

Remuneration report for salary and other remuneration for leading persons 2022

Multiconsult ASA

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1. Key developments in remuneration – 2022

1.1. The financial year 2022

Multiconsult has stabilised at a good and sustainable profitability level over time and ended 2022 with a record high result. Operationally Multiconsult delivered solid profitability, good sales and solid customer deliveries. During the year, several new and important contracts have been awarded and Multiconsult had an all-time high order intake and holds an all-time high order backlog at the end of the year. The group is well positioned for the growing market developing from the green shift within all business areas. Looking ahead, with a foundation of a highly skilled workforce and a solid client base, Multiconsult will, together with its clients deliver future oriented and sustainable solutions for the society.

1.2. Shareholder feedback

The remuneration policy on determination of salary and other remuneration to leading persons in Multiconsult ASA was approved by the general meeting in 2022. The general meeting also approved the Multiconsult group's employee share purchase programme. Executives are invited to participate in this programme under the same conditions as other employees.

1.3. Key developments in board remuneration and composition in 2022

The annual general meeting of Multiconsult ASA on 7 April 2022 elected Rikard Appelgren as chair of the board. Hanne Rønneberg, Tove Raanes and Sverre Hurum were re-elected as directors. Tore Sjørnsen was elected as a new director (former deputy director). The total number of directors is therefore maintained at eight, consisting of five shareholder-elected and three employee-elected directors.

The annual general meeting in 2022 resolved the remuneration for the directors for the period between the annual general meeting in 2022 and the annual general meeting in 2023. There was an increase in the fixed base from NOK 252 000 to NOK 262 000 for directors, and from NOK 504 000 to NOK 524 000 for the chair. For employee-elected directors there was an increase in the fixed base from NOK 126 000 to NOK 131 000. There were also increases in the remuneration for committees.

1.4. Key developments in executive remuneration and composition in 2022

CFO Hans-Jørgen Wibstad resigned from Multiconsult and had his last day 6 May 2022. Unni Kristiansen was appointed acting CFO in the period from 6 May to 1 September 2022. Ove B. Haupberg was appointed CFO as of 1 September 2022. Hilde Gillebo, EVP Energy, resigned from the executive team 30 June 2022. Lars Opsahl, EVP Sales, resigned from the executive team 28 February 2022. Thor Ørjan Holt was appointed EVP Sales 1 March 2022. From 26 September 2022 Arne Jorde has been appointed acting COO whilst Johan Arntzen has been allocated to a strategic task reporting to the CEO.

In accordance with the decision at the annual general meeting in April 2022 the remuneration of executives during 2022 has been governed by the remuneration policy on determination of salary and other remuneration to leading persons (“remuneration policy”).

All remuneration in 2022 of the executive management was in line with the approved remuneration policy. The short-term cash-based incentive (STI) has been based on a financial target and a sustainability target aligned with strategy. As a result of the solid performance in 2022 the board determined that the STI for the executive team was 94.33 per cent of the maximum STI (100 per cent in 2021) equalling six months’ base salary for the CEO and four months’ salary for other executives.

1.5. Derogations and deviations from the remuneration policy

There have been no deviations from the current remuneration policy approved at the annual general meeting in 2022.

2. Remuneration of the board of directors

2.1. Remuneration policy

Directors’ fees are determined by the general meeting based on recommendations from the nomination committee. These recommendations have been based on the board of directors’ responsibility, expertise, and the complexity of the business. The company’s remuneration policy adopted at the annual general meeting in April 2022 provides the framework for the remuneration of the board of directors (the board) in 2022.

All shareholder elected directors shall purchase shares in Multiconsult for 20 per cent of the total gross directors' fees by the end of the year, subject to certain conditions. The duty is in effect every year a director is re-elected, until the market value of the shares equals the board remuneration for one year. The directors shall maintain such share ownership for the duration of the board period. The duties following this resolution expires following withdrawal by a director. Only employee elected directors may have loans from the company and can participate in the group’s share purchase program for employees.

The directors have not been awarded share options or any other form of incentive-based remuneration for the fiscal year 2022. The directors do not receive performance-based remuneration.

None of the directors have undertaken any special assignments for the group other than their work on the board. Directors are unable to accept such assignments without approval from the board of directors in each case.

All remuneration in 2022 to the board has been in line with the resolution from the general meeting. All shareholder elected directors have shares that have a market value equivalent to the board remuneration for one year or have acquired shares corresponding to 20 per cent of their gross board remuneration.

