Yes	41,617
<p>Bio:</p> <p>Arvid Grundekjøn has served as a member of the board of directors since 2018 and is proposed for re-election. He has previously held various managerial positions, including being the Group CEO of the Awillhelmsen group and the CEO of the companies Royal Caribbean Cruise Line AS, Petrojarl II AS and Spekter GNO II AS. Mr Grundekjøn also holds political experience as he was the mayor of Kristiansand municipality from 2011 to 2015. Mr Grundekjøn currently works as an investor and holds several directorships in various companies throughout different industries. In terms of principal activities outside the Company, Mr Grundekjøn is a director of the board of the Strømme Foundation (Strømmestiftelsen) and Sørlandets Art Muesum (Sørlandets Kunstmuseum) and the chairman of the AKO Art Foundation (AKO Kunststiftelse) and the Fullriggeren Sørlandet Foundation (Stiftelsen Fullriggeren Sørlandet). Mr Grundekjøn has attended the Executive education program at Harvard Business School (USA), holds a Master of Law from the University of Oslo (Norway) and a Master of Business and Economics from the Norwegian School of Economics (Norway).</p>						
Trine-Marie Hagen (1977)	Proposed for re-election as board member	2019	2025	Yes	Yes	0
<p>Bio:</p> <p>Trine-Marie Hagen has served as a member of the board of directors since 2019 and is proposed for re-election. Ms Hagen is the group CFO of Felleskjøpet Agri SA, a supplier of technology and resources to the Norwegian agriculture industry. In addition to being the group CFO, Mrs Hagen is a member of the board of several of Felleskjøpet Agri SA's subsidiaries. Prior to this, Ms Hagen was the group CFO of Ekornes AS and prior to that, the group CFO of Mentor Medier AS. Before joining Mentor Medier AS, Ms Hagen was the Finance Director of Norske Skog Saugbrugs AS, the group's mill entity in Halden, Norway. Ms Hagen has attended the Norwegian School of Economics (Norway) where she completed their four-year programme in economics and business administration consisting of three years at bachelor/undergraduate level and one year at master/graduate level (Nw: <i>Siviløkonom</i>). She has also completed the first year of law studies (Nw: 1. avdeling) at the University of Bergen (Norway).</p>						
Johanna Lindén (1974)	Current board member	2022	2024	Yes	Yes	2,500
<p>Bio:</p> <p>Johanna Lindén serves as a member of the board of directors. She has since 2015 been the CEO of Petro Bio AB, a company providing combustion solutions for the energy and manufacturing sector in the Nordics and Europe. Before Petro Bio, she was Director Scandinavia for Valmet, serving also the Pulp and Paper industry and the Energy industry. Ms Lindén has previously held several management positions in Metso Power and Aker Kvaerner. She graduated from Chalmers University of Technology in 1997 with a Master of Science degree in Chemical Engineering.</p>						
Christoffer Bull (1976)	Proposed for election as new board member	2023	2025	Yes	Yes	0
<p>Bio:</p> <p>Christoffer Bull is proposed for election as a new member of the board of directors. Mr Bull has since 2019 been the CEO of Greenbit Energy AS, a Norwegian privately held energy company and a distributor of both biofuel and fossil fuel through the brands Eco 1 and Automat 1 to the B2B and B2C markets in Norway and Sweden. He has more than 18 years of experience from working in Norske Skog in different positions and from different locations, including as Marketing and Logistics Director (Norske Skog Saugbrugs AS), Sales & Logistics Director (Norske Skog Follum AS) and Sales Manager (HQ). He also worked 4 years in France (Norske Skog Golbey SAS) as Marketing Director. Mr Bull holds the degree Maitrise de Sciences Economiques (Bachelor Degree) from Université des Sciences Toulouse 1 in France (incl. one year in Sydney, Australia), and a Management Program from HEC Paris in France.</p>						
Tore Christian Østensvig (born)	Current observer	2022	2024	Yes	Yes**	0

