

Annual Report 2024

Introduction

2024 was supposed to be the year we went from words to action. The Global Biodiversity Framework was to be translated into ambitious national plans, and the EU Deforestation Regulation was to be finalised for entry into force. Instead, the year ended in uncertainty, delaying an important decision by a year.

Despite political uncertainty, we're proud to see significant progress in 2024. Our long-term, trust-based work on the ground with local rainforest guardians has paid off with many milestones and achievements in 2024

Together with our network of Indigenous and local partners, we have secured better protection of 172,000 square kilometres of rainforest by strengthening the rights of Indigenous peoples and securing new or improved management plans. This is an area equal to four times the size of Denmark.

We've achieved this through patient and strategic work, often spanning decades, enabling us to deliver results even during political instability.

We're particularly proud to have helped establish the Mamberamo Foja National Park in Papua, now the second-largest national park in Indonesia. Spanning 17,000 square kilometres, this park is a stellar example of how traditional conservation practices can harmonise with modern environmental governance. We've been working towards this result for over a decade with our local partners, including INTSIA.

Another notable milestone is the creation of the Sierra del Divisor Occidental Indigenous reserve in Peru, covering 5,150 square kilometres of untouched tropical rainforest. This reserve protects several isolated Indigenous groups and was established after 19 years of dedicated work by Rainforest Foundation Norway and our Peruvian partners.

RFN and partners have secured increased funding for Indigenous peoples and local communities.

Together with the Rights and Resources Initiative, we have developed the first open-source dashboard on donor funding for IPs and LCs' tenure and forest management. Such funding has increased by 36 % in the last four years.

We've helped spur this growth by consistently and continuously advocating to Norwegian policymakers for increased funding to Norway's International Climate and Forests Initiative. RFN has successfully advocated for continuing Norwegian rainforest support at four billion NOK and expanding the commitment of this support to 2035.

RFN has also helped 44 forest communities across all major rainforest countries to secure new sources of financial support or other benefits.

RFN has also successfully mobilised investors to demand better rainforest policies from the companies in which they invest.

In 2024, we initiated global, collective investor action to remove deforestation-linked nickel from electric car production. Thirty-one investors, representing more than USD 2.7 trillion total assets under management, have signed a declaration that they expect electric car manufacturers to ensure that the nickel suppliers they use are deforestation-free and respect human rights. As increased demand for key metals for the green transition threatens the rainforest, investor pressure is essential for companies to stop funding rainforest destruction. This initiative was started in collaboration with the Dutch Association of Investors for Sustainable Development.

Brazil

In Brazil, the fight for sustainable management of the world's largest rainforest is defined by both progress and setbacks. Although the national government under Lula maintains high ambitions to make Brazil a global environmental leader, an unfavourable Congress and agribusiness-aligned state governments continued to push for dismantling forest protection, rolling back rights for Indigenous peoples and reducing local community management of rainforest areas.

On the ground, the destructive force of climate change grows in strength and ravages both the rainforest biome and the communities living there. Flooding and forest fires in the Brazilian Amazon both reached record-breaking levels in 2024.

In the face of these grave threats, RFNs work to mobilise and strengthen civil society has had a real impact on preserving the Amazon rainforest. Our partners work tirelessly to protect the rainforest at all levels - from training community watchers on how to report and prevent illegal deforestation to making the voice of the rainforest heard in courthouses, political assemblies, investor conferences, meetings and global policy conferences.

Over the course of 2024, we have helped our Brazilian partners to successfully push for increasing the number of Indigenous Territories, develop territorial and Environmental Management Plans, provide invaluable tools and expert advice on national environmental policies, document transgressions towards rainforest communities and ensure the active participation of Indigenous peoples in the international policy arena.

Key achievements:

- Securing 103 553 square kilometres of rainforest areas to shared management structures in Para state, with our partner Iepe.

- Supporting Observatorio de Clima's work to coordinate the assembling of Indigenous and civil society perspectives into a comprehensive NDC (Nationally Determined Contribution) plan for Brazil, submitted in early 2024.
- Pushed for the successful integration, with partner INESC, of socio-biodiversity measures into the Brazilian Sustainable Taxonomy, laying the groundwork for new investment strategies in Pará and Amapá.
- Helping CPI-Acre expand integrated management to 8 Indigenous Territories in Acre state.

