

EDMUND-HUGO LUNDE, MPM®

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GLOBAL ENERGY MANAGEMENT EXECUTIVE

Vision, Strategy and Leadership to Optimize Company and Market Potential

Dynamic C-level executive who delivers breakthrough results in revenue, profitability, customer satisfaction, competitive position, and employee engagement. Recognized as a transformational change agent adept at turning around underperforming businesses and delivering significant earnings growth. Chief executive for businesses ranging from \$100 million with 500 staff up to \$1.2b with more than 7,000 staff in 10 countries.

A background in the International Oil and Gas industry holding senior level positions in Corporate, Business Unit and Project Management departments as well as Business Development, Research and Development, Business Strategy Development and Mergers & Acquisitions. Known as a strategic leader with solid technical expertise, broad experience and education and multi-lingual communication skills. Significant Chairman and Director of the Board experience. **Key Areas of Expertise:**

Business Leadership | Project Management | Global Business Strategy | International Mergers & Acquisitions | Global Business Development | Marketing | Employee Engagement | People / Resource Development | Technology and Innovation | Bilingual (English and Norwegian)

PROFESSIONAL EXPERIENCE

ARION Energy, LLC, Houston, TX

2017 – Present

Founder and Chief Operating Officer

Founder and Senior Executive responsible for the day-to-day operation of the business. Wrote company business strategy and business plan, prepared the financial projections, defined investment requirements (and investor presentations), outlined recruitment plan, and facilitated contact with investors / private equity firms for this privately held start-up energy services company (a key management team spin-out from a major Houston based energy services provider).

- Successfully promoted the new business to multiple investors and PE firms, and in January of 2018 secured necessary financial investments to launch the business as a Private enterprise.
- Profitable in 8 months, grew revenue from zero to \$35million in 18 months increasing headcount from 8 to 160.
- Recognized as the 2nd Best Company to Work for, and the 16th Largest Engineering Company in Houston, in 2019.

APPLY, Stavanger, Norway

2018 – 2020

Director of the Board

Apply is a leading multidiscipline engineering company delivering services to the oil and gas industry, including a range of services covering operations, maintenance and modifications for oil and gas production facilities on the Norwegian Continental Shelf (NCS). Apply Sørco is owned by Privat Equity firm HitecVision

- Provided executive management expertise, contributed to strategy development, and offered guidance on governance, operational, and financial performance. The objective being to position the business for divestiture. Merged into Moreld AS in 2020.
- Worked with the board to achieve significant growth (doubled in size), while focusing on long term strategies.

LEIRVIK AS, Stord, Norway

2018 – 2020

Director of the Board

For more than 40 years, Leirvik AS has been the world-leading supplier of aluminium living quarters, modules and after sales services to the offshore oil and gas industry, with significant expertise and experience in engineering, procurement, and construction of living quarter facilities. Private Equity firm HitecVision is majority owner.

- Provided executive management expertise, contributed to strategy development, and offered guidance on governance, operational, and financial performance. The objective being to position the business for divestiture. Merged into Moreld AS in 2020.
- Helped establish new strategy that transformed company capabilities enabling entry into new markets (infrastructure).

EMTUNGA AB, Gothenburg, Sweden

2018 – 2020

Director of the Board

Emtunga Solutions AB has been a world-leading supplier of advanced steel modular facilities / living quarters to the Oil & Gas and Pharmaceutical industry for almost 40 years. Emtunga has developed the modular section concept in an innovative way and has introduced it in several industrial segments, providing worldwide coverage of the markets and support ongoing project deliveries from offices in Vara, Gothenburg, Houston and Singapore. Emtunga is owned by Privat Equity firm HitecVision.

- Provided executive management expertise, contributed to strategy development, and offered guidance on governance, operational and financial performance. The objective being to position the business for divestiture. Merged into Moreld AS in 2020.
- Helped outline strategies to turn around an underperforming business, restructured operations + international growth.

AXON PRESSURE PRODUCTS, Houston, Texas

2018 – 2018

Director of the Board

Axon Pressure Products is a company specializing in the manufacturing, service and repair of Pressure Control Systems, BOPs, Valves, Manifolds, Elastomers etc. for Offshore, Subsea and Onshore applications. Axon is considered a #4 provider in the global oil and gas market for pressure control products and was owned by HitecVision (a major Private Equity firm).

