



Oslo, 18. april 2024

Generalforsamling 2024

Stein Erik Hagen

(styreleder)

- Største aksjonær i Orkla ASA (via Canica AS og diverse andre selskaper)
- Valgt første gang i 2004
- Eier sammen med sine barn Canica AS med tilhørende familieselskaper
- Styremedlem i familiens veldedige stiftelser
- Styremedlem i Prostate Cancer Foundation i USA
- Leder av valgkomiteen i Anora Group PLC



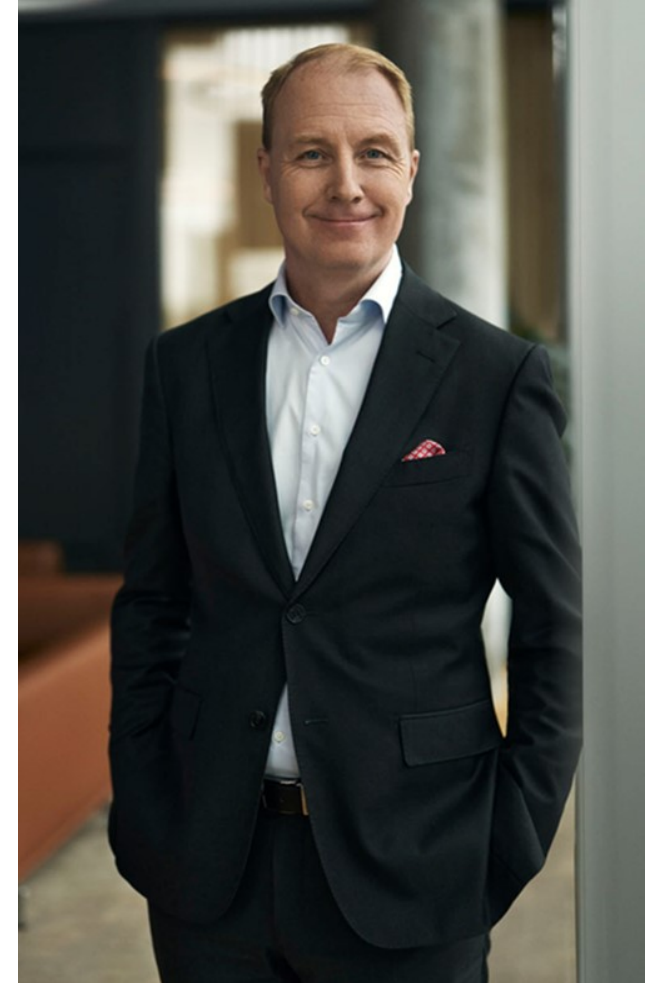
Liselott Kilaas

- MSc i matematisk statistikk, Oslo
- Master of Business Administration, IMD Lausanne
- Valgt første gang i 2017
- Konsernsjef i Aleris Group fra 2013 til 2017
- Styremedlem og medlem av revisjonskomiteen i Folketrygdfondet og Peab AB
- Syremedlem i Avonova AB og Recover Nordic. Styreleder i Implantica og medlem av Supervisory Board i IMD
- Nåværende CEO i Evidia Group



Peter Agnefjäll

- MSc Business Administration, Linköping Universitet
- Valgt første gang 2018
- Konsernsjef i IKEA-konsernet fra 2013 til 2017
- Styreleder i Supervisory Board i Ahold Delhaize N.V. og Independent Advisor for private equity teamet i Abu Dhabi Investment Authority (ADIA)



Anna Mossberg

- MSc Industrial Engineering & Management
- Valgt første gang 2020
- Karriere i Telia og TeliaSonera fra 1996 til 2010, senest som VP Product & Business Management
- CEO Bahnhof 2010-2011
- SVP Strategy Deutsche Telekom AB 2012-2014
- Industry Leader Google LLC 2015-2018
- Styremedlem og medlem av Finance Committee i Swisscom AG, av revisjonskomiteen og kompensasjon- og bærekraftskomiteen i Swedbank AB og av kompensasjonskomitèen i Ringier AG, samt medlem i Ringier AI Advisory board, og styremedlem i Volvo Cars AB
- Medlem av Advisory Board i Axcel Management og i Boards Impact Forum



Christina Fagerberg

- Master of Science, Economics and Business, Stockholm School of Economics
- Valgt første gang 2022
- Bakgrunn fra Goldman Sachs og IK Investment Partners
- Grunnla i 2007 sitt eget investeringsfond, Fagerberg & Dellby
- Styremedlem i investeringselskapet Idun Industrier AB



Rolv Erik Ryssdal

- Master of Business Administration fra Insead
- Master of Science fra Handelshøyskolen BI
- Valgt første gang 2022
- Konsernsjef i Adevinta inntil august 2022
- Konsernsjef i Schibsted 2009-2018
- Styreleder i Spir Group ASA, Simployer Group AS og Ness, Risan & Partners AS



Caroline Hagen Kjos

- Bachelor of Business Administration, fra Parson the New School ro Design, New York
- Styremedlem fra 2023, personlig vara for Stein Erik Hagen siden 2016
- Prosjektleder i Canica Holding AG i Sveits, ansvar for investeringer og strategi sammen med daglig leder
- Styreleder Canica AS og styremedlem i Canica AG og Canica International AG



Ansatterepresentanter

- **Terje Utstrand**

- Konserntillitsvalgt
- Tillitsvalgt for NNN i Orkla Confectionery & Snacks Norge AS
- Leder av Representantskapet for de LO-organiserte i Orkla, Orklas Faglige Representantskap og European Works Council



- **Sverre Josvanger**

- Tillitsvalgt for Negotia i Orkla Confectionery & Snacks Norge AS
- Leder av Representantskapet for funksjonærene i Orkla
- Sekretær i Orklas Faglige Representantskap og Representantskapets Arbeidsutvalg
- Medlem i European Works Council



Ansatterepresentanter

- **Roger Vangen**

- Tillitsvalgt for NNN i Orkla Foods Norge
- Medlem i Orklas Faglige Representantskap
- Medlem i European Works Council



