



Global entities



ScaleAQ – our markets

Faroe Islands Agent

Klaksvik

Iceland 3 employees

Reykjavik

Canada 15 employees

Campbell River

New Brunswick

Newfoundland

UK & Ireland 14 employees

Fort William

Shetland

Poland 4 employees

Gdynia

Chile 200 employees

Puerto Natales

Puerto Varas

350 employees **Norway**

Austevoll

Bergen

Bømlo

Florø

Frøya

Harstad

Haugesund

Hitra

Rørvik

Sandnessjøen

Skodje

Sykkylven

Tovik

Tromsø

Trondheim

200 employees **Vietnam**

Hanoi

Nha Trang

Agent **Dubai - UAE**

Dubai

9 employees **Oceania**

Hobart





UK & Ireland

Key responsibilities

- Driving sales and service, financial responsible for the region
- Understanding the local market, key customer account responsible
- Ensure effective and coherent management of Service and Support
- Engaging with academia, policy makers and government bodies
- Ensuring HSEQ is a key priority within the daily activity

14 employees

Fort William

Shetland





Graham Smith

General Manager UK

30 years experience in Aquaculture Industry. Held several senior management positions, including 10 years as Regional Production Manager for Scottish Seafarms, Shetland. Sat on the company Business Management Team.

Has a strong understanding of global Salmon industry and the challenges it faces.

A wide experience of building, managing and motivating teams, with a focus on best practise and high standards.

Joined ScaleAQ in 2020.



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- Previous member of Tesco Sustainable Farming Group and represented the Scottish Salmon industry on their R&D Committee
 - Had a leading role in introducing the first Thermolicer into Scotland
 - Winner of Crown Estate Best Marine Site of the Year (Loch Kishorn)



Canada

Key responsibilities

- Driving sales and service, financial responsible for the region
- Understanding the local market, key customer account responsible
- Ensure effective and coherent management of Service and Support
- Engaging with academia, policy makers and government bodies
- Ensuring HSEQ is a key priority within the daily activity

3 offices, 15 employees

Campbell River, Newfoundland, St. Stephen





Genny West

General Manager Canada

25 years in Aquaculture:

PR Aqua - 17 years in aquaculture engineering (RAS) and hatchery design. Moved into technical sales and project management

Pentair – 4 years Regional Sales Manager, West Coast of North America

Syndel – 2 years Regional Sales Manager, Specialty Feed Additives and Aquaculture Veterinary Pharmaceuticals

Joined ScaleAQ in 2019.



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- Mechanical Engineering Technology, Camosun College, Victoria BC
 - Fisheries and Aquaculture, Vancouver Island University
 - Cornell University – Recirculating Aquaculture Short Course Certificate



Oceania

Key responsibilities

- Driving sales and service, financial responsible for the region
- Understanding the local market, key customer account responsible
- Ensure effective and coherent management of Service and Support
- Engaging with academia, policy makers and government bodies
- Ensuring HSEQ is a key priority within the daily activity

1 office – 9 employees

Huonville





Pete Letters

General Manager Oceania

Opened Oceania branch as only employee doing everything service, sales and accounting.

An all rounder with a diverse background primarily in small companies in construction, utilities, agriculture, manufacturing, mining, fishing and hospitality industries.

Joined ScaleAQ in 2014.



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- University of Tasmania - Bachelor of Engineering (Mechatronics) 2007-2012
 - University of Tasmania – Business and Computer Science
(Partially completed 2005-2006)



Iceland

Key responsibilities

- Driving sales and service, financial responsible for the region
- Understanding the local market, key customer account responsible
- Ensure effective and coherent management of Service and Support
- Engaging with academia, policy makers and government bodies
- Ensuring HSEQ is a key priority within the daily activity

1 office, 3 employees

Hafnarfjörður





Höskuldur Steinarsson

Regional Manager Iceland

Experience in aquaculture in Iceland from various angles;
Previously both chairman and manager of The Icelandic Fish
Farmers Association

Co – founder and manager of Fjardalax salmon farm as well
as Johnson Marine Iceland, a wellboat and service boat
company operating in Iceland.

Joined ScaleAQ in 2020.



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- Business degree from The Icelandic Technical University
 - Degree in Economics from The University of Bergen



Chile

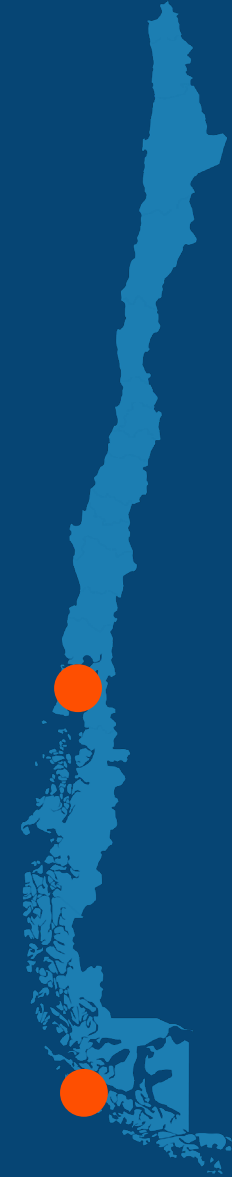
Key responsibilities

- Overall financial responsible for the region
- Understanding the local market, key customer account responsible
- Ensure effective and coherent management of Service and Support
- Engaging with academia, policy makers and government bodies
- Ensuring HSEQ is a key priority within the daily activity
- Optimize local supply chain, including procurement, inventory management, logistics and production

2 offices, 200 employees

Puerto Varas – production, service, adm. 185 employees

Puerto Natales – service 15 employees





Carlos Arenas

CEO Chile

28 years in the Salmon industry

- 6 years in IT dept of Salmon companies
- 8 years in Akva as (ITC Manager)
- 14 years in ScaleAQ (Mercatus, Ocea, Steinsvik)



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- Civil Engineer in Information Technology



Vietnam

- Production site for camera, feeding stations and other related products
- Deliver products on time with guaranteed quality to achieve customer satisfaction
- Responsibility for Scale complying with government requirements, laws, standards and routines in Vietnam

2 offices – 200 employees

Nha Trang – Production, Software,

185 employees

Hanoi – Software,

15 employees





Patric Witting

General Manager Vietnam

Has over 30 years of experience in LEAN production and organizational development. Has held several senior positions in Production, Quality & Environment, branch manager, development dep.

International experience from working in international companies with operations in Europe and Asia

Has previously held various senior positions within SAAB, General Motors, Plastal, Euromaint and Stena Metall

Joined ScaleAQ in 2019.



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- Construction and civil engineering
 - Certified Auditor for ISO / TS, ISO 14001, OHSAS 18001
 - Certified LEAN White, yellow, green & black belt, Kaisen, Six sigma, 5s
 - Education in HSE, Management, Finance, HR, security, legal knowledge, SWOP (Stena way of Production) SWOB (Stena way of branches).