Annual Report 2024 Norwegian Natural Perils Pool







Storm damage dominates the picture in 2024

2024 brought fewer events than the extreme levels of 2023, but losses were still high by historical standards. Natural perils claims ran to more than NOK 1.3bn, Storm Ingunn being the year's largest loss event.

For both insurers and the Pool's staff, the year brought hectic activity around the settlement of claims following the flooding caused by Storm Hans in August 2023, which resulted in more than 5,300 losses. At the end of 2024, claims related to this extreme event were estimated at NOK 2,350m. The majority of these claims were settled in 2024 and so affected activity during the year.

The Ministry of Justice and Public Security asked the Directorate for Civil Protection (DSB) to conduct an enquiry into Storm Hans. The Pool contributed to this work, which covers prevention, preparedness and management of this extreme weather event.

The Pool also submitted a consultation response during the year on the Ministry's proposals for a new Natural Perils Insurance Act and Regulation on Natural Perils Insurance. The aim of the proposals was to modernise the legislation and create a simpler and more efficient natural perils insurance scheme. The Pool supported the need for modernisation but also warned against hasty changes that could create uncertainty for policyholders, insurers and those running the scheme. Any changes should be based on thorough analysis to ensure a stable and predictable scheme.

2024 began with Storm Ingunn, which struck on 29 January and lingered for a couple of days into February. Claims from this event are estimated at more than NOK 550m.

August brought Storm Lillian in the south of the country, while September saw various flood events, including in Telemark and Innlandet. Storm Jacob in October brought strong winds and extreme rainfall to Vestlandet.

All in all, natural perils claims for the year topped NOK 1,300m.

The Pool also worked hard during the year on preparations and adjustments ahead of the new rules entering into force on 1 January 2025 to create a central natural perils fund:

The composition of the board and committees was adjusted to comply with the new rules from 1 January 2025.

A great deal of time throughout the year went into the development of the new claims and financial reporting system Meteor, which was taken into operation in September.

The structure of the reinsurance programme was altered to reflect the new rules when cover was arranged for 2025. In addition to an excess-of-loss programme, we now also have a quota-share solution for the first time.

I would like to thank all of the committees and the Pool's staff for their hard work during the year, especially given the extensive preparations needed ahead of the new rules coming in on 1 January 2025. Their efforts were crucial for our ability to adapt to the new requirements and ensure a stable future for the Pool.

Ståle Solem Ingebrigtsen Director

About the Pool

The Norwegian Natural Perils Pool administers the natural perils insurance scheme, which provides insurance cover for damage caused by natural disasters to anything normally covered by fire insurance, such as buildings, contents, machinery and installations. Policyholders claim on their own insurers, and the Pool equalises claims between insurers based on their market share.

Regulation of the scheme

The Pool's activities in 2024 were regulated by the Natural Perils Insurance Act of 16 June 1989 and the Regulation on the Rules for the Norwegian Natural Perils Pool issued by royal decree of 21 December 1979 and subsequently amended by the Ministry of Justice and Public Security. New rules entered into force on 1 January 2025 in the form of a new Regulation on Natural Perils Insurance (FOR-2024-01-26-111) and amendments to the Natural Perils Insurance Act.

All companies that write fire insurance in Norway and Svalbard are required by Norwegian law to be members of the Pool.

What the scheme covers

With a few exceptions, anything insured against fire in Norway is automatically also insured against natural perils. The exceptions that are not covered by the scheme are regulated by the authorities through the Natural Perils Insurance Act.

The calculation of payouts following natural disasters depends on the ordinary insurance cover for the items damaged.

Equalisation of claims

The scheme equalises natural perils claims between insurers based on their market share.

Reinsurance

The scheme is also to obtain reinsurance cover for natural perils risks on behalf of member companies. This cover is to apply between the chosen retention for members and the overall limit of liability for a natural disaster, which is set at NOK 16bn in the regulation. The Pool's board sets the retention each year, and it was unchanged from previous years at NOK 1.5bn in 2024.

Premium

The premium is set by the board each year. The board starts from a risk-based premium calculated using recognised actuarial methods and principles. The calculations take account of all claims payments back to 1980, including adjustment and reinsurance costs. The premium also allows for the Pool's administration costs and the reimbursement of claims from members. On 23 June 2023, the board set a premium for 2024 of 0.007% of the fire sum insured. On 28 May 2024, the board set a premium for 2025 of 0.008% of the fire sum insured. The premium was set in accordance with Section 22 of the new Regulation on Natural Perils Insurance.