Remuneration composition

The remuneration of directors comprises a fixed base fee, as well as additional fixed fees for the chair and members of the board committees.

Multiconsult reimburses reasonable expenses relating to travel to attend board meetings. Employee elected directors can participate in the share purchase programme for all employees.

2.2. Board and committee fee level 2022

Amounts are in NOK thousand.

	Board	Audit committee	Remuneration committee	Nomination committee
Chair	524	68	45	45
Director	262	56	33	40
Employee elected director	131	56	33	

2.3. Remuneration paid to directors in 2022

Name of director, Position	Year	Fixed remuneration		Total remuneration ¹⁾	Loans ²⁾	Shares ³⁾
		Board fees	Committee fees			
Rikard Appelgren, Chair, elected by shareholders ⁴⁾	2022	433 333	18 000	451 333	-	35 000
	2021	248 667	56 667	305 333	-	30 000
Bård Mikkelsen (Chair, elected by shareholder ⁵⁾	2022	168 000	14 333	182 333	-	-
	2021	497 333	42 333	539 667	-	28 933
Hanne Rønneberg, elected by shareholders	2022	258 667	40 667	299 334	-	2 920
	2021	248 667	31 667	280 333	-	2 220
Simen Lieungh, elected by shareholders ⁶⁾	2022	-	-	-	-	-
	2021	80 667	0	80 667	-	-
Tove Raanes, elected by shareholders	2022	258 667	67 000	325 667	-	5 313
	2021	248 667	60 667	309 333	-	5 313
Sverre Hurum, elected by shareholders ⁸⁾	2022	500 667	22 000	522 667	-	22 226
	2021	168 000	0	168 000	-	22 226
Tore Sjursen, elected by shareholders ⁹⁾	2022	426 667	37 333	464 000	-	915
	-	-	-	-	-	-
Liv-Kristine Rud, elected by employees ⁶⁾	-	-	-	-	-	-
	2021	41 000	17 333	58 333	-	-
Runar Tyssebotn, elected by employees ⁶⁾	-	-	-	-	-	-
	2021	41 000	10 333	51 333	-	-
Kristine Landsnes Augustson, elected by employees ⁶⁾	-	-	-	-	-	-
	2021	41 000	0	41 000	-	-
Gunnar Vatnar, elected by employees ⁷⁾	2022	129 333	37 333	166 666	27 981	900
	2021	84 000	0	84 000	58 519	600

Karine Gjersø, elected by employees ⁷⁾	2022	129 333	32 667	162 000	61 312	2 948
	2021	84 000	21 333	105 333	58 519	1 948
Torben Wedervang, elected by employees ⁷⁾	2022	129 333	18 000	147 333	61 312	5 398
	2021	84 000	36 000	120 000	58 519	4 303
Total	2022	2 434 000	287 333	2 721 333	150 606	75 620
Total	2021	1 867 000	276 332	2 143 333	175 557	95 543

¹⁾ Total board fees paid in 2022 was NOK 2 721 thousand including fees to board members that retired from the board in 2022.

²⁾ Short-term loans for purchase of shares through to the company's share purchase program, on the same terms as other employees of the company.

³⁾ Shares owned by the directors on 31 December 2022, including shares owned by the close associates.

⁴⁾ Elected as chair of the board at the General meeting 7 April 2022.

⁵⁾ Resigned as chair of the board at General meeting 7 April 2022.

⁶⁾ Resigned as director at General meeting 19 April 2021.

⁷⁾ Elected by employees in April 2021.

⁸⁾ As determined at the general meeting 7 April 2022, he received compensation being a deputy member from 2020-2021.

⁹⁾ As determined at the general meeting 7 April 2022, he received compensation being a deputy member from 2021-2022.

3. Remuneration of Executive Management

3.1. Remuneration Principles

The criteria for remuneration of the executive management team in Multiconsult ASA are stated below:

- The company's remuneration strategy is to offer competitive, but not market leading remuneration
- Remuneration to the executive management shall reflect the responsibilities of the CEO and other members of the executive management in Multiconsult, considering the complexity of the company, growth, and sustainability
- The executive team is covered by the same scheme for total compensation, but the size and weighting of the reward elements will vary

3.2. Executive remuneration benchmark

Salary statistics and comparisons with other companies in the industry and other relevant companies are used to determine the compensation to the executive management. Multiconsult benchmarks the salaries of the executive management with comparable companies at least every other year.

