

Q3 2025

Quarterly update



Zaptec powers adventure

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Steady progress

Dear shareholders,

The third quarter demonstrates Zaptec’s momentum and ambition. Revenue and order intake increased significantly compared to the same period last year.

Further, we achieved our highest-ever installation month in September with over 23,000 chargers deployed. That’s equivalent to 32 every hour, or one charger fitted every other minute, around the clock, 24/7.

This pace is a clear sign that Zaptec is getting it right, and gives us every reason to believe in our continued success across Europe.

This positive trend is carrying into the fourth quarter, fuelling our optimism for the months ahead.

We are hungry for success in Europe, and our ambitions are clear. With the launch of our new global marketing campaign, we are positioning ourselves as a long-term player in the market. One that is here to stay.

Throughout 2025, we have focused on making our products even more competitive. We have invested significant resources in development, confident that these efforts will yield results. The achievements of Q3 are something we can all be proud of.

Thank you for your ongoing trust and support.


Kurt Østrem



Q3 highlights

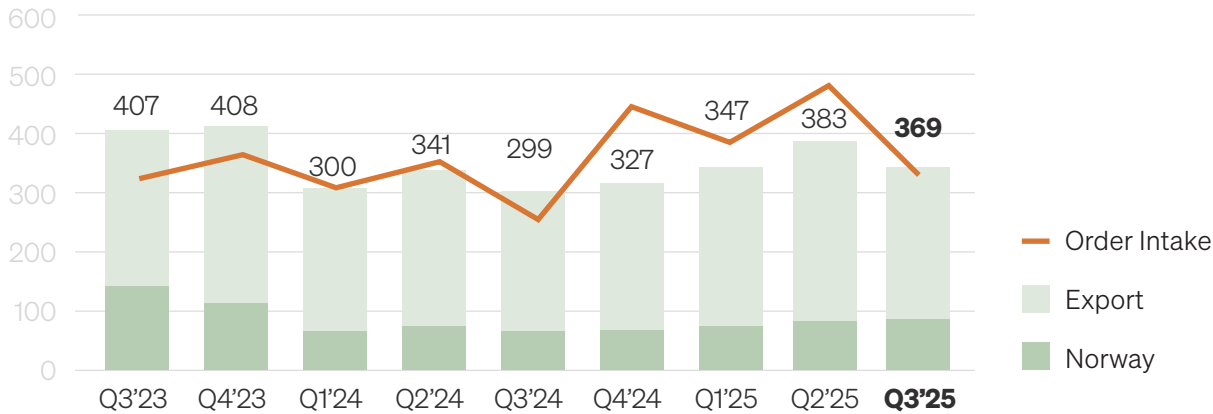
- Revenue of 369 MNOK
- Order intake of 330 MNOK
- Order backlog of 524 MNOK
- Gross margin of 39%
- Opex of 124 MNOK
- EBITDA of 21 MNOK
- Available liquidity 532 MNOK
- Inventory reduced by 74 MNOK

Key financial figures

MNOK/%	Q3 2025	Q3 2024	YTD 2025	YTD 2024
Revenues	369	299	1099	940
Export Share	75%	78%	78%	78%
Gross margin	39%	39%	40%	38%
Opex	124	112	356	330
EBITDA	21	4	81	36
EBITDA Margin (%)	6%	1%	7%	4%
Available liquidity*	532	241	532	241

*Including cash, deposits, funds and available overdraft facility

Quarterly revenue and order intake (MNOK)



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Financial summary

Revenue

The quarterly revenue in Q3 was 369 MNOK compared to 299 MNOK in the same period last year. The backlog of firm orders amounted to 524 MNOK by the end of Q3 2025, following an order intake of 330 MNOK.

Export share

The export share was 75% in the third quarter compared to 78% in the same period last year due to strong sales in Norway in Q3 2025.

Gross margin

The gross margin in the quarter was 39%, compared to 39% in the same period last year.

Opex

Total employee benefit expenses and other operating expenses in the third quarter were 124 MNOK, versus 112 MNOK in the same period last year.

EBITDA

EBITDA in the third quarter was 21 MNOK compared to 4 MNOK in the same period last year.

Available Liquidity

The cash balance with total cash, available overdraft facility, deposits, and other funds at the end of September 2025 was 532 MNOK, compared to 241 MNOK at the end of Q3 2024. The net cash position at the end of September was 232 MNOK.

Inventory

Inventory was reduced to 314 MNOK at the end of the third quarter, a decrease of 74 MNOK compared to the previous quarter.

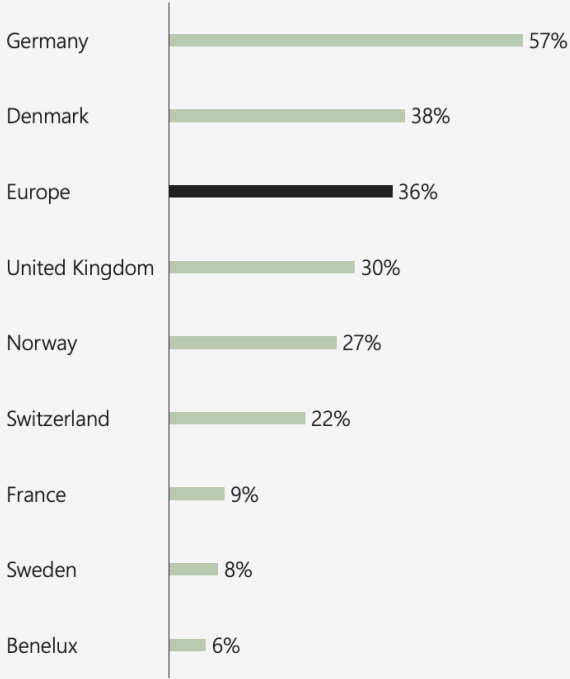


EV market strengthens in Q3

Across Europe, plug-in vehicle sales climbed 36% compared to the same quarter last year.

Electric mobility is becoming a cost-effective choice for more consumers, supported by major investments in charging networks. Industry analysts anticipate this momentum will persist, projecting annual market growth above 20% over the next decade. This is expected to drive continued increased demand for AC charging infrastructure.

Plug-in vehicle sales
in Q3 2025 vs Q3 2024



Source: ACEA. Sum of battery electric and plug-in hybrid electric vehicles.

Executing the strategy

Zaptec is dedicated to executing its strategic road-map, maintaining a strong focus on four core pillars designed to maximize long-term shareholder value.

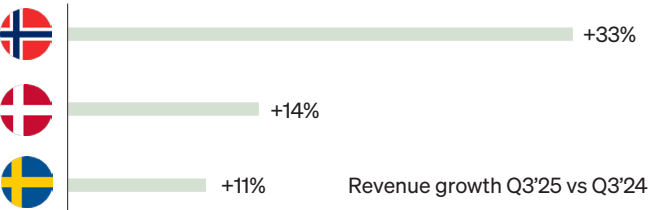
1. Building upon strong momentum in core markets

Installation rates at all time high

Q3 installations increased 20% year-on-year, marking a record month with over 23,000 units in September. This strong momentum builds on consistent growth trends, including a 16% increase in Q2. Sustained installation growth remains a key indicator of underlying demand for Zaptec solutions.

