



**Annual Accounts and Annual Report for 2024
for**

Nordic International Support Foundation – NIS

Enterprise Registration Number: 897554372

Nordic International Support Foundation – NIS

Annual Report 2024

The nature of the company's business operations

Nordic International Support Foundation (NIS) works to support improved security, environmental health, and stability through the realisation of the principles underpinning the UN Sustainable Development Goals (SDGs). The Foundation's work has a global focus, tailoring programmes to fit the needs and circumstances specific to the operating environment, ranging from conflict-affected countries to developed countries, including Norway. The Foundation has its offices in Oslo. In 2024, the Foundation carried out projects in Somalia, Mali, and Norway.

NIS primarily works with institutional development, social measures, education, utilisation of green technologies, grants management and awareness raising efforts, focusing on supporting the creation of peaceful and inclusive societies, environmental awareness, social equality and sustainability.

For the Foundation, the exact nature of a project is secondary to its ability to contribute to the realization of the principles upon which the SDGs are based. As a result, NIS believes there are multiple ways to support communities and institutions in transitioning towards greater equality, sustainability and stability. Our projects include constructing, rehabilitating and installing economic and community infrastructure such as solar streetlights, stadiums and markets, roads, government buildings, solar electrification to hospitals, health clinics and government buildings. In addition, NIS works with creating vocational training facilities and curricula, managing secondees to government institutions and managing grant-making programmes supporting peace-building and social cohesion.

NIS projects seek first and foremost to support communities and institutions to become more resilient, stable and inclusive across all spheres, be it political, social or environmental. NIS works with international donors, national governments, community leaders, national civil society groups and other key stakeholders to support processes that boost communities' ability to recover from conflict, adapt to climate change impacts and sustain social and political stability. Across these many types of projects, we continually emphasise the need to deliver concrete benefits that strengthen targeted communities to achieve longer-term social and economic development goals. In order to ensure our projects are relevant in both the practical, social, environmental political dimensions of our work, NIS lays a great deal of emphasis on continuous contact with stakeholders, carrying out extensive community engagements tailored for the given context.

NIS has completed more than 145 projects in 5 countries in the past 13 years.

Developments in funding and position

2024 was characterised by a slight increase of activities and overall turnover compared to 2023 and a continuous high degree of analysis, learning, adapting and improvement of systems and processes. Our continued consolidation measures allowed NIS to keep administrative costs at an appropriate percentage of total income. We continued to work with securing long-term financing in line with our strategy. Overall, we believe NIS is well equipped to continue progressing in a positive direction. Main activities undertaken during 2024 included:

In **Somalia and Somaliland**, 2024 was characterised by the continued implementation of our multi-year programmes. The EU-funded, Infrastructures for Socio-Economic Development (ISED), was extended to June 2025, as some components of the programme were delayed, mainly in Somaliland. Overall,

ISED has seen the construction of several markets, water infrastructure and roads in Jubaland, Puntland, Galmudug, Hirshabelle, SouthWest and Somaliland since its inception in 2022. The Swedish-funded project, Public Private Development Partnership (PPDP) for Renewable Energy Skills Training (REST) and Women Economic Empowerment (WEE), entered its third year of implementation in 2024. As of 31st December 2024, the programme achieved its target of 350 trainees/graduates, with a final count of 351 (307 males, 44 females), excluding dropouts.

The Norwegian and Swiss-funded, Programme for Social, Political and Environmental Resilience in Somalia (PROSPERIS), completed its second year of implementation in 2024. During 2024, NIS implemented 37 PROSPERIS activities in 28 locations across all states in Somalia and Somaliland. Out of these 37 activities, 12 activities were completed, and 25 activities were either ongoing or in procurement process at end-2024. These interventions contributed to the programme's thematic areas of socio-economic (14), political (9), and environmental/ climate change resilience (14). Interventions included the installation of 477 solar streetlights, constructions of three government buildings, two markets, as well as other types of infrastructure.

Implementation continued of the EU-funded, Rapid Nationwide Stabilisation Following Community Militias Uprising (RNS), project throughout 2024. The project targeted areas as they were liberated from al-Shabaab (AS) across the states of HirShabelle, Galmudug, SouthWest and Jubaland. During the course of 2024, interventions under the programme included the construction of water infrastructure for communities, the construction of police stations, installation of solar streetlights and the facilitation of social reconciliation projects. These intervention types directly supported the project's three priority areas of 1) Access to water; 2) Insecurity (rebuilding police posts, installing solar streetlights); and 3) social reconciliation.

