

# Executive Management



## Raymond Carlsen

Chief Executive Officer

Raymond Carlsen became CEO of Scatec in 2009. Carlsen was previously partner and responsible for developing Aker ASA's portfolio of energy related businesses. He was also responsible for Aker Solutions' Subsea division, a USD 2 billion revenue business with 5,000 employees and operations in more than 15 countries. He has more than 30 years of industrial experience from management positions. Carlsen holds a Master of Science degree from Florida Institute of Technology.

Number of shares in Scatec: 3,105,290

Number of share options: 67,849



## Mikkel Tørud

Chief Financial Officer

Mikkel Tørud became CFO of Scatec in 2014. Tørud was previously SVP of Business Development and Investor Relations and member of Group Management in REC. Prior to REC he was commercial advisor in BP and management consultant in PA Consulting Group. He has extensive experience from finance, investor relations, corporate communications and business development. Tørud holds a Master of Science degree in Industrial Economics and Technology Management from the Norwegian University of Science and Technology.

Number of shares in Scatec: 223,817

Number of share options: 49,553



## Jarl Kosberg

EVP Project Development Hydropower

Jarl Kosberg became EVP Project Development Hydropower in Scatec in 2021. He has more than 35 years' experience from international energy projects and leadership positions from Exxon, Aker & Kvaerner, Statkraft & SN Power and Green Resource and from 2008 to 2016, Kosberg headed the Projects and Construction area of SN Power and Statkraft. Kosberg holds a Master in Marine & Mechanical Engineering from the Norwegian University of Science and Technology in Trondheim, Norway and a Bachelor in Business Administration.

Number of shares in Scatec: 0

Number of share options: 12,854



## Pål Helsing

EVP Solutions

Pål Helsing became EVP of Solutions of Scatec in 2015. Helsing was previously President of Kongsberg Oil and Gas Technologies AS and a member of the Kongsberg Group Executive Management Team. Before that, he held several executive positions within Aker Solutions. Helsing holds a Bachelor of Science Civil from Glasgow University and a Business Economics degree from BI Norwegian Business School.

Number of shares in Scatec: 4,877

Number of share options: 41,381

Note: The number of shares and share options are quoted per 18 March 2021.



## Roar Haugland

EVP Sustainable Business & HSSE

Roar Haugland became EVP of Sustainable Business & HSSE of Scatec in 2010. He has more than 20 years of experience from leading positions in business development, sales and management from large multinational companies like HP and IBM. Haugland holds a Master of Science in Mechanical Engineering from the Norwegian University of Science and Technology.

Number of shares in Scatec: 186,639

Number of share options: 38,491



## Snorre Valdimarsson

EVP General Counsel

Snorre Valdimarsson has served as General Counsel since 2009. Prior to joining Scatec, Valdimarsson worked at the Norwegian law firm Selmer, focusing on M&A, debt and equity capital markets. He has a decade of experience in structuring, financing and realising renewable energy projects globally. Valdimarsson holds a Master in Law from the University of Bergen, Norway.

Number of shares in Scatec: 12,000

Number of share options: 40,407



## Terje Pilskog

EVP Project Development Solar & Wind

Terje Pilskog became EVP for Project Development Solar & Wind of Scatec in 2013. He was previously SVP of REC Systems and Business Development at Renewable Energy Corporation ASA. Prior to REC, he was Associate Partner at the management consulting company McKinsey & Co. Pilskog holds a Master of Science in Business Administration from BI Norwegian Business School.

Number of shares in Scatec: 510,877

Number of share options: 44,579



## Toril Haaland

EVP People & Organisation

Toril Haaland became EVP of People & Organisation of Scatec in 2018. She has more than 20 years of leading HR experience from major international companies, latest General Electric Company (GE). Prior to GE she served eight years with Hewlett Packard. Haaland holds degrees in Leadership, Business and HR from BI Norwegian Business School.

Number of shares in Scatec: 3,577

Number of share options: 35,144



## Torstein Berntsen

EVP Power Production

Torstein Berntsen became EVP of Power production of Scatec Solar in 2014. He was previously the CFO in Scatec Solar ASA and Scatec AS. Prior to this Berntsen was Senior Manager at Ernst and Young and he previously held the position as Audit Manager at Arthur Andersen. Berntsen holds a Master of Science in Business Administration and is a state authorised public accountant from the Norwegian School of Economics (NHH).

Number of shares in Scatec: 695,486 <sup>1)</sup>

Number of share options: 40,909

1) Together with related parties, Berntsen holds a total of 696,381 shares in Scatec.

# Board of Directors



## John Andersen Jr.

### Chairman

Mr. Andersen is the CEO of Scatec Innovation AS and has been Chairman of the Board of Scatec ASA since May 2014. He is the former Chief Operating Officer of the REC Group, where he held several executive management positions during his 12 years with the company. Prior to the REC Group, he held various management positions in Borregaard. Mr. Andersen holds a Master of Business and Economics from BI Norwegian Business School.

