Annual Accounts and Annual Report for 2025
for

Nordic International Support Foundation – NIS STI

Enterprise Registration Number: 897554372

Nordic International Support Foundation – NIS STI

Annual Report 2025

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 2025, 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 150 projects in 5 countries in the past 14 years.

Developments in funding and position

2025 was characterised by a stable level of activities and overall turnover compared to 2024 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 2025 included:

In 2025, three flagship programmes successfully concluded, delivering substantial and tangible results across infrastructure development, stabilisation, security, skills training and economic empowerment in **Somalia and Somaliland**. The EU-funded Infrastructure for Socio-Economic Development (ISED) and

Rapid Nationwide Stabilisation Following Community Militias Uprising (RNS), and Swedish-funded Public Private Development Partnership (PPDP) programmes together achieved transformative outcomes in Jubaland, SouthWest, Hirshabelle, Galmudug. ISED, also covering interventions in Somaliland and Puntland, concluded in June 2025 after delivering nine major markets, over 30 km of roads, four water infrastructure facilities and a strategic bridge in Hargeisa, significantly improving market access, trade flows, transport, water availability and local economic growth. RNS delivered stabilisation infrastructures in newly recovered areas including the construction and rehabilitation of police stations and posts, water infrastructure, the installation of solar streetlights, and the facilitation of community-based reconciliation processes that restored basic services, strengthened civilian security, re-established state presence and reinforced social cohesion in conflict-affected areas. PPDP concluded in 2025 with strong results in renewable energy skills development and women's economic empowerment. Graduates contributed to the installation of over 3000 new electricity and solar connections in Mogadishu and Garowe, while newly established public-private TVET partnerships ensured continued training delivery beyond programme closure.

The Norwegian- and Swiss-funded Programme for Social, Political and Environmental Resilience in Somalia (PROSPERIS) continued throughout 2025, advancing activities initiated in earlier years. The programme focused on expanding and consolidating interventions aimed at strengthening socio-economic resilience, inclusive governance and environmental and climate resilience. Socio-economic resilience was supported through the delivery of two sports facilities, one community centre, 45 solar streetlights and the reconstruction of one hospital as well as the support to 30 female TVET students and 177 women-led SMEs. The delivery of five irrigation systems and two water infrastructures supported climate resilience while the construction of five government-related infrastructures together with community engagement and reconciliation activities strengthened political resilience.

NIS projects financed by the Somalia Stability Fund (SSF) advanced their implementation, focusing on strengthening governance, democratisation and state presence. SSF-funded interventions supported the construction of four government infrastructure in Jubaland, Galmudug, Puntland and Banadir, enhancing public service delivery capacity and reinforcing the legitimacy and visibility of government institutions at federal and state levels.

The EU-funded Support to Local Stabilisation in Liberated and Frontline Areas in Somalia (SLS) programme entered active implementation during the second half of 2025. SLS formally initiated infrastructure works in Hirshabelle, Galmudug, SouthWest and Jubaland— including two police stations, two courthouses, one water facility and three sports infrastructures— and one structured community reconciliation process. In addition, 75 solar streetlights were on their way for installation.

Overall, in 2025, NIS-implemented programmes in Somalia and Somaliland reinforced gains in stabilisation, governance, infrastructure, livelihoods, skills development and economic resilience across multiple regions, laying a strong foundation for sustained stability in the years ahead.

The political and security context in **Myanmar** further deteriorated in 2025, 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 2025.

In 2025, **Mali** continued to face a persistent energy crisis and conflict-related violence and intense climate shocks throughout 2025. Extreme heat, floods and regular attacks led by Al-Qaeda-linked insurgents, namely the Group for the Support of Islam and Muslims (JNIM), on fuel provision contributed to de-stabilise the economy, while the worsening security situation caused some donor countries to close embassies and reduce funding. The sharp drop in available funding reduced the chances for fund-raising and new projects, forcing NIS to substantially minimize its operating costs in Mali. NIS ensured the follow up of all installations carried out by checking their normal technical states. In Hombori, Forgho and Bagoundje, all existing nano grids, SPS, SHS, solar poles, kiosks, pumps, Pico PVs have been controlled individually during the first 6 months of 2025. Faulty systems have been repaired by the team of 8 technicians, engineers, assistants, and the locally trained staff.

In 2025, NIS continued to implement its first project in **Norway**: *Hva nå? Endringslaben*. The project was set up in two different municipalities in the first half of 2025 (Moss and Sandefjord). In spring 2025, NIS also received grants from the EU and The Research Council of Norway (NFR) to expand *Endringslaben* with new content. The first exhibition supported by the EU was implemented in fall 2025 (Lillestrøm), while NIS continued to develop project content under the NFR grant throughout 2025. In total, *Endringslaben* reached almost 1,700 students and 75 teachers from 28 different schools through the three exhibitions implemented in 2025.