The political and security context in **Myanmar** further deteriorated in 2024, as fighting between the military government and armed opposition groups intensified. NIS and its donor partners continue to monitor developments in the country, but the current operating environment means that NIS programming inside the country continued remaining paused as of 31 December 2024.

In 2024, **Mali** continued to experience adverse effects of climate change (unusually high temperatures of 47° as well as flooding over a very long period) and persistent violence resulting from an expansion of an entrenched jihadist insurgency. These factors contributed to fragilizing the economy, the protection of the environment and increasing the population in need of humanitarian assistance. Also, they impacted on the pace of NIS project implementation necessitating the submission of a 4 month no-cost extension application to April 2025. Upon approval by the donor, NIS consequently adjusted its plan and reorganized its staff and technicians to carry out the assigned tasks internalizing the constraints of the different challenges imposed on the- implementation of the Initiative for Climate, Resilience, Employment and Agriculture through Energy (I-CREATE). In 2024, NIS installed the remaining of the originally planned solar systems, in total: 4 nano grids, 135 solar pico Pv, 8 Solar Home and Production Systems, 18 solar streetlights, 2 energy kiosks and 2 solar pumps for irrigation. The energy coverage of the three target villages reached 64% compared to the national average of less than 40%.

In 2024, NIS continued to implement its first project in **Norway**: *Hva nå? Endringslaben*. The project was set up in four different municipalities in 2024 (Trondheim, Tromsø, Harstad and Søndre Nordstrand district in Oslo), reaching almost 2,000 students and 100 teachers from 42 different schools. *Hva nå?* also saw an increase in donors in 2024, receiving funding from seven different contributors, including municipalities, organisations and local bank foundations (sparebankstiftelser).

Feedback received from participating students and teachers continued to be highly positive in 2024. The vast majority of students providing feedback said that they learned something new, and that *Hva nå?* made them more aware of how their choices impact the environment and other people, more optimistic about being able to contribute to positive change in the world, and likely to make at least one change in their everyday lives to help the climate and environment. Among teachers providing feedback, 86% said

that *Hva nå?* has helped them meet guidelines in the national curriculum with regards to teaching about sustainable development.

NIS also established a second project in Norway in 2024: *Min by, mitt miljø* - a summer school course delivered through and funded by Oslo municipality. The course gives students starting in 8th and 9th grade an opportunity to explore ecosystems in and around Oslo. Through fieldtrips and hands-on activities, course participants learn about challenges faced by these ecosystems and meet people who are working to find solutions. *Min by, mitt miljø* aims to give students insight into, and practical experience with, different forms of work that is being done to ensure sustainable use of nature and the environment. The course also intends to inspire and motivate the students to take part in this work, both now and in the future. As part of the project, NIS collaborated with several partners, including researchers and environmental organisations. The first course took place in June 2024 and received very positive feedback from participating students.

More information about NIS' projects in Norway is available on endringslaben.no.

Income and expenditure statement

The Foundation recorded an income of NOK 266 842 478 in 2024 in grants from Great Britain (FCDO), EU, The World Bank, Sweden (SIDA), The Public Health Agency of Sweden (PHAS), Canada (GAC), the Norwegian Ministry of Foreign Affairs, Australia (DFAT), UNOPS, Energizing Development (EnDev), the Netherlands, Germany (GIZ), and Switzerland (FDFA). In addition, NIS' project in Norway, *Hva nå? Endringslaben*, benefited from the support of various public and private sector donors (for more information about project donors and collaboration partners, please visit <https://endringslaben.no/>).

Total ordinary expenditures for 2024 are NOK 260 914 912, given a net ordinary result of NOK 7 293 109. Previous accounts have contained some overestimated income claims and were scaled down with NOK 8,3 million in addition to the provision for a potential repayment of funds. Consequently, the total comprehensive deficit of the year 2024 amounted to NOK 4 030 821.

	31.12.2024	31.12.2023
Balance Sheet total	210 076 010	162 210 775
Organisational capital	36 202 146	40 232 967
Organisational capital percentage	17,2%	24,8%

We aim to continue consolidating our organisational capital in the future, and the Board has made plans to do this. The Foundation is not exposed to much market risk and has a low credit risk related to donors. We are working actively to lower liquidity risk related to new projects and control currency risks. We will continue to focus on these two areas in the future.

