



Shareholder's full name and address

INVITATION TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS OF SALMAR ASA

Shareholders of SalMar ASA are hereby invited to attend the AGM, to be held at 1pm on Tuesday, 6 June 2017 at SalMar's head office at Frøya (7266 Kverva).

The AGM will be called to order by Board Chair Bjørn Flatgård.

Once the meeting has been called to order, a list of attending shareholders and proxies will be presented.

Agenda:

- 1. Election of a person to chair the AGM and someone to co-sign the minutes along with the AGM chair**
- 2. Approval of the invitation to attend the AGM and the proposed agenda**
- 3. Presentation of the business**
- 4. Approval of the financial statements and annual report for 2016 for SalMar ASA and the SalMar Group**

The board's proposed income statement for 2016, balance sheet as at 31 December 2016 and accompanying notes for SalMar ASA and the SalMar Group, along with the reports of the board of directors and auditor, are included in the 2016 annual report. This is available from the company's website: www.salmar.no. The board is proposing a dividend of NOK 12 per share be paid for the 2016 financial year. The dividend will fall to the company's shareholders as at the AGM on 6 June 2017.

Should payment of a dividend be approved, SalMar ASA's shares will be quoted ex. dividend in the amount of NOK 12.00 per share with effect from 7 June 2017.
- 5. Approval of remuneration payable to members of the Board of Directors, the Nomination Committee and the Audit Committee**

Please see the Nomination Committee's attached recommendation, which is also available from the company's website www.salmar.no.
- 6. Approval of the auditor's fees**

The board proposes that the AGM approve the auditor's fee for the 2016 year-end financial statements in the amount of NOK 1,294,500 for the Group, NOK 201,000 of which relates to auditing of the parent company SalMar ASA.
- 7. The board's statement relating to corporate governance**

With reference to the statement relating to corporate governance which was issued by the board on 20 April 2017, and which is included in the annual report for 2016 and available from the company's website www.salmar.no, the board proposes that the AGM take note of its contents.

8. Share-based incentive scheme for employees

The Board Chair will present the matter to the AGM.

The board proposes that the AGM pass the following resolution:

"The share-based incentive scheme for senior executives of SalMar shall be continued with a new programme. The programme may encompass incumbents of senior positions and key personnel within the Group. The programme entitles employees to receive shares free of charge. The entitlement accrues over three years. The value of the share entitlement granted to any individual employee may not exceed the equivalent of six months' salary. Accrual of 2/3 of this entitlement depends on the fulfilment of specified performance criteria. The maximum amount that the individual employee may accrue under the various programmes in any one year is capped at the equivalent of one whole year's salary. The maximum number of shares in the programme may not exceed 400,000. The programme's overall recognised cost is estimated at NOK 36 million distributed over three years.

The board is authorised to draw up more specific guidelines for the scheme, within the framework given."

9. Consultative vote on the board's guidelines for remuneration and other benefits payable to senior executives

In accordance with Section 6-16 (a) of the Public Limited Companies Act, the board has prepared a statement relating to remuneration and other benefits payable to senior executives for the 2017 financial year. A copy of the board's statement is attached. It is also available from the company's website www.salmar.no.

The AGM must hold a consultative vote on the board's guidelines for remuneration and other benefits payable to senior executives, with the exception of arrangements where the said remuneration relates to shares or developments in the price of the company's shares or that of other companies within the same group.

The board proposes that the AGM pass the following resolution:

"The AGM endorses point 3 of the board's statement relating to remuneration and other benefits payable to senior executives, except that which concerns article 10."

10. Approval of the board's guidelines for share-related incentive schemes for senior executives

Reference is made to the board's statement relating to remuneration and other benefits payable to senior executives for the 2017 financial year.

The AGM must hold a binding vote on the board's guidelines for remuneration and other benefits payable to senior executives relating to shares or developments in the price of the company's shares or that of other companies within the same group.

The board proposes that the AGM pass the following resolution:

"The AGM endorses point 3 of the board's statement relating to remuneration and other benefits payable to senior executives, which applies to the share incentive scheme."

11. Election of directors

The Nomination Committee's recommendation is attached and will be made available on the company's website www.salmar.no before the AGM.

12. Election of Nomination Committee members

The Nomination Committee's recommendation is attached and will be made available on the company's website www.salmar.no before the AGM.