Feedback received from participating students and teachers continued to be highly positive in 2025. 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, 97% said that *Hva nå?* has helped them meet guidelines in the national curriculum with regards to teaching about sustainable development.

In 2025, NIS also continued implementation of Min by, mitt miljø - a summer school course delivered through and funded by Oslo municipality. The course gave students starting in 8th grade an opportunity to explore ecosystems in and around Oslo. Through fieldtrips and hands-on activities, course participants learnt about challenges faced by these ecosystems and met people working to find solutions. Min by, mitt miljø aimed 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 intended 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.

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

Income and expenditure statement

The Foundation recorded an income of NOK 262 768 451 in 2025 in grants from Great Britain (FCDO), EU, 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/). Annual results for the year 2025 amounted to NOK 1 215 213.

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	31.12.2025	**31.12.2024**
Balance Sheet total	185 355 453	210 076 010
Organisational capital	37 417 359	36 202 146
Organisational capital percentage	20,2%	17,2%

We aim to continue securing an adequate level of 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 2025, NIS continued the systematic HR and HSE efforts to strengthen and maintain a safe and healthy work environment. As most of the NIS personnel work remotely, several of the NIS programme teams have had an extra focus on staff social gatherings also in the past year, which is a continued follow-up from the 2024 organisational staff survey findings. With the global increased threat to digital activities, NIS has also kept a high focus on IT and cyber security.

With the aim of keeping and strengthening staff competence, and operationalizing our policies and guidelines, several workshops and training courses have taken place throughout the year. Particularly, we want to highlight the following three:

1. Organisational culture and safeguarding workshop (NIS Somalia): All NIS Somalia staff participated in this organisational culture and safeguarding awareness raising and training session, facilitated by an external organisational culture and safeguarding professional. The workshop was conducted over three 2,5-hour sessions, with the following subjects: I) Organisational Culture and Psychological Safety, II) Internal Safeguarding, and III) External Safeguarding (focusing particularly on external partners/contractors to NIS).

2. NIS Global Finance Retreat: Selected finance staff from all NIS programmes participated in this 4-day global finance retreat. Close to all participants were physically present at the retreat, which contributed to the event’s great success from a social perspective as well, in addition to its technical value. The workshop was internally facilitated by NIS HQ staff members, and had the following main focus: capacity-building in the internal accounting system, finance reporting and budgeting; finance health checks (using the Humentum model), and; organisational Finance Manual refresher.

3. IT Security Awareness Refresher: NIS staff across all but one programme participated in this global, online webinar, facilitated by NIS IT Security Advisor. The training focused on the following main subjects: general overview and raising awareness of current threats globally; phishing; passwords and multi-factor authentication (MFA); AI and deepfake, and; required action if compromised. As this is growing threat globally, NIS will continue to stay alert and regularly train personnel in IT security.

The planned 2025 organisational staff survey was delayed to the first quarter of 2026

NIS population

The Foundation’s personnel counted a total of 117 in 2025, including 112 staff members and 5 consultants. This shows the total population was reduced by 7. Globally, 6 new staff members and 1 consultant were recruited in 2025, which suggests a low employee turnover in the organisation. At NIS HQ, the group of staff remained largely the same: one HQ staff member returned from parental leave in 2025 and the temporary replacement left the organisation. By the end of 2025 the Foundations personnel worldwide ranged from 25 to 65 years, representing a wide age group.

In both recruitment and HR activities, NIS puts a great effort in maintaining team diversity. Having diverse teams in place at all locations is a part of NIS' staffing strategy. We continue to ensure representation of different clans, ethnicities, gender, age, etc., within all our teams. We believe that with this diversity internally, we are able to mirror and better understand the complexities of the context we operate in and can tailor our support.

Absence due to sickness in 2025 was at 5% (amounting to 7% when including absence due to children's sickness).

Gender Equality

The gender distribution among the 117 members of staff were 53% female and 47% male. Of the separate NIS programmes/entities, 2 were led by female Directors, and 3 by male Directors.

At the NIS HQ in Norway, the group of staff remained same, with 10 women and 3 men.

The Board was made up of 2 women and 3 men.

The Foundation continues its aim 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 action plans.

