

VitaminSea.

AVENTA'S MAGAZINE

JANUARY 2024

#1



4



HIGHLIGHTS

- 4 A year of momentum: offshore wind thriving globally
- 6 Fuelling Marine Renewable Energy expansion through a €10 million boost
- 7 Aventa's 203 financial journey
- 8 New locations
- 10 Flash interviews

BUSINESS

- 12 Charting Aventa's trajectory in Consulting
- 15 Revolutionizing Engineering: innovation and insights
- 18 Unleashing Nerio, a new venture into the depths of marine excellence
- 19 Navigating new horizons: the QHSE & Risk Management unit

PROJECTS

- 20 Our projects around the world

EVENTS

- 22 Spotlight on 2023 events

DIGITAL

- 23 Aventa digital journey, pioneering Innovation

ACADEMY

- 24 Aventa Academy, shaping Aventa into a learning organization

26



PARTNERSHIPS

- 26 Driving offshore power revolution as founding member of Smart Subsea Hubs Project
- 27 Advancements in Subsea Power Cable security and stability
- 28 Steering the future of Marine Energy through collaboration & partnerships
- 31 Insights from the COMED Study
- 32 Stronger together: Gordon Foot's inspiring trek for safer Waves

IDENTITY

- 34 A blue dive into Aventa's identity

VitaminSea is an Aventa publication. Director of publication: Communication department. Email: communication@aventa.fr. **Contributors:** Julien Potier (NextStage AM), Laure Tavernier, Baptiste Faye, Francesco Saviozzi, Michele Zingari, Roberto Longo, Rémi Ledru, Jenna Mir, Nicola D'Incecco, Ruggero Basso, Kévin Pors, Silvana Davanzo, Charles-Hubert Basuiau, Florian Perez, Antoine Felix-Henry, Pierre-André Courbet, Stéphane Bogoratz (EVOLÉN), Gordon Foot, Albane Gros (G comme une idée). **Photos:** Aventa's library, Vanessa Pereira, David Pell, Norwegian Offshore Wind, Gordon Foot, Francesco Saviozzi, Enrico Di Maggio, Shutterstock. **Designed and produced:** G comme une idée - **Printer:** Gibert-Clarey Imprimeurs
Aventa - 14 rue Chevert, 75007 Paris - France. Internet: www.aventa.fr
 While Aventa strives to provide only the most precise information available, the editors, their employees, and their agents are not responsible or liable for any problems related to this issue.

Edito



As we reflect on the past year, 2023 emerges as a transformative period for Aventa, marked by significant milestones. The pinnacle of our achievements has undoubtedly been the solidification of our foundation through a €10 million funding. Our heartfelt gratitude extends to NextStage AM for entrusting our team, propelling Aventa into exciting new directions.

In this dynamic landscape, recognizing the art of posing the right questions has become vital. The ability to prompt thoughtful inquiries guides us toward deeper understanding and innovative solutions. Hence, we've decided to compile VitaminSea, a magazine offering insights gleaned from questions posed throughout the year. Learning from the past, seeking answers in the present, and preparing for the future are integral aspects of our ethos. VitaminSea will serve as a snapshot of Aventa's evolution over the last year, capturing the essence of our journey and providing valuable perspectives for the road ahead.

The choice of the name "VitaminSea" carries symbolic significance. Much like vitamin C, an antioxidant obtained through nutrition, our magazine serves as a nutritional source for our readers. Just as vitamin C nourishes the body, VitaminSea nourishes the mind, providing essential insights into Aventa's journey. The name also resonates with sea lovers, reflecting the magazine's connection to the vast and inspiring world of the sea.

We invite you to immerse yourself in a captivating journey through the offshore markets of Europe, France, and the USA. Explore our key figures, from finance to operational milestones. Uncover the global footprint of Aventa with new office openings and gain exclusive insights from a special interview with our CFO, Baptiste Faye, and COO, Laure Tavernier. The Business section unfolds the evolution of our Engineering and Consulting units, the emergence of Nerio, and the establishment of a new HSE division. Immerse yourself in our digital innovations with WeAventa, witness our transformation into a learning company through Aventa Academy, and explore impactful partnerships shaping our future. The last section highlights the story behind our identity, reflecting our commitment to growth and sustained involvement in the marine energy sector.

We express sincere appreciation to everyone who has contributed to our growth and success. Aventa is more than our creation; it is a collaborative endeavor, and we are immensely grateful for the support and dedication of our team and partners. Together, we are poised for a future where curiosity fuels progress, questions pave the way for innovation, and Aventa continues to flourish.

Thank you for being an integral part of our journey.
Sincerely,

Aurélien Zuccarini and Antoine Bosc
Founders

A year of momentum: offshore wind thriving globally



MACRO

The offshore wind industry is experiencing rapid growth and is poised to play a crucial role in the clean energy transition. With ambitious targets and significant investments, governments globally are intensifying their efforts, recognizing the immense potential and pivotal role offshore wind plays in achieving ambitious targets.

Europe: a leading force in clean energy transition

In the dynamic landscape of the offshore wind market, Europe stands out as a growing frontier in the global shift towards clean energy. The region witnessed remarkable progress in 2022, with 64.3 GW of offshore wind capacity installed, constituting 71% of global wind power installations. Despite this success, challenges persist in meeting climate and energy goals and Europe anticipates adding 380 GW in the next decade, totalling 447 GW by 2032. Success relies on collaboration, creating an environment supporting innovation, investment, and a robust supply chain. European initiatives, including the Green Deal Industrial Plan, REPowerEU plans, the Renewable Energy Directive (RED), the European Wind Power Package and the EU Action Plan for Grids, among others, emphasize a commitment to industrial sovereignty and local production.

France: a bold step towards net-zero emissions

When it comes to the wind offshore market in France, in December 2023, France announced a substantial call for tenders aiming to produce 10 GW of wind power by 2035. President Macron's announcement at the Assises de l'économie de la mer conference reflects France's commitment to offshore renewable energies. With already 8 GW of installed capacity, France's goal is to achieve 45 GW of offshore wind energy by 2050. President Macron firmly stated that offshore wind power would generate thousands of jobs during construction, insisting also on the importance of industrial sovereignty and being able to develop offshore wind power, whether fixed or floating, with for example turbines that are produced locally.



EUROPEAN WIND POWER PACKAGE

24 EU Member States committed to the European Wind Charter on 19 December, endorsing the European Wind Power Package. This strategic initiative aims to accelerate wind power deployment, enhance grid capabilities, and expand offshore projects. The action plan, building on existing Commission efforts, focuses on six key pillars: predictable deployment, faster permitting, improved auction design, access to finance, international competitiveness, skills development, and industry engagement. The ambitious commitment targets 111 GW of Offshore Renewable Energy by 2030, with a heightened 2050 goal of around 317 GW.

Sources:



REPOWEREU PLANS

In response to the global energy market disruption caused by Russia's invasion of Ukraine, the European Commission enacted the REPowerEU Plan in May 2022. This strategic initiative aims to bolster the EU's energy security by reducing dependency on Russian fossil fuels, achieving a nearly 20% reduction in energy consumption, and implementing caps on gas and global oil prices. Notably, REPowerEU has doubled the deployment of renewables, fostering significant investments in clean energy.

Source:



USA: rapid growth and ambitious targets

When it comes to the other side of the world, signs are also promising. The U.S. offshore wind market experiences rapid growth, driven by key incentives and the adoption of the Inflation Reduction Act (IRA), which offers new and bolsters existing pathways for the development of clean energy sources. These steps will make strides toward achieving the Biden administration's goal of a 50% to 52% reduction in greenhouse gas pollution from 2005 levels by 2030. In particular, offshore wind energy will be critical for building America's clean energy economy. Until recently, federal policy has privileged the fossil fuel industry but the Inflation Reduction Act is helping promoting responsible clean energy that also advances equity and community-led economic development. Congress and the Biden administration have begun to set the stage for developing responsible offshore wind leasing, promoting good union jobs, and prioritizing environmental justice communities. Offshore wind is a more cost-effective energy source than oil and gas, and the Inflation Reduction Act contains provisions that allow the United States to make progress on the goal of achieving 30 GW of offshore wind by 2030.

In summary, the offshore wind industry is experiencing a transformative year globally, with Europe leading the charge, France taking bold steps, and the USA showcasing rapid growth. The challenges and opportunities underscore the sector's pivotal role in achieving a sustainable energy future. Continued development of infrastructure, regulatory frameworks, and research is crucial.



RENEWABLE ENERGY DIRECTIVE (RED)

The RED is the legal framework for the development of clean energy across all sectors of the EU economy, supporting cooperation between EU countries towards this goal. Since the introduction of this directive, the share of renewable energy sources in EU energy consumption has increase.

Source:



EU ACTION PLAN FOR GRIDS

The European Commission has launched an Action Plan to accelerate the expansion and modernization of EU electricity grids, addressing challenges tied to rising demand and renewable energy integration. Key actions include expediting Projects of Common Interest, enhancing long-term grid planning, and providing regulatory incentives. Aligned with the EU's commitment to sustainable energy, the plan aims to swiftly meet 2030 objectives. The Commission has identified seven key challenges to hasten grid development, focusing on project implementation, regulatory frameworks, grid optimization, financing, permitting processes, and supply chain strengthening.

Source:



Fuelling Marine Renewable Energy expansion through a €10 million boost

FUNDRAISING

In a significant milestone for us, 2023 saw the successful closure of a €10 million funding round led by NextStage AM. This investment not only propelled us as a key player in the global Blue Economy but also reflected a shared vision of fast growth and the promising future of the Marine Renewable Energy (MRE) market.

Key to our success is our workforce of over a hundred employees strategically placed worldwide, ensuring close operational ties with major clients such as EDF, Vattenfall, and Prysmian. The exceptional growth, boasting a +50% investment average annual growth from 2019 to 2022, has driven turnover to nearly €25 million in 2022, with 80% coming from international operations. Our ambitious target is to surpass €100 million in revenues by 2025, showcasing a steadfast commitment to sustainable growth in the dynamic MRE market.

Central to our achievements is our innovative talent approach, exemplified by the well-known Aventa Job Matching (AJM), an AI tool that has cataloged 80,000 qualified profiles in the MRE sector. We are expanding our influence further with WeAventa, connecting recruiters with top talent in the Blue Economy. The Aventa Academy, from its side, underlines as well our commitment to addressing industry labor shortages through comprehensive training programs.

Aligned with the unprecedented growth in the global offshore wind market we aim to, with the strategic backing of NextStage AM:

- 1. Expand Internationally:** Open new offices for closer collaboration with industry leaders.
- 2. Drive Engineering and R&D:** Overcome technological barriers and stay ahead in the MRE market.
- 3. Capacity Building:** Empower the Marine Energy market by accelerating recruitment, training, and acquiring specialized skills.
- 4. Meet Market Demand:** Expand offshore services and strengthen the value chain for construction, maintenance, and installation.
- 5. Strategic Positioning:** Strengthen our market position and further develop our business model for future negotiations and partnerships.

For us, this strategic funding is a crucial step in supporting our rapid growth and consolidating our position as a key player in the renewable marine energy sector.

"As entrepreneurs we are fortunate to be part of the amazing momentum combined with a global change of energy mix. NextStage AM has fully understood our challenge of fast growth and shares our convictions regarding the promising future of the MRE market, as well as our philosophy of work. Their support further confirms the robustness of our engineering solutions and the added value we bring to our clients and our teams."
Antoine Bosc, co-founder.

"France holds all the cards needed to become a European and world leader in MRE. We have a top-notch national ecosystem, with key marine energy players as well as a network of universities, laboratories and test sites. This environment will enable us to develop innovative technologies to meet the challenges of energy transition and energy sovereignty, while contributing to enhance a new industry locally."
Aurélien Zuccarini, co-founder.



"We are very pleased to be supporting Antoine and Aurélien as Aventa enters in the "next stage" of their industrialization and internationalization. Also, this investment reflects the acceleration of NextStage AM's commitment in energy transition and clean environmental solutions."
Julien Potier, Partner at NextStage AM.

