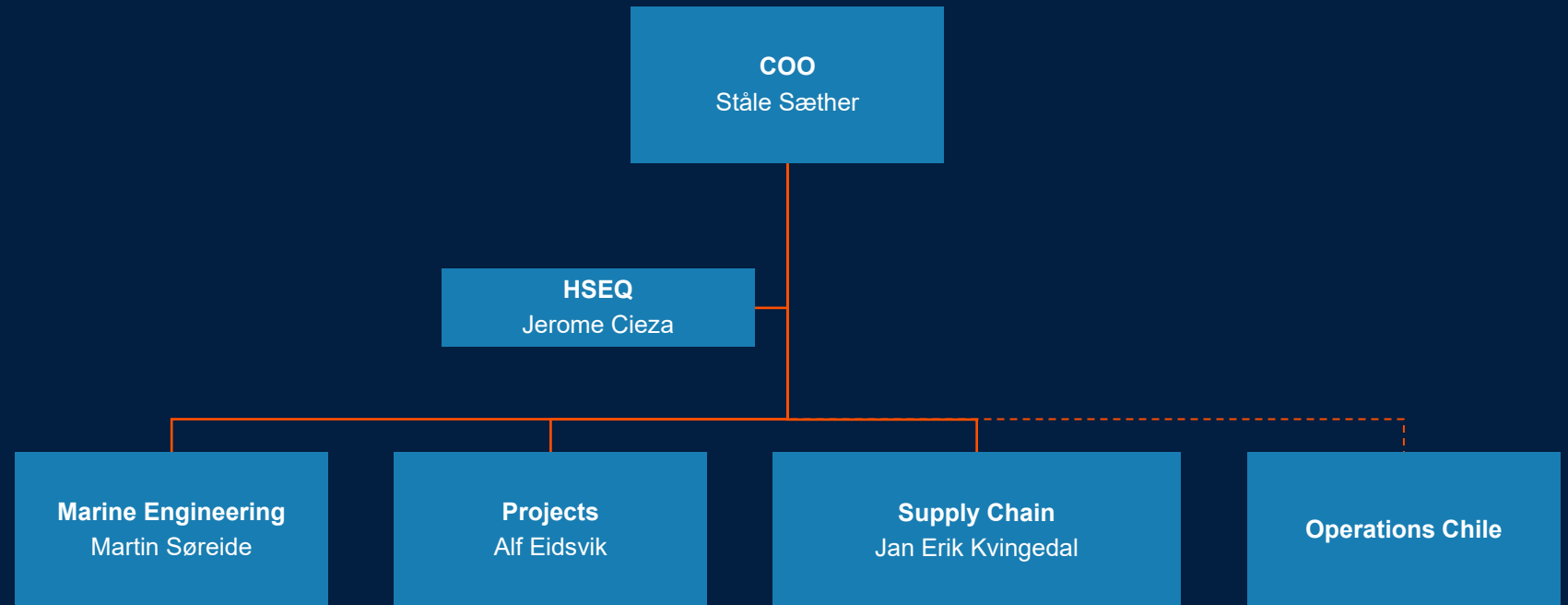




Operations

- Optimize the global supply chain, including procurement, inventory management, logistics and production
- Execution of all global project orders in cooperation with all supporting departments
- Product portfolio standardization including cost efficient design at necessary quality
- Responsible for service and support to our customers
- Global Quality Assurance and HSE
- # FTE's Norway: 200





Ståle Sæther

Chief Operational Officer

Over the years managing most of the positions in Aqualine, CEO since 2019, Logistics and Operational Director prior to that.

Special focus on delivering at reliable expectations and securing that the operational side supports in a best possible manner for the aquaculture business worldwide.

Experience from optimizing operational organisation to be in total control of time and cost. Responsible for ERP implementations. Has previously held lectures in global operations at NTNU and speaker at different forums, related to the polymer & aquaculture industry. Developed and automatized solutions in 2001 to track transportcost

