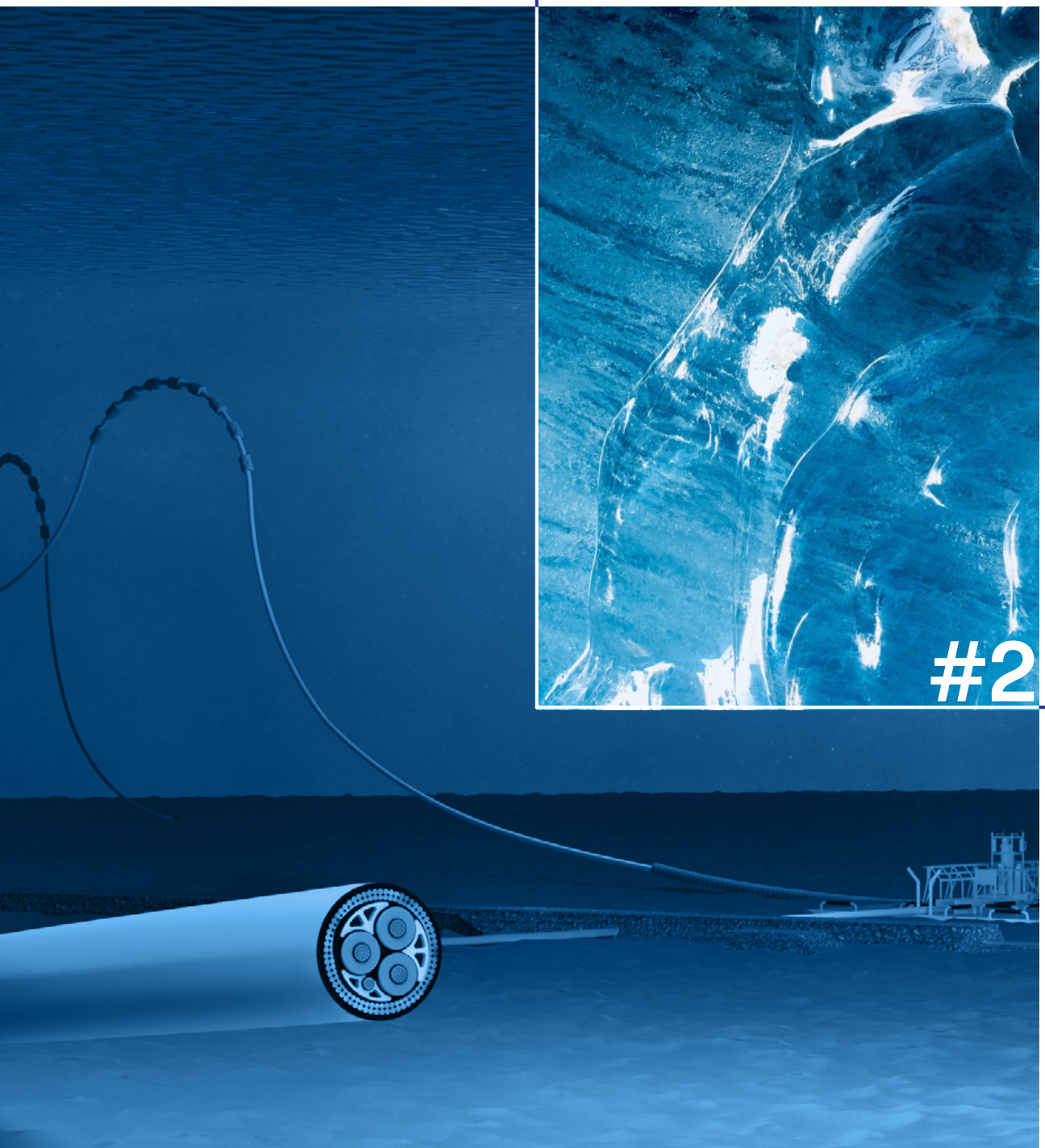
Aventa

VitaminSea.

AVENTA'S MAGAZINE

HIGHLIGHTS 2024



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CONTENT

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2024 marked a new chapter for Aventa – a year of structuration, expansion, and acceleration. We significantly increased our delivery capacity and began building a more robust operational foundation for the future.

We also expanded our geographical footprint, onboarding exceptional talent, and securing larger, more complex contracts with leading industry players.

Another major highlight of 2024 was the launch of the Aventagers community – our internal network of dedicated team members who embody the spirit, drive, and excellence behind Aventa.

These individuals are the real champions of the blue economy, and together, we are co-building a community that reflects their energy and values.

Looking ahead to 2025 and beyond, our greatest ambition is crystal clear: to become the #1 leader in Marine Energy and the preferred full-service provider for our Clients, from engineering to consulting and Marine Operations activities, across all Marine Energy technologies.

To achieve this, we will continue to:

- Grow geographically, bringing us closer to Clients and projects
- Explore new markets, including the Netherlands, Germany, Denmark, South Korea, and broader regions across Asia and Oceania
- Strengthen our full-service offering, combining technical expertise, consulting, and project support
- Invest in innovation and R&D, to stay ahead in a rapidly evolving sector
- Address the talent and skills gap, through strategic hiring, upskilling, and partnerships with academia and training institutions
- Enhance the experience of our people, fostering growth, inclusivity, and a sense of purpose across all Aventa teams

By 2030, we aim to welcome 800 new team members, building a global, multidisciplinary workforce that will help deliver on the ambitious goals of the energy transition.

We also reaffirm our commitment to corporate social responsibility, continuing to support educational programs, environmental causes, and local communities through partnerships and targeted initiatives.

2024 laid the foundation – 2025 is about amplifying our impact, for our Clients and our people. Together with the Aventagers, we are more determined than ever to lead the way in shaping a sustainable, inclusive, and high-performing Offshore Energy future.

Let's keep moving forward, boldly and collectively – Our future is blue!

Thank you all for being part of our journey.

Yours,

Antoine Bosc and Aurélien Zuccarini
Founders

Energy Market Overview
Focus on Offshore Energy

The global energy landscape continues to evolve at high speed, driven by the twin imperatives of decarbonization and energy security. As the effects of climate change intensify and geopolitical instability reshapes supply chains, the urgency to accelerate the energy transition has never been greater.

Nations are under increasing pressure to electrify their economies, reduce dependency on fossil fuels, and secure stable, local sources of energy. Offshore Energy technologies are emerging as essential pillars in this transformation. They offer both the scale and reliability needed to support long-term electrification goals, while reinforcing national energy independence.

In this context, the Offshore Energy sector is not only growing – it is becoming strategically central, and the next part gives you an overview how this field is expanding and diversifying all around the globe.

Europe

Europe's energy landscape has shifted significantly since the start of the war in Ukraine. In response to the energy crisis, countries have reduced reliance on Russian fuels and prioritized energy security. Clean energy targets have been raised, and renewable deployment is at an all-time high. Key challenges remain, including upgrading infrastructure, strengthening supply chains, and improving regional system integration.

France

France has a predominantly low-carbon electricity mix, largely due to its extensive nuclear fleet, the second largest globally after the United States. The Country has committed to achieving net zero emissions by 2050 and reducing greenhouse gas emissions by 55% by 2030, as outlined in its 2019 Energy and Climate Act. These targets are implemented through a national low-carbon strategy with five-year carbon budgets and a multiannual energy investment plan. France is investing in energy efficiency, the construction of six new nuclear reactors, and the expansion of renewables, particularly Offshore Wind. A €1.5 billion fund supports maritime modernization and decarbonization. A 10 GW Offshore Wind tender is scheduled by 2025, contributing to the national target of 40 GW by 2050. As of 2024, France has installed 5.26 GW of Offshore Wind capacity, with 8–10 GW expected by 2026.

Denmark

Denmark targets net zero emissions by 2045 and plans to achieve 110% emissions reductions by 2050. The Country is a leader in wind energy, with wind, bioenergy, and solar making up over 80% of its electricity mix. Offshore Wind capacity is planned to reach at least 6 GW by 2030, with key development areas including the North Sea, Kattegat, Kriegers Flak II, and Hesselø. Denmark also focuses on carbon capture and storage (CCUS) and hydrogen as part of its energy strategy. Climate governance is coordinated through the Ministry of Climate, Energy and Utilities, with annual planning cycles defined under the Climate Act of 2020. The Country aims to end fossil fuel production by 2050 and reach 100% biomethane in heating by 2030.

Germany

Germany targets net zero emissions by 2045, as outlined in its Climate Law. To meet its 2030 goals, 80% of electricity generation must come from renewable sources, with a full transition targeted by 2035. Nuclear energy was phased out in 2023, and coal is scheduled for complete phase-out. Germany aims to reach 100–110 GW of onshore wind, 30 GW of Offshore Wind, and 200 GW of solar PV, along with 10 GW of hydrogen capacity by 2030. Under the Energy Efficiency Act, the Country plans to reduce energy consumption by 500 TWh by 2030. In 2024, 73 new Offshore Wind turbines were connected, totaling 742 MW of new capacity. Offshore Wind generation reached 25.7 TWh, up from 23.5 TWh in 2023. Long-term Offshore Wind targets are 30 GW by 2030, 40 GW by 2035, and 70 GW by 2045.