3.3. Remuneration composition

Total remuneration to the executive management team is a combination of fixed elements and variable performance-based bonus. Fixed remuneration consists of base salary, fixed car benefit, fringe benefits, pension, and insurance.

Remuneration	Further information
Base salary	Fixed annual salary which is adjusted annually as of 1 January
Short-term cash-based incentive scheme (STI)	<p>Possible bonus is the maximum number of monthly salaries that can be paid out in the bonus given full goal achievement in relation to the bonus criteria. The bonus criteria consist of pre-agreed performance targets which for CEO are set by the board. The actual bonus pay out is based on the assessment of goal achievement in relation to the bonus criteria. Goal achievement is reviewed by the board before any payment takes place. Multiconsult does not have the possibility to reclaim variable remuneration.</p> <p>The pay-out potential in the bonus programme is up to a maximum of six months base salary for the CEO and four months for other members of the executive management team. Financial targets and relevant performance measures are approved and evaluated by the board. Out of the earned bonus, 75 per cent of the bonus is paid in cash and 25 per cent by shares at a 30 per cent discount and a three-year lock-in period. If a member of the management team leaves the company during the lock-in period, the member must repay the discount pro rata according to accrued and remaining lock-in period.</p> <p>The executive management also has an option to buy additional shares at a 30 per cent discount for the amount equal to 25 per cent of the bonus attained.</p>
Share purchase programme	The executive management team can also take part in the share purchase program for all employees.
Pension and insurance	<p>The executive management team is included in the same pension (defined contribution) and insurance programs as other employees in Multiconsult ASA, which are similar to the pension and insurance program in Multiconsult Norge AS. For EVP Architecture and CEO LINK Arkitektur A/S, terms from employer LINK Arkitektur A/S apply.</p> <p>The members of the executive management, who until 2017 were members of the defined benefit plan, are in the same way as other affected employees, partly compensated for entering the defined contribution plan.</p>
Other benefits	Other benefits such as telephone, broadband, newspaper, fixed car allowance, etc. Executives, like other employees, are affiliated with the company's current life and health insurance scheme.
Severance payment	The CEO has an agreement, which, in the event that she has to resign, gives her the right (unless she has shown gross negligence of her duties according to laws), to receive salary for twelve months in addition to salary in the six months' notice period. EVP Architecture has an agreement, in the event that she has to resign, gives her the right (unless she has shown gross negligence of her duties according to laws), to receive salary for nine months in addition to salary in the three months' notice period. No other members of the group management are entitled to severance pay and have a six-months' notice period.
Liability insurance	The executives are affiliated with the company's board liability insurance.

3.4. Overview of remuneration paid to executive management

The table below displays the total remuneration to the executive management earned in 2022 and 2021 for the period the persons served as member of the executive management.

