

Curriculum Vitae

Personalities:

Name: Håkon André Berg

Address: Bergstøveien 24, 4625 Flekkeroy

Phone: +47 411 92 257

Email: haakon.a.berg@gmail.com

Date of Birth: 30.09.1980

Marital status: Married, 2 children (born 2001 and 2005)

Education:

2005 – 2007 Norwegian School of Economics and Business Administration

- Master's Degree Programme in Financial Economics
- Masteroppgave: Voting right regulations in European listed companies (Grade: A)

2002 – 2005 BI Norwegian Business School Ålesund

- Bachelor in Business Administration
- Specialization in accounting, tax and fee

1996 – 1999 Molde High School

Work experience:

2023 Skeie Technology CEO

2019 - 2022 Salmon Evolution ASA
CEO (CFO first 3 month)

- Raised capital to build a globally leading land-based salmon farmer
- Built the company from a "powerpoint presentation" to getting into operation
 - Built organization from 6 to 70 employees on 3 continents
 - Made acquisitions, established JV structures and strategic partnerships
- Established strategic partnerships with, among others, Dongwon, Cargill,
- Carrying out demanding construction project of first full-scale land-based fish farm in Europe

2017 – 2019 Carried Away AS
Consultant in own company

- Board work
- Transactions
- Strategy work/processes

2015 – 2017 Broodstock Capital AS
Partner and co-founder

- Fundraising
- Dealflow generation and investment processes
- Methodology and investor dialogue
- Exercise active ownership/board work
- M&A

2008 – 2015

Midvestor Management AS
Partner

- Dealflow generation and investment processes
- Exit processes
- Investordialog
- Board work in portfolio companies
- M&A

2007 - 2008

Argentum Private Equity AS
Associate

2006

Revisorgruppen Bergen
Associate auditor

Selected offices:

2018-2021

Chairman: Luminell Group, Pure Norwegian Seafood (led and implemented M&A processes in both companies, which ended in sales to Glamox and Måsøval Fiskeoppdrett respectively in 2021) and board member of Nofence AS and SHM Solutions AS.

Has previously held a number of directorships and deputy/observer positions in portfolio companies of Midvestor and Broodstock, as well as other directorships.

Directorships and ownership interests mainly within aquaculture/seafood as well as maritime/offshore/suppliers to oil & gas. In addition, some within tech/software

Language:

English

- Fluent

Summary

- Master of Science, Chemical Engineering, Norwegian University of Science and Technology.
- Entire career within the energy industry, more than 10 years in offshore wind.
- Extensive management experience from business development, project development, operations and market
- Multiple directorships in joint ventures and holding companies in Norway, UK, Germany and US
- In depth understanding of the offshore wind business
- Strong commercial mindset

Some achievements:

- Developed a corporate market analyses function covering oil, gas and power in large Norwegian energy company
- Developed the world's first floating windfarm to commercial feasibility in the UK
- M&A - Negotiated and restructured the ownership of a major UK windfarm joint ventures
- Managed winning bids for offtake contracts for offshore wind project on the US East Coast
- Developed, negotiated and implemented new operating model for UK wind assets in operation achieving synergies of scale

Work Experience

February 20 – current Equinor, Vice President Operations, North Sea

Area manager for Greater Wash in North Sea Region in New Energy Solutions, reporting to Senior Vice President North Sea. Asset owner and operationally responsible.

Directorships:
Equinor New Energy AS
Equinor Wind AS
Scira Ltd
Dudgeon Offshore Wind Ltd
Dudgeon Extension Ltd
Scira Extension Ltd

June 17 – January 20	<p>Senior Advisor and member of leadership team to Senior Vice President for Wind and Low Carbon in New Energy Solutions</p> <p>Directorships: Dudgeon Offshore Wind Limited and two Dudgeon holding companies Arkona offshore Windfarm (until November 2018) Equinor Wind US LLC Equinor New Energy Limited (until August 2018) Equinor New Energy AS Equinor Wind AS</p> <p>Special project assignments:</p> <ul style="list-style-type: none"> • Advisor and member of Project Management Team on implementation of new strategy and organisation for New Energy Solutions • Bid manager for the Empire Wind project, responsible for the bid for ORECs in the 2018 solicitation in New York • Bid manager for the Boardwalk Wind projects, responsible for the bid for ORECs in the 2018 solicitation in New Jersey • Business development manager for application for Agreement for Lease for Scira and Dudgeon extension projects in the UK • Project manager and Company and Manger liaison for ownership transfers for Scira Offshore Energy Limited and Dudgeon Offshore Wind Limited
Jan 15 – June 17	<p>Equinor – Wind and Low Carbon Development – Vice President Asset Management</p> <p>Asset owner for offshore wind assets in development, execution, and production, including Scira, Arkona and Dogger Bank. Main achievements restructuring of the ownership of Equinor’s Dogger Bank joint ventures, including acquisition and swap of assets as well as transfer of Manager role to Equinor for the Sheringham Shoal Windfarm (Scira)</p> <p>Directorships Scira Offshore Energy Limited Forewind Limited (Dogger Bank) Hywind Scotland Limited Arkona Offshore Windfarm Equinor Wind US LLC Equinor New Energy Limited Equinor New Energy AS Equinor Wind AS</p>
Jan 11 – Dec 14	<p>Equinor - Wind Business Development – Head of Business development unconventional wind (floating)</p> <p>Business development floating wind. Developing Hywind Maine and Hywind Scotland projects to feasibility, securing lease and power offtake. Asset owner of technology company Hywind AS. Business development activities for floating wind, extending to Europe, US and Asia (Japan).</p>