Joined ScaleAQ in 2001

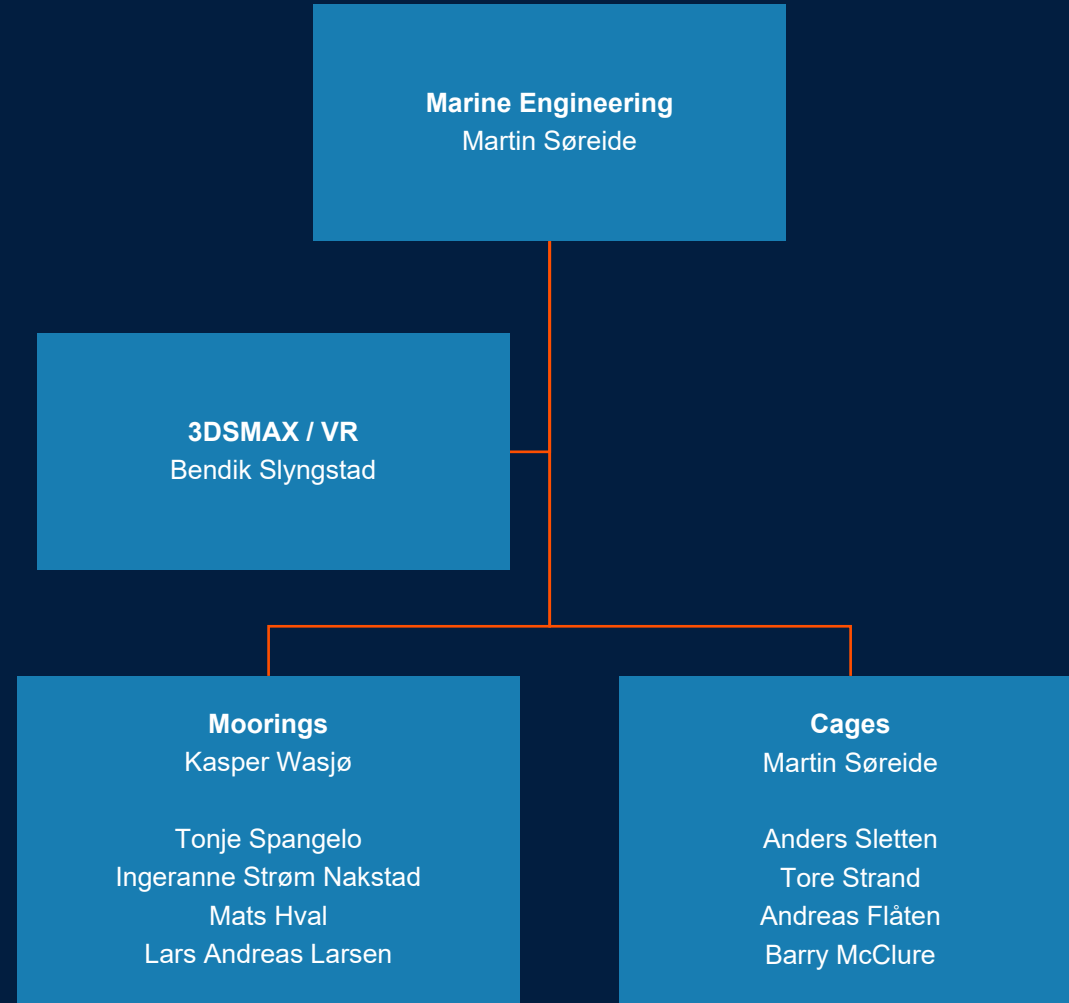


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- Studies in Market Economy
 - Long-life experience in leading operations of Aqualine



Operations – Marine Engineering

- Product Managers sea based systems
- Accredited Mooring Analyses
- Virtual Reality Modelling
- Follow-up production and SOWs
- Develop and improve products/systems, at the right price, quality and Time to Market focus, according to the market and customer's needs and expectations.
- Ensure that deliveries are according to governing Regulations and Standards, including analyses, advisory and equipment
- # FTE's Norway: 8





Martin Søreide

Technical Director – Marine Engineering

Extensive experience from various positions in Statoil ASA until 2014, covering Research, Marine Operations, Development and Project Management. Strong focus on reliability of Marine Constructions and risk-based designs.

CTO in Aqualine from 2014; responsible for Mooring Analyses, product developments, technical integrity and production SOWs and follow-up in e.g. Asia.

Joined ScaleAQ in 2014.