- **Karin Hansson**

- Tillitsvalgt for Livs i Orkla Foods Sverige
- Medlem i Orklas Faglige Representantskap og i European Works Council



Dagsorden punkt 1 – Valg av møteleder

Styrets forslag:

Karl Otto Tveter velges som møteleder



Orkla ASA General Meeting Update from the President & CEO

Nils K Selte, President and CEO

18. April 2024

2023 | Reflections

Total shareholder return of 15.7%

EPS (adj.) of NOK 5.78 (+6% vs. 2022)

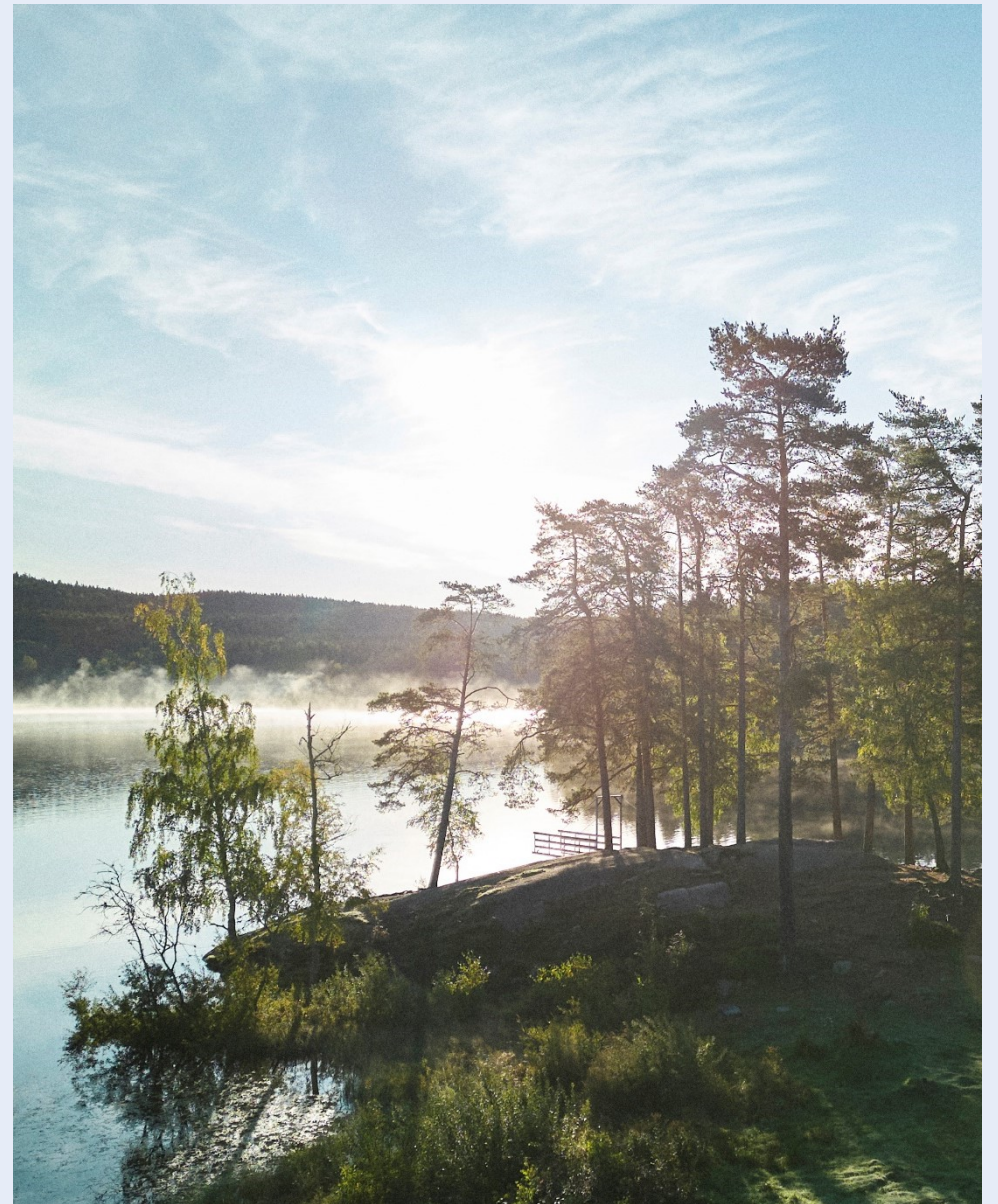
Strong profit performance from Jotun

- The general meeting has approved an increase in dividend

Broad based improvement for the Consolidated Portfolio Companies¹:

- Underlying EBIT (adj.) growth of 7%
- Strong improvement in cash flow from operations
- Good momentum going into 2024

The Board of Directors propose a total dividend of NOK 6.00 per share, whereof NOK 3.00 is in addition to the ordinary dividend



Important milestones in 2023 / high activity

- 1 Implemented a **new operating model**
- 2 Finalised **Full Potential Plans**
- 3 Established **Portfolio Company boards**
- 4 Acted on **structural opportunities**
- 5 Made sure that the **right people are in the right place**
- 6 **Navigated the company** through a challenging time
- 7 Carried out **Capital Markets Day**



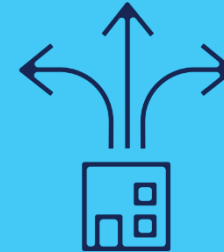
Strategic priorities in the short-term



Drive organic value in existing portfolio



Optimize and simplify the overall portfolio



Pursue structural opportunities

Financial flexibility and disciplined capital allocation

Delivering on ESG targets

Developing people, culture and organization

Our ultimate KPI

12-14%

Total Shareholder Return (TSR)
per annum 2024-2026



Key Financials 2023

CFO, Harald Ullevoldsæter

Oslo, 18. April 2024



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This presentation has been prepared by Orkla ASA (the “Company”) solely for information purposes. The presentation does not constitute an invitation or offer to acquire, purchase or subscribe for securities.

