

Remuneration Report

for salary and other remuneration
for leading persons 2025



| Photo: Jo Gaute Fornes/Multiconsult

Multiconsult—Group

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1 Key developments in remuneration – 2025

1.1 The financial year 2025

Multiconsult delivered a stable performance during 2025 in a market characterised by increased competition and slower investment decisions. While underlying operations remained strong, profitability was influenced by lower billing ratio, higher operating expenses and the ongoing dispute related to the Sotra project. Net operating revenues increased and the order backlog remained strong, supported by solid project deliveries.

During 2025, Multiconsult implemented a revised organisational structure aimed at strengthening leadership focus and clarifying responsibilities between the Group and Multiconsult Norge. This included a clearer separation of executive roles and a reduction in dual responsibilities. These changes are intended to enhance governance, support effective strategic execution, and position the organisation for sustainable long-term growth.

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 2024.

1.3 Key developments in board remuneration and composition in 2025

Pursuant to article 5 of Multiconsult's articles of association, the company's board of directors shall comprise seven to nine members. At the annual general meeting on 10 April 2024, the general meeting elected the following as shareholder elected members for a two-year term, based on the nomination committee's proposal:

- Richard Appelgren, chair of the board
- Tove Raanes, director
- Eva Kristensen, director

These members will serve from the 2025 AGM until the 2027 AGM.

The following shareholder elected members were elected at the 2024 AGM for a two-year term and was not up for election in 2025:

- Tore Sjørnsen, director
- Sverre Hurum, director

Additionally, three board members were elected in 2025 for a two-year term by the employees in a separate process pursuant to PLC §§ 6-4 (3) and 6-5. In the election the following employee elected

members were elected:

- Axel Segovia Ødegaard, director employee elected
- Trude Skogesal, director employee elected
- Magnus Sørensen, director employee elected

The annual general meeting in 2025 resolved the remuneration for the directors for the period between the annual general meeting in 2025 and the annual general meeting in 2026. There was an increase in the fixed base from NOK 305 000 to NOK 325 000 for directors, and from NOK 605 000 to NOK 650 000 for the chair. For employee-elected directors, there was an increase in the fixed base from NOK 152 000 to NOK 160 000. There were also increases in the remuneration for committees.

1.4 Key developments in executive remuneration and composition in 2025

The following changes have taken place in the executive management team during 2025:

- Kristin O. Augestad stepped down as EVP Architecture 30 September and was appointed EVP Norway 1 October.
- Kristina Jordt Adersen was appointed EVP Architecture, effective 1 November 2025.
- Effective 30 September the COO role (Johan Arntzen) is no longer part of the executive management team.
- Thor Ørjan Holt stepped down as EVP Sales, effective 30 September.
 - Leif Olav Bogen stepped down as EVP Region Oslo, effective 30 September.
 - Kari Sveva Dowsett stepped down as EVP Region Norway, effective 30 September.

The remuneration of executives in 2025 has been governed by the remuneration policy on determination of salary and other remuneration to leading persons (“remuneration policy”) that was approved at the annual general meeting in April 2024.

1.5 Derogations and deviations from the remuneration policy

In 2025 there was a deviation from the remuneration policy as one of the shareholder elected directors did not comply with the share ownership requirement described in 2.1.

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 2024, provides the framework for the remuneration of the board of directors (the board) in 2025.

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. This 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 expire upon the withdrawal of a director. Only employee elected directors may have loans from the company and can participate in the group’s share purchase plan for employees.

The directors have not been awarded share options or any other form of incentive-based remuneration for the fiscal year 2025. 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 2025 to the board has been in line with the resolution from the general meeting. With the exception of one shareholder elected director, all shareholder elected directors either hold shares with a market value equivalent to one year of board remuneration or have acquired shares corresponding to 20 per cent of their gross board remuneration.

2.2 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 related to travel to attend board meetings.