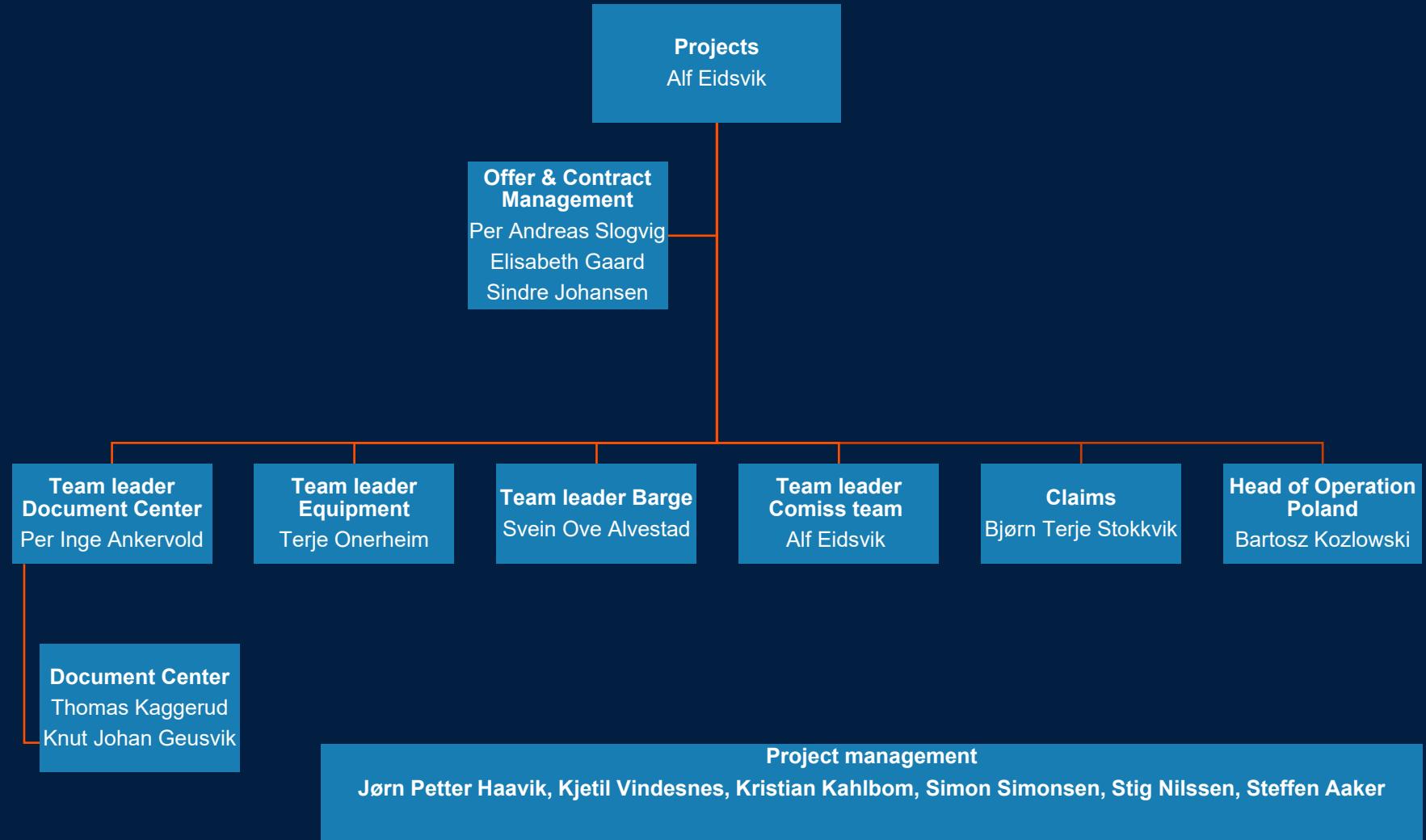


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- M.Sc. Marine Offshore Engineering – NTNU (2002)
 - Corporate Trainee Programme – Statoil ASA (2004)
 - Lecturer NTNU – Marine Operations and Sealoads
 - Board Member – NTNU Bridge Programme, Aquaculture
 - Group Member – Exposed Aquaculture – Sjømat Norge
 - Member of NS9415:2021 committee – Responsible for Working Group 2 on technical chapters



Operations – Projects

- Calculation and offers to sales organization for all global project requests
- Support sales organization in technical – calculation - offering – contract negotiation
- Execution of all global project orders in cooperation with all supporting departments
- Project order documentation
- Specific products responsibility for products like barge – thermolicer, e.t.c that often has a high level of customized products
- Responsible for following up main suppliers like yards bigger production sites and specific project suppliers globally
- Responsible for Installation – FAT – SAT – training of customer – claimd handling connected to all project orders
- # FTE's Norway: 18





Alf Eidsvik

Director – Projects

Extensive technical professional competence and experience with product development from shipbuilding and the offshore industry.

Broad experience with building a company and global organization from building phase up to a turnover of 350 million.

International experience with associated restructuring and merging of company from Harding and Palfinger.

20 years of experience in ship building

Joined ScaleAQ in 2019.

