

Profiles:

CEO Atle Eide (49) is Norwegian and comes from the position as CEO of the “old” Pan Fish Group. He has previously held positions as CEO Kverneland Group, CEO Hydro Seafood, Managing Director Skretting (Nordic Operations) and Executive Vice President Eikmaskin Group. Former board member or chairman of various companies/organisations including Energivekst (Hitech Vision), Statkorn Holding (Cermaq), Norway Royal Salmon, Alsaker Fjordbruk, SalMar, Fokus Bank ASA , FHL and FHL Aquaculture. He has significant experience from aquaculture, seafood, M&A, change management and international management.

COO Hans den Bieman (48) is Dutch and is the current CEO of Marine Harvest based in the Netherlands. He has extensive experience in Aquaculture and previously held positions in Nutreco Holding N.V. as COO of Aquaculture from 2000 to 2005, his responsibility was both for the Marine Harvest and Skretting Feed businesses. Previously den Bieman gained international experience in both the USA and Chile from 1991 to 1999 with various executive positions as Managing Director. In 2005, den Bieman managed, as CEO, the successful global merger of Stolt Sea Farm and Marine Harvest. He has previously managed various large acquisitions in aquaculture, and integration processes for Nutreco in the past 8 years.

CFO Steven Rafferty (43) was born in Scotland and is currently the CFO of Marine Harvest based in the Netherlands. He has previously held various senior management positions as Financial Director Marine Harvest Europe and Financial Director Marine Harvest Americas, as well as Financial Director Marine Harvest Chile. Rafferty started working with Marine Harvest in Scotland in 1992 and brings comprehensive international experience within the area of finance, treasury, IT, integration management, M&A, aquaculture and strategy.

Thomas Farstad, (35) Director Business Development & Strategy is Norwegian and was Managing Director of Fjord Seafood Norway up until the merger with Pan Fish. His background includes Director Strategy and Business Development at Fjord Seafood, Associate at McKinsey & Co., and Project Engineer at Aker Maritime. Farstad brings wide international experience, excellent M&A and industry knowledge, and a solid academic background with an MBA from INSEAD in France and a MSc. in Engineering from MIT, USA.

Peter Gillies, (42) Director Human Resources is American by birth and holds Dutch and US citizenship. His previous position was Director of Learning & Development at Nutreco BV in the Netherlands and his background includes a number of general management positions in the information technology, automotive, and construction industries. He has broad experience with all aspects of organizational development and holds a master's and doctorate in business (organizational psychology).

Petter Arnesen, (49) Technical Director is Norwegian with long experience in the aquaculture industry and aquaculture research. He currently holds the position in Fjord Seafood of Vice President of Corporate Quality and Feed. He has also held international executive positions, including BioMar in Chile as Executive Director, and BioMar as R&D Director, plus a number of other related capacities including researcher at the Institute for Aquaculture Research (Akvaforsk).

Marit Solberg, (50) Managing Director Norway is Norwegian and is currently Managing Director of Marine Harvest in Norway. She has long experience in the aquaculture industry and was Regional Director for Marine Harvest Norway for several years and previously held senior management positions in Hydro Seafood as well as MOWI AS. Since 2002 Solberg has managed the extensive and highly successful turnaround of the Marine Harvest operations in Norway. She has a wide background in technical and production areas as well as merger and change management experience.

Torben Petersen, (60) Managing Director Chile is from Denmark and currently holds the position of Executive Vice President Americas for Fjord Seafood. He has many years experience in aquaculture with former positions as CEO of Fjord Seafood Chile and Managing Director of Compania Pesquera Camanchaca, a large Chilean fishery company. Petersen has also served in Greenland Home Rule as a consultant, Manager of Production and Development at Pesquera Inquique and General Manager at Joint Trawlers.

Vincent Erenst, (48) Managing Director Canada is from the Netherlands and is currently serving as Managing Director North America for Marine Harvest. He has vast aquaculture understanding coupled with wide international experience, most recently in Ecuador where he was Managing Director of Enaca, a large tilapia producer. Erenst has served as Managing

Director in six different countries and has gained valuable experience in mergers and integrations as well as change management. He has a Bachelor degree in Biology and a Masters in Biology (Aquaculture and Fisheries) from State University in the Netherlands.

Jo Dekeyzer, (39) Managing Director VAP was born in Belgium and is currently Managing Director for Fjord Seafood Europe. He brings great experience in especially sales, management, processing, and market knowledge. Dekeyzer has had a varied career in seafood serving in senior management positions in Fjord Seafood, Executive Director for Operations in the Pieters Group, and as Technical Manager in Morubel NV.

Alan Sutherland, (47) Managing Director Scotland is a Scottish native and currently Production Director of Pan Fish Canada. He has a long history in aquaculture having worked in a number of positions internationally including Production Manager in Canada and Scotland for Pan Fish and Farm Manager for Kendal Fish Farms, Selcoth Fisheries, and Rothesay Seafoods. He has a Bachelor of Science degree from the University of Aberdeen in Zoology.