2.3 Board and committee fee level 2025

Amounts are in NOK thousand.

| | Board | Audit committee | Remuneration Committee | Nomination committee |
|---------------------------|-------|-----------------|------------------------|----------------------|
| Chair | 650 | 115 | 60 | 53 |
| Director | 325 | 94 | 40 | 48 |
| Employee elected director | 160 | 94 | 40 | |

2.4 Remuneration paid to directors in 2025 and 2024

Notes to the below table:

- Amounts are in NOK thousand.
- Due to decimal variations, there may be minor discrepancies between fees and total remuneration. Total remuneration reflects the directors' annual statements.
- Loans refers to short-term loans for purchase of shares through the company's share purchase plan, on the same terms as other employees of the company.
- Shares refers to shares owned by the directors at the end of the calendar year, including shares owned by their close associates.

| 2024 | Fixed remuneration | | Total remuneration | Loans | Shares |
|--|--------------------|----------------|--------------------|----------------|---------------|
| | Board fees | Committee fees | | | |
| Name of director, position | | | | | |
| Rikard Appelgren, Chair, shareholder elected | 586 667 | 59 333 | 645 999 | - | 45 000 |
| Hanne Rønneberg, shareholder elected | 295 000 | 82 000 | 377 000 | - | 3 440 |
| Tove Raanes, shareholder elected | 295 000 | 97 333 | 392 333 | | 5 313 |
| Sverre Hurum, shareholder elected | 295 000 | 37 667 | 332 667 | - | 22 226 |
| Tore Sjørnsen, shareholder elected | 295 000 | 80 000 | 375 000 | - | 2 715 |
| Gunnar Vatnar, employee elected | 147 333 | 20 000 | 167 333 | 68 216 | 1 590 |
| Karine Gjersø, employee elected | 147 333 | 37 667 | 185 000 | 68 216 | 4 643 |
| Torben Wedervang, employee elected | 147 333 | 60 000 | 207 333 | 68 216 | 7 093 |
| Total | 2 208 667 | 474 000 | 2 682 665 | 204 648 | 92 020 |

| 2025 | Fixed remuneration | | Total remuneration | Loans | Shares |
|--|--------------------|----------------|--------------------|---------------|---------------|
| Name of director, position | Board fees | Committee fees | | | |
| Rikard Appelgren, Chair, shareholder elected | 635 000 | 57 667 | 692 667 | - | 50 000 |
| Hanne Rønneberg, shareholder elected | 101 667 | 30 000 | 131 667 | - | - |
| Tove Raanes, shareholder elected | 318 334 | 113 334 | 431 668 | - | 5 313 |
| Sverre Hurum, shareholder elected | 318 334 | 39 667 | 358 001 | - | 35 839 |
| Tore Sjursen, shareholder elected | 318 334 | 92 667 | 411 001 | - | 2 715 |
| Eva Kristensen, shareholder elected | 216 667 | - | 216 667 | - | 0 |
| Gunnar Vatnar, employee elected | 50 667 | - | 50 667 | - | - |
| Karine Gjersø, employee elected | 50 667 | 13 000 | 63 667 | - | - |
| Torben Wedervang, employee elected | 50 667 | 30 000 | 80 667 | - | - |
| Axel Reuben Segovia Ødegaard, employee elected | 106 667 | - | 106 667 | 13 750 | 1910 |
| Trude Skogesal, employee elected | 106 667 | 62 667 | 169 334 | 30 289 | 1 000 |
| Magnus Sørensen, employee elected | 106 667 | 26 667 | 133 334 | 29 333 | 1 695 |
| Total | 2 380 338 | 465 669 | 2 846 007 | 73 372 | 98 472 |

3 Remuneration of Executive Management

3.1 Remuneration Principles

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

- The basis for determining remuneration to the executive management is obtained through salary statistics, comparisons with other companies in the industry and other relevant companies. The company shall

benchmark the salaries of the executives with comparable companies at least every other year.

- The company’s strategy is to offer competitive remuneration.
- The compensation to the executive management team shall reflect both the value of the position and the value that the person holding the position represents for the company.