Certain statements included in this presentation contain various forward-looking statements that reflect management’s current views with respect to future events and financial and operational performance. The words “believe,” “expect,” “anticipate,” “intend,” “may,” “plan,” “estimate,” “should,” “could,” “aim,” “target,” “might,” or, in each case, their negative, or similar expressions identify certain of these forward-looking statements. Others can be identified from the context in which the statements are made. Although we believe that the expectations reflected in such forward-looking statements are reasonable, these forward-looking statements are based on a number of assumptions and forecasts that, by their nature, involve risk and uncertainty. Various factors could cause our actual results to differ materially from those projected in a forward-looking statement or affect the extent to which a particular projection is realized. Factors that could cause these differences include but are not limited to the Company’s ability to operate profitably, maintain its competitive position, to promote and improve its reputation and the awareness of the brands in its portfolio, to successfully operate its growth strategy and the impact of changes in pricing policies, political and regulatory developments in the markets in which the Company operates, and other risks.

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Key figures 2023

67.8

Operating revenues
(NOK billion)

5.78

Earnings per share (adj.)
(NOK)

10%

Return on
Capital Employed*

~20k

Competent and engaged
employees

*ROCE for the Consolidated Portfolio Companies incl. HQ



EBIT (adj.) growth of 19% for the Consolidated Portfolio Companies

Key figures, NOKm	2023	2022
Operating revenues Group	67,797	58,391
EBIT (adj.) Consolidated Portfolio Companies	6,432	5,416
EBIT (adj.) Financial Investments	965	2,386
EBIT (adj.) HQ and Business Services	-476	-391
EBIT (adj.)	6,921	7,411
Other income and expenses	-687	-514
EBIT	6,234	6,897
Profit from Jotun & Associates	1,836	861
Net interest and other financial items	-1,104	-413
Profit before tax	6,966	7,345
Taxes	-1,545	-2,077
Profit after tax	5,421	5,268
Profit/loss attributable to non-controlling interests	225	249
Profit/loss attributable to owners of the parent	5,196	5,019
Adjusted EPS diluted (NOK)	5.78	5.46
Reported EPS diluted (NOK)	5.21	5.04

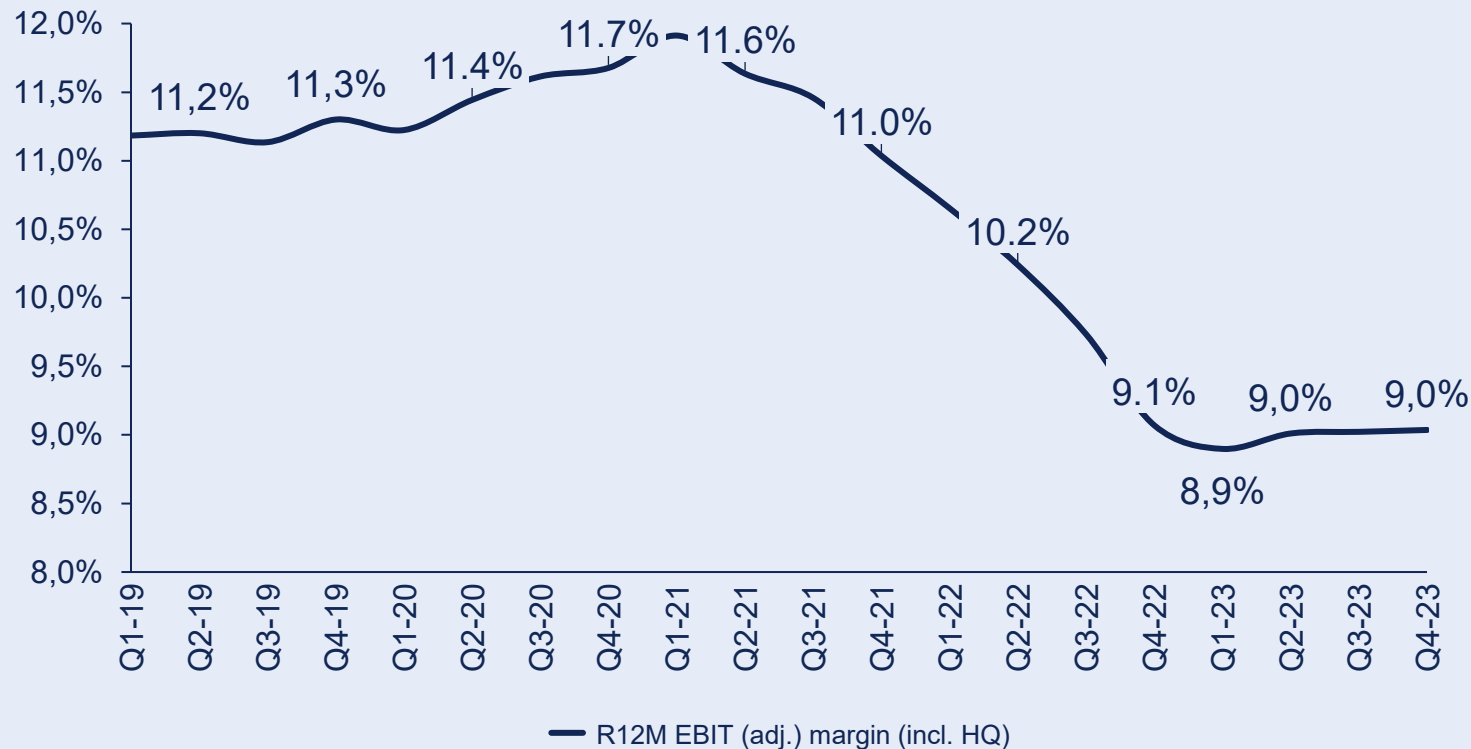
Operating revenues for the 12 Portfolio Companies in 2023



*Jotun's operating revenue represents the full company figure from 2023 (100%). Orkla has 42.7% interest in Jotun.

