



LOVE TO
share

A story worth sharing

KAVLI TRUST ANNUAL REPORT 2020

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EDUCATIONAL CAMP:

Participants at Guttas Campus' intensive educational Camp in Sætervika, Norway, in the autumn of 2020.

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Photo: Anne Elisabeth Næss / Kavli Trust

2020: A story worth sharing

Love to share. These three small words contain the most important message about what Kavli Trust is and what we do.

Kavli Trust owns The Kavli Group and distributes the entire profit to good causes. This has been our ownership structure since 1962, when Knut Kavli, son of founder Olav Kavli, established and transferred the entire business to Kavli Trust.

We are proud of our founders. The Kavli Group's history is a unique, exciting chapter in Norwegian industrial history. It is a story about big dreams and ambitions, innovation and international achievements. And not least, a desire to make a difference for others.

Knut Kavli understood what corporate social responsibility involved long before the concept existed. They wanted the values they had created to benefit the whole of society. That is why they established Kavli Trust. We believe this is a story worth sharing. You can read more on page 4-5.

We also have a lot to celebrate today. Thanks to everyone who buys Kavli products, the Kavli Trust allocations have increased from NOK 20 million in 2012, to around NOK 100 million every single year since 2018.

"Love to share. These three small words contain the most important message about what Kavli Trust is and what we do."

In 2020, we revised the Kavli Trust allocation strategy. We are now stepping up the recent years' focus on child and adolescent mental health. In addition, we will support several projects for responsible consumption and production. On page 13-14 we tell you more about how we work and why we have chosen to prioritise these areas.

Our collaborative partners are aid organisations, volunteers, social entrepreneurs, youth workers, health researchers and many others who make a difference for others. They do important work all year round, also when there is no pandemic. In a time of crisis, they have played an even bigger role. They have done a wonderful job for some of the most vulnerable among us. On page 60 you can read more about which projects we supported last year.

The past year has taught us that the world and our everyday lives can change in a short amount of time. One thing we can say with certainty: As long as The Kavli Group exists, Kavli Trust will continue to distribute its profits to good causes. We exist for others! And we love to share.

A handwritten signature in dark ink that reads "Inger Elise Iversen".

Inger Elise Iversen
General Manager, Kavli Trust



The father of spreadable cheese

The story of The Kavli Group is a Norwegian industrial adventure with cheese as the main ingredient, and an innovative, charismatic man from the north western part of Norway in the lead role.

The next time you make yourself a sandwich with Primula Cheese'n' ham, you can send a thought to Fannestranda by Årø outside the city of Molde. It was here, with a view of the majestic Romsdal Alps, green fields and a fjord full of fish, that the Kavli adventure began.

On January 7, 1872, Ole Knudsen Kavli was born, as the fourth child among six siblings. The family's farm was small, and everyone had to pull their weight for the family to have food on the table. With cows, sheep, chickens

and pigs, fishing and logging, they made ends meet through hard work.

Ole, or Olav as he later starts calling himself, quickly learns that frugality, hard work and saving are important virtues, and already as a seven-year-old he begins to save. He earns money on various small jobs, and his goal is clear: He wants to travel and start his own business.

GOOD TIMING

When Olav turns 18, he has an equity of 60 NOK. This corresponds to about a



THE MERCHANT: Ole Knudsen Kavli (1872-1958)



TRADE CERTIFICATE: A proud Olav Kavli left the Bergen Police Station on March 28, 1893, with an approved trade certificate in his pocket. The Kavli adventure was underway.

monthly salary, and the money will be the start of The Kavli Group.

Just a few days after Olav has come of age, he goes to Bergen. The plan is to take evening classes at the Norwegian School of Economics (NHH), work during the day and gain valuable experience before starting up his own business. Only three years after he arrives in the capital of Western Norway, March 28, 1893, the energetic 21-year-old registers the company O. Kavli. His business sells cheese, butter and meat products, with whey cheese from Trøndelag as the most important product in the early phase.

Kavli is lucky with the timing of his start-up. Bergen is growing rapidly. Dairy products are produced industrially, and luxury goods such as cheese and butter are becoming increasingly popular. With a general increase in prosperity in the population, success is around the corner for young Kavli.

SUCCESS AND DOWNTURNS

And it will be a success. Through a century marked by two world wars, economic collapse and reconstruction,

cold war and nuclear armament, the Kavli family builds up their food group, product by product. Sometimes one step forward and at least two steps back. In 1924, the company O. Kavli goes bankrupt after liquidity problems and some bad investments. However, only one month later, the limited company O. Kavli AS is established, and the business continues.

"The story of Kavli is fascinating," says Ola Honningdal Grytten. The professor of economics knows the Kavli history well, having written "Kavli – an Industrial Adventure", together with Kjell Bjørn Minde. The book was published in 2013, on the occasion of the 120th anniversary of The Kavli Group.

"The Kavli Group is very untypical for Norway and Bergen: a multinational company based on cheese, not fish. Olav Kavli became a pioneer in product development, Norwegian exports and international industrial start-ups," Grytten points out, adding:

"Olav Kavli was a true adventurer who traveled with his suitcase full of cheese. He realised early on how important marketing and publicity were, and he considered each country where he left his suitcase packed full of cheese, as a new export country. This way he could eventually claim that The Kavli Group exported products to several dozen countries."

THE STORY OF KAVLI

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THEN CAME PRIMULA

Olav Kavli strived to be the first on the market with his products. Around 1920, there was a competitive race in the international cheese industry to make a soft, tasty and not least, long-life spreadable cheese. Combining all three in one product was demanding, but whoever managed it would be successful.

In 1923, Olav and his staff had managed to make a processed cheese that tasted good, was not too salty and had a long expiry date. In September that year, he invited an exclusive gathering of guests to the secret launch of Primula, packed in a crescent-shaped box with a healthy-looking milkmaid on the label. The cheese became popular, mass production started and in 1924 the trademark Primula was registered.

Primula was launched internationally in 1925 as the world's first long-life spreadable cheese, and quickly took large chunks of the market at home and abroad. The cheese became the foundation for The Kavli Group's further success.

FACTORIES ABROAD

The Kavli Group was also the first in the world to sell cheese in tubes, as early as 1929. When export and import rules in the 1930s made it difficult to sell Norwegian products to other

countries, Olav decided to establish his own Kavli factories in Austria, Denmark, the UK and Sweden. In fact, the international part of the group gradually became more important than the Norwegian one. After World War II, the turnover volume almost quintupled in a few years.

"In everything Olav did, his ambitions shone through. In the course of 65 years, he managed to build up a multinational food corporation from Norway. Part of the success lay in his ability to recruit good employees, show them trust and let them work independently," says Ola H. Grytten.

"Olav Kavli was the visionary entrepreneur who traveled the world as a living adventure. He probably visited about 80 countries. In over 60 of these, he sold his cheese, often by use of his charm. He is rightly described as the Ole Bull of spreadable cheese," he adds.

The violinist and composer Ole Bull was the first Norwegian artist to achieve international fame.

All adventures have an end. After a brain haemorrhage in the summer of 1953, Olav Kavli never recovered. He withdrew completely from the daily management of his company. On September 22, 1958, Olav Kavli passed away, aged 86.



"Primula was launched internationally in 1925 as the world's first long-life spreadable cheese, and quickly took large chunks of the market at home and abroad."

LOVE TO
share

The Kavli legacy: Love to Share

He wanted to give back to society as well as ensuring the future of The Kavli Group. Knut Kavli laid the foundation for both when he established Kavli Trust in 1962.

"Giving more children and young people the opportunity to experience, create and practice culture has a high priority in Kavli Trust. Cultural activities are a good tool for inclusion, promoting a sense of community and belonging. They bring empowerment and personal development," says General Manager of Kavli Trust, Inger Elise Iversen.

Therefore, Kavli Trust supports programmes such as FeriePULSE, free holiday activities for children and

young people in Oslo, Molde and Bergen organised by the Norwegian Association of Marching Bands (NMF). The programme involves five days of musical, social and creative activities. "The week culminates in an amazing performance for family and friends," says Iversen.

Thousands of children and young people have been given new opportunities in projects that Kavli Trust has supported. In the UK, Kavli Trust supports



ENTREPRENEURIAL COUPLE: Karin Kavli (1906-1990) and Knut Kavli (1896-1965). Karin Kavli was a famous Swedish actress.

Photo: Hanne Eide Andersen / Kavli Trust

THE CREATION OF KAVLI TRUST

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**ENTREPRENEURIAL**

COUPLE: Karin Kavli (1906-1990) and Knut Kavli (1896-1965). Karin Kavli was a famous Swedish actress.

organisations such as New Writing North and Curious Monkey, which use culture as a tool in working with vulnerable children and young people.

OTHER EXAMPLES ARE FARGESPILL ('Kaleidoscope'), Kulturhjerte ('Culture heart') and Guttas Campus ('The Boys' Camp') in Norway, and Maskrosbarn ('Dandelion Children'), Erikshjälpen and Mind Sweden (mental health helpline).

By supporting these causes, and many others, Kavli Trust continues to make a difference in the lives of individuals and their communities. It would certainly have made both the founder, Knut Kavli, and his father Olav, who established The Kavli Group, extremely proud.

WANTED TO SECURE THE LIFE'S WORK

Knut Kavli took over as main shareholder and director of the Kavli Group when his father died in 1958. Knut was passionate about culture and humanitarian work. He had a reputation for being generous and socially engaged like his father, and was happy to help young people both with their education

and professional ambitions. He often did this discreetly.

"Knut and his wife Karin never had children. Thus, there were no heirs to take over The Kavli Group after him. Knut eventually struggled with a number of health problems, and he was thinking about what would be best for the company in the future," says Ola Honningdal Grytten, who wrote a book about the Kavli Group on the occasion of the 120th anniversary in 2013, together with Kjell Bjørn Minde.

Olav Kavli had spent his entire life developing The Kavli Group into a large, multinational food corporation. Knut did not want his father's life's work to weather and be distributed among many owners. His goal was to ensure that the ownership remained with one or a few owners, that it would grow and develop further and not least: that The Kavli Group would continue to be based in Bergen.

A DIFFERENT TYPE OF OWNER

After considering a number of solutions, Knut finally made a decision. In a letter he wrote to director Olav Jacob

THE CREATION OF KAVLI TRUST

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THE INNOVATOR: Olav Kavli invented cheese spread. It was later made available in a tube.

Dreyer in May 1962, we get an insight into his thinking:

As I am getting older, I wish to secure the future of our company in such a way that after my death I will not risk the company falling into the hands of or under the influence of outsiders, and by outsiders I mean people who are not working in the company in higher positions. I have therefore, after many and long considerations, decided to establish a charitable foundation...

"Christmas 1961 may have been a decisive time for Knut. He reflected on the Christmas spirit and his father's upbringing in a strongly religious community, where doing good to others was highly valued. For Knut, it was crucial to manage his father's legacy in a way that benefited society. At the same time, he wanted to ensure the future of the Kavli Group," says Grytten.

On April 25, 1962, the O. Kavli and Knut Kavli Charitable Trust, today called

Kavli Trust, was established. From the outset, the purpose was "to promote humanitarian work, scientific research and culture". This was to be done by distributing profits from the company.

INCREASED ALLOCATIONS

The artist Rolf Aamot and concert pianist Jan Henrik Kayser were the first to receive a grant from Kavli Trust. They received 5,000 NOK each, which is equivalent to 56,000 NOK today. This first allocation took place in February 1965, after Kavli Trust had spent a couple of years building up capital and "finding its shape" with a three-member board, led by Knut Kavli.

"The Kavli Group was a company with a good reputation, and receiving support from the foundation was important. The money played a part, but the recognition that came with the support meant a lot to the recipients," says Grytten.

The allocations from Kavli Trust were relatively modest during the first decades of its operation. Over the last decade, however, the sums have increased sharply. In 2012, 20.6 million

NOK was distributed. Six years later the figure had more than doubled, to just over 131 million NOK. 60 percent of the funds go to humanitarian work, 30 percent to scientific research and 10 percent to culture.

Knut Kavli did not oversee more than the first allocation from Kavli Trust. In the autumn of 1965, he became seriously ill and passed away. Continuity was nevertheless ensured, and the tasks were clear: The board was to allocate funds, manage capital and ensure that the company had a profit and return on the shares. No small feat for a board of three people. Over the years, there have been some adjustments to the business model.

Since 1994, a holding company, of which Kavli Trust is the sole owner, has been in charge of The Kavli Group management. This allows Kavli Trust to concentrate on managing the capital based on the purpose that Knut defined in the early 1960s, and which still applies. This also means that the Bergen-based company is still a group as well as a foundation that lives by its motto – love to share!

A company like no other

Kavli Trust owns the entire Kavli Group. Not the other way around. The unique ownership structure lays the foundation for an unparalleled food group in Norway.



"I believe there is room for improvement so Kavli Trust can become even more generous."

Kenneth Hamnes,
Group CEO of Kavli Holding AS

"The Kavli Group creates profit for good causes. This simply means that we have to push ourselves to deliver results that will benefit as many people as possible. This is what motivates us," says Kenneth Hamnes.

He took over as the new CEO of Kavli Holding AS on 1 February 2021. Kavli Holding – also called The Kavli Group – is the company that owns all the

group's subsidiaries in Norway and abroad. It all started in the city of Bergen on the western coast of Norway, where the heart of the company and head office is still located.

PROGRESSIVE MANAGEMENT

Since Knut Kavli transferred all ownership to Kavli Trust in 1962, part of the profit has been invested in

strengthening and developing the business further, while the rest is allocated to good causes. In addition, a financial portfolio is managed to balance both the funding of the charitable activity and any capital needs in The Kavli Group.

Knut Kavli made it clear that the group should have a progressive approach to business management. In 51-year-old Kenneth Hamnes, The Kavli Group has recruited a leader with broad experience from and a strong commitment to the grocery industry. With an MSc in Economics, he has a background as CEO of Maarud AS, Sales Director in Stabburet AS and Product Manager in Lilleborg AS. He joined The Kavli Group after leaving his job as Group CEO of the listed wine and spirits company Arcus ASA.

"I have worked in the grocery industry my entire career. Working for The Kavli

Group is similar to what I have done before; it is all about strong brands, a focus on innovation and tough competition. What is unique and different is the ownership structure. Working for a charitable foundation is a new and exciting opportunity, and definitely adds value. It makes me proud to explain the concept to people who do not know about it," says Hamnes.

THE EXTRA DIMENSION

The new CEO points to research that shows that companies with a larger purpose than "just making money", perform better over time.