Strong growth in mature markets

Zaptec recorded solid growth in mature markets during Q3, reflecting continued progress in key regions. Norway saw a 33% increase, Denmark posted a 14% rise, while Sweden grew by 11%. These results highlight Zaptec’s ability to sustain growth and high market shares in established markets while preparing for future opportunities.



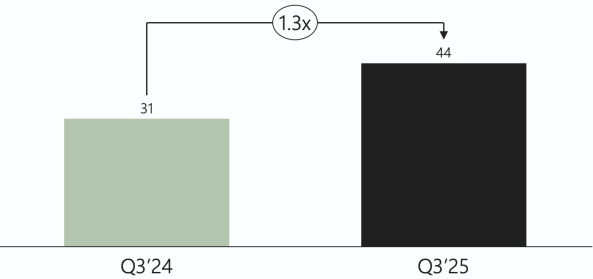
2. Ramp up production of new products

Production delivered as planned in Q3, with Zaptec well-positioned to scale further if required. Following successful ramp-up in H1, current levels align with expected demand, ensuring flexibility for future growth.

3. Expanding in major markets

Strong Benelux growth

Q3 revenue in Benelux grew more than 30% year-on-year, driven by strong Zaptec Go 2 adoption and continued momentum in Zaptec Pro and Zaptec Go sales. This builds on earlier success, including a strong increase in Q2 versus last year.

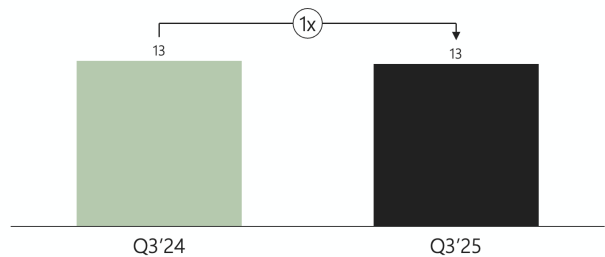


 Revenue, MNOK

Awaiting UK breakthrough

UK performance in Q3 fell short of expectations, despite securing strong partnerships with wholesalers and energy companies throughout 2025. The primary reason was the postponement of large order deliveries to later in the year.

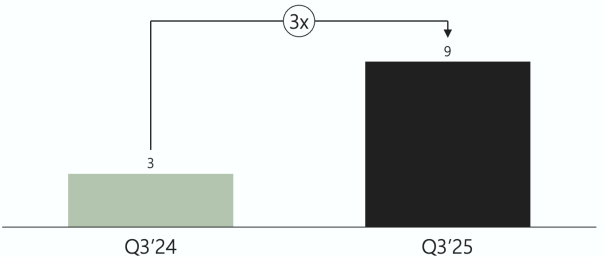
Our collaboration with Octopus Energy and BYD—introducing the UK’s first bidirectional charging bundle with Zaptec Pro—marked a strategic milestone that attracted significant attention at launch. While progress takes time, we remain confident in future growth, with the BYD–Octopus ramp-up expected to accelerate Zaptec Pro deliveries in the coming months, complemented by Zaptec Go shipments through wholesale partners.



 Revenue, MNOK

Strong growth in France

Q3 revenue surpassed 9 MNOK—3× higher than Q3 2024—driven by strong Zaptec Pro sales in France and key wins such as the major deal with La Poste, the French postal office. To accelerate growth further, Zaptec is preparing to enter the home segment with a bespoke French version of Zaptec Go 2, significantly expanding the addressable market.

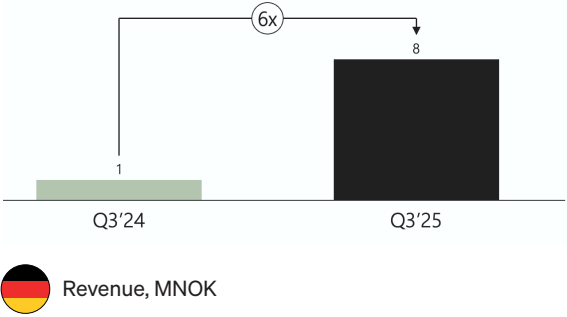


 Revenue, MNOK

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German market expansion continued

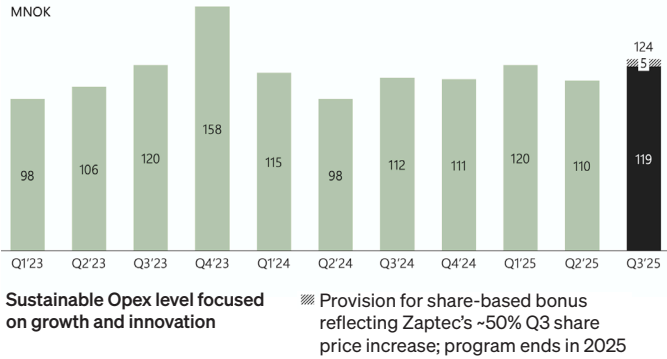
In Q3, Zaptec’s expansion in Germany accelerated, with revenue above 8 MNOK—more than 6x from the same period last year. While still at an early stage, this growth reflects progress in securing new partners and actively marketing Zaptec Go 2 and Zaptec Pro M&E. In parallel, we intensified efforts to train and support customers across Germany, ensuring readiness for adoption and deployment of our solutions.



4. Drive improvements to maximize cash flow

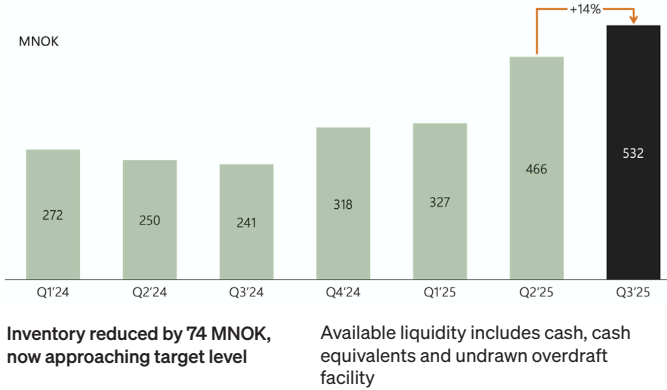
Sustainable Opex focused on growth and innovation

In Q3, operating expenses were somewhat higher than in Q2, reflecting continued investment in innovation and sales initiatives. Importantly, topline growth outpaced Opex increases, supporting our strategy to scale revenue faster than costs. This disciplined approach ensures Zaptec remains competitive in EV charging while maintaining a sustainable cost structure for long-term profitability.



Normalising the inventory of finished goods

Since last quarter, inventory has been further reduced by 74 million NOK. This means inventory is approaching the target level of below 300 MNOK, which is expected during Q4 2025.



Delivering strong cash flow, boosting available liquidity

In Q3, Zaptec’s liquidity increased to 532 MNOK, supported by continued robust cash flow. This builds on the debt-free position achieved in Q2 and reinforces our ability to navigate evolving market conditions while funding growth initiatives. Robust liquidity ensures flexibility for strategic investments and sustained competitiveness in the EV charging market going forward.