Peru

In Peru, a worsening political crisis and weakened institutions led to weakened legislation and forest protection, and violations of human rights and environmental standards. Amendments to the Forestry Law favouring economic interests increased the risk of new concessions to mining, agriculture, oil and logging operations in rainforest areas.

Particularly, we observed a clear lack of state commitment to accelerate and finalise the creation of Indigenous reserves, such as the Yavarí Mirim, for Indigenous people in voluntary isolation and initial contact (PIACIs).

Besides our work with local and Indigenous rainforest communities, a major part of our work in Peru has been focused on countering these risks through legal action. Our partners documented forest crime and its impact through more than 60 national and international media reports. Throughout the year, we also helped our partners present inputs on how to reduce or prosecute forest crime on 29 different occasions.

- Key achievements: Establishing the Kandozi people's integral territory, covering 9559 square kilometres, and improving the management of the Territorial Reserve Madre de Dios, covering 8299 square kilometres, and Alto Purus National Park in Ucayali with 8369 square kilometres.
- With partner DAR, shaping the National Strategy for Biological Diversity by interlinking Indigenous advocacy with biodiversity measures.
- Achieving a landmark victory by successfully halting the operations of 28 logging companies in court through a collaborative effort with ORPIO.

Colombia

On the ground, the Colombian rainforest continues to be threatened by illegal, armed groups in the Colombian Amazon affected partners and their activities, undermining Indigenous governance systems and jeopardising community-based environmental

protection across rainforest territories. Extreme weather conditions with droughts, floods and forest fires increased, exacerbated by climate change and environmental degradation.

However, policies continue to evolve. We saw advances in participatory governance and inclusion of IPs and LCs in Colombia's evolving climate finance architecture. Overall, Colombia improved when it came to rights-based rainforest management and land policies protecting the integrity of rainforest ecosystems.

Key achievements:

- Improving the National Biodiversity Plan for Colombia, through expert advice with partners ONIC and AAS, with new policies for Indigenous people's protection in Guaviare and acceptance of the Indigenous environmental land planning model (POAI).
- Instigating 15 criminal investigations against illegal loggers, through complaints lodged by partner AAS.

Indonesia

In Indonesia, the prevailing political climate of the election and transition from Jokowi's administration continues to present a challenge for our work. In 2024 civic space came under increased pressure, and partners exercised heightened caution to avoid being perceived as biased towards regional leadership candidates. They also experienced increasing government pressure, intimidation, harassment, and defamation campaigns. Shrinking space for freedom of expression and increasing military involvement require mitigation efforts and strategies to promote human rights, democracy, and justice.

However, our partners continue to do effective work in the face of these obstacles. RFN and partners have made significant progress in strengthening the legal protection of rainforest-adjacent lands while engaging with financiers to implement measures preventing unsustainable palm oil production.

Across 2024, our partners drove several successful initiatives spanning legal proposals and implementations, territorial management and community action.

Key achievements:

- The formal recognition of 548 square kilometres of traditional territories of Indigenous Communities (Masyarakat Hukum Adat) in Nunukan, North Kalimantan, Teluk Bintuni, West Papua, and in South Sorong, Southwest Papua

- Successfully pushing for a commitment by the Roundtable on Sustainable Palm Oil (RSPO), through our partner Transformasi untuk Keadilan Indonesia (TuK) to retaining the Free, Prior, and Informed Consent (FPIC) principle in its latest standards after initially planning to remove it.

Papua New Guinea

In PNG, 2024 saw increased legal actions against activists, persistent corruption, and ongoing conflicts. The security and governance environment deteriorated, with obstructed civic space, shrinking freedom of expression and rising legal harassment of activists and journalists.

There was a marked surge in Strategic Lawsuits Against Public Participation (SLAPPs) from logging companies: actions to intimidate and silence critics by burdening them with costly and time-consuming litigation. Although this is a worrying trend, it also reflects that our partners' work to combat illegal and harmful logging is having a real impact.

All the while, RFN and partners have established a degree of collaboration with all major banks operating in PNG, providing information on deforestation risk and helping to develop internal measures to prevent the funding of illegal activities. Furthermore, we saw a growing recognition of forest crime as a serious issue by key national institutions in PNG.

Key achievements:

- HSBC in Hong Kong introduced measures to identify and delist clients associated with illegal logging in PNG.
- A new multi-agency taskforce was formed to investigate illegal logging, corruption, tax fraud, and money laundering.