"My impression is that it means a lot to all our employees that the profits go to good causes within scientific research, humanitarian work and culture. I also believe that both values and purpose will become more important when trying to recruit good employees. Job



applicants today want meaningful jobs, and in this sense, we are perfectly positioned,” Hamnes stresses.

“Kavli has had a great development over many years, and we will do our best to ensure that this continues. I believe that the extra dimension gives us added value”.

SOLID BRAND

The CEO describes Kavli as a leading food company with strong brands and a solid position in local markets.

“Kavli is very well regarded and regularly asserts itself in rankings related to innovation, brand strength and sustainability. We have a good dialogue with consumers and customers, and are always looking for insights that we can turn into profitable growth.

The Kavli Group currently operates in four countries: Norway, Sweden, Finland and the UK. The way The Kavli Group works at country level is one of its strengths, according to Hamnes.

“Kavli has a multilocal organisational structure. This means that the local companies have their own value chain with product development, production, marketing and sales. This allows us to target the markets even better with local flavors and concepts. Our strengths

rest on our great brands, such as Kavli, Q, Skyr, Primula, Eriks, Planti, Johnny’s and many others,” says Hamnes.

THE WAY FORWARD

So what is the way forward under his leadership? Hamnes emphasises that the strategy stays firm: “We will continue our positive development, and grow both organically and through acquisitions. One of the most important tasks now is to complete our great new dairy operation in Jæren in south western Norway, and deliver on the ambitious innovation plan that forms the basis for the investment. In addition, we will continue to work hard on our culture of improvement. I

believe there is room for improvement so Kavli Trust can become even more generous,” he says.

Hamnes describes himself as a team player, and he wants to inspire the companies to collaborate even more. “We have many highly skilled employe-es in the entire Kavli Group and I hope that I can inspire everyone to continue the good work that has provided us with very good results so far.”

WHAT WILL BE IMPORTANT FOR THE KAVLI GROUP’S WAY FORWARD?

“I want to highlight sustainability. This is a social responsibility we take seriously. This is a work in progress in

our various companies, and some countries have come a little further than others. It is very uplifting that in the 2021 report to the Sustainable Brand Index, The Kavli Group’s dairy subsidiary Q-Meieriene and Kavli achieved second and fifth place respectively of 33 ranked companies and brands within the food category. Q-Meieriene were number eight on the total list! This is very inspiring for the whole group and the work we have ahead of us.”



Allocations Million NOK



THE KAVLI GROUP TODAY



KAVLI TRUST AND KAVLI HOLDING AS

The company that owns all the group's subsidiaries in Norway and abroad, called The Kavli Group for short.

Number of employees: 8



KAVLI NORWAY/ Q-MEIERIENE

O. Kavli produces Kavli® cheese spread, caviar, mayonnaise, biscuits, flatbread and salad dressings.

Q-Meieriene Produces Q® milk, yogurt, Skyr® and other dairy products.

Antall ansatte: 356



KAVLI UK

Primula Ltd. in Gateshead outside Newcastle produces cheese spread under the Primula® brand.

Castle McLellan® Foods Ltd. in Kirkcudbright, Scotland, produces various pâtés.

St. Helen's Farm® in York makes products based on goat's milk.

Number of employees: 294



KAVLI SWEDEN

Produces cheese spread, salad dressings, mustard, sauces, mayonnaise, oils, vinaigrette, vinegar, etc.

Number of employees: 223



KAVLI FINLAND

Produces milk-free, plant-based drinks and yogurts, under the brand name Planti® (which is also sold in Sweden). Also sells Kavli® products from Sweden.

Number of employees: 35

“The great social challenges of our time”

Child and adolescent mental health, climate and the environment are at the top of the agenda in Kavli Trust in the coming years.

“Kavli Trust will contribute to solving the great social challenges of our time,” says Inger Elise Iversen, General Manager of Kavli Trust.

The Kavli Trust statutes say that Kavli Trust shall support humanitarian work, scientific research and culture. In addition, the foundation has adopted an allocation strategy that is revised and renewed on a regular basis.

“We wish to ensure that the potential of the Kavli Trust funds is maximised, and that we at any given time contribute to solving major, current social challenges,” says Iversen.

CHILD AND ADOLESCENT MENTAL HEALTH

In the autumn of 2020, Kavli Trust revised its allocation strategy for the next three years. Two areas were given top priority.

“We will continue and strengthen the recent years’ commitment to interven-

tions for child and adolescent mental health. This was on the agenda long before the pandemic, but has become even more important now,” says Head of strategy and development in Kavli Trust, Rune Mørland. He has led the work on the new strategy.

“It is crucial for our society that children and young people are healthy, safe and have the opportunity to develop their skills,” he says. Kavli Trust will especially support projects that promote inclusion, life skills and education.

“Education and confidence are key for children and young people to become resources both in their own lives and find their place in the community. This is an investment in our children as well as in our common future,” he states.

RESPONSIBLE CONSUMPTION AND PRODUCTION

In addition, Kavli Trust will prioritise finding more projects that support the



Photo: Mark Savage / Sage Gateshead

“It is crucial for our society that children and young people are healthy, safe and have the opportunity to develop their skills.”

NEW ALLOCATION STRATEGY

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UN Sustainability Goal 12 for responsible consumption and production.

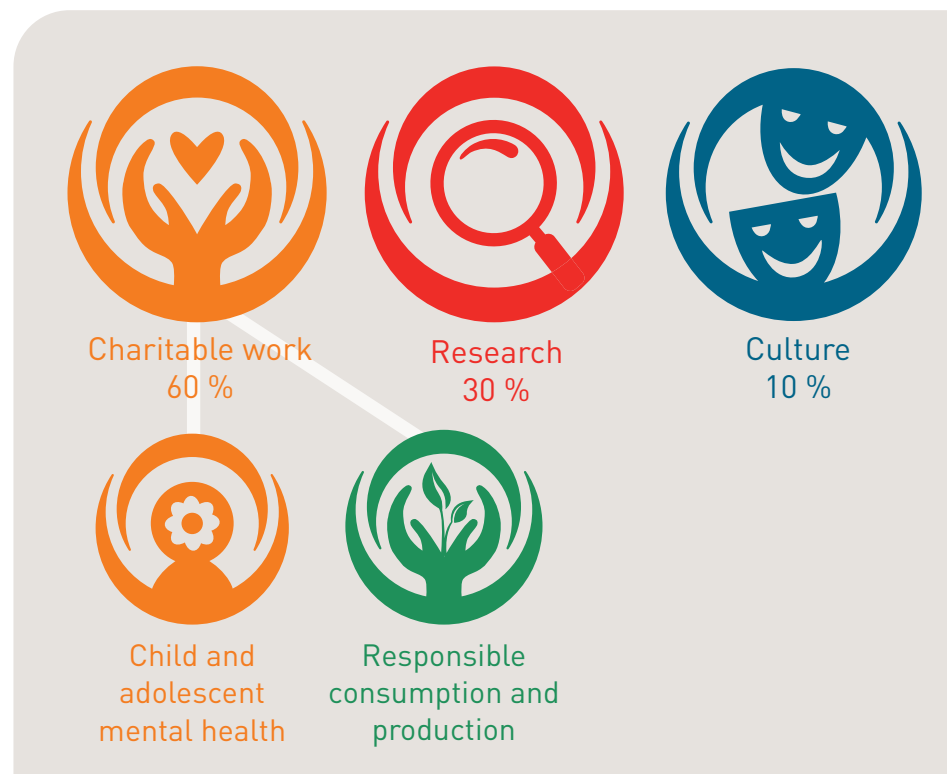
“As the owner of a food group, Kavli Trust has a special responsibility to contribute to sustainable solutions within consumption and production. We will look for innovative interventions for redistribution, management and reuse of resources,” says Senior Adviser and Head of analysis and reporting in Kavli Trust, Guro Hjetland Sundsby.

Sundsby emphasises that they already have several collaborative partners who do a very good job in both of the two main areas.

“We are looking forward to finding even more partners who can help solve these challenges,” she says.

SELECTING PROJECTS

With the exception of the Kavli Trust Programme on Health Research for child and adolescent mental health, Kavli Trust does not call for proposals. The Kavli Trust administration finds potential projects through outreach activities and doing its own research. “We also obtain advice and expertise from external professional environments,” says Inger Elise Iversen.



“As the owner of a food group, Kavli Trust has a special responsibility to contribute to sustainable solutions within consumption and production.”

Relevant projects are invited to submit an application which is processed by the board of Kavli Trust.

COMMITMENT OVER TIME

The forecasts show that Kavli Trust will be able to allocate around NOK 100 million a year until 2023.

“These are funds that will make a difference both for individuals and for society. It is crucial that we use them

Kavli Trust’s strategic allocation topics support these Sustainable Development Goals:



well,” she says, emphasising the importance of a clear, professionally adapted allocation strategy.

“There are many charitable causes that need funding. A clear, professionally adapted strategy is necessary when we have to prioritise. To contribute to long-term, positive changes, we must focus on selected areas over time,” says Iversen.

CELEBRATION:

Children celebrating
the end of the Zippy's
Friends Programme.

Photo: Partnership for
Children

Creating ripple effects in children's lives

"We see that the children
are gaining more confidence
in talking about and dealing
with 'difficult situations'.
They are more open to asking
for, offering and accepting
help when needed."



ALLOCATIONS IN 2020

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“I like listening to other people’s coping strategies and using my strategies that work for me.”

These are the words of Principal Teacher Pauline Bell at Colvend Primary School. At several primary schools in Scotland, life skills and mental health are put on the timetable with support from Kavli Trust.

“We know that parents, teachers and other professionals are hugely grateful to have funding from Kavli Trust to support the continued roll out of the Skills for Life Programmes across primary schools in the region. We’ve been delighted with the uptake of the training and the delivery of the programmes even during lockdown, with teachers showing a real desire to focus on the wellbeing of children during these difficult times”, says Wendy Tabuteau, Chief Executive of Partnership for Children.

The organisation is among the British charities that in 2020 have received support to strengthen the mental health of children and young people through services that improve life skills. 70 per cent of the funds from

SHARING FEELINGS:

Class outside on a Friday afternoon. In this Zippy lesson the children are sharing their feelings from the week.

Photo: Partnership for Children.

Kavli Trust are allocated to the four countries where the Kavli Group operates: Norway, Sweden, Finland and the UK. The rest of the funds go to international aid projects.

“The aim of the funding is always to create ripple effects in people’s lives, both for individuals, local communities and society at large,” says General Manager of Kavli Trust, Inger Elise Iversen.

THE MOST VULNERABLE

An example of such ripple effects can be seen in Pauline Bell’s classroom. Children explore colorful drawings of different solutions to choose from when overwhelmed by difficult emotions. Through the social emotional learning programmes Zippy’s Friends (for 5-7-year-olds) and Apple’s Friends (for 7-9-year-olds), Passport (for 9-11 year olds) and SPARK Resilience (for 10-12 year-olds) the children learn coping strategies for what to do when they get angry, and who they can talk to if they are upset.



Partnership for Children aims to offer extra support to the most vulnerable children. The programmes are adapted for looked-after children, special schools and young carers. Wendy Tabuteau says that during the Covid-19 pandemic, more than 300 teachers and assistants were trained via Zoom in how to implement the programme.

“Many teachers have said that they are finding out a great deal about the children’s thoughts and feelings during the sessions, which allows them to understand and support them

better. Teachers have also noticed that the language of the children is changing with kids more able to recognise and articulate feelings and emotions both in themselves and others,” adds Tabuteau.

Head of analysis and reporting, Guro Hjetland Sundsby, points out that in recent years the foundation has worked especially to promote child and adolescent mental health.

“We want to prevent loneliness and exclusion. We do this by supporting

ALLOCATIONS IN 2020

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**EXPERIENCE OF A LIFETIME**

Thousands of children have had the experience of a lifetime when they have joined together to sing at the Sage Gateshead music centre.

Photo: Sage Gateshead

**LIFE SKILLS CLASS:**

Children in a Zippy's Friends class.

Photo: Partnership for Children

"We know the positive impact music can have, particularly on mental health and well-being."

interventions that promote life skills and education. Partnership for Children is an excellent example of this type of intervention," she says.

MUSIC = MENTAL HEALTH

In the North East of England, with the help of Kavli Trust, 30,000 children and young people will have the opportunity to create music until 2023. Since 2014, Kavli Trust has supported the organisation Sage Gateshead to promote cultural activities for thousands of children from the most disadvantaged areas in the country. This area already faces a number of

economic and social challenges, and is now among the hardest hit by the Covid-19 pandemic in the UK.

Wendy Smith, Director of Creative Learning says: "We know the positive impact music can have, particularly on mental health and well-being. Now more than ever it is important that we can continue musical engagement with young people."

Graeme Thompson is one of the young people who has greatly enjoyed the programme. Through Music Spark, a music training programme for young

people with additional needs, he has learnt how to lead a music workshop. He has also gained experience in production, promotion and film-making.

"Coming here has changed my life. I feel happier, I have matured and become more confident", he says.

POSITIVE LEARNING EXPERIENCES

In Norway football and archery are combined with clear rules and a fixed structure for each daily work session. Guttas Campus ('The Boys' Camp') is a two-week intensive educational camp for boys in ninth grade who wish to

improve significantly both academically, socially and personally. Omar Mekki, General Manager of Guttas Campus, explains that they facilitate positive learning experiences so that the boys can feel a sense of empowerment in areas where they have previously struggled. The aim is to ensure that the participants manage to complete upper secondary school.

"Before I joined Guttas Campus, I read an average of 40 words per minute. Now I read 100 words a minute," says 14-year-old Daniel with pride.

PASSION FOR CULTURE

Another Kavli Trust recipient is Kulturhjerter ('Culture Heart'), a weekly meeting place and cultural arena for children and young people, newly settled refugees as well as children born in Norway. Together they create a stage performance based on cultural expressions from their various countries of origin. "It gives me the best feeling when we dance together," says 18-year-old Adnan, who came to Norway as a refugee from Syria.

ALLOCATIONS IN 2020

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Project Manager Vivian Haverstad-løkken is excited about another year of support from Kavli Trust for the inclusive cultural programme.

“When young people whose mother tongue is not Norwegian, are invited to teach songs, dance or rhythmic games in their own language, you can see how they thrive and flourish. They are allowed to be a resource, a teacher.”

SUPERMARKET PROVIDING FREE FOOD

Several Swedish food banks also receive support from Kavli Trust. At a food bank, surplus food is collected from grocery stores and other parts of the food industry, and passed on to charities that support at-risk groups. Surplus food is food that for various reasons cannot be sold even if it is fully nutritious and edible. Skåne Stadsmission (Skåne City Mission's food bank) has received support to

open a grocery store providing free food to its members, where families with children will be given priority.