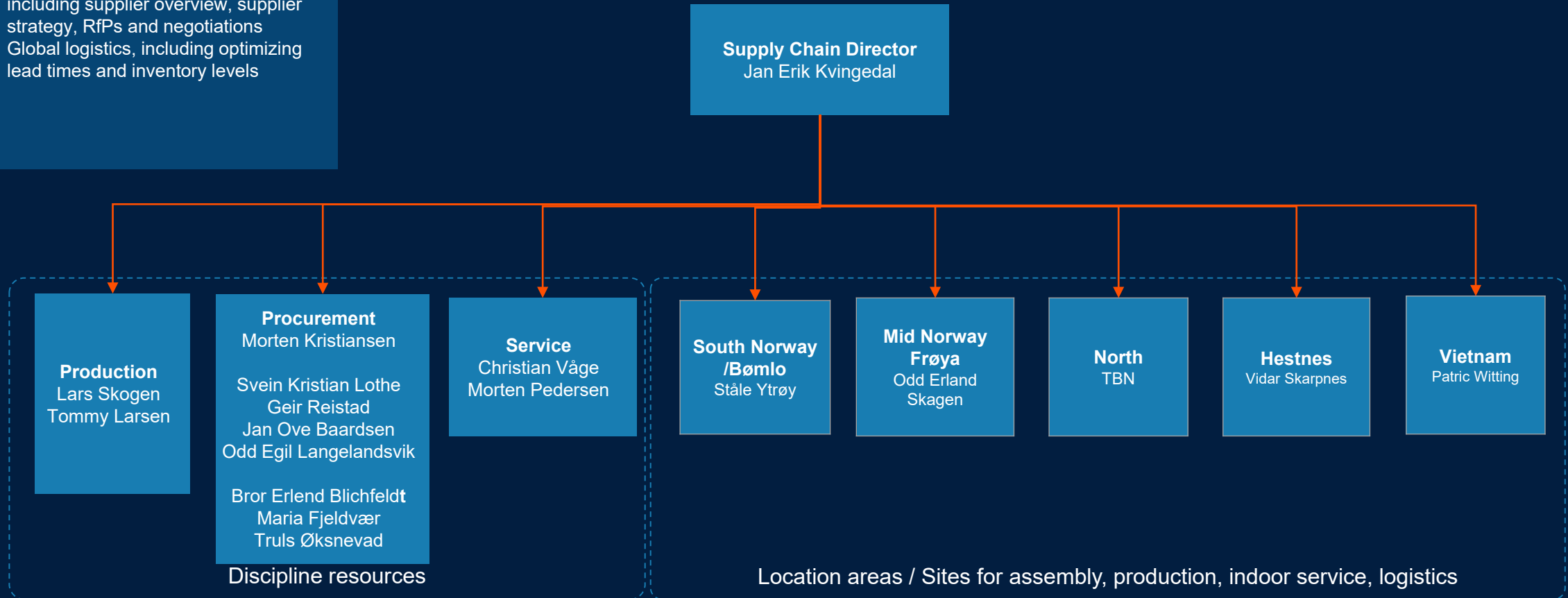
Certificates: industrial plumber, mechanic, sheet metal worker





Supply Chain

- Optimize global supply chain, including procurement, inventory management, logistics and production
- Global procurement responsibility, including supplier overview, supplier strategy, RfPs and negotiations
- Global logistics, including optimizing lead times and inventory levels





Jan Erik Kvingedal

Director – Supply Chain

Extensive experience from various positions in manufacturing, maintenance and logistics management.

18 Years in various management positions as a supplier to Seaculture business in BEWI.

Operational experience combined with extensive change management experience in Intra and Norsk Kylling

5 years with management experience in the Seaculture business in Mowi.

Joined ScaleAQ in 2020



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- B.Sc. Production and maintenance management – HiST (2000)
 - M.Sc. Production and Quality Management – NTNU (2002)



Jerome Cieza

HSEQ Director

Extensive experience from operational and strategic work within HSEQ, risk management, business and organizational development.

Local and international exposure to most aspects of the HSE fields in operations, project organisations and service industries in top/middle management. Held similar HSEQ Director positions in Statnett SF (Power Grid) and EMGS (Seismic).

Joined ScaleAQ in October 2019 and progressed in different roles unto HSEQ Director November 2020.



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- Norwegian School of Business - Solstrand AFF Young leaders program - Management development program
 - NTNU Trondheim - Norway (Faculty of Geophysics and Petroleum Engineering) - M.Sc. Environmental Resource Engineering