



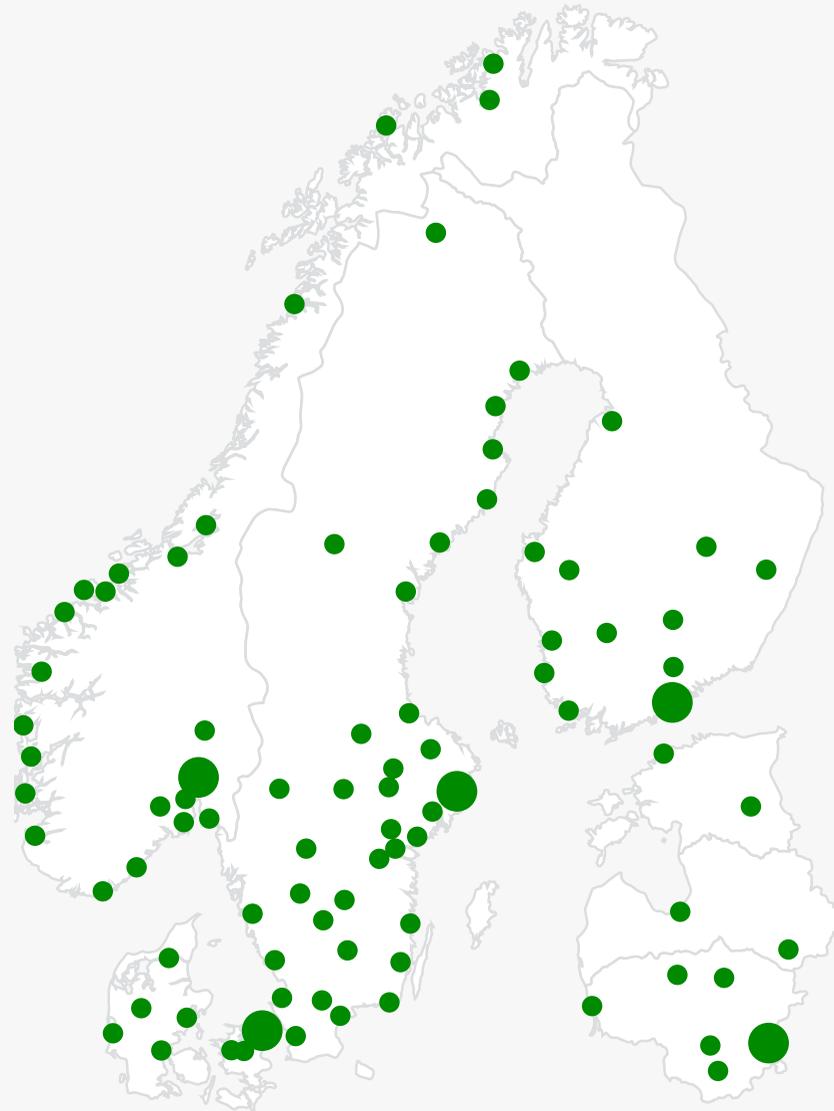
ATERA

Remuneration
Report
—
2025

Atea's office locations

● National office ● Regional office

One IT infrastructure partner for your digital transformation



Contents

Key developments - 2025	3
Compensation to Executive Directors	4
Compensation to the Board of Directors	10
Shareholder feedback on the Remuneration Report 2024	11
Independent auditor's statement	12

Atea ASA

Remuneration report 2025

This Report on Compensation to Executive Directors and Board members is prepared in accordance with section 6-16b of the Norwegian Public Limited Liability Companies Act. This section requires that a listed company provide a summary report of compensation to the executive directors employed by the company (in Norwegian: "ledende personer").

The company's Remuneration Policy provides the framework for the remuneration of Executive Directors and Board members in 2025. The Remuneration Policy was approved by the Annual General Meeting in April 2023 and is available on <https://www.atea.com/compliance/>.

1. Key developments - 2025

Atea delivered record high financial performance while strengthening its market position in 2025. Gross sales increased by 11.7% to NOK 60.2 billion, and net revenue (IFRS) increased by 8.1% to NOK 37.4 billion. All of the revenue growth was organic and was spread across all business lines and nearly all geographies.