1976)						
	<p>Bio:</p> <p>Tore Christian Østensvig serves as an observer of the board of directors and is an employee of the Saugbrugs mill entity, Norske Skog Saugbrugs AS, holding the position as line operator at the pulp plant. Mr Østensvig serves the function as main representative of the labor unions at the Saugbrugs mill and is the leader of the largest union at the mill, the Norwegian United Federation of Trade Unions (Fellesforbundet) department 436. Mr Østensvig is a member of the industry council for wood processing and is a member of the committee of representatives in Fellesforbundet. He is the leader of Halden municipality's complaints board and serves on various municipality level political positions for Arbeiderpartiet. He also represents Norske Skog Saugbrugs AS in the qualifying examination committee for chemistry and processing subjects and is a deputy member of the board in OK industri. Mr Østensvig has vocational education in chemistry and processing.</p> <p><i>** Considered independent, but for good order it is noted that Tore Christian Østensvig is the main union representative at Norske Skog Saugbrugs AS, the group's mill entity in Halden, Norway.</i></p>					
Asbjørn André Dypdahl (born 1981)	Current observer	2023	2025	Yes	Yes***	0
	<p>Bio:</p> <p>Asbjørn André Dypdahl serves as an observer of the board of directors and is an employee of the Skogn mill entity, Norske Skog Skogn AS, holding the position as winder operator. Mr Dypdahl serves the function as main representative of the labor unions at the Skogn mill and is the chairman of the Norwegian United Federation of Trade Unions (Fellesforbundet) department 461, a member of the Norwegian United Federation of Trade Unions department management forum Trøndelag and a deputy member of the Operating Committee of Levanger municipality. Mr Dypdahl is a former leader for Levanger's local branch of Norwegian Confederation of Trade Unions (Landsorganisasjonen LO). Mr Dypdahl is qualified as a process operator.</p> <p><i>*** Considered independent, but for good order it is noted that Asbjørn André Dypdahl is the main union representative at Norske Skog Skogn AS, the group's mill entity in Skogn, Norway.</i></p>					

Annex 2: Presentation of the current and proposed members of the nomination committee

Name (born):	Role:	Start of term:	End of term:	Independent from board:	Independent from leading personnel:	Shares held/ controlled:
Yngve Nygaard (1960)	Current chair of the nomination committee	2020	2024	Yes	Yes	600
	<p>Bio:</p> <p>Yngve Nygaard serves as the chair of the nomination committee. He was elected as a member of the nomination committee at the annual general meeting in 2020 and as chair of the committee at the annual general meeting in 2022. Mr Nygaard is a partner of ISCO Group AS, an executive search and advisory firm based in Oslo, Norway. Mr Nygaard has completed a number of executive recruitments, including board members, CEOs and other corporate management positions for stock exchange listed companies within various sectors. He regularly acts as an advisor for both foreign and domestic companies in matters related to management, and has extensive experience with strategic and organisation development. Before joining ISCO Group AS, Mr Nygaard was a partner and managing partner of another leading executive search firm, and prior to that he has held the position as head of Mercedes Benz in Norway, President of Tandberg for Europe/EMEA, as well as leading positions in FMCG, Asics and SCA. Mr Nygaard graduated with a degree in economics / MScBA from Örebro universitet, Sweden, in 1986.</p>					
Gerard (Gert) R. M. Steens (1963)	Proposed for election as new committee member	2023	2025	Yes	Yes	0*
	<p>Bio:</p> <p>Gert Steens is proposed as a new member of the nomination committee. He is currently Head of Research for SSVL S.A.M. Monaco. SSVL is the investment advisor of the Sterling Active Fund, investing in a concentrated portfolio of European mid-and small-cap companies. Mr Steens has previously held the positions Business Development and Investor Relations for Royal Ten Cate in the Netherlands, and Investment Manager for Cyrte Investment (Talpa Capital) in the Netherlands. For more than 10 years he worked for UBS (SG Warburg) in London and Amsterdam with research and sales of equities, and was appointed Managing Director in 2000. He also worked for Banque Nationale de Paris BNP in Amsterdam and London with Corporate Banking as Head of Credit Department and Equities Analyst. Mr Steens holds a Bachelor Degree in Business Administration from Nyenrode Business School in Breukelen, The Netherlands.</p> <p><i>* Gerard (Gert) R. M. Steens does not hold or control any shares personally, but is Head of Research for SSVL S.A.M. Monaco, the investment advisor of the Sterling Active Fund, which holds 4,694,000 shares.</i></p>					
Terje Sagbakken (1973)	Proposed for election as new committee member	2023	2025	No*	Yes	0
	<p>Bio:</p> <p>Terje Sagbakken is proposed as a new member of the nomination committee. He is currently the Managing Director of Hydal Aluminium Profiler AS in Raufoss, Norway. Mr Sagbakken has previously held the position as Managing Director of Forestia AS, the largest subsidiary of Byggma ASA. Mr Sagbakken is at present a board member in Byggma ASA. Terje Sagbakken worked for more than 14 years for Kongsberg Automotive AS as Plant Manager, Production Manager and Logistic Manager. Before that, he was Head of Production for Raufoss United AS in Norway. Mr Sagbakken holds a Bachelor Degree in Wood Technology from Ingeniørhøgskolen Gjøvik in Norway, and a Master Degree in Sustainable Production from NTNU (Norges Teknisk-naturvitenskapelige Universitet).</p> <p><i>* Terje Sagbakken is a board member of Byggma ASA which is ultimately controlled by the chair of the board, Geir Drangslund.</i></p>					