Aventa's 2023 financial journey

Unveiling key milestones and future prospects



In a groundbreaking turn of events, Aventa experienced an unprecedented **22% growth between 2022 and 2023**, setting the stage for a transformative year. This remarkable achievement reflects the company's commitment to innovation and adaptability in an ever-evolving market.

Aventa's growth trajectory is further amplified by successfully **securing 10 million euros in funding**. This capital injection positions the company for strategic initiatives and continued expansion.

Aventa's financial prowess came to the forefront in 2023. The company's ability to navigate challenges and capitalize on opportunities underscores its resilience in the competitive business landscape.

Global Footprint Widens



25

COUNTRIES ACROSS 5 CONTINENTS



In conclusion, Aventa's journey in 2023 has been nothing short of extraordinary, marked by financial triumphs, global expansion, and a commitment to diversity. As the year draws to a close, industry watchers are keenly anticipating Aventa's future moves and how it plans to build on the successes of 2023.

In **2024**, our overarching vision is to propel the organization into a phase of rapid expansion, targeting a remarkable 50% growth. Our key objective is to scale up operations through a multifaceted strategy, focusing on critical performance indicators.

The strategic roadmap for 2024 includes a robust plan for talent acquisition, aiming to recruit 150 new profiles to fortify our team. Additionally, we will explore new markets in Germany and the Netherlands, with a specific emphasis on Northern Europe, strategically positioning ourselves for increased market presence. Mergers and acquisitions are on the agenda, providing avenues for enhancing capabilities and solidifying our market position. Internally, we will encourage mobility and cross-functional collaboration, fostering innovation and efficiency. Participation in key projects, expansion of the client portfolio, and the implementation of cutting-edge tools, such as ERP, SALESFORCE, MDM, PRIMO, Cybersecurity, and WINDOWS DEFENDER, will be pivotal in achieving our growth objectives. Simultaneously, we aim to cultivate strategic partnerships to complement our offerings and extend our influence in the industry. Collectively, these initiatives form a comprehensive vision for 2024, underlining our commitment to sustained growth, innovation, and market leadership.

Diverse and Inclusive



1 in 5

PROFILES BEING FEMALE

(Gender distribution nearly 50/50 at the company's headquarters)

A positive work environment





©David Pell

New locations



NANTES office

8 allée de la Centrale Électrique de Chantenay
44100 Nantes – France

Surface	120 m ²	Workstations	13
----------------	--------------------	---------------------	----

Manager: Benoit Leduc
Services: Engineering and Operations
Facilities: 2 meeting rooms

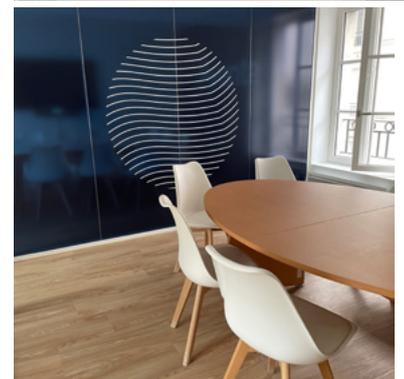


PARIS office

14 rue Chevert, 75007 Paris – France

Surface	250 m ²	Workstations	24
----------------	--------------------	---------------------	----

Services: Headquarters
Facilities: 2 meeting rooms • 2 floors • Cafeteria "Le Bistrot Aventa"
• Eiffel Tower view • Plug-and-play workstations



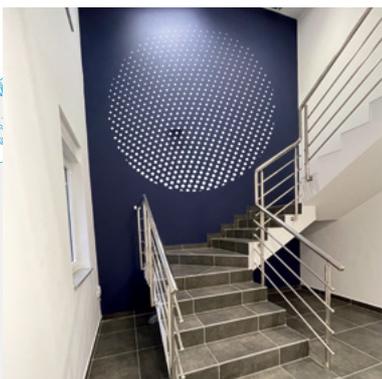
LILLE office

Arteparc, 9 rue des Bouleaux, 59810 Lesquin – France

Surface	50 m ²	Workstations	15
----------------	-------------------	---------------------	----

Services: Engineering, Consulting and IT

Facilities: Meeting room • Parking • 3 restaurants • Lounge area



RIJEKA office

Ruziceva Ulica 32, 51000 Rijeka – Croatia

Surface	400 m ²	Workstations	40
----------------	--------------------	---------------------	----

Manager: Antonio Sladin

Services: Engineering, Consulting and Offshore Operations

Facilities: 2 meeting rooms • Kitchen • Terrace • Cafeteria & relaxing room • An entire building to Aventa

FANO office

Via Luigi Einaudi 88, 61032, Fano – Italy

Surface	350 m ²	Workstations	24
----------------	--------------------	---------------------	----

Manager: Francesco Saviozzi

Services: Engineering and Consulting

Facilities: Meeting room • Break room • 3 office spaces • 10 minutes from the historical center



Flash interviews



BIO

Laure Tavernier is the Chief Operating Officer (COO) and Chief Sales Officer (CSO) at Aventa, bringing 20 years of experience in the energy and industry sectors. With an international background, Laure has held various operational and corporate strategy roles, leading complex projects with global exposure. Known for her charismatic leadership and entrepreneurial drive, Laure excels at translating ideas into successful projects, contributing to Aventa's operational excellence and strategic success.

Laure Tavernier | COO

1. Why did you choose to join our company, and what aspects of the organization appealed to you?

The connection with Aurélien and Antoine as individuals was evident and key to my decision to leave a career well established in a large group. As individuals, we respect each other's greatly, we enjoy exchanging on all topics and challenging each other's. Our personalities are complementary and in business we share a common vision of management, caring and demanding, focus on people development as well as a constant appetite for innovation and commitment to delivering quality. The selective approach to clients, combined with the growth trajectory of Aventa were clearly a determining factor. Working in a SME (Small to Medium Enterprise) was also part of the reasons I joined, providing me an opportunity to lead differently and explore something new – I like to say I am learning how to drive a Ferrari instead of a large truck. The organization's hyper-reactivity and swift decision-making, coupled with effective brainstorming, comforted my decision.

2. As you step into your new roles, what initial challenges or opportunities do you see for improving operational efficiency?

Aventa presents substantial opportunities, anchored in its fundamental and promising pool of experts. It is imperative to define roles, streamline the functioning of business units, and enhance interdepartmental operations. The overarching goal is to bring clarity, structure, and empowerment to individuals, ensuring a thorough understanding of their scope and limitations while delineating clear processes and responsibilities. The vibrant and dynamic team at Aventa fosters an atmosphere favourable to personal growth, and preserving this environment is one of my top priorities. The challenge lies in achieving a delicate balance between our company's ambitious development and making intelligent choices, all while sustaining the team's enthusiasm. Ensuring everyone aligns with the management's vision is essential to effectively seize the abundant opportunities that lie ahead.

3. How do you plan to collaborate with other departments or team members to ensure a seamless integration of operational strategies within the broader organizational framework?

Collaboration, from my perspective, involves not only working together but also promoting clarification and empowerment. This process requires, notably, a transformation in the

approach to meetings. For instance, rethinking the frequency and purpose of meetings ensuring they are useful and facilitate information sharing. My objective is to implement the most appropriate methods that guarantee effective information sharing in a timely manner. Given the rapid pace of growth, there is a need to transition towards information sharing through accessible platforms. Plans include investments in the Salesforce tool to elevate the level of information collaboration and sharing, which is indispensable for evolving in the right direction.

4. What were your immediate goals or priorities?

Prioritizing face-to-face interactions within all my new colleagues is key for me to know more about each one and gain a deeper understanding of Aventa's business. This real connection with the teams helps me to learn more about the areas of improvement and successful pillars to leverage them strategically for further development. Embracing success is imperative across all teams, fostering a shared understanding of objectives, promoting respect for decisions, and ensuring that everyone is on board with the overarching goals. This collaborative approach is essential to align the entire team and drive the organization towards continued success.

5. How do you plan to contribute to the overall growth and success of the company in the long term?

In my role as a member of the Management Committee (MC) together with Antoine, Aurélien and Baptiste, my objective is to introduce a distinct and complementary vision to the company decision-making and strategy. I aspire to help leading the team collectively towards continuous improvement, ensuring optimal working conditions for all members. My priorities involve taking proactive steps to propel the company forward, embarking the team through a necessary transformation to transition from SME to ETI, while upholding the company's values and emphasizing a balanced approach for employees. Through these efforts, I aim to contribute to the company's growth and success in a manner that aligns with both organizational objectives and the well-being of its workforce.



Baptiste Faye | CFO

BIO

Baptiste Faye brings over 12 years of experience from Mazars, specializing in Transaction Services. With previous roles as Partner and Senior Manager, he plays a key role in shaping financial strategies. Holding a Diplôme d'Expertise Comptable and a Diplôme supérieur de comptabilité et de gestion, Baptiste's academic journey includes a Master's from Aix-Marseille Université and studies at Centrale Méditerranée. Leveraging financial insight, he contributes significantly to Aventa, ensuring alignment with core values of technology, sustainable development, and quality, always prioritizing people in decision-making.

1. Why did you choose to join our company, and what aspects of the organization appealed to you?

What appealed to me first in Aventa was my interactions with its founders, Antoine and Aurélien, and their vision of the industry and the company's development. Their commitment to a sustainable future and the Group's mission resonated with me. The company's substantial growth trajectory and the range of challenges to be met were equally enticing. I genuinely believe my skills and experience can contribute to Aventa's growth, particularly in leveraging my expertise to facilitate its transition from an SME to a medium-sized company. Aventa's emphasis on values, with a very people-oriented and human-centered approach, cutting-edge and innovative solutions, and an unwavering commitment to quality, set it apart in an industry where many focus solely on profit. This alignment made Aventa a perfect choice for me, resonating with my personal beliefs and values. I am confident that I can bring my financial expertise and shareholder relations experience to actively support the company's ongoing development in a sector that demands attention and is essential to the energy transition and climate change mitigation.

2. As you step into your new roles, what challenges or opportunities do you see for improving financial efficiency?

Thanks to my fresh, outside eye, I identified some opportunities for financial optimization. Structural issues and the implementation of processes to improve efficiency and effectiveness were also aspects I observed and wanted to address, with a focus on tools such as ERP (enterprise resource planning software) to better control and monitor the group's finances. We also identified the need to adapt processes to the company's rapid growth in 2024, and to exploit opportunities such as expanding the customer portfolio, exploring new geographical areas and maximizing the potential of existing customer relationships. Expanding our client portfolio, leveraging our reputation for service quality, is on our list, as well as exploring new geographical areas, tapping into the significant potential within our current client base, and capitalizing on the shift from onshore to offshore projects of some key players in the industry.

3. How do you plan to collaborate with other departments or team members to ensure a seamless integration of financial strategies within the broader organizational framework?

Central to our success is a culture of collaboration, where finance serves as a crucial support function for the broader business objectives. We have established a framework of

regular communication, fostering fluid teamwork and continuous problem-solving. This collaborative environment is further enhanced by the use of tools that streamline our interactions. Cross-departmental communication is a priority, evident in our ongoing efforts to refine processes. These initiatives are geared towards ensuring that everyone within the organization has equal access to information. In my decision-making process, I strive to maintain a global, overarching perspective, considering the needs of each department. The goal is to be as effective, efficient, and time-saving as possible while keeping the larger objective in focus: driving the growth of the company.

4. What were your immediate goals or priorities?

Immediate priorities included optimizing working capital requirements and the financial tools available. A significant focus for me was the improvement of visibility into our profitability, with the aim of aiding the decision-making processes of the Management Committee and providing a comprehensive overview of our financial health. Moreover, and on a more global scale, the successful fundraising of 10 million euros served as a testament to Aventa's potential and financial stability. These funds are strategically supporting crucial objectives, including our growth ambitions, investments in recruitment, and the strengthening of capabilities to effectively engage with financial partners. Not only did these funds reinforce Aventa's equity and enhance its appeal to potential financial partners for future growth, but they will also empower the company to explore opportunities such as mergers and acquisitions.