Summary and outlook

Q3 summary

- Strong EV market across Europe
- Revenue, gross margin, and EBITDA increasing year-over-year
- Record installations and strong order intake point to future growth
- Robust performance reinforces leadership in core markets
- Strengthening position in major markets
- Inventory normalized, driving robust cash flow and improved liquidity

Outlook

- European EV market expected to stay strong
- Positioned to maintain leadership in core markets
- Strategic sales initiatives and new product features in large markets
- Record installation rates creating new growth opportunities
- Continued outlook for profitable growth



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Consolidated statement of profit or loss

Unaudited In NOK 1000	Note	Third quarter 2025	2024	YTD 2025	2024
Operating income					
Revenues from contracts with customers	4,5	369 124	299 105	1 099 349	940 180
Other operating income		0	0	0	0
Total operating income		369 124	299 105	1 099 349	940 180
Operating expenses					
Cost of inventories	4	223 763	182 530	664 242	578 834
Employee benefit expenses	3,4	71 754	65 597	206 095	183 120
Depreciation and amortisation expense	4,8	8 023	7 835	24 349	23 212
Other operating expenses	4	52 622	46 501	150 165	142 073
Total operating expenses		356 162	302 462	1 044 851	927 239
Operating profit/loss		12 962	-3 357	54 498	12 941
Financial income and expenses					
Finance income	6	-360	-1 212	348	832
Finance expense	6	3 416	22 277	17 289	29 998
Net financial income (+) and expenses (-)		-3 776	-23 489	-16 941	-29 167
Profit (+)/loss (-) before tax		9 186	-26 846	37 557	-16 226
Tax expense (+)/benefit (-)	7	6 334	2 287	15 913	3 381
Profit (+)/loss (-) after tax		2 852	-29 133	21 644	-19 606
Total profit/loss attributable to:					
Owners of the parent		2 852	-29 133	21 644	-19 606
Non-controlling interest		0	0	0	0
Basic earnings per shares		0,033	-0,333	0,247	-0,224
Diluted earnings per shares		0,032	-0,333	0,245	-0,224

Consolidated statement of comprehensive income

Unaudited In NOK 1000	Note	Third quarter 2025	2024	YTD 2025	2024
Profit (+)/loss (-) for the period		2 852	-29 133	21 644	-19 607
Items that will or may be reclassified to profit or loss:					
Exchange gains arising on translation of foreign operations		7 085	6 510	2 760	6 598
Total comprehensive income		9 937	-22 623	24 403	-13 010
Total comprehensive income attributable to:					
Owners of the parent		9 937	-22 623	24 403	-13 010
Non-controlling interest		0	0	0	0

Consolidated statement of financial position

Unaudited				
In NOK 1000	Note	30.09.2025	30.09.2024	31.12.2024
ASSETS				
Goodwill and intangible assets				
Goodwill	8	81 676	81 750	81 734
Other intangible assets	8	115 792	93 860	101 930
Deferred tax asset				
Deferred tax asset	7	60 723	53 638	37 219
Tangible assets				
Property, plant and equipment	8	11 878	15 830	14 490
Right-of-use assets	8	39 133	44 935	41 079
Other non-current assets	12	748	5 263	392
Total non-current assets		309 950	295 277	276 844
Inventories				
Inventories	9	314 337	540 711	491 779
Receivables				
Trade receivables	10	207 945	209 813	170 404
Other current assets				
Other current assets	11	17 433	79 105	95 521
Cash and cash equivalents				
Cash and cash equivalents		232 466	126 985	177 744
Total current assets		772 182	956 614	935 448
TOTAL ASSETS		1 082 133	1 251 891	1 212 293

Consolidated statement of financial position

Unaudited				
In NOK 1000	Note	30.09.2025	30.09.2024	31.12.2024
EQUITY AND LIABILITIES				
Equity				
Share capital		1 313	1 313	1 313
Treasury shares		-3	-3	-1
Share premium		646 945	646 945	646 945
Other paid in equity		30 628	24 171	20 851
Foreign exchange reserve		36 596	34 671	36 686
Other reserves		-2 749	-46 093	-27 212
Total equity		712 729	661 004	678 581
Non-current liabilities				
Deferred tax	7	38 694	35 045	5 475
Long-term lease liabilities	8	35 117	39 337	36 453
Long-term deferred income	5	61 251	60 940	59 626
Long-term provisions	13	15 758	24 356	574
Total non-current liabilities		150 820	159 677	102 127
Current liabilities				
Trade payables		109 511	120 030	138 963
Short-term loans and borrowings	14	0	186 519	159 971
Short-term lease liabilities	8	6 691	7 591	6 439
Short-term deferred income	5	34 269	26 249	28 227
Tax payable	7	2 347	22 877	10 412
Other current liabilities	15	44 991	67 945	65 264
Short-term provisions	13	20 774	0	22 309
Total current liabilities		218 583	431 210	431 585
Total liabilities		369 404	590 887	533 713
TOTAL EQUITY AND LIABILITIES		1 082 133	1 251 891	1 212 293

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Consolidated statement of cash flows

Unaudited		Third quarter		YTD	
In NOK 1000	Note	2025	2024	2025	2024
Cash flow from operating activities					
Profit (+)/loss (-) before tax		9 186	-26 847	37 557	-16 227
Taxes paid		0	0	-10 412	-20 984
Depreciation and amortisation expense	8	8 023	7 835	24 349	23 213
Shared based payment expense	3	6 824	3 209	9 776	9 189
Change in trade receivables	10	-26 351	-18 160	-37 541	-23 769
Change in inventories	9	73 916	69 749	177 442	-93 363
Change in trade payables		-7 512	-81 173	-29 452	-124 574
Change in other accrual items*		3 309	54 366	53 680	93 576
Net cash flow from operating activities		67 395	8 979	225 400	-152 939
Cash flow from investment activities					
Purchases of property, plant and equipment	8	-13 010	-9 129	-33 768	-29 122
Proceeds from sale of PP&E		0	0	0	0
Advances/loans to suppliers	11	11 810	-31 103	30 041	-30 543
Net cash flow from investment activities		-1 200	-40 232	-3 727	-59 666

* YTD 2023 was presented gross, from 2024 this is presented net

Consolidated statement of cash flows

Unaudited		Third quarter		YTD	
In NOK 1000	Note	2025	2024	2025	2024
Cash flow from financing activities					
Repayment of loans and borrowings	14	-31 938	0	-159 971	0
Draw down on credit facility	14	31 938	43 413	0	186 519
Lease liabilities	8	-752	-2 251	-1 083	-5 898
Interest on lease liabilities	8	-561	-602	-1 683	-1 865
Interest on debts and borrowings		1 636	-2 473	-2 744	-7 374
Purchase of treasury shares		0	0	-1 469	0
Proceeds from equity		0	0	0	0
Sale of treasury shares		0	0	0	0
Net cash flow from financing activities		323	38 087	-166 950	171 383
Net change in cash and cash equivalents		66 519	6 834	54 722	-41 222
Cash and cash equivalents at start of period		165 945	93 587	177 744	141 643
Cash and cash equivalents at end of period		232 466	100 420	232 467	100 421