Amounts in NOK	Year	Fixed remuneration			Variable remuneration ⁴⁾	Pension	Total remuneration	Proportion of fixed and variable remuneration	On 31 December	
		Base salary ¹⁾	Salary paid ²⁾	Other benefits ³⁾					Shares ⁵⁾	Loans ⁶⁾
Grethe Bergly, CEO ⁷⁾	2022	3 442 590	3 987 935	42 980	1 623 697	132 727	5 787 339	72%/28%	44 392	190 562
	2021	3 342 320	3 763 676	53 975	1 671 160	132 010	5 620 822	70%/30%	36 452	58 519
Ove B. Hauptberg, CFO ⁸⁾	2022	2 100 000	750 000	3 939	220 103	43 872	1 017 914	78%/22%	0	0
	2021	-	-	-	-	-	-	-	-	-
Unni Kristiansen, Acting CFO ⁸⁾	2022	-	541 338	3 676	-	44 084	589 098	100%/0%	-	-
	2021	-	-	-	-	-	-	-	-	-
Hans-Jørgen Wibstad, CFO ⁸⁾	2022	-	1 364 977	5 964	-	54 548	1 425 489	100%/0%	-	-
	2021	2 153 000	2 311 252	39 484	717 667	130 731	3 199 134	78%/22%	10 334	72 943
Kari Nicolaisen, EVP HR and Communications	2022	1 850 000	2 102 220	34 422	581 702	131 867	2 850 211	80%/20%	9 242	123 673
	2021	1 796 000	1 974 289	35 621	598 667	129 576	2 738 152	78%/22%	5 253	119 718
Arne Jorde, Acting COO ⁹⁾	2022	2 275 700	568 925	2 664	0	33 393	604 982	100%/0%	0	0
	2021	-	-	-	-	-	-	-	-	-
Johan Arntzen, COO/Special Advisor ⁹⁾	2022	1 720 000	1 938 169	18 532	540 825	135 327	2 632 853	79%/21%	13 022	58 472
	2021	1 684 000	1 841 137	31 738	561 333	134 864	2 569 072	78%/22%	10 308	115 768
Thor Ørjan Holt, EVP Sales ¹⁰⁾	2022	1 700 000	1 410 897	14 075	445 447	99 355	1 969 775	77%/23%	663	18 654
	2021	-	-	-	-	-	-	-	-	-
Lars Opsahl, EVP Sales ^{7) 10)}	2022	-	637 834	9 992	97 998	33 152	778 977	87%/13%	-	-
	2021	1 830 000	2 124 843	38 359	610 000	136 908	2 910 110	79%/21%	70 721	120 982
Kristin Olsson Augestad, EVP Region Oslo ⁷⁾	2022	1 860 000	2 125 518	33 610	584 846	132 757	2 876 731	80%/20%	14 888	121 451
	2021	1 732 000	1 943 918	33 722	577 333	129 794	2 684 768	78%/22%	11 002	70 037
Leif Olav Bogen, EVP Region Norway ⁷⁾	2022	1 820 000	2 108 889	33 944	572 269	132 776	2 847 878	80%/20%	12 637	61 312
	2021	1 732 000	1 961 217	34 781	577 333	133 507	2 706 839	79%/21%	8 737	58 519
Hilde Gillebo, EVP Energy ¹¹⁾	2022	-	1 028 884	5 514	295 000	65 347	1 394 745	79%/21%	-	-
	2021	1 732 000	1 889 646	32 318	577 333	128 053	2 627 351	78%/22%	4 021	117 506
Geir Juterud, EVP Project Director ^{7) 12)}	2022	1 790 000	2 072 412	35 626	562 836	132 129	2 803 003	80%/20%	11 866	61 312
	2021	1 732 000	1 959 950	28 832	577 333	131 801	2 697 917	79%/21%	7 980	58 519
Morten Alstad, Acting EVP Projects ^{7) 12)}	2022	-	469 204	10 829	127 267	132 969	740 269	83%/17%	-	-
	2021	1 597 000	1 815 307	24 677	532 333	131 516	2 503 834	79%/21%	70 885	70 002
Kirsten Anker Sørensen, EVP Architecture ¹³⁾	2022	1 908 630	2 179 132	53 540	629 581	187 613	3 049 865	79%/21%	2 738	0
	2021	1 844 872	2 012 463	68 648	614 957	172 865	2 868 933	79%/21%	1 252	0
Total	2022	20 466 920	23 286 335	309 306	6 281 571	1 491 916	31 369 129		109 448	635 437
Total	2021	21 175 192	23 597 698	422 157	7 615 451	1 491 625	33 126 930		236 945	862 513

¹⁾ Annual base salary per 31 December 2022.

²⁾ Salary is amount paid during the year presented, including holiday pay, car allowance and compensation for entering new pension plan.

³⁾ Other benefit includes all other cash and non-cash benefit paid during the year and includes taxable parts of; insurance premiums; discount on shares purchased; company car; housing allowance; per diem allowance; and telecommunication. Salary paid for previous positions within Multiconsult is included where relevant.

⁴⁾ Bonus is bonus earned in the reporting year (excluding holiday pay), and normally paid the subsequent year.

⁵⁾ Shares owned by the members of the executive management as of 31 December 2022, with close associates.

⁶⁾ Short-term loans for purchase of shares through the share purchase program for all employees and incentive program for executive management.

⁷⁾ Bergly, Opsahl, Augestad, Bogen, Juterud and Alstad receive compensation for transition from defined benefit pension plan.

⁸⁾ CFO Hans-Jørgen Wibstad resigned from Multiconsult and had his last day 6 May 2022. Unni Kristiansen was appointed acting CFO in the period from 6 May to 1 September 2022. Ove B. Haupberg was appointed CFO 1 September 2022.

⁹⁾ From 26 September 2022 Arne Jorde has been appointed acting COO whilst Johan Arntzen has been allocated to a strategic task reporting to the CEO.

¹⁰⁾ Lars Opsahl, EVP Sales, resigned from the executive team 28 February 2022. Thor Ørjan Holt was appointed EVP Sales 1 March 2022.

¹¹⁾ Hilde Gillebo, EVP Energy, resigned from the executive team 30 June 2022.