13. Resolution authorising the board to raise the company's share capital

The AGM held on 7 June 2016 authorised the board to increase the company's share capital to finance investments and the acquisition of businesses by means of cash issues and contributions in kind. This authorisation is valid until the 2017 AGM, and the board proposes that the authorisation be renewed.

Given the purpose of the authorisation the board may need to waive existing shareholders' preference rights, which is permitted under the terms of the authorisation.

With reference to the above, the board proposes that the AGM pass the following resolution:

- I. Pursuant to Section 10-14 of the Public Limited Companies Act the board is authorised to raise the company's share capital by up to NOK 2,832,000 through the issue of up to 11,328,000 new shares, each having a face value of NOK 0.25. This authorisation may be exercised several times within this overall amount.*
- II. The board may decide that shareholders' preference rights with respect to the new shares may be waived.*
- III. The authorisation also covers the raising of capital through contributions of assets other than money, etc, and the right to allow the company to assume specific liabilities, cf. Section 10-2 of the Public Limited Companies Act, and to raise capital in the event of a merger pursuant to Section 13-5 of the Public Limited Companies Act.*
- IV. The authorisation is valid until the 2018 AGM or 30 June 2018 at the latest.*
- V. The board is authorised to make such amendments to the Articles of Association as are necessary in connection with the share capital increase.*

14. Resolution authorising the board to buy back the company's own shares

The AGM of 7 June 2016 authorised the board to buy back shares in the company up to a limit of 10 per cent of existing share capital. This authorisation may be used to buy back company shares to meet liabilities associated with share-based incentive schemes for senior executives and as a tool to return funds to the company's shareholders. The board proposes that the authorisation be renewed.

With reference to the above, the board proposes that the AGM pass the following resolution:

- I. Pursuant to Section 9-4 of the Public Limited Companies Act, the board is authorised to purchase up to 10,345,632 of the company's own shares with a combined face value of NOK 2,586,408.*
- II. The amount payable per share shall be not less than NOK 1 and not more than NOK 350.*
- III. The board is free to determine how the shares should be purchased or disposed of.*
- IV. Transactions with shareholders undertaken on the basis of this authorisation shall comply with ordinary principles of non-discrimination.*
- V. The authorisation is valid until the 2018 AGM or 30 June 2018 at the latest.*

15. Resolution authorising the board to take out a convertible loan

The board of directors proposes that it be authorised to take out a convertible loan to enable the company to make use of such financial instruments at short notice as part of its overall financing capability.

The board proposes that the authorisation apply to a loan amounting in total to NOK 2,000,000,000. The capital increase deriving from conversion may not exceed NOK 2,828,667.50. The board proposes that the authorisation be seen in connection with the authorisation granted under item 13, such that the total number of shares for both authorisations shall not exceed 10 per cent of the total number of shares in the company.

With reference to the above, the board proposes that the AGM pass the following resolution:

- I. Pursuant to Section 11-8 of the Public Limited Companies Act, the board is authorised to take out a convertible loan with a total principal of up to NOK 2,000,000,000.*

- II. *In connection with the conversion of any loan taken out under this authorisation, the company's share capital may be increased by up to NOK 2,832,000, though consideration shall be given to any capital increases under the authorisation to raise the company's share capital referred to in item 13, such that the total share capital increase for both authorisations taken together may total up to 10 per cent of the share capital.*
- III. *Shareholders' preference rights pursuant to section 11-4, cf. section 10-4, of the Public Limited Companies Act may be waived.*
- IV. *The authorisation is valid until the 2018 AGM or 30 June 2018 at the latest.*

The invitation to attend the AGM and all attachments are also available from the company's website.

Shareholders who wish to attend the AGM are requested to send in the attached attendance form to the company's business manager no later than 17 noon on Thursday, 1 June 2017. Notice of attendance may also be sent electronically via the company's website from 16 May.

Shareholders who do not wish to attend the AGM in person are entitled to be represented by a proxy. In that case a written, dated power of attorney must be presented. Shareholders are requested to send their power of attorney to the company's business manager no later than 17 noon on Thursday, 1 June 2017. Attached is a proxy form, which may also be used to appoint the Board Chair or such person as he may nominate, as proxy.

Shareholders who do not attend the AGM in person may vote in advance of the AGM. Shareholders wishing to vote in advance, must use the advance voting form, which must be sent to the company's business manager no later than 17 noon on Thursday, 1 June 2017.