Democratic Republic of Congo

In 2024, our work in the DRC was characterised by relative political stability, persistent institutional gridlock, and ongoing regional insecurity. A fragile institutional and political context, marked by delays in post-electoral governance structures, hindered meaningful progress on policy reform and legislation for forest protection, land tenure, and land use planning. The security situation remained mixed, with relative calm in the west and continued advances of the M23 group in the east, causing large-scale displacement and complicating partners' work.

Our partners continue to mobilise and provide input within the governmental structure of the DRC. For example, Coalition des Femmes Leaders pour l'Environnement et Développement Durable (CFLEDD) and Groupe d'Action pour Sauver l'Homme et son Environnement (GASHE) provided input ahead of COP29 to the Ministry of Environment and Sustainable Development.

This helped DRC implement its national goals to mobilise increased climate financing for developing countries. Partners also advocated to improve access for national and international organisations to funding from the Central African Forest Initiative (CAFI). A CAFI accreditation process for international organisations was agreed upon in the second Letter of Intent signed with DRC's government, allowing several national organizations, grouped in consortia, to be eligible for funding.

Key achievements:

- GASHE secured measures by companies in Equateur Province to adopt better practices and avoid deforestation.
- 527 cases reported by trained observers through collaborative initiatives led by GASHE, with recommendations resulting from community consultations translating into action meetings with judicial representatives.

International institutional funding

In 2024, RFN had a total budget of approximately NOK 108 million.

Twenty nine percent of this was sourced from international philanthropic and bilateral institutions: Climate and Land Use Alliance (CLUA) with William + Flora Hewlett and Rainier Climate funds, Bezos Earth Fund, Ford Foundation, CLUA with William and Flora Hewlett Foundation funds, Hans Wilsdorf Foundation, Peter Opsvik Foundation, Rainforest Trust, Sobrato Philanthropies, Wildlife Conservation Society (WCS) with Bezos Earth Fund and Germany's Federal Ministry for Economic Cooperation and Development, BMZ).

In the same year, Rainforest Fund, Christensen Fund and Ford Foundation confirmed and/or renewed their support to RFN beyond 2024, which validates that RFN's deliberate funding diversification initiated in 2021 is there to stay.

We achieved this through a continued organizational focus, including the whole organization from financial management to program development, on teasing and articulating viable opportunities to scale up select programmes and result areas. This went hand in hand with an increased effort to position RFN's large-scale solutions, and

their potential for upscaling, as vital contributions to rainforest countries' international climate and biodiversity commitments.

As an example, we co-hosted two official side events showcasing the Community Fund for Forests (CFF) at COP16, together with the DRC Ministry of Environment and Sustainable Development. These events underlined the importance of community forestry in meeting DRC's 30 by 30-objectives under the Kunming-Montreal Global Biodiversity Framework. These events further demonstrated the potential of an innovative, IP and LC-led finance mechanism such as CFF to help close the funding gap towards community-led forest concessions (CFCLs) in high integrity areas, while ensuring the local development of communities.

RFN also put its convening power into action. For example, we hosted a Partners and Allies meeting of the Climate Land Use Alliance (CLUA) and Forest People and Climate Initiative (FPCI) during the Oslo Tropical Forest Forum, focused on partners and civil society mobilisation towards COP30. And during New York Climate Week, we hosted both closed-door and public events profiling our partners and flagship programmes at the Nature Positive Hub.

Furthermore, having played a key role in bringing the topic of Direct Finance towards IP and LCs with our flagship report "Falling Short", we continued to push for fit-for-purpose funding and securing ways to enhance direct funding to IP and LCs. To this end, we hosted side events during the New York Climate Week showcasing RFN and RRI's open-source dashboard for tracking IP and LC funding, and convened discussions with governments, partners and donors on the topic of Direct Finance for IP and LCs during Cop16.

Fundraising in Norway

Individual and corporate funding

In Norway, the combined income from individual and corporate donations totalled NOK 37.9 million in 2024, approximately 12 % of RFN's total funds at disposal. This included a legacy donation of 4.8 MNOK.