- Provided executive management expertise as necessary to streamline operations in preparation for divestiture, was subsequently acquired by Pelican Energy Partners in October 2018

WOOD GROUP

1996 – 2017

WOOD GROUP AMERICAS, Houston, TX

2016 – 2017

President – Projects & Modifications (Americas)

Executive in charge, with full P&L responsibility for the Wood Group P&M business (the Americas portion of the legacy Wood Group Mustang business – approx. 4,000 staff), including all Business Units and three International Offices (Canada, US and Colombia). Chairman of the Board for WGM Norway, and Director of the Board for the MHDP Joint Venture in Saudi, as well as board member of approx. 20 different WG entities.

- Achieved significant market share growth, taking approx. 70% of the available offshore market and approx. 30% onshore, with revenues of approx. \$700 million.
- Successfully turned around a loss-making operation in Canada through application of new technology and innovative project execution strategies.

MHDP, Al Khobar, Saudi Arabia

2015 – 2017

Director of the Board

Provided executive leadership, business acumen, strategic thinking, general business management and governance as necessary to secure a long-term sustainable business operation for this Joint Venture Partnership.

- Helped establish MHDP as the premier EPCM provider in Saudi, securing long term agreements with Saudi Aramco, successfully growing business from approx. 200 staff to more than 1,200

WGM NORWAY, Sandefjord, Norway

2014 – 2017

Chairman of the Board

Led the pursuit and successful acquisition of Agility Projects from Private Equity firm HitecVision, a \$120 million acquisition of an EPCM company serving the Norwegian Oil & Gas industry. Upon closing of the acquisition took on the role of Chairman of the Board to manage the business integration, implementation of business strategies, growth objectives, define governance requirements etc.

- Established WGM Norway as a key EPCM provider in Norway securing long term contracts with Statoil (now Equinor).

WOOD GROUP AMERICAS, Houston, TX

2012 – 2017

Director – Joined Up Thinking (Americas)

Responsible for the strategy, planning, management, and coordination of Corporate BD initiatives in the Americas for this public company comprising of 46,000 employees operating in 50+ countries.

- Successfully established new business development communities of practice that achieved closer collaboration and integration of business development activities across more than 70 WG entities.
- Grew overall annual revenues generated in the Americas to more than \$3 billion.

WOOD GROUP MUSTANG – WGM, Houston, TX**2014-2016****Executive Vice President**

Executive in charge, and responsible for the day-to-day operation and growth of WGM, including all Business Units (approx. 7,000 staff) and ten International Offices (Canada, US, Colombia, Mexico, Argentina, UK, Norway, Saudi Arabia, Malaysia, China). Developed strategies and plans that allowed the business to secure multiple new project awards and increase market share at a time when the rest of the industry experienced significant downturns.

- Generated annual revenues of approx. \$1.2 billion with high single digit EBITA margins.

WOOD GROUP MUSTANG, Houston, TX**2012-2014****Senior Vice President – Global Business Development, Marketing, Strategy and Acquisitions**

Responsible for the merger of Alliance Engineering and Mustang Engineering, leading to the formation of Wood Group Mustang, a global LEADER in Up- Mid- and Downstream engineering. The combined business had approx. 8,000 employees and generated approx. \$1.5B in revenues.

Subsequently senior executive in charge of global business strategy, business development, marketing, employee engagement as well as corporate mergers and acquisitions.

- Drove the process to secure multiple major project awards, including the CVX Mafumeira Sul project offshore Angola (approx. \$150 million) and the Inpex Ichty development offshore Australia (approx. \$200 million).
- Spearheaded the first major contract in the Norwegian sector of the North Sea for Det Norske (now AkerBP), valued at over \$150 million.
- Led and completed multiple acquisitions, including the acquisition of Agility Projects in Norway (approx. \$120 million) and ATG in the UK (approx. \$100 million), leading a team of approx. 150 BD and M&A professionals in the US, Canada, Colombia, Argentina, UK, Norway, Saudi Arabia, Malaysia, and China.

