



Hilde Merete Tonne

ELECTED BY GENERAL MEETING
EXECUTIVE DIRECTOR AND CHIEF INNOVATION OFFICER,
RAMBOLL GROUP

Born	16 September 1965
Nationality	Norwegian
Joined the Board	17 March 2016, independent
Most recently re-elected	2018
Term expiration	2019
Committees	Remuneration Committee (member)

Competencies

Extensive executive management experience from large international companies

Significant board experience

Financially literate

In-depth knowledge of the consumer market, customer needs and change management

People and culture expertise

Strong grasp of IT and digitalisation

Former employment

2018- Executive Director and Chief Innovation Officer, Ramboll Group

2007-2016 Telenor Group

2011-2015 *Executive Vice President, Group Industrial Development/Global Operations, Oslo*

2010-2011 *Deputy Head of Asia region, Bangkok*

2007-2010 *Executive Vice President and Head of Communications & CR*

2000-2007 Norsk hydro ASA

2006-2007 *Head of Technology and Research*

2006 *Head of Hydro Oil & Energy Research Centre, Bergen*

<i>2005-2006</i>	<i>Head of Communications</i>
<i>2003-2004</i>	<i>Head of Commercial Strategy, New Energy Strategy</i>
<i>2001-2002</i>	<i>Head of Nordic Sales & Marketing, Gas Sourcing & Marketing</i>
<i>2000-2001</i>	<i>Head of Business Development, Gas Sourcing & Marketing</i>
<i>1991-1999</i>	<i>Saga Petroleum</i>
<i>1999</i>	<i>Head of Strategy & Business Development, Oil & Gas</i>
<i>1991-1998</i>	<i>Various management and specialist positions</i>

Formal training

1991	Diploma thesis, RWTH Aachen Universitet, Germany
1990	M.Sc. in Petroleum Technology from the Norwegian Institute of Technology in Trondheim, Norway