Consolidated statement of changes in equity

In NOK 1000	Share Capital	Own shares	Share premium	Other paid in capital	Foreign exchange reserve	Other equity	Total equity holders of the parent	Non-controlling interest	Total equity
1 January 2024	1 313	-3	646 945	14 982	28 960	-27 373	664 823	0	664 823
Profit (+)/loss (-) after tax	0	0	0	0	0	-3 236	-3 236	0	-3 236
Other comprehensive Income	0	0	0	0	7 726	-3 443	4 283	0	4 283
Purchase of treasury shares	0	2	0	0	0	1 123	1 125	0	1 125
Capital increase	0	0	0	0	0	0	0	0	0
Share based payments	0	0	0	5 869	0	0	5 869	0	5 869
Differences from earlier periods*	0	0	0	0	0	5 717	5 717	0	5 717
31 December 2024	1 313	-1	646 945	20 851	36 686	-27 212	678 581	0	678 581
1 January 2025	1 313	-1	646 945	20 851	36 686	-27 212	678 581	0	678 581
Profit (+)/loss (-) after tax	0	0	0	0	0	21 644	21 644	0	21 644
Other comprehensive Income	0	0	0	0	-815	3 575	2 760	0	2 760
Sale of treasury shares	0	-2	0	0	0	-1 467	-1 469	0	-1 469
Share based payments	0	0	0	9 777	0	1 436	11 213	0	11 213
Differences from earlier periods*	0	0	0	0	725	-725	0	0	0
30 September 2025	1 313	-3	646 945	30 628	36 596	-2 749	712 729	0	712 729

* Relates to differences in opening balance in Denmark and Switzerland versus consolidated financial statement for 2023.

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Note 1 - Basis of preparation

These interim condensed consolidated financial statements have been prepared in accordance with IAS 34 Interim Financial Reporting. They were authorised for issue by the board of directors on 4 November 2025. They do not include all disclosures that would otherwise be required in a complete set of financial statements and should be read in conjunction with the 2024 IFRS financial statement issued by the company on 5 November 2025.

Note 2 - Significant accounting policies

The Group has applied the same accounting policies and methods of computation in its interim consolidated financial statements as in its 2024 annual financial statements.

Note 3 - Significant events and transactions

Share based payments

New programs in 2022

Share-based incentive program for all employees

As of 01.01.2023 The Group implementet a new share-based incentive program for new employees in 2022. Under the program all employees are entitled to a bonus equal to 20% of the annual salary at 31.12.2022. The shares will be allocated to the employees after the three year vesting period, i.e. shortly after 01.01.2026. Under the program the number of shares received is fixed at 01.01.2023. The number of shares equals 20% of the annual salary divided by the share price of Zaptec ASA based on average stock price last 15 days of 2022.

The share portion is accounted for as an equity settled share-based payment program, that is the fair value of the equity instruments at grant date will be expensed over the vesting period (01.01.2026). Fair value is measured by using the actual average stock price of the last 15 days of 2022.

The company operates two equity-settled share-based remuneration schemes for key management:

Share-based incentive program for management

As of 01.01.2025 The Group implemented a new share-based incentive program for management. The program consist of a share element and a cash element defined by the board on a year-to-year basis. The bonus will be determined based on achievement of certain metrics. One half of the bonus is paid in form of shares, and the other half is in the form of a cash payment. The employee may choose to utilize the cash payment, in whole or in part, to acquire additional shares. If the Employees utilize the cash payment to acquire additional shares, the company will give each employee one share for each additional share acquired by said employee (1:1 matching). All shares acquired by the employee will be valued at market value at the time of acquisition, with a deduction of 15 per cent for the purposes of determining the number of shares which each employee is entitled to receive under the bonus program. The market value of the shares shall be equal to the volume weighted average listed price of the shares in the company during the two-week period prior to the date when the employee elected whether to use the cash payment to acquire additional shares.

Share-based payment program for key management and board of directors (Stock option program)

As of 30.09.2025 The Group had employee stock options agreements with 2 employees, CEO Kurt Østrem and CTO Knut Braut. The remaining stock options is 400 000 shares. All of these stock options can be exercised as of 31.12.2025.

Share based payment expense is charged to the income statement with the following amounts per Q3 2025, Q3 2024 and full year 2024.

	Third quarter		Full year
In NOK 1000	2025	2024	2024
Share-based incentive program for all employees	4 391	3 534	4 711
Share-based incentive program for management*	1 501	5 655	1 157
Provision for social security contribution	933	-321	0
Total	6 825	8 868	5 869

All sales or purchases of treasury shares are related to options and/or the share-based incentive programs.

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Note 4 - Segment information

The Group consists of several legal entities where most of the entities are established to handle sales in a specific country. For management purposes, financial information is reported to the group management based on a legal entity basis. The group management is identified as the chief operating decision maker. Based on the internal reporting the following reportable segments are identified.

Zaptec Charger AS

This segment is involved in the sale of Zaptec products in Norway, and to customers in other countries where the Group has not established an entity or sales organization. Zaptec Charger AS also handles procurement of goods and internal sales.

Zaptec Sverige AB

This segment is involved in the sale and distribution of Zaptec products in Sweden.

Zaptec Schweiz AG

This segment is involved in the sale and distribution of Zaptec products in Switzerland.

Zaptec Danmark ApS

This segment is involved in the sale and distribution of Zaptec products in Denmark.

Zaptec Netherlands B.V.

This segment is involved in the sale and distribution of Zaptec products in Netherlands.

Other

Consist of all other legal entities in the group.

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Year-to-date	30.09.2025							
In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other	Adjustments and eliminations	Total
Operating income								
Revenues from contracts with customers	280 064	270 659	166 937	155 205	160 300	73 851	-7 667	1 099 349
Revenues from internal sales	564 102	0	0	0	0	1 312	-565 415	0
Revenues from shared services	0	9 617	1 276	0	7 293	5 787	-23 973	0
Total operating income	844 167	280 276	168 213	155 205	167 593	80 950	-597 055	1 099 349
Operating expenses								
Cost of inventories	642 697	200 095	89 639	118 501	113 829	58 050	-558 569	664 242
Employee benefit expenses	118 319	19 679	25 231	6 436	13 194	25 005	-1 768	206 095
Depreciation and amortisation expense	12 215	80	0	0	137	383	11 534	24 349
Other operating expenses	83 953	26 325	8 482	7 996	17 581	28 651	-22 824	150 165
Total operating expenses	857 184	246 179	123 352	132 933	144 740	112 090	-571 628	1 044 851
Operating result	-13 018	34 096	44 861	22 272	22 853	-31 139	-25 427	54 498