SalMar ASA has a share capital of NOK 28,324,999.75 divided between 113,299,999 shares, each having a face value of NOK 0.25. Each share entitles the holder to one vote at the company's general meetings. As at the date of this notice the company held 984,368 treasury shares.

Shareholders have the following rights with respect to the AGM:

- The right to attend the AGM, either in person or by proxy.
- The right to address the AGM.
- The right to bring one advisor and grant this person the right to speak.
- The right to demand information of board members and the CEO in accordance with Section 5-15 of the Public Limited Companies Act.
- The right to table issues for deliberation by the AGM, provided they are presented in writing to the board of directors in such good time that they may be included in the invitation to attend the AGM. If notification of the AGM has already been distributed, a new invitation shall be sent out if there are at least two weeks left before the AGM is due to take place.

Further details relating to these rights are available from the company's website www.salmar.no.

Trondheim, 16 May 2017, for the Board of Directors of SalMar ASA

Bjørn Flatgård, Chair

Attendance and proxy authorisation forms, including pre-printed name and reference number, are sent by post to shareholders along with the invitation to attend the AGM and other attachments.

ATTENDANCE FORM

Shareholder:
Reference no:
PIN code:

If you would like to attend the annual general meeting, please return this form to Nordea Bank Norge ASA, Issuer Services, PO Box 1166 Sentrum, 0107 Oslo, Norway. Fax: +47 22 36 97 03. Email: issuerservices.no@nordea.com. You can also register your intention to attend at www.salmar.no from 16 May. Notification of attendance must be in Nordea's hands no later than 17 noon on Thursday, 1 June 2017.

I/we the undersigned shareholder(s) will attend the annual general meeting of SalMar ASA, to be held at 1 pm on Tuesday, 6 June 2017 at the company's head office in Frøya (7266 Kverva).

- ☐ vote for my/our shares.
- ☐ vote for shares in accordance with the attached authorisation(s)

Date & Place	Name (block letters)	Shareholder's signature (if attending in person)
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PROXY AUTHORISATION FORM

Shareholder:
Reference no:

If you yourself are unable to attend the AGM, this authorisation may be used by the person you elect to represent you. The authorisation must be in the hands of Nordea Bank Norge ASA no later than 17 noon on Thursday, 1 June 2017. You may also register your intentions online at www.salmar.no by the same deadline, starting on 16 May.

Nordea Bank Norge ASA, Issuer Services, Postboks 1166 Sentrum, 0107 Oslo. Fax: +47 2236 9703. Email: issuerservices.no@nordea.com.

I/we the undersigned shareholder(s) of SalMar ASA do hereby authorise:

Board Chair: Bjørn Flatgård ☐

Other (name)..... ☐

to attend SalMar ASA's AGM on Tuesday, 6 June 2017, and vote on behalf of my/our shares.

Place	Date	Shareholder's signature (To be signed only when authorising a proxy)
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PROXY AUTHORISATION WITH VOTING INSTRUCTIONS

Shareholder:

Reference no:

This form must be used if you wish to issue your proxy with voting instructions. The items listed in the proxy instructions below reflect the items specified on the AGM's agenda. You may send this proxy authorisation with voting instructions to your designated proxy. Alternatively, you may send the proxy authorisation without inserting the name of your proxy, in which case the proxy is deemed to have been granted to the Board Chair or such person as he may nominate.

The proxy authorisation must be sent by post or fax to Nordea Bank Norge ASA, Issuer Services, PO Box 1166 Sentrum, 0107 Oslo, Norway. Fax: +47 2236 9703. Email: issuerservices.no@nordea.com. From 16 May until the deadline specified below, registration may be made via www.salmar.no.

The proxy authorisation must be in Nordea's hands no later than 17 noon on Thursday, 1 June 2017.

I/we the undersigned do hereby authorise (check the appropriate box)

- ☐ *Board Chair Bjørn Flatgård*
- ☐ _____
(Proxy's name in block letters)

to attend the AGM on 6 June 2017 and vote on behalf of my/our shares.

The designated proxy shall vote in accordance with the instructions given below. Note that any unchecked agenda item, will be considered an instruction to vote "for" the proposal as stipulated in the invitation. The above notwithstanding, the proxy may determine how to vote to the extent that proposals are tabled in addition to or in replacement of the proposals stipulated in the invitation.