In Sweden, funding has also been allocated to the children's rights organisation Maskrosbarn ('Dandelion Children'). This means that they can expand their interventions for children and young people from families affected by drug and alcohol abuse, mental health issues and domestic violence.

“Kavli Trust has made it possible for Maskrosbarn to expand its services to Malmö and Region Skåne. The support allows us to run a youth center. As a result, we can reach more young people with supportive conversations and a children's ombudsman who acts as a link between the young people and the public sector,” says Dijana Dizdar, Malmö Manager for Maskrosbarn.

EXPANDING: The new Maskrosbarn ('Dandelion Children') Youth Centre in Malmö. Kavli Trust has made it possible for the Swedish NGO Maskrosbarn to expand its services.

Photo: Maskrosbarn.



ALLOCATIONS IN 2020

19

TOGETHER:

At Kulturhjerter ('Culture Heart') in Lillehammer, children and youth with and without a background as refugees create shows together. Professional artists contribute as instructors. Kavli Trust has supported Kulturhjerter since 2017.

Photo: Mats Michael Olsen / Spoon



These projects also received funding in 2020

Curious Monkey

Curious Monkey The theatre company Curious Monkey in North East England works with young people who have experience of living in the care system. The aims are to improve participants' life chances and wellbeing through creative and cultural activity and skills development, and influence societal change by sharing their stories and voices with people in power, decision makers and audiences.

New Writing North

The "Young Writers" programme gives young people in the North East of England the opportunity to develop personally and creatively through writing. Through summer schools, talent programmes and regular master classes led by professional writers and artists, participants are given a space to express their own creative ideas.

The Victory Programme

How to grow fresh vegetables, cook nutritious, cost-effective meals and make the most of every food item they have: these are some of the skills vulnerable families are taught through The Victory Programme, run by the Salvation Army in Blaydon, one of the most underprivileged areas in Britain and the North East of England.

Washington Mind

Counselling, therapeutic group work, creative activities, volunteering opportunities and training are at the heart of Washington Mind, which has received support to strengthen interventions for children and young people in Sunderland, North East England. The interventions are particularly aimed at young people who have experienced bereavement, family breakdown, bullying and domestic violence.



CELEBRATION: Young writers speaking to event compere Zoe Murtagh at the Gateshead Young Writers celebration event in January 2019, at the BALTIC Centre for Contemporary Art.

Photo: New Writing North

"Funding from Kavli Trust has introduced the Young Writers programme to key schools in Gateshead, where some neighbourhoods are among the most deprived areas in the country."

ALLOCATIONS IN 2020

21

KAVLI IN NEPAL:

Kavli Trust supports Human Practice Foundation's work with NOK 7.5 million. The support will contribute to 13,000 children getting better schooling through strengthening the school management, teachers, the local community and parents.

Photo: Human Practice Foundation



ALLOCATIONS IN 2020

22

**INTROORD:**

Human Practice Foundations skoleprosjekt i Nepal.

Photo: Human Practice Foundation

Human Practice Foundation

For several years, Kavli Trust has supported the Danish aid organisation Human Practice Foundation and its school projects. The current support agreement (2019-2021) will contribute to 13,000 children getting better schooling through strengthening the skills of management and teaching staff. The Impact Education Programme aims to improve the quality of schooling and education in Taplejung, Nepal.

Changing Stories Nepal

Danish-Nepalese organisation that gives children from the age 8-12 years the opportunity to make up for missed schooling through accelerated learning courses. The kids are taught basic Nepali literacy and numeracy skills by so-called "fellows", local, talented youth who receive pre-service teacher training. Classes take place outside ordinary school hours. Since 2018, more than 600 children have been able to participate in the courses with support from Kavli Trust.

**QUALITY EDUCATION:**

From Kavli Trust's visit to Streetlight Schools in 2017.

Photo: Hanne Eide Andersen / Kavli Trust

Strømme Foundation

For many young people in Nepal, early marriage, violence and harassment due to caste and gender are major challenges in life. The Norwegian organisation Strømme Foundation empowers adolescent girls in Nepal through the life skills programme Samvad. The girls learn about their rights and how they can protect themselves against violence and oppression.

Streetlight Schools: Jeppe Park Johannesburg

Through its own methodology and dynamic model for efficient operation, this primary school provides free quality education to children from underserved communities in Johannesburg. Kavli Trust has supported Streetlight Schools: Jeppe Park since 2017. The support helps to ensure the operation and development of the school so that it can accommodate even more students.

SEE FULL LIST OF PROJECTS THAT RECEIVED GRANTS ON PAGE 60

360 FILM: Kavli Trust trustees Aksel Mjøs and Dag J. Opedal from the Kavli Trust Board are watching the 360 film that puts you in the position of a young person in the care system.

Photo: Hanne Eide Andersen / Kavli Trust

Watching life through the eyes of a young person in care

A Curious Monkey film project using VR technology has proved to give a moving account of what it is like to be a young person in the care system.

Even with the best of intentions, it is not always easy to imagine what it is like to be in someone else's shoes, being misunderstood, undermined or lonely.

– Curious Monkey's 360 film brings that reality a little closer for the viewer, says General Manager at Kavli Trust, Inger Elise Iversen.



"Curious Monkey's 360 film brings that reality a little closer for the viewer."

“It was a moving, eye-opening experience”

SHARING STORIES WITH VR TECHNOLOGY

Curious Monkey is an award-winning theatre company based in North East England. Their work shares stories of marginalised and underrepresented communities, raising awareness of the issues people face.

With the support of Kavli Trust, Curious Monkey has used VR technology to make the impactful 360 film. Wearing a VR headset the viewer is transported into the shoes of a young person in care, being taken on a journey through the different experiences young people face when living in the care system.

EYE-OPENING

The Kavli Trust administration and board got the chance to watch the film when visiting Curious Monkey in Newcastle in January 2020.

“It was a moving, eye-opening experience”, says Inger Elise Iversen.

PERSONAL CONTENT

The theatre company’s Troupe project, for young people in care homes and

care leavers, have been involved in the production of the film, helping to make the deeply personal content feel accessible and real.

The film has been presented at conferences and events including Derby Theatre Culture Cares conference, Barnardo’s Scotland Positive Journeys Conference, and Our City Our Story at Live Theatre.

POSITIVE RESPONSE

The response to the film has been hugely positive.

“The most powerful thing I’ve done in two years in this job. Awe inspiring”, said Kirsten Hogg, Head of Policy at Barnardo’s, after watching the film. An attendee at the Curious Monkey event Care about Care? during Care Leavers Week in October, said: “This video should be compulsory viewing for all social workers and trainee social workers.”

THREE NEW FILMS

In 2020 Kavli Trust contributed to Curious Monkey’s work on three new



CURIOUS MONKEY: From the left trustee of Curious Monkey, Gillian Firth with Artistic Director Amy Golding, trustee Orion Ashton Blake and Executive Director Jenny Dewar.

Photo: Hanne Eide Andersen / Kavli Trust

360 films, which will be shorter and more suitable for use in training settings for those working with young people, as well as other events. “In order to create long lasting change through the films, we will work with young people and professionals in the care system to identify the most important issues to be explored in the films” says Amy Golding, Artistic Director at Curious Monkey.

SHARING THEIR VOICES

She adds that they will also work closely with an evaluator from the

consultation stage to develop a robust impact assessment for the project. “Young people will be integral to the process of making the films from the start, sharing their voices and supporting their learning through shadowing and creative input”, Golding says.

Young people from Troupe will also be trained as facilitators and will deliver the training workshops to professionals alongside Curious Monkey staff.

Stepping it up for the climate and environment

In the years to come, Kavli Trust will increase its support for climate and environment-related projects, with the UN Sustainable Development Goal 12 for responsible consumption and production as a guideline.

“In the future, Kavli Trust will support several innovative measures for redistribution and reuse of resources,” says Head of analysis and reporting in Kavli Trust, Guro Hjetland Sundsby.

In its new allocation strategy, the foundation has chosen to highlight the UN Sustainable Development Goal 12.

“Sustainable consumption and production means doing more with less resources,” says Hjetland Sundsby.

In Norway and Sweden, Kavli Trust already has several collaborative partners working in these areas.

“In the years to come, the foundation will also support climate and environmental projects in the other countries where Kavli has production, as well as in developing countries,” she says.



“Sustainable consumption and production means doing more with less resource.”

Guro Hjetland Sundsby

Photo: Anne Elisabeth Næss / Kavli Trust

These can be interventions that reduce the climate and environmental footprint, or educational and awareness-raising projects.

30 per cent of the foundation’s allocations go to development projects in societies where poverty, economic inequality and unemployment are widespread.

“This is the population that is hit the hardest. In vulnerable societies, climate change and environmental problems lead to major crises with displacement, food insecurity, lost lives and poor health. We all have a responsibility to help reduce the climate-created challenges,” Hjetland Sundsby points out.

“Poverty and injustice lead to a more unstable world. The pandemic has shown how dependent we are on each other to manage major challenges and crises. This also applies to climate and environmental challenges,” she adds.



Trained young food rescuers

Despite the pandemic, the popular movement @spisoppmaten ('Eat your food') managed to present their message to almost 1,500 students in Oslo in 2020. In addition, 200 schools received a digital teaching programme on food rescue.

@spisoppmaten was founded by Mette Nygård Havre in 2017. Her goal is to transform all Norwegians to become food rescuers.

"Informing, inspiring and building good attitudes among children and young people is especially important to achieve this goal," she says.

SPOKE TO 62 CLASSES

Part of the project is introducing the concept to young students. With funds from Kavli Trust, Nygård Havre could hire Susanne Nesse for the school project in 2020.

"Susanne's job was to visit as many ninth grade students in schools around Oslo. Despite the pandemic she was able to visit 62 classes and have

cooking sessions with most of them. The response from students and teachers has been very positive," says Nygård Havre.

FOOD RESCUE TRAINING TO THE CANARY ISLANDS

In addition, they developed a digital teaching programme for ninth grade students. This made it possible to reach a much larger audience than just schools in Oslo. The programme was disseminated to 200 schools all over Norway, plus to the Norwegian School in London and the Canary Islands!

"Every year, around 417,000 tonnes of food are wasted in Norway alone."

"With support from Kavli Trust, we managed to spread our message to a large number of students in 2020. We educate them to become more aware of their own effect on the climate, how

they can save money and become good food rescuers," she says.

"Young people can learn a lot from being challenged to use their senses. Many of them have had positive experiences with food rescue after we have visited."

120,000 FOLLOWERS

@spisoppmaten has a total of around 120,000 followers on Instagram and Facebook. Via social media they pass on information, inspiration, recipes and good tips to food rescuers all over the country.

Every year, around 417,000 tonnes of food are wasted in Norway alone.

"This is a big problem that we in Kavli Trust want to help solve. @spisoppmaten reaches many with its combination of knowledge, inspiration and useful content such as recipes and tips for preserving food," says General Manager of Kavli Trust, Inger Elise Iversen.

DIGITAL FOOD RESCUER: Susanne Nesse has introduced the concept of food rescue to students all over Norway.

Photo: Spis opp maten



FOOD RESCUER: Mette Nygård Havre started the popular movement @spisoppmaten.

Photo: Spis opp maten

Saved a record amount of food from waste in 2020

Food banks redistributed as much as 3428 million tonnes of food from the food industry to charities last year. Throughout the pandemic, they have been busier than ever.

Food banks receive surplus food from the food industry, and redistribute it free of charge to charities. 3428 million tonnes of food is equivalent to 6.9 million meals, adding up to 30,000 rescued meals every single day throughout 2020.

“This is an increase of 31 per cent from the previous year,” says a satisfied project manager at Food Banks Norway, Paula Capodistrias. She adds that the increase came with the pandemic as a sad framework.

MANY NEEDED FOOD ASSISTANCE

“Across the country, food banks reported increased demand for food from charity organisations just a few weeks after the first lockdown. The increased demand came from people who had suddenly become unemployed, or who had lost other forms of assistance due to the lockdown,” she says.

All eight established food banks have managed to keep operations going throughout the pandemic.

“They have done a fantastic job under demanding conditions as a result of strict infection control measures,” says Capodistrias.

LARGEST CLIMATE AND ENVIRONMENTAL INITIATIVE

Kavli Trust has supported the start-up and establishment of Norwegian food banks since the first opening in Oslo in 2013. Overall, they constitute the foundation’s largest environmental and climate initiative to date.

“It has been a wonderful and exciting journey,” says General Manager at Kavli Trust, Inger Elise Iversen.

“Food banks contribute to a host of positive things. They reduce food waste, provide help to the disadvantaged as well as promote social inclusion through work training in collaboration with the Norwegian Labour and Welfare Administration. This is an efficient use of Kavli Trust funds,” says Iversen.

Paula Capodistrias.

Photo: Food Banks Norway



Food delivery at Food Banks Trondheim, 2020

Photo: Matsentralen Trondheim

Kavli Trust and food banks

- In total, Kavli Trust has distributed NOK 17.1 million for the establishment and start-up of food banks. The funding also includes support to the umbrella organisation Food Banks Norway.
- In 2020, Kavli Trust allocated funds to Food Banks Vestland, Food Banks South and Food Banks Vestland Innlandet, Food Banks Vestfold and Telemark and Food Banks Norway. Kavli Trust provided support to Food Banks Tromsø and Food Banks Vestfold and Telemark through allocations made in 2019.
- Kavli Trust has also contributed to the establishment of several food banks in Sweden in collaboration Swedish Stadsmissioner (City Missions) in four areas: Stockholm, Göteborg, Uppsala og Skåne.
- Kavli Trust has also previously supported the establishment and start-up of Food Banks Trondheim, Food Banks Rogaland and Food Banks Oslo.

ALLOCATION: FOOD BANKS

HELPING THE DISADVANTAGED:

(Left) Volunteer at Food Bank Vestland, Solomon Gebreselassie Woldeeslassie, helps Ida Mathisen from the community organisation Clothes and necessities are provided for to those who need it from Stord by loading their van. Bergen, 2019.

Photo: Hanne Eide Andersen / Kavli Trust

THE NEWCOMER:

(Top right) Food Bank Innlandet is the ninth food bank to receive a grant from Kavli Trust. Regional Manager at Kavli, Rune Austdal, presented a cheque from Kavli Trust to Klaaspeter Kuperus. The plan is to open in June 2021.

Photo: Emma Gerritsen

NEW PREMISES:

(Bottom, left) In 2020, Food Bank South moved to the Sørlandsparken business park. The new facilities have warehouses with refrigerators and freezers funded by Kavli Trust. "Now, we can handle a lot more food than before," says General Manager Andreas Jølstad.