- The principle of wage determination is based on individual assessment.
- 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 for 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 a variable performance-based bonus. Fixed remuneration consists of base salary, fixed transport allowance, fringe benefits, pension, and insurance.

| | |
|------------------------------|---|
| Base salary | Fixed annual salary which is adjusted annually as of 1 January. |
| Short-term incentive | <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 payout 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 scheme is up to a maximum of six months base salary for the CEO and four months for other executives. 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 the accrued and remaining lock-in period. The executive management team 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 plan | The executive management team can participate in the group's share purchase plan. |
| Pension and insurance | <p>The executive management team is included in the same pension (defined contribution) and insurance programmes as other employees in Multiconsult ASA, which are similar to the pension and insurance programmes in Multiconsult Norge AS.</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, transportation allowance, etc. |
| Severance payment | If the CEO must resign, the CEO has the right to receive salary for twelve months, in addition to salary in the six months' notice period. This right is lost if it is found that the CEO has shown gross negligence of duties according to laws. No other executives are entitled to severance pay and have a six-month notice period. |
| Liability insurance | The executives are affiliated with the company's board liability insurance. |

3.4 Variable remuneration

The performance-based bonus scheme is designed to motivate executives to actively pursue and achieve the company’s strategic objectives. It serves as an effective tool for clearly communicating the board's prioritised goals to the executive team, sending a strong signal about the areas that are most important. The bonus rewards management for meeting these key priorities. Performance targets may include a mix of quantitative and discretionary

goals. Operating margin continues to be a critical profit target. 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. The performance targets can be a combination of quantitative and discretionary targets, and they are set with thresholds and maximum levels. Goal achievements is reviewed by the board of directors before pay-out.

The short-term cash-based incentive (STI) comprised two financial targets and one sustainability target aligned with strategic priorities. As the required financial performance levels were not reached, there was no bonus for 2025.

| Year | Description of the criteria related to the remuneration component | Relative weighing of the performance criteria | Remuneration outcome |
|------|---|---|----------------------|
| 2025 | Profitability – EBITA % of net revenues | 35% | 0% |
| | Profitability – EBITA of net revenues | 55% | |
| | Scope 1-3 - % reductions | 10% | |

3.5 Overview of remuneration paid to executive management

The table below displays the total remuneration earned by the executive management in 2025 and 2024 for the period the individuals served as member of the executive management.

Notes to the table below:

- Annual base salary as of year-end.
- Salary paid is the amount paid during the year presented, including holiday pay,

- transportation allowance and compensation for entering new pension plan.
- Other benefits include all other cash and non-cash benefit paid during the year and includes taxable parts of insurance premiums, discounts on shares purchased, per diem allowance, and telecommunication.
- Bonus is bonus earned in the reporting year (excluding holiday pay) and normally paid the subsequent year.
- Shares owned by the members of the executive management as of year-end, with close associates.

- Short-term loans for purchase of shares through the share purchase plan for all employees and bonus scheme for executive management.
- Bergly, Augestad, Bogen, and Juterud receive compensation for the transition from defined benefit pension plan.
- Schjetlein was appointed EVP Sustainability on 1 September 2024.
- Kristin O. Augestad stepped down as EVP Architecture 30 September and was appointed EVP Norway 1 October.

- Effective 30 September the COO role (Johan Arntzen) is no longer part of the executive management team.
- Thor Ørjan Holt stepped down as EVP Sales, effective 30 September.
- Leif Olav Bogen stepped down as EVP Region Oslo, effective 30 September.
- Kari Sveva Dowsett stepped down as EVP Region Norway, effective 30 September.
- Kristina Jordt Adersen was appointed EVP Architecture, effective 1 November 2025.