5. How do you plan to contribute to the overall growth and success of the company in the long term?

In the pursuit of our long-term objectives, my focus extends beyond traditional CFO responsibilities. Validating and implementing the established business plan is a strategic initiative that aligns with my vision for Aventa's growth trajectory. Leveraging over 12 years of experience in acquisitions, I aim to identify and capitalize on external growth opportunities that will propel the company forward. Recognizing the integral role of commercial development, I am committed to investing in strategies that foster robust business partnerships and networks. Serving as a proactive business partner, my aim is to contribute not only to the financial well-being of Aventa but also to its overall strategic vision and market positioning.

Charting Aventa's trajectory in Consulting

CONSULTING



+60%
GROWTH

In the dynamic consulting sector, Aventa stands out as a leader in the Marine Energy niche, propelled by its historical business. Aventa's dedication has fuelled a remarkable +60% growth, showcasing prowess in acquiring new accounts and securing major contracts. Traditionally focused on submarine pipelines, equipment design, and installation, Aventa strategically expands in 2023, aligning with global shifts towards sustainable energy. The vision includes a comprehensive approach, encompassing Health, Safety, Environment, quality assurance, and diversifying services. Aventa aims to provide end-to-end solutions, from design to maintenance, broadening its consultancy portfolio.

Aventa Consulting BU adopts a collaborative approach, viewing collaborators and clients as partners in success. Despite a non-hierarchical structure, the company establishes a distinct identity emphasizing values and excellence. Aventa excels in providing global Installation Engineer Executive services, managing projects worldwide, including offshore wind and telecom installations. The company's meticulous selection process, highlighted by the AJM platform, ensures transparency and efficiency in staffing.

Aventa leverages decades-long experience in traditional energy, positioning itself at the intersection of tradition and innovation. Rooted in conventional energy, the company infuses innovation into the Oil and Gas industry, offering fresh perspectives in both traditional and renewable energy domains. Aventa remains committed to facilitating a seamless transition to integrated structures post-COVID, embracing hybrid work models and technological advancements for consultants to thrive.



Francesco Saviozzi
Head of Consultancy Italy
francesco.saviozzi@aventa.fr

"Picture the consulting business unit as a finely tuned engineering marvel, a bit like crafting a high-performance machine. Much like sourcing specialized components from all corners of the globe, even the most remote, we carefully select key elements for optimal functionality. The meticulous process involves precisely calibrating each part, ensuring a seamless integration that doesn't allow any single element to overpower the others. Think of it as a well-orchestrated engineering symphony where, from the workshop of ideas, emerges a final product that exceeds the capabilities of its individual components. It's engineered to perfection, catering to the most intricate specifications and appealing to a diverse audience, from the tech-savvy connoisseurs to the analytical minds among us."

Francesco brings over a decade of expertise in shaping the landscape of marine energy. With a background in strategic consultancy and technical safety management, Francesco played a key role in structuring Aventa's Italy subsidiary, focusing on compliance upgrades and consultant mission follow-ups. His dynamic leadership and multidisciplinary skills, including human resources, cables, and renewable energies, make him an invaluable asset.



2023 Main Achievements

01

Expansion of Clientele and Consultants

One of our foremost achievements of 2023 has been the significant increase in both our client base and the number of consultants. This expansion speaks to the trust our clients place in our expertise and the dedicated work of our business developer to connect during several events new clients.

03

Securing Framework Contracts

Aventa Consulting BU has secured pivotal framework contracts with esteemed partners, including Michele, Saipem, Techfem, and sought-after engagements with Aurél and Laure from RTE. These contracts underscore our industry standing and highlight the trust our partners place in our ability to deliver high-quality services consistently.



The added value of our approach

01

Cross-Country Collaboration approach

Aventa Consulting BU has strengthened its Technical Account Managers (TAM) team by adding three seasoned professionals specializing in Italy, Germany, and the USA. This strategic expansion enhances our geographical reach and cultural responsiveness, addressing the unique needs of clients in these key regions. Additionally, efforts to foster collaboration between our France and Italy offices have resulted in smoother operations, enabling seamless transitions between countries for a comprehensive approach to customer positions and needs.

02

Geographical Expansion into Uncharted Territories

Aventa Consulting BU has demonstrated a keen understanding of the evolving needs of our clients by strategically venturing into geographic settings where our presence was previously absent. The organizational complexities of regions such as the Emirates, Egypt, and Saudi Arabia posed unique challenges, and our team embraced the opportunity to navigate and excel in these uncharted territories. Following our breakthrough in 2022, we have continued our activities in the USA, supporting the Vineyard Wind Project.

04

Enhancing Client Engagement and Workplace Adaptability Through Strategic Expansion

In response to a customer request from Saipem, we established a new office in Fano, Central Italy, catering to both engineering and consulting teams. This hybrid office fosters synergy, enabling us to address clients' specific needs seamlessly. This strategic initiative not only underscores our dedication to client satisfaction but also positions us as a responsive and agile partner. Central to our approach is adaptability, particularly in office structures. Recognizing the complexity of candidate needs, we commit to tailoring office environments to provide flexibility in work arrangements and create spaces that support the diverse needs of our team, embodying Aventa Consulting BU as an adaptive and supportive workplace.

02

Continuous Learning and Development

Aventa Consulting BU fosters innovation through a culture of continuous learning and skill enhancement. We invest in the professional development of our teams, keeping them abreast of industry best practices. This commitment empowers our consultants and engineers to bring fresh perspectives and innovative solutions to every engagement.

03

Accompanying Clients on Key Projects

Our expertise was put to the test and emerged triumphant as we had the privilege to accompany clients on crucial projects, including DoIWin5, Fécamp, Saint-Brieuc and PGL. These opportunities not only showcase our technical proficiency but also affirm our role as a trusted partner in navigating complex and impactful ventures.

Future forecast

Aventa BU Consulting is unwavering in its dedication to shaping a transformative future in 2024. The company's commitment to pioneering innovative solutions and fostering sustainable growth sets the stage for a strategic vision that goes beyond mere financial success. Embracing cutting-edge technologies and methodologies, Aventa BU is poised to enhance its market presence, ensuring clients benefit from unparalleled strategic guidance.

At the heart of Aventa's forward-looking approach is the recognition that the future of consulting lies in the seamless integration of consulting and engineering expertise. Actively working towards creating real synergy between these two facets of the business, Aventa envisions a collaborative ecosystem where consulting and engineering work hand in hand. Breaking down traditional silos, this approach ensures that insights gained from consulting directly inform engineering processes and vice versa, unlocking a wealth of interdisciplinary knowledge, fostering innovation, and delivering comprehensive solutions that exceed client expectations.

In tandem with its dedication to client satisfaction and innovative solutions, Aventa BU places significant emphasis on cultivating a vibrant workplace culture. Engaging activities foster meaningful connections among employees, creating a collaborative environment that extends beyond professional endeavours. This commitment aligns with the strategic digitalization of operations, optimizing workflows and enhancing overall efficiency to meet the demands of the digital era.

Aventa BU's vision for 2024 is holistic and client-centric, transcending traditional consulting paradigms. By integrating consulting and engineering seamlessly, fostering collaborative synergy, and prioritizing a vibrant workplace culture, the company is poised for sustained growth, excellence, and success in the dynamic landscape of consulting and engineering.



Michele Zingari
BU Consultancy Director

"2023 has been a year of great developments for our Consulting Business Unit. Among many things, we have expanded our activities in Italy, building partnerships with new Clients and setting foot in Fano, central Italy. Similarly, we have successfully pursued to increase our presence in North America, Middle East and Asia Pacific while strengthening our leading role in Europe, where we can state that we were involved in the vast majority of OWF and Interconnector projects over the last 12 months."

Michele, Sciences Po graduate, has been with Aventa for nine years, where he now holds the position of Business Unit Director. Fluent in English, French, and Italian, with proficiency in Indonesian, Michele brings a multicultural perspective to business operations. With a solid foundation in corporate strategy, fluency in several languages and a knack for market analysis and development, Michele continues to drive growth and innovation, making a positive impact in the dynamic world of business.

FOR MORE INFORMATION:

Michele Zingari
BU Consultancy Director
mzingari@aventa.fr

Francesco Saviozzi
Head of Consultancy Italy
francesco.saviozzi@aventa.fr

Jenna Mir
Business Developer Europe
jmir@aventa.fr

Revolutionizing Engineering: innovation and insights

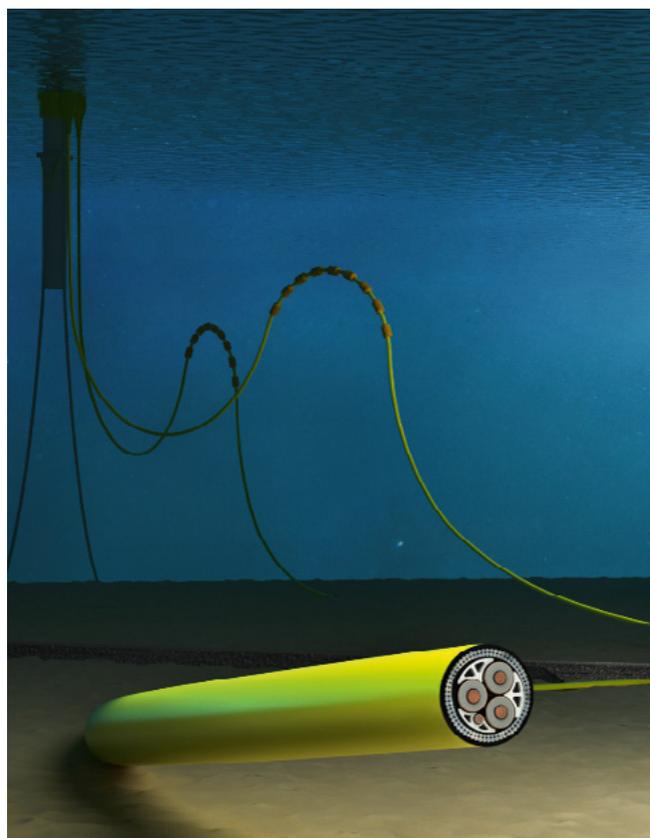
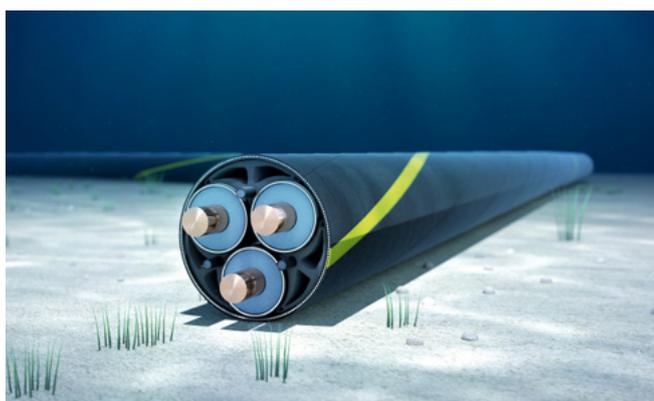
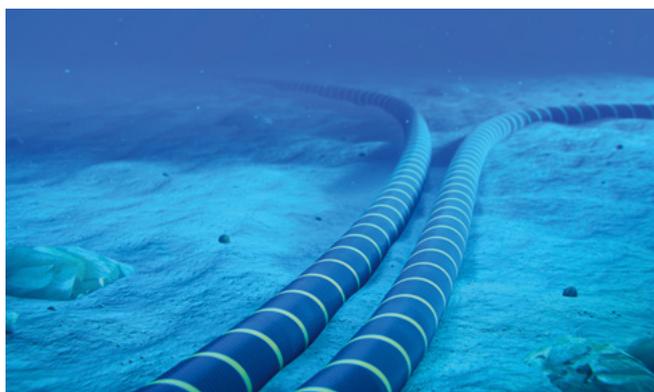


ENGINEERING

In the ever-evolving landscape of Aventa, where Consulting has laid the foundation for success, the Engineering Business Unit (BU) has risen as a beacon of innovation since its inception in 2015. Specializing in key areas led by domain experts, the Engineering BU is at the forefront of innovation, providing comprehensive support at various project stages.

