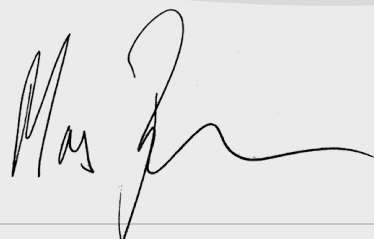
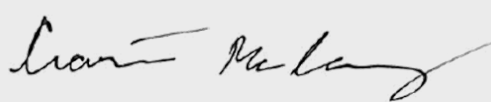




NORWAY'S MOST ATTRACTIVE EMPLOYERS

TOP 100 AVONOVA

BY HEALTH/MEDICINE PROFESSIONAL



Ciaran McCooley
Chairman of the Board

Mats Röjdmark
CEO



SCAN TO VERIFY



universum