| 2024 | Currency | Fixed remuneration | | | Variable remuneration | Pension | Total remuneration | Proportion of fixed and variable remuneration | On 31 December | |
|---|------------|--------------------|-------------------|----------------|-----------------------|------------------|--------------------|---|----------------|----------------|
| Name, position | | Base salary | Salary paid | Other benefits | | | | | Shares | Loans |
| Grethe Bergly, CEO | NOK | 3 916 469 | 4 457 194 | 116 531 | 1 762 411 | 158 262 | 6 494 398 | 73%/27% | 58 105 | 180 099 |
| Ove B. Haupberg, CFO | NOK | 2 360 000 | 2 541 332 | 58 756 | 708 000 | 156 708 | 3 464 796 | 80%/20% | 4 651 | 68 216 |
| Kari Nicolaisen, EVP HR and Communications | NOK | 2 060 000 | 2 278 172 | 52 860 | 618 000 | 160 488 | 3 109 519 | 80%/20% | 15 211 | 108 172 |
| Johan Arntzen, COO | NOK | 1 880 000 | 2 093 725 | 44 500 | 564 000 | 161 285 | 2 863 510 | 80%/20% | 17 190 | 59 627 |
| Thor Ørjan Holt, EVP Sales | NOK | 1 950 000 | 2 177 536 | 52 311 | 585 000 | 157 288 | 2 972 135 | 80%/20% | 5 914 | 87 452 |
| Kristin Olsson Augestad, EVP Architecture | NOK | 2 340 000 | 2 607 417 | 60 367 | 702 000 | 159 600 | 3 529 384 | 80%/20% | 21 089 | 113 010 |
| Leif Olav Bogen, EVP Region Oslo | NOK | 2 265 000 | 2 552 411 | 54 106 | 679 500 | 158 350 | 3 444 367 | 80%/20% | 18 694 | 68 216 |
| Geir Juterud, EVP Project Director | NOK | 2 100 000 | 2 370 457 | 55 892 | 630 000 | 158 254 | 3 214 603 | 80%/20% | 17 717 | 55 000 |
| Agathe Bryde Schjetlein, EVP Sustainability | NOK | 1 850 000 | 666 667 | 3 812 | 185 000 | 39 811 | 895 290 | 79%/21% | 40 | 0 |
| Kari Sveva Dowsett, EVP Region Norway | NOK | 2 110 000 | 2 114 115 | 34 310 | 633 000 | 163 486 | 2 944 910 | 79%/21% | 8 401 | 0 |
| Total | NOK | 22 831 469 | 23 859 024 | 533 445 | 7 066 911 | 1 473 532 | 32 932 912 | | 167 012 | 739 789 |

| 2025 | Currency | Fixed remuneration | | | Variable remuneration | Pension | Total remuneration | Proportion of fixed and variable remuneration | On 31 December | |
|---|------------|--------------------|-------------------|----------------|-----------------------|------------------|--------------------|---|----------------|----------------|
| Name, position | | Base salary | Salary paid | Other benefits | | | | | Shares | Loans |
| Grethe Bergly, CEO | NOK | 4 262 292 | 4 762 952 | 151 565 | 0 | 167 275 | 5 081 792 | 100%/0% | 65 615 | 175 755 |
| Ove B. Haupberg, CFO | NOK | 2 490 000 | 2 696 666 | 72 298 | 0 | 167 777 | 2 936 741 | 100%/0% | 8 119 | 71 588 |
| Kari Nicolaisen, EVP HR and Communications | NOK | 2 163 000 | 2 363 503 | 65 119 | 0 | 172 639 | 2 601 261 | 100%/0% | 18 335 | 71 588 |
| Johan Arntzen, COO | NOK | - | 1 650 128 | 49 744 | 0 | 129 482 | 1 829 353 | 100%/0% | - | - |
| Thor Ørjan Holt, EVP Sales | NOK | - | 1 731 059 | 54 300 | 0 | 140 342 | 1 925 701 | 100%/0% | - | - |
| Kristin Olsson Augestad, EVP Norway | NOK | 2 915 000 | 2 850 438 | 70 846 | 0 | 170 955 | 3 092 239 | 100%/0% | 24 535 | 144 717 |
| Leif Olav Bogen, EVP Region Oslo | NOK | - | 2 012 056 | 58 869 | 0 | 141 497 | 2 212 422 | 100%/0% | - | - |
| Geir Juterud, EVP Digital | NOK | 2 215 000 | 2 475 743 | 58 844 | 0 | 168 742 | 2 703 329 | 100%/0% | 20 131 | 0 |
| Agathe Bryde Schjetlein, EVP Sustainability | NOK | 1 910 000 | 1 950 346 | 12 036 | 0 | 165 854 | 2 128 236 | 100%/0% | 394 | 0 |
| Kari Sveva Dowsett, EVP Region Norway | NOK | - | 1 800 135 | 57 765 | 0 | 148 197 | 2 006 096 | 100%/0% | - | - |
| Kristina Jordt Adersen, EVP Architecture | DKK | 1 824 000 | 364 000 | 550 | 0 | 34 400 | 398 950 | 100%/0% | 3 985 | 0 |
| Total | NOK | 18 774 102 | 24 855 551 | 652 235 | 0 | 1 625 922 | 27 133 708 | | 141 114 | 463 648 |