ALLIANCE WOOD GROUP ENGINEERING, LP, Houston, TX**1996-2012****President****2009-2012**

Chief executive, responsible for the development and implementation of short and long-term strategies and plans as required for the successful growth of the company (approx. 500 employees), with offices in Houston - TX, Denver - CO and Canonsburg - PA. Responsible for organizational and resource development, HSEQ performance, customer delivery and satisfaction, financial results, and corporate compliance and reporting.

- Drove a company turnaround with a focus on application of Lean Project Execution Strategies, Operational Efficiency and Business Development. Resulted in strong growth returning the company from a loss to record level annual revenues (approx. \$100 million with 18%+ EBITA margins) in less than 18 months.
- Member of parent company Wood Group's 401K Benefits Committee.

Chief Operating Officer**2008-2009**

Responsible for the day-to-day operation of Alliance Engineering, including overall executive management of all Business Development, Marketing, Engineering and Project Management activities while reporting to the president. Initiated development of processes, procedures, systems, and tools that improved project execution while focusing on the safe and efficient on-time delivery of cost-effective engineering and design solutions.

Executive Vice President**2006-2008**

Responsible for overall Business Development and Marketing, managing a team of Vice Presidents and Marketing professionals while reporting directly to the President.

- Prepared and implemented new BD + Marketing strategies and plans as well as developed new tools to track and validate prospects for all of Alliance's businesses. Resulted in increased sales in a market that otherwise suffered from the global recession.
- Designated company spokesperson for media communications.

Vice President – Onshore Business Unit

Responsible for the consolidation of all Onshore activities at Alliance into the Onshore Business Unit (OBU), delivering onshore oil & gas production, pipeline, compression, transportation, processing, and storage projects. Grew OBU revenues and earnings to approx. 60% of company total within 3 years of start-up while employing less than 40% of the total staff.

Vice President – Pipeline Business Unit

Established the company's Pipeline Business Unit in 1996, reporting directly to the company President. Wrote the business plan, selected, and hired personnel, and established cost budgets, market plans, etc. for a full-service engineering, design, procurement, and construction organization. Grew Pipeline Business Unit revenues and earnings to more than 40% of the company total within five years of start-up.

Executive Sponsor and Sr. Project Manager

Performed management of various engineering and design projects within the oil & gas industry for pipeline & regulator stations, compressor stations, metering stations, gas storage facilities, processing plants, offshore platforms, and other.

FMC CORPORATION, Houston, TX

1995-1996

International Project Manager

Coordinated project management team, established organizational structure, and developed standards, processes, procedures and systems necessary to execute multi-million dollar projects for the worldwide oil & gas industry reporting directly to the General Manager. Managed projects in systems engineering & design, procurement, manufacturing, fabrication, installation, and commissioning for clients in Europe, Russia, Africa, and North & South America utilizing internal as well as external resources having full profit and loss responsibility.

KONGSBERG OFFSHORE, Kongsberg, Norway

1991-1995

Business Development Manager

Developed strategies, researched, and evaluated market-, technology-, and commercial opportunities, performed due diligence, including financial evaluations, established partnerships, gave go/no-go recommendations for acquisitions, and initiated new business ventures. Performed worldwide market and technology research and analysis, contract negotiations, as well as maintained close contact with customers and competitors. Extensive business opportunity evaluations performed in USA, Mexico, Europe, Russia, Middle East and Far East. In 1994 / 1995 also responsible for mergers & acquisitions, including the \$310 million acquisition of Moorco International (Smith Meter & Crosby Valves) for parent company FMC.

Development Manager

Established the Technology Research, Products and Development Department within the company Measurement Division growing the Department from 3 to 20 engineers within one year. Senior Project Manager for several R&D projects within the field of subsea technology, multiphase flow, computerized control systems, and new measurement technology (resulted in the development and introduction of several new products for the subsea and metering markets).

INSTRUMENT TECHNOLOGY GROUP, Lie, Norway

1991-2001

Principal Owner

Developed the company business idea, strategies and business plan, researched markets, initiated and performed recruitment of personnel (professional engineers MSc/PhD level), established co-operation with major oil & gas companies, and initiated contract agreements with customers providing them with the highest level of instrumentation and controls consulting services. Annual revenues were in the order of \$2.0 - \$3.0 Million. Established a subsidiary, Electrical Technology Group located in Oslo, Norway in 1994. All assets divested in 2001.