No other circumstances have occurred after the end of the accounting year which are relevant to the accounts. The annual accounts present a fair and true view of development in the Foundation, for the result in the accounting year and the position at the end of the accounting year. The Foundation's liquidity is satisfactory in relation to operations. The Foundation has a Board liability insurance in place.

Continuous operations

The annual accounts have been presented under the going concern assumption (assumption of continuous operations). Further plans and progress form the basis for this assumption.

Work environment and personnel

In 2024, NIS continued the systematic HR and HSE (Health, Security and Environment) efforts to strengthen and keep a safe and healthy work environment, with a particular focus on staff security in several of NIS' offices. This entailed a number of workshops being held in the course of the year, focusing on topics such as security awareness and the staff risk management handbook. Additionally,

NIS introduced a new routine particularly for staff travelling, whereby all are requested to regularly revisit security awareness e-learning courses (*Stay Safe*, a Red Cross/Red Crescent product). The NIS Oslo HSE contact (*verneombud*) continued the regular HSE status meetings with the HSE contacts at NIS programme level.

An organisational staff survey was conducted in 2024, after a 3-year pause. Unlike previous years' surveys, the 2024 version was designed and built internally by NIS staff, thus giving us the opportunity to tailor the survey to organisational and programme-specific needs in a better way. An in-house process also allowed better overview and control from A to Z, including elements such as timing, survey categories, statement wording, and results management. With this survey, NIS measured relevant objectives at both HQ and programme level across 10 categories, including; management support, communication and effectiveness; competence and development; pride, satisfaction and commitment; community and collaboration; work environment; diversity and inclusion; compensation and benefits, and; support from HQ. The response rate was 87%. Overall, the results were positive across all dimensions, and some highlights include:

- 81,6% of staff respond that they are satisfied with their work and the working conditions at NIS.
- The highest scoring categories, at 89% and 90% respectively, were *Pride, satisfaction and commitment*, and *Diversity and inclusion*.
- Several of NIS' staff work in stressful environments, and the request for more social get-togethers to relax and have fun, both online and in person, was significant. Already in 2024, a number of the teams acted to meet this request and arranged staff retreats to great success.

Constructive and detailed suggestions and ideas for improvement were provided across all the dimensions, giving the organisation a good starting point for follow-up and adjustments.

The 2024 survey was quite comprehensive and broad, serving as a new baseline. Going forward, NIS plans to select 2-3 of the survey categories for annual follow-up surveys, to be able to ensure regular overview and insight into the life of the organisation and clarify gaps that need targeted follow-up, and at the same time we aim to avoid survey fatigue by not conducting the complete and very wide-ranging survey on an annual basis.

NIS conducted one recruitment process at the HQ level in 2024 for temporary cover for one staff member going on parental leave. Globally, several recruitment processes have taken place, both with and without the participation and support from HQ counterparts. Of particular mention is the successful restructuring of senior management at the NIS Somalia office, where the Deputy Country Representative position was established. Having diverse teams in place at all locations is a part of NIS' staffing strategy and reflected in our recruitments. We strive to ensure representation of different clans, ethnicities, gender, age, etc., within all our teams. Moreover, by the end of 2024 the Foundations personnel worldwide ranged from 24 to 72 years, representing a wide age group.

Absence due to sickness has been insignificant in 2024, at 5% (amounting to 6% when including absence due to children's sickness).

Gender Equality

The Foundation's employees in Norway counted 10 women and 3 men in 2024. The Board was made up of 2 women and 3 men. There were 109 employees and secondees/consultants (51% women and 49% men) at our country and project offices outside of Norway.

The Foundation aims to be a workplace with full equality between women and men in line with our adopted Gender Equality and Social Inclusion (GESI) policy, strategies and plans of actions which are defined along the following thematic lines: organisational culture (staff composition, staff benefits, physical work environment, staff conduct, gender equality and social inclusion capacity, staff

responsibilities and organisational learning), and programming (integration, knowledge management, monitoring and evaluation, finances, and programmatic approach).

The 2024 organisational staff survey results show that within the organisation, the sense of gender equality is high, and close to all of both female and male staff respond that they “get the same professional opportunities, respect, and fair treatment, regardless of my gender”. NIS will continue to implement the GESI framework across the organisation and actively counter any gender inequality or discrimination.