Photo: Hanne Eide Andersen / Kavli Trust



Young people develop local environmental solutions

In the Rafto Foundation's project Fremtidspiloten ('Future Pilot'), upper secondary students are invited to develop ideas for local environmental solutions that protect human rights.

"The vision behind Fremtidspiloten is to help upper secondary school students become change agents, who have faith that they can influence their own sustainable future," says Executive Director of the Rafto Foundation, Jostein Kobbeltvedt.

Since 2015, the Rafto Foundation and its partners Impact Hub Bergen and Bærekraftige liv (Sustainable Life) have developed and implemented Fremtidspiloten in several upper secondary schools in Bergen and the surrounding area.

BRAINSTORMING, CREATIVE WORKSHOP AND PROTOTYPE

Fremtidspiloten consists of a total of 20 lessons of various training courses and activities for both teachers and



ROLE PLAY: Students perform role play with Fremtidspiloten at Firda upper secondary school in 2018.

Photo: The Rafto Foundation

students. Initially, teachers are trained in using innovation methodology in the classroom.

"Next, we organise a 'future workshop', using brainstorming and creative processes where students identify solutions to climate and environmental problems. Finally, there is a prototype workshop with further development of the ideas and design of the prototype," says Kobbeltvedt.

LOCAL SOLUTIONS

A common thread throughout the programme is raising awareness about the link between climate challenges and human rights. The goal is for students to develop their own, local solutions to climate and environmental problems that also protect human rights.

The Covid-19 pandemic and infection control measures also affected Fremtidspiloten.

"The groups had to be divided according to infection control regulations, which resulted in twice as many teaching sessions. Some classes had to do everything digitally, and one class was postponed until the spring of 2021," says Kobbeltvedt.

PRAISING THE TEACHERS

Nevertheless, both in the spring and autumn of 2020, the Rafto Foundation achieved everything they had planned for. Kobbeltvedt praises the teachers who took on the challenge of completing all or part of the teaching digitally.

"We are very grateful and pleased that we have been able to maintain the

project activity throughout the pandemic," he says, adding:

"In general, we notice great interest in sustainable development now that it is introduced as an interdisciplinary subject in the new curricula."

EXCITING CLIMATE EDUCATION

"The programme's link between climate and environmental issues, human rights and social entrepreneurship makes Fremtidspiloten a new and exciting form of climate education, which Kavli Trust is happy to support," says General Manager of Kavli Trust, Inger Elise Iversen.

Kavli Trust has supported the implementation and development of Fremtidspiloten since 2017.

‘Green restart after Covid’ drew the crowds

“Green restart after the Covid crisis” was the topic that drew the most participants to ‘Climate Breakfasts’ in 2021. Nearly 1,000 people followed the Norwegian Climate Foundation’s event digitally.

“We have learned a lot about digital broadcasts, but we miss the physical meetings,” says Project Manager for Climate Breakfasts in the Norwegian Climate Foundation, Anne Jortveit.

Since 2014, the Norwegian Climate Foundation has arranged Climate Breakfasts with support from Kavli Trust. Climate Breakfasts are free events with extensive knowledge-sharing and discussions on topics related to climate change, climate solutions and energy restructuring.

INCREASED AUDIENCE

“We highlight important climate issues that in many cases have not been addressed elsewhere,” says Anne Jortveit.

The sessions have been attracting an increasing number of participants, from scientific communities, civil

society, business, politics and other stakeholders.

“We see that Climate Breakfasts have become a central and valuable arena for information-sharing and conversations about climate challenges based on research,” says Jortveit.

RECORD FOR GREEN CONVERSION

From 12 March last year, the pandemic put a temporary stop to Climate Breakfasts as physical meetings. The all-digital events got off to a fast start, and were very successful.

“When we organised a digital session in May on the topic ‘Green restart after the Covid crisis?’, with Connie Hede-gaard, former European Commissioner for Climate Action as a speaker, we had a total of 981 registered participants,” says Jortveit.

IN THE SHADOW OF THE PANDEMIC

The other digital Climate Breakfasts have also attracted many viewers. Still, the deputy head of the Climate Foundation believes that the climate issue has generally ended up in the shadow of Covid-19.

PRE-PANDEMIC: (From left) General Manager and editor of energiogklima.no, Anders Bjartnes, politician Kari E. Kaski (SV), Anne Jortveit, author Aage Borchgrevinck, Cicero researcher Bård Lahn at a Climate Breakfast on Equinor’s climate challenges and the state’s strategy as owner, 28 February 2020.

Photo: Anne Elisabeth Næss / Kavli Trust



“The pandemic has revealed that it is imperative to rely on research and knowledge when managing global problems and crises. My hope is that research and knowledge will guide climate solutions also post-pandemic, and that many countries will go further than Norway in using the restart of society after Covid-19 to speed up the phasing out of fossil fuel,” says Jortveit.

SUFFERING CAN BE AVOIDED

She is looking forward to organising physical sessions again. In the autumn

of 2021, Climate Breakfast number 50 will be held.

“This session will be about who is most affected, whether it is pandemics or the climate: The most disadvantaged. For every 0.1 degree warming we can prevent, a lot of human suffering can be avoided. This is an enormous motivation in the work of communicating climate solutions,” says Anne Jortveit.

ALLOCATION: CLIMATE BREAKFASTS

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POLITICIAN: Top left: Espen Barth Eide from the Labour Party (Ap) spoke at the February 2020 Climate Breakfast. The topic was Equinor and climate challenges.

Photo: Anne Elisabeth Næss / Kavli Trust

THE CLIMATE BOSS: Top right: The Climate Breakfasts have featured several prominent climate leaders. In 2018, the Executive Secretary of the UN Framework Convention on Climate Change (UNFCCC) met the then Minister for Climate and Environment, Ola Elvestuen (left) and Editor of the Norwegian Climate Foundation, Anders Bjartnes (right).

Photo: Norsk klimastiftelse

A FULL HOUSE: Below: Events like the Climate Breakfasts are becoming increasingly popular. This picture is from the Climate Breakfast in February 2020, just before Norway closed down due to the pandemic.

Photo: Anne Elisabeth Næss / Kavli Trust



EMPLOYEE NOMINATION

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LOVE TO SHARE:

Kavli employees in Bergen.

Photo: Cedric Mediavilla/Kavli Norge

Has  motivated employees through tough times

“2020 was a very difficult year for everyone. Being able to help our community and worthy causes with such a fantastic gift has kept each and every one of us going, through what have been tough times for all,” says Lisa Thornton, Marketing Director at Kavli UK.

EMPLOYEE NOMINATION

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"We collectively chose three charities that we know will make a difference to lives across the North East"

Lisa Thornton, Marketing Director at Kavli UK

Once a year, employees in The Kavli Group take part in deciding who will receive funding from Kavli Trust. The so-called "employee nomination" allows employees to nominate and vote on a number of causes that will be granted funding.

MORE IMPORTANT THAN EVER

The nominated projects must be national or local, and in the category of humanitarian work. In December, the selected organisations are invited to celebrate with the employees, and the cheques are handed out.

"In 2020, support for local charities was more important than ever, given the

struggles they have faced throughout the pandemic. We collectively chose three charities that we know will make a difference to lives across the North East," says Lisa Thornton.

"The employee nomination is an annual highlight for us in Kavli Trust as in the rest of The Kavli Group. The broad involvement in the nomination processes is inspiring and makes us all proud," says Inger Elise Iversen, General Manager of Kavli Trust.

EMOTIONAL

James Annan, Warehouse Manager at Kavli's Primula Cheese factory in Gateshead, is particularly pleased that



Dunston Hill Primary School was among last year's recipients. The funds from Kavli Trust will be put towards the school's Daily Mile project and will overhaul the outdoor facilities at the school, including the installation of a new sports area.

"I nominated my nine-year-old daughter's primary school. I knew they were doing some fundraising in the local community and were struggling to raise funds due to the pandemic. I love taking part in the employee nominations, and I have put a nomination in for every year," says Annan.

PROUD: From left to right CEO Paul Lewney, Jessica Maguire, Centre Fundraising Manager for Maggie's Newcastle, and Helen Lowes, HR Adviser at Kavli UK and Paul Annan at the ceremony in 2019.

Photo: Kavli UK

EMPLOYEE NOMINATION

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**OUTDOOR CEREMONY:**

Due to covid-19 restrictions last year's employee nominations ceremony was held outdoors. From left Alicia Clovis, Corporate & Trusts Fundraising Manager at Children's Heart Unit Fund and Helen Lowes, HR Adviser at Kavli UK. In front Paul Lewney, CEO at Kavli UK.

Foto: Kavli UK

He points out that the pandemic meant that the employees were unfortunately not able to be present and watch how surprised the charities were, when they were handed the cheque.

"This is normally my favorite part, and it can be quite emotional," Annan says, adding that Kavli's ownership structure makes him very motivated.

"I take massive pride in working for The Kavli Group. It's such a unique model, and it still surprises me that there are a lot of people who don't know that we donate all of our profits to good causes."

A DIFFERENT CEREMONY

In Kavli UK, the tradition is to surprise the selected organisations by inviting them to The Kavli Group's annual Christmas briefing. The organisations

are told in advance that they will present their work to the employees as part of the nomination process.

"Colleagues love surprising the chosen charities with the cheques at our Christmas briefing, and I think that has been a big miss this year," says Thornton.

In line with infection control measures, the cheques were instead handed out in an outdoor ceremony with only a few representatives from The Kavli Group and the organisations present.

A DRIVE TO DELIVER

Thornton points out that employee gifts mean a lot to everyone in The Kavli Group.

"2020 was a very difficult year for everyone. Being able to help our

community and local charities has kept each and every one of us here at Kavli going through what have been tough times for all. To now have the opportunity to deliver such a fantastic gift to three incredibly worthy causes makes all of the hard work and effort given by everyone at Kavli throughout the year really worth it," she says.

"It's fantastic to work for an organisation that gives all its profits to good causes. It's always there in the back of your mind, and that really drives you to deliver great results to ensure we can help more causes in the long run. I know it's something that motivates each and every one of us here at Kavli, and is something we're all incredibly proud of."



These charities also received donations from the Kavli UK employee nominations in 2020:

Peoples Pantry Food Bank:	£ 1.000
Young People Count (YPC):	£ 45.000
Jubilee Church Food Bank	
Hull Charity:	£ 1.000
Scarborough Sea Cadets	£ 18.000
Children's Heart Unit Fund	£ 35.000
Great North Air Ambulance	£ 26.000
Dunston Hill Community	
Primary School	£ 16.000
Kirkcudbright primary school	
Nursery and Early Years	
outdoor development	£ 17.000
Merse House garden project	£ 60.000

See full list of donations on page 60.

Annual highlight in Kavli Finland

“The involvement among our employees is very high. The nomination process in the autumn is considered to be one of the highlights of the year,” says Nina Dahlberg, Interim Trade Marketing Manager for Kavli Finland.

She says that the employees spend a lot of time looking for worthy causes they believe deserve a donation. After the employees' nominations have been received, the administrative and factory staff vote on which six organisations will receive funding.

“We look forward to this process every year,” says Dahlberg.

She believes the values of The Kavli Group permeate through the entire organisational culture and provides enormous added value for all employees.

“Kavli’s ownership structure and support for good causes is a unique scheme that our employees greatly

appreciate. It is something we can proudly communicate both internally and externally, and is an incredibly motivating factor for what we do. The better work we do, the more we can help people who need different types of support.”

Last year, she nominated the organisation Helsinki Missio, which works to prevent loneliness in all age groups. “Loneliness has become an even bigger problem with Covid-19. People have not had the same opportunities for contact with the outside world. In particular, senior citizens have suffered a lot. They have been practically isolated in their homes for a long time,” she says.

Another important area for the Helsinki Missio is adolescent mental health, which has deteriorated significantly during the pandemic due to distance learning.

She says that the organisation was very grateful for the Kavli Trust donation,

KAVLI FINLAND:
Nina Dahlberg /
Interim Trade
Marketing
Manager Finland.
Photo: Kavli Finland



and will use it in their work to prevent loneliness and mental illness by developing social distancing activities.

“It means a lot to work in a company that is so unique in terms of its values and work for charitable causes. Being able to support local organisations provides added value because you can relate to the problems. These values are highly valued by all employees and we really feel that every year we can help in a very concrete way.”



PRE-PANDEMIC CELEBRATION:

In line with infection control measures, Kavli Finland chose to hold award ceremonies exclusively via Teams in 2020. Here is a picture from the ceremony in 2019.

Photo: Kavli Finland

These charities also received donations from Kavli Finland

Apuna ry:	NOK 166.666,-
Helsinki Missio	NOK 166.666,-
Avustajakoira ry	NOK 166.666,-
Pohjanmaan syöpäyhdistys ry (Botnia Cancer)	NOK 166.666,-
Keski-Suomen Ensi-ja Turvakoti	NOK 166.666,-
Lounais-Suomen Mielenterveys ry	NOK 166.666,-

New millions for research that matters

The Kavli Trust Programme on Health Research will ensure that the foundation's funds go to quality research that actually makes a difference. From 2017 to 2023, Kavli Trust will be awarding a total of NOK 135 million to research in child and adolescent mental health.



Photo: iStock (Getty Images)

THE KAVLI TRUST PROGRAMME ON HEALTH RESEARCH

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"Wasted health research can be avoided," says Jan-Ole Hesselberg, who heads the Kavli Trust Programme on Health Research.

85 per cent of all health research is wasted. Every year, the world pours 100 billion USD into health research that adds nothing of value – neither for health professionals, patients or their relatives. This was the conclusion of two British researchers in a study published in The Lancet in 2009. The study attracted a lot of attention.

COMPLEX CAUSES

There are a variety of reasons why research is wasted, according to Hesselberg: the methods and planning may be poor, rendering the research useless. Some research is conducted in areas where the evidence is already good enough and further verification is unnecessary. Some results are not published or do not reach the patients or health professionals, or the research simply has no interest to the patients.

"It may, for example, not be useful to do further research on the effect of a drug, if patients are opting out of the drug because a side effect is weight gain," Hesselberg explains.

"We are not talking about research that fails to find the effect of a treatment or



THE TEAM: General Manager at Kavli Trust, Inger Elise Iversen, Senior Adviser Ida Charlotte Svege and Programme Manager Jan-Ole Hesselberg of the Kavli Trust Programme on Health Research.

Photo: Anne Elisabeth Næss / Kavli Trust

"How do we ensure that we support good causes that are guaranteed to be useful"

a drug. Wasted health research is research that for various reasons is not useful, says Senior Adviser Ida Svege. She works with Hesselberg in the health research programme through a collaboration agreement with the Norwegian Dam Foundation.