Despite high inflation and a generally negative economic outlook, individual donations remained stable from 2023 to 2024. This result was achieved through continued, varied marketing efforts – content articles, social media activities – aimed at topic of rainforest protection visible for monthly donors (Rainforest Guardians),

We also undertook more sporadic campaigns aimed at larger audience of concerned citizens, encouraging them to take concrete action to protect a global common good by supporting an NGO offering unrivalled potential for climate mitigation.

We also stimulated individual donations through a public petition calling for the continued prioritisation of rainforest protection on the agenda of Norwegian authorities. In the petition, we called on the Norwegian government to make good on its financing commitment under the Kunming-Montreal Global Biodiversity Framework by securing at least 0.1 % of its Gross National Income towards nature aid. Through this campaign, we collected more than 14,000 individual signatures, which were presented to the Norwegian Minister of Environment and Climate at an official signature handover before his participation at COP16.

Conversely, corporate donations saw a decline in 2024. The prime driver of this was a decrease in subscribers to power provider Fortum's "Grønt Valg" (Green Choice) donation scheme, wherein customers receive renewable energy certificates for the electricity they consume and RFN receives a small donation through every monthly bill. This is likely due to electricity subscriptions being particularly inflation-sensitive, as well as rising costs on Fortum's side in ensuring stable electricity prices while providing reliable renewable energy certificates.

However, RFN was still entrusted with the support of leading businesses, unions and organizations in Norway, including (not limited to) *REMA1000, Det Norske Veritas, Unil, Norgesgruppen, Infinitum, HK Norge, Bergen Live, HELP forsikring, Glittertind, CLP or Bain & Company Norway) Elis, Dyreparken, Cultura Bank and Jørns Resor.*

Social and environmental responsibility

RFN contributes positively to sustainable development, environmental protection, climate crisis mitigation, gender equality, and human rights with partners and allies. We actively mitigate risks that our work, and projects supported by RFN, may have unintended negative effects or cause harm. RFN has policies on human rights, gender, anti-corruption, environment and climate, risk management and protection from sexual exploitation, abuse, and harassment (PSEAH), that provide a framework to consider these issues in all areas of our work.

Extensive air travel, such as follow-up of partners in rainforest countries and participation at international events, is RFN's most significant carbon footprint. While travel is necessary to foster global cooperation and on-the-ground impact, we seek to reduce our negative impact. In 2024, RFN established an Environment and Climate Action Plan with the goal to reduce carbon emissions from staff travel with 20 % by 2030 (from 2023 level). CO2 budgets are introduced for planning and monitoring, along with stringent travel planning and prioritisation.

In 2024, RFN made significant steps to operationalise our PSEAH policy. Supported by an external expert, we developed guidelines and procedures for reporting and case handling, risk management, and measures and standards in project cycle management

and partnerships. A mandatory, online training for all RFN staff was introduced, and a training facilitated for staff with roles in case handling, training, and partner support. RFN's policy is annexed to partner contracts that also contain clauses on PSEAH. Partner resources and training materials were developed for roll out in-country, which is planned in 2025, to ensure understanding of PSEAH standards and support partners in developing and strengthening their guidelines and measures. There were no reported cases of sexual exploitation, abuse or harassment in 2024.

RFN has an external whistleblowing channel, where any misconduct or irregularities can be reported, with the possibility to report anonymously.

RFN has taken out insurance in RiskPoint AS protecting the Board of Directors and the Executive Director against possible responsibilities towards RFN and third parties.

The Transparency Act

RFN is subject to the Transparency Act, which entered into force on 1 July 2022, and welcomes the legislation. Since 2022, RFN has worked on improving processes and procedures related to due diligence of fundamental human rights and decent work conditions. The RFN Procurement Manual ensures that RFN procurements are made according to the requirements defined in the Transparency Act. RFN has established a working group with representatives from all departments that informs and updates the organisation (all staff) about various due diligence commitments and efforts. The RFN Transparency Report 2024 will be available at www.rainforest.no by 30 June 2025.

Working environment and human resources

Overall, RFN's total sick leave rate was 5,82 %, and the average rate for Norway in 2023 was 6.8 per cent. We experienced a decrease in total sick leave compared to 2023, when the sick leave rate was 7,30 %. The self-declared sick leave rate was stable at 1.22 per cent, the same as for 2023. The sick leave rate for medical certificates was 4.60% compared to last year's 6.07 %. The focus has been on improving the follow-up on long-term sick leave, both system-wise and HR follow-up with leaders.

RFN reported one potential work-related accident to NAV in 2024.