The Engineering BU excels in various domains, including Site characterization, Cables & flexibles engineering, Transportation & installation engineering, Ships & floating structures engineering, and Pipelines & ducts engineering. Offering a spectrum of services from design conception to construction, installation, and decommissioning, the unit stands ready to meet diverse project requirements with precision and expertise, providing tailored and comprehensive support that spans the entire project lifecycle.

With an unwavering commitment to technical excellence, employee and contractor satisfaction, and the provision of innovative solutions to meet the ever-changing demands of the industry, the Engineering (BU) has meticulously crafted a stellar reputation. Over the years, our emphasis on a long-term vision, dedication to technical excellence, cultivation of a forward-thinking culture, and responsiveness to the needs of our employees and contractors have been pivotal. This consistent dedication has resulted in the delivery of innovative solutions to our esteemed customers, setting the stage for significant growth in 2023.



©Vanessa Pereira

2023 Main Achievements



01

Team expansion

The Engineering Business Unit experienced substantial growth in its workforce at both the Genoa and Bidart locations. The team expansion involved the hiring of both seasoned professionals and fresh talents, resulting in a notable increase of 10 engineers in the Genoa team and 6 in the Bidart team, between late 2022 and 2023. This brings the total headcount to 23 individuals. The increased team size is a response to the surge in clients and projects, indicative of the unit's success and the heightened demand for its specialized engineering services. This expansion contributes to fostering a collaborative and dynamic work environment, enabling the Engineering BU to tackle diverse challenges with a skilled and dedicated team.

03

Expanded client portfolio

The Engineering BU's expanded client portfolio reflects its growing influence and the trust clients place in its ability to deliver engineering solutions. The increase in clients signifies the unit's expanding market reach and its success in establishing lasting partnerships. This diverse client base not only contributes to revenue growth but also enhances the unit's reputation as a preferred engineering service provider. With a broader clientele, the Engineering BU is well-positioned for sustained growth and further opportunities, reinforcing its status as a key player in the engineering sector.

01

"All-inclusive" service approach

A pivotal aspect of the Engineering BU's strategic direction is its resolute focus on evolving into a "one-stop-shop company", as stated by Roberto Longo (Head of Engineering). This forward-thinking approach extends beyond conventional boundaries, offering clients a comprehensive suite of services. From electrical system design to metocean and geoscience, the BU aims to be the go-to resource for clients, providing end-to-end solutions that streamline project execution. This complete service approach not only meets the diverse needs of clients but also positions the Engineering BU as a versatile and indispensable partner in the marine energy sector.

03

Adaptability

Flexibility and adaptability stand as fundamental tenets of the Engineering BU's ethos. Roberto Longo emphasizes the unit's ability to navigate transformative periods with readiness and resilience, ensuring that challenges are met with constructive solutions. This adaptability is crucial in a sector where change is constant, allowing the Engineering BU to not only weather industry shifts but also emerge stronger, more cohesive, and well-prepared for future opportunities.

02

Diversification of services

Beyond the initial focus on subsea cable design, the unit expanded its services to include installation methods, installation analysis, geoscience, metocean and more, showing commitment to providing end-to-end solutions. The decision to diversify services showcases the Engineering BU's agility and responsiveness to industry demands. By extending its offerings beyond subsea cable design, the unit aligns itself with the evolving needs of clients and the broader engineering. The diversified service portfolio not only enhances the unit's competitiveness but also solidifies its reputation as an innovative and adaptable player in the engineering sector.



The added value of our approach

02

Collaborative synergy

A remarkable collaborative synergy between the Genoa and Bidart offices in some projects was undertaken in 2023, for example in the design stages of offshore wind projects. The combined expertise of both offices created a dynamic environment for innovation and problem-solving. The mutual collaboration ensured a complete approach to project development, tapping into the unique strengths of each location and fostering a seamless workflow that enhances overall project efficiency.

04

Continuous Innovation

In its pursuit of excellence, the Engineering BU also places a significant focus on continuous innovation. Actively seeking collaborations with universities for research and development initiatives, the unit demonstrates commitment to staying at the forefront of technological advancements. This year was marked, for example, by the collaborative study by Aventa and Centrale Mediterranée Students entitled "Exploring the Correlation Between Ship Motions and Offshore Energy Cable Dynamics" (for more information, pages 28-29).met with constructive solutions. This adaptability is crucial in a sector where change is constant, allowing the Engineering BU to not only weather industry shifts but also emerge stronger, more cohesive, and well-prepared for future opportunities.

Future forecast

Looking ahead, Aventa's Engineering Business Unit (BU) aims to introduce innovative services by 2027. The approach involves a continuous exploration of cutting-edge technologies and methodologies, ensuring a proactive position in the rapidly evolving engineering landscape and the expansion of our client portfolio.

Collaborations with other Aventa units, especially Consulting, are part of the strategic plans. This involves leveraging complementary expertise to create synergies and maintain a competitive edge in the dynamic engineering sector. To facilitate seamless communication and knowledge sharing, tools and software will be implemented not only between the two Engineering offices but also across the various business units.

Clients, stakeholders, and industry partners can anticipate sustained growth from Aventa's Engineering BU, providing comprehensive solutions to diverse challenges, demonstrating versatility, and a commitment to surpassing client expectations, enabling us to tackle more complex projects.

Actively pursuing collaborations with universities for research and development underscores the unit's dedication to continuous innovation. This collaborative approach ensures the infusion of fresh perspectives and emerging technologies into the unit's service offerings. In 2024, we aim to explore international partnerships, expanding our network across different countries and with various stakeholders.

Additionally, the Engineering business unit seeks to recruit more profiles, locally and internationally, including junior profiles and interns, while fostering in-house mobility programs, peer-to-peer learning, among others.

As Aventa's Engineering BU charts its course into the future, Roberto and his team remain unwavering in their pursuit of excellence, making significant strides in the engineering sector and setting sail toward new horizons.



Roberto Longo
Head of Engineering

"There were some challenges faced in 2023. It's never easy to adapt to changes, a new kind of management, and approach. But I believe in transforming challenges into opportunities. Overcoming initial hurdles, we've cultivated a positive momentum. The journey doesn't end here; we'll continue evolving and achieving greatness together, learning from each other and building a constructive working environment where collaboration, resilience, and adaptability are the key words. As at the end, we all want the same: to achieve our shared objectives."

Roberto Longo started his career in the O&G sector, before transitioning to the renewable energy field. With extensive experience in managing diverse teams and providing engineering services to offshore and marine clients, Roberto brings a wealth of expertise to the table. His appointment as Head of Engineering for the Group, following his role as Engineering Manager in Italy, underscores Aventa's commitment to promoting internal talent.

FOR MORE INFORMATION:

Roberto Longo
Head of Engineering
rlongo@aventa.fr

Rémi Ledru
Engineering Manager France
rledru@aventa.fr

Nicola D'Incecco
Engineering Manager Italy
ndincecco@aventa.fr

Jenna Mir
Business Developer Europe
jmir@aventa.fr

Unleashing Nerio, a new venture into the depths of marine excellence

Aventa's recent expansion into marine operations brings forth Nerio, a cutting-edge entity ready to revolutionize offshore activities. Ruggero Basso, Head of Marine Operations leading Nerio, sheds light on the entity's creation, objectives and strategies, and gives us a glimpse into the future of marine operations.

Motivated by the goal to offer clients a full-service experience, Nerio stands as a mature and flexible entity with internal resources ready to meet diverse demands. It is emerging as the operational arm of Aventa, offering a complete package of services for offshore projects, and aiming to provide fully operational solutions, with a focus on marine cable operations, to meet the changing needs of the industry.

In a competitive market reticent to new entrants, Nerio presents a strategic move to provide customers with a complete package of services. Ruggero focuses on the short-term strategy of securing termination and test (T&T) projects, paving the way for greater growth and market penetration. Inherent risks are recognized, and careful planning is in place to navigate the complexities of the industry.

Nerio's medium-term strategy is to adapt to customer needs and integrate new services into its offering, demonstrating a commitment to flexibility and efficiency. In the long term, Nerio aims to become a contractor capable of managing complex EPCI projects.

As Nerio positions itself to bridge the gap in marine operations, Ruggero emphasizes the importance of trust, proper execution and a strategic plan of attack to break down barriers and gain a solid foothold in the industry, stressing the importance of early learning and a forward-looking approach.

Nerio's journey is not just about learning from experience, but ushering in a new era where anticipation, simulation and optimal strategies define success.



Ruggero Basso
Head of Marine Operations
rbasso@aventa.fr

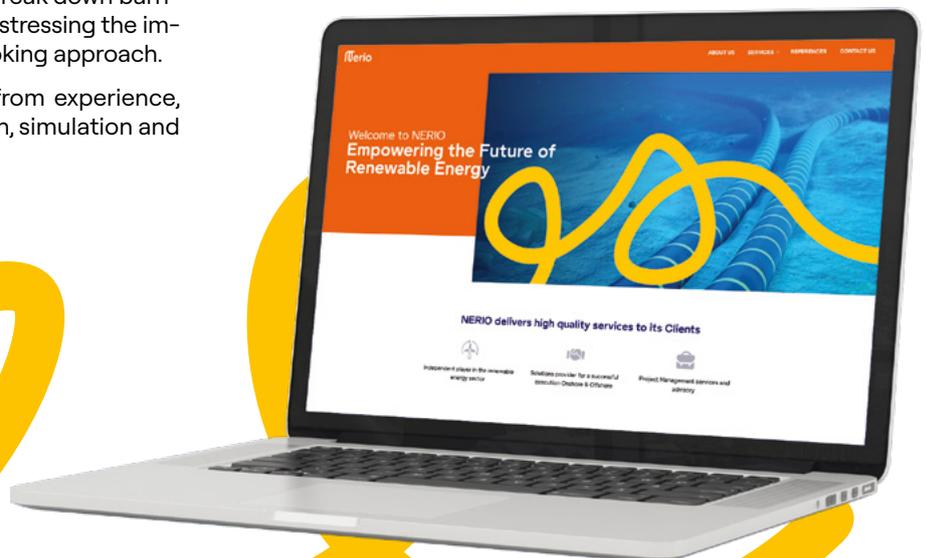
"I believe that so many brilliant minds together can make a remarkable contribution to the marine energy market to succeed in the energy transition towards a bluer future."

Ruggero Basso brings a wealth of expertise as a marine engineer and naval architect with an international career spanning the UK, Germany, Netherlands, and more. Having worked with major cable installers, Ruggero's focus on cable installation, vessel operations, and departmental management has been pivotal. Ruggero is no stranger to Aventa, having previously served as Offshore Installation Manager (consultant) on the Saint-Nazaire offshore wind farm project. Motivated by a desire for new challenges and a shift from routine vessel work, he found an ideal fit at Aventa, drawn by the prospect of contributing to innovative marine operations.

Nerio
powered by Aventa



Consult
the website



Navigating new horizons:



the QHSE & Risk Management unit

Set to make significant contributions to the company's overarching goals, the new Quality, Health, Safety, Environment (QHSE) & Risk Management unit places a strong emphasis on maintaining elevated standards and securing ISO certification, offering an array of services that include QHSE & Risk Management Engineering, Audits & Inspections, Technical Assistance, and Client Representation. The unit's comprehensive approach ensures precise and qualified support throughout the project lifecycle, encompassing a complete technical scope from development to closure.

In a strategic move that underscores commitment to our internal and own talent, Kevin Pors has been appointed as Director of this unit, whose journey with Aventa began over two years ago. Kevin expressed his enthusiasm, stating "I'm sincerely delighted for the opportunity and to be able to contribute to this outstanding fast-growing adventure."