EBIT for the full year 2025 was NOK 1,377 million, up 18.6% from last year. Cash conversion also remained solid. Cash flow

from operations was NOK 1,204 million. The company maintained a healthy balance sheet, with a net cash position of NOK 975 million at year-end, as defined by its loan covenants.

Atea launched its "ONE for Good" business strategy in 2025 and strengthened its market position in targeted strategic growth areas within artificial intelligence, IT security, and the defense sector. Atea won two major new contracts with NATO for the delivery of IT products and services to military installations across all 32 member countries, a landmark customer engagement for Atea.

Atea's mission is to build the future with IT, together with its employees, its customers and its vendors. Atea's sustainability agenda is an essential part of the company's mission. The company received numerous recognitions for its leadership within sustainability in 2025.

During the past year:

- Atea was recognized as one of the most sustainable corporations in the world, by Corporate Knights as part of their annual ranking called "Global 100"

- Atea achieved the highest rating in environmental and social performance by EcoVadis for the sixth consecutive year. This platinum-level ranking placed Atea among the top 1% of more than 150,000 companies evaluated globally
- Atea has been recognized for the third year in a row for its leadership in corporate transparency and climate change performance by the global environmental non-profit CDP, earning a place on its prestigious annual 'A List'
- Atea has once again received the ESG Transparency Award from EUPD Research, earning the distinguished "Excellence Class" designation for its commitment to transparent reporting
- Atea again earned a prestigious recognition as one of the "World's Most Sustainable Companies 2025" based on a ranking by global media brand TIME and Statista
- Atea was named by the Financial Times and Statista as a "European Climate Leader", for its commitment to reducing greenhouse gas emissions and transparent Scope 3 reporting.

Remuneration to Executives and the Board has been in accordance with the Remuneration policy approved by the AGM during 2023. The total value of remuneration to the Executive team was NOK 70 million in 2025, compared to NOK 74 million in 2024. The remuneration reflects solid business performance relative to Atea's peer group. The main reason for lower total executive remuneration in 2025 was the reduction of one executive team member.

Kathrine Forsberg resigned as managing director of Atea Denmark in February 2025. Group CEO Steinar Sønsteby covered her position on an interim basis for the remainder of the year. Nicolai Moresco was recruited as managing director for Atea Denmark in December 2025 and will start in this position in March 2026. Otherwise, Hans Vigstad was recruited as managing director of Atea Managed Services in 2025 and will also join the executive team in the first half of 2026.

The total value of remuneration to the Board of Directors was NOK 2.3 million in 2025, the same as in 2024. No changes were made to the Board of Directors in 2025.

2. Compensation to Executive Directors

Executive directors at Atea consist of the Chief Executive Officer, Chief Operating Officer and Chief Financial Officer ("Corporate Officers") and the Managing Directors of each of the geographies reported as business segments ("Country Managers"). Non-executive directors at Atea consist of the employee-elected Board representatives.

Atea's compensation policy toward Executive Directors is designed to attract and retain a leadership team which will drive Atea's corporate strategy, long-term business development and financial performance. The main principle is that the company executives shall be offered a competitive salary with performance-based compensation tied to business results and to shareholder value.

Each year, the Board of Directors meets with the Corporate Officers to evaluate the Group's long-term business strategy, and to translate this strategy into specific business development plans and financial targets for the coming year. These plans are then drilled down to specific financial targets for each member of the executive team's area of responsibility.

Afterward, Corporate officers conduct a quarterly business review of each executive's area of responsibility to assess how their business area is developing relative to the agreed business plans and financial targets. The financial targets for operating profit (EBIT or EBITA) established during the Board strategy review become the basis for determining quarterly and annual bonus compensation paid to each executive throughout the year.

Atea's financial performance has improved steadily over time. During the last 10 years, Atea's net revenue has increased at a compound annual rate of 5%, while EBIT has grown by more than 10% per year - nearly all of it organic. Cash conversion has also been very strong during the past 10 years, allowing Atea to return NOK 6.8 billion in dividends to shareholders - equivalent to our entire net profit after tax during the period - while maintaining a healthy balance sheet.