ASKED FOR ADVICE

"At Kavli Trust we constantly ask ourselves: How do we ensure that we support good causes that are guaranteed to be useful," says general manager of Kavli Trust, Inger Elise Iversen.

She was present at a research conference at Dam Foundation in 2016, where Jan-Ole Hesselberg spoke about wasted health research. It got her

attention. Kavli Trust had already been discussing how they could allocate research funds in a more targeted way, to ensure higher quality research.

After the conference, Iversen contacted Dam Foundation and Hesselberg for advice on how Kavli Trust could best ensure that the foundation's funds went to research that actually makes a difference. The result was the Kavli Trust Programme on Health Research. Groundbreaking work that could be realised thanks to the forward-looking board of Kavli Trust.

EVIDENCE GAPS

Wasted health research is widely discussed in medical professional

settings, but the massive scope is probably surprising to many, Hesselberg and Svege believe.

"This is a 'meta-problem'," according to Hesselberg.

In other words: It is entirely possible to avoid, but the system is not good enough to uncover redundant research and manage funding so that it goes to research that is needed and has an effect. Kavli Trust, as a significant funder, wants to do its part.

The contact between Kavli Trust and Dam Foundation was the start of a close collaboration, which in 2017 resulted in a new approach to research funding. It is based on a model

“Two areas stood out as underfunded: mental health and musculoskeletal disorders.”

developed by the James Lind Alliance in the UK.

The key was to develop a method for identifying evidence gaps.

The first step was to map the disease burden in Norway. What are the major health problems affecting each of us and society as a whole? Where does most research funding go?

“Two areas stood out as underfunded: mental health and musculoskeletal disorders,” says Hesselberg.

The board of Kavli Trust decided to direct all allocations from the new health research programme to children and young people’s mental health in the years 2017-2023.

STRONG TEAM

A strong team is needed to identify evidence gaps and screen applications.

Kavli Trust has invited some of Norway’s best professionals within child and adolescent mental health: Director

Arne Bjørndal and Senior Adviser Karianne Thune Hammerstrøm at the Regional Center for Child and Youth Mental Health and Child Welfare (RBUP East and South), and Johan Siqueland, Senior Psychologist at Akershus University Hospital. These constitute the Kavli Trust Strategic Scientific Committee.

Before each annual call for proposals, they make systematic searches in the research literature to uncover research questions we do not have answers to. Patients, relatives and healthcare professionals are then invited to vote on which evidence gaps they believe should be prioritised. Those with the most votes will be part of the call, which outlines the evidence gaps researchers can apply for funding for.

Involvement of users is a growing requirement in health research. Kavli Trust takes user involvement one step further than most funders by involving patients, relatives and health professionals in the work of finding evidence gaps. In addition, at least two

Jan-Ole Hesselberg



Photo: Anne Elisabeth Næss / Kavli Trust

user representatives must be involved in the research project itself.

AIMED HIGH

The call in 2020 was based on ten specific evidence gaps, including the effect of non-pharmacological treatments for children and adolescents with ADHD, the effect of mental health care interventions in child welfare and the effect of interventions designed to reduce suicide-related behaviour in adolescents.

A separate, international scientific committee screens the applications that are committed.

“We aimed high, and the interest in joining the committee was greater than we thought. We started at the top of the list of the world’s most prominent experts, and did not get far down the list until we had recruited the number we needed,” Hesselberg says.

“The competence is sky high and they screen the applications very thoroughly,” Svege adds.

"We have mostly received positive feedback on the method, but some believe that our strict guidelines disrupt research integrity. Academic freedom is an important issue, one that we believe our work does not impact on," she stresses.

SHARING RESULTS

Lack of publication, and thus dissemination of results so that they can be put to actual use, is one of several reasons why research is often wasted. Therefore, Kavli Trust requires that all research goals and methods must be pre-registered in open registers.

"This signals commitment. That studies are 'open' means that everyone has access to them. The reader of an article can check for themselves that the researchers did what they said they would do," Hesselberg explains.

"Unrestricted open access to the published output is another require-

ment, so that anyone can access the results, not just those who have subscriptions to expensive journals. This is an important demand, says Svege.

"Kavli Trust wants projects at the highest methodological level, and not everyone is able to deliver. So far, prominent research environments have applied and been allocated funds



MENTAL HEALTH ON THE

AGENDA: From left: Host Karoline Marie Enoksen, psychologist Gerd Kvale, journalist and pundit Ingeborg Senneset, psychologist Bjarne Hansen and Jan-Ole Hesselberg discussed mental health, research and treatment at the launch of the Kavli Trust podcast Tech, Hope & Love in January 2020.

Photo: Anne Elisabeth Næss / Kavli Trust

"Kavli Trust requires that all research goals and methods must be pre-registered in open registers."

from the programme," she continues. Among them are researchers from the Universities of Oxford and Sussex in the UK, and Karolinska Institutet in Sweden.

"In many ways, our method is a bit exclusive. However, it does ensure high quality," Hesselberg adds.

He praises the board of Kavli Trust, which to a greater extent than most

donors has relinquished power over which projects the foundation will support.

"Of course, they have the formal power to interfere. But they have adopted a process that distributes power to patients, healthcare professionals and researchers, and they keep their fingers off the plate. This is rare and helps to raise the quality," Hesselberg states.

Three new allocations in 2020

Three new projects were selected for funding in 2020. In total, there were 53 applicants, compared with 24 in 2019.

“The increase shows that the Kavli Trust Programme on Health Research has become better known. It probably also reflects that in 2020, we expanded the age group that can be researched, from 9-18 years to 0-18 years, says Programme Manager Jan-Ole Hesselberg.

“We present a new, targeted call for proposals every year, and the process is constantly evolving,” says Hesselberg.

A total of ten research projects have received funding from the health research programme since 2017.

These projects received support last year:



Photo: iStock Photo



10 million NOK:

Music therapy for children with autism

Music has been used for decades to help people with autism spectrum disorder (ASD). However, systematic research on music therapy's effectiveness and biological mode of action has only recently begun. Music for Autism (M4A) is the first research project in Europe to investigate the effects of music therapy for children with ASD.

The study addresses the effects of music therapy, compared to a play-

based activity, on social communication, participation, mental health, and brain functioning. The goal is to gain valuable insights about the mechanisms as well as learning more about clinical effects. The ambitious project is led by NORCE Norwegian Research Centre and conducted in collaboration with the University of Bergen and the University of Vienna.

“I am very excited about this grant from the Kavli Trust, because it will enable us for the first time to conduct a clinical trial with brain imaging in the area of music and autism.”

Christian Gold, Research Professor at NORCE – Norwegian Research Centre (NORCE).



● Synthetic oxytocin
● Naturally-produced oxytocin

Illustration: University of Oslo

5,075 million NOK:

Oxytocin in nasal spray and autism

Oxytocin, also known as the “happiness hormone”, is naturally produced in the brain and affects social behavior and learning. Preliminary findings have shown that a single intranasal oxytocin administration can improve how autistic individuals process social information, and thus improve their social skills.

With the support from Kavli Trust, researchers at the University of Oslo (UiO) will carry out a large-scale trial of long-term intranasal oxytocin

administration in autistic youth. In addition to social behavior, the project will investigate the effects of intranasal oxytocin in repetitive behaviours, which is another key characteristic feature of ASD. Senior Researcher Daniel Quintana at the Department of Psychology (UiO) will lead the study, in close collaboration with the KG Jebsen Centre for Neurodevelopmental Disorders (UiO) and the Norwegian Centre for Mental Disorders Research (UiO), as well as the Autism Association of Norway.

“This will facilitate a gold-standard clinical trial that will help uncover the potential of intranasal oxytocin treatment for autistic youth.”

Daniel Quintana, Senior Researcher, University of Oslo



Photo: iStock Photo

4 million NOK:

Immediate psychological help after self-harm

Suicide is one of the most common causes of death among young people worldwide, according to the World Health Organization. Self-harm is one of the strongest predictors of suicide. Can a brief psychological intervention reduce self-harm in young people presenting to Emergency Departments? The period immediately following discharge from hospital is associated with the highest risk, demonstrating a need for rapid intervention.

Kavli Trust has awarded Professor Rose McCabe and Dr Sally O’Keeffe from City, University of London a three-year grant to investigate the effectiveness of a new intervention developed by Dr Dennis Ougrin, an approach specifically designed for adolescents in a self-harm crisis. The intervention involves providing a therapeutic assessment soon after the adolescent presents to the Emergency Department, followed up by a series of solution-focused therapy sessions.

“We are very excited to extend this work to include mental health practitioners working with adolescents in Emergency Departments, thanks to this generous grant from Kavli Trust.”

Dr Sally O’Keeffe, City University, London

Ten evidence gaps 2020

Applications to the Kavli Trust Programme on Health Research must address one or more selected evidence gaps. The evidence gaps are selected every year, in a thorough process that involves experts, patients, relatives and health professionals.



Illustration photo: Asle Haukland

The following ten evidence gaps were included in the call for proposals for 2020:

1. What is the effect of different interventions for improving social skills, participation, and other relevant mental health outcomes in children and adolescents with autism spectrum disorders?
2. What is the effect of non-pharmacological treatments for children and adolescents with ADHD?
3. What is the effect of and the experience with educative and informative interventions for children and adolescents to prevent and detect violence, abuse and violations?
4. What is the effect of interventions for complex posttraumatic stress disorder (C-PTSD) in children and adolescents?
5. What is the effect of mental health care interventions in child welfare?
6. What is the effect of school-based interventions to promote mental health in children and adolescents?
7. What is the effect of trauma-informed approaches in schools?
8. What is the effect of psychosocial interventions for school refusal?
9. What is the effect of interventions designed to reduce suicide-related behaviour in adolescents?
10. What is the effect of interventions for children who have been subjected to abuse and neglect or have experienced violence in close relationships?

RESPIRE ROOM:
AKTIV Against
Cancer fitness
center in
Trondheim.
Photo: Ole Martin Wold

Health research that gives hope

In 2020, Kavli Trust continued its support for three research projects on cancer, ME and mental health – in addition to the research programme for child and adolescent mental health (see page 36-41). All projects are showing promising results, giving hope to the seriously ill.



Anxiety and obsessive-compulsive disorders (OCD) cured in four days

Some patients are not able to cross the doorstep without spending hours on prior rituals. Others have hand-washing compulsions. Some are afraid that they will kill others. Severe anxiety or panic attacks can justifiably be called a disorder of the young. More than half of those affected during their lives develop the problems in their childhood or youth.

As a result, such conditions are one of the commonest reasons why young people drop out of education or work, and end up on disability benefit.

OUTSTANDING RESULTS

Psychologists Gerd Kvale and Bjarne Hansen at Bergen's Haukeland University Hospital have developed a treatment which they claim can free patients from severe anxiety or obsessive-compulsive disorder (OCD) in just four days.

The unique, scientifically proven results have attracted international attention:

"We have seen that 90 per cent of the patients who received intensive

treatment over four days immediately achieved significant improvement. Four years later, 70 per cent were in complete remission," says Gerd Kvale. In 2018, Time Magazine listed Kvale and Hansen as two of the world's 50 most important people in health care. Since then, health authorities and institutions from all over the world have requested to learn more about the treatment.

B4DT is the largest single research project Kavli Trust has ever granted funding. Having funded the training in B4DT for health care personnel throughout Norway, Kavli Trust is now financing the extension of the treatment internationally with NOK 35 million.

The researchers are working with some of the top academic institutions in the US, Sweden and Iceland. In 2020, Singapore was added to the list.

"The largest hospital for mental disorders in Singapore contacted us in 2019. They wish to strengthen their treatment of patients with obsessive-compulsive disorders, and wanted to



GREAT INTEREST:

Psychologists Bjarne Hansen and Gerd Kvale have had great interest in their treatment model for people with anxiety and obsessive-compulsive disorders.

Photo: Paul Sigve Amundsen

collaborate with the research institution who in their opinion could show the most promising treatment results. They chose us," says Kvale.

PANDEMIC PUT THE BRAKES ON

However, the Covid-19 pandemic has prevented Kvale and Hansen from traveling and participating in training and treatment abroad in 2020.

"We have therefore prioritised tasks related to planning further training, research and expansion. After a long period marked by uncertainty and limitations, we are now looking ahead," says Bjarne Hansen.

In the spring of 2021, draft agreements and training plans in Singapore will begin to take shape. If all goes well with the fight against the pandemic, they can soon develop a progress plan. The two researchers are very happy about this:

"In the wake of the pandemic, the need for access to quick and effective help is greater than ever," Hansen says.

Do you want to know more about the treatment? Check the Helse Bergen home page: helse-bergen.no/ocd-teamet-helse-bergen

What is the cause of ME?

ME is short for myalgic encephalomyelitis, but is also called myalgic encephalomyelitis/cronic fatigue syndrome (ME/CFS). ME/CFS is a complex and serious disease without a known cause or evidence of treatment that works. Since 2011, Kavli Trust has supported the ME/CFS research group at Haukeland University Hospital.

“We believe that this is often a reversible disease,” says Professor Øystein Fluge, who supervises the research group together with Professor Olav Mella.

BETTER TREATMENT

The purpose of the research group is to investigate biological mechanisms involved in the disease, i.e. substances in the blood that can detect the disease or subgroups of it. The researchers hope to develop better medical treatments for ME/CFS.

In 2020, the research group published results from experiments with the cancer drug cyclophosphamide, in collaboration with Dr. Alexander Fosså at the Norwegian Radium Hospital. More than half of the study participants reported improvement. The results are

promising, but further studies are needed before cyclophosphamide can be recommended as a treatment. The researchers also examined the patients' blood vessels with ultrasound, and discovered possible circulatory disorders.

CONSTANTLY NEW KNOWLEDGE

Stone by stone, the researchers are building knowledge about the causes of ME/CFS, with support from Kavli Trust.

“We are very grateful that Kavli Trust wants to support research on ME/CFS. This research is in an exciting phase, and we believe that the next few years will bring increasing insight into the causes and development of the disease,” says Olav Mella.

Kavli Trust supports ME/CFS researchers at Haukeland with NOK 5.4 million in 2020-2021. In total, Kavli Trust has supported their research with NOK 28.5 million since 2011. Of these, NOK 5.5 million was passed on to collaborative projects at the universities of Bergen and Oslo in 2015-18.