	Agenda AGM 2017	For	Against	Abstain
1	<i>Election of AGM chair and one person to co-sign the minutes</i>			
2	<i>Approval of invitation to attend the AGM and the proposed agenda</i>			
3	<i>Presentation of the business</i>	N/A	N/A	N/A
4	<i>Approval of the financial statements and annual report for 2016 for SalMar ASA and the SalMar Group</i>			
5	<i>Approval of the remuneration payable to the members of the Board of Directors, Nomination Committee and Audit Committee</i>			
6	<i>Approval of the auditor's fees</i>			
7	<i>The board's statement relating to corporate governance</i>			
8	<i>Share-based incentive scheme for employees</i>			
9	<i>Consultative vote on the board's guidelines for remuneration and other benefits payable to senior executives</i>			
10	<i>The board's statement relating to remuneration and other benefits payable to senior executives</i>			
11	<i>Election of directors</i>			
	<i>Election of Atle Eide</i>			
	<i>Election of Helge Moen</i>			
	<i>Election of Therese Log Bergjord</i>			
	<i>Election of Margrethe Hauge</i>			
12	<i>Election of Nomination Committee members</i>			
	<i>Election of Bjørn Wiggen</i>			
	<i>Re-election of Anne Kathrine Slungård</i>			
13	<i>Resolution authorising the board to raise the company's share capital</i>			
14	<i>Resolution authorising the board to buy back the company's own shares</i>			
15	<i>Resolution authorising the board to take out a convertible loan</i>			

Place

Date

Shareholder's signature
(to be signed only when authorising a proxy)

If the person signing is doing so in accordance with a power of attorney, documentation in the form of a company certificate or authorisation must be attached.

If voting instructions have been given, the following applies:

- *In matters relating to the election of individuals, the Nomination Committee's recommendation is deemed to be the tabled proposal.*
- If **"For"** has been checked, this instructs the proxy to vote for the proposal as presented in the invitation, with any changes which the board and the board's chair may propose. In the event of any changes in relation to the proposals presented in the invitation, the proxy may decide for himself/herself whether to abstain from voting.
- If **"Against"** has been checked, this instructs the proxy to vote against the proposal as presented in the invitation, with any changes which the board and the board's chair may propose. In the event of any changes in relation to the proposals presented in the invitation, the proxy may decide for himself/herself whether to abstain from voting.
- If **"Abstain"** has been checked, this instructs the proxy to abstain from voting.
- If none of the alternatives has been checked, the proxy is free to decide how to vote.
- With respect to issues which are not presented in the invitation, but which are lawfully raised at the AGM and for which a vote is required, the proxy is free to decide how to vote. The same applies to votes relating to formal issues, eg election of AGM chair, order of voting or voting procedure.
- If the shareholder has selected a proxy other than the board chair and wishes to give that person instructions with respect to voting, that is a matter between the shareholder and the proxy in which the company has no part. In such circumstances the company assumes no liability for verifying whether the proxy votes in accordance with the instructions given.

ADVANCE VOTING FORM

Shareholder:

Reference no:

If you are not attending the AGM in person, you can cast your vote in advance. This form must be used if you wish to vote in advance. The items listed in the form below reflect the items specified on the AGM's agenda.

The proxy authorisation must be sent by post or fax to Nordea Bank Norge ASA, Issuer Services, PO Box 1166 Sentrum, 0107 Oslo, Norway. Fax: :+47 2236 9703. Email: issuerservices.no@nordea.com. Shareholders may also cast their votes in advance via www.salmar.no.

The advance voting form must be registered with Nordea no later than 17 noon on Thursday, 1 June 2017.

The votes will be cast in accordance with the instructions given below. Note that any unchecked agenda item, will be considered an instruction to vote "for" the proposal as stipulated in the invitation.