The Board of Directors believes that the compensation policy has been an effective tool to attract and motivate management talent to drive the long-term and positive business development of the Group.

The remuneration paid to executives in 2025 and 2024 is as follows:

2025

NOK in million

Name	Position	Currency	Fixed compensation		Variable compensation		Pension costs	Extraordinary items	Total remuneration	Variable remuneration relative to the fixed
			Base salary	Fringe benefits	Performance-based cash bonus	Share-based compensation ¹				
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	5.8	0.2	3.3	8.5	0.1	-	17.9	66%
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	3.6	0.0	1.0	4.7	0.1	-	9.5	61%
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	NOK	4.3	0.2	1.5	5.6	1.1	-	12.7	61%
Ole Petter Saxrud	Managing Director of Atea AS (Norway)	NOK	3.0	0.3	1.1	3.5	0.1	-	8.0	59%
Linus Wallin	Managing Director of Atea AB (Sweden)	NOK	3.2	0.1	1.0	3.8	0.9	-	8.9	59%
Kathrine Forsberg	Managing Director of Atea A/S (Denmark)	NOK	0.9	0.0	0.2	-4.0	0.1	-	-2.8	-
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	NOK	4.2	0.0	1.0	3.8	0.1	-	9.1	53%
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	NOK	2.5	0.1	0.3	2.6	0.7	-	6.3	53%

2024

NOK in million

Name	Position	Currency	Fixed compensation		Variable compensation		Pension costs	Extraordinary items	Total remuneration	Variable remuneration relative to the fixed
			Base salary	Fringe benefits	Performance-based cash bonus	Share-based compensation ¹				
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	5.9	0.3	2.0	7.9	0.1	-	16.2	62%
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	3.4	0.0	0.8	4.4	0.1	-	8.8	60%
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	NOK	3.8	0.2	1.1	5.3	1.1	-	11.5	62%
Ole Petter Saxrud	Managing Director of Atea AS (Norway)	NOK	2.8	0.3	1.0	2.5	0.1	-	6.7	52%
Linus Wallin	Managing Director of Atea AB (Sweden)	NOK	2.8	0.2	0.9	3.2	0.8	-	8.0	58%
Kathrine Forsberg	Managing Director of Atea A/S (Denmark)	NOK	4.4	0.2	0.6	3.0	0.4	-	8.5	44%
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	NOK	4.0	0.0	1.8	3.5	0.1	-	9.4	57%
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	NOK	2.0	0.1	0.0	2.5	0.5	-	5.1	53%

¹ Share-based compensation reflects IFRS 2 expense for outstanding stock options to the employee during period.

Growth in total compensation for each executive director during the last five years is stated below. The growth rate is compared to the growth in EBIT for the Atea Group and the growth in compensation for non-executive employees of Atea.

Comparative table over the remuneration and company performance over the last five reported financial years

Name	Position	Currency	2021	2022	2023	2024	2025
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	15.3	18.7	17.1	16.2	17.9
% change			12.5%	22.1%	-8.8%	-5.3%	10.5%
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	7.2	7.6	8.3	8.8	9.5
% change			18.7%	5.1%	10.1%	5.1%	7.4%
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	SEK	10.9	11.5	11.0	11.2	11.8
% change			35.4%	5.9%	-4.8%	2.5%	5.2%
Ole Petter Saxrud ¹	Managing Director of Atea AS (Norway)	NOK	1.0	4.7	5.5	6.6	8.0
% change			-	-	16.4%	20.2%	21.0%
Linus Wallin ²	Managing Director of Atea AB (Sweden)	SEK	4.9	5.6	7.1	7.7	8.3
% change			-	14.2%	27.0%	8.7%	7.5%
Kathrine Forsberg ³	Managing Director of Atea A/S (Denmark)	DKK	4.2	4.3	5.0	5.4	-1.7
% change			32.2%	4.1%	15.5%	8.7%	-
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	EUR	0.8	0.7	0.8	0.8	0.8
% change			27.3%	-5.8%	9.4%	1.7%	-3.5%
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	EUR	0.4	0.5	0.4	0.4	0.5
% change			19.8%	24.3%	-13.0%	2.4%	34.3%
Company performance							
EBIT		NOK	1,046.0	1,196.2	1,244.2	1,161.3	1,377.3
% change			22.5%	14.4%	4.0%	-6.7%	18.6%
Average remuneration of a full-time equivalent basis of employees⁴							
Employees of the Group							
% change			4.5%	4.2%	3.2%	3.0%	4.3%

¹ Ole Petter Saxrud was promoted to an executive position in September 2021.