EBIT (adj.) margin reached the trough in 2023

Consolidated Portfolio Companies | R12M EBIT (adj.) margin (incl. HQ)



Note: 1. Underlying EBIT (adj.) margin change in Q4-23 compared to Q4-22; 2. EBIT (adj.) margin target communicated at Capital Markets Day in November 2023

Strong cash flow from operations – inventory levels starting to normalise

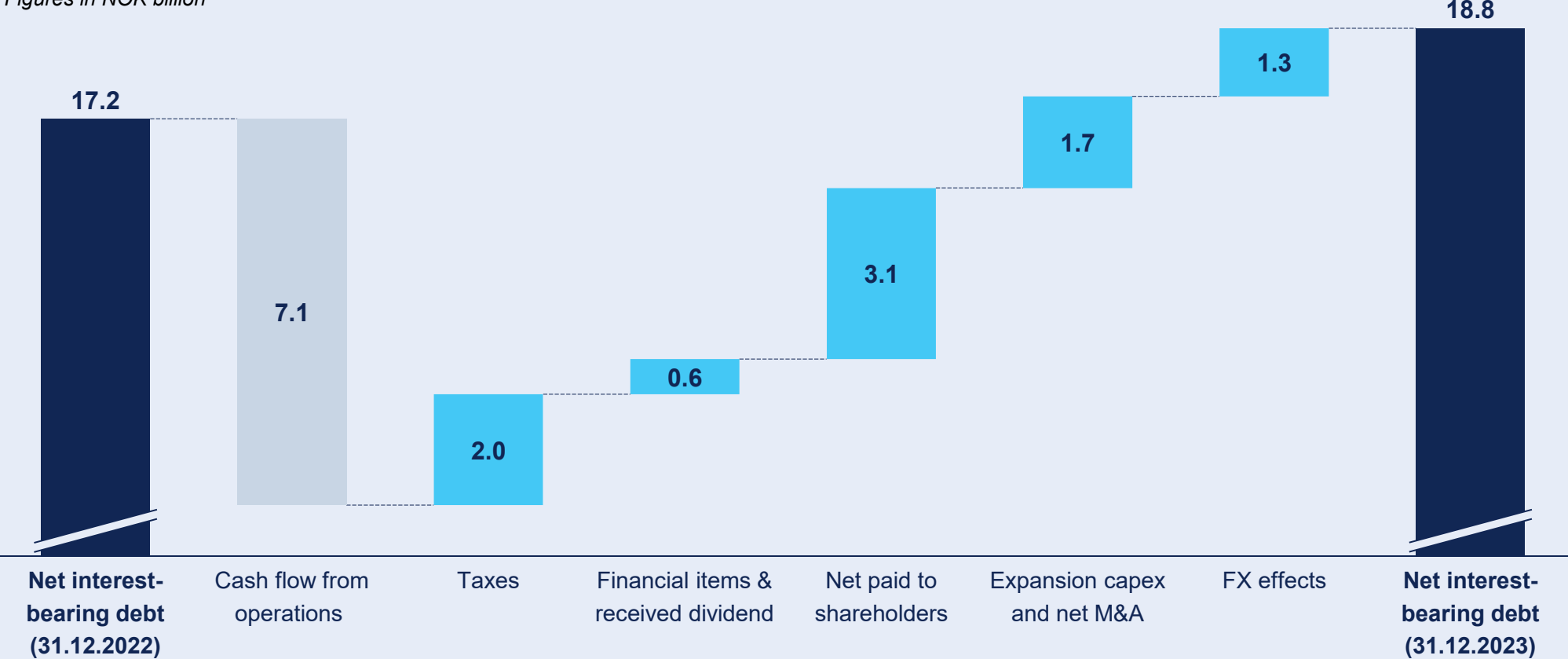
Cash flow from operations (pre-tax), NOKbn	2023	2022
Consolidated Portfolio Companies <i>(incl. HQ and Business Services)</i>		
EBIT (adj.)	6.0	5.0
Depreciation	2.5	2.1
Change in net working capital	0.8	-2.4
Net replacement investments	-2.7	-2.8
Cash flow from operations (adj.)	6.6	1.9
Cash flow from other income & exp. and pensions	-0.5	-0.4
Financial Investments	1.0	2.3
Cash flow from operations – Orkla Group	7.1	3.8



* Cash conversion for the consolidated portfolio companies incl. HQ. Cash conversion is defined as cash flow from operations / EBIT (adj.)

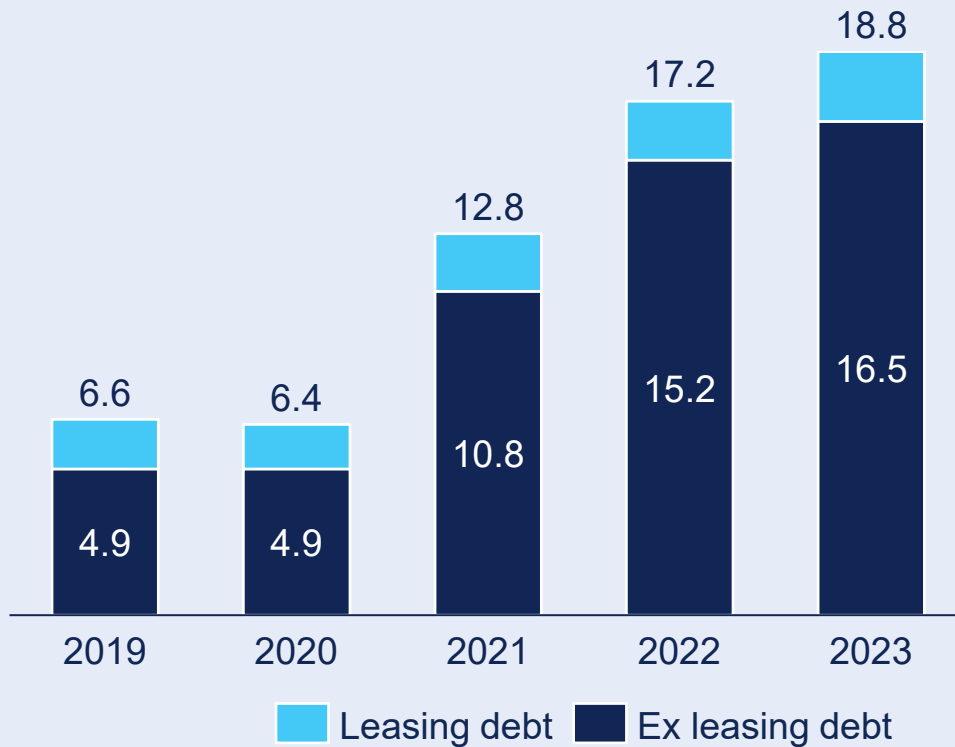
Net Interest Bearing Debt at NOK 18.8bn at 31 December 2023