Italy

Italy targets carbon neutrality by 2050 and aims to achieve 30% renewables in total energy consumption and 55% in electricity generation by 2030. The Country has integrated significant volumes of variable renewable energy while continuing to rely on natural gas for electricity and heating. To improve energy security, Italy has diversified gas supply through expanded pipeline and LNG infrastructure. In the offshore sector, 2024 marked a turning point, with growing momentum in wind energy development. The National Plan for Energy and Climate (PNIEC) sets a target of 2.1 GW of Offshore Wind capacity by 2030, though industry groups are calling for an increase to 10 GW. Despite a slow start, Offshore Wind is becoming a key part of Italy's energy transition.

Netherlands

Offshore Wind is a cornerstone of the Netherlands' climate and energy policy. The Country aims to achieve net zero emissions by 2050 and reduce CO_2 emissions by 55% by 2030. A structured auction system awards subsidies to renewable energy, hydrogen, and carbon capture projects based on avoided emissions. The Offshore Wind capacity target is set at 21 GW by 2032, with further expansion to 50 GW by 2040 and 70 GW by 2050. The North Sea Programme, part of the National Water Programme, defines development zones while balancing other maritime uses. Designated areas include Nederwiek, Doordewind, and Lagelander, expected to come online from 2031. The Offshore Wind Energy Act supports site allocation, permitting, and grid connection, enabling long-term planning and energy system transformation.

UK

As one of the early adopters of climate legislation, the United Kingdom has set a legally binding target of net zero emissions by 2050 and implemented a system of carbon budgets. National emissions have decreased by around 50% since 1990. The UK's energy strategy focuses on expanding renewables, nuclear, hydrogen, and carbon capture, while phasing out fossil fuel production in the North Sea. In 2024, the final coal-fired power plant was decommissioned. A partnership between The Crown Estate and Great British Energy (GBE) aims to mobilize £60 billion in private investment and deliver 20–30 GW of Offshore Wind projects reaching seabed lease by 2030.

United States

The United States has implemented major energy and climate policy reforms aimed at building a clean, secure, and affordable energy system to support a net zero economy. The Country ranks among the top three global markets for renewable energy investment, heat pump manufacturing, and electric vehicle sales. In 2024, under the Biden administration, the federal government approved the New England Wind project and seven additional Offshore Wind developments, reaffirming the national goal of 30 GW of Offshore Wind capacity by 2030, including 2,100 turbines and foundations. Later in 2024, the return of Donald Trump to the presidency introduced policy uncertainty, raising concerns about the continuity of clean energy initiatives. Despite political shifts, Offshore Wind development advanced significantly, making 2024 a key year for U.S. progress in the sector.

Middle-East

The Middle East plays a key role in global energy supply, hosting five of the world's top 10 oil producers and three of the top 20 gas producers. In 2022, the region accounted for over 40% of global oil exports. Electricity generation remains heavily dependent on oil and natural gas, which together supply around 95% of power production – the highest global share. Growing domestic demand, driven by economic expansion and population growth, adds pressure to diversify energy sources. At the same time, countries face increasing risks from climate-related events such as heatwaves and water scarcity. In response, several Gulf states are investing in low-carbon energy industries, including solar power, hydrogen, and carbon capture, to reduce dependence on fossil fuel revenues and enhance long-term energy resilience.

Asia Pacific

The Asia-Pacific region is home to over half the world's population and is central to global energy demand and transition efforts. Offshore Wind capacity in the region is projected to reach 43 GW by 2027, a twentyfold increase according to Wood Mackenzie. China leads the region, expanding its installed Offshore Wind capacity from 2 GW to 31 GW over the next decade, while maintaining its position as the largest global investor in clean energy. Taiwan targets 8.7 GW, and South Korea has launched a new 1.5 GW Offshore Wind auction, aiming for 12 GW of capacity by 2030. India and Southeast Asia are also experiencing rapid energy demand growth, driven by industrialization and urbanization. Japan and South Korea, historically reliant on imported fossil fuels, are establishing long-term decarbonization strategies. The Global Wind Energy Council highlights rising investment and deployment across the region. A workforce shortage is emerging, with over 530,000 wind technicians needed globally by 2028, underlining the importance of training and capacity building in APAC markets.

Australia

Australia targets net zero emissions by 2050 and aims to double emissions reductions by 2030, as outlined in the 2022 Climate Change Act. The national clean electricity target is set at 82% renewables by 2030. The transition is guided by the Net Zero Authority, operating under the Prime Minister's office, with a focus on ensuring a just and inclusive transition. Additional measures include a 2030 critical minerals strategy and gas market reforms to enhance energy security. As the share of variable renewables increases, system flexibility, fuel availability, and infrastructure resilience are key priorities in adapting to more extreme weather conditions and maintaining grid stability.

Africa

Africa is expected to host one-fifth of the global population by 2030, with energy demand rising accordingly. Despite abundant resources, the continent accounts for only 6% of global energy use and less than 3% of global CO_2 emissions. Access to modern energy remains limited: over 600 million people lack electricity, and nearly 1 billion lack access to clean cooking solutions. Meeting development, access, and climate goals will require a significant increase in energy investment, with over two-thirds directed to clean energy. Countries like Angola are expanding crude oil production while promoting renewable energy, especially hydropower. In Mozambique, electrification efforts include solar PV deployment in rural areas, reaching 700 schools and 800 public buildings through off-grid systems.

2024 Key Figures

Workforce

Our **total workforce grew from 229 in 2023 to 277 in 2024**, a 17% increase, demonstrating our ability to attract and retain qualified professionals in a competitive market. This includes both employees and freelance consultants. The number of **direct employees rose from 87 to 119**, marking a 26% increase. Compared to 2023, employee hires increased by 47%, underlining our acceleration in permanent recruitment.

>270
PEOPLE

A Positive Work Environment

We maintained a **low turnover rate of under 5%**, confirming strong team engagement and long-term commitment. Aventa employees are choosing to stay, grow, and project themselves into the company's future. We also continued to build a **diverse and international team**, with **over 30 nationalities** represented across our global operations.

TURNOVER
< 5%

Parity

On gender balance, **women now represent 20% of the total workforce**, with **near parity at headquarters**. These are encouraging figures as we work to strengthen inclusion across all areas of the business.

Baptiste Faye
CFO

> *"2024 confirms the strength of our model and our people. We're proud of the results, and even more excited about where we're headed."*

Business Performance

Turnover increased by 30% compared to 2023, with both major business units contributing significantly:

- **Consulting and Offshore Personnel Services**: +21%
- **Engineering Services**: +80%

This confirms the strength of Aventa's full-service positioning and its relevance to current and future Offshore Energy needs.

2024 was also the **first full year of Marine Operations for Nerio**, our Training & Talent entity. Nerio completed its **first project** and secured **two additional contracts**, showing clear traction for its specialized offshore services offer.

4
OFFICES

We also continued to **expand our physical presence**, reaching **nine operational offices** by the end of 2024. New locations opened in **Anglet** and **London**, **Rijeka** and we extended our office in **Genoa** supporting our goal of being closer to Clients and project sites. Additional growth is planned for 2025 as we explore new markets and strengthen our presence in strategic regions.

2024 was not just a year of growth, it was a foundation for what's next. In 2025, Aventa aims to continue its expansion, develop its full-service model, and explore new markets, all while deepening its impact on innovation, talent development, and sustainability.
With strong results behind us and clear ambitions ahead, we move forward with purpose: to become the number one partner in Marine Energy and a trusted, full-spectrum service provider in the offshore sector.