KVAERNER ENGINEERING as, Oslo, Norway

1987-1991

Discipline Lead Engineer, Instrumentation

Responsible for overall management of a team of 55 engineers, designers, technical staff, and administrators. Identified business opportunities, prepared business plans, developed quotations, estimated cost, resource, and schedule requirements, developed project teams, and executed projects including procurement of equipment and services and managed engineering teams for several petroleum industry projects. Managed Instrumentation and Telecommunication design for the Detail Engineering and the Follow-On phase of the Draugen field development project for A/S Norske Shell. Total scope of supply for Draugen (I&T Services, Equipment and Materials) was approx. \$60 Million. Saved the company over \$800,000 by completing scope of work ahead of schedule substantially below budgeted costs.

Deputy Discipline Lead Engineer, Instrumentation

Planned, controlled, followed-up, executed and completed all project tasks in the early phase of the Draugen project detail design. Provided the managerial, technical, and business/administrative expertise required for the successful completion of the Engineering Department/Discipline Scope of Work. Selected, hired, and managed a team of 40 engineers/designers/support staff.

Lead Package Engineer, Rotating Machinery

Provided the managerial, technical, and business expertise required for the successful engineering, design, testing and delivery of all rotating machinery for the BP Gyda Platform in the North Sea. Major equipment packages included five Ruston Tornado gas turbine driven power generation units, an electric motor drive compressor, and multiple pumping units.

KONGSBERG DRESSER POWER as, Kongberg, Norway

1984-1987

Manager, Development Test

General management of all activities related to gas turbine and compressor development testing, performance testing, product verification, quality assurance, and product acceptance. Initiated a cost savings program that resulted in major annual cost savings. Performed progress and resource planning, cost management and general business management and follow-up of a team of 15 engineers and technicians.

ROYAL NORWEGIAN AIR FORCE, Bardufoss, Norway

1979-1984

2nd Lieutenant

Promoted from Sergeant to 2nd Lieutenant after one year of service, having responsibility for aircraft maintenance, engine overhauls, instrument systems, etc., managing a team of 4 engineers/technicians. Researched and developed several innovative products that were introduced to cut costs. Recipient of RNoAF Award for Innovations.

EDUCATION / PROFESSIONAL TRAINING

AMP Capstone Module, INSEAD, Singapore Campus, Singapore

Advanced Management Program (AMP), INSEAD, Fontainebleau Campus, France

Master Project Manager (MPM), American Academy of Project Management, Houston, TX

Oil and Gas Mini MBA, CWC School for Energy, Houston, TX

BA, Business Administration, "Operations Economist" NKS-STI Business School, Oslo, Norway

Air Force Technical Officer, Air Force Technical College / Air Force Academy, Kjevik, Norway

HND Electronics and Instrumentation - Air Force Technical College, Kjevik, Norway

PROFESSIONAL AFFILIATIONS / COMMUNITY INVOLVEMENT

Member - Norwegian Society of Engineers (NITO), Member - American Management Association (AMA), Member - Project Management Institute (PMI), Member - American Academy of Project Management, Founding Member - Professional Institute of Pipeline Engineers (PIPE), Company Representative - Interstate Natural Gas Association of America (INGAA), Member - Pipeliner's Association of Houston

Published author in numerous Engineering / Oil and Gas publications. List of articles available upon request.