Figures in NOK billion

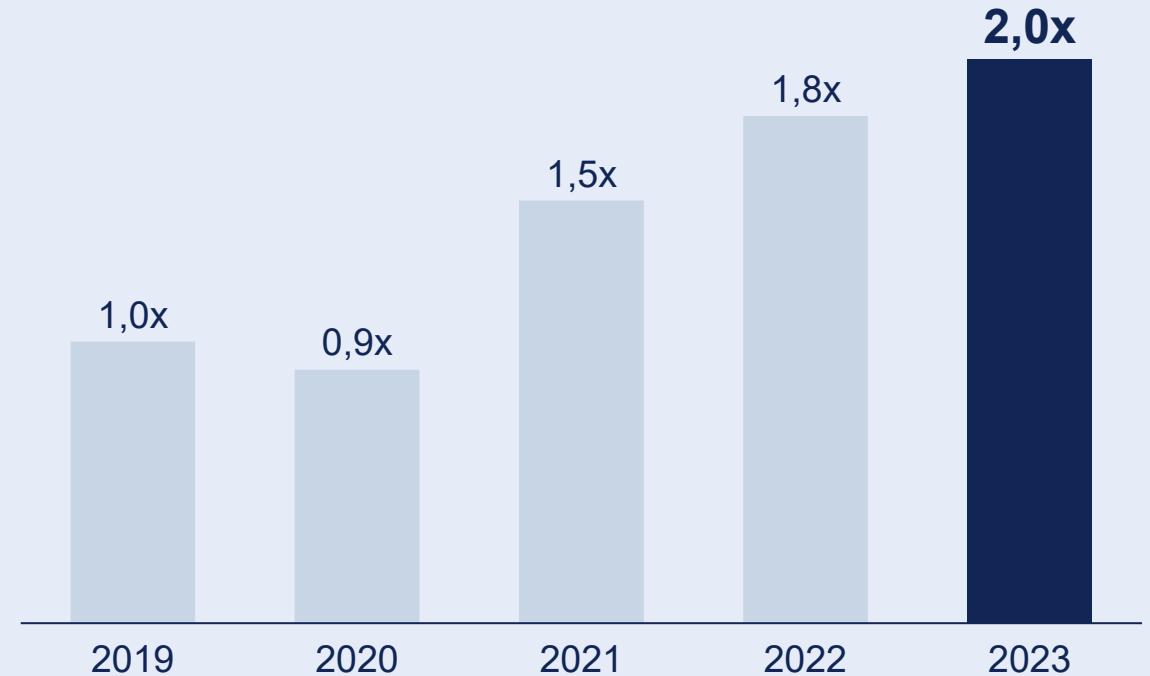


Sound financial profile

Net interest-bearing liabilities (NOKbn)



NIBD / R12M EBITDA



Alternative Performance Measures (APM)

Contribution ratio

Contribution ratio is calculated by dividing the contribution margin by operating revenues. Operating revenues minus variable operating expenses constitute the contribution margin. Variable operating expenses are reported on the financial statement line “operating expenses” and consist of expenses directly related to sales volume. Variable expenses include the costs of input factors such as raw materials and packaging, and variable production costs such as electricity related to production and variable pay. They also include incoming and outgoing freight costs directly related to sales volume. Costs related to finished goods purchased for resale are included as part of variable operating expenses. Production costs that are relatively constant over time and do not vary according to production volume are not included in the computation of contribution margin; such costs include warehouse costs, wages of factory administration and management staff, and depreciation of production equipment.

Contribution Margin is a key internal financial figure that shows how profitable each portfolio company’s product mix is and hence the company’s ability to cover fixed expenses. Contribution margin is an important financial figure with regard to product innovation and product portfolio optimisation.

Organic growth

Organic growth shows like-for-like turnover growth for the group’s business portfolio and is defined as the group’s reported change in operating revenues adjusted for effects of the purchase and sale of companies, the re-conclusion and loss of distribution agreements of a material nature, and currency effects. Intra-group transfers of companies and changes in distribution agreements between portfolio companies are also taken into account. When calculating organic growth, acquired companies will be excluded 12 months after the transaction date. Sold companies will be excluded pro forma 12 months prior to the transaction date. Currency effects are neutralised by translating this year’s turnover at last year’s exchange rates.

Organic growth is included in segment information and used to identify and analyse turnover growth in the consolidated portfolio companies. Organic growth provides an important picture of the portfolio companies’ ability to carry out innovation, product development, correct pricing and brand-building.

Segment information for each consolidated portfolio company shows how large a part of organic growth is related to price effects and how large a part is linked to volume/mix effects. Price effects are defined as net changes in prices to customers, i.e. changes in prices to customers adjusted for factors such as discounts, campaigns and price reductions. The price effects are calculated based on the assumption of unchanged volume. Volume/mix effects are calculated as a residual, and are organic growth minus price effects. Volume/mix effects consist of changes in sales volume and/or changes in the product mix sold.

EBIT (adj.)

EBIT (adj.) shows the group’s current operating profit before items that require special explanation, and is defined as reported operating profit or loss before “Other income and expenses” (OIE). Items included in OIE are disclosed in Note 3. These include M&A costs, restructuring or integration expenses, any major gains on and write-downs of both tangible and intangible assets, and other items that only to a limited degree are reliable measures of the group’s current profitability. EBIT (adj.) margin and growth are derived figures calculated in relation to operating revenues.