New Locations

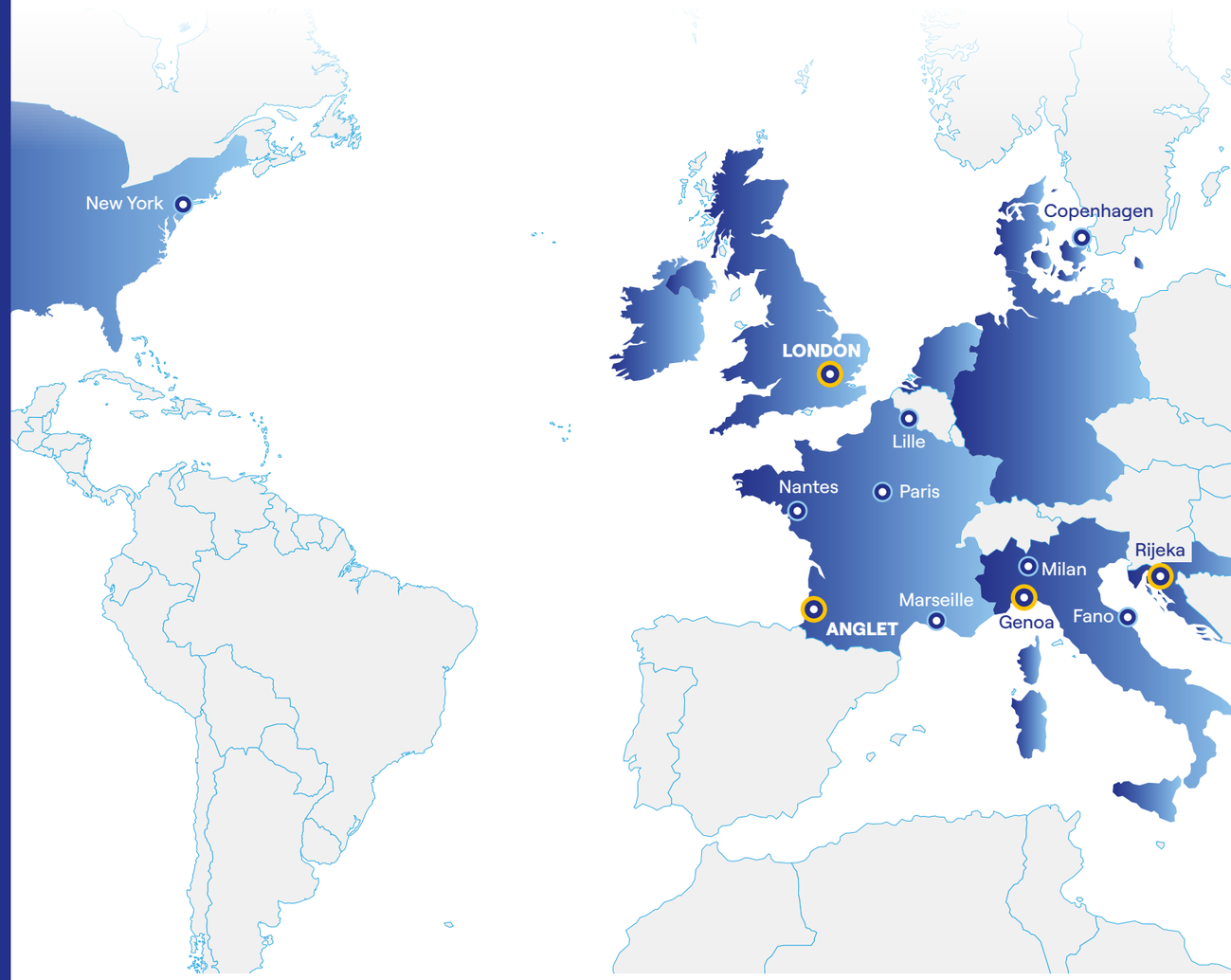
ANGLET office

ANGLET office
37 Av. de Larochefoucauld
64600 Anglet – France

LONDON office
11 Old Jewry
London EC2R 8DU – United Kingdom

RIJEKA office
Ružićeva ul. 32
51000 Rijeka – Croatia

GENOA office (extension)
Piazza della Nunziata
16124 Genova GE – Italy



Aventagers Community

Aventa Community is not "just" a community of people – it is a true space for sharing and co-creation, a place where every individual uniqueness is highlighted and encouraged to emerge.

Guided by our company pillars – People First, Cutting Edge, Sustainable Growth and Constant Quality – this community is the foundation of Aventa's identity, as Aventa was born and continues to grow through the people who shape it.

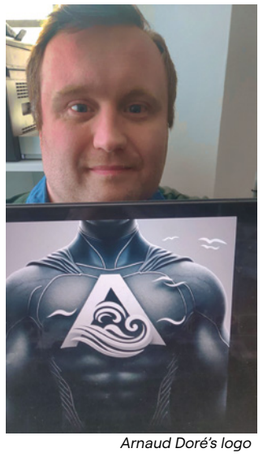
Below are the key 2024 initiatives that brought us together, encouraged creativity, strengthened our connections, and reminded us of the collective mission we share.

Community Challenges...
and Prizes!

In 2024, several internal challenges were launched through #AventaConnections to encourage community engagement. These ranged from visual and creative challenges to games and contests. The most symbolic was the Logo Challenge. This initiative invited all employees to design a logo representing the Aventagers community. Around 30 proposals were submitted by 20 participants. After a company-wide vote, Vanessa Pereira's logo won and was later refined into the official Aventagers logo, with her contribution and input. The result is a visual identity that embodies the values, energy, and ambition of our people!

Vanessa Pereira's logo

Enrico Di Maggio's logo



Arnaud Doré's logo

Patricia Sladin – Summer photo challenge

Other successful initiatives included a summer photo challenge, where Aventagers submitted snapshots of their travels and daily life. It started during summer and it is now a regular "rendez-vous".

The other one was Tetris Challenge, the first competition of its kind, based on problem-solving and strategy, with prizes awarded to the top performers. It took a month and participation was high, with a Top5 being published every Friday to inspire competition. Andro Bacic was the big winner (iPad), followed by Boris Plisic (Garmin Watch) and Nicola Fiorelli (Samsung Buds). Its success set the tone for more gamified initiatives – combining connection, creativity, and a little bit of competition.

These activities demonstrated that creativity, playfulness, and friendly competition can be powerful tools for strengthening workplace bonds. If you have ideas for future challenges, please share them with your Communications department! They will be happy to hear from you!

Aventa Days - Teambuilding activities

#AventaBox

Launched in 2024, the #AventaBox provides a confidential space for employees to share feedback, ideas, and concerns. Submissions can be made anonymously and are reviewed with the objective of identifying areas for improvement and implementing concrete actions. Feedback collected through the Aventa Box is addressed during Townhall Meetings and company-wide events such as Aventa Days, as well as through targeted internal initiatives.
The Aventa Box is accessible through a QR code included in each newsletter, encouraging all Aventagers to take part in shaping their collective work environment.

#ResourceHub

In addition, each newsletter also features a QR code that directs to the Resource Hub. This internal platform includes practical resources such as the Code of Ethics, Travel Policy, IT Guidelines, branded templates (Word and PowerPoint), and other materials needed for day-to-day operations. The #ResourceHub is regularly updated to reflect company developments and ensure clarity, accessibility, and operational consistency.

Town Hall Meetings

Transparency and alignment are key elements of Aventa's culture. To support these values, the company organizes two to three Townhall Meetings each year. These meetings are open to all employees and provide an opportunity to present strategic updates, share operational insights, and address questions directly. They foster a sense of involvement and contribute to a stronger understanding of Aventa's direction across all teams. Townhalls are held 2-3 times a year, in addition to Aventa Days – the company's internal conference – and serve as a core space for cross-functional exchange and internal communication.

Aventager Gatherings

In-person gatherings remain an important part of community life at Aventa. In 2024, these included Christmas celebrations, local lunches and afterworks, and larger-scale team-building activities. The year was also marked by the distribution of Christmas gifts to employees – including Helly Hansen jackets and newly designed branded t-shirts, intended as both a gesture of appreciation and a visible symbol of belonging.
Several team-building activities took place throughout the year, including paddle tournaments and bowling. A highlight was the company-wide and BIG team-building event at the Aventa Days, which brought together employees from various offices for a special moment of connection and collaboration.
Moreover, 2024 was greeted by two great opportunities for Aventagers get together locally and also meet Clients and local partners – the inauguration of Anglet and Rijeka offices. Both were great opportunities for consultants to meet the internal engineering and support teams and start building connections between each other.

#AventaConnections,
Our Internal Newsletter

To keep the community informed and engaged, we have launched the #AventaConnections newsletter, celebrating its first anniversary in 2024. This carefully crafted internal monthly newsletter, sent to everyone at Aventa every second Friday of every month, highlights the company's achievements, introduces new Aventagers on board, and shares useful and engaging updates about what's going on within both the community and the company. It also features photo sharing moments and people stories, to show we are much more than simply professionals, we are passionate, authentic and driven!
The newsletter is therefore a space to stay connected across all locations and departments, with a strong focus on visibility, accessibility, and participation.

Christmas 2025 in Paris

Supporting Aventagers

Aventa is committed to supporting employees beyond their work life. Personal achievements, passions, and challenges are actively encouraged and celebrated.
One example is our sponsorship of the US Fortuna Fano indoor football team, where Aventager Enrico Di Maggio proudly represents the company on the field.

This spirit of support extended into running, as Enrico completed the Vermont (relay) Marathon in Boston running 12km and Andrea Bemporad ran later the Milano21 half-marathon, breaking his personal record with impression 1:27:55!

Aventa provided equipment and visibility to these efforts, sharing their stories internally as examples of commitment, endurance, and collective pride.
More participation is expected in 2025, with additional marathons and sporting events on the horizon. These stories are not isolated events – they are part of a broader belief that well-being, balance, and personal goals are an integral part of a healthy work culture. We are organizing a team of Aventagers to take part in a relay marathon current 2025. People who would like to join can still do, so inform your Communications department if you want to.

Both the victories of Fano's indoor football team and the progress of the marathon runners are highlighted in the newsletters, serving as tangible examples of the talent, passion, and support within our community.

For every Aventager who chooses to challenge themselves, Aventa will always be their number one fan. So don't hesitate for a second in letting us know what's your next challenge, we will be happy to be there for you having your back and contributing as We can.

AventaLink

Aventa is always on the lookout for new talent to join its team, or even new Clients to our portfolio of trusted partners. This led to the creation of **AventaLink**, Aventa's Referral Program – a valuable and widely used tool that helps identify high-potential candidates through referrals from those who know the company from the inside.
New in 2024 is the expansion of the program to include Client referrals as well, making AventaLink even more effective and inclusive. The program offers a reward for each successful referral – a concrete opportunity to actively contribute to the company's growth... and be recognized for your contribution.
Aventagers call Aventagers so what are you waiting for to make a referral? Don't hesitate in contacting Silvana Davanzo right away if you have someone in mind!