In an exclusive interview, Kevin shared his insights into this new role and the vision for the unit.

The QHSE & Risk Management unit's strategic vision, as outlined by Kevin, aims to develop an agile division that adapts to the evolving needs of customers, the company, and projects while anticipating the specific requirements of the renewable energy market. The unit's primary focus is on protecting people, assets, and the environment, marking it as a strategic lever for Aventa.

When addressing the integration of the new unit into existing operations, Kevin underscored the importance of communication and teamwork. He emphasized that validating progress steps should involve collective efforts that align seamlessly with the company's identity.

In terms of safety improvement strategies, Kevin highlighted an open-minded approach, keen listening to client and consultant needs, and the creation of a QHSE community tapping into both internal and external expertise.

Kevin concluded the interview by invoking the wisdom of Nelson Mandela: "I never lose, I either win or I learn." This ethos underscores Kevin's approach to challenges and resonates with the humility required to navigate and succeed in the dynamic field of QHSE & Risk Management.

The Aventa team is enthusiastic about the prospects of this new unit, confident that it will positively contribute to the company's safety initiatives and overall culture.



Kevin Pors
QHSE & Risk Management Director
kevin.pors@aventa.fr

"I'm sincerely delighted for the opportunity and to be able to contribute to this outstanding fast-growing adventure."

Kevin brings a wealth of experience from his diverse background and entrepreneurial drive, including nine years with the Bataillon des Marins Pompiers de Marseille, various QHSE Manager positions (such as at the Provence Grand Large Wind Farm project), and during the last two years in the marine energy market project.

Our projects around the world

Engineering

E1 The Net Zero Teesside (NZT) and the Zero Carbon Humber (ZCH)

- **Location:** UK
- **Year:** 2023-ongoing
- **Cable Type:** Direct Current/Fiber Optic (DCFO)
- **Intervention:** Rock Protection Design

E2 PGL Floating Offshore Windfarm

- **Client:** Prysmian
- **Location:** France
- **Year:** 2022-2023
- **Cable Type:** Inter-Array Cable (IAC)
- **Intervention:** Installation package/System design

E3 Meer Wind Offshore Windfarm

- **Client:** Boskalis
- **Location:** Germany
- **Year:** 2022-2023
- **Cable Type:** Inter-Array Cable (IAC)
- **Intervention:** Cable replacement

E4 Neu Connect Interconnector

- **Client:** Prysmian
- **Location:** U.K./Netherlands/Germany
- **Year:** 2023-ongoing
- **Cable Type:** Interconnector
- **Intervention:** Installation

E5 Lighting project

- **Client:** Prysmian
- **Location:** United Arab Emirates
- **Year:** 2023-ongoing
- **Cable Type:** HVDC electrical Interconnector
- **Intervention:** Installation

E6 DKF

- **Client:** Vattenfall
- **Location:** Denmark
- **Year:** 2022-2023
- **Cable Type:** Inter-Array Cable (IAC) – Static
- **Intervention:** CPS – Local & Global analysis

E7 Eolmed

- **Client:** Prysmian
- **Location:** France
- **Year:** 2020-ongoing
- **Cable Type:** Export Cable – Dynamic
- **Intervention:** Detailed design of the dynamic configuration

E8

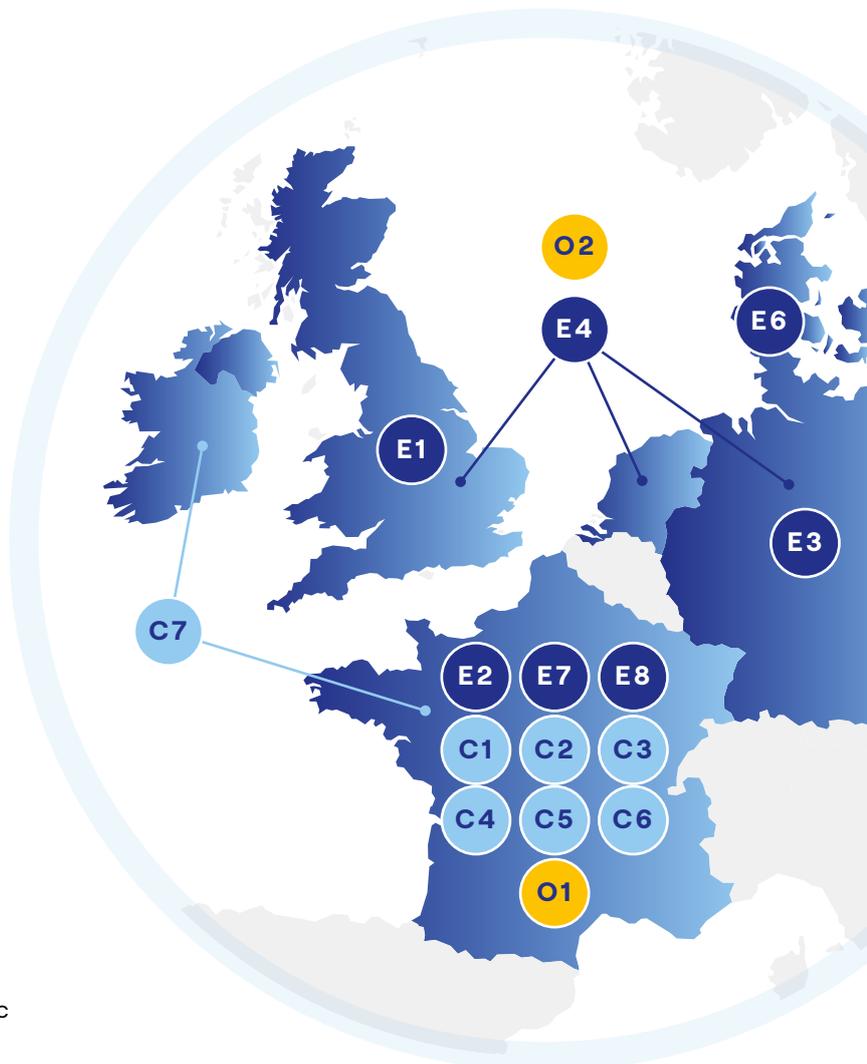
T2PH2 (Hydrogen)

- **Client:** Lhyfe
- **Location:** France
- **Year:** 2022-ongoing
- **Cable Type:** Inter-Array Cable (IAC) – Dynamic
- **Intervention:** System design, installation and execution

E9

Deepwater Floating offshore windfarm

- **Location:** USA
- **Year:** 2022-2023
- **Cable Type:** Inter-Array Cable (IAC) – Dynamic
- **Intervention:** System Design



Operations

- O1 Saint-Nazaire Offshore Wind Farm**
- **Location:** France
 - **Job profil:** T&T personnel, HV and FO Supervision and Site Management
- O2 Hollandse Kust Zuid Wind Farm**
- **Location:** North Sea, Netherlands
 - **Job profil:** T&T Offshore Client Representation for IAC Installation



Consulting

- C1 Fécamp OWF**
- **Type of project:** Offshore Wind
 - **Client:** SAIPEM, RTE
 - **Location:** France
 - **Year:** 2020-2023
 - **Job profil:** Structural Engineer, interface engineer, commissioning manager, Operation Engineer, Offshore Installation Engineer, Site HSE, OSS Engineer, Cable Expert
- C2 Saint-Brieuc OWF**
- **Type of project:** Offshore Wind
 - **Client:** SAIPEM, RTE
 - **Location:** France
 - **Year:** 2021-2023
 - **Job profil:** Structural Engineer, interface engineer, commissioning manager, Operation Engineer, Offshore Installation Engineer, Site HSE, OSS Engineer, Cable Expert
- C3 PGL FOWF**
- **Type of project:** Offshore Floating Wind
 - **Client:** EDF, RTE
 - **Location:** France
 - **Year:** 2020-2023
 - **Job profil:** Interface engineer, Operation Engineer, Offshore Installation Engineer, Site HSE Supervisor, Electrical Supervisor
- C4 Dieppe Le Tréport**
- **Type of project:** Offshore Wind
 - **Client:** RTE, LEMS
 - **Location:** France
 - **Year:** 2022-2026
 - **Job profil:** OSS HV inspector, OSS Engineer, Cable Engineer, Buyer, Contract Manager, Claims Manager, T&I Engineer, Interface Manager, Operation Engineer
- C5 Yeu-Noirmoutier**
- **Type of project:** Offshore Wind
 - **Client:** RTE, LEMS
 - **Location:** France
 - **Year:** 2021-2025
 - **Job profil:** OSS HV inspector, OSS Engineer, Cable Engineer, Buyer, Contract Manager, Claims Manager, T&I Engineer, Interface Manager, Operation Engineer
- C6 Éoliennes Flottantes du Golf de Lyon (EFGL)**
- **Type of project:** Offshore Floating Wind
 - **Client:** OW, RTE
 - **Location:** France
 - **Year:** 2023-2024
 - **Job profil:** Interface engineer, Operation Engineer, Offshore Installation Engineer, Site HSE Supervisor, Electrical Supervisor, HSE Advisor
- C7 Celtic**
- **Type of project:** Interconnector
 - **Client:** RTE, NEXANS
 - **Location:** France/Ireland

Spotlight on 2023 events

FEBRUARY

14-15th
WEI (Wind Energy Ireland) Annual Conference 2023
 Dublin, Ireland

MARCH

8-9th
Belgian Offshore Days 2023
 Ostend, Belgian

APRIL

24-26th
Wind Europe Annual Event
 Copenhagen, Denmark

MAY

10-12th
FOWT - Floating Offshore Wind Turbines event
 Nantes, France

JUNE

14-16th
RenewableUK: Global Offshore Wind
 London, UK

19th
Les Assises Nationales des Énergies Marines Renouvelables
 Paris, France

20-21st
Seanergy
 Paris, France

JULY

11-12th
Reuters events: US Offshore Wind 2023
 Boston, USA

SEPTEMBER

6-7th
CCI Norvege France/Business Expedition Offshore Wind
 Haugesund, Norway

24-28th
Milan and Sicily, organised by Norwegian Offshore Wind
 Milan and Sicily, Italy

28th
1^{ers} RDV Apec Pays de la Loire de la Transition Énergétique et Écologique
 Nantes, France



Aventa team at Seanergy, June 20-21
 ©David Pell

OCTOBER

4-5th
Floating Offshore Wind 2023
 Aberdeen, Scotland

10-12th
Eolica Mediterranean 2023
 Rome, Italy

17-18th
UNLEASH World
 Paris, France

19th
Greek Offshore Renewable Energy Conference in Athens
 Athens, Greece

11th
LPM Nantes
 Nantes, France

18-19th
Journées Annuelles 2023
 Paris, France

24-26th
OMC Med Energy Conference & Exhibition
 Ravenna, Italy

31th
National Programme for Offshore Wind Farms
 Greece



Visit NOW Greece, November 23-24
 ©Norwegian Offshore Wind

NOVEMBER

15-17th
EducaTech
 Paris, France

15th
4th Annual Baltic Offshore Wind Transmission Conference
 Warsaw, Poland

8th
Round Table Università Bologna
 Ravenna, Italy

29th
Atena young meets industry - Career day 2023
 Trieste, Italy

23-24th
"Visit NOW Greece", organized by Norwegian Offshore Wind and ELETAE
 Athens, Greece

28th
Les Assises de l'économie de la mer
 Nantes, France

Aventa digital journey, pionnering Innovation

In the dynamic landscape of the Marine Energy sector, Aventa recognizes the pivotal role that digital innovation plays in shaping the future of both company and the industry at large. At Aventa, the belief in the transformative power of digital is not merely a conviction but a cornerstone of Consulting and Engineering services. The incorporation of digital solutions is not just a strategic choice for the company; it is an imperative to effectively navigate the challenges and harness the opportunities presented in the evolving marine energy domain.