Discrimination

The Foundation strives to provide its employees with equal opportunity and hinder discrimination based on ethnicity, national origin, gender, skin colour, 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. Related to this, in 2025, one NIS office held an internal refresher session focusing on safeguarding, while another held a more comprehensive training session on organisational culture and safeguarding (referenced above). NIS continues to have Safeguarding Focal Points in place in all programmes. The Focal Points are there both to support staff in any questions they might have relating to harassment, discrimination, bullying and exploitation, as well as support management in case response.

There were no reports of discrimination or harassment within NIS in 2025.

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 2026, 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 1 215 213:

Transfer to Other organisational capital:	NOK 1 215 213
Total:	**NOK 1 215 213**

Oslo, 19/06-2026

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 STI

Balance sheet

	Note	31.12.2025	31.12.2024
Assets			
Fixed assets			
Operating equipment, furniture, tools, other	4	1 210 254	1 076 818
Total fixed assets		**1 210 254**	**1 076 818**
Current assets			
Receivables			
Other current receivables	5	19 959 374	1 376 335
Total receivables		**19 959 374**	**1 376 335**
Bank deposit, cash and cash equivalents	7	164 185 824	207 622 857
Total current assets		**184 145 198**	**208 999 192**
Total assets		**185 355 453**	**210 076 010**
Organisational capital and liabilities			
Fund balances			
Registered capital		100 000	100 000
Other organisational capital		37 317 359	36 102 146
Total organisational capital	8	**37 417 359**	**36 202 146**
Liabilities			
Current liabilities			
Accounts payable		2 871 228	2 988 897
Government taxes and social security		794 178	984 538
Received, unused grants	1	138 852 619	164 910 636
Other current liabilities		5 420 068	4 989 793
Total current liabilities		**147 938 093**	**173 873 864**
Total organisational capital and liabilities		**185 355 453**	**210 076 010**

Oslo, 19 / 06 - 2026

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 STI

Annual activity accounts

	Note	2025	2024
Income			
Grants	**1**	262 768 451	266 842 478
Total grants		**262 768 451**	**266 842 478**
Financial income	**2**	2 974 084	1 365 543
Total income		**265 742 535**	**268 208 021**
Expenditures			
Activities			
Project costs	**2,3, 4**	247 438 889	254 713 598
Total costs related to activities		**247 438 889**	**254 713 598**
Administration costs	**2,3**	16 239 587	12 427 288
Finance cost	**2**	848 846	5 097 956
Total expenditure	**2**	**264 527 322**	**272 238 842**
Net results from the activities of the year		**1 215 213**	**-4 030 821**
Changes in organisational capital			
Transferred to / from (-) other organisational capital		1 215 213	-4 030 821
Increase / decrease (-) of organisational capital	**8**	**1 215 213**	**-4 030 821**

Nordic International Support Foundation - NIS STI

Cash Flow Statement

	2025	2024
Items in the annual activity accounts that have no direct cash effect		
Net results from the activities of the year	1 215 213	-4 030 821
Depreciation	616 095	1 010 036
Sum of items in the annual activity accounts that have no direct cash effect	1 831 308	-3 020 785
Investments, disposals and financing activities		
Acquisition of other tangible assets	-489 128	-526 403
Disposal of other tangible assets	-260 403	-
Sum of investments, disposals and financing activities	-749 531	-526 403
Other changes		
Net movements in grants	-	-
Increase / decrease (-) in account payables	-117 669	1 957 821
Change in other provisions	-44 401 141	51 026 232
Sum of other changes	-44 518 810	52 984 053
Net change in cash and cash equivalents	-43 437 033	49 436 865
Cash and cash equivalents at the beginning of the period	207 622 857	158 185 992
Cash and cash equivalents at the end of the period	164 185 824	207 622 857

Nordic International Support Foundation - NIS STI

Notes 2025

Accounting principles

The annual accounts are prepared in line with the Norwegian Accounting Act an 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 recognized 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.

Change in presentation of income
The presentation of the financial statements has been revised during the year. The change affects presentation only and has no impact on the financial results or position.

Nordic International Support Foundation - NIS STI

Notes 2025

Note 1 Grants

Grants by source	2025	2024
Norwegian Ministry of Foreign Affairs	62 864 335	67 262 149
UK (FCDO)	39 085 847	33 831 621
Sweden SIDA	30 689 007	21 146 143
Australia (DFAT)	28 032 971	35 306 927
The Netherlands	11 307 964	8 323 701
EU	46 026 621	70 736 966
Public Health Agency of Sweden (PHAS), Canada (GAC), Swizerland, SSF, UNOPS and Others	44 761 707	30 234 970
Sum	**262 768 451**	**266 842 477**

Unused funds at project end are completely refunded. Except NOK 393 838,50 for NMFA
Unspent received funds per 31.12.25 were NOK 138 852 619, classified as debt on the balance sheet.