² Linus Wallin was promoted to an executive position in January 2021.

³ Kathrine Forsberg left the Group in February 2025.

⁴ Growth in average remuneration for employees in the Atea group is calculated by first determining the growth rate in each country of operations, and then creating a weighted average of these growth rates based on the geographic split of employees in 2025. This ensures that changes in the geographic mix of employees and in foreign currency rates do not skew the calculation.

The total compensation paid to executives in 2025 and 2024 complies with the company's executive compensation policy as follows:

a) Fixed compensation

The base salary and fringe benefits paid to executives are in line with the market level for corresponding jobs in the industry given the executive's responsibilities, expertise, and performance.

b) Performance-based cash bonus

All executives earned cash bonuses in 2025 based on the quarterly or annual business results of their area of responsibility compared with the targets agreed with the Board. Cash bonus payments are then paid to executives based on the percentage of financial targets achieved. See table below for further information on cash bonus payments.

In 2025, the EBITA for the Atea Group was NOK 1.387 billion, up 18.3% from the prior year. All of the EBITA growth was organic. The EBITA performance target for the Atea Group in 2025 was NOK 1.535 billion. The Group's performance was 90.4% of the target set by the Board, and the Group CEO earned an equivalent percentage of the Target Bonus, to be paid out in 2026.

Atea's leadership within sustainability is core to its corporate mission to "build the future with IT". As a result, the Target Bonus to the Group CEO is subject to attainment of a Group sustainability target. If the Group sustainability target is not met, the Target Bonus is reduced by 5%. In 2025, the Sustainability target was to achieve a sustainability rating of "Gold" or "Platinum" by EcoVadis. The Group met its sustainability target during 2025, receiving a Platinum (top 1%) rating from Ecovadis.

Total Performance-based cash bonus:

Local currency in million

Name	Position	Performance Metric	Currency	Target Bonus	Actual Bonus paid in 2025	Estimated, unpaid Bonus 31 Dec. 2025
Steinar Sønsteby	CEO of Atea ASA (Group)	Atea Group full year EBITA, 2024	NOK	2.5	1.8	
		Overall performance review 2024	NOK	2.0	1.5	
		Atea Group full year EBITA, 2025	NOK	4.6		4.2
		Total	NOK		3.3	4.2
Robert Giori	Chief Financial Officer of Atea ASA (Group)	Atea Group quarterly EBITA, Q4 2024 - Q3 2025	NOK	1.2	1.0	
		Atea Group quarterly EBITA, Q4 2025	NOK	0.3		0.2
		Total	NOK		1.0	0.2
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	Atea Group quarterly EBITA, Q4 2024 - Q3 2025	SEK	1.6	1.4	
		Atea Group quarterly EBITA, Q4 2025	SEK	0.4		0.3
		Total	SEK		1.4	0.3
Ole Petter Saxrud	Managing Director of Atea AS (Norway)	Atea Norway quarterly EBIT, Q4 2024 - Q3 2025	NOK	1.2	1.1	
		Atea Norway quarterly EBIT, Q4 2025	NOK	0.3		0.3
		Total	NOK		1.1	0.3
Linus Wallin	Managing Director of Atea AB (Sweden)	Atea Sweden quarterly EBIT, Q4 2024 - Q3 2025	SEK	1.4	0.9	
		Atea Sweden quarterly EBIT, Q4 2024 - Q3 2025	SEK	0.4		0.0
		Total	SEK		0.9	0.0
Kathrine Forsberg ¹	Managing Director of Atea A/S (Denmark)	Atea Denmark quarterly EBITA, Q4 2024 - Q3 2025	DKK	0.8	0.1	
		Atea Denmark quarterly EBITA, Q4 2025	DKK	0.2		0.0
		Total	DKK		0.1	0.0
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	Atea Finland full year EBITA, 2024	EUR	0.2		
		Atea Finland full year EBITA, 2025	EUR	0.2	0.1	0.1
		Total	EUR		0.1	0.1