Merging an Applicant Tracking System (ATS), Customer Relationship Management (CRM), and unique features tailored to the Marine Renewable Energy (MRE) sector, the AJM tool exemplifies Aventa's commitment to innovation and client success. It has redefined recruitment and client management, ensuring Aventa stays at the forefront of the competitive MRE landscape.

In the pursuit of efficiency and excellence, Aventa has developed new strategic tools, facilitating exchanges among TAM and Manager teams, ensuring swift cross-country collaboration in the post-COVID era with hybrid work setups. The community of Marine Energy experts has surged from 62K to 100K, making it the largest in Europe.

The focal point for 2023 was the integration of AI, recognizing its transformative impact on HR tech and the Marine Energy sector. It is poised to be a game-changer, driving Aventa into new levels of efficiency and innovation. Envisioned as the driving force behind Aventa's next-generation hub - WeAventa, AI will enhance existing business units and revolutionize talent matching and market prediction.



Charles-Hubert Basuiou
Chief Technical Product Officer
cbasuiou@aventa.fr

"We are shaping the future at Aventa by transforming our digital landscape into a thriving ecosystem for renewable energy professionals, where innovation, collaboration, and growth converge."



Silvana Davanzo
Head of Employer Branding
sdavanzo@aventa.fr

"Aventa's digital solutions catalyze meaningful conversations among Marine Energy experts, positioning our company as a growing global intelligent system. We revolutionize engagement with all the stakeholders of this rapidly evolving sector, accelerating skills development, innovation, and fostering synergies with other fields."

This aims to be a connected ecosystem where MRE professionals and recruiters converge seamlessly, fostering opportunities, insights, and collaboration.

Beyond technological tools, Aventa focuses on nurturing its community. The growth from 40K to +60K LinkedIn followers is not just a metric of success; it lays the groundwork for a thriving MRE community. Aventa aims to transform this audience into an engaged network, further establishing its leadership in the MRE industry.



Internally, Aventa's commitment to knowledge and connectivity is showcased through its internal newsletter. This vital resource keeps consultants informed about market trends, industry news, and internal developments, ensuring the team remains well-prepared.

In summary, Aventa's digital story is one of significant accomplishments and a forward-looking vision. Current tools like AJM lay the foundation for success, and plans to integrate AI signal a commitment to remaining a technology leader. The envisioned hub - WeAventa, backed by AI and a robust community, is set to transform how the MRE industry connects, collaborates, and thrives.

Aventa Academy, shaping Aventa into a learning organization

As we reflect on the first year of the Aventa Academy, it becomes evident that our commitment to continuous learning and innovation has borne fruit. In the ever-evolving landscape of our industry, the Aventa Academy has emerged as a cornerstone for professional growth and skill enhancement.

Initiated in 2022, the Aventa Academy is a testament to our dedication to staying competitive through a culture of learning. Utilizing a peer-to-peer learning approach, the academy aims to transform Aventa into a dynamic learning company, fostering reskilling, upskilling, and cross-skilling among our workforce.

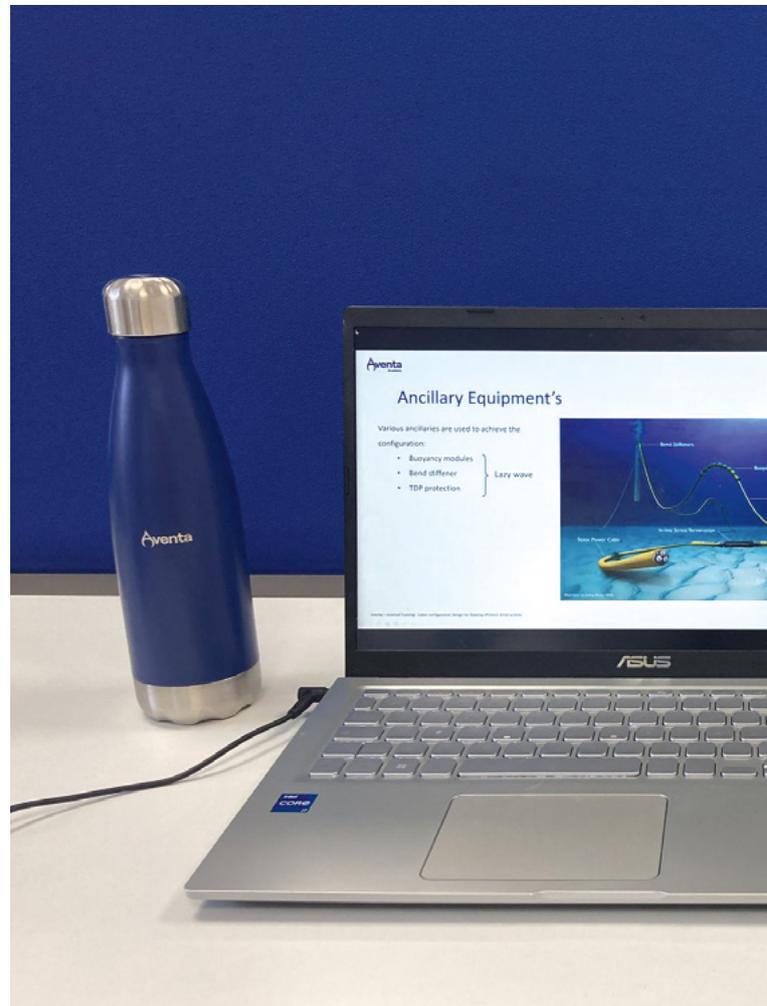
Central to our success has been the active involvement of the Aventa community. Collaboratively, we identified key topics and enthusiastic individuals willing to share their knowledge. This community-driven effort resulted in the organization of synchronous online webinars, meticulously recorded to ensure accessibility for asynchronous learning.

The inaugural year of the Aventa Academy has been marked by resounding success. With a total of over 350 live hours of learning, our webinars engaged a total of 226 learners who actively participated and contributed to the vibrant learning environment. The diversity of topics covered and the depth of insights shared have underscored the value of peer-to-peer learning in our professional development initiatives.

A notable highlight of the first edition was our collaboration with students from Central Méditerranée. Working alongside the Roberto Longo Engineering Team, these students embarked on a project titled "Offshore Energy Cable Installation: The Correlation between Ship Motions and Cable Dynamics." This collaborative effort not only enriched the learning experience but also exemplified the Academy's commitment to bridging the gap between academia and industry.

Looking ahead, the Aventa Academy is poised for further growth and refinement. Our future plans include the development of additional courses, with a keen focus on enhancing the overall delivery and format. The success of the inaugural year serves as both validation and inspiration, reinforcing our belief in the transformative power of continuous learning.

A heartfelt thank you to our dedicated contributors and mentors who shaped the success of the inaugural year at Aventa Academy. Your commitment to peer-to-peer learning and collaborative initiatives has transformed Aventa into a dynamic learning company. As we move forward, we're inspired by your enthusiasm and look forward to continued growth and innovation.



Unlocking Potential: the future axes of development for Aventa Academy

As we step into the future, the Aventa Academy is poised to chart new territories in professional development, aligning with the evolving needs of our workforce and the dynamic landscape of our industry. The strategic axes of development for the Aventa Academy promise to shape the next phase of our journey, focusing on three key pillars that are vital for individual and organizational growth.

1.

Growth opportunities & mobility

One of the primary future axes of development for the Aventa Academy revolves around the facilitation of intra-departmental mobility. Recognizing the value of cross-functional expertise, the Academy aims to provide opportunities for employees within Engineering, Consulting, and Operations to explore and expand their skill sets across different domains.

This initiative not only breaks down silos within the organization but also fosters a collaborative culture where individuals can gain a comprehensive understanding of the various facets of our industry. Through targeted programs and collaborative projects, employees will be encouraged to step outside their comfort zones, contributing to a more agile and adaptable workforce.

2.

Lifelong learning

The second axis of development underscores the Academy's commitment to supporting our talents throughout their careers at Aventa. In a rapidly evolving industry, continuous learning is not just a choice but a necessity. The Aventa Academy will play a pivotal role in providing resources, courses, and mentorship programs to ensure that our workforce remains at the forefront of industry advancements.

From emerging technologies to evolving best practices, the Academy will serve as a dynamic hub for ongoing education, enabling our talents to stay ahead of the curve. Whether through advanced certifications, leadership development programs, or tailored learning paths, Aventa Academy's commitment to lifelong learning will be a cornerstone in building a resilient and future-ready team.

3.

Junior programs

The third axis of development focuses on the critical role the Aventa Academy plays in shaping the future leaders of our industry. Through specialized engineering programs, the Academy will continue to invest in training and developing junior professionals. These programs will provide a structured learning environment, combining theoretical knowledge with hands-on experience, ensuring that our emerging talent is well-prepared to tackle the challenges of tomorrow.

By creating a pathway for juniors to engage in real-world projects and learn from experienced mentors, the Academy aims to accelerate the professional growth of the next generation of leaders within Aventa.

In conclusion, the future axes of development for the Aventa Academy are designed not only to meet the current demands of our industry but to anticipate and prepare for the challenges and opportunities that lie ahead. As we embark on this forward-thinking journey, the Aventa Academy remains dedicated to empowering our workforce, fostering innovation, and shaping a future where learning is at the core of our success.



Driving offshore power revolution as founding member of Smart Subsea Hubs Project

As a pioneering company in the maritime renewable energy sector, we place a strong emphasis on research and development (R&D) to drive innovation and advance sustainable solutions. Through strategic partnerships, interdisciplinary collaboration, and a forward-thinking mindset, we seek to stay at the forefront of the industry, contributing to the evolution of sustainable practices in maritime renewable energy.

In this line, the positive news extends to the end of the year, and we can proudly announce that 2023 will end with the launch of a major R&D project, scheduled to begin in the first quarter of 2024. Aventa is honored to announce its role as a founding



member in the Smart Subsea Hubs Joint Industry Project (JIP). Together with our partners, SuperGrid Institute SAS and Systèmes et Connectique du Mans (SCM), we are determined to revolutionize power transmission in offshore wind farms, with a focus on improving inter-array cable (IAC) systems.



Leading and overseeing this project has been a concerted effort, led by Florian Perez, Head of Engineering Technical Authority and recently, Antoine Felix Henry, Head of Engineering R&D. They have both been playing a crucial role in steering the project toward its goals. Their commitment and guidance have been instrumental in shaping our vision for sustainable solutions in maritime renewable energy.



Florian Perez
Head of Engineering Technical Authority
fperez@aventa.fr

Florian Perez brings over a decade of expertise in the maritime renewable energy sector. His journey includes a notable position as Ph.D. researcher specializing in marine chemistry, hydrogeology, and numerical modelling. With a Master's in Engineering and a Ph.D. from the University of Bretagne Occidentale, Florian combines academic rigor with hands-on industry experience.



Antoine Felix-Henry
Head of Engineering R&D
antoine.felix-henry@aventa.fr

With an extensive career spanning over two decades in offshore engineering, Mr. Felix-Henry specializes in Subsea Materials Engineering and Floating Offshore Wind Technology, with a specific emphasis on dynamic cables, and is a globally recognized expert in subsea pipelines, particularly in the domains of flexible pipes and umbilical cables.

PROJECT OVERVIEW

The Smart Subsea Hubs JIP strategically aligns with the EU Strategy on Offshore Renewable Energy, aiming for a significant increase in Europe's offshore wind capacity. Aventa is particularly enthusiastic about the project's emphasis on subsea-hub based architecture, enabling a departure from the conventional "daisy-chain" configuration.

OBJECTIVES AND SCOPE OF WORK

Primary project objectives include establishing a design basis for subsea-hub based 66kV & 132kV IAC system architectures, exploring fishbone & star configurations. Aventa actively contributes to defining specifications for subsea hubs, emphasizing functions, target reliability, and target price. This should be considered as a first phase project prior to designing and qualifying subsea hubs up to "commercial ready" readiness level. The overarching goal is to enable scaling of subsea-hub based inter-array cable system architectures with a limited technical and commercial risk for various players of the supply chain including the suppliers of cable, connection technologies and floating wind farm developers and operators.