	Agenda AGM 2017	For	Against	Abstain
1	<i>Election of AGM chair and one person to co-sign the minutes</i>			
2	<i>Approval of invitation to attend the AGM and the proposed agenda</i>			
3	<i>Presentation of the business</i>	N/A	N/A	N/A
4	<i>Approval of the financial statements and annual report for 2016 for SalMar ASA and the SalMar Group</i>			
5	<i>Approval of the remuneration payable to the members of the Board of Directors, Nomination Committee and Audit Committee</i>			
6	<i>Approval of the auditor's fees</i>			
7	<i>The board's statement relating to corporate governance</i>			
8	<i>Share-based incentive scheme for employees</i>			
9	<i>Consultative vote on the board's guidelines for remuneration and other benefits payable to senior executives</i>			
10	<i>The board's statement relating to remuneration and other benefits payable to senior executives</i>			
11	<i>Election of directors</i>			
	<i>Election of Atle Eide</i>			
	<i>Election of Helge Moen</i>			
	<i>Election of Therese Log Bergjord</i>			
	<i>Election of Margrethe Hauge</i>			
12	<i>Election of Nomination Committee members</i>			
	<i>Election of Bjørn Wiggen</i>			
	<i>Re-election of Anne Kathrine Slungård</i>			
13	<i>Resolution authorising the board to raise the company's share capital</i>			
14	<i>Resolution authorising the board to buy back the company's own shares</i>			
15	<i>Resolution authorising the board to take out a convertible loan</i>			

On behalf of my shares, I, the undersigned, do hereby cast my votes in advance of SalMar ASA's AGM on 6 June 2017.

_____	_____	_____
Place	Date	Shareholder's signature

STATEMENT REGARDING THE DETERMINATION OF SALARY AND OTHER BENEFITS PAYABLE TO SENIOR EXECUTIVES OF SALMAR ASA FOR 2017

1. INTRODUCTION

Pursuant to section 6-16a of the Public Limited Companies Act, the board of directors of SalMar ASA (the Company) has issued the following statement containing guidelines for the determination of salary and other benefits payable to the Company's CEO and other senior executives (collectively termed "senior executives") in the 2017 financial year. The statement was approved by the board of directors of SalMar ASA on 20 April 2017. In accordance with the provisions of sections 6-16a and 5-6(3), the guidelines will be submitted to SalMar ASA's Annual General Meeting (AGM) on 6 June 2017 for a consultative vote, with the exception of clause 3 "Share-based incentive schemes", which will be submitted to the AGM for approval.

The guidelines in clause 3 "Share-based incentive schemes" are binding on the board. The remaining guidelines are not binding, though any deviations therefrom must be decided by the board. In the event of any such decision, the reason for deviating from the guidelines must be noted in the board meeting's minutes.

2. DECISION-MAKING AUTHORITY

The board of directors determines the salary and other benefits payable to the CEO. The CEO determines the salary and other benefits payable to other senior executives. The board shall exercise general oversight of the remuneration paid to other senior executives, and may issue more specific guidelines for the remuneration of other senior executives in addition to those presented below. If the CEO wishes to offer remuneration to senior executives that exceeds such more specific guidelines, a proposal therefor shall be submitted to the board of directors for approval.

3. GUIDELINES FOR REMUNERATION IN THE 2017 FINANCIAL YEAR

The Company's senior executive remuneration policy is based on the following main principles:

- Executive salaries shall be competitive
- Executive salaries shall be motivating

On the basis of these main principles, the board has drawn up the following remuneration structure for the company's senior executives:

Basic salary

Basic salary is the main element in the executive's compensation package. Basic salary shall correspond to the going rate in the market, and shall reflect the individual position's duties and level of responsibility.

Bonus

SalMar has a bonus scheme for group management that is determined by the board of directors. The board carries out an annual assessment of the scheme and determines the bonus criteria for the coming year. Variable salary increments under the scheme may not exceed 33% of the individual executive's basic salary. Within this framework, individual bonuses are determined on the basis of an overall assessment of contribution, performance, development and results achieved.

Share-based incentive schemes

SalMar has a share-based incentive scheme for senior executives in the Group. The first such programme was approved by the AGM on 4 June 2014. The programme encompasses incumbents of senior positions and key individuals within the Group. The programme entitles the employee to receive shares free of charge. This entitlement accrues over a three-year period. The individual employee may be awarded share entitlements worth the equivalent of 6 months' salary. Accrual of 2/3 of the entitlements depends on the achievement of predefined performance criteria. The value of the shares released under the various programmes in an individual year may not exceed one full year's salary.

The intention is that the incentive scheme shall be continued with the establishment of annual programmes. The board will adjust these annual programmes as it deems necessary, and each individual programme will be submitted to the AGM for approval. A total of three programmes are in effect in 2017.