Happy New Year Video: the Tradition

One of Aventa's most anticipated traditions is the New Year video, shared on LinkedIn on January 1st. This internal initiative invites all Aventagers, from every office, to contribute a short video clip. These are then compiled into a single message that reflects the spirit of the team and the energy with which we start the New Year.
This tradition is both simple and meaningful – a reminder that Aventa's strength lies in its people, and that celebration and unity are part of how we grow, year after year, from day one to the last of the year!

Aventa Days: More Than Just a Company Event

The Aventa Days are an annual internal gathering that brings together all Aventagers from Aventa's offices – France, Italy, Croatia, and beyond. The event includes a seminar to share key updates on market trends and Aventa's activities, opportunities to network and connect with colleagues, team-building activities, challenges, and of course, plenty of fun and surprises!

In 2024, we hosted our first edition, which was a great success. From now on, once a year, all Aventagers will come together for something a little different: the Aventa Days.
The purpose of this event is to reinforce company culture, encourage cross-office collaboration, and offer time and space for meaningful interactions. It's a time to enjoy quality moments together, get to know each other better, and – why not – experience a true vacation filled with sharing and fun.

At Aventa, people are the company's main pillar. The "People First" statement guides every decision and direction the company takes. In a work environment that is both international and constantly growing – with nine offices around the world – it is essential to create opportunities for Aventagers to meet in person and feel part of one united community: Aventa's one and only vessel, sailing toward a bluer future!
The Aventa Days take place over a weekend. During these days, a variety of activities unfold – both educational and recreational – and everyone is invited to participate.

In 2024, we organized the Aventa Days at the Domaine de Rebetz, a beautiful French estate in Chaumont-en-Vexin, at the end of January for a two-day event. The fields were covered in snow and yes - it was freezing, but luckily we all had thick jackets!

We surprised our dear Aventagers with a special guest: Guillaume Néry, the renowned French freediver, who brought inspiration and deep insights (literally). The weekend also included lively team-building activities, a music and dance show performed by a talented couple, the presence of a caricaturist, and a professional photographer offering LinkedIn profile photos in a pop-up studio.

The 2025 edition promises to be just as exciting – and this time, sunnier!

With new surprises in store, we're looking forward to building more memories, strengthening our bonds, and continuing to grow together - one Aventa Day at a time.

Feedback on Aventa Days

"Everything was perfect, and my only suggestion is to keep up the good work!"

"Thanks for the opportunity to participate to the event!"

"Very good organization and location. Next time, if it is during working days, it will be even better. Thank you."

"It was a perfect occasion to start with Aventa. In the morning, the introduction gave me a clear understanding of how is organized Aventa and which are the objectives. In the afternoon, the team building was a perfect starting point to meet all the people that has been consolidated during the evening. Many thanks for all."

"Everything was really great!"

"I see no way to improve on what was an absolutely perfect weekend. Thank you guys, and the whole team for organising this amazing event for us all."

Aventa Consulting

2024 Highlights and Looking Ahead

In 2024, Aventa's Consulting Department reinforced its position as key provider of engineering staffing and outsourcing solutions. Operating at the intersection of engineering design and offshore execution, the department continued to expand its support across project development, execution, and operations, both onshore and offshore.
This hybrid delivery model - combining internal engineering capacity with external consulting expertise - enabled Aventa to address Client needs across project phases and geographies, becoming a full-service provider for the market.

A defining feature of 2024 was Aventa's global expansion. The Consulting team is now active in projects across almost every continent, with consultants based in strategic locations to deliver services locally or remotely. This international footprint enhances our ability to respond quickly, reduce mobilization constraints, and stay aligned with Client timelines.

Over the past year, the range of profiles and technical expertise offered to Clients has also broadened significantly. We have expanded our support across more technical scopes, niche specialties, and different Offshore Energy segments, reinforcing our role as a full-service partner. Furthermore, Aventa Consulting specializes in the outsourcing and placement of highly qualified experts in both traditional and emerging engineering domains. This includes office-based, remote, site-based and offshore roles such as:

- Engineering consultants (structural, electrical, installation, etc.)
- Planning and project support staff
- QA/QC, HSE, and risk management professionals
- Client representatives and offshore supervisors
- Technicians for cable pulling, testing, jointing, and commissioning

To source top talent and support our Clients effectively, we rely on our in-house Talent Acquisition team, specialized in sourcing the best engineering and technical profiles, as well as a dedicated team of Key Account Managers. These experts ensure the right profiles are matched to each Client's needs. The team expanded in 2024, welcoming professionals from diverse backgrounds across various energy sectors, including market specialists with experience in regions such as Asia. Our teams also leverage AJM (Aventa Job Matching), an in-house developed tool that uses an algorithm to match and pre-qualify candidates, enabling faster and more accurate shortlisting. More on page 30.

Global Footprint through a Local Expertise & Presence

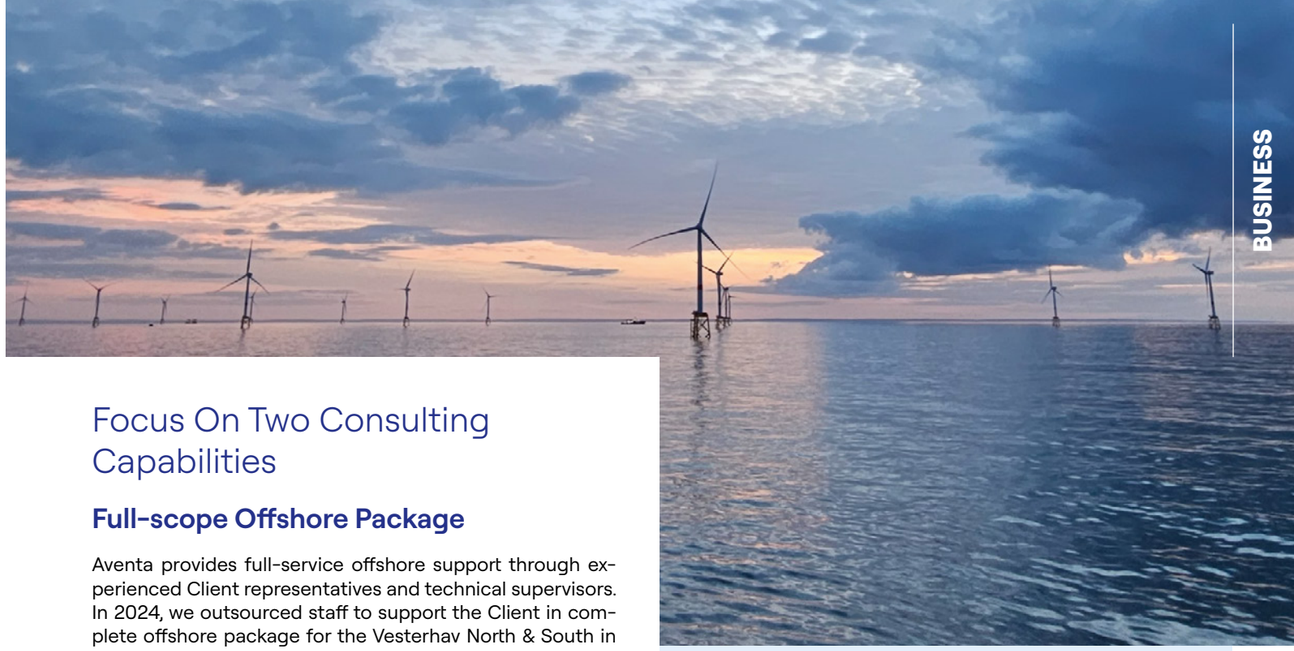
In 2024, Aventa Consulting supported projects across nearly every continent providing the right staffing solution, demonstrating our ability to operate in diverse environments and respond to a broad range of technical needs. Our Consultants were active in North and South America, in Europe, Africa, and Asia, covering all phases of the project lifecycle, from early development to execution and operations. This global presence is made possible by a distributed network of professionals located close to Client operations, enabling responsiveness, regional understanding, and efficient mobilization.

Also, to provide the best conditions for our Consultants and be close to our Clients, our Consulting offices in Milan, Rijeka, and Fano, are working closely with the Engineering Department of Aventa to deliver both long-term technical services and short-term resourcing to our Clients, the foundation of an hybrid model we are developing.

Throughout the year, Aventa contributed to projects such as Silver Run and the Woodside Louisiana LNG terminal in the United States, a major infrastructure project in Brazil, an FPSO development in Indonesia, the Kaminho project in Mozambique, and early-phase support in Turkey. In Europe, our Consultants played a role in flagship Offshore Energy developments, including St Brieuc OWF, Noirmoutier OWF, Fécamp OWF, and PGL FOWF, in collaboration with partners such as RTE, LEMs, and Technip Energies, as well as long-lasting ones like Prysmian. We also supported subsea interconnection projects like the Celtic and Biscay Gulf interconnectors (for more information on these projects, page 20-25).