RESEARCH SUPERVISORS:

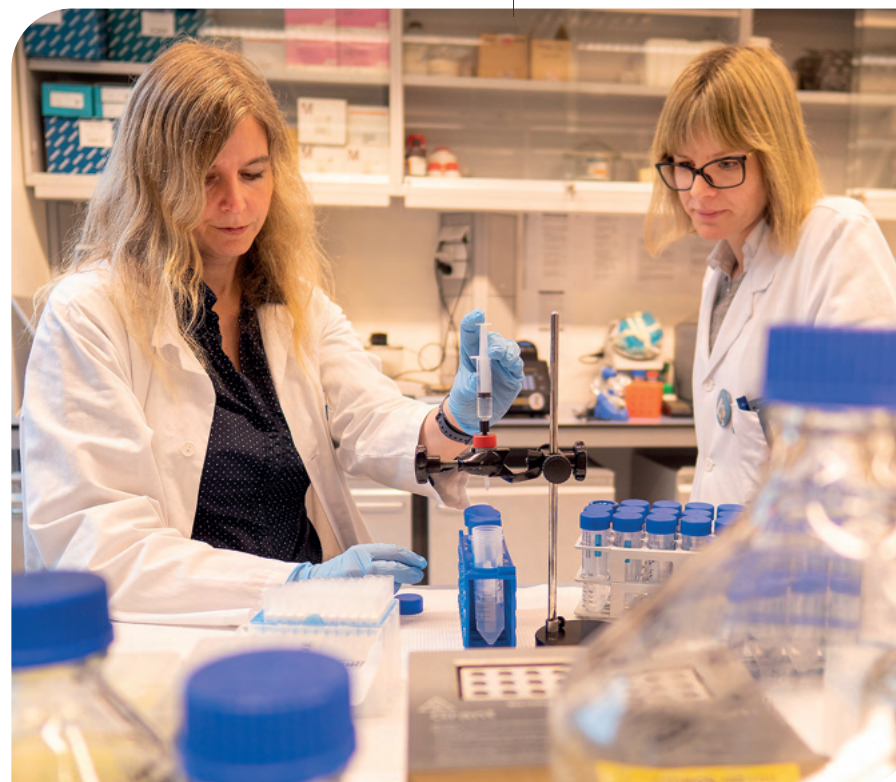
Olav Mella and Øystein Fluge supervise research on causes and treatment of ME/CFS at Haukeland University Hospital.

Photo: Kristin Risa

FINDING ANSWERS IN THE LABORATORY:

Kristin Risa and Kina Alme are part of the research group at Haukeland University Hospital. Here, they examine blood samples from patients with ME/CFS who participate in the study supported by Kavli Trust.

Photo: Ronny Østnes



Exercise as part of cancer treatment

AKTIV Against Cancer was founded by Norwegian national icon and nine-time New York City Marathon champion, the late Grete Waitz, and General Manager Helle Aanesen in 2007. The aim is to make adapted physical activity an integral part of cancer treatment.

Many are familiar with their extensive work to establish Pusterom ('Respite Rooms'), fitness centers at cancer treatment hospitals throughout Norway. The Respite Rooms provide a space where cancer patients exercise under the expert guidance of instructors trained in physical fitness and cancer.

"We want cancer patients to have access to individually adapted training both before, during and after cancer treatment," says Helle Aanesen.

WORLD-LEADING RESEARCH IN THE US

AKTIV Against Cancer also supports research on the effects of physical activity on cancer patients, including at

the Memorial Sloan Kettering Cancer Center (MSKCC) in New York. This research is led by Dr. Lee Jones, one of the world's leading researchers in Exercise Oncology – physical activity and cancer treatment.

In 2016, Kavli Trust joined forces and initiated a five-year collaboration agreement with AKTIV Against Cancer. "Through the agreement, Kavli Trust has supported the work of Dr. Lee Jones and his research team with a total of NOK 5.4 million," says General Manager of Kavli Trust, Inger Elise Iversen.

REDUCES THE GROWTH OF TUMORS

Dr. Jones and his team have shown in several studies that exercise before, during and after cancer treatment can not only reduce the symptoms and side effects of chemotherapy and radiation, but also help reduce the growth of cancerous tumors and make them more susceptible to chemotherapy.

"Most of this research has been done on patients in breast cancer and



CANCER RESEARCHER: Dr. Lee Jones at the Memorial Sloan Kettering Cancer Center (MSKCC) in New York is one of the world's foremost researchers on the effect of exercise on cancer.

Photo: Hanne Eide Andersen / Kavli Trust

prostate cancer, but Dr. Jones can also point to similar results in the other cancers," says Helle Aanesen.

"This research is absolutely crucial for exercise to be a recognised part of cancer treatment."

MORE RESPITE ROOMS AND RESEARCH GRANTS

In practice, more research evidence means that it will be easier to get approval for interventions such as Respite Rooms and other services



THE FOUNDERS: Grete Waitz (left) and Helle Aanesen in 2008. Grete Waitz was diagnosed with cancer in 2005 and died of the disease on 19 April 2011.

Photo: Erik Berglund

involving adapted training both before, during and after cancer treatment. With the support from Kavli Trust, AKTIV Against Cancer is funding a research grant which has enabled three Norwegian cancer researchers to visit Dr. Lee Jones at MSKCC.

"The Norwegian researchers have contributed to his research, and gained important knowledge that they benefit from in their work with cancer patients here in Norway," says Aanesen.

“More important than ever”

Just before Norway went into lockdown, the project Tech, hope & love launched a podcast and student collaboration. “More relevant and important than ever,” says project manager Christina Sundli-Härdig.

With Tech, Hope & Love, Kavli Trust aims to promote the effective and innovative use of technology in our work for good causes.

“Technology can strengthen the work for charitable causes by making it easier to reach out to more people, faster and all over the world. We see that projects that succeed in using new technology are able to get more out of the funds, says Sundli-Härdig,” who has led the initiative for Kavli Trust.

AIMS TO INSPIRE

Tech, Hope & Love initially consisted of a podcast series and several student collaborations.

“In the podcast we meet people who have received grants from Kavli Trust

for projects where effective use of technology plays an important role. The goal was to inspire others who work for good causes to follow suit,” says Sundli-Härdig.

WARM HEARTS, WISE HEADS

With the student collaborations, Kavli Trust aims to make students come up with ideas and solutions to specific social challenges they are affected by, such as mental health issues, exclusion and loneliness.

“Through a variety of activities we challenge and inspire students to use their own resources to make a difference for others,” says Sundli-Härdig.

“Their insights and perspectives are key to developing effective interventions

OPENING SPEECH: Chair of the Board of Kavli Trust, Aksel Mjøs, opened the launch of Tech, hope & love.

Photo: Anne Elisabeth Næss / Kavli Trust



for mental health among students. We need to recruit more warm hearts and wise minds to ensure that the technology of the future benefits good purposes," she points out.

FROM PODCAST TO PANDEMIC

The podcast was launched in January. In February, the first student event was organised, in collaboration with the student organisation Start NTNU in Trondheim. In March, Norway went into lockdown.

"The project all of a sudden became relevant in a way we could never have imagined when we developed it," says Sundli-Härdig. She points out how the pandemic has made digital technology crucial for interaction in general, also in the work for good causes.

"At the same time, we were faced with new challenges related to child and adolescent mental health, exclusion and loneliness," she adds.

"The pandemic has led to a need for more tech, more hope and more love than ever. Over a short period of time, the whole society has learned to adopt new technology. This opens up many new opportunities and exciting collaborations for Kavli Trust also in the future."



COMMITTED:

83 students participated in Start NTNU's theme day SoPro on social entrepreneurship in February 2020. Kavli Trust and Impact Hub Bergen were the main partners.

Photo: Hanne Eide Andersen / Kavli Trust



AWARDS:

Two student groups at Kristiania University College received cash prizes from Kavli Trust for their creative ideas on how to prevent loneliness among students.

Photo: Kristiania University College



PODCAST GUESTS:

Kavli Trust and all the contributors to the podcast at the launch in January. Christina Sundli-Härdig is number two at the back from the left. Journalist and pundit Ingeborg Senneset (number three from the left in front) gave a speech and participated in a panel debate.

Photo: Anne Elisabeth Næss / Kavli Trust

Student collaboration for mental health



- **SoPro, NTNU:** Brainstorming and theme day on how to link social entrepreneurship to students' mental health.
- **Kristiania University College:** Students at Kristiania University College have been challenged to find solutions to loneliness in the student community. Openness about mental health and performance anxiety were among the study topics as part of the Bachelor in Creativity, Innovation and Business Development and Bachelor in Service Design in the spring of 2020.
- **Social with BISO, BI:** Starting in February 2021, BI's student organisation BISO will create a number of activities against loneliness in BI's student communities across the country. The activities will run throughout 2021.

Listen to Tech, Hope & Love!

Kavli Trust's podcast provides an engaging insight into the work for good causes and projects that have received support from Kavli Trust.

Tech, Hope & Love went to the top of the Apple Podcasts tech charts when it was launched. You can find it on Spotify or anywhere else you listen to podcasts!

Episode 1:
Can a filter stop online hate speech?
Preben Carlsen, No Hate

Episode 2:
Curing anxiety and obsessive-compulsive disorders in four days?
Gerd Kvale and Bjarne Hansen, The Bergen 4-Day Treatment

Episode 3:
Could the worst thing you've experienced become your greatest strength?
Silje Grastveit, Impact Hub

Episode 4:
Goodify: The app that spreads kindness between people.
Kristian David Elgen, Goodify

Episode 5:
The Human Aspect: Life crises and online sharing.
Jimmy Westerheim, The Human Aspect

Episode 6:
Streaming positive energy to nursing homes.
Ole Tobias Lindberg, Oseana Arts and Culture Center

Episode 7:
Artificial intelligence as a tool against wasted health research?
Jan-Ole Hesselberg, the Kavli Trust Programme on Health Research and Inger Elise Iversen, General Manager of Kavli Trust

The podcast is produced by Vrang produksjon with Karoline Marie Enoksen as host.

The podcast is only available in Norwegian.



PODCAST GUESTS:

Kavli Trust and all the contributors to the podcast at the launch in January. Christina Sundli-Härdig is number two at the back from the left. Journalist and pundit Ingeborg Senne set (number three from the left in front) gave a speech and participated in a panel debate.

Photo: Anne Elisabeth Næss / Kavli Trust

"The pandemic has led to a need for more tech, more hope and more love than ever."

Christina Sundli-Härdig



Everyday kindness in an app

An increasing number of people are downloading the Goodify app to spread everyday kindness.

“Our social mission is to spread everyday kindness,” says founder and General Manager of Goodify, Kristian David Elgen.

40,000 GOOD DEEDS

In the Goodify app, you can easily register what kind of help you need, or what kind of help you can offer to others. Kavli Trust has supported the development of the app from 2018 to 2021.

Some users need practical help, for example with grocery shopping or taking the dog for a walk. Many needs are about social exclusion. People are asking for food assistance or clothes. Some are asking for gifts for their children, for upcoming birthdays or holidays.

There are requests for digital assignments where you can, for example,

assist in a “digital CV cafe”, where people who are unemployed can get advice on job searching. Goodify’s collaborative partners also post various assignments.

So far, more than 40,000 good deeds have been exchanged through Goodify.

NO REASON TO BE EMBARRASSED

People who wish to help are in the majority of the app users. But the head of Goodify points out that there are great needs, also in the Norwegian welfare society.

“100,000 children in Norway grow up in disadvantaged families, according to official statistics. Many around us need help, but it is still perceived as difficult and shameful to ask. It shouldn’t be,” he stresses.

KINDNESS

COLLABORATION:

From left: Project Manager for Tech, Hope & Love, Christina Sundli-Härdig, Communications Manager at Kavli Trust, Hanne Eide Andersen, General Manager of Kavli Trust, Inger Elise Iversen and Kristian David Elgen.

Photo: Goodify



“We need to remove the shame and stigma associated with being in need of help.”

INVITING THE BUSINESS COMMUNITY

Most of the Goodify users have signed up as private individuals, but the team is trying to get the business community on board.

“We want companies to use Goodify to make it easier to engage employees in sustainability initiatives,” says Kristian David Elgen.

The possibilities are many. Through Goodify@Work, a separate module in the Goodify app for companies, employees can get involved, and it is easy to keep track of what they achieve together in the community. Recently, the insurance company Storebrand, Kavli Norway and the anti-food waste app Too Good To Go challenged each other in the first of its kind GoodieBattle.

“GoodieBattle is a friendly competition where you score points by doing good deeds. It was incredibly fun to see the

"So far, more than 40,000 good deeds have been exchanged through Goodify."

level of engagement created among the employees," he says.

MUST CONTINUE TO HELP

When Norway entered its first Covid-19 lockdown, a spontaneous wave of everyday kindness rolled across the country. The number of good deeds registered in the Goodify app has set new records.

"This is probably due to an increased need for help as well as an increased knowledge about Goodify. We have had thousands of new downloads and a high level of activity since March last year," says Elgen.

"This is very positive and shows that many people have been extra good at helping each other out in times of crisis," says General Manager of Kavli Trust, Inger Elise Iversen.

Iversen emphasises that even though society is gradually opening up and many are becoming less dependent on others, it is important to keep up the level of engagement.

"The need for good deeds does not disappear with the pandemic," says Iversen.

She points out that loneliness, poverty and exclusion were a big problem long before we had heard about Covid-19.

"We must continue to be there for each other. No one can help everyone, but most of us can sometimes do a good deed that makes everyday life a little better for someone else," says Iversen.

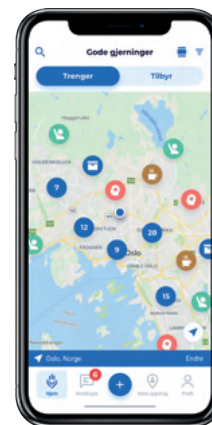
WANTS A GLOBAL MOVEMENT

Kristian David Elgen completely agrees with this.

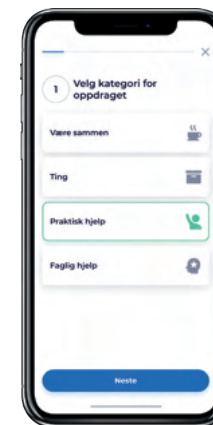
"Everyday kindness is important. What may be a small act for the helper may mean an ocean of difference for the person on the receiving end. This is reflected in the touching feedback we receive from our users," he says.

"Goodify has already made a difference for many, and we have only just begun. Our dream is to create a global movement for everyday kindness," Elgen concludes.

THIS IS HOW EASY IT IS TO USE THE GOODIFY APP



1: Find out who needs help or offers help near you



2: Post your own assignments for free, whether you need or can offer help



3: Become someone's everyday hero – how easy it can be to make a difference!

"Our social mission is to spread everyday kindness."

Kristian David Elgen in a panel discussion on mental health during the launch of the podcast Tech, hope & love.