EBIT (adj.) is one of the group’s most important financial figures, internally and externally. The figure is used to identify and analyse the group’s profitability from normalised operations and operating activities. Adjustment for items in OIE which to a limited degree are reliable measures of the group’s current operating profit or loss increases the comparability of profitability over time.

Alternative Performance Measures (APM)

Change in underlying EBIT (adj.)

Change in underlying EBIT (adj.) shows like-for-like EBIT (adj.) growth for the group's business portfolio and is defined as the group's reported change in EBIT (adj.) adjusted for effects of the purchase and sale of companies and the re-conclusion and loss of distribution agreements of a material nature and currency effects. Account is also taken of intra-group transfers of companies and changes in distribution agreements between portfolio companies. In calculating the change in underlying EBIT (adj.), acquired companies will be included pro forma 12 months prior to the transaction date. Sold companies will be excluded pro forma 12 months prior to the transaction date. Currency effects are neutralised by translating this year's EBIT (adj.) at last year's currency exchange rates. Where underlying profit performance is mentioned in the report, reference is made to underlying EBIT (adj.) performance. Underlying EBIT (adj.) margin and change therein are derived figures calculated in relation to operating revenues.

Underlying EBIT (adj.) growth is used for internal management purposes, including for identifying and analysing underlying profitability growth in the existing business portfolio, and provides a picture of the portfolio companies' ability to improve profitability in their existing operations. The measure is important because it shows the change in profitability on a comparable structure over time.

Return on Capital Employed (ROCE)

ROCE is calculated by dividing a 12-month rolling EBITA (adj.) by the average capital employed in the consolidated portfolio companies.

EBITA (adj.) consists of EBIT (adj.) plus depreciation and write-downs of intangible assets. In the calculation a 12-month rolling EBITA (adj.) is used. Since depreciation and write-downs of intangible assets are not included in EBITA (adj.), they are also excluded from the capital base. Thus the historical cost of intangible assets is used in capital employed (see next paragraph).

Capital employed represents working capital in the consolidated portfolio companies and consists of:

- Net working capital - consists of the statement of financial position items "Trade receivables", "Trade payables" and "Inventories". It also includes public charges payable and some minor receivables and payables related to operations from "Other receivables and financial assets" and "Other current liabilities".
- Fixed assets
- Intangible assets at historical cost - consist of the statement of financial position line "Intangible assets" plus accumulated depreciation and write-downs
- Net pension liabilities - Pension assets are included in the statement of financial position line "Associates, joint ventures and other financial assets", while pension liabilities are included in "Provisions and other non-current liabilities"
- Deferred tax on excess value - This item is included in deferred tax which is part of the statement of financial position line "Provisions and other non-current liabilities"

Alternative Performance Measures (APM)

Return on Capital Employed (ROCE) cont.

Average capital employed is at all times an average of the closing balance for the five last reported quarters.

ROCE shows the return that the Orkla group receives on the capital invested in the various consolidated portfolio companies. This is an important measurement parameter for assessing whether the portfolio companies' return exceeds the group's weighted average cost of capital (WACC), and for comparing the return on the current portfolio with another alternative return.

Earnings per share (adj.)

Earnings per share (adj.) show earnings per share adjusted for "Other income and expenses" (OIE) after estimated tax. Items included in OIE are specified in Note 3. The effective tax rate for OIE is lower than the group's tax rate as at 31 December 2023, chiefly due to the fact that expensed M&A costs and the write-down of tangible assets in Orkla Foods Česko a Slovensko are without tax effect. Non-taxable income increases the tax rate for OIE somewhat. The effective tax rate for OIE as at 31 December 2023 was 17% (17 % as at 31 December 2022) and 12% in the fourth quarter of 2023 (23% in the fourth quarter of 2022).

If other items of a special nature occur under the company's operating profit or loss, adjustments will also be made for these items. No such adjustments were made in 2023 or 2022.

Net replacement and expansion investments

When taking decisions regarding investments, the group distinguishes between replacement and expansion investments. Expansion investments are the part of overall reported investments considered to be investments either in new geographical markets or new categories, or which represent significant increases in capacity. Net replacement investments include new leases and are reduced by the value of sold fixed assets to sales value.

The purpose of this distinction is to show how large a part of the investments (replacement) mainly concerns maintenance of existing operations and how large a part of the investments (expansion) is investments which must be expected to generate increased contributions to profit in future, exceeding expectations of normal operations.

Net interest-bearing liabilities

Net interest-bearing liabilities are the sum of the group's interest-bearing liabilities and interest-bearing receivables. Interest-bearing liabilities include bonded loans, bank loans, other loans, lease liabilities and interest-bearing derivatives. Interest-bearing receivables include cash and cash equivalents, interest-bearing derivatives and other interest-bearing receivables.

Net interest-bearing liabilities are the group's primary management parameter for financing and capital allocation and are used actively in the group's financial risk management strategy. The Orkla format cash flow statement therefore shows the change in net interest-bearing liabilities at group level.

Alternative Performance Measures (APM)