Discrimination

The Foundation strives to provide its employees with equal opportunity and hinder discrimination based on ethnicity, national origin, gender, skin color, religion, sexual orientation, or functional abilities. We work actively and methodically to promote the objectives of anti-discrimination, inclusion, and diversity in our activities. These activities include e.g. recruitment, salary and working conditions, promotions, opportunities for skill enhancement and protection from harassment. Moreover, it includes continuous information work making sure staff are clear on where to report any concerns or actual breach of the Foundations ethical guidelines. The 2024 staff survey outputs suggest that although the results on discrimination, harassment and bullying are very positive – with staff across the organisation reporting they feel safe and respected – it is important that NIS intensifies the information work, raising awareness of our internal policies, guidelines and routines. Related to this, in 2024, one NIS office held a refresher session with an external facilitator, focusing on safeguarding, safe environment and case response. There were no reports of discrimination or harassment within NIS in 2024.

Report on the Environment

Environmental risks are systematically included in the Foundation’s risk mitigation strategies for all its activities. Where relevant and appropriate, the Foundation prioritises the use of renewable energy. As of 30 June 2025, and in line with the requirement in the Norwegian Transparency Act, an updated and more detailed signed description of the Foundation’s work to promote fundamental human rights and decent working conditions will be made available on our websites.

Net Earnings and Allocation of the Annual Results

The Board proposes the following allocation of the annual results which amount to - NOK 4 030 821:

Transfer to Other organisational capital: - NOK 4 030 821

Total: - NOK 4 030 821

Oslo, 19/06-2025

Eric E. A. Sevrin
Chair of the board

Lill-Hilde Kaldager
Board member

Kassim Gabowduale Gabowduale
Board member

Vilde Straume Wiig
Board member

Christian Martinsen
Board member

Christopher Sean Eads
Executive Director

Nordic International Support Foundation - NIS

Balance sheet

	Note	31.12.2024	31.12.2023
Assets			
Fixed assets			
Operating equipment, furniture, tools, other	4	1 076 818	1 560 451
Total fixed assets		1 076 818	1 560 451
Current assets			
Receivables			
Other current receivables		1 376 335	2 464 332
Total receivables		1 376 335	2 464 332
Bank deposit, cash and cash equivalents	7	207 622 857	158 185 992
Total current assets		208 999 192	160 650 324
Total assets		210 076 010	162 210 775
Organisational capital and liabilities			
Fund balances			
Registered capital		100 000	100 000
Other organisational capital		36 102 146	40 132 967
Total organisational capital	6	36 202 146	40 232 967
Liabilities			
Current liabilities			
Accounts payable		2 988 897	1 031 076
Government taxes and social security		984 538	588 328
Received, unused grants	1	164 910 636	119 232 106
Other current liabilities		4 989 793	1 126 298
Total current liabilities		173 873 864	121 977 808
Total organisational capital and liabilities		210 076 010	162 210 775

Oslo, 19 / 6 - 2025

Eric E.A Sevrin
Chair of the board

Christopher Sean Eads
General manager

Vilde Straume Wiig
Board member

Kassim Gabowduale Gabowduale
Board member

Christian Martinsen
Board member

Lill Hilde Kaldager
Board member

Nordic International Support Foundation - NIS

Annual activity accounts

	Note	2024	2023
Income			
Grants	1	248 876 523	211 161 169
Administration grants		17 965 954	20 523 121
Total grants		266 842 478	231 684 290
Financial income	2	1 365 543	5 151 670
Total income		268 208 021	236 835 960
Expenditures			
Activities			
Project costs	3, 4	254 713 598	214 308 983
Total costs related to activities		254 713 598	214 308 983
Administration costs	3	12 427 288	9 421 453
Finance cost	2	5 097 956	5 216 732
Total expenditure	2, 5	272 238 842	228 947 167
Net results from the activities of the year		-4 030 821	7 888 793
Changes in organisational capital			
Transferred to / from (-) other organisational capital		-4 030 821	7 888 793
Increase / decrease (-) of organisational capital	6	-4 030 821	7 888 793