Michele Zingari
Chief Growth Officer
mzingari@aventa.fr

> *2024 was a defining year for Aventa Consulting. We strengthened our presence across the globe, expanded our consultant network, and delivered complex scopes both onshore and offshore. In 2025 and beyond, our focus is on scaling this model, broadening our sector reach, increasing upstream involvement in projects, and continuing to build a delivery framework that combines technical skills provision, local responsiveness, and flexibility.*



Focus On Two Consulting Capabilities

Full-scope Offshore Package

Aventa provides full-service offshore support through experienced Client representatives and technical supervisors. In 2024, we outsourced staff to support the Client in complete offshore package for the Vesterhav North & South in Denmark, supporting our Client Saipem, covering all the cable scope. This included:

- Wind turbine installation
- Foundation works
- Cable interventions and replacements
- Rock placement operations
- Cable Protection System (CPS) stabilization

These scopes are increasingly requested by developers and contractors. At Aventa we are fully equipped to meet this demand and ensure readiness for fast-paced or corrective offshore campaigns.

Specialist Survey Services

We provide expert support for survey operations in Offshore Energy projects. These services play a critical role in determining the optimal route in advance, monitor positioning during installation, and verify the final position both prior to and following asset protection. Through our network of experienced Consultants, Aventa covers a full range of survey activities:

- Geotechnical surveys: understanding seabed composition and soil typology to assess trenching conditions and burial feasibility
- Geophysical investigations: using indirect acoustic methods (e.g., sonar and seismic reflection) to map the seabed and detect features that may impact cable routing
- UXO (Unexploded Ordnance) detection: ensuring safe installation zones by identifying and clearing potential hazards in the seabed
- Archaeological assessments: identifying and preserving cultural heritage sites along the planned route
- Post-installation verifications: ensuring cable positioning is within design parameters

Aventa has the capability and personnel to support both these scopes and is actively expanding this offering, not only by providing survey engineers and specialists, but also by proposing offshore project management and coordination roles to oversee survey campaigns from planning to execution. This complements our traditional Client representative services and allows us to take a broader role in project delivery.

2025 and Beyond

The future of Aventa Consulting lies in the continuous deep integration with Engineering. Our goal is to go beyond staffing and to offer technical continuity, project memory, and domain-specific expertise across both office-based roles and offshore assignments. We want to be in a position to enable Clients to access staffing solutions, on-demand engineering studies, and offshore technical missions, among other possibilities, through a single, unified service provider – Aventa – an approach that reflects the increasing need for flexible, cross-functional support across the Marine Energy value chain.

By leveraging the hybrid strengths and investing in key markets, key talent and key skills, we truly believe we are well-positioned to deliver a true full-service model to Marine Energy Clients.

In 2025, we will continue our geographical expansion by targeting new markets, with a focus on establishing a presence in Australia, completing our operational footprint across all inhabited continents. We also aim to strengthen our position in the Middle East, a region with ongoing investments in offshore infrastructure and large-scale EPC projects, as well as in Europe and North-America, because with an established global network of consultants and operational hubs, we see strong potential for further developments.
A key part of this strategy is maintaining proximity to our Clients. Our current hubs in Milan, Fano, and Rijeka will continue to operate in close collaboration with engineering, while new office openings are under evaluation to better support project delivery in these priority regions.

In parallel, we are exploring opportunities to extend our services into new sectors, including nuclear energy and other industries where our technical profiles and operational models can bring value.

Aventa Engineering

2024 Highlights and Looking Ahead

In 2024, Aventa Engineering confirmed its central role in the company's strategic development, with a focus on innovation, growth, and diversification: the team has expanded its expertise, broadened its Client base, and reinforced its presence across some key and new markets. From the launch of new tools to expansion into floating solar and hydrogen, 2024 was a year of consolidation and acceleration.

The year was also marked by the hosting of Aventa's first Engineering Conference dedicated to Floating Offshore Wind, held in October 2024 in Genoa, Italy, with over 70 participants from across the Offshore Energy sector and a strong lineup of renowned speakers (see page 27-28).

Tools, Data, and Delivery

In 2024, the French team introduced two key tools: an OrcaFlex simulation method by Thomas Martin, enabling more accurate and automated dynamic cable analyses around monopiles, and a Data Dashboard by Pierre-André Courbet – an interactive, remotely accessible web application with customizable client access.

The Italian team developed advanced methodologies for Cable Burial Risk Assessments (CBRA) and Navigational Risk Assessments, strengthening our expertise in cable protection strategies, particularly crucial for interconnector projects.

All teams contributed to centralizing internal tools into a unified software suite, accessible across the Engineering department. With a user-friendly interface, this ensures consistent use of the latest tool versions, enhancing collaboration, streamlining decision-making, and delivering faster, more effective solutions – further reinforcing Aventa's competitive advantage.

Genoa Team

Technical Evolution and Market Diversification

2024 marked the consolidation of our internal structuring, with clear offers and expertise in what regards:

- Site Characterization, ranging from Metocean & Coastal Engineering, to Geoscience & Geohazard and Foundation Design & Offshore Structures Engineering
- Cables & Flexibles Design, from Electrical System, In Place Design & Subsea Protection Design, to Advisory Services, Global Analysis and Routing & Protection
- Transportation & Installation, proposing Installation Analysis, Installation Methods and Sea Transport Design
- Ships & Floating Structures, for Vessel Design & Conversion, Grillage & Seafastening, Deck Layout & Vessel Mobilization, Ships & Floaters Hydrodynamic Analysis and Mooring System Design
- Pipelines, for Design & Installation Analysis, In Line Structures Design, Subsea Protection Design and Offshore Methods Engineering

2024 was also marked for the structured development of the Pre-FEED and FEED offering (Preliminary Front End Engineering and Design and Front End Engineering and Design, respectively) within the department, providing early-phase engineering support to key clients for Floating Offshore Wind and O&G projects.

Moreover, the Engineering department started entering new market segments including Floating Solar Energy and Offshore Hydrogen Production, which require a blend of our core subsea expertise with new system integration and design approaches.

Anglet Team

Growing Team & Client Portfolio

The department grew significantly with new positions opened across all our engineering hubs:

- Anglet, France
- Genoa, Milan and Fano, Italy
- Rijeka, Croatia

Each location contributes to our delivery capacity and regional responsiveness. Here's what the engineering managers had to say:

"2024 was about building deepening our expertise in the subsea cable design, as well as welcoming new talent to the team. We're seeing real momentum, and it's exciting to be part of it."
Rémi Le Dru, Engineering Manager France
rledru@aventa.fr

"The Italian team was proud to host the first Engineering Conference this year, and to welcome so many new colleagues, with different skill sets, adding capabilities to our global offer and allowing to answer to new opportunities and address new challenges."
Nicola D'Incecco, Engineering Manager Italy
ndincecco@aventa.fr

"Rijeka continues to grow, with solid expertise in the Pipelines field. It's the most recent yet bigger engineering office at Aventa, and we are very happy to be in a position where we get more and more requests from Clients to very technical challenging and innovative projects."
Franjo Miskovic, Engineering Manager Croatia
franjo.miskovic@aventa.fr

Engineering capabilities are steadily expanding across the different locations, enabling the development of a hybrid model that brings full-service engineering and consulting together in close collaboration.

Moreover, we continued to invest in young talent, hosting engineering internships and supervising several master's theses. These initiatives help building the skills of the future, particularly in emerging areas like installation engineering, design and naval architecture, preparing these future senior experts for the market and equipping them with the right skills.

The Engineering Department's activity in 2024 reflected also a growing and diversifying Client portfolio. In addition to our long-term collaboration with Prysmian, we expanded our work with First Subsea, Ørsted, and Saipem, delivering studies across fixed & Floating Offshore Wind, O&G, and subsea cables, among other scopes.

2025 and Beyond

Robeto Longo
Chief Operating Officer
rlongo@aventa.fr

"With a solid foundation, a growing team, and an expanding scope of work, the Engineering Department is ready to take another step forward. Our goal is to continue developing geographically – not only by being closer to our Clients and opening new offices, but also by engaging with new Clients across different regions and sectors. This approach supports the diversification of our service offering, our Client portfolio, and our internal skill sets. Ultimately, we aim to bring an ever-broader range. Our main goal is to become a "one-stop-shop" to our clients and become their preferred advisor and solutions provider."

Aventa Marine Operations

2024 Highlights and Looking Ahead

Aventa's Marine Operations division has continued to evolve as a key delivery arm for critical offshore works. Such evolution translated in the creation of Nerio in 2023, an Aventa dedicated entity to provide Marine Operations and constructions works.

Unlike Aventa Consulting, which focused on staff outsourcing, Aventa Marine Operations is positioned as an active project participant – responsible for scope delivery, field execution, and operational support. It builds on Aventa Group Engineering and Consulting capabilities, which results in a very complete service offer.
Whether executing cable pull in activities, termination and testing (T&T), managing platform interventions, or supporting full offshore work packages, we combine engineering rigor with field-proven methodologies to deliver safe, efficient, and value-driven operations.

Nerio, our Marine Operations entity, offers a wide range of services across offshore and nearshore phases, including:

- Cable pull in, termination, jointing, cleating, stripping, and routing
- HV and fiber optic testing
- Installation support;
- Offshore procedures and lifting plans
- Deck layouts, transport logistics, and interface engineering
- Readiness assessments, and live operational support
- Competency management and daily site reporting

From early-stage engineering input to hands-on platform and vessel-based execution, our teams bring a multidisciplinary approach tailored to high-voltage cable works and complex offshore campaigns.