The increase was mainly a result of the new rules requiring members' administration costs for the scheme to be reimbursed. This reimbursement was set at 0.0005% of the fire sum insured on 1 July of the claims year as required by Section 38 of the new Regulation on Natural Perils Insurance. The increase also reflected modelling of climate risks as required by the new regulation.

Fire sum insured

The total sum insured against fire at 1 July 2024 was approximately NOK 27,723bn across 87 member companies.

Address

The Pool operates from offices at Hansteens gate 2 in Oslo.

Consultation response on proposed new natural perils legislation

The Pool submitted a consultation response during the year on the Ministry of Justice and Public Security's proposals for changes to the Natural Perils Insurance Act and a new Regulation on Natural Perils Insurance. The main aim of the proposals was to modernise the rules and create a simpler and more efficient natural perils scheme.

In September, the Pool responded to consultation paper 24/3591 of 24 June 2024 where the Ministry of Justice and Public Security requested input on amendments to the Natural Perils Insurance Act and a new Regulation on Natural Perils Insurance. The main aim of the proposals was to modernise the rules.

The Pool supported the need to modernise the Natural Perils Insurance Act and the underlying regulation in order to create a clearer and better structure for the natural perils scheme. At the same time, the pool warned against hasty changes that could create uncertainty for policyholders, insurers and those running the scheme. The Pool stressed the importance of any changes being based on thorough analysis to avoid any adverse effects.

One key point in the consultation response from the Pool was a concern that some of the proposals could increase the cost of running the scheme, which could in turn push up insurance premiums for policyholders. To ensure that the scheme is sustainable, the Pool called for a detailed analysis of potential cost drivers, especially if the limit of liability were to be raised from NOK 16bn to NOK 30bn as proposed.

The Pool also underlined the importance of focusing more on loss prevention, and of both public and private entities taking responsibility for protecting assets through preventive action. Public authorities need to improve work on prevention. Actions, incentives, liability and financing need to be viewed as a whole to ensure a holistic approach. Prevention is a national responsibility that needs to be made a priority.

The Pool's consultation response also included recommendations for necessary clarifications relating to coverage for relocation. There is a need to clarify the rules in cases where the planning

authorities consider there to be a risk of further natural damage, and on securing properties as an alternative to relocation.

The Pool did not assess the ministry's proposals in Chapter 6 of the consultation paper on the return on insurers' natural perils capital. The Pool takes the view that this capital belongs to insurers, and that insurers are therefore best placed to respond to this part of the consultation.

The Pool looks forward to collaborating further with the ministry and other relevant players to ensure a well-functioning, efficient and sustainable natural perils scheme.



Numerous costly natural disasters in Norway in 2024

While 2024 brought fewer disasters than the extreme levels of 2023, losses were still high by historical standards. Natural perils claims during the year topped NOK 1.3bn, much of which was related to Storm Ingunn at the beginning of the year.

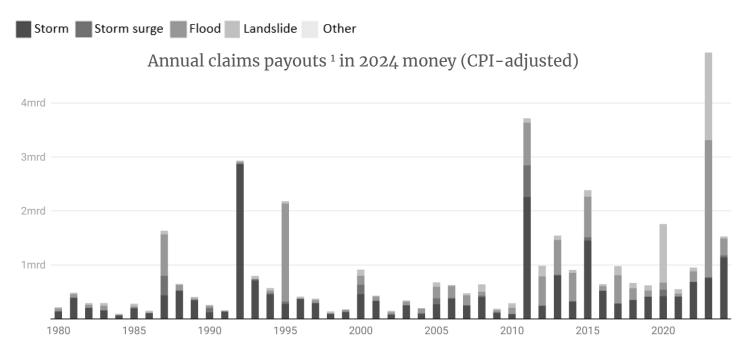
2024 began with Storm Ingunn, which struck northern parts of Vestlandet right up to Finnmark. The highest recorded mean wind speed was 41.4 m/s, even higher than during the New Year hurricane of 1992. Ingunn arrived on 29 January and lingered for a couple of days into February. Claims from this event are estimated at more than NOK 550m.

August brought Storm Lillian in the south of the country, while September saw various flood events, including in Telemark and Innlandet.

Storm Jacob in October brought strong winds and extreme rainfall to Vestlandet. At the end of 2024, payouts related to this event were estimated at more than NOK 88m.

All in all, natural perils claims topped NOK 1,300m in 2024.