Year-to-date	30.09.2024							
In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Adjustments and eliminations	Total
Operating income								
Revenues from contracts with customers	266 564	255 731	182 188	111 603	0	137 557	-13 462	940 180
Revenues from internal sales	426 093	0	0	0	0	1 312	-427 406	0
Revenues from shared services	8 524	5 635	0	736	0	8 633	-23 528	0
Total operating income	701 181	261 367	182 188	112 338	0	147 503	-464 396	940 180
Operating expenses								
Cost of inventories	550 320	194 653	82 358	84 782	0	98 882	-432 161	578 834
Employee benefit expenses	112 539	15 097	25 122	7 420	0	34 630	-11 689	183 120
Depreciation and amortisation expense	9 703	52	0	0	0	503	12 955	23 212
Other operating expenses	99 366	8 212	16 156	11 084	0	35 438	-28 183	142 074
Total operating expenses	771 928	218 014	123 637	103 286	0	169 453	-459 078	927 239
Operating result	-70 747	43 352	58 551	9 052	0	-21 950	-5 319	12 941

*Includes Zaptec Netherlands BV in 2024

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Full year 2024

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Adjustments and eliminations	Total
Operating income								
Revenues from contracts with customers	369 534	339 309	237 811	148 427	0	185 493	-13 586	1 266 988
Revenues from internal sales	590 710	0	0	0	0	1 750	-592 460	0
Revenues from shared services and TP adjustment	89 729	7 761	0	736	0	11 675	-109 901	0
Other operating income	1 930	0	0	0	0	732	-2 662	0
Total operating income	1 051 904	347 070	237 810	149 163	0	199 650	-718 610	1 266 988
Cost of inventories	739 900	258 926	112 695	112 686	0	135 001	-583 464	775 743
Employee benefit expenses	151 445	19 679	36 834	9 473	0	45 635	-20 994	242 072
Depreciation and amortisation expense	16 224	73	0	0	0	673	16 982	33 953
Other operating expenses	131 881	15 952	20 344	16 235	0	43 759	-34 269	193 902
Total operating expenses	1 039 450	294 630	169 872	138 394	0	225 068	-621 745	1 245 669
Operating result	12 454	52 440	67 938	10 769	0	-25 418	-96 865	21 319

*Includes Zaptec Netherlands BV in 2024

Quarter

30.09.2025

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other	Adjustments and eliminations	Total
Operating income								
Revenues from contracts with customers	100 462	92 718	50 858	54 062	44 303	29 571	-2 849	369 124
Revenues from internal sales	180 132	0	0	0	0	437	-180 569	0
Revenues from shared services	0	2 025	430	0	2 633	1 107	-6 195	0
Total operating income	280 593	94 743	51 288	54 062	46 936	31 116	-189 613	369 124
Operating expenses								
Cost of inventories	223 295	67 338	11 323	40 644	31 907	22 506	-173 251	223 763
Employee benefit expenses	39 567	5 293	8 275	1 814	4 638	7 317	4 852	71 754
Depreciation and amortisation expense	4 282	29	0	0	69	120	3 523	8 023
Other operating expenses	28 002	3 061	2 746	2 729	1 644	13 033	1 407	52 622
Total operating expenses	295 146	75 721	22 344	45 186	38 258	42 976	-163 469	356 162
Operating result	-14 553	19 022	28 944	8 876	8 678	-11 860	-26 145	12 962

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Quarter	30.09.2024							
In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Adjustments and eliminations	Total
Operating income								
Revenues from contracts with customers	79 512	83 623	47 074	42 922	0	47 956	-1 982	299 105
Revenues from internal sales	142 229	0	0	0	0	437	-142 666	0
Revenues from shared services	1 672	1 744	0	18	0	3 674	-7 108	0
Other operating income	0	0	0	0	0	0	0	0
Total operating income	223 413	85 367	47 074	42 940	0	52 067	-151 757	299 105
Operating expenses								
Cost of inventories	172 946	62 610	23 126	34 095	0	36 216	-146 463	182 530
Employee benefit expenses	38 678	4 694	8 346	1 903	0	12 961	-986	65 597
Depreciation and amortisation expense	3 273	20	0	0	0	167	4 375	7 835
Other operating expenses	38 441	2 813	178	2 513	0	9 600	-7 043	46 501
Total operating expenses	253 338	70 136	31 650	38 511	0	58 944	-150 117	302 462
Operating result	-29 925	15 231	15 423	4 430	0	-6 877	-1 639	-3 357

*Includes Zaptec Netherlands BV in 2024

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Adjustments and eliminations

The Group evaluates segmental performance on the basis of profit or loss from operations calculated based on local financial statements. Adjustments for IFRS 16 and eliminations are included in the column adjustments and eliminations. Depreciation and amortisation excess values from business combinations are not allocated to individual segments as the underlying assets are managed on a group basis.

Adjustments and eliminations is as follows:

Year-to-date	30.09.2025				
In NOK 1000	Revenues from internal sales	Cost of inventories	Employee benefit expenses	Depreciation and amortisation expense	Other operating expenses
Elimination of internal sales(1)	-565 415	-564 718	0	0	0
Elimination of shared services (2)	-23 973	0	-22 109	0	-31 604
IFRS 16 adjustments (3)	0	0	0	6 364	-7 381
GAAP-adjustment to inventory (4)	0	1 272	0	0	0
Amortization of excess values (5)	0	0	0	5 170	0
Gains on internal transactions (6)	0	4 877	0	0	0
Share-based incentive program (7)	0	0	11 245	0	0
Provision for warranty claims (8)	0	0	0	0	14 671
Other (9)	0	0	9 096	0	1 490
IFRS 15 adjustments (10)	-7 667	0	0	0	0
Total	-597 054	-558 569	-1 768	11 534	-22 823

Year-to-date	30.09.2024				
In NOK 1000	Revenues from internal sales	Cost of inventories	Employee benefit expenses	Depreciation and amortisation expense	Other operating expenses
Elimination of internal sales(1)	-427 406	-437 733	0	0	0
Elimination of shared services (2)	-23 528	0	-12 847	0	-23 307
IFRS 16 adjustments (3)	0	0	0	7 857	-8 587
GAAP-adjustment to inventory (4)	0	4 603	0	0	0
Amortization of excess values (5)	0	0	0	5 098	0
Gains on internal transactions (6)	0	-1 997	0	0	0
Share-based incentive program (7)	0	0	8 868	0	0
Provision for warranty claims (8)	0	0	0	0	0
Other (9)	0	2 966	-7 709	0	3 711
IFRS 15 adjustments (10)	-13 462	0	0	0	0
Total	-464 396	-432 162	-11 689	12 955	-28 183

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Full year	31.12.2024				
In NOK 1000	Revenues from internal sales	Cost of inventories	Employee benefit expenses	Depreciation and amortisation expense	Other operating expenses
Elimination of internal sales(1)	-592 460	-589 034	0	0	0
Elimination of shared services (2)	-37 672	0	-17 805	0	-21 627
IFRS 16 adjustments (3)	0	0	0	10 136	-11 093
GAAP-adjustment to inventory (4)	0	4 661	0	0	0
Amortization of excess values (5)	0	0	0	6 845	0
Gains on internal transactions (6)	0	1 021	0	0	0
Share-based incentive program (7)	0	0	5 550	0	0
Provision for warranty claims (8)	0	0	0	0	2 160
Other (9)	540	-112	-8 739	0	-3 709
IFRS 15 adjustments (10)	-14 127	0	0	0	0
Transfer pricing adjustment	-74 892	0	0	0	0
Total	-718 610	-583 464	-20 994	16 982	-34 269