Growing Project Experience Across Europe and Beyond

We have supported marine campaigns across several regions, each project showcasing our adaptability and ability to meet tight offshore timelines with high-quality execution. Key references include one successfully finalize project – Dogger Bank A in the UK -, and two awarded – DolWin 5 in Germany and Coastal Virginia OWF in the USA:

DOGGER BANK A – UK

- **Client:** DEME Offshore
- **Scope:** Pre-term testing, HV/FO terminations, routing, cleating, PHOC installation
- **Offshore Campaign:** 2 offshore teams (~15 people) deployed in the North Sea. Initial 2-week assignment extended due to strong performance
- **Outcome:** Aventa's 2-team deployment exceeded expectations, leading to extended involvement beyond the initial assignment

DOLWIN 5 – GERMANY

- **Client:** Prysmian (Main contractor: Aibel / End Client: TenneT)
- **Scope:** Pull-in, hang-offs, re-routing, jointing support, testing
- **Team:** ~10 onshore logistics, ~30 offshore specialists
- **Status:** Ongoing, completion expected by end of 2025

COASTAL VIRGINIA OFFSHORE WIND – USA

- **Client:** Prysmian Powerlink North America / Developer: Dominion Energy
- **Scope:** Pull-in ops, stripping, cleating, and testing on three OSS
- **Offshore phase:** ~27 specialists mobilized
- **Timeline:** Q4 2024 – Q1 2026

2025 and Beyond

In the coming year, Aventa Marine Operations will continue to expand its team, strengthen its presence across key geographies and propose new services. The focus will be on scaling delivery, broadening technical scopes, and increasing direct execution responsibility on offshore campaigns.
We want to increase our reputation in the market for execution quality and technical capability, and we believe we are well positioned to take on larger and more complex roles within the Offshore Energy supply chain.

Aventa QHSE & Risk Management

2024 Highlights and Looking Ahead

In 2023, Aventa formally launched its QHSE (Quality, Health, Safety & Environment) & Risk Management division, reflecting its deep commitment to safety and compliance. In just two years, this division has evolved into a core, cross-functional service supporting both internal teams and Clients. What started as an internal initiative has grown into a comprehensive QHSE offering across all project phases.

Integration and Expansion

2024 marked a year of consolidation. The QHSE team became a fully integrated, transversal partner across Aventa's departments and Client projects. A major milestone was achieving ISO 9001, ISO 14001, and ISO 45001 certifications for Nerio, Aventa's Marine Operations entity - showcasing high standards in quality, environmental, and occupational safety management.
Aventa also broadened its QHSE services, combining consulting, staffing, and turnkey solutions. This enabled the Consulting unit to supply qualified HSE professionals while also offering full-scope QHSE service packages – supporting everything from risk assessments to emergency response planning.
To meet growing demand, Aventa ramped up recruitment, expanding the QHSE team into a dedicated department capable of handling multiple projects and regions simultaneously.

Comprehensive Services Across the Lifecycle

Today, Aventa's QHSE division supports all project phases - from conception and development to decommissioning - ensuring continuous safety and risk oversight. Key services include:

1. **QHSE & Risk Management Engineering**: Integrating QHSE and risk management engineering right from the start of a project including QHSE management support, QA/QC & HSE documentation design, Risk Assessment (HAZID/HAZOP…)
2. **QHSE audits & inspections**: For continuous improvement at the heart of projects including audit system ISO 9001/45001/14001, Subcontractor qualification, Construction & installation site, Vessel
3. **Consulting & Project staffing** driven by a network of highly skilled, experienced, and continuously trained professionals
4. **Continuous support on specific topics** because being efficient also means being available – even for urgent, technical needs as CTV 1, Crew transfer topics, Emergency & Crisis management, and so on

Our approach is known to be completely tailor made to Client needs. This flexibility enables Aventa to design and propose the best QHSE services to each project's specific requirements.

2025 and Beyond

In 2025, the QHSE division aims for deeper integration into project planning - embedding safety and risk management from the concept stage. This proactive approach supports safer execution, fewer delays, and better alignment with Client goals. Our main target is to propose turnkey QHSE & Risk Management services to manage full project packages.
Ultimately, Aventa's growing QHSE capability reflects a culture of safety and performance, delivering value while protecting people and the environment. As the journey continues, QHSE remains central to Aventa's pursuit of smarter, safer, and more sustainable Offshore Energy projects.

IF YOU WANT TO KNOW MORE ABOUT OUR QHSE & RISK MANAGEMENT SERVICE, PLEASE APPROACH:

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

Projects That Make Us Proud

Northern Endurance Partnership (NEP)

Client: Alcatel Submarine Networks (ASN)

As the global energy sector accelerates its transformation, carbon capture and storage (CCS) has emerged as a critical tool in achieving climate goals. In this context, Aventa had the opportunity to support Alcatel Submarine Networks (ASN) in two ground-breaking initiatives: the Net Zero Teesside (NZT) and Zero Carbon Humber (ZCH) – both part of the broader Northern Endurance Partnership (NEP), formed by bp, Eni, Equinor, National Grid, Shell, and Total.

Our involvement in NEP began in 2023, supporting ASN in the bidding phase for the for the supply subsea control power and communication infrastructure scope. We provided specialized support during the pre-FEED stage, focusing on subsea cable protection in challenging offshore environments. We conducted a detailed rock protection study to identify the most effective methods to safeguard subsea cables from external threats such as shipping activity and anchor strikes.

Following ASN's successful contract award in late 2023, they turned to Aventa once again to support additional engineering scopes. This continued collaboration highlights the trust ASN places in our technical capabilities, our adaptability, and our ability to deliver.
The new scope requested to Aventa in 2024 includes:

- **Desktop Study** (DTS)
- **Cable Burial Risk Assessment**
- **Seabed Mobility Analysis**
- **Cable Protection Design Report** (for Subsea Rock Installation - SRI)
- **Cable Crossing Design Report** (for Subsea Rock Installation)
- **Seabed Stability Study Report** (for Subsea Rock Installation)
- **Final End Shore Pull Analysis Report**

These studies are critical to ensuring long-term cable integrity, stability, and protection across varied seabed conditions.
We are still awaiting confirmation from ASN regarding the award of the works. However, this renewed request reflects the growing partnership between ASN and Aventa Engineering, highlighting our expanding presence in the subsea telecommunications and power transmission sectors and reinforcing our role in supporting global energy transition infrastructure.

Dogger Bank

Client: DEME Offshore

The Dogger Bank Wind Farm, located in the North Sea between the United Kingdom and the Netherlands, is set to become the world's largest Offshore Wind Farm. With a combined capacity of 2.4 GW and the potential to power more than 4.5 million UK homes, it is a defining project in the global renewable energy landscape.

In 2020, DEME Offshore was awarded the EPCI contract (Engineering, Procurement, Construction, and Installation) for the inter-array cable package for Dogger Bank A and B – covering the delivery and installation of over 650 km of 66 kV subsea cables. Aventa, through its Marine Operations branch Nerio, created in 2023, was proud to support DEME in this high-profile campaign during 2024.

Nerio's initial scope of work focused on testing and termination (T&T) operations for inter-array cables. As the project progressed, our involvement expanded to include coordination with the Cable Lay Vessel (CLV) during the second half of the campaign. Working alongside DEME's offshore team, we helped identify and implement strategic optimisations that had a tangible impact on project efficiency.

One of the key achievements was the introduction of a modification to the installation procedure, proposed and executed through DEME's Management of Change (MOC) process. The result: a notable time-saving that impressed project stakeholders and is now being considered for implementation in upcoming phases – including Dogger Bank B.

Nerio deployed a team of 13 offshore specialists to the project site – located far offshore in challenging conditions. Led by Luke Wakefield (Project Manager) and Josh Wakefield (Offshore Manager), the team demonstrated exceptional technical execution and adaptability.

Despite the logistical complexity of working in the middle of the North Sea, operations were delivered smoothly and successfully. DEME's management expressed their appreciation for the pace and quality of the work, noting it as a standout performance in the campaign.

Dogger Bank marks the first big success for Nerio, and a demonstration of Aventa's capabilities in high-impact offshore renewable projects. It also reflects our commitment to working hand-in-hand with leading players like DEME to raise the standard for offshore cable installation and project execution.

Ravenna FSRU

Client: SNAM and SAIPEM

In 2024, Aventa played a key role in one of Italy's most significant energy infrastructure project: the Ravenna FSRU (Floating Storage and Regasification Unit), located in the Adriatic Sea and designed to reinforce the Country's energy security by enabling liquefied natural gas (LNG) imports via a converted offshore platform.

What makes Ravenna unique for Aventa is not just the technical complexity – but also the diversity of our contributions. We supported two different Clients with distinct scopes on the same project:

- For SNAM, the project developer, we provided our subsea engineering expertise
- For Saipem, the EPCI contractor, we provided consulting services

The Ravenna FSRU project is a showcase of Aventa's multidisciplinary and this dual involvement was managed under strict confidentiality rules. Our internal protocols ensure no exchange of information or overlap of teams, allowing us to work independently for both Clients while maintaining the highest professional and ethical standards.

When it comes to our engineering scope, our team contributed to key phases of the project, from early HSE studies to the execution of offshore cable installations, a technically ambitious effort that revived infrastructure dating back to the 1980s.