Directorships:
Hywind AS
Sway AS
Sway Turbine AS
Scira Offshore Energy Limited
Hywind Scotland Limited
Equinor Wind US LLC

- April 09 – Dec 10 Equinor - Offshore Wind - Project manager and Head of Market and Regulatory Affairs
- Various project roles, Hywind pilot plant, business development, market assessments, Scira PPA, regulatory affairs in UK and US, wind strategy
- Oct 07 – April 09 Equinor Gas Trading and Operations - Head of Gas Operations
- Heading up a 24/7 operated Gas dispatch function for piped gas sales to Europe, based in Norway and UK
- 2000 – 2007 Norsk Hydro – International Oil and Gas, and Marketing
- Various management roles:
Head of Market Analyses – a corporate function providing long term analyses, including scenario analyses for oil, gas and power markets
Key account manager – Long term gas sales – managing long term contracts in various European markets
Head of Asset Management – Angola Block 17 – Managing Hydro’s ownership in the joint venture through development and execution of several large size oil projects in Block 17 Angola
- 1986 - 1999 Saga Petroleum AS – Various roles, including management roles
- Development and execution of various oil and gas projects
Head of Economic Analyses
Head of Field Development

Education

The Norwegian University of Science and Technology, Trondheim, Norway
Master of Science - Chemical Engineering
Graduation 1986

Curriculum Vitae

PERSONAL INFORMATION

Name: Marit Solberg
Address: Storhaugen 31A, 5009 Bergen
E-mail: maaasolb@gmail.com
Telephone: +47 90 18 12 87

Born: 11.11.56 in Bergen

EDUCATION

1977-80 BSc Biology, Chemistry and Mathematics, University of Bergen
1982-84 MSc Microbiology, specialisation Marine Ecology, UiB
1996 Leadership development course, Administrative Research Institute
AFF
2003/04 Leadership/Team Building training, Mercuri Urval

KEY QUALIFICATIONS

Wide knowledge, understanding and networks in the global Aquaculture business.
International leadership of large organizations, in different cultures and with good financial results.

Long experience and successful results within restructuring, mergers and change management in large organizations.

High level of technical and biological expertise in aquaculture as well as in large scale fish processing.

CAREER

2017 – 2019 COO Farming Canada, Ireland, Scotland and the Faroe Islands
Member of Marine Harvest ASA Group Management team

2011 - 2017 COO Farming Marine Harvest Group
Responsible for financial results and production in Marine Harvest's 6 farming countries with 4000 employees. (22% of global salmon production).
Member of Marine Harvest ASA Group Management team

2007 - 11 Managing Director in "new" Marine Harvest Norway A/S,
after merger with Fjord Seafood Norway and Pan Fish Norway
Member Group Management Team Marine Harvest ASA

2002 - 06 Managing Director Marine Harvest Norway A/S
Member Management team Marine Harvest Europe
From 2005 including Stolt Seafarm Norway

2001 - 02 Regional Director in Marine Harvest Norway A/S

- 1996 - 01 Several Senior Management positions in Hydro Seafood A/S
Board member of subsidiary/minority companies
- 1985 - 95 Biologist and later Production Manager in MOWI A/S
In this period Mowi A/S was developed from a small farming company
to a profitable fully integrated company along the whole value chain.
- 1981,84-85 Researcher at Institute for Marine Research, Bergen
Oil pollution and hormones in salmon.

SPECIAL PROJECTS

- 1997-99 Member of The Wild Salmon Committee, reviewing the situation of
wild salmon stocks and presenting proposals for management
strategies and action programmes.
Public Report NOU 1999:9
Employer: Ministry of Environment

DIRECTORSHIPS

Present;

Blom Fiskeoppdrett AS	2022 -
Sparebankstiftelsen Sparebanken Vest	2021 -
Barramundi Group LTD	2021 -
AquaCon AS	2020 -
Nekkar ASA	2019 –
GC Rieber Compact AS (Emergency Food)	2016 -

Former;

Norcod AS	2019 -2022
Havlandet Norcod AS	2019 -2022
Patogen AS	2019 -2021
Bergen Chamber of Commerce and Industry	2017- 2019
Sparebanken Vest, Vice Chairman	2008 -2016
Norwegian Seafood Export Council, Chairman	2013 -2015
Norway Pelagic ASA	2008 -2010
Business Region Bergen	2007 -2010
Sintef Fisheries and Aquaculture	2007 -2010
Aqua Gen AS	2007 -2009
Norwegian Seafood Federation (FHL)	2005- 2010
Institute of Marine Research	2001- 2005