Note 2 Expenditure specified by type

Expenditure specified by type

Operating expenses	2025	2024
Goods and services from subcontractor	185 331 797	177 506 624
Employee benefits expense	57 830 848	59 784 025
Depreciation of fixed assets	616 095	1 010 036
Other operating expenses	19 899 757	28 840 201
Sum of operating expenses	**263 678 496**	**267 140 886**
Financial income		
Other interest income	2 974 084	1 365 543
Net gain on exchange	0	0
Sum financial income	**2 974 084**	**1 365 543**
Finance costs		
Other interest expense	20,3	1 141
Net loss on exchange	848 826	5 096 816
Sum finance costs	**848 846**	**5 097 956**

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

Nordic International Support Foundation - NIS STI

Notes 2025

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

Payroll expenses	**2025**	**2024**
Salaries	47 449 614	49 978 035
Payroll tax	1 752 937	1 664 663
Pension costs	728 937	752 162
Other benefits	7 899 361	7 389 165
Total payroll expenses	**57 830 848**	**59 784 024**

Number of full time equivalents in Norway in the accounting year	12,52	11,55
Number of full time equivalents, equal to number of employees, outside of Norway in the accounting year	112	109

Remuneration to management	**General manager**	**Board members**
Salaries/board fee	945 000	-
Other benefits	12 076	-
Sum	**957 076**	**-**

The company is required to provide an occupational pension scheme pursuant to the Act relating to Mandatory Occupational Pensions. The company's pension scheme complies with the requirements under that law.
No remuneration has been paid to members of the Board.

Remuneration to auditors (amounts including VAT)	**2025**	**2024**
Statutory audit	381 250	346 250
Other non-auditing services	181 250	29 125
Sum	**562 500**	**375 375**

Note 4 Fixed assets and intangible assets

	Intangible assets	**Cars**	**Machines og inventory**	**Total**
Acquisition cost at 01.01	535 679	2 126 482	10 421 978	13 084 139
Additions	-	-	489 128	489 128
Disposal	-	-1 028 782	-8 260 248	-9 289 030
Acquisition cost at 31.12	535 679	1 097 700	2 650 858	4 284 237
Accumulated depreciation 01.01	-535 679	-2 126 482	-9 345 160	-12 007 321
Depreciation during the year	-	-109 770	-506 325	-616 095
Disposal	-	1 559 337	7 990 096	9 549 433
Accumulated depreciation 31.12	-535 679	-676 915	-1 861 388	-3 073 983
Net carrying value 31.12	**-**	**420 785**	**789 469**	**1 210 255**
Expected economic life	3 years	10 years	3-5 years	

Note 5 Other current receivables	**2025**	**2024**
Receivables donors - closed projects	18 194 982	
Other receivables	1 764 392	1 376 335
Sum	**19 959 374**	**1 376 335**

Notes 2025

Note 6 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.

	2025	2024	2023	2022	2021
Project activities rate	93,54%	95,44 %	95,8 %	97,7 %	96,6 %
Administration rate	6,46%	4,56 %	4,2 %	2,3 %	3,5 %

Collection rate
The collection rate is calculated according to guidelines from the Norwegian Control Commitee 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 Commitee 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 7 Restricted bank deposits

Restricted bank deposits	**2025**	**2024**
Withheld employee taxes	1 129 898	524 041
Grants account	149 797 280	170 686 665
Rent deposit	411 289	210 005

Note 8 Organisational capital

	Registered capital	**Other organisational capital**	**Sum**
Foundation capital at 31.12.2024	100 000	36 102 146	36 202 146
Net results from the activities of the year*		1 215 213	1 215 213
Sum		**37 317 359**	**37 417 359**
NIS Capital structure;			
Equity	100 000	37 317 359	37 417 359
Foundation capital at 31.12.2025	**100 000**	**37 317 359**	**37 417 359**

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

	2025	2024
Organisational capital rate	20,2 %	17,2 %

Electronic signature

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)*

25.06.2026 11:07:29

Date of birth

1968-03-10

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)*

25.06.2026 09:16:41

Date of birth

1968-10-19

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)*

25.06.2026 09:54:54

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)*

26.06.2026 10:26:13

Date of birth

1971-09-18

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)*

25.06.2026 08:27:49

Date of birth

1972-05-03

Signature method

BankID (NO)

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)*

29.06.2026 13:32:49

Date of birth

1973-03-10

Signature method

BankID (NO)