¹²⁾ Geir Juterud temporarily stepped down from his role as EVP Projects in September 2020 to work as Project Director Nye Rikshospitalet. He was still a part of Multiconsults executive management. At that time Alstad was acting EVP Projects. Juterud returned to his position as EVP Projects at the end of March 2022. As of April 2022, Alstad returned to his original position.

¹³⁾ Sørensen receives her salary from LINK Arkitektur A/S.

3.5. Variable remuneration

The purpose of the performance-based bonus scheme is to help the executives work actively to achieve strategic goals. Furthermore, it is a suitable tool for sending clear signals to the executives about which goals the company's board prioritises. The bonus scheme will reward management for achieving these priority goals. The performance targets can be a combination of quantitative and discretionary targets. Operating margin has been and is a key profit target in the current period. This reflects the company's and the board's focus on sustained profitability as the most important strategic goal.

The annual bonus targets are predetermined by the board of directors. Targets are set with threshold and maximum levels where potential bonus is calculated linearly from 0 to 100% of maximum payment from relevant scheme. The threshold for 2022 was 7 per cent EBITA. The predetermined target for 2022 was based on EBITA (85 per cent) and sustainability reporting (15 per cent). Goal achievements is reviewed by the board of directors before pay-out. The bonus target for 2022 was partly met resulting in a 94.33 per cent pay-out for the executive team.

	1 Description of the criteria related to the remuneration component	2 Relative weighing of the performance criteria	3 Optional information on Performance Targets		4 a) Measured performance and / b) actual award / remuneration outcome
			a) Minimum target/threshold performance and b) corresponding award/remuneration	a) Maximum/target performance and b) corresponding award/remuneration	
2022	Profitability - EBITA % of net revenues	85%	a) 7% b) 0	a) 10% b) 100%	a) 9.8% b) 93.33%
	Grading on ESG reporting from the Governance Group	15%	a) Grade B b) 100%	a) Grade A b) 100%	a) Grade A b) 100%
2021	Profitability - EBIT % of net revenues	100%	c) 6% d) 0%	c) 9% d) 100%	a) 100% b) 100%
2020	Profitability - EBIT % of net revenues	100%	a) 5% b) 0%	a) 8% b) 100%	a) 100% b) 100%

4. Remuneration and Company Performance 2017-2022

4.1. Board remuneration 2017-2022

A summary of the development of the Board remuneration in the five-year period 2017–2022 is provided in the table below.

Amounts in NOK

Annual change	Election year	2017	2018	2019	2020	2021	2022
Rikard Appelgren, elected by shareholders	2018	-	157 000	298 667	304 000	305 333	451 333
% change			-	90%	2%	0%	48%
% change annualised*			-	27%	-	-	-
Bård Mikkelsen, elected by shareholders	2018	-	42 000	604 000	525 000	539 667	182 333
% change			-	1338 %	(13%)	3%	(66%)
% change annualised*			-	20%	-	-	35%
Hanne Rønneberg, elected by shareholders	2018	-	157 000	261 000	273 000	280 333	299 334
% change			-	66%	5%	3%	7%
% change annualised*			-	11%	-	-	-
Tove Raanes, elected by shareholders	2020	-	-	-	196 000	309 333	325 667
% change						58%	5%
% change annualised*						5%	-
Sverre Hurum, elected by shareholders	2021	-	-	-	-	168 000	522 667
% change						-	211%
% change annualised*						-	107%
Tore Sjursen, elected by shareholders	2022	-	-	-	-	-	464 000
% change							-
% change annualised*							-
Gunnar Vatnar, elected by employees	2021	-	-	-	-	84 000	166 666
% change						-	98%
% change annualised*						-	32%
Karine Gjersø, elected by employees	2021	-	-	-	-	105 333	162 000
% change						-	54%
% change annualised*						-	3%
Torben Wedervang, elected by employees	2021	-	-	-	-	120 000	147 333
% change						-	23%
% change annualised*						-	(18%)

% change in annualised remuneration is calculated as the difference between i. actual remuneration in the calendar year in which the appointment/retirement occurred pro-rata adjusted for period of service to express remuneration for 12 months' of membership and ii. actual remuneration in the following year (in case of appointments) or the preceding year (in case of retirements). Changes in roles, responsibilities, committee memberships, base fee levels, travel activity, etc. are not adjusted for.

4.2. Executive remuneration and company performance 2017-2022

The table below includes the annual changes in the company's performance and in the average remuneration of the company's employees during 2017 to 2022.