Quarter	30.09.2025				
In NOK 1000	Revenues from internal sales	Cost of inventories	Employee benefit expenses	Depreciation and amortisation expense	Other operating expenses
Elimination of internal sales(1)	-180 569	-179 319	0	0	0
Elimination of shared services (2)	-6 195	0	-5 691	0	-1 206
IFRS 16 adjustments (3)	0	0	0	1 775	-2 079
GAAP-adjustment to inventory (4)	0	196	0	0	0
Amortization of excess values (5)	0	0	0	1 747	0
Gains on internal transactions (6)	0	5 872	0	0	0
Share-based incentive program (7)	0	0	6 825	0	0
Provision for warranty claims (8)	0	0	0	0	4 353
Other (9)	0	0	3 718	0	340
IFRS 15 adjustments (10)	-2 849	0	0	0	0
Total	-189 613	-173 251	4 851	3 523	1 407

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Quarter	30.09.2024				
In NOK 1000	Revenues from internal sales	Cost of inventories	Employee benefit expenses	Depreciation and amortisation expense	Other operating expenses
Elimination of internal sales (1)	-142 666	-149 724	0	0	0
Elimination of shared services (2)	-7 108	0	-4 195	0	27
IFRS 16 adjustments (3)	0	0	0	2 603	-2 847
GAAP-adjustment to inventory (4)	0	0	0	0	0
Amortization of excess values (5)	0	0	0	1 771	0
Gains on internal transactions (6)	0	0	0	0	0
Share-based incentive program (7)	0	0	3 209	0	0
Provision for warranty claims (8)	0	0	0	0	0
Other (9)	0	3 261	0	0	-4 223
IFRS 15 adjustments (10)	-1 982	0	0	0	0
Total	-151 757	-146 463	-986	4 375	-7 043

(1) Elimination of internal sales relates to sale of inventory from Zaptec Charger AS eliminated against cost of inventory, and purchased made by Zaptec Charger from other group companies eliminated against other operating expenses.

(2) The group have global functions in several of the group companies that provides significant services to companies within the group. The amount charged for these services is presented as income in the company providing the service. The amount is eliminated on consolidation.

(3) Lease payment are expense on a linear basis under local gaap. In the IFRS financial statement the leases are accounted for in accordance with IFRS 16, by recognition of are right of use asset and a lease liability. The expenses are included as amortization of the right-of-use asset and interest on the lease liability.

(4) Zaptec Schweiz AG includes a additional reduction of the carrying amount of inventory in line with local gaap. In the consolidated IFRS statement these reduction is reversed.

(5) Excess value from the acquisition of Zaptec Schweiz AG is included on group level.

(6) Gains on internal transaction of inventory.

(7) Share-based incentive program, ref. note 3

(8) Provision for warranty claims, ref. note 13

(9) Other

(10) IFRS 15 adjustments, ref. note 5

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Note 5 - Revenues from contracts with customers

Disaggregation of Revenue

The Group has disaggregated revenue into various categories in the following table which is intended to:

- Depict how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic date; and
- Enable users to understand the relationship with revenue segment information provided in Note 4

Set out below is the disaggregation of the Group's revenue from contracts with customers:

Year-to-date 30.09.2025

Segments

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other	Total
Product sales	280 064	270 659	166 937	155 205	160 300	66 184	1 099 349
Total operating income	280 064	270 659	166 937	155 205	160 300	66 184	1 099 349

By business area - Geographical distribution

Norway	231 704	0	0	0	0	-8 108	223 596
Sweden	4 633	270 659	0	0	0	0	275 292
Switzerland	0	0	166 937	0	0	0	166 937
Denmark	0	0	0	150 017	0	0	150 017
Iceland	5 587	0	0	0	0	0	5 587
Finland	26 582	0	0	0	0	0	26 582
Belgium	0	0	0	0	24 334	0	24 334
France	0	0	0	0	0	19 177	19 177
Netherlands	0	0	0	0	135 966	0	135 966
Ireland	4 629	0	0	0	0	0	4 629
Germany	0	0	0	0	0	17 657	17 657
UK	0	0	0	0	0	37 130	37 130
Portugal	5 476	0	0	0	0	0	5 476
Rest of Europe	972	0	0	0	0	327	1 299
Other	480	0	0	5 188	0	0	5 668
Total operating income	280 064	270 659	166 937	155 205	160 300	66 184	1 099 349

Timing of revenue recognition

Goods transferred at a point in time	272 397	270 659	166 937	155 205	160 300	66 184	1 091 682
Goods and services transferred over time	7 667	0	0	0	0	0	7 667
Total operating income	280 064	270 659	166 937	155 205	160 300	66 184	1 099 349

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Year-to-date 30.09.2024

Segments

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Total
Product sales	266 564	255 731	182 188	111 603	0	124 095	940 180
Total operating income	266 564	255 731	182 188	111 603	0	124 095	940 180

By business area - Geographical distribution

Norway	216 486	0	0	0	0	-13 462	203 024
Sweden	15 412	255 731	0	0	0	0	271 143
Switzerland	0	0	182 188	0	0	0	182 188
Denmark	0	0	0	111 603	0	0	111 603
Iceland	7 473	0	0	0	0	0	7 473
Finland	15 988	0	0	0	0	0	15 988
Belgium	0	0	0	0	0	16 734	16 734
Poland	1 506	0	0	0	0	0	1 506
Netherlands	0	0	0	0	0	77 748	77 748
Ireland	6 663	0	0	0	0	0	6 663
Germany	0	0	0	0	0	4 865	4 865
UK	74	0	0	0	0	30 524	30 598
Portugal	1 862	0	0	0	0	0	1 862
Rest of Europe	661	0	0	0	0	7 686	8 347
Other	439	0	0	0	0	0	439
Total operating income	266 564	255 731	182 188	111 603	0	124 095	940 180

Timing of revenue recognition

Goods transferred at a point in time	253 102	255 731	182 188	111 603	0	124 095	926 718
Goods and services transferred over time	13 462	0	0	0	0	0	13 462
Total operating income	266 564	255 731	182 188	111 603	0	124 095	940 180

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Segments

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other	Total
Product sales	100 462	92 718	50 858	54 062	44 303	26 722	369 124
Total operating income	100 462	92 718	50 858	54 062	44 303	26 722	369 124

By business area - Geographical distribution

Norway	84 837	0	0	0	0	-3 146	81 690
Sweden	4 117	92 718	0	0	0	0	96 835
Switzerland	0	0	50 858	0	0	0	50 858
Denmark	0	0	0	48 874	0	0	48 874
Iceland	1 260	0	0	0	0	0	1 260
Finland	6 204	0	0	0	0	0	6 204
Belgium	0	0	0	0	6 448	0	6 448
France	0	0	0	0	0	9 246	9 246
Netherlands	0	0	0	0	37 856	0	37 856
Ireland	2 094	0	0	0	0	0	2 094
Germany	0	0	0	0	0	7 674	7 674
UK	0	0	0	0	0	12 620	12 620
Portugal	1 788	0	0	0	0	0	1 788
Rest of Europe	701	0	0	0	0	327	1 028
Other	-540	0	0	5 188	0	0	4 648
Total operating income	100 462	92 718	50 858	54 062	44 303	26 721	369 124