The Fish and Aquaculture Research Fund, Vice-Chairman	2001- 2003
The Norwegian Veterinary Institute	2000 -2006
Fish Farmers Association Western Norway, Chairman	1998- 2000
A range of Mowi / Hydro Seafood / Marine Harvest national and international subsidiaries	

CV

Name: **Ditlef de Vibe**
Address: **Sigyngs gate 2A**
0260 Oslo

Born: **October 3rd 1954**

KEY QUALIFICATIONS

Extensive operational and commercial competence with knowledge in how to make companies successful. Strong capabilities in sales management, organisational development, strategic planning and deal making. Broad international experience from executive management positions and board positions abroad.

WORK EXPERIENCE

- 2010 - **Avant AS**
Founder and chairman
Avant AS is a Norwegian private investment company. Avant AS invests primarily in the IT and Telecommunications industries.
- 2001 - 10 **Kistefos Venture Capital (KVC) AS**
CEO and Managing Partner
KVC has the responsibilities for Kistefos's venture capital investment activities. KVC invests primarily in the IT and Telecommunications industries, as these are industries with a high level of innovation and solid deal-flow. The KVC portfolio has in general shown an impressive revenue and profitability growth over the years. In 2006 a new fund was established with 300 MNOK under management. The fund has had an IRR of 33 %. Key factors for our success have been active ownership, finding good companies to invest in and good exits.
- For 18 month I lived 50 % of my time in San Francisco being executive chairman and acting CEO of GIPS (a listed SW company that I sold to Google) besides my responsibilities running the fund in Oslo.
- 1996 - 01 **IBM EMEA (Europe Middle East & Africa)**
1999 - 01 **Director of Network Outsourcing & executive for the relationship with AT&T in EMEA.**
IBM sold IGN (IBM Global Network which was the major part of Network Services (NS) in IBM) for 5 billion USD to AT&T in 1998. The sale led to that 90 % of the business IBM had within network services was transferred to AT&T. As the IBM executive responsible for the AT&T relationship my responsibilities were:
- Divide the 2500 people NS organisation into one part leaving to AT&T and one part that was retained in IBM
 - Closing of the transaction with AT&T for all countries in EMEA
 - The executive relationship with AT&T
 - Network outsourcing
- 1998 - 99 **IBM EMEA**
Director of Network Services Sales EMEA.
The organisation consists of 5 regions with appr 450 sales and sales support people and was responsible for all sales of connectivity and e-business services in Europe Middle East and Africa. The revenue was more than 500 MUSD/year and we had the highest year over year growth in IBM Global Services.
- 1996 - 98 **IBM EMEA**

Director of Network Outsourcing Services EMEA.

Established a pan European organisation consisting of 100 people and built up networking outsourcing as a new business unit in IBM.

- 1995 - 96 **Ericsson Norway**
Vice President .
Responsible for Ericsson's business in the Norwegian market in addition to export to countries in Africa and Asia where Norwegian development funds were used.
Was recruited to Ericsson to help change the culture from an engineering oriented to a more business and customer oriented culture.
- 1984 - 95
1995 **IBM Norway**
Director, sales executive.
Responsible for sales and marketing to all large customers in Norway.
- 1994 - 95 **Sales director.**
Responsible for sales and marketing to the following industries:
- Telecom and media
- Government
- Travel
- Transportation
- 1990 - 94 **Branch office manager.**
Responsible for IBM sales and marketing to the Norwegian Telephone Company and the government market.
- 1989 - 90 **Program manager, assignment in USA.**
Identifying customer requirements for large system education, making courses available for IBM's education centres and skill transfer to the instructors.
- 1987 - 88 **Sales representative.**
Responsible for IBM's sales to the Norwegian Telephone Company's IT department.
- 1984 - 87 **Instructor and System engineer.**
Teaching customers in the use of mainframes (IBM's large computer systems).
Sales and system support to the sales team responsible for the Norwegian Telephone Company.
- 1982 - 84 **Research and teaching.**

BOARD EXPERIENCE

Has been/is chairman of the board in the following companies: Vissim AS, UBConnct AS, Halogen AS, Griptel AS, Opplysningen 1881AS, Digitale Medier AS, GIPS AB, Parodial AS, Catch Communication AS, Carrot Communication ASA, Catalyst One Inc, Infront AS, Online Services AS, Kistefos Venture Capital Management AS.
Has been/is board member in the following companies: RigNet Inc, Effera AS, Toktumi Inc, Kelkoo SA, Ementor AS (today ATEA), Crel AS, Incatel AS, Norsk Informasjonsteknologi AS (NIT), Kistefos Venture Capital II DA.

EDUCATION

Master of Science, University of Oslo 1981.

LANGUAGES

Fluent written and spoken English. Some German and French.