Pension schemes

Members of group management participate in the Group's general pension scheme. The scheme is a defined contribution plan and lies within the framework stipulated in the Mandatory Occupational Pensions Act.

Notice and severance pay

In principle, senior executives must serve a 6-month period of notice. In selected cases, and depending on the position, severance pay of 6 to 12 months may be paid.

Benefits-in-kind

The Company shall not offer benefits-in-kind over and above these which are normal for senior executives in comparable companies.

Other variable elements of remuneration

In addition to that stipulated above, the Company may not offer senior executives any variable elements in the remuneration they receive or special benefits that supplement their basic salary.

4. REMUNERATION POLICY FOR THE 2016 FINANCIAL YEAR

The Company's senior executive remuneration policy for the 2016 financial year has been carried out in accordance with the statement for 2016 adopted by the AGM on 7 June 2016.

The Nomination Committee’s recommendation to the 2017 AGM

SalMar ASA’s Nomination Committee comprises:

- Helge Moen, Chair
- Anne Kathrine Slungård
- Endre Kolbjørnsen

Since the 2016 AGM, the Nomination Committee has held six meetings.

In connection with SalMar ASA’s AGM to be held on 6 June 2017, the Nomination Committee tables the following unanimous recommendation:

1. Election of board members

- Pursuant to the company’s current articles of association, the board of directors shall comprise five to nine members. At present, the board comprises seven members, two of whom represent the employees.
- The seats on the board currently held by Bjørn Flatgård (Board Chair), Gustav Witzøe, Bente Rathe and Tove Nedreberg are up for election.
- All those whose seats are up for election have notified the Nomination Committee their intention not to seek re-election.
- In its search for new candidates, the Nomination Committee has attached importance to the interests of the shareholder community and the company’s need for competence, experience and capacity.
- Following a careful assessment, the committee has arrived at a recommendation in which Atle Eide replaces Bjørn Flatgård as Board Chair. Furthermore, Helge Moen, Therese Log Bergjord and Margrethe Hauge are proposed as new board members. The latter two candidates are considered to be independent of the company’s main shareholder Kverva AS, and have not undertaken assignments on behalf of SalMar ASA or any of its subsidiaries.
- Helge Moen recused himself, since his candidacy was being evaluated.
- For further information about the candidates, please see the attached CVs.
- It is proposed that each candidate be elected for a term of two years, with the exception of Helge Moen who is proposed for a term of one year.

2. Election of Nomination Committee members

- One of the three seats on the Nomination Committee is up for re-election. That seat is currently held by Anne Kathrine Slungård. In addition, Helge Moen’s candidacy for election as a board member means he must be replaced as the Nomination Committee’s chair.
- The Nomination Committee is proposing that Anne Kathrine Slungård be re-elected. It further proposes that Bjørn Wiggen be elected as the committee’s new chair.
- It is proposed that each candidate be elected for a term of two years.

3. Remuneration payable to elected officers

- The Nomination Committee proposes the following remuneration for elected officers in the period of service:

	June 2017 – June 2018
Board Chair	NOK 400.000
Board member (shareholder elected)	NOK 215.000
Board member (employee elected)	NOK 107.500 (50 per cent)
Audit Committee (chair)	NOK 60.000
Audit Committee (member)	NOK 45.000
Nomination Committee (chair/member)	NOK 25.000

Trondheim 16 May 2017

Helge Moen,
Chair of the Nomination Committee
(sign).

Curriculum Vitae

Atle Eide

Born; 060257

Education

University of Agder and Norwegian School of Management
Part time - BI, School of Economics

Numerous high level international management courses, within marketing, globalization, marketing, finance and M&A over the years

Work Experience

2007- active HitecVision, Senior Partner

2003-2007 Marine Harvest / Pan Fish, President and CEO

Responsible for turnaround process and creating a global leader in salmon fish farming.

Restructuring PanFish from bankruptcy to a profitable company. Building, through a number of major transactions, the largest integrated aquaculture company in the world. Became one of the ten most valuable companies at the Oslo Stock Exchange

1997-2003 Kverneland ASA, President and CEO

Became the world's largest independent agriculture equipment manufacturer (non-tractor) through extensive M&A.