As of 2024, the staff members are organized in the unions Handel og Kontor (Norwegian Union of Commerce and Office Employees) and Samfunnsviterne/Akademikerne (The Association of Social Scientists/The Federation of Norwegian Professional Associations), Handel og Kontor being the largest union. RFN is a member of the employers' organisation Virke (The Enterprise Federation of Norway).

RFN conducts the Great Place to Work “Trust Index™” each year, a research-backed employee experience survey each year. We were in 2024 certified as a Great place to work and see an overall increase of engagement since 2023. Feedback from the survey is translated into an organisational action plan proposed by the work environment committee (AMU), focusing on areas of improvement for the organisation in the year to come. In 2024 the focus areas were Involvement, Workload management and Leadership. In addition, all departments create measures for improvement in their workshops based on the survey result in each department. Departmental measures are followed up in SMT every quartal for consistency.

Gender equality

In 2024, the overall gender balance in the organisation remained stable, with a slight increase in female representation (61% women compared to 60% in 2023) and a corresponding decrease in male representation (40 % vs. 41 % in 2023). The senior management team maintained the same composition as the previous year, with two women and four men. Team Leaders increased male representation, from eight women and one man in 2023 to nine women and two men at the end of 2024.

The gender distribution across different job categories:

- Professional category 3 is the largest group, with 45 employees, 69% are women.
- Professional category 4 includes 13 employees, with women representing 38%.
- Independent category consists of one position held by a man.
- Management/Team Leaders comprises 9 employees, with a high proportion of women at 89%.

These figures show a strong female representation in management/team leader roles, while women are underrepresented at the executive level and in more senior specialist roles. RFN remains committed to promoting gender equality and balance across all levels of the organisation.

We conduct leadership recruitment processes with transparency and active union involvement to ensure the selection of the best candidate for RFN while minimizing bias and promoting fairness, equity, and inclusion throughout the process.

The Board of Directors sustained full gender balance, with five women and five men.

RFN is committed to a fair system for salaries and benefits. With assistance from Mercer, RFN developed a salary policy and a new salary system in 2022. Regarding the gender aspect of the revised salary system, men and women are paid the same salary within the respective salary categories. RFN uses the Mercer NGO survey to benchmark salaries against other organisations.

All employees hold 100 % positions, apart from two employees working part-time at their own request. RFN had five employees in temporary positions (three of whom were women). One employee was on maternity/paternity leave in 2024.

Our work to promote equality and prevent discrimination

Over the past few years, we have extensively reviewed our routines, policies, and physical work environment. Our goal is to place a high emphasis on identifying and minimising the risk of discrimination. We conduct an annual employee survey for all staff to combat unconscious biases and promote an inclusive work culture.

Between 2023 and 2024, employee perceptions of equal treatment improved significantly across all categories, with notable increases in gender (from 74 % in 2023 to 92 per cent in 2024) and age (from 70 % in 2023 to 87 per cent in 2024), reflecting a stronger overall engagement and awareness of unconscious bias. Survey results show that we on the question of unconscious biases, 99 % of employees felt we treat staff equally regardless of sexual orientation, 85 per cent felt we treat everyone equally regardless of ethnicity, 92 % thought we treat everyone equally regardless of gender, and 87 per cent felt we treat everyone equally regardless of age.

We have mapped the gender distribution in part-time and temporary positions and parental leave uptake. We have found no significant gender differences in these positions or parental leave uptake, but we will continue monitoring to ensure full equality.

Involuntary Part-Time:

We have no employees in involuntary part-time positions. We aim to exercise flexibility in accommodating staff needs regarding working hours.

Wage Differences:

A review of salary data shows a small wage difference (0-5 %) between women and men in favour of men. The discrepancy can be explained by certain roles receiving an additional 5 -10 % salary adjustment to remain competitive with market rates. The purpose is to reflect external demand associated with these positions and it is in line with our salary system. We regularly update our salary structure to ensure fair compensation for all employees, regardless of gender.

Measure and future Plans:

- Continue to focus on equality.
- Encourage diversity in recruitment processes. Continue to place emphasis on recruiting more men in team leader roles for better gender balance.
- Conduct a new employee survey in October to maintain the focus on unconscious biases.