4 Remuneration and Company Performance 2020-2025

4.1 Board remuneration 2020-2025

A summary of the development of the Board remuneration in the five-year period 2020–2025 is provided in the table below.

Changes in roles, responsibilities, committee memberships, base fee levels, travel activity, etc. are not adjusted for

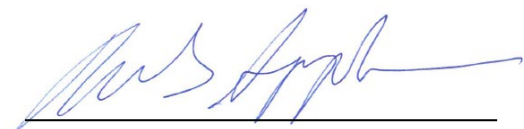
| Name of director, position | Currency | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|----------|---------|---------|---------|---------|---------|---------|
| Rikard Appelgren, Chair, shareholder elected | NOK | 304 000 | 305 333 | 451 333 | 541 333 | 645 999 | 692 667 |
| % change | | | 0 % | 48 % | 20 % | 19 % | 7 % |
| Hanne Rønneberg, shareholder elected | NOK | 273 000 | 280 333 | 299 334 | 317 667 | 377 000 | 131 667 |
| % change | | | 3 % | 7 % | 6 % | 19 % | (65 %) |
| Tove Raanes, shareholder elected | NOK | 196 000 | 309 333 | 325 667 | 341 333 | 392 333 | 431 668 |
| % change | | | 58 % | 5 % | 5 % | 15 % | 10 % |
| Sverre Hurum, shareholder elected | NOK | | 168 000 | 522 667 | 305 000 | 332 667 | 358 001 |
| % change | | | | 211 % | (42 %) | 9 % | 8 % |
| Tore Sjørusen, shareholder elected | NOK | | | 464 000 | 329 333 | 375 000 | 411 001 |
| % change | | | | | (29 %) | 14 % | 10 % |
| Eva Kristensen, elected by shareholders | NOK | | | | | | 216 667 |
| % change | | | | | | | - |
| Gunnar Vatnar, employee elected | NOK | | 84 000 | 166 666 | 194 333 | 167 333 | 50 667 |
| % change | | | | 98 % | 17 % | (14 %) | (70 %) |
| Karine Gjersø, employee elected | NOK | | 105 333 | 162 000 | 170 000 | 185 000 | 63 667 |
| % change | | | | 54 % | 5 % | 9 % | (66 %) |
| Torben Wedervang, employee elected | NOK | | 120 000 | 147 333 | 135 667 | 207 333 | 80 667 |
| % change | | | | 23 % | -8 % | 53 % | (61 %) |
| Axel Reuben Segovia Ødegaard, employee elected | NOK | | | | | | 106 667 |
| % change | | | | | | | - |
| Trude Skogesal, employee elected | NOK | | | | | | 169 334 |
| % change | | | | | | | - |
| Magnus Sørensen, employee elected | NOK | | | | | | 133 334 |
| % change | | | | | | | - |