Claims top NOK 1.3bn



¹ Figures updated as at 28 February 2025 and include estimate of losses incurred but not reported. Historical data CPI-adjusted to 2024 money.

The Pool purchases reinsurance on behalf of member companies

The Norwegian Natural Perils Pool arranges reinsurance cover for natural perils risks on behalf of member companies as required by Section 24 of the Regulation on Natural Perils Insurance.

Reinsurance renewals involve interaction between the board, the reinsurance committee, the Pool's staff and reinsurance brokers. All parties have defined roles. The process normally begins with a start-up meeting in August/September and concludes with the signing of lines in December. Work began in 2024 on sounding out the reinsurance market on the possibility of putting a quota-share programme into place. This solution was chosen in order to reduce risk in the light of changing needs following the entry into force of the new Regulation relating to Natural Perils Insurance on 1 January 2025.

The liability limit under the reinsurance programme corresponds to the per-event liability cap of NOK 16 billion and remains unchanged from the previous year. The renewal complied with the Pool's reinsurance principles, which were revised and approved at the Annual Meeting in 2024.

The reinsurance programme was placed with recognised companies with a satisfactory rating. The rating criteria were decided by the board.

Diversification across reinsurers is an important way of spreading counterparty risk. Reinsurers' maximum risk exposure across the programme is determined by the board.

Reinsurance renewal in 2024

In autumn 2024, the board decided that the programme for 2025 should be a combination of a quota-share programme and excess-of-loss (XL) cover. The programme was placed as two separate programmes in line with the board's decision.

Key features of the renewal process included the following:

- There was less interest in the market for quotashare lines than for XL cover.
- Some reinsurers want to see the prices and terms for quota-share lines in the context of XL lines.

- Storm Hans in 2023 affected the programme and was still developing.
- The fire sum insured increased by 8.4%.

The programme was placed with assistance from the brokers Guy Carpenter as flag broker and Gallagher Re as co-broker.

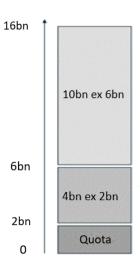
The retention for XL reinsurance cover was raised from NOK 1.5bn to NOK 2bn for 2025.

The quota-share programme was placed on a 50/50 basis.

The XL programme for 2025 has one full reinstatement. This means that if one or more events together exceed the retention, triggering the reinsurance programme, cover will be reinstated on the basis of the agreed terms for reinstatement.

The structure of the reinsurance programme for 2025 is as follows:

- 50/50 quota share from NOK 0 to NOK 2bn
- NOK 4bn in excess of NOK 2bn (i.e. cover from NOK 2bn to NOK 6bn)
- NOK 10bn in excess of NOK 6bn (i.e. cover from NOK 6bn to NOK 16bn)



Claims auditing ensures correct settlement and so confidence in the scheme

To maintain confidence in the scheme and ensure correct equalisation between members, it is important for the Pool to audit a selection of the claims equalised. The Pool's claims audit team checks that the rules for the natural perils insurance scheme are followed.

When an insurer closes a claim in its internal systems, this is reported either automatically or manually to the Pool's claims and financial reporting system Meteor. The month after the claim is closed by the company, it is added to the audit list and may be selected for auditing. Claims are selected mechanically across all of the insurers that have settled claims.

All claims with payouts in excess of NOK 100,000 are reviewed, and payouts below NOK 100,000 are reviewed where the team has capacity.

The audit team has an ongoing dialogue with insurers on claims auditing through a dialogue function in Meteor.

The team also spends much time updating and training members and serves as an important technical resource for the Pool.

The Regulation on Natural Perils Insurance gives the claims committee the right to check member companies' claims. This role has been delegated to the Pool's staff, specifically the audit team. The claims committee audits and quality-assures this work through an annual "audit of audit". In addition, the auditors carry out internal controls between themselves at least four times a year.

The claims committee's annual report was presented to the board at its meeting on 18 February 2025. The report covered claims audited from 1 January 2024 to 31 December 2024.

A total of 3,524 cases were audited in 2024. This was slightly short of the target of around 1,000 claims per member of the audit team. The reason for the decrease in the number of claims audited is that the team had to put considerable resources into developing and testing the new claims and financial reporting system Meteor, which was brought into operation in September 2024.

The board decided in 2022 to revise the targets for claims auditing. Rather than having the reversal rate as the key metric, with a target of a maximum reversal rate of 3% (total errors detected divided by total claims audited), future auditing was to focus on the share of error–free claims. Targets for error–free claims were to be divided into segments based on size of claim. Besides this key metric of error–free claims, the claims committee would also monitor the reversal rate.