PROJECT DELIVERABLES

The Smart Subsea Hubs JIP outlines deliverables across four work packages, covering project management, IAC systems landscape assessments, and detailed specifications. Deliverables include project Gantt charts and comprehensive reports, covering IAC system requirements, reliability studies, and cost analyses.

For regular updates on the consortium's progress and the continued advancement of this groundbreaking project, please contact antoine.felix-henry@aventa.fr.

Advancements in Subsea Power Cable security and stability

In the dynamic realm of subsea power cable protection, Deltares is driving JIP CPS 2.0. Originating from the success of JIP CPS 1.0, this initiative focuses on mitigating challenges in the maritime industry, addressing issues like power loss and adopting a holistic system design. With origins in the completion of JIP CPS 1.0, the second phase aims to minimize cable motion, understand component interactions, and propose innovative solutions.

Aventa proudly supports JIP CPS 2.0 as an honoured partner set to commence in 2024. Following closely this project are Rémi Le Dru, Engineering Manager France, and Pierre André Courbet, Expert in CPS design.



Pierre André Courbet
Expert in CPS design
pcourbet@aventa.fr

Pierre André Courbet organize the team around the delicate subject of the CPS, he successfully conducted several projects on this topic in the previous year, developing the most reliable design methodology adapted to the CPS. His career began at SAIPEM in 2013, followed by Ciel & Terre International, involved a large panel of offshore projects.



Rémi Le Dru
Engineering Manager France
rledru@aventa.fr

Rémi Le Dru oversees the engineering french team focusing on subsea cable for marine renewable energy, showcasing his expertise in engineering, team coordination, and client interface. His career began at Principia in 2011, contributing to Subsea Umbilicals Risers & Flowlines (SURF) projects.

PROJECT OVERVIEW

JIP CPS 2.0 marks a critical advancement in subsea power cable protection. Led by industry experts, this collaborative effort targets motion reduction and protection at monopile foundations. With a global impact in mind, the project aims to enhance understanding of cable motion prevention and subsystem interactions. As a collaborative venture, JIP CPS 2.0 thrives on diversity, fostering inclusivity in comprehensive problem-solving for the maritime industry.

OBJECTIVES, SCOPE OF WORK & DELIVERABLES

JIP CPS 2.0's objectives are threefold: prevent/minimize cable motion, explore component interactions, and propose solutions aligning with the project's vision. The scope involves a meticulous examination of cable behavior, subsystem interactions, and overall design. With a holistic approach, the project aims to contribute valuable insights to industry guidelines, fostering a safer maritime environment.

Steering the future of Marine Energy through collaboration & partnerships

Throughout this year, our efforts have extended beyond strengthening existing connections. We've actively laid the foundation for a robust and expansive development of our partner network within the dynamic landscape of marine energy. This strategic initiative has been meticulously crafted not only to fortify our position but, more importantly, to find players that match with our values and ensure the seamless achievement of our ambitious goals for the upcoming funding round.

Our commitment to excellence is evident in the deliberate steps taken to foster a network that goes beyond conventional boundaries. This expansion encompasses a diverse array of expertise sourced from educational institutions, including universities, high schools, and specialized training centers. Furthermore, our collaborative reach extends to associations and regional, European, and international competitiveness clusters, creating a tapestry of knowledge and innovation.

Anchored in the concept of a collectively intelligent system, our proactive engagement in meaningful conversations with various partners signifies a dynamic and collaborative approach. This is crucial for addressing the multifaceted challenges inherent in the marine energy sector and for propelling innovation to new heights.

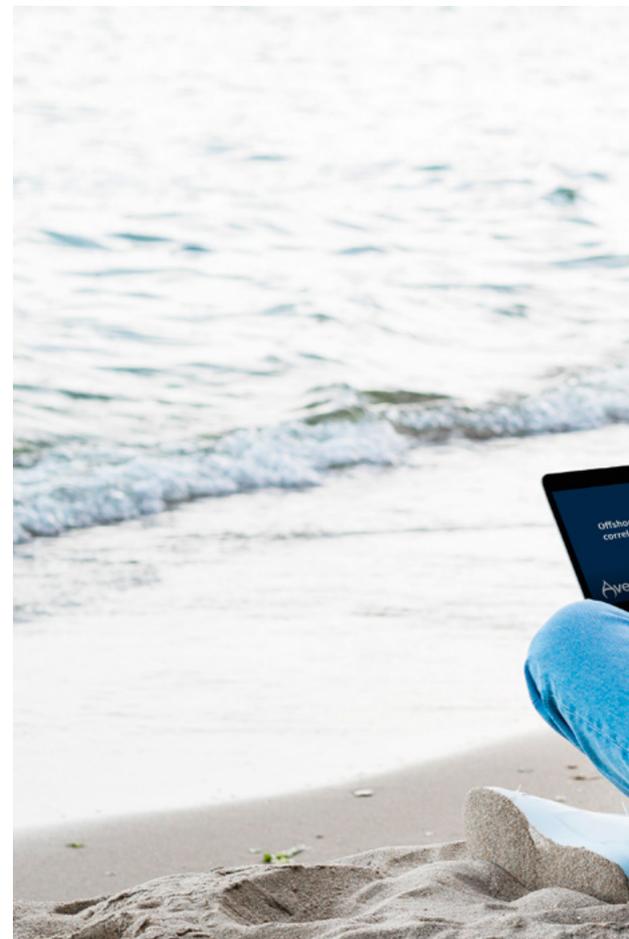
As we move forward, the groundwork we've laid this year is not only a testament to our dedication but also a strategic investment in the collective advancement of the Marine Energy sector. Each strengthened connection, each partnership formed, contributes significantly to the broader goals of sustainable energy and propels us forward as key contributors to the evolving landscape of marine energy solutions.

Strategic Dimensions of Aventa Partnership Collaboration

1/Education Area

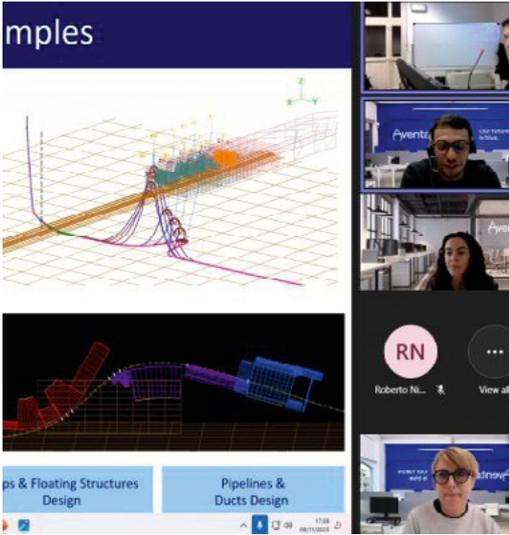
The role of future offshore talents will be crucial in shaping the energy landscape of tomorrow. The knowledge and skills acquired will be in high demand, offering the opportunity to contribute to a more sustainable world.

- **Career Opportunities, Internship Facilitation, and Project Development with Students:** Providing students with opportunities to gain practical experience within our network. Collaborating closely with educational institutions on real-world projects to enhance students' skills.
- **Dissemination of Expertise and Participation in Student Engagement Events:** Sharing insights into the Marine Energy sector to create awareness and attract talent. Engaging with students through round tables, meetings, and Career Days to inspire and inform.
- **Co-construction and Participation in Training Programs:** Actively contributing to the development of specialized marine energy training programs.
- **Engagement in Advisory Boards:** Offering strategic insights and expertise to advisory boards, influencing the direction of education in marine energy.
- **Founding:** Contribution to the financing of apprenticeships and technological and vocational training for institutions in our field.





Exploring the Correlation Between Ship Motions and Offshore Energy Cable Dynamics: A Collaborative Study by Aventa and Centrale Méditerranée Students



The study, titled "Offshore energy cable installation: the correlation between ship motions and cable dynamics" was conducted by H. Châtel, C. Ferry, and J. Lopez from Centrale Méditerranée. The project was supervised by Julien Touboul (Maître de Conférence de l'École Centrale de Marseille, Directeur Adjoint MSE et International, former Maître de conférence à SeaTech École d'ingénieurs with a PhD in Hydrodynamique) and Roberto Longo (Aventa Head of Engineering) along with his team.

The primary objective of the study was to investigate the relationship between ship motions and the dynamics of energy cables during installation. This investigation utilized regular wave simulations conducted with OrcaFlex, coupled with Python for data analysis. Key variables, such as the distance between TDP and TP and the length of the wire, were analyzed.

The study achieved notable accuracy, with Linear Regression reaching approximately 86% and Polynomial Regression achieving an impressive ~98%.

Looking forward, the next step in the research involves identifying a relationship between TDP Cmax and various variables based on the PI theorem.



2023

Main new Collaborations

Trieste University
(Department of Engineering and Architecture)



Lycée Professionnel Maritime
Jacques Cassard



Bologna University



CINav





2/Network Area

Being part of a systemic ecosystem not only propels individual entities toward success but also propels the entire industry toward a future in which the boundless power of the seas is harnessed through collective expertise and shared vision.

Our commitment to this vision is manifested through various strategic initiatives:

- **Knowledge Exchange and Contributions to Studies:** Actively participating in discussions to contribute to industry discourse and share insights. Providing valuable input for studies focused on the skills required in the ever-changing marine energy landscape.
- **Market Expansion and Local Marine Energy Sector Development:** Collaborating internationally to support the growth of marine energy sectors at the local level, including active participation in the V.I.E. program held by Business France.
- **Expansion of Certified Training Courses:** Increasing the range of accredited courses to ensure the workforce is equipped with cutting-edge skills.
- **Joint Industry Projects Development:** Collaborating with other companies to bring together unique knowledge within a partnership, sharing costs and benefits. The projects we are involved in address complexities or costs that may be too challenging for a single entity and require specific knowledge or equipment.
- **Participation in European Projects for R&D Project Development:** Actively engaging in European projects to contribute to the development of research and development initiatives in the marine energy sector.

2023

Main new Collaborations

Norwegian Offshore Wind
www.norwegianoffshorewind.no

French-Norwegian Chamber of Commerce
www.ccfm.no

Neopolia
www.neopolia.fr

Solutions&co Pays de la Loire
www.solutions-eco.fr

FLORES
oreskills.eu

Main accomplishments

EVOLEN DAYS

Sharing our transformative journey from the Oil & Gas industry to Marine Renewable Energy and contributing to the diffusion of COMED Study.

FLORES MEMBERSHIP

Supporting the Pact for Skills within the offshore renewable energies sector, as promoted by the European Union.

NOW GREECE, MILAN, AND SICILY VISITS

Collaborating with Norwegian Offshore Wind for international knowledge exchange and business development.

APEC PAYS DE LA LOIRE'S FIRST EVENT FOR ENERGY AND ECOLOGICAL TRANSITION

Active participation to develop the synergies at a local level.

Insights from the COMED Study

One significant milestone this year has been our participation in the notable COMED study, "Skills and Professions in Decarbonized Energies," lead by EVOLEN in collaboration with Accenture and 14 partners. Our engagement in this extensive national evaluation, with a specific focus on the offshore wind sector, reflects Aventa's dedication to advancing sustainable practices in Marine Energy.

Participating in the COMED study proved invaluable for Aventa, allowing us to:

- **Pointing out relevant Skills:** Recognize the skills essential in our field of expertise, ensuring a targeted approach to workforce development.
- **Offshore Jobs Definition:** Identify all the trades necessary for the successful execution of energy transition projects, contributing to a holistic understanding of the industry.
- **Positioning as Experts:** Establish ourselves as experts and a referent company in the Marine Energie sector, fostering stronger partnerships and collaborations.

In addition to these accomplishments, the COMED report forecasts a substantial workforce surge in the offshore wind sector for 2023, with an estimated Full-Time Equivalent (FTE) workforce ranging between 18,000 and 28,000 individuals. The concentration is expected in installation, construction, and commissioning, reflecting the dynamic growth within this sector.