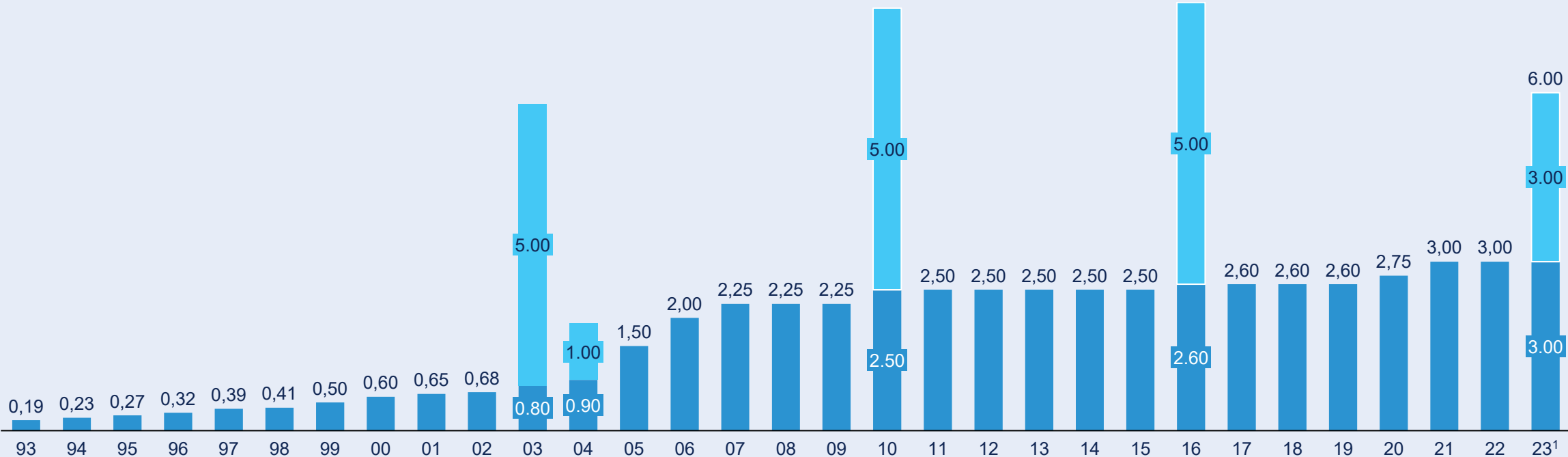
Structure (acquisitions and disposals)

Structural growth includes adjustments for the acquisition of the businesses Norstamp, Bubs Godis, Da Grasso, Khell-Food, Denali Ingredients, Lofoten Marine Oils, Healthspan and Hade coup, and the winding-up of Hamé Foods in Russia and sale of the convenience business in Orkla Latvia and the Struer brand. Adjustments were also made for the loss of a distribution agreement with PepsiCo and Alpro, and the distribution of tea in Orkla India. Following the transition to a new operating model, the split-up of the former Orkla Care business area has entailed the transfer of the dental health business and adjustments for changes in distribution and production agreements between new portfolio companies.

In 2022, adjustments were also made for the acquisition of Vesterålen Marine Olje, Eastern, NutraQ, New York Pizza, Sigurd Ecklund, Hans Kaspar, Núi Sírfus, Cake Décor Limited, For All Baking Ltd., Ambassador92 and SeaGood Fort Deli. Adjustments have been made for the sale of Credin Russland, the Struer brand, and the water business under the Everest brand in Orkla Latvia. A structural adjustment was made at business area level for the internal transfer of the Oolannin brand.

A dividend of NOK 6.00 per share is proposed by the Board of Directors – payment date 3 May 2024

■ Ordinary dividend ■ Special dividend



Note: Figures in NOK; 1) Proposed dividend



Revisors beretning for 2023

Konklusjon om årsregnskapet

Vi har i vår revisjonsberetning konkludert med at:

- Etter vår mening er årsregnskapet avgitt i samsvar med lov og forskrifter*
- Etter vår mening gir selskapsregnskapet og konsernregnskapet for Orkla ASA et rettviseende bilde av selskapets og konsernets finansielle stilling per 31.12 og av resultatene og kontantstrømmene i regnskapsåret*

Og

- Opplysningene i årsberetningen og redegjørelsene om foretaksstyring og samfunnsansvar er konsistente med årsregnskapet og i samsvar med lov og forskrifter.*

Dagsorden punkt 2 – Årsregnskap 2023

Styrets forslag:

Generalforsamlingen godkjenner årsregnskapet for 2023 for Orkla ASA og konsernet samt styrets årsberetning, herunder aksjeutbytte for 2023 med kr 6,00 pr. aksje, hvorav kr 3,00 er utover det ordinære utbyttet, unntatt for aksjer i konsernets eie.

Dagsorden punkt 3 - Lederlønnsrapport

Orklas lederlønnsrapport

- Iht. krav i allmennaksjeloven, skal styret utarbeide en rapport om godtgjørelse som ledende personer har mottatt eller har til gode i løpet av det foregående regnskapsåret
- Lederlønnsrapporten for 2023 er inntatt i årsrapporten og lagt ved innkallingen til generalforsamlingen som et eget vedlegg
- Den faktiske godtgjørelsen som ble utbetalt i 2023, og som er rapportert i lederlønnsrapporten, er i samsvar med gjeldende lovgivning og retningslinjer for lederlønn vedtatt av generalforsamlingen

Dagsorden punkt 3 - Lederlønnsrapport

Styrets forslag:

Generalforsamlingen slutter seg til styrets rapport for 2023 om lønn og annen godtgjørelse for ledende personer

Dagsorden punkt 4 - Eierstyring og selskapsledelse

Eierstyring og selskapsledelse

- Rapporteringskrav iht. regnskapsloven § 3-3b og Norsk anbefaling for eierstyring og selskapsledelse
- Styrets redegjørelse for eierstyring og selskapsledelse (foretaksstyring) er inntatt i årsrapporten for 2023 og tilgjengelig på www.orkla.no
- I henhold til allmennaksjeloven § 5-6 femte ledd skal redegjørelsen behandles på ordinær generalforsamling som orienteringssak

Dagsorden punkt 5 – Fullmakt til erverv av egne aksjer

Styrets forslag:

Generalforsamlingen i Orkla ASA gir herved styret fullmakt til å la selskapet erverve aksjer i Orkla ASA med pålydende verdi inntil kr. 125.000.000 fordelt på inntil 100.000.000 aksjer, dog slik at beholdningen av egne aksjer ikke kan overstige 10 % av utestående aksjer til enhver tid. Minste og høyeste beløp som kan betales pr. aksje skal være henholdsvis kr. 20 og kr. 120. Styret står fritt med hensyn til på hvilke måter erverv og avhendelse av egne aksjer kan skje. Denne fullmakten skal gjelde fra og med 19. april 2024 og frem til dato for ordinær generalforsamling 2025.