65% of cases audited in the NOK 100,000-500,000 segment and 64% of those in the NOK 500,000+ segment were found to be error-free, which was close to the board's target for 2024. In the NOK 20,000-100,000 segment, 65% of cases were error-free, but the target for 2025 is 75%. Errors were detected with a total value of around NOK 61.2m, giving a reversal rate of 6.4%. The errors identified were corrected, so that the end-result was correct equalisation.

3,524 claims audited

The Pool's committees

The Pool has five technical committees that advise the board:

- Claims committee
- Reinsurance committee
- Terms committee
- Liaison committee
- Valuation and indexing committee



The claims committee's composition and activities

The claims committee's responsibilities in 2024 were set out in Section 17 of the Regulation on the Rules for the Norwegian Natural Perils Pool.

The claims committee is to conduct the necessary checks on claims submitted by member companies. In practice, the claims auditing team at the Pool carries out these checks in line with rules set out in an audit manual issued by the committee.

The committee is also to take the lead following major events where multiple companies and/or the Norwegian National Scheme for Natural Damage Assistance are involved in the same event. In 2024, the committee was particularly involved in finishing up work on Storm Hans and the Norske Skog Saugbrugs rockslide.

The claims committee and the Pool's staff worked continuously on the audit of the claim for the Norske Skog Saugbrugs rockslide. The audit was completed, and the audit report was presented to the board in January 2025.

In the wake of Storm Hans, extensive dialogue and a number of meetings have been held with one of the municipalities hit hardest. This has included discussion of where the line should be drawn for whether planning permission is required under the Planning and Building Act following natural disasters. The claims committee and the municipality disagree on the interpretation of the rules and on aspects of the degree of damage to specific properties.

Training was provided for both claims processors (basic and advanced courses) and loss adjusters (certification and refresher courses). The committee also gave presentations at technical seminars for relevant professional groups and member companies.

The claims committee had five members in 2024. These were as follows at the end of the year:

Name	Company
Espen Jensen, chair	Tryg Forsikring
Bjørn Sævild, deputy chair	Gjensidige Forsikring ASA
Jens Krog	Fremtind Forsikring AS
Johan Lunde Wilmann	If Skadeforsikring NUF
Yngve Høvik	Frende Forsikring

The reinsurance committee's composition and activities

The reinsurance committee advises the Pool's board and staff on the Pool's purchase of collective reinsurance on behalf of its members. The committee is responsible for preparing information for reinsurers and for the wording of reinsurance treaties. In addition, the committee is to obtain quotations, draw up proposals for the reinsurance programme and recommend brokers. The committee is authorised to issue guidelines on the reinsurers to be used, and is responsible for approving these reinsurers before cover commences.

The Pool placed its reinsurance programme for 2025 in autumn 2024 with support from the reinsurance committee.

The Pool's board decided in 2024 that the reinsurance programme for 2025 should be a combined quotashare and excess-of-loss programme in order to reduce risk and adjust reinsurance cover in the light of the changes to the natural perils scheme.

The reinsurance committee had five members in 2024. These were as follows at the end of the year:

Name	Company
Nina Klaveness Ek, chair	Fremtind Forsikring AS
Erik Nordblom	If Skadeforsikring AB
Henrik Nedahl	Tryg Forsikring, Danmark
Anita Gundersen	Gjensidige Forsikring ASA
Christoffer Skyrud	Protector Forsikring ASA



The terms committee's composition and activities

The terms committee is to:

- Make recommendations on the Pool's terms for settlement and underwriting guidelines for natural perils insurance.
- Give an opinion on individual cases where there is doubt about the interpretation of the terms or guidelines.
- · Serve as a consultative body for the Pool's board and staff and the claims committee.

The terms committee had four members in 2024. These were as follows at the end of the year:

Name	Company
Ingunn Synnøve Skaalen, chair	Fremtind Forsikring
Renate Rein Danielsen	Gjensidige Forsikring ASA
Ina Vilde Løken	If Skadeforsikring NUF
Einar Brekken	Tryg Forsikring



The liaison committee's composition and activities

The liaison committee's activities in 2024 were regulated by Section 18 of the Regulation on the Rules for the Norwegian Natural Perils Pool.