Timing of revenue recognition

Goods transferred at a point in time	97 612	92 718	50 858	54 062	44 303	26 722	366 275
Goods and services transferred over time	2 849	0	0	0	0	0	2 849
Total operating income	100 462	92 718	50 858	54 062	44 303	26 722	369 124

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Segments

In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Total
Product sales	79 512	83 623	47 074	42 922	0	45 974	299 105
Total operating income	79 512	83 623	47 074	42 922	0	45 974	299 105

By business area - Geographical distribution

Norway	63 701	0	0	0	0	-1 982	61 719
Sweden	3 819	83 623	0	0	0	0	87 442
Switzerland	0	0	47 074	0	0	0	47 074
Denmark	0	0	0	42 922	0	0	42 922
Iceland	470	0	0	0	0	0	470
Finland	6 715	0	0	0	0	0	6 715
Belgium	0	0	0	0	0	6 890	6 890
Poland	977	0	0	0	0	0	977
Netherlands	0	0	0	0	0	23 962	23 962
Ireland	2 101	0	0	0	0	0	2 101
Germany	0	0	0	0	0	1 290	1 290
UK	0	0	0	0	0	12 866	12 866
Portugal	1 460	0	0	0	0	0	1 460
Rest of Europe	0	0	0	0	0	2 948	2 948
Other	269	0	0	0	0	0	269
Total operating income	79 512	83 623	47 074	42 922	0	45 974	299 105

Timing of revenue recognition

Goods transferred at a point in time	71 778	83 623	47 074	42 922	0	45 974	299 105
Goods and services transferred over time	7 734	0	0	0	0	0	0
Total operating income	79 512	83 623	47 074	42 922	0	45 974	299 105

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Full year	2024						
Segments							
In NOK 1000	Zaptec Charger AS	Zaptec Sverige AB	Zaptec Schweiz AG	Zaptec Danmark ApS	Zaptec Netherlands BV	Other*	Total
Product sales	369 534	339 309	237 811	148 427	0	171 907	1 266 988
Total operating income	369 534	339 309	237 811	148 427	0	171 907	1 266 988

By business area - Geographical distribution

Norway	295 188	0	0	0	0	-13 586	281 602
Sweden	22 899	339 309	0	0	0	0	362 208
Switzerland	0	0	237 811	0	0	0	237 811
Denmark	0	0	0	148 427	0	0	148 427
Iceland	7 781	0	0	0	0	0	7 781
Finland	26 208	0	0	0	0	0	26 208
Belgium	0	0	0	0	0	22 311	22 311
Poland	1 735	0	0	0	0	0	1 735
Netherlands	0	0	0	0	0	102 335	102 335
Ireland	6 691	0	0	0	0	0	6 691
Germany	0	0	0	0	0	6 721	6 721
UK	74	0	0	0	0	43 183	43 257
Portugal	4 211	0	0	0	0	0	4 211
France	0	0	0	0	0	10 942	10 942
Rest of Europe	1 925	0	0	0	0	0	1 925
Other	2 823	0	0	0	0	0	2 823
Total operating income	369 534	339 309	237 811	148 427	0	171 907	1 266 988

Timing of revenue recognition

Goods transferred at a point in time	356 072	339 309	237 811	148 427	0	171 907	1 253 526
Goods and services transferred over time	13 462	0	0	0	0	0	13 462
Total operating income	369 534	339 309	237 811	148 427	0	171 907	1 266 988

*Includes Zaptec Netherlands BV in 2024

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The table below shows the movement in deferred income during 2025.

Deferred income

30.09.2025

In NOK 1000

Opening balance	87 853
Movement	7 667
Closing balance	95 520

Note 6 - Financial income and expense

		01.01-30.09	Full year
In NOK 1000	2025	2024	2024
Finance income			
Other finance income	348	832	2 764
Foreign currency gain	0	0	0
Total finance income	348	832	2 764
Finance expense			
Interest on debts and borrowings	2 744	7 374	11 366
Interest from leases	1 826	1 263	2 442
Other finance expense	5 371	6 764	12 597
Foreign currency loss	7 347	14 598	447
Total finance expense	17 289	29 999	26 851

Note 7 - Income tax

The tax expense is calculated as 22% of the profit (+)/loss (-) before tax adjusted for items that will impact the effective tax rate.

		01.01-30.09	Full year
In NOK 1000	2025	2024	2024
Profit (+)/loss (-) before tax	37 557	-16 226	-2 768
Adjustment for losses not recognised as deferred tax asset	23 679	26 050	-342
Difference in tax rates	-1 241	-1 216	2 048
Non deductible share based payment arrangement	9 777	9 189	5 869
Not taxable income	0	0	3 191
Other differences	2 560	-2 432	-5 869
Estimated basis for tax expense	72 332	15 365	2 129
Tax expense	22%	15 913	3 380
		468	

Deferred tax asset is not recognized for losses generated in jurisdiction where the group has not yet identified convincing evidence of future taxable income. As of 30.09.2025 this applies to Germany, UK, France and Italy.

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Note 8 - Intangible and Tangible Assets, Including Right-of-Use Assets

30.09.2025

In NOK 1000	Goodwill	Intangible asset	Property, plant and equipment	Right of use assets	Total
Opening balance	81 734	101 930	14 490	41 079	239 233
- Amortisation and depreciation	0	-13 052	-4 932	-6 364	-24 348
+ Purchases and new leases	0	27 033	2 269	4 466	33 768
- Disposals	0	0	0	0	0
+/- Foreign currency effects	-59	-119	52	-49	-175
Closing Balance	81 676	115 791	11 878	39 132	248 479

Note 9 - Inventories

The inventory consists solely of finished goods (acquired goods produced for the Group for resale).

Total current purchase obligations of EV chargers from Westcontrol and Sanmina amounts to 216 MNOK from Q3 2025 till Q2 2026. A significant portion of the committed production may be postponed based on quarterly updated forecasts.

The Group has a balance at the end of the third quarter of 314 MNOK versus 541 MNOK in the same period previous year. Measures are taken to adapt production to a normalized level of inventory in the long term. The stock consists only of current goods and inventory write-downs recognized as an expense amount to 0 MNOK.

Note 10 - Trade receivables

Provision for credit losses is 7,2 MNOK at 30 September 2025 and 9,4 MNOK at 30 September 2024.

Note 11 - Other current assets

Breakdown of other current assets:

In NOK 1000	30.09.2025	30.09.2024	31.12.2024
Loan to finance inventory*	13 528	66 392	43 569
VAT refund	-3 440	916	19 203
Other	7 344	11 797	32 749
Total	17 433	79 105	95 521

* The Group has not identified any impairment indicators related to the loan to Sanmina.