The multidisciplinary Aventa team led by Nicola D'Incecco and including Julien Le Guillou, Francesco Mauri, Giovanni Bergamini, Lorenzo Pozzi, Gianluca Ghirlanda, and Daniel Roch embarked on an offshore mission aboard the Blue Sky vessel. Their objective: supervise the installation of electric and fiber optic cables through an 8-kilometer pre-existing pipeline, once used for oil transport.
This operation marked the longest shore pull-in of its kind, and a first in terms of length and complexity.

The project unfolded in two major phases:

- Phase 1 – Fiber Optic Cable Installation
  A 25 mm diameter, 1 kg/m fiber optic cable was successfully installed. The operation took 7 days and involved over 60 personnel. Despite three minor adjustments, the cable was pulled in without damage – a testament to the team's detailed preparation
- Phase 2 – Medium Voltage Cable Installation
  A 112 mm diameter, 20 kg/m MVAC cable was installed using the same duct. Thanks to precise modelling during the first phase, buoyancy modules initially considered were no longer needed, streamlining the operation and reducing risks. The cable was tested successfully post-installation, and the Platform is now ready to be powered up, awaiting the FSRU's arrival

Both cables were pulled into J-tubes on the Petra Platform, with minimal intervention, setting new standards for reuse of legacy offshore infrastructure.

Sunrise and Baltica 2 OWF

Client: First Subsea

The Sunrise Offshore Wind Farm is one of the most significant Offshore Wind projects on the U.S. East Coast, developed by Ørsted, and since early 2024, Aventa has been supporting First Subsea in the detailed phase engineering studies focused on Cable Protection Systems (CPS) and associated subsea challenges.

The Sunrise OWF project involves complex subsea interfaces where cables are subject to extreme loading, fatigue, and environmental exposure. Aventa's scope includes:

- Extreme loading and fatigue assessment
- Vortex-Induced Vibration (VIV) analysis
- Cable cross-section and structural integrity evaluations;
- Abrasion analysis and mitigation strategies
- Scour protection design, adapted to varied seabed conditions across multiple monopile locations

These assessments are essential to ensuring long-term reliability of the inter-array and export cable systems, especially in U.S. offshore environments where soil types, metocean conditions, and regulatory frameworks present unique challenges. Later on the year, Aventa's scope was extended to support further First Subsea to cover additional analysis to cover other monopile locations.

Beyond Sunrise, Aventa and First Subsea also collaborated on the Baltica 2 Offshore Wind Farm in Poland, another major project with Ørsted as the end Client. The synergies between these projects have allowed for shared learnings and refined approaches to CPS design in diverse seabed and regulatory contexts, as well as, due to the success of our work, opened the door to do business directly with Ørsted.

Lorenzo Pozzi – Ravenna FSRU project

If you identify and introduce a new Client or project not currently in Aventa's portfolio – and it leads to a signed contract – a bonus will be awarded.

To submit your lead contact :

Roberto Longo
rlongo@aventa.fr

Michele Zingari
mzingari@aventa.fr

Josh Wakefield and Brett Collins at Dogger Bank project

Kutei FPSO

Client: Saipem

In 2024, Aventa was selected by Saipem Spa to support the Front-End Engineering Design (FEED) phase of the KUTEI FPSO project for ENI. This newbuild Floating Production Storage (FPSO) and Offloading unit is part of a major development offshore in Indonesia, and we are ensuring the topside design and critical systems are delivered to specification.
Aventa's primary role in this FEED scope is the coordination of the topside multidisciplinary design delivery. This involves interfacing with various engineering disciplines, aligning design inputs, and ensuring integration across systems from the earliest design stages. Our coordination efforts aim to optimize design efficiency while maintaining strict adherence to schedule and technical quality.
Aventa is responsible for producing the Overall Weight Control Report, which includes:

- Collecting and reviewing inputs from each discipline
- Ensuring consistency in assumptions and data
- Consolidating findings into structured reporting for Saipem's use throughout the FEED and into detailed engineering

We are also managing the engineering and procurement follow-up for the Riser Pull-in System, covering the Material Requisition (MR), Technical Bid Evaluation (TBE), and vendor follow-up to align system delivery with project requirements, while providing lead engineers across several disciplines, including:

- Electrical Engineering
- Living Quarters (LQ) Design
- Heating, Ventilation and Air Conditioning (HVAC)
- Piping Systems

These experts are working together with Saipem's teams to provide specialized support, ensure discipline-specific compliance with ENI's standards, and contribute to the overall performance and integration of the FPSO, reflecting the synergy between Aventa Engineering and Aventa Consulting.
The KUTEI FPSO Project reflects the continued demand for high-performance offshore production infrastructure, and the importance of robust FEED-phase engineering, and we at Aventa are happy to be in a position to provide our multidisciplinary teams for coordination, detailed systems engineering, and consulting expertise enables our Clients to move confidently from concept to execution.

Barium Bay, Nemetun and Eureka FOWF

Client: HOPE Group

As Floating Offshore Wind gains momentum across Europe, we at Aventa continue to support early-stage developments with strategic technical input. In 2024, our teams contributed to three big floating wind initiatives in Italy – Barium Bay FOWF, Nemetun FOWF and Eureka FOWF- all led by the HOPE Group. These projects are part of a broader push to accelerate renewable energy deployment in the Mediterranean, and Aventa's role was to provide subsea cable expertise during the Pre-FEED and Environmental Impact Assessment (EIA) phases.

The three projects benefited from Aventa's support during its Environmental Impact Assessment (EIA) phase. Our work included:

- A preliminary Cable Burial Risk Assessment (CBRA) to define the protection strategy for the cable
- Dynamic IAC configuration, adapted to the specific requirements of a floating wind environment
- Review and optimization of the export cable route, taking into account technical, environmental, and permitting constraints
- Definition of the landfall configuration, a key interface between marine and onshore assets
- A tailored installation philosophy for the export and inter-array cables

The objective was to deliver technically sound and environmentally aligned recommendations that will guide future development phases, as these early-stage evaluations are critical for defining the technical and environmental framework of a project and ensuring compliance with Italian regulatory requirements.

These three Italian projects reflect the increasing complexity of cable design and installation in floating wind, where dynamic conditions, water depths, and environmental sensitivities require a different approach than fixed-bottom wind. We bring with us specialized knowledge of dynamic cable systems, route engineering, and interface management to support developers during the most critical early phases of project planning.

NeuConnect

Client: Prysmian

The NeuConnect Interconnector is one of the most ambitious energy infrastructure projects currently under development in Europe - a 725-kilometre electricity link between the United Kingdom and Germany. Designed to support energy security and market integration across borders, the project will enable the direct exchange of power between two of Europe's largest energy markets for the first time.

We contributed to this major initiative by supporting Prysmian, the project's cable supplier, with a range of specialized engineering services aimed at ensuring cable protection and installation efficiency.
Our team provided critical input on multiple fronts during the engineering phase, focusing particularly on cable protection design and seabed interaction. This included:

- Cable Burial Risk Assessment (CBRA)
- Seabed Mobility Assessment
- Long Sand Head Mobility Study
- Historic Sediment Mobility Review for targeted sections of the cable route
- HD3 Plough Cable Crush Analysis

These studies ensured that environmental and seabed dynamics were fully understood and factored into the cable burial and protection strategy, a key step in maintaining long-term system reliability and operational safety in variable offshore conditions.

Beyond offshore studies, we supported Prysmian on the landfall operations phase, working closely. Our responsibilities included:

- Engineering support and documentation review
- Acting as the interface between KML and the final Client, ensuring alignment on technical and operational expectations
- Supervision during installation, to guarantee that engineering plans translated effectively into field execution

This hands-on involvement helped ensure a smooth interface between stakeholders, reduced installation risk, and maintained quality standards throughout the landfall scope.

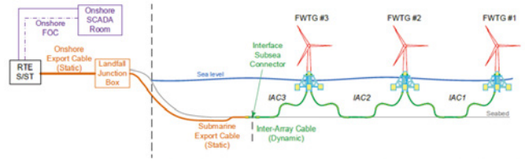
Enrico Di Maggio at Ravenna FSRU project

Provence Grand Large FOWF

Client: Prysmian

In the growing field of Floating Offshore Wind, reliable and flexible cable solutions are essential, and in this line, Aventa was engaged by Prysmian Powerlink to support detailed engineering and installation procedures for the Provence Grand Large (PGL) FOWF, a key Floating Offshore Wind Energy project led by EDF Renouvelables off the coast of France.

Between 2023 and 2024, Aventa provided a combination of technical consultancy, operational planning, and advanced engineering analysis to support the integrity and adaptability of inter-array cable systems (IAC) throughout several offshore operations especially during activities involving the installation and removal of the cables from the Floating Offshore Wind Turbine (FOWT) system as part of heavy maintenance operations.



Aventa's scope on the PGL FOWF focused on operational procedures critical to cable management and maintenance in a floating wind environment, including:

- Disconnection and recovery of inter-array cables (IAC) from the FWTG to the vessel's deck
- HMB (Heavy Maintenance Box) disconnection, retrieval, and redeployment
- HMB (Heavy Maintenance Box) connection with the IACs and deployment/retrieval on the seabed
- IAC reconnection to the FWTG
- Marine traffic evaluation and anchor drop risk assessment, ensuring the safe execution of offshore operations in a busy maritime zone

To support these operations, Aventa focuses still-water analysis and dynamic analysis:

- Still-water analysis are performed to check and optimize the feasibility of the operation (from the disconnection of the cable from the FWTG the deployment of the HMB on the seabed)
- Dynamic analysis has the to identify the environmental conditions (Hs: wave height limit) within the operation can safely conducted

Floating Offshore Wind brings new challenges to subsea cable engineering, especially in terms of flexibility, fatigue performance, and operational recovery strategies. Aventa's contribution to the PGL FOWF demonstrates our capacity to address these challenges with rigor, combining hands-on procedural insight with advanced numerical analysis.