The liaison committee consists of representatives of the Norwegian Agricultural Authority and the Norwegian Natural Perils Pool. The role of the committee is to handle matters of mutual interest to the two parties and exchange the necessary information. The regulation requires the committee to meet at least every fourth month. Four meetings were held in 2024.

The committee had six members in 2024. These were as follows at the end of the year:

Name	Organisation
Grete Mari Sand, head of section	Norwegian Agricultural Authority
Bjørnar Ansnes	Norwegian Agricultural Authority
Øivind Panzer Iversen	Chair of appeals board, deputy chair/judge at Møre og Romsdal District Court
Espen Jensen	Chair of claims committee
Ståle Solem Ingebrigtsen	Norwegian Natural Perils Pool
Synnøve Folkvord	Norwegian Natural Perils Pool



The valuation and indexing committee's composition and activities

The valuation and indexing committee's purpose is to develop and monitor member companies' common templates and methods for valuing insured buildings, and to follow up and monitor the price index for new dwellings, the consumer price index and other relevant indices.

This means that the committee is to:

- Design/develop and maintain recommended common methods for premium/rebuild valuations, including necessary instructions.
- Prepare recommended index adjustments (conversion keys, indexes) for buildings, machinery, equipment, commercial effects and personal effects.
- Give professional opinions on individual cases concerning the valuation of buildings and contribute to practical collaboration between insurers when it comes to such valuations.
- Work on other relevant matters concerning the valuation of buildings, machinery and effects.
- Perform consequence analyses on proposed changes to common templates, valuation methods and index adjustments, putting them before the Pool's board where necessary.

The committee had seven members in 2024. These were as follows at the end of the year:

Name	Company
Ståle Bakke Trodahl, chair	Eika Forsikring
Marius Mikkelsen, deputy chair	Gjensidige Forsikring ASA
Lars Marthinsen	Fremtind Forsikring
Ina Vilde Løken	If Skadeforsikring NUF
Jan Erik Trøye Larsen	Tryg Forsikring
Steinar Eriksen	Jernbanepersonalets Forsikring
Ole Fredrik Haug	Protector Forsikring



Report of the board of the Norwegian Natural Perils Pool for 2024





Organisation, working environment and social responsibility

Organisation

The Pool is a member of the Finance Norway Insurance Services (FNF) alliance, which was set up to reduce the vulnerability of small units and ensure cost-effective operation. Other members include the Norwegian Motor Insurers' Bureau and the Norwegian Occupational Injury Insurers' Bureau.

FNF provides a number of central functions for members of the alliance. These functions include IT operation and development, risk assessments, personnel administration, communication, legal services, finance, shared services and HR. For the pool, FNF additionally provides co-ordination of reinsurance renewals, administration for the reinsurance committee, premium modelling, calculation of IBNR and statistics. Personnel policy and follow-up are also centralised.

The Pool had 10 employees at the end of 2024, and the FNF alliance had 76.

External environment

The Pool is a primarily office-based operation and does not impact the environment any more than is normal in the sector. In the alliance, the shared services function is responsible for the operation of the building and works continuously with the owner and manager on identifying and implementing energy-efficient solutions. FNF has extended the interval between replacing computers and provides facilities for virtual meetings, reducing travel activity.

Working environment

The working environment is considered to be satisfactory. Sickness absence in 2024 was 1.52%, compared to 2.62% for the FNF alliance. This is well below both the national average and the average for the financial sector. Employees who fall ill are followed up in accordance with internal procedures and supported by the joint HR function for the FNF alliance. Employees also have health insurance as part of the staff welfare programme. The sickness absence was not a result of occupational factors.

60% of the Pool's employees in 2024 were women, and 40% were men.

Social responsibility

To reduce the likelihood of corruption and bribery, the Pool has stepped up security in payment procedures in the finance unit and introduced checklists for purchases and ethical guidelines.

Areas covered by social responsibility requirements are reviewed in annual risk reviews and staff appraisals.

Procedures have been established for reporting non-conformances and for whistleblowing. An agreement has been signed with a third party on handling whistleblowing reports where this is appropriate given the nature of the case.

The Pool has an important social responsibility when it comes to natural disasters.

Based on the account given in this document, the board believes that the Pool meets the requirements for social responsibility.

Transparency Act

FNF has published annual reports on due diligence on the supply chain and internal matters since the Transparency Act entered into force. FNF's focus is on human rights and decent working conditions, and nothing has been identified either internally or in the supply chain to indicate any violations.

These reports can be found on FNF's website.