Note 12 - Other non-current assets

Breakdown of other non-current assets

In NOK 1000	30.09.2025	30.09.2024	31.12.2024
Investment in Switch EV Ltd.*	0	4 872	0
Other	748	391	392
Total	748	5 263	392

* The value of Swicth EV Ltd. has been written off to zero in 2024.

Note 13 - Provisions

The Group has a provision for warranty claims of 37 MNOK at period end.

The long term provisions is related to the long-term incentive program for employees.

Note 14 - Loans and borrowings

In NOK 1000	30.09.2025	30.09.2024	31.12.2024
Start of period:			
Non-current	0	0	0
Current	0	0	0
Total		0	0
Draw down on credit facility	0	186 519	159 971
Loans	0	0	0
Other changes	0	0	0
Net changes	0	186 519	159 971
End of period:			
Non-current	0	0	0
Current	0	186 519	159 971
Total	0	186 519	159 971

The Group has an undrawn credit facility of 300 MNOK at period end. The interest rate is 6,11 % of overdraft.

The terms are as follows:

- Short term overdraft facility.
- Annual maturity, will be renewed automatically when a credit rating is performed.

The financial covenants are as follows:

- Overdraft shall not exceed 60% of the sum of external trade receivables (not older than 90 days), booked values of projects in progress, and inventory of finished goods. Monthly reporting based on group numbers. Overdraft above this limit will be deemed a breach of covenant.

- The lender shall approve any new owners with controlling influence and/or if the company is taken of the stock exchange.
- IP-rights shall not be transferred or sold between the borrower and/or subsidiaries without approval from the bank.
- The Group's patents and other IP-rights shall not be pledged or in any other way be put as security in advantage for other creditors of the group.
- Cash deposits for the whole Group and available cash liquidity on the credit facility, shall at a minimum be 50 MNOK at each monthly reporting.
- Dividend from Zaptec ASA to be approved by the bank and Eksfin
- the borrower shall not produce coal or sell/produce coal.
- The borrower shall ensure that not any subsidiary are pledging shares or other activa without written approval from the lender.

The Group has complied with all covenants as at, and for the twelve months ended 30 September 2025.

Security:

- First priority pledge in inventory, accounts receivables and machinery/equipment in Zaptec ASA. Face value of 350 MNOK of each pledged item.
- Pledge in inventory, trade receivables and machinery/equipment in Zaptec Charger AS. Face value of 350 MNOK of each pledged item.

Apart from transaction with key management and board members included in Note 7 there are no transactions with related parties.

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Note 15 - Other current liabilities

Breakdown of other current liabilities:

In NOK 1000	30.09.2025	30.09.2024	31.12.2024
VAT	2 170	22 091	16 322
Accrued expenses	6 621	15 658	10 277
Public taxes	8 445	10 709	19 691
Holiday pay	11 395	10 826	14 239
Other	16 360	8 660	4 735
Total	44 991	67 945	65 264

Note 16 - Events after the reporting date

There have been no events after the reporting date of significance that would require disclosure or adjustment in the financial statement.

End of financial statement

Alternative Performance Measures

Zaptec may disclose alternative performance measures as part of its financial reporting as a supplement to the financial statements prepared in accordance with IFRS. Zaptec believes that the alternative performance measures provide useful supplemental information to management, investors, security analysts and other stakeholders and are meant to provide an enhanced insight into the financial development of Zaptec's business operations and to improve comparability between periods.

Available Liquidity

Cash, cash equivalents, other funds (financial investments) and available overdraft facility. The Group has presented this APM because it considers it to be an important supplemental measure for investors to understand the overall picture of the Group's financial position.

Gross Margin

Gross profit as a percentage of revenues. Gross profit is defined as revenues from contracts with customers less cost of goods sold. The Group has presented this APM because it considers it to be an important supplemental measure for investors to understand the profit generation in the Group's operating activities.

EBITDA

The profit/(loss) for the period before tax expense, finance expense, finance income and depreciation and amortisation expense. The Group has presented this APM because it considers it to be an important supplemental measure for investors to evaluate the operating performance of the Group.

EBITDA Margin

EBITDA as a percentage of revenues. The Group has presented this APM because it considers it to be an important supplemental measure for investors to understand to evaluate the operating performance of the Group.

OPEX

Employee benefit expenses plus other operating expenses.

Disclaimer – forward looking statements

Cautionary Statement Regarding Forward-Looking Statements

In addition to historical information, this presentation contains statements relating to our future business and/or results. These statements include certain projections and business trends that are “forward-looking.” All statements, other than statements of historical fact, are statements that could be deemed forward-looking statements, including statements preceded by, followed by or that include the words “estimate,” pro forma numbers, “plan,” project,” “forecast,” “intend,” “expect,” “predict,” “anticipate,” “believe,” “think,” “view,” “seek,” “target,” “goal”, “outlook” or similar expressions; any projections of earnings, revenues, expenses, synergies, margins or other financial items; any statements of the plans, strategies and objectives of management for future operations, including integration and any potential restructuring

plans; any statements concerning proposed new products, services, developments or industry rankings; any statements regarding future economic conditions or performance; any statements of belief; and any statements of assumptions underlying any of the foregoing.

Forward-looking statements do not guarantee future performance and involve risks and uncertainties. Actual results may differ materially from projected results/pro forma results as a result of certain risks and uncertainties. Further information about these risks and uncertainties are set forth in our most recent annual report for the Year ending December 31, 2023. These forward-looking statements are made only as of the date of this press release. We do not undertake any obligation to update or revise the forward-look-

ing statements, whether as a result of new information, future events or otherwise. The forward-looking statements in this report are based upon various assumptions, many of which are based, in turn, upon further assumptions, including without limitation, management’s examination of historical operating trends, data contained in our records and other data available from Fourth parties. Although we believe that these assumptions were reasonable when made, because these assumptions are inherently subject to significant uncertainties and contingencies, which are impossible to predict and are beyond our control, we cannot assure you that we will achieve or accomplish these expectations, beliefs or projections.

Statement by the board of directors and chief executive officer

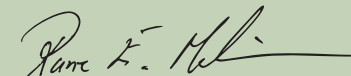
Pursuant to the Norwegian Securities Trading Act section § 5-6 with pertaining regulations, we hereby confirm that, to the best of our knowledge, the company's interim financial statements for the period 1 January to 30 June 2025 have been prepared in accordance with IAS 34, as endorsed by the EU, and in accordance with the requirements for additional information provided for by the Norwegian Accounting Act. The information presented in the financial statements gives a true and fair picture of the company's liabilities, financial position and results overall. To the best of our knowledge, the Board of Directors' half-yearly report together with the yearly report, gives a true and fair picture of the development, performance and financial position of the company, and includes a description of the principal risk and uncertainty factors facing the company.



Ingelin Drøpping
Chair of the board



Stig H. Christiansen
Board member



Rune Edvin Marthinussen
Board member



Gunnar Hviding
Board member



Karoline Nystrom
Board member



Kurt Østrem
CEO



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