Members Choice Credit Union

2012-2014

Director of the Board

Elected to the board of this \$100M+ financial institution, one of the most successful credit unions in Texas

PUBLICATIONS:

2016 - "The Future of Engineering Technology", Newforma, Houston, USA
2009 - "Growing up in the Arctic didn't stop..." PL & Gas Journal, Houston, USA
2007 - "Managing Surface Risk", Gas Storage Finance & Investment Summit, Houston, TX, USA
2004 - "The Evolving World of Natural Gas Storage", GasWeek 2003, Houston, TX, USA
2001 - "EPC Contracting - A Challenge to Operator and Contractor Alike", PL&Gas Journal, Houston, USA
2000 - "Effective Project Management - More Important than Ever", ETCE/OMAE 2000, New Orleans, USA
1994 - "Multiphase Metering, a Tool for Cost Optimization", OSEA'94, Singapore.
1994 - "Cost Effective Marginal Field Developments", OTC '94, SPE, Houston, USA.
1994 - "Subsea Multiphase Metering", Society for Underwater Technology, London, England.
1993 - "Multiphase Metering for Reservoir Management", SPE Forum Series in Europe, Seefeld, Austria.
1993 - "Multiphase Metering", Subsea Engineering News, London, England.
1990 - "Field Instrumentation from Ekofisk to Troll", Norwegian Petroleum Society, Oslo, Norway
1990 - "Criteria's for Optimizing Instrumentation", Norwegian Society of Chartered Engineers, Oslo, Norway

CONTINUING EDUCATION / DIPLOMAS / CERTIFICATION:

2013 - INSEAD, Singapore, "AMP Capstone Module"
2012 - INSEAD, Fontainebleau, France, "Advanced Management Program (AMP)"
2011 - WG / Taylor Clarke, Houston, TX - USA, "Safety Leadership Program"
2011 - American Academy for Project Management, Houston, TX - USA, "Master Project Manager" (MPM®),
2009 - The CWC School for Energy, Houston, TX - USA, "Oil & Gas Mini MBA"
2008 - IBC Global Academy, Houston, TX - USA, "FPSO Houston"
2007 - Wood Group, Houston, TX - USA, "Emergency Media Communications"
2005 - PEICE, Houston, TX - USA, "Natural Gas Processing"
2005 - Wood Group, Houston, TX - USA, "Management Development Program, Part II"
2004 - Wood Group, Houston, TX - USA, "Management Development Program, Part I"
2003 - Alliance Engineering, Houston, TX - USA, "Management Supervisory Development Program"
1994 - Norwegian Society of Chartered Engineers, Oslo - Norway, "Underwater Technology"
1993 - Barnum Associates, Oslo - Norway, "Experience Compression Laboratory", Mgt. Dev. Program
1993 - Kongsberg Offshore a.s., Kongsberg - Norway, "KOS Management Development Program"
1992 - Kongsberg Intech, Kongsberg - Norway, "Microsoft Excel / Project"
1991 - IBC Technical Services Ltd., London - England, "Multiphase Operations Offshore"
1991 - Norwegian Society of Chartered Engineers (NIF), Oslo - Norway, "North Sea Flow Meas. Workshop"
1989 - Frost & Sullivan, London - England, "Advanced Engineering Management"
1988 - Frost & Sullivan, London - England, "The Engineer as Manager"
1987 - Kongsberg Våpenfabrikk, Kongsberg - Norway, "Computer Front-End System"
1987 - Hottinger Baldwin Messtechnik, Darmstadt - Germany, "Application of Strain Gauges"
1987 - Dresser Controls, Houston - USA, "Di-Tronics DC-990 Control System"
1986 - University of Cambridge, Cambridge - England, "First Certificate in English"
1986 - NIF, Oslo - Norway, "Modern Instrumentation Techniques for Measurement, Control and Analysis"
1985 - Kongsberg Gas Turbines, Kongsberg - Norway, "KG2 and KG5 Systems"
1985 - Froude Consine Ltd., Worcester - England, "Gem 4 Engine Test Facility with Computer Systems"
1984 - Royal Norwegian Air Force (RNoAF), Kjevik - Norway, "Bell UH-1B Helicopter Systems"
1983 - RNoAF, Kjevik - Norway, "Lynx Helicopter Hydraulic, Airframe, Rotor and Engine Systems"
1981 - Westland Helicopters, Yeovil/Sherborne-England, "Instrument / Electrical Systems"
1981 - Sperry Gyroscope, Bracknell - England, "GM9 Gyrosyn Compass Systems"
1981 - Marconi Avionics, Yeovil - England, "Westland Lynx Helicopter Flight Control and ASW Systems"

LANGUAGES

Fluent in Norwegian and English
Some knowledge of Spanish, French, German, Swedish and Danish