- Ensure a fair and transparent salary structure. We are conducting a review of the salary system in 2025
- Include diversity as part of leadership program

Risk management

In 2024, we updated the assessment of key risks to RFN. These are compiled in the organisational risk register as an overview of how RFN manages risks through existing control measures and future risk treatment. Risk management was also considered in annual planning and budgeting to ensure ownership and resourcing for mitigating measures.

We had four risks identified as “high” in 2024 before mitigating measures were introduced. This includes risk of financial mismanagement in RFN-supported projects in rainforest countries, which can be significant due to a combination of economic, political and institutional factors. RFN has implemented various measures to mitigate this risk, including detailed payment transfer routines, frequent controller travels and strengthened follow-up and finance trainings for partners. Another risk identified as high is sexual exploitation, abuse and harassment by RFN or partner staff and representatives. This is graded as high due to the severe consequences for those potentially affected (see above for PSEAH risk mitigation).

In addition, partner staff and volunteers operating in contexts with shrinking civic space and illegal activities linked to deforestation are at risk of violence, harassment or persecution. To mitigate this, RFN supports partners with security training and procedures and legal support to partners exposed to criminalisation or defamation lawsuits.

RFN supports partner capacity and organisational development to strengthen civil society and ensure compliance. Risks related to partners are identified through partner assessments. RFN has a partner portfolio risk mitigation fund for measures, e.g. related to financial management, safety and security, and safeguarding against sexual misconduct.

RFN also reviewed the risk tolerance chart for all broad risk areas and maintained the risk tolerance levels approved by the Board in December 2021.

RFN’s administration costs are mostly tied to NOK and the funding of these costs are mainly in NOK. Therefore, RFN’s results are only to a limited extent affected by the volatility and changes in the exchange rate of NOK versus USD, EUR and other currencies. In relation to the programme-/project costs and transfer of funds to

international partners, RFN minimizes its currency risk by applying the NOK value of the budget as a cap on transfers to partners.

Financial highlights

The activity statements for 2024 show a result for the year of NOK -1.2 million (NOK -0.5 million in 2023).

The total costs in 2024 were NOK 329.0 million (NOK 328.5 million in 2023) of which 88.4% were allocated to RFN's primary objectives (88.6% in 2023).

Of total funds at disposal for rainforest protection purposes (NOK 327.9 million), government revenues constituted NOK 208.2 million. In 2024, RFN had NOK 35.9 million in revenue from donations from private donors and the business sector in Norway. International institutions contributed an additional NOK 77.5 million, and financial income NOK 4.3 million.

The return on the financial portfolio generates an annual contribution to RFN activities. In 2024, the financial portfolio was limited to bank accounts in Norwegian banks; hence, the financial risk connected to the financial portfolio was very low.

Total changes to liquidity were NOK 19.0 million in 2024 (NOK -0.6 million), consisting of Activity Account loss for the year of NOK -1.2 (NOK -0.5 million), Items in the activity accounts that have no direct influence on liquidity of NOK 0.7 million (NOK 0.3 million), Investments, divestments and financing of NOK -1.9 million (NOK -0.5 million) and Other modifications of NOK 21.4 million (NOK 0.1 million).

The deficit in 2024 decreases the Operating Fund by NOK 1.2 million. As of year-end 2024, total equity was NOK 90.1 million (NOK 91.3 million as of 31 December 2023). Total capital was NOK 255.1 million (NOK 230.2 million). RFN has no mortgage debt, and the liquidity is good.

No research and development activities have been performed by RFN in 2024.

In accordance with Section 3-3a of the Norwegian Accounting Act, it is confirmed that the assumptions for a going concern are present. This is based on the revised budget for 2025, the long-term commitments made by several donors (governmental and institutional), the expected private and corporate contributions, and the positive response to RFN's ongoing fundraising activities, all reducing RFN's funding risk.

RFN is in a healthy financial position, and it is confirmed that no significant events have occurred since the balance sheet date that has affected this.

Oslo, 19 June 2025

Marius Holm		Hanne Inger Bjurstrøm
Chair of the board		Deputy chair of the board
Thomas Johansen		Audrey Plyler
Board member elected by staff		Board member elected by staff
Espen Ruud		Christina Voigt
Board member		Board member
Anne Martinussen		Andreas Thesen Tveteraas
Board member		Board member

Sindre Stranden Tollefsen		Kari Bucher
Board member		Board member
	Tørris Jæger	
	Secretary General	

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SIGNATURER

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