Amounts in NOK

	Appointment year	2017	2018	2019	2020	2021	2022
Grethe Bergly, CEO ¹⁾	2015	2 143 013	1 613 645	3 356 174	5 305 190	5 620 822	5 787 339
% change		-	(25%)	108%	58%	6%	3%
% change annualised*		-	-	-	-	-	-
Hans-Jørgen Wibstad, CFO ³⁾	2019	-	-	1 369 329	2 936 766	3 199 134	943 306
% change				-	114%	9%	(70.5%)
% change annualised*				-	79%	-	(11.5%)
Ove B. Haupberg, CFO	2022	-	-	-	-	-	1 017 914
% change							-
% change annualised*							-
Unni Kristiansen, Acting CFO	2022	-	-	-	-	-	589 098
% change							-
% change annualised*							-
Kari Nicolaisen, EVP HR and Communications	2019	-	-	1 512 380	2 549 514	2 738 152	2 850 211
% change				-	69%	7%	4.1%
% change annualised*				-	26%	-	-
Johan Arntzen, COO/Special Advisor	2018	-	555 186	1 729 584	2 427 230	2 569 072	2 632 853
% change			-	212%	40%	6%	2.5%
% change annualised*			-	4%	-	-	-
Lars Opsahl, EVP Sales ³⁾	2015	2 005 023	2 146 107	2 560 405	2 799 124	2 910 110	510 164
% change		-	7%	19%	9%	4%	(82.5%)
% change annualised*		-	-	-	-	-	5.2%
Kristin Olsson Augestad, EVP Region Oslo ²⁾	2019	-	-	1 877 906	2 533 469	2 684 768	2 876 731
% change				-	35%	6%	7.2%
% change annualised*				-	-	-	-
Leif Olav Bogen, EVP Region Norway ²⁾	2019	-	-	1 945 333	2 557 347	2 706 839	2 847 878
% change				-	31%	6%	5.2%
% change annualised*				-	-	-	-
Hilde Gillebo, EVP Energy	2019	-	-	156 947	2 346 622	2 627 351	1 394 745
% change				-	1395%	12%	(46.9%)
% change annualised*				-	25%	-	6.2%
Geir Juterud, EVP Project Director ²⁾	2019	-	-	1 789 617	2 525 642	2 697 917	2 803 003
% change				-	41%	7%	3.9%
% change annualised*				-	-	-	-
Morten Alstad, EVP Projects ²⁾	2020	-	-	-	1925025	2503834	740268.8
% change					-	30%	(70.4%)
% change annualised*					-	-	18.3%
Kirsten Anker Sørensen, EVP Architecture ²⁾	2019	-	-	1 854 816	2 882 647	2 868 933	3 049 865
% change				-	55%	0%	6.3%
% change annualised*				-	-	-	-
Arne Jorde, Acting COO	2022	-	-	-	-	-	604 982

	% change							-
	% change annualised*							-
Thor Ørjan Holt, EVP Sales		2022	-	-	-	-	-	1 969 775
	% change							-
	% change annualised*							-
Company performance								
EBIT %			4.0 %	3.0 %	3.1 %	10.1 %	9.2 %	9.6 %
Average remuneration increase for other employees								
Multiconsult ASA (except members of the executive) and Multiconsult Norge AS			3.1 %	3.2 %	3.1 %	2.5 %	4.1 %	6.4 %

* % Change in annualised pay is calculated as the difference between estimated pay for full 12 months service in the calendar year in which the appointment/retirement occurred and the actual pay of the following calendar year (in case of appointments) or the preceding year (in case of retirements). Changes in roles, responsibilities, travel activity, etc. are not adjusted for.

¹⁾ Grethe Bergly was EVP Greater Oslo Area from 2015-2018. She resigned from Multiconsult group management 30 September 2018. In accordance with the severance pay agreement between Bergly and Multiconsult, Bergly was entitled to retain base salary until 31 March 2019. Grethe Bergly was appointed CEO March 2019.

²⁾ Salary paid for previous positions within Multiconsult is included.

³⁾ Compensation paid in 2022 does not include holiday pay as these individuals left the executive management team before their salaries were deducted for holiday. This approach has been chosen to allow for a more accurate comparison from one year to another.

The board of directors

Multiconsult ASA

Oslo, 15 March 2023



Rikard Appelgren

Chair of the board



Hanne Rønneberg

Director



Tove Raanes

Director



Tore Sjørus

Director



Sverre Hurum

Director



Gunnar Vatnar

Director



Torben Wedervang

Director



Karine Gjersø

Director