- **Director in Scatec since:** 2013 (Chairman since 2014)
- **Member of:** Audit Committee, Organisation and Remuneration Committee and ESG Committee
- **Independent of Executive Management**
- **Current Board positions:** Chair of Scatec Innovation AS portfolio companies, including NorSun AS, HIPtec AS, REEtec AS, Keep-it AS and Norsk Titanium AS.
- **Number of shares in Scatec:** 0<sup>1)</sup>
- **Board meetings attended in 2020:** 23



## Jan Skogseth

### Board Member

Mr. Skogseth has more than 35 years of experience from the Oil, Gas and Renewable industries ranging from oil companies to supplier industries, both in Norway and internationally. He was President and CEO for Aibel from 2008 to 2017 and played a key role in establishing new presence and business for the company on several continents. Mr. Skogseth holds a Master of Science Mechanical Engineering from South Dakota School of Mines and Technology.

- **Director in Scatec since:** 2016
- **Member of:** Organisation and Remuneration Committee
- **Independent of Executive Management and main shareholders**
- **Current Board Positions:** Chair: Gassco AS. Board member: Sparebank 1 SR Bank ASA and PSW Group AS.
- **Number of Shares in Scatec:** 23,000
- **Board meetings attended in 2020:** 22



## Gisele Marchand

### Board Member

Mrs. Marchand has worked as full time non-executive board member and advisor since 2018. She has extensive top management experience from positions in financial institutions like DNB ASA (VP in charge of corporate and retail banking), the Government Pension Fund (CEO), Eksportfinans ASA (CEO) as well as the law firm Haavind AS (CEO). She has also extensive board experience from the last 20 years in different quoted and non-quoted companies and was former vice chair on the Norwegian Stock Exchange. Mrs. Marchand holds a Bachelor's degree in Business from Copenhagen Business School.

- **Director in Scatec since:** 2018
- **Member of:** Audit Committee and ESG Committee
- **Independent of Executive Management and main shareholders**
- **Current Board Positions:** Chair: Gjensidige Insurance ASA, Norgesgruppen Finans Holding AS and Boligbygg KF. Board member: Norgesgruppen ASA, Selvaag Bolig ASA, Eiendomsspar AS and Victoria Eiendom AS.
- **Number of shares in Scatec:** 2,586
- **Board meetings attended in 2020:** 23

Note: The number of shares is quoted per year end 2020.

1) Related parties' control 19,482,339 shares through Scatec Innovation AS.



## John Giverholt

### Board Member

Mr. Giverholt served as CEO and Member of Group Executive Board of Ferd AS until 2017. Before that he was CFO of Ferd AS and is a member of the Advisory Board of Ferd AS. He has extensive experience from leading positions in Norsk Hydro, Arthur Andersen & Co, Orkla ASA and DNB ASA. Mr. Giverholt holds a B.Sc. from the University of Manchester and is a state authorised public accountant from the Norwegian School of Economics (NHH).

- **Director in Scatec since:** 2018
- **Member of:** Audit Committee and ESG Committee
- **Independent of Executive Management and main shareholders**
- **Current Board Positions:** Chair: Gammel Nok AS, Ortomedic AS, Formica Capital AB.  
**Board member:** Awilhelmsen AS, Aars AS, Ferd Sosiale Entreprenører AS, Fredensborg AS, Heimstaden AB, Heimstaden Bostad AB and Carusel AS.
- **Number of shares in Scatec:** 4,000
- **Board meetings attended in 2020:** 23



## Maria Moræus Hanssen

### Board Member

Mrs. Moræus Hanssen has an extensive experience from the international oil & gas industry, including 6 years as CEO of GdF Suez E&P Norge as, ENGIE E&P International SA (Paris) and DEA AG (Hamburg). She had previously held executive positions in Norsk Hydro, Statoil (Equinor), Aker ASA and served as Deputy CEO and COO for the newly merged Wintershall DEA when she moved back to Norway end of 2019. Mrs. Moræus Hanssen holds a Master of Petroleum Engineering from Norwegian University of Science and Technology and Master of Petroleum Economics from IFP School (Paris).

- **Director in Scatec since:** 2020 (elected at the Annual General Meeting 28 April 2020)
- **Member of:** Organisation and Remuneration Committee
- **Independent of Executive Management and main shareholders**
- **Current Board Positions:** Chair: Watefront AS, Oslobygg Kf, Board member: MMH Nysteen Invest AS, Schlumberger Limited and Alfa Laval AB.
- **Number of shares in Scatec:** 2,760 <sup>1)</sup>
- **Board meetings attended in 2020:** 17

Note: The number of shares is quoted per year end 2020.

1) Including related parties