¹ Kathrine Forsberg left the Group in February 2025.

c) Share-based compensation

Share options

Executives in Atea held the following shares, RSUs and share options in Atea ASA during 2025:

Shares and RSUs controlled by key employees and board members	Position	Holding of shares on 1 Jan 2025	Changes	Holding of shares on 31 Dec. 2025	Holding of RSUs on 31 Dec. 2025
Steinar Sønsteby	CEO of Atea ASA	125,147	83	125,230	111
Robert Giori	CFO of Atea ASA	126,934	83	127,017	111
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	14,149	87	14,236	114
Linus Wallin	Managing Director of Atea AB (Sweden)	149	87	236	114
Ole Petter Saxrud	Managing Director of Atea AS (Norway)	1,647	83	1,730	111
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	173	97	270	130
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (Baltics)	140,367	7,023	147,390	130
Lone Kunøe	Member of the Board	32,085,145	-	32,085,145	-
Morten Jurs	Member of the Board	1,000	-	1,000	-
Saloume Djoudat	Member of the Board	1,200	-	1,200	-
Nelly Flatland	Member of the Board (employee elected)	13	-	13	-
Marius Hole	Member of the Board (employee elected)	147	83	230	82
Truls Berntsen	Member of the Board (employee elected)	147	83	230	82

Share option allotment, redemption and holdings for key employees	Holding on 1 Jan 2025	Granted in 2025	Exercised in 2025	Weighted average exercise price in 2025 (NOK)	Holding on 31 Dec 2025	Weighted average exercise price	Maturity date for options
						holdings on 31 Dec. 2025 (NOK)	
Steinar Sønsteby	900,000	225,000	-225,000	118.25	900,000	105.24	15 Dec 2029
Robert Giori	500,000	125,000	-125,000	121.75	500,000	105.24	15 Dec 2029
Carl-Johan Hultenheim	600,000	150,000	-150,000	118.25	600,000	105.24	15 Dec 2029
Linus Wallin	370,000	100,000	-70,000	121.75	400,000	105.24	15 Dec 2029
Ole Petter Saxrud	285,000	100,000	-15,000	121.75	370,000	106.73	15 Dec 2029
Juha Sihvonen	400,000	100,000	-100,000	118.95	400,000	105.24	15 Dec 2029
Arunas Bartusevicius	280,000	70,000	-70,000	121.75	280,000	105.24	15 Dec 2029

The following specific conditions apply with respect to all share option grants in Atea ASA:

- (i) the share options vest during a minimum period of three years. Vesting of the options is contingent upon the recipient being in active employment and in a non-resigned position as of the contractual vesting date.
- (ii) the strike price of the share options is set at the market price at the time of grant. The strike price will be adjusted for any dividends paid before exercise. In 2025, the strike price for the options granted was NOK 131.
- (iii) upon exercise of share options, the intrinsic value of each exercised option is calculated (i.e., the intrinsic value is Atea's share price at the exercise date minus the contractual strike price). This represents the value of Atea's obligation to the employee upon exercise of options.
- (iv) upon exercise of share options, Atea may at its own discretion elect to settle its obligation to the employee either through a cash payment of the intrinsic value of all options exercised or through a share-based payment of equal value. Atea's practice is to settle its obligation through a share-based payment of value equal to the intrinsic value of options exercised. See Note 6 of the Atea Group Financial Statements for additional detail on how the share-based payment is determined under the stock option agreements.

- (v) the maximum value of Atea's obligation to the employee upon exercise of options is capped at 2 times the strike price of the options exercised at their grant date. If the intrinsic value exceeds this maximum, Atea may settle its obligation to the employee in cash at the maximum value (cap), providing an absolute limit to the possible gain.