Nordic International Support Foundation - NIS

Cash Flow Statement

	2024	2023
Items in the annual activity accounts that have no direct cash effect		
Net results from the activities of the year	-4 030 821	7 888 793
Depreciation	1 010 036	1 099 075
Sum of items in the annual activity accounts that have no direct cash effect	-3 020 785	8 987 868
Investments, disposals and financing activities		
Acquisition of other tangible assets	-526 403	-617 317
Sum of investments, disposals and financing activities	-526 403	-617 317
Other changes		
Net movements in grants	-	-4 687 435
Increase / decrease (-) in account payables	1 957 821	-1 230 520
Change in other provisions	51 026 232	36 425 326
Sum of other changes	52 984 053	30 507 371
Net change in cash and cash equivalents	49 436 866	38 877 923
Cash and cash equivalents at the beginning of the period	158 185 992	119 308 069
Cash and cash equivalents at the end of the period	207 622 858	158 185 992

Nordic International Support Foundation

Notes 2024

Accounting principles

The annual accounts are prepared in line with the Norwegian Accounting Act and the temporary Accounting Standard for Non-profit organisations, and consists of the following:

- Statement of financial activities
- Balance sheet
- Cash Flow statement
- Notes

Revenue recognition/grants

Grants are recognised as income concurrently with expenditure on the relevant activity for that particular grant.

Public grants are recognised as revenue at gross value,

Received funds relating to grants are classified as debt on the balance sheet until the funds are spent on relevant activities.

Not received / not reported funds are classified as receivables on the balance sheet.

Financial income

Interest income is recognised as it accrues.

Resources expended

Resources expended are classified as cost of organisational activities and administration costs. The expenditure is related directly to the activity or project it belongs to.

Tax

In accordance to Norwegian Tax Law, cf. § 2-32, the organization is not considered taxable.

Classification and valuation of balance sheet items

Non-current assets are assets intended for long-term ownership or use. All other assets are current assets. Receivables that fall due for payment within one year shall not be classified as non-current assets. Similar criteria applies to liabilities.

Current assets are valued at the lower of acquisition cost and fair value.

Non-current assets are written down to fair value upon any impairment that is expected not to be temporary. Long-term debt are recognised at nominal value at transaction date.

Fixed assets

Tangible fixed assets are recognised in the balance sheet at cost and are depreciated over the asset's expected useful life on a straight-line basis. Assets that consists of significant parts with different useful lives are depreciated separately. Repair and maintenance are expensed as incurred. If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset are reduced to its recoverable amount. The reduction is recognised as an impairment loss.

Receivables

Accounts receivables and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of an individual assessment.

Foreign currencies

Transactions in foreign currencies are translated at the rate applicable on the transaction date. Monetary items in a foreign currency are translated into NOK using the closing rate at the balance sheet date.

Exchange differences are recognised as other financial income, administration costs and project costs.

Cash flow statement

The statement of cash flow is presented in line with the temporary Accounting Standard for Non-Profit organisations.

Cash and cash equivalents include cash, bank deposits, and other short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Nordic International Support Foundation

Notes 2024

Note 1 Grants

Grants by source	2024	2023
Norwegian Ministry of Foreign Affairs	67 262 149	44 928 957
UK (FCDO)	33 831 621	35 243 844
Sweden SIDA	21 146 143	26 147 179
Australia (DFAT)	35 306 927	13 262 915
The Netherlands	8 323 701	5 215 606
EU, Public Health Agency of Sweden (PHAS), Canada (GAC), Germany (GIZ), Switzerland, Energizing Development (EndEv), World Bank/IFC and UNOPS/Others	100 971 936	106 885 788
Sum	266 842 477	231 684 290

Unused project funds at project end are refunded in line with the respective project agreements.

Unused project funds in ongoing projects per 31.12.24 were NOK 164 910 636, classified as debt on the balance sheet.

Note 2 Expenditure specified by type

Expenditure specified by type

Operating expenses	2024	2023
Goods and services from subcontractor	177 506 624	147 407 060
Employee benefits expense	59 784 025	56 153 439
Depreciation of fixed assets	1 010 036	1 099 075
Other operating expenses	28 840 201	19 070 861
Sum of operating expenses	267 140 886	223 730 435
Financial income		
Other interest income	1 365 543	5 151 670
Net gain on exchange	0	0
Sum financial income	1 365 543	5 151 670
Finance costs		
Other interest expense	1 141	1 060
Net loss on exchange	5 096 816	5 215 672
Sum finance costs	5 097 956	5 216 732

The financial income and costs for both shown as net amounts.

Nordic International Support Foundation

Notes 2024

Note 3 Payroll expenses, number of employees, remunerations, etc.