Aventa's notable achievement lies in its seamless transition from oil and gas to offshore wind, reusing 90% of employees' initial skills. This adaptability positions Aventa as a versatile leader, ready to contribute significantly to the evolving offshore wind sector. As the COMED study contribute to shape the future of Decarbonized Energies, we want to stand as a forward-thinking industry player, embracing opportunities in the dynamic energy landscape.

EVOLEN
Energies
Aujourd'hui & Demain

Stéphane Bogoratz
Head of COMED Study, EVOLEN

"I valued the collaborative effort between Aventa and EVOLEN in crafting the report on Future Skills and Jobs in Decarbonized Energies (COMED), published in March 2023. Aventa, a key player among the 14 partners, leveraged its expertise in offshore platforms and marine energies to highlight essential skills for advancing energy transition through wind power. The dedicated involvement of Aventa's leadership and talent team, coupled with strong relations with EVOLEN's HR, contributed to a report we are proud of. We hope it attracts more individuals to our sector, promoting responsible energy development and reducing our carbon impact. A big thank you to the entire Aventa team!"



Download the COMED
2022 report

Stronger together:

Gordon Foot's inspiring trek for safer Waves

In an insightful interview, Gordon Foot, a valued member of the Aventa team embarks us on his remarkable journey to conquered Mount Kilimanjaro, Africa's tallest peak, which took place last October in support of Safer Waves, an organization committed to assisting seafarers affected by bullying, harassment, and assault. We at Aventa proudly contributed to this cause by providing financial support and continuously sharing Gordon's quest on social media to raise awareness and help grow donations. It was heartening to witness Gordon in his Aventa vest on top of Kilimanjaro!

This sponsoring marks our first venture into sponsorship, and the decision to support Gordon and such an important cause was only evident for us. It aligns with our ethos of supporting ambitious individuals within our community who are on a growth trajectory. Gordon's desire to challenge himself while supporting Safer Waves resonates with our commitment to the maritime community. Safer Waves, established in 2019, addresses issues like bullying, harassment, and assault affecting seafarers, aligning unfortunately with our industry's realities. By supporting this cause, we contribute to fostering a safer and more supportive maritime environment. Moreover, this crowdfunding modality over traditional financing add more depth to our support, as it is in align with our values of collective contribution and sustainable growth.



©Gordon Foot



Safer Waves is an organisation dedicated to aiding seafarers impacted by bullying, harassment, and assault. They offer a thorough referral service and helpline while actively collaborating with organizations such as the IMO, MLC, psychologists, law enforcement, and academia.



For general/professional enquiries please contact:
info@saferwaves.org

For confidential support, email the trained volunteers at:
support@saferwaves.org



©Gordon Foot

Gordon shared his motivation, training experiences, and the challenges encountered during this extraordinary trek in an inspiring interview, uncovering the story behind his recent climb of Mount Kilimanjaro.

1. Before we delve further into your inspiring journey and the meaningful causes you support, could you please share a bit about yourself, your background, and your role at Aventa?

I'm a dedicated seafarer with a lifelong passion for the sea, boasting a four-decade career split between submarines and offshore projects. My recent contribution to the Celtic Interconnector project with Aventa has been particularly rewarding. Beyond my career, I'm committed to inspiring the maritime community through various roles, including ambassadorships and active support for education, women in maritime, and lifelong learning.

2. What inspired your decision to embark on this trek, and what drove your motivation?

After participating in sponsored half marathons and 10k runs in the past, I felt that post-pandemic was the right time to accomplish something special from my bucket list. Climbing Kilimanjaro was a bold move to draw attention to fundraising efforts, taking me out of my comfort zone as a seafarer. At 58, I saw it as part of my broader mission to inspire others to strive for their best. If I can climb such a mountain, perhaps it can motivate others to conquer the mountains in their own lives.

3. How was your training experience, and how long did the preparation process take?

I rigorously prepared using ship facilities, focusing on leg strengthening and cardio exercises, and adopting a healthier lifestyle by quitting smoking. The diverse group of 15 participants, mainly in their mid-20s to mid-30s, showed

remarkable camaraderie during the challenging eight-day climb, characterized by high altitudes and steep inclines. Despite the physical and mental challenges, the sense of accomplishment upon completion made it worthwhile.

4. Can you share a memorable moment from your climb, any challenges you faced, explaining how you overcame them?

Overall I believe that we all had more than just a mountain to climb. Whether it was self-doubt, imposter syndrome, employment or family worries. Notably, despite my discomfort with heights, I confronted this fear during the climb. There were instances when looking at the rock face seemed easier than looking down, but gradually, I adapted to the panorama, and by day 6, I could appreciate the wider view.

5. What led you to choose Safer Waves as the focus of your support?

Advocating for allyship, particularly emphasizing the role men play in fostering positive change, naturally led me to this charity. Bullying, harassment, and sexual assault have affected our industry, and the unique challenges at sea demand attention. I aim to openly address what is unacceptable at sea within teams and multicultural environments, promoting respect for boundaries, personal space, and individual decisions.

6. Were there any unexpected insights or lessons that surfaced during your journey?

I emphasize the importance of broadening horizons, pursuing dreams, and engaging youth to raise awareness of the maritime and blue economy. Education, training, and skills are foundational to these aspirations. Through the University of Plymouth's MBA program at MLA College in 2022, I researched this crucial area. The findings, now available to academia and industry, have been well-received, with the UK government implementing many suggestions, including engaging with the maritime community for viewpoints.

7. What advice would you offer to someone looking for a cause to support?

If you wish to make a difference then start off by being brave and confront a difficult issue or topic and support a cause that really makes a difference to the seafarers. For example, gender diversity remains a significant challenge in the maritime industry, with only 2% of women actively employed. Many seafarers, including myself, are working across various domains to address issues like equity in pay, career choices, advancement, and basic amenities such as appropriately fitted PPE, toilets, and sanitary provisions.

8. Are there any upcoming adventures on the horizon for you?

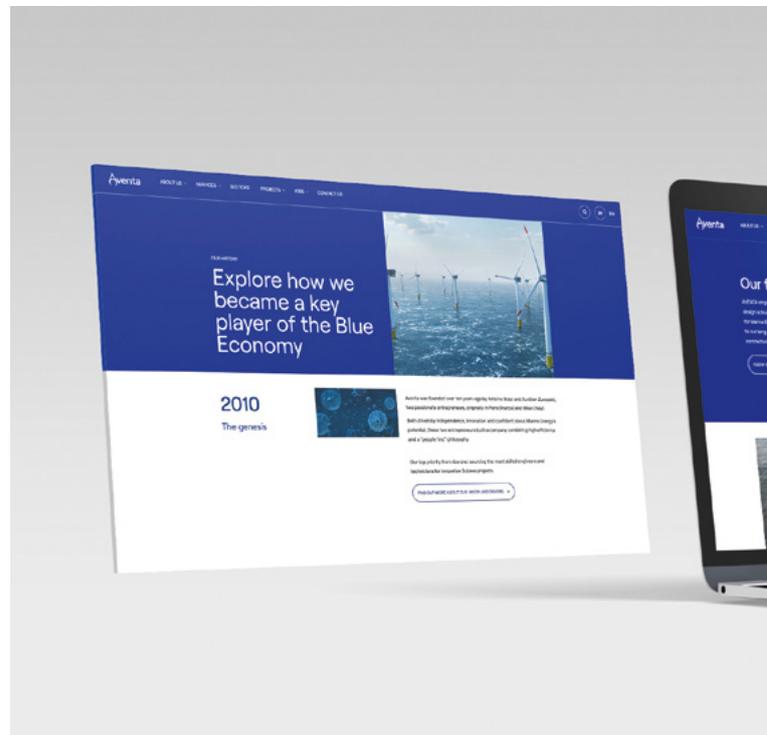
I'm considering a parachute jump in 2024 as a fundraising initiative, a suggestion from a maritime colleague. My commitment to "giving back" and "paying it forward" remains strong, and the rewards are immeasurable. Embracing the philosophy of "Semper Reddere" (always give back), I am dedicated to my voluntary efforts, hoping to inspire others to reach their best selves and contribute to a more compassionate maritime community.

A blue dive into Aventa's identity

In 2022, we proudly unveiled the Aventa identity under the theme "Our Future is Blue", reflecting our commitment to growth and sustained involvement in the marine energy sector. This change in identity resonates with our dedication to progress and aligns seamlessly with our slogan, symbolizing the vast opportunities and potential in the Blue Economy.

As part of this comprehensive transformation, the new identity necessitated a revamping of our website and all communication tools. This initiative was undertaken with precision and care, ensuring that our online presence and communication channels seamlessly integrated the refreshed Aventa identity. The revamped website and communication tools now embody the essence of "Our Future is Blue", providing a cohesive and engaging experience for our stakeholders.

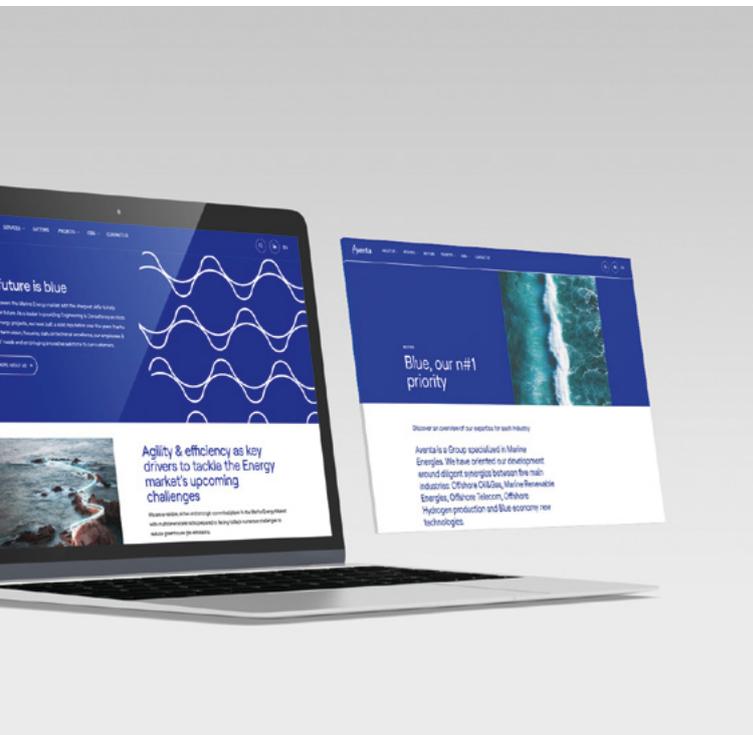
Importantly, this renewed focus on the "blue" theme also underscores our commitment to the blue economy, emphasizing sustainable practices and responsible resource management within the marine and maritime sectors. By integrating these principles into our identity, we contribute to the broader global efforts aimed at balancing economic development with environmental stewardship.



Throughout this transformative process, we meticulously implemented the new identity across all our offices, ensuring a harmonious integration that respects the unique character and cultural nuances of each location. This approach reflects our sensitivity to the individuality of our offices, preserving the soul of each workspace and staying in tune with the cultural fabric of the respective countries.

In the subsequent year, 2023, we celebrated the successful completion of the production of our merchandise. Our selection criteria for these items adhered strictly to our core values, emphasizing constant quality. This commitment to excellence is evident in the careful curation of high-quality goods that bear the Aventa brand.

We were pleasantly surprised to discover one of our Aventa jackets proudly reaching the summit of Mount Kilimanjaro (see pages 32-33). As we reflect on these achievements, we look forward to the continued evolution of Aventa, guided by our enduring commitment to excellence, growth, and innovation in the marine energy sector and our dedication to promoting sustainable practices within the blue economy.



Our future
is blue.

Aventa Paris headquarters
14 rue Chevert
75007 Paris – France
Ph: +33 1 80 49 34 21

Aventa Italy headquarters
Viale Sarca, 336 f/edificio 16
20126 Milano – Italy
Ph: +39 02 467121