Additional information on all outstanding grants under the Share Option program is provided in Note 6 of the Atea Group Financial Statements.

Atea Share Savings Program

During 2023, the Group established a share savings program for all employees, under which employees may choose to allocate up to NOK 1000 per month (or equivalent in local currency) from their after-tax income to purchase shares in Atea ASA. Employees who sign up for the program will receive one bonus share for each two shares purchased under the program, if the employee remains employed by Atea and holds their shares through the specified vesting period. For executive management, the vesting period required to receive the bonus share is three years. For financial reporting purposes, the agreement to receive a bonus share is reported as an RSU which converts to an ordinary share at the end of the vesting period. During 2025, each executive acquired between 83-97 shares and therefore received 41-49 RSUs. See table above: "Shares and RSUs controlled by key employees and board members."

d) Pension

Finally, members of the executive management team have participated in the pension scheme of the local subsidiary in which they are employed.

e) Remuneration in exceptional circumstances

No extraordinary items were paid to executives during 2025 and 2024

3. Compensation to the Board of Directors

The compensation is paid in 2025 based on the work for the year 2024.

Payments actually received by members of the Board of Directors as follows:	Position	Directors fee in NOK including committee work
Sven Madsen ¹	Board Chairman	600,000
Morten Jurs ¹	Member of the Board	350,000
Lone Kunøe	Member of the Board	200,000
Lisbeth Toftkær Kvan ¹	Member of the Board	300,000
Saloume Djoudat	Member of the Board	200,000
Carl Espen Wollebekk	Member of the Board	200,000
Nelly Flatland	Member of the Board (employee elected)	150,000
Marius Hole	Member of the Board (employee elected)	150,000
Leiv Jarle Larsen ²	Member of the Board (employee elected)	50,000
Truls Berntsen ²	Member of the Board (employee elected)	100,000
Total		2,300,000

¹ Including fee as a member of the Audit Committee.

² Truls Berntsen replaced Leiv Jarle Larsen during 2025.

Karl Martin Stang and Kristin Omreng received NOK 20 000 each as compensation for their work for the Nomination and Remuneration committee for 2024.

The Group has ordinary Directors & Officers' Insurance protecting the Board of Directors and management from personal liability.

4. Shareholder feedback on the Remuneration Report 2024

The Remuneration Report 2024 was presented for approval (advisory vote) at the Annual General Meeting in April 2025 and was endorsed by the majority, 75.4% of the votes cast were in favor of the Remuneration Report 2024, 22.2% were against, and 2.4% abstained.

In 2024, the report for 2023 was endorsed by a majority, 60.1% of the votes, 39.9% were against.

The Board of Directors' statement on the Remuneration Report

The Board of Directors has today considered and adopted the Remuneration Report of Atea ASA for the financial year 2025. The Remuneration Report is prepared in accordance with section 6-16b of the Norwegian Public Limited Liability Companies Act. The Remuneration Report will be presented to the Annual General Meeting 2026 for an advisory vote.

Oslo, 19 March 2026

**Approved by
The Board of Directors and CEO**

Sven Madsen
Chairman of the Board

Lone Schøtt Kunøe
Member of the Board

Carl Espen Wollebekk
Member of the Board

Morten Jurs
Member of the Board

Saloume Djoudat
Member of the Board

Lisbeth Toftkær Kvan
Member of the Board

Marius Hole
Member of the Board (employee elected)

Nelly Flatland
Member of the Board (employee elected)

Truls Berntsen
Member of the Board (employee elected)

Steinar Sønsteby
CEO of Atea ASA (Group)

Auditor's Report

Deloitte.

To the General Meeting of Atea ASA

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON REPORT ON SALARY AND OTHER REMUNERATION TO DIRECTORS

Deloitte AS

Dronning Eufemias gate 14

Postboks 221

NO-0103 Oslo, Norway

+47 23 27 90 00

www.deloitte.no

Opinion

We have performed an assurance engagement to obtain reasonable assurance that Atea ASA's report on salary and other remuneration to directors (the remuneration report) for the financial year ended 31. December 2025 has been prepared in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

In our opinion, the remuneration report has been prepared, in all material respects, in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

Board of directors' responsibilities

The board of directors is responsible for the preparation of the remuneration report and that it contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and for such internal control as the board of directors determines is necessary for the preparation of a remuneration report that is free from material misstatements, whether due to fraud or error.