Payroll expenses	2024	2023
Salaries	49 978 035	47 014 016
Payroll tax	1 664 663	1 568 040
Pension costs	752 162	507 258
Other benefits	7 389 165	7 064 125
Total payroll expenses	59 784 024	56 153 439

Number of full time equivalents in Norway in the accounting year	11,55	12
Number of full time equivalents, equal to number of employees, outside of Norway in the accounting year	109	110

Remuneration to management	General manager	Board Chair
Salaries/board fee*	917 716	917 716
Other benefits	7 866	7 866
Sum	925 582	925 582

*The organisation does not operate with fees for Board members. The Board Chair function is not remunerated. The organisation is required to provide an occupational pension scheme pursuant to the Act relating to Mandatory Occupational Pensions. The organisation's pension scheme complies with the requirements under that law.

Remuneration to auditors (amounts including VAT)	2024	2023
Statutory audit	346 250	253 750
Other non-auditing services	29 125	32 375
Sum	375 375	286 125

Note 4 Fixed assets and intangible assets

	Intangible assets	Cars	Machines og inventory	Total
Acquisition cost at 01.01	535 679	2 126 482	9 895 575	12 557 736
Additions	-	-	526 403	526 403
Disposal	-	-	-	-
Acquisition cost at 31.12	535 679	2 126 482	10 421 978	13 084 139
Accumulated depreciation 31.12	-535 679	-2 126 482	-9 345 160	-12 007 321
Net carrying value 31.12	-	0	1 076 818	1 076 818
Depreciation for the year	-	185 927	824 110	1 010 036
Expected economic life	3 years	10 years	3-5 years	

Nordic International Support Foundation

Notes 2024

Note 5 Split of costs on activities and administration

The percentage rate of used funds relating to project activities and administration are calculated based on the total expended resources.

	2024	2023	2022	2021	2020
Project activities rate	95,44%	95,8 %	97,7 %	96,6 %	97,5 %
Administration rate	4,56%	4,2 %	2,3 %	3,5 %	2,5 %

Collection rate

The collection rate is calculated according to guidelines from the Norwegian Control Committee for Fundraising (Innsamlingskontrollen) to show the rate of funds raised compared to the amount of funds used for the Foundation's activities. Grants are the only source of income for the Foundation, and according to the guidelines from the Norwegian Control Committee for Fundraising, grants shall not be included in the basis for calculation of the collection rate. Thus, the collection rate is not calculated for Nordic International Support Foundation.

Note 6 Organisational capital

	Registered capital	Other organisational capital	Sum
Foundation capital at 31.12.2023	100 000	40 132 967	40 232 967
Net results from the activities of the year*		-4 030 821	-4 030 821
Sum		36 102 146	36 202 146
NIS Capital structure;			
Equity with internal restrictions		15 499 557	
Other Equity		20 602 590	
Foundation capital at 31.12.2024	100 000	36 102 146	36 202 146

*The 2024 financial results reflect an adjustment of previous year's accounts and the prevision for an adjustment for a potential fund reimbursement to donor.

The percentage rate of organisational capital are calculated based on the total of organisational capital and liabilities.

	2024	2023	2022	2021	2020
Organisational capital rate	17,2%	24,80 %	25,3 %	10,3 %	6,3 %

Note 7 Restricted bank deposits

Restricted bank deposits	2024	2023
Withheld employee taxes	524 041	462 511
Grants account	170 686 665	117 590 514
Rent deposit	210 005	195 600

Electronic signature

Signed by

Eads, Christopher Sean

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

26.06.2025 20:16:58

Date of birth

1973-03-10

Signature method

BankID (NO)

Signed by

Wiig, Vilde Straume

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

27.06.2025 08:50:24

Date of birth

1985-10-20

Signature method

BankID (NO)

Signed by

Gabowduale, Kassim G

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

27.06.2025 09:32:02

Date of birth

1971-09-18

Signature method

BankID (NO)

Signed by

Martinsen, Christian

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

26.06.2025 14:22:34

Date of birth

1968-10-19

Signature method

BankID (NO)

Signed by

Kaldager, Lill Hilde

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

26.06.2025 20:04:22

Date of birth

1968-03-10

Signature method

BankID (NO)

Signed by

Sevrin, Eric Emmanuel A

(Identity verified with BankID (NO))



Date and time (UTC+01:00) Central European Time (Berlin) (DD.MM.YYYY HH:MM:SS)

26.06.2025 10:16:20

Date of birth

1972-05-03

Signature method

BankID (NO)