4.2 Executive remuneration and company performance 2020-2025

The table below includes the annual changes in the company's performance and in the average remuneration of the company's employees during 2020 to 2025. Salary changes are not adjusted for time in role.

| Name of director, position | Currency | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grethe Bergly, CEO | NOK | 5 305 190 | 5 620 882 | 5 787 339 | 5 471 514 | 6 494 398 | 5 081 792 |
| % change | | | 6 % | 3 % | (5 %) | 19 % | (22 %) |
| Ove B. Haupberg, CFO | NOK | | | 1 017 914 | 2 822 057 | 3 464 796 | 2 936 741 |
| % change | | | | | 177 % | 23 % | (15 %) |
| Kari Nicolaisen, EVP HR & Communications | NOK | 2 549 514 | 2 738 152 | 2 850 211 | 2 766 154 | 3 109 519 | 2 601 261 |
| % change | | 69 % | 7 % | 4 % | (3 %) | 12% | (16 %) |
| Johan Arntzen, COO | NOK | 2 427 230 | 2 569 072 | 2 632 853 | 2 558 367 | 2 863 510 | 1 829 353 |
| % change | | | 6 % | 2 % | (3 %) | 12 % | (36 %) |
| Kristin Olsson Augestad, EVP Norway | NOK | 2 533 469 | 2 684 768 | 2 876 731 | 2 985 700 | 3 529 384 | 3 092 239 |
| % change | | | 6 % | 7 % | 4 % | 18 % | (12 %) |
| Leif Olav Bogen, EVP Region Oslo | NOK | 2 557 347 | 2 706 839 | 2 847 878 | 2 931 266 | 3 444 367 | 2 212 422 |
| % change | | | 6 % | 5 % | 3 % | 18 % | (36 %) |
| Geir Juterud, EVP Digital | NOK | 2 525 642 | 2 697 917 | 2 803 003 | 2 731 654 | 3 214 603 | 2 703 329 |
| % change | | | 7 % | 4 % | (3 %) | 18 % | (16 %) |
| Kari Sveva Dowsett, EVP Region Norway | NOK | | | | 643 492 | 2 944 910 | 2 006 096 |
| % change | | | | | | 358 % | (32 %) |
| Thor Ørjan Holt, EVP Sales | NOK | | | 1 969 775 | 2 492 062 | 2 972 135 | 1 925 701 |
| % change | | | | | 27 % | 19 % | (35 %) |
| Agathe Bryde Schjetlein, EVP Sustainability | NOK | | | | | 895 290 | 2 128 236 |
| % change | | | | | | | 138 % |
| Kristina Jordt Adersen, EVP Architecture | DKK | | | | | | 398 950 |
| % change | | | | | | | - |
| Company performance | | | | | | | |
| EBITA % | | 10.1 % | 9.2 % | 9.8 % | 8.7 % | 9.7 % | 7 % |
| Average remuneration increase - other employees | | | | | | | |
| Multiconsult ASA (except members of the executive) and Multiconsult Norge AS | | 2.50 % | 4.10 % | 6.40 % | 5.50 % | 5.40 % | 4.50 % |

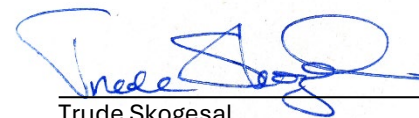
The board of directors Multiconsult ASA Oslo, 16.03.2026



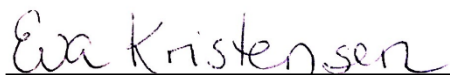
Rikard Appelgren
Chair of the board



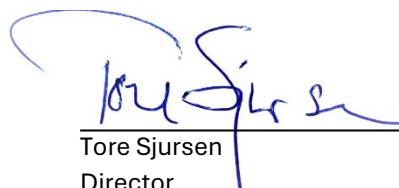
Tove Raanes
Director



Trude Skogesal
Director



Eva Kristensen
Director



Tore Sjørus
Director



Alex Seløvia Ødegaard
Director



Sverre Hurum
Director



Magnus Sørensen
Director