Our independence and quality control

We are independent of the company as required by laws and regulations and the International Ethics Standards Board for Accountants' Code of International Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. The firm applies International Standard on Quality Management, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibilities

Our responsibility is to express an opinion on whether the remuneration report contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and that the information in the remuneration report is free from material misstatements. We conducted our work in accordance with the International Standard for Assurance Engagements (ISAE) 3000 – "Assurance engagements other than audits or reviews of historical financial information".

We obtained an understanding of the remuneration policy approved by the general meeting. Our procedures included obtaining an understanding of the internal control relevant to the preparation of the remuneration report in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. Further we performed procedures to ensure completeness and accuracy of the information provided in the remuneration report, including whether it contains the information required by the law and accompanying regulation. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Oslo, 19 March 2026

Deloitte AS

Espen Johansen

State Authorised Public Accountant

(This document is signed electronically)

Deloitte AS and Deloitte Advokatfirma AS are the Norwegian affiliates of Deloitte NSE LLP, a member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). DTTL and each of its member firms are legally separate and independent entities. DTTL and Deloitte NSE LLP do not provide services to clients. Please see www.deloitte.com/about to learn more about our global network of member firms.

Deloitte Norway conducts business through two legally separate and independent limited liability companies; Deloitte AS, providing audit, consulting, financial advisory and risk management services, and Deloitte Advokatfirma AS, providing tax and legal services.

© Deloitte AS

Registrert i Foretaksregisteret
Medlemmer av Den norske Revisorforening
Organisasjonsnummer: 980 211 282

Holding**Atea ASA**

Karvesvingen 5
Box 6472 Etterstad
NO-0605 Oslo
Tel: +47 22 09 50 00
Org.no 920 237 126

investor@ateam.com
ateam.com

 Finland**Atea Finland Oy**

Rajatorpantie 8
FI-01600 Vantaa
Tel: +358 (0)10 613 611
Org.no 091 9156-0

customer@ateam.fi
ateam.fi

 Group Logistics**Atea Logistics AB**

Nylandavägen 8A
Box 159
SE-351 04 Växjö
Tel: +46 (0)470 77 16 00
Org.no 556354-4690

cc-logistics@ateam.se

 Norway**Atea AS**

Karvesvingen 5
Box 6472 Etterstad
NO-0605 Oslo
Tel: +47 22 09 50 00
Org.no 976 239 997

info@ateam.no
ateam.no

 Lithuania**Atea UAB**

J. Rutkauskos Street 6
LT-05132 Vilnius
Tel: +370 5 239 78 30
Org.no 122 588 443

info@ateam.lt
ateam.lt

 Global Shared Services**Atea Global Services SIA**

Antonijas Street 17
LV-1010 Riga
Org.no 50203101431

ags-communication@ateam.com
ateaglobal.com

 Sweden**Atea Sverige AB**

Kronborgsgränd 1
Box 18
SE-164 93 Kista
Tel: +46 (0)8 477 47 00
Org.no 556448-0282

info@ateam.se
ateam.se

 Latvia**Atea SIA**

Unijas Street 15
LV-1039 Riga
Tel: +371 67 819050
Org.no 40003312822

info@ateam.lv
ateam.lv

 Group Functions**Atea Group Functions A/S**

Lautrupvang Street 6
DK-2750 Ballerup
Org.no 39097060

info@ateam.dk

 Denmark**Atea A/S**

Lautrupvang Street 6
DK-2750 Ballerup
Tel: +45 70 25 25 50
Org.no 25511484

info@ateam.dk
ateam.dk

 Estonia**Atea AS**

Järvevana Street 7b
EE-10112 Tallinn
Tel: +372 610 5920
Org.no 10088390

info@ateam.ee
ateam.ee

 AppXite**AppXite SIA**

Raņķa dambis 30 - 190
LV-1048 Riga
Org.no 40003843899

info@appxite.com
appxite.com