Our Projects Around The World

Engineering (E)

Client: Prysmian
- **Project name**: Silver Run Project
- **Scope**: river-based underwater offshore cable repair & maintenance
- **Location**: USA

- **Project Name**: DolWin 5
- **Scope**: CPS analysis study
- **Location**: Germany

- **Project Name**: Yeu - Noirmoutier (NOY)
- **Scope**: CPS analysis study
- **Location**: France

- **Project Name**: Bay Biscay Interconnector
- **Scope**: 2nd season of onsite works confirmed for all our FR Consultants, starting in August 2024
- **Location**: France & Spain

- **Project Name**: DolWin 5
- **Scope**: Offshore pulling in, routing, and assistance to termination works of the two HVDC export cables and final testing.
- **Location**: Germany

Client: Inelfe
- **Project Name**: Biscay Gulf Interconnector
- **Scope**: HDPE Bundle Installation Analysis Review Joint Deployment Feasibility
- **Location**: France

Client: Saipem
- **Project Name**: Nene' S&B SC5 LNG
- **Scope**: reviewing and ensuring the structural integrity of SC5
- **Location**: Africa

- **Project Name**: EPCOL Project Scope: gathering and examining wind and wave data along the specified route
- **Location**: Qatar

Client: Louis Dreyfus TravOcean
- **Project Name**: St. Nazaire OWF
- **Scope**: pre-engineering studies for this project, analyzing potential cable repair scenarios to expedite more detailed installation analyses in the event of actual faults.
- **Location**: France

Client: Trelleborg
- **Project Name**: EGINA Oil field
- **Scope**: hydrodynamic study offloading floating hoses
- **Location**: Africa

- **Project Name**: G1-FSO
- **Scope**: completion of the global analysis
- **Location**: France

Client: OW Ocean Wind
- **Client**: OW Ocean Wind
- **Project Name**: EFGL OWF
- **Scope**: support for designing the subsea cable configuration
- **Location**: France

Client: SNAM
- **Project Name**: Ravenna FSRU
- **Scope**: supervise the installation of electric and fiber optic cables through an existing 8 km pipeline
- **Location**: Italy

Client: AvantGrid
- **Project Name**: Windanker OWF
- **Scope**: document review in collaboration with RINA for AvantGrid
- **Location**: Denmark (Baltic Sea)

Client: France Energies Marines
- **Project Name**: AFOSS-DC
- **Scope**: pre-design of the cable cross-section and mechanical assessments
- **Location**: France

Hybrid (H)
(Consulting & Engineering)

Client: Prysmian
- **Project Name**: EBU
- **Scope**: Noirmoutier cable installation
- **Location**: France

Client: BOSKALIS
- **Project Name**: Hollandse Kust Wind Farm
- **Scope**: Cable local analysis of the subsea cable cross section.
- **Location**: Netherlands

Consulting (C)

Client: Prysmian
- **Project Name**: DolWin4 BorWin4
- **Scope**: cable local analyses studies
- **Location**: Germany

- **Project Name**: St Brieuc OWF
- **Scope**: T&T Client Representatives and provided Offshore HSE support
- **Location**: France

- **Project Name**: Logistics and Supply Chain Experts
- **Scope**: Cable installation services
- **Location**: Germany

Client: Saipem
- **Project Name**: Courseulles-sur-Mer Offshore Wind Farm
- **Scope**: consulting services for complex engineering and operational challenges
- **Location**: France

Client: RTE
- **Project Name**: Bay Biscay Interconnector
- **Scope**: Interconnector
- **Location**: France

- **Project Name**: Celtic Interconnector
- **Scope**: Interconnector
- **Location**: France & Ireland

- **Project Name**: AO6 Méditerranée
- **Scope**: Interconnector
- **Location**: France

- **Project Name**: AO7 Sud-Atlantique
- **Scope**: Interconnector
- **Location**: France

- **Project Name**: AO7 Sud-Atlantique
- **Scope**: Interconnector
- **Location**: France

Client: Eoliennes en Mer Îles d'Yeu et de Noirmoutier (LEMS)
- **Project Name**: Noirmoutier OWF
- **Scope**: OSS and Inter-array construction and installation
- **Location**: France

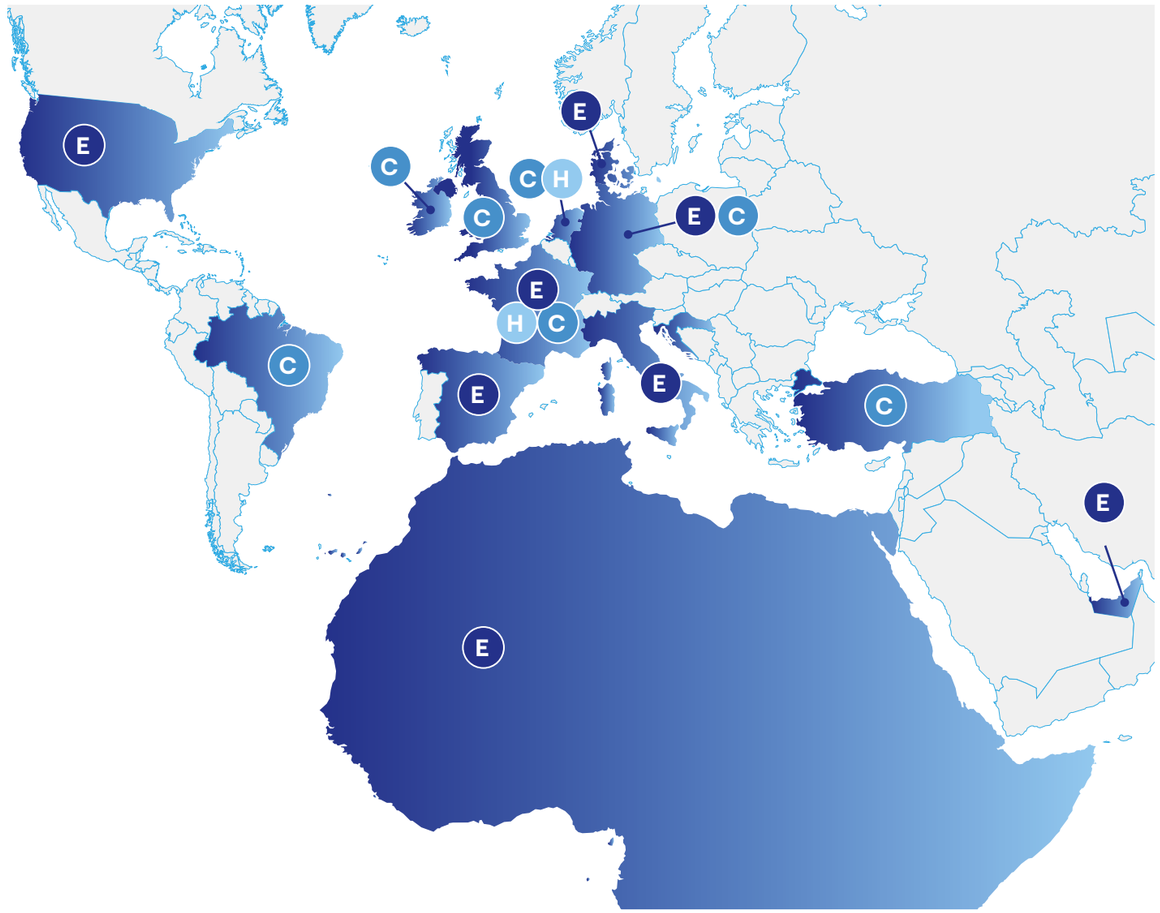
Client: DEME Offshore
- **Project Name**: Dogger Bank A
- **Scope**: Planning of WTG and OSP mockup trials prior to project execution
- **Location**: UK (North Sea)

Client: Vattenfal
- **Project Name**: Vesterhav Nord and South Offshore Wind
- **Scope**: Provision of complete T&T Offshore and Site Client Representation Team on IAC Installation Work-Package
- **Location**: Denmark

Client: National Grid Viking Link Limited & Energinet
- **Project Name**: Viking Link
- **Scope**: subsea and land interconnector between the UK and Denmark
- **Location**: UK & Denmark

Client: Subsea 7
- **Project**: MERO 3 & 4 Projects
- **Scope**: Pipeline and rigid jumper detailed design activities. Reel Lay installation analyses in deep water depths
- **Location**: Brazil

- **Project**: Sakaryia Phase I and Phase II
- **Scope**: Pipeline disciplines, deepwater risers, pre-commissioning, shore approach design, client reps, seabed pre-intervention works
- **Location**: Turkey



PROJECTS

Engineering the Future
Subsea Innovation

At Aventa, Research and Development (R&D) is not a side activity. In 2024, our commitment to advancing offshore technologies took shape through our active role in the Subsea Smart Hubs Joint Industry Project (SSH JIP). In partnership with SuperGrid Institute and SCM, and the support of