1994-1996 Hydro Seafood, CEO, continued as board member unit EXIT

Building Norway's, at the time, largest aquaculture company. Continued as board member until sale to Nutreco in 2000. Numerous acquisitions in Norway and UK. Valuable exit for Norsk Hydro

1990-1994 Skretting various roles (Skretting was owned by BP Nutrition)

CEO/ Managing Director Skretting Fish Feed Nordic

Global Marketing Director

1980 – 1989 Eikmaskin Group Norway

Deputy CEO Eikmaskin Group

Sales and Marketing Director, Eikmaskin Group

Various positions in sales, marketing, product management;

Non - executive external positions (non active)

Chairman Norway Royal Salmon

Chairman Patogen AS (Fish Health)

Chairman HitecVision First PE Fund

Board Member Hydro Seafood

Board member Salmar

Board member Alsaker Fjordbruk

Board member Statkorn Holding (later Cermaq)

Board member Fokus Bank Main Board

Board member Egersund Fisk

Non-executive board positions (active)

Kverva AS

Summary CV Helge Moen

Education:

1993-1995 Trondheim Business School» (TBS) – Economics and Business Administration

1995-1996 Trondheim Business School» (TBS) – Specialization in Finance

1996-1997 Warwick Business School – Master of Science in Economics and Finance

Work:

1997-2000 SpareBank 1 Midt Norge Kapitalmarked – Research (field oil service, consumer products) and Corporate Finance

2000-2001 SpareBank 1 MN Kapitalmarked acquired by First Securities. Head of department Midt-Norge while working at the Corporate Finance Department in Oslo, mainly within the seafood sector.

2001-2006 Research First Securities. Sectors Seafood, Banking and Insurance

2006-2007 Portfolio Manager Centra Klaveness. Mandate Nordic equities.

2007-DD Managing director Kverva / Kverva Management.

Other positions:

Board member Pelagia AS, Allegro AS, Norsildmel AS, Patogen AS, Kvefi AS, Salmus AS

Chairman election committee SalMar ASA

Previous positions Chairman Steinsvik Group AS and Inaq AS, board member Pharmaq AS, Hitramat AS, Grøntvedt Pelagic AS, member of election committee Bakkafrøst ASA

Summary CV Therese Log Bergjord

EDUCATION

2003 : BI Stavanger. Master of Management program
1986-1989 : University of Stavanger. Economics and Business Administration - and entrepreneurship

WORK EXPERIENCE

2016 - : Compass Group - Nordics Managing Director. Food and support services in Norway, Denmark, Sweden and Finland
2013-2016: Compass Group – Managing Director Norway. Eurest AS and ESS Support Services AS. Food and support services in Norway onshore and offshore.
2009-2013: Compass Group – Managing Director Offshore. ESS Support Services AS (ESS). Food and support services offshore.
2007-2009: Skretting AS. Fish Feed producer. Sales director Norway and Global.
2003-2007: Pan Fish ASA (later Marine Harvest) Finance Director and Commercial Director.
1989-2003: ConocoPhillips. Oil and Gas Company. Different leading roles within Treasury and Commercial.

OTHER POSITIONS

Current:
Board Member; Norwegian Oil and Gas Association
Vice President of Confederation of Norwegian Enterprises (NHO)
Board Member: Sparebank1 SR Bank ASA

Previous:
Board Member Norwegian Seafood Export Council, Gladmat AS, NOFIMA AS, Noreco ASA, Øglænd Industrier AS, Næringsforeningen i Stavanger Regionen

Summary CV Margrethe Hauge

Education:

1999-2000 AFF Solstrand Program for young Executives

1991-1996 University of Mannheim, Germany – Masters of Science in Business Administration

Work:

1996-1999 Hydro Seafood AS, Project Manager/ Trainee (Bergen, Frøya, Scotland) - Fish farming and salmon distribution word wide

1999-2008 Kverneland ASA, various executive positions and member of management group. Business Development, Business Restructuring, Strategy and Turnarounds (Stavanger, Australia). – Agriculture machinery production and distribution

2008-2010 TTS Group ASA, Executive Vice President Services (Bergen) – Marine and Energy equipment, production and distribution

2010-2016 MRC Solberg & Andersen AS, Managing Director (Bergen). – Oil service technology

2015-DD MRC Global Inc, Regional Managing Director Nordics & Germany – Oil service technology

Other positions:

Previous Board positions Bjørge ASA, AFF Stiftelsen, AFF Konsulent AS, Codfarmers ASA, Helse Stavanger Helseforetak