Photo: Anne Elisabeth Næss / Kavli Trust



Around the world with Kavli Trust

Today, 70 per cent of the funds are allocated to the four countries where The Kavli Group has food production: Norway, Sweden, Finland and the UK. The rest is allocated to aid projects.

"We are proud to be a foundation with an international commitment," says Inger Elise Iversen, General Manager of the foundation.

Since 2001, Kavli Trust has allocated more than NOK 300 million to various development assistance projects in Africa and Asia. Schooling for children and young people, job creation, maternal health, infant health, development of a vaccine against the rotavirus, work against child marriage and life skills programmes for young people are some of the areas Kavli Trust has supported.

"Today, it is more important than ever that we raise our gaze, stand together globally and contribute to children and young people also outside our own part of the world being safe and having the same opportunities for a good future," says Iversen.

The map shows all countries where Kavli Trust has had projects.

"We are proud to be a foundation with an international commitment."

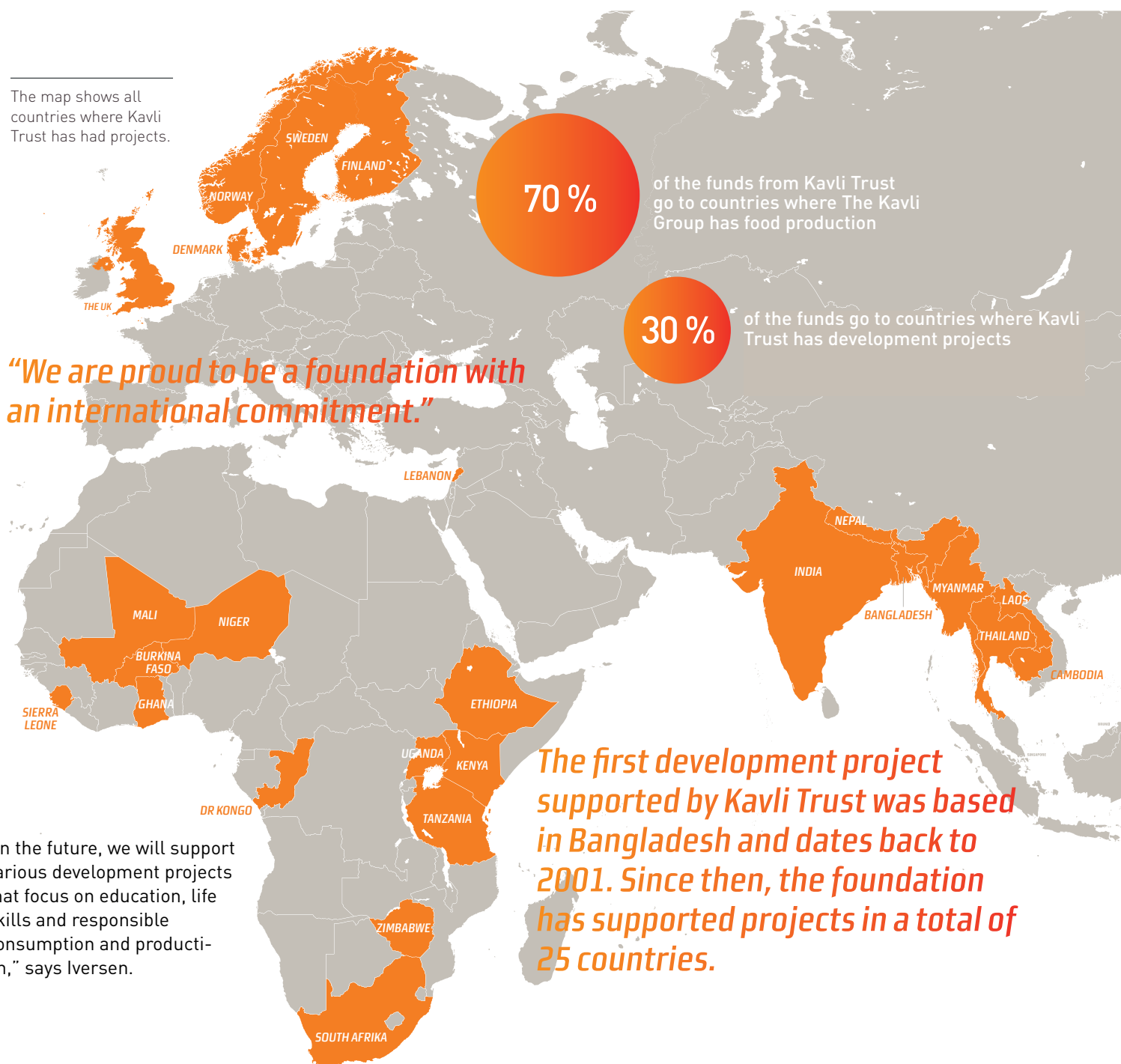
70 %

of the funds from Kavli Trust go to countries where The Kavli Group has food production

30 %

of the funds go to countries where Kavli Trust has development projects

The first development project supported by Kavli Trust was based in Bangladesh and dates back to 2001. Since then, the foundation has supported projects in a total of 25 countries.



Annual account and report from the Kavli Trust Board 2020

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1. KAVLI TRUST'S ACTIVITIES IN 2020

1.1. PURPOSE AND TASKS OF KAVLI TRUST

O. Kavli and Knut Kavli's Charitable Trust (Kavli Trust) owns Kavli Holding AS (The Kavli Group). It is this ownership that enables the charitable work of Kavli Trust. Part of the profit from The Kavli Group is reinvested in order to strengthen and develop the business, while the rest is spent on charitable causes within the fields of humanitarian work, scientific research and culture. Additionally, a separate financial portfolio is managed that equalises both the non-profit activity and any capital requirements of The Kavli Group.

The Kavli Group was established by Olav Kavli in 1893. In 1962, his son, Knut Kavli, established Kavli Trust and transferred ownership of the group to Kavli Trust. In line with Olav Kavli's will, Kavli Trust distributes all its profits / dividends from The Kavli Group to humanitarian, cultural and scientific causes.

Charitable work is the overall purpose of Kavli Trust. For this to be possible, the exercise of ownership and the control of the foundation's financial resources must be safeguarded and managed in a way that creates further value.

Allocations of funds by the foundation have significantly increased over the last years, from NOK 20.6 million in 2011 to NOK 117.8 million in 2019. In 2020, the allocations amounted to NOK 94 million.

The strategy is revised yearly. In October 2020, the board adopted a new edition of the document Governance and development of Kavli Trust as a basis for future work and development of the foundation. The unique qualities of The Kavli Group are only apparent when seeing the foundation and the companies of The Kavli Group in context. Throughout 2020, Kavli Trust and the group have collaborated to develop the communication platform "Love to Share". The purpose is to increase awareness of the ownership structure and the fact that the entire profit from The Kavli Group is allocated to good causes. The aim is to let consumers know about our ownership structure, that we allocate our entire profits to good causes, and that every time they choose a product from Kavli, they are making a difference.

The Kavli Trust communication should be open, accessible and engaging. Consumers should easily get information about what they are supporting by choosing Kavli products.

Kavli Trust also aims to support and contribute to the communication efforts by our collaborative partners, i.e. our grant recipients. By sharing information about their work in our communication channels, offering advice, knowledge and, in some instances, communication resources, we continue to fulfil the mandate of Kavli Trust.

1.2 THE BOARD

The Board of Kavli Trust is required to have in-depth knowledge of the business side of The Kavli Group alongside experience within the culture sector, science or humanitarian work. A minimum of one board member must have expertise in finance or investment.

The board composition of 2020:

Aksel Mjøs - chair
Solfred Lind - trustee
Dag J. Opedal - trustee
Lise Hammergren - trustee

During 2020, the Board of Kavli Trust held seven minuted ordinary board meetings and three minuted phone or email meetings. The annual accounts and annual report for 2020 were approved at the board meeting on 28 April 2021.



THE BOARD: From left: Chairman of the Board, Aksel Mjøs, Lise Hammergren, Solfred Lind and Dag J. Opedal.

Photo: Anne Elisabeth Næss / Kavli Trust

The Annual General Meeting for Kavli Holding AS was held on 28 April 2020.

1.3 ADMINISTRATION

There are 3.2 full time equivalents (FTEs) in the administration as of 31.12.2020. Inger Elise Iversen is the General Manager. The head office is in Bergen, and the visiting address is Sandbrekkeveien 91, Nesttun, Bergen, Norway.

1.4 ACCOUNTANT

Kavli Trust's state authorised accountant is Hallvard Aarø of PricewaterhouseCoopers AS.

2. OWNERSHIP IN THE KAVLI GROUP

The Kavli Group is one of Norway's largest, oldest and most prominent international food producing companies with its own production facilities in Norway, Sweden, Finland and the UK. Income is generated from the sale of foods under the Kavli brand and strong local brands such as Primula Cheese, St. Helen's Farm, Druvan, Eriks, Planti and Q-Meieriene in the Nordic countries and the UK. The Kavli Group is owned 100 per cent by Kavli Trust through Kavli Holding AS. The Board of Kavli Trust constitutes the Annual General Meeting (AGM) of The Kavli Group. Finn Jebesen is the chair of the board of The Kavli Group holding company Kavli Holding AS, and the Kavli Trust trustees, Aksel Mjøs and Dag J. Opedal, represent Kavli Trust on the Board of Kavli Holding AS.

Employees of The Kavli Group are proud to work for an organisation that allocates its profit to good causes. The employees are involved in deciding how some of the funds are allocated. Every year, all employees in the four different countries nominate and vote for a selection of local projects to receive funding, the so-called "employee nomination".

In 2020, the Board of Kavli Trust has been kept up to date on the group's



LOVE TO SHARE: Process Operator and Training Manager in Kavli Norway, Martine Alden Pettersen and Susann Berg from Make-a-wish Norway who received NOK 500,000 from Kavli's employee nomination in 2020.

activities and performance development through briefings at board meetings by CEO Erik Volden, and strategy meetings by Finn Jebesen and CEO of The Kavli Group, Erik Volden.

Kavli Holding AS had operating revenues of NOK 4.2 billion in 2020, compared to 3.7 billion in 2019, and an annual after-tax return of NOK 92.7 million compared to 79.2 million in 2019. Dividends received by Kavli Trust and

recognised as income in 2020 were set at NOK 73 million.

The board recognises that The Kavli Group has also in 2020 had challenges in relation to parts of the operations in Britain and in Finland. The construction of a new dairy plant on Jæren, on the west coast of Norway, represents the largest investment in the history of The Kavli Group and is a particularly demanding task.

"The employee donation and our ownership structure are the most important reasons why I want to work for Kavli Norway"

Ingrid Mørkeseth, responsible for food safety in Kavli Norway

The board is satisfied with the overall development of the group, both in terms of financial growth, development and results, not least the continuous positive market development of core products. The board fully trusts the management of The Kavli Group to hold their responsibilities in the best possible way, and will continue to be a committed and well-informed owner.

3. FINANCE AND MANAGEMENT

Kavli Trust's income source is a combination of annual dividends from Kavli Holding AS, interest on loans to Kavli Holding AS and returns from our own financial means. As per the Kavli Trust strategy, the aim is to build up a separate capital reserve so that, if necessary, it can provide capital injections to the Kavli Group and ensure that the non-profit activity does not depend on annual dividends from Kavli Holding AS. Furthermore, the investment portfolio contributes to a risk-based balancing of the total assets of Kavli Trust.

The board attaches considerable importance to a management strategy that takes into account relevant risks and a longer investment horizon, financial responsibility and the need for liquidity. The board has, on advice from Grieg Investor, adopted a long term investment strategy for financial assets. The portfolio is invested in funds. Grieg Investor advises on the choice of management and funds, as well as providing monthly portfolio reports. Current asset composition, as of 31 December 2020, corresponds to strategic priorities.

Implementation of the financial strategy has been continuously monitored by CIO Knut Nordenhaug and

Asset classes	Return on investments as of dec. 12, 2020 (%)			
	Portfolio share (%)	Portfolio	Reference index	More/less return on investments
Norwegian bonds	13.80	5.00	4.95	0.04
Global bonds	20.96	5.74	5.22	0.51
Norwegian stock	8.03	6.61	7.33	-0.73
Global stock	46.18	12.83	12.98	-0.14
Real estate funds	11.03	10.16	10.16	0.0
Cash	0.00			
Total portfolio	100	9.62	10.05	-0.42

the investment committee consisting of chair of the Kavli Trust Board, Aksel Mjøs and trustee Dag Opedal, with regular reporting and support in board meetings. As of 31.12.2020, the market value of Kavli Trust's financial portfolio, after loans to Kavli Holding AS were deducted, was NOK 467.2 million. The return in 2020 was NOK 40.2 million.

The board considers the return on financial assets in 2020 to be satisfactory.

SUSTAINABILITY

Kavli Trust's overall goal is to maximise the long-term value creation of invested

capital and at the same time contribute to sustainable development. Kavli Trust assumes that a good return over time depends on sustainable development in an economic, environmental and social sense.

Kavli Trust is aware of its responsibility as an owner, investor and social actor, and wants to use this position to contribute to positive change for society, people and the environment.

Kavli Trust recognises the UN Sustainable Development Goals as the world's common roadmap for a more sustainable world and that investments

"Kavli Trust's overall goal is to maximise the long-term value creation of invested capital and at the same time contribute to sustainable development."

3. FINANCE AND MANAGEMENT

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are an important tool in the global work to achieve these. The Kavli Trust's long-term ambition is to increase exposure to investments that contribute to achieving the Sustainable Development Goals.

Kavli Trust further recognises the Paris Agreement and wants to contribute to achieving the 2-degree goal. Kavli Trust must therefore have a conscious approach to carbon emissions and carbon reserves from companies in its portfolio. Kavli Trust will have a lower share of carbon in its portfolio than the rest of the market. Kavli Trust regularly measures the carbon share in its portfolio, both on emissions and reserves.

A committed NOK 6 million has been paid into The Voxtra East Africa Agribusiness Growth Fund, an "Impact Investment" fund. USD 551,000 has also been invested in an agricultural fund for a social purpose managed by responsAbility in Zurich, Switzerland. The foundation also owns equity certificates for NOK 1 million in Cultura Bank, which is in addition to the financial portfolio.

Kavli Trust's own operating costs (excluding allocations) in 2020 were

NOK 13.3 million. In 2019, operating costs were NOK 18 million.

Kavli Trust has no obligations beyond those set aside in the financial statements or discussed in this annual report. Net income before allocations for Kavli Trust were NOK 99.1 million for 2020 (compared to NOK 125 million in 2019). The board believes that the income statement and the balance sheet with accompanying notes provide satisfactory information on the year's activities and the foundation's position at year-end.