(i) Fullmakten kan benyttes til oppfyllelse av eksisterende insentivprogrammer for ansatte, og insentivprogrammer for ansatte innenfor rammene av gjeldende retningslinjer for lønn og annen godtgjørelse for ledende ansatte vedtatt av generalforsamlingen.

(ii) Fullmakten kan benyttes til erverv av aksjer for amortisering.

Valgkomiteens innstilling

Valgkomiteens sammensetning ivaretar interessene til aksjonærfellesskapet, jf. NUES pkt. 7

Sammensetning
Anders Christian Stray Ryssdal (leder)
Nils-Henrik Pettersson
Rebekka Glasser Herlofsen
Kjetil Houg
Vidar Dahl (supplerer valgkomiteen ved valg av styrets leder, og høres også ved fastsettelse av godtgjørelse)



Valgkomiteen bør sammennes slik at hensynet til aksjonærfellesskapets interesser blir ivaretatt.



Flertallet i valgkomiteen bør være uavhengig av styret og øvrige ledende ansatte.



Medlem av styret bør ikke være medlem av komiteen.



Daglig leder eller andre ledende ansatte bør ikke være medlem av komiteen.



Generalforsamlingen bør fastsette nærmere retningslinjer for valgkomiteen

Valg av styremedlemmer

Gjenvalg av:

Stein Erik Hagen

Liselott Kilaas

Peter Agnefjäll

Christina Fagerberg

Rolv Erik Ryssdal

Caroline Hagen Kjos

Nytt styremedlem:

Bengt Arve Rem

Bengt Arve Rem

Professional Experience

2015-Date	Kistefos AS, CEO
2014-2015	Arctic Partners AS, CEO
2009-2014	Arctic Securities ASA, Corporate Finance, from 2010 also Deputy CEO
2004-2009	Aker ASA, EVP & CFO
2004	Kværner ASA, CFO
2000-2004	Aker RGI Management AS, Partner and CEO
1995-2000	Aker RGI ASA, CFO
1990-1995	Oslo Stock Exchange, from 1995 as head of the department responsible for financial instruments
1985-1990	Arthur Andersen & Co, Auditor

Education

1987-1988	Master's degree in accounting and auditing from the Norwegian School of Economics and Business Administration (NHH)
1980-1984	MSc in Business Administration and Finance from the Norwegian Business School (BI)

Non-Executive Appointments

2016-Date	Oslo Airport City AS, Board member
2016-Date	Advanzia Bank S.A, Luxembourg, Chair of the Board
2016-Date	Western Bulk Chartering AS, Chair of the Board
2015-Date	Viking Supply Ships AB, Chair of the Board
2012-2016	Arctic Securities AS, Board member

Valg av styreleder

Gjenvalg av:

Stein Erik Hagen

Valg av medlemmer til valgkomiteen

Gjenvalg av:

Anders Christian Stray Ryssdal

Kjetil Houg

Rebekka Glasser Herlofsen

Valg av leder av valgkomiteen

Gjenvalg av:

Anders Christian Stray Ryssdal

Godtgjørelse til styrets medlemmer

Styret:

styrets leder	NOK 1 067 000 pr. år	(fra 970 000)
aksjonærvalgt styremedlem	NOK 693 000 pr. år	(fra 630 000)
ansattvalgt styremedlem	NOK 533 500 pr. år	(fra 485 000)

Aksjonærvalgte styremedlemmer bosatt utenfor Norge mottar i tillegg NOK 24 200 (fra 22 000) pr. styremøte de deltar på.

Kompensasjonskomiteen:

komitéleder	NOK 183 700 pr. år (fra 167 000)
medlem	NOK 135 300 pr. år (fra 123 000)

Revisjonskomiteen:

komitéleder	NOK 231 000 pr. år (fra 210 000)
medlem	NOK 154 000 pr. år (fra 140 000)

Godtgjørelse til valgkomiteens medlemmer

Komiteleder	NOK 125 000 pr. år	(fra 90 000)
Medlem	NOK 77 000 pr. år	(fra 70 000)
Ansattvalgt representant	NOK 8 250 pr. møte	(fra 7 500)

Dagsorden punkt 6 – Valg av medlemmer til styret

Valgkomiteens innstilling:

Valg av:

Stein Erik Hagen

Liselott Kilaas

Peter Agnefjäll

Christina Fagerberg

Rolv Erik Ryssdal

Caroline Hagen Kjos

Bengt Arve Rem

Dagsorden punkt 7 – Valg av styreleder

Valgkomiteens innstilling:

Valg av:

Stein Erik Hagen

Dagsorden punkt 8 - Valg av medlemmer til valgkomiteen

Valgkomiteens innstilling:

Valg av:

Anders Christian Stray Ryssdal

Kjetil Houg

Rebekka Glasser Herlofsen

Dagsorden punkt 9 - Valg av leder av valgkomiteen

Valgkomiteens innstilling:

Valg av:

Anders Christian Stray Ryssdal

Dagsorden punkt 10 – Godtgjørelse til styret

Valgkomiteens innstilling:

Styret:

styrets leder	NOK 1 067 000 pr. år
aksjonærvalgt styremedlem	NOK 693 000 pr. år
ansattvalgt styremedlem	NOK 533 500 pr. år

Aksjonærvalgte styremedlemmer bosatt utenfor Norge mottar i tillegg NOK 24 200 pr. styremøte de deltar på.

Kompensasjonskomiteen:

komitéleder	NOK 183 700 pr. år
medlem	NOK 135 300 pr. år

Revisjonskomiteen:

komitéleder	NOK 231 000 pr. år
medlem	NOK 154 000 pr. år

Dagsorden punkt 11 – Godtgjørelse til valgkomiteen

Valgkomiteens innstilling:

Komiteleder	NOK 125 000 pr. år
Medlem	NOK 77 000 pr. år
Ansattvalgt representant	NOK 8 250 pr. møte

Dagsorden punkt 12 - Godkjenning av revisors godtgjørelse

Revisors godtgjørelse for Orkla ASA for 2023 er foreslått satt til kr. 4.368.113.