Directors' and officers' liability insurance

The Pool's staff have taken out directors' and officers' liability insurance with AIG Europe SA for the Pool's board and director.

Acknowledgement

The board would like to thank the Pool's staff for a job well done in 2024.

The board's composition and activities

The Annual Meeting for 2023 was held on 27 June 2024. The meeting considered the recommendation that the term of the sitting board shown in the table below should be extended until 31 December 2024.

Member	Company	Personal deputy	Company
Marianne	Fremtind Forsikring	Roger Strand	Fremtind Forsikring
Sundvall, chair	AS		AS
Glenn Olsen,	If Skadeforsikring NUF	Svein Arne Aas	If Skadeforsikring
deputy chair			NUF
Jostein	Tryg Forsikring	Trond Valdersnes	Tryg Forsikring
Damminger			
Øivind Skallerud	Gjensidige Forsikring	Truls Erik Aasen	Gjensidige
	ASA		Forsikring ASA
Odd Arne Hoel	KLP Skadeforsikring	Øivind Huse	Storebrand
	AS		Forsikring AS
Hans Olav Høiby	Eika Gruppen AS	Tor Olav Langeland	Frende Forsikring
Fredrik Øyan	Protector Forsikring	Merete Bernau	Landkreditt
	ASA		Forsikring AS
Andreas Peterson	Finance Norway	Kari Mørk	Finance Norway
Warren			

The board held a total of 17 ordinary and extraordinary meetings in 2024. Several extraordinary meetings were held on account of the upcoming legislative changes. These meetings were held both physically and virtually using Teams. No fees were paid to the board's members.

The Annual Meeting considered the recommendation for a new board to serve from 1 January 2025 in accordance with the rules in the new Regulation on Natural Perils Insurance (FOR-2024-01-26-111) entering into effect on 1 January 2025. It resolved that the board should have nine members, cf. Section 12 of the regulation. The Annual Meeting elected four representatives to the board, while the other five members were appointed outside the Annual Meeting.

The following members were elected outside the Annual Meeting in accordance with Sections 12(1)(1) and 12(1)(2) of the new regulation:

	Member	Deputy
Representatives of policyholders	Mille Haslund Mellbye	Kjetil Bruvik Danielsen
	Guro Sollien Eriksrud	Bjarki Eggen
Representatives of Pool members with a low membership	Odd Arne Hoel, KLP	Trond Fladvad, Storebrand
share	Merete Bernau, Landkreditt	Helga Skofteland, Knif Trygghet Forsikring AS

The board's composition and activities

Composition of the Pool's board under the new scheme from 1 January 2025 following the Annual Meeting on 27 June 2024 and the Extraordinary Meeting on 9 September:

Member	Company	Term	Personal deputy	Company
Marianne Sundvall	Fremtind Forsikring AS	2025-2027	Nina Juel Arstal	Fremtind Forsikring
(chair)				AS
Glenn Olsen (deputy	If Skadeforsikring NUF	2025-2027	Thor Arne	If Skadeforsikring
chair)			Ljøsterød	NUF
Jostein Damminger	Tryg Forsikring	2025-2027	Trond Valdersnes	Tryg Forsikring
Øivind Skallerud	Gjensidige Forsikring	2025-2027	Truls Erik Aasen	Gjensidige
	ASA			Forsikring ASA
Odd Arne Hoel	KLP Skadeforsikring AS	2025-2027	Trond Fladvad	Storebrand
				Forsikring AS
Merete Bernau	Landkreditt Forsikring	2025-2027	Helga Skofteland	Knif Trygghet
	AS			Forsikring ASA
Mille Haslund	Enterprise Federation	2025-2027	Kjetil Bruvik	Enterprise
Mellbye	of Norway (Virke)		Danielsen	Federation of
				Norway (Virke)
Guro Sollien Eriksrud	Norwegian Consumer	2025-2027	Bjarki Eggen	Norwegian
	Council			Consumer Council
Anne Therese	Neutral member	2025-2027	To be elected at	Neutral member
Gullberg			meeting of	
			members by 30	
			November 2024	

Oslo, 25 June 2025

The board of the NORWEGIAN NATURAL PERILS POOL

Marianne Sundvall Chair Ane Wiig Syvertsen Member

Glenn Olsen Deputy chair Mille Haslund Mellbye Member

Jostein Damminger Member Guro Sollien Eriksrud Member

Øivind Skallerud Member Anne Therese Gullberg
Member

Odd Arne Hoel Member Ståle Solem Ingebrigtsen Director