"It makes me proud to work for a company that gives back so much to society"

Jone Ditlefsen, TPM Coordinator in Kavli Norway



4. CHARITABLE WORK

4.1 OVERVIEW

The Kavli Trust statutes say: “O. Kavli and Knut Kavli’s Charitable Trust (Kavil Trust) is a trust with the object of promoting humanitarian causes, research and culture through the award of grants as determined by the board of trustees of Kavli Trust.”

Kavli Trust is the owner who makes a difference by not only giving a part of the profit, but all of it for good causes. We are here to make a difference. We are here for others!

Since its creation in 1962, Kavli Trust has supported many humanitarian, cultural and scientific research projects, all chosen for their high potential for benefit. Our goal is to create positive ripple effects in people’s lives, not only for individuals, but in local communities and in society at large.

Kavli Trust aims to be a responsible, trustworthy, competent and always relevant collaborator, functioning within our priority areas. We reach our goals by working in a responsible, long term, skilled and devoted way.

The Covid-19 pandemic

The level of activity among our recipients has in 2020 been strongly affected by

the Covid-19 pandemic. Overall, our impression is that a lot of good work has been done. Our collaborative partners have had to quickly adjust, improvise and adapt to the infection control measures.

Throughout the year, Kavli Trust has tried to be a supportive and responsible donor. We have maintained a close dialogue with our partners, and together we have found the best solutions within the spaces of opportunity.

4.2. THREE MAIN CATEGORIES AND THE UN SUSTAINABLE DEVELOPMENT GOALS

Three overall categories form the basis for selecting which projects to grant funding: humanitarian work, scientific research and culture. The three categories are specifically stipulated and stated as criteria for allocation in the Kavli Trust statutes.

The areas to be prioritised within the various categories are defined in the governance document for the Kavli Trust allocation strategy, which is regularly revised and adopted by the board.

In 2020, the administration and the board carried out a comprehensive revision of the foundation’s allocation

“O. Kavli and Knut Kavli’s Charitable Trust (Kavil Trust) is a trust with the object of promoting humanitarian causes, research and culture through the award of grants as determined by the board of trustees of Kavli Trust.”

strategy. The strategy is valid until 2021 and is revised annually by the board. We believe that a new and narrowed allocation strategy with a thematic focus, and a geographically adapted partner strategy, will strengthen the effect of the Kavli Trust allocations.

The distribution key between the categories is maintained: 60 per cent of all allocations must go to humanitarian projects, 30 percent to scientific research and 10 per cent to culture.

The same applies to the geographical distribution. 70 per cent of the funds are allocated to projects in countries where The Kavli Group operates: Norway, Sweden, Finland and the UK. The remaining 30 per cent is allocated to projects in developing countries in sub-Saharan Africa and in Asia.

Kavli Trust focuses on three of the UN Sustainable Development Goals, as a foundation for our priority areas:

Goal 3: Good health and wellbeing

Goal 4: Quality education

Goal 12: Responsible consumption and production

This is how we will contribute to the Sustainable Development Goals within our three main categories:

4.2.1. HUMANITARIAN WORK



Mental health for children and adolescents

Kavli Trust strengthens the mental health of children and adolescents with various life skills and educational programmes.

4. CHARITABLE WORK

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Kavli Trust wants all children and adolescents to be healthy, safe and have the opportunity to develop their skills. Education, independence and confidence are key to empowering children and adolescents so that they flourish and thrive in whatever they choose to do.

Responsible consumption and production

As the owner of a food group, Kavli Trust has a special responsibility to contribute to sustainable solutions within responsible consumption and production. We therefore support innovative programmes for redistribution and reuse of resources.

Education

Kavli Trust believes that knowledge and education are key to creating lasting changes in society and people's lives. We therefore support dissemination of research about mental health of children and adolescents, and responsible consumption and production. We also support quality education and programmes that ensure children and adolescent's school participation, and the rights and inclusion of at-risk groups.

4.2.2. SCIENTIFIC RESEARCH



Kavli Trust is a representative of private, voluntary funding, and plays an important role where public funds are

not sufficient. Kavli Trust supports demand-driven research that is anchored in specific evidence gaps and that is relevant to users.

The foundation supports research that prevents and combats mental disorders in children and adolescents through The Kavli Trust Programme for Health Research. The programme is run in collaboration with the Norwegian Dam Foundation acting as the executive partner until 2023.

In the funding agreement from 2018, Kavli Trust allocated a total of NOK 35 million to this work over the next few years.

In 2020, the scientists Gerd Kvale and Bjarne Hansen continued the work of promoting The Bergen 4-day Treatment for severe anxiety disorders (OCD) internationally.

4.2.3. CULTURE



Kavli Trust works to ensure that as many children and adolescents as possible have the opportunity to experience, create and partake in cultural activities. We support cultural activities as a means to promote unity, inclusion and integration. We also support projects that facilitate good activities and cultural experiences to at-risk groups as well as children and adolescents.

4.3. THE EMPLOYEE NOMINATION

The Kavli Group has over 800 employees, who all contribute to creating the funds that Kavli Trust allocates to good causes. Our employees are also important ambassadors for our businesses, for Kavli Trust and for the projects we fund.

The employee nomination is one of the annual highlights of The Kavli Group. All employees in The Kavli Group vote on a number of causes that will be granted funding. The Kavli businesses in each country hold nomination and selection processes and a shortlist is presented to Kavli Trust, who makes the final decision. The selected organisations are invited to receive a cheque and celebrate together with the employees. The level of engagement with the employee nomination is high, and this direct involvement of the employees with the work of the Kavli Trust is regarded as a natural and important element to instil pride, ownership and solidarity.

Did you know ...

... that the artist Rolf Aamot and concert pianist Jan Henrik Kayser were the first to receive a grant from Kavli Trust? They received 5,000 NOK each, which is equivalent to 56,000 NOK today.

... that Kavli Trust gave the landmark sculpture "The Blue Stone" to the city of Bergen? Today, it is one of the city's most well-known meeting places.



The Blue Stone" in Bergen.
Photo: Wikipedia

4. CHARITABLE WORK

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4.4. PROJECTS THAT RECEIVED FUNDING IN 2020

All of the major allocations are reported on www.kavlifondet.no/en



COLLABORATION: CEO Kristine Aasheim of Kavli Norway and General Manager of Kavli Trust Inger Elise Iversen presented a cheque on the occasion of a new collaboration agreement with Guttas Campus, Bergen, December 2020.
Photo: Trond Høines / Spoon Agency

ALLOCATIONS 2020 (figures in NOK 1000)

The Bergen-4-day Treatment	Scientific research	Norway	7.000
City, University of London	Scientific research	UK	8.459
NORCE Norwegian Research Centre AS	Scientific research	Norway	10.000
University of Oslo	Scientific research	Norway	5.075
Employee nominations, Kavli Norway	Humanitarian	Norway	3.000
Employee nominations, Kavli Sweden	Humanitarian	Sweden	3.000
Employee nominations, Kavli UK	Humanitarian	UK	3.000
Employee nominations, Kavli Finland	Humanitarian	Finland	1.000
Seedling projects 2020 (see other list)	Humanitarian	Norway	4.000
Minor projects 2020 (see other list)	Humanitarian	Norway	6.000
Food Banks Norway	Humanitarian	Norway	1.800

Norwegian Climate Foundation	Humanitarian	Norway	2.250
The Salvation Army, Norway	Humanitarian	Norway	1.500
Gothenburg City Mission (food bank)	Humanitarian	Sweden	1.200
The Key	Humanitarian	UK	500
LEAP Science & Maths School	Humanitarian	South Africa	6.400
Curious Monkey	Humanitarian	UK	1.000
Tore's Africa Foundation	Humanitarian	South Africa	2.500
Food Banks South	Humanitarian	Norway	1.000
Goodify	Humanitarian	Norway	1.600
Guttas Campus, Vestland	Humanitarian	Norway	1.500
Mind Sverige	Humanitarian	Sweden	2.500
Streetlight Schools Jeppe Park	Humanitarian	South Africa	4.500
Food Banks Innlandet	Humanitarian	Norway	2.000
Skåne Stadsmission (matsentral)	Humanitarian	Sweden	2.012
Trygga Barnen	Humanitarian	Sweden	1.000
Maskrosbarn, Malmö	Humanitarian	Sweden	1.500
The Salvation Army, UK	Humanitarian	UK	1.600
Stockholm Stadsmission (Ung Stasjon)	Humanitarian	Sweden	2.500
Sage Gateshead	Culture	UK	3.000
KonstKnekt	Culture	Norway	900
The Winter Festival in Bergstaden	Culture	Norway	200
Bergen International Festival	Culture	Norway	500
Total allocations in 2020			93.996

4. CHARITABLE WORK

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* MINOR PROJECTS 2020 (figures in NOK 1000)			
Impact Hub Bergen	Humanitarian	Norway	400
Matsentralen Sør	Humanitarian	Norway	600
SoCentral	Humanitarian	Norway	350
Voksne for Barn	Humanitarian	Norway	150
Voksne for Barn	Humanitarian	Norway	200
Little Big Help	Humanitarian	India	250
TV-aksjonen 2020/WWF	Humanitarian	Norway	300
Eco Moyo Education Center	Humanitarian	Kenya	350
Sammen for en jobb	Humanitarian	Norway	500
Farm for the future	Humanitarian	Tanzania	400
Oslo Freedom Forum	Humanitarian	Norway	250
Changing Stories Nepal	Humanitarian	Nepal	400
Det Norske Teatret (billettgavefond)	Culture	Norway	400
Lofoten Internasjonale Kammermusikkfest	Culture	Norway	350
Den Nationale Scene (billettgavefond)	Culture	Norway	350
Ungdomssymfonikerne	Culture	Norway	300
Barrat Due musikkinstitut	Culture	Norway	300
Stormen konserthus	Culture	Norway	150
Sum minor projects			6.000

* SEEDLING PROJECTS 2020 (figures in NOK 1000)			
Sosialt Entreprenørskap Rogaland	Humanitarian	Norway	75
Hjerte for Sandnes	Humanitarian	Norway	350
Stiftelsen Institutt for spiseforstyrrelser (Villa Sult)	Humanitarian	Norway	150
PlayOnside	Humanitarian	Thailand	50
Stiftelsen Barnevakten	Humanitarian	Norway	100
SOS Children's Villages Norway	Humanitarian	Norway	50
The Human Aspect	Humanitarian	Norway	200
Food Banks Norway	Humanitarian	Norway	75
Erikshjelpen	Humanitarian	Sweden	188
SAMsteget	Humanitarian	Sweden	150
Abildsø gård	Humanitarian	Norway	350
Teenage Cancer Trust	Humanitarian	UK	250
Impact Hub Bergen	Humanitarian	Norway	500
Little Big Help	Humanitarian	India	250
Rafto Foundation	Humanitarian	Norway	186
Vitensenteret Innlandet	Culture	Norway	76
Smeltedigelen Musikkfestival AS	Culture	Norway	150
Norsk kunstdatabase	Culture	Norway	300
RAUSfestivalen	Culture	Norway	100
Senter for Livshjelp	Culture	Norway	200
Kulturhjerter	Culture	Norway	250
Sum seedling projects			4.000

5. ETHICS, HUMAN RIGHTS, DIVERSITY, ENVIRONMENT AND SUSTAINABILITY

Ethics

As a charitable trust, ethical operations lie at the very foundation of Kavli Trust. This is ensured through a set of rules and regulations, which are evaluated on a regular basis.

These include, among other things, zero tolerance for corruption, principles of conflict of interest and partiality, external duties and working conditions, confidentiality and discretion, information and IT systems, business practices and environment, and health and safety.

Kavli Trust also has its own ethical guidelines for communication. These include basic values and principles in our communication, general language style and how we talk and write about people and societies who benefit from the projects we fund. We are particularly concerned with representing people and collaborating partners in a balanced and dignified manner, ensuring that we do not contribute to stereotypes or prejudices.

Kavli Trusts seeks out responsible collaborating partners who share our values and whom we can identify with.

Equality and diversity

Kavli Trust works in accordance with Norwegian anti-discrimination rules related to gender, pregnancy, parental leave, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression.

Through our allocations, we contribute to promoting universal human rights such as access to education and health services.

The work environment is considered to be good. As of 31 December 2020, Kavli Trust has four female employees, and the board consists of two men and two women. The board emphasises that both genders are equally represented.

Climate, environment and sustainability

The climate is affected by the operations of Kavli Trust through its office facilities and travel. With three employees working in Oslo and Bergen respectively, everyone must be aware of organising their work in such a way to reduce their carbon footprint. The most effective step is to limit travel generally and strive to use environmentally friendly, low emission transport.

Kavli Trust will continue to support projects with climate and environmental purposes.

"It means a lot to work for such a great company that is founded on the Kavli Trust"

Marit J. Kanney, Art Director at Kavli Norway



6. KAVLI GROUP ACCOUNTS

Kavli Trust has prepared the consolidated accounts together with an overview of the foundation's business activities, in accordance with the requirements of the Norwegian Accounting Act (Regnskapsloven).

The annual profit for The Kavli Group is NOK 92.7 million before distributions to charitable activities, compared to NOK 104.2 million in 2019. The consolidated financial statements for Kavli Holding AS show the economic development of the business sector separately. The consolidated financial statements for Kavli Holding AS were presented to the Board of Trustees of Kavli Trust on 5 May 2021, with a profit after tax of NOK 66.6 million for 2020, compared with NOK 79.2 million in 2019.

For further information, refer to the annual report for Kavli Holding AS.



*Kavli Trust
is expected
to allocate
around 100
million NOK
annually until
2025.*

7. VIEW AHEAD AND CONTINUED OPERATION

In a short space of time in 2020, Norway and the rest of the world has ended up in a crisis situation. The need to take responsibility through good deeds and charitable contributions is greater than ever.

Kavli Trust has several collaborative partners who are continuing to help people during this very unusual time of crisis. Many of them are currently serving those most affected by the crisis, such as people experiencing loneliness, exclusion, poverty and other difficult situations.

We are pleased to be able to help by supporting organisations such as Kirkens SOS (helpline) Goodify, food banks in Norway and Sweden, Mind Sweden and The Salvation Army in Norway and the UK.

The total amount to be allocated to good causes will vary in the years to come. The Board of Trustees, together with the General Manager, will continue the development and visibility of Kavli Trust's operations. The board is very positive with regards to the future development of Kavli Trust.

The board considers the conditions for continued operation to be fully present.

Bergen, May 5 2021

Aksel Mjøs
Chairman of the Board

Solfrid Lind
Member of the Board

Dag J. Opedal
Member of the Board

Lise Hammergren
Member of the Board

Inger Elise Iversen
General Manager



LOVE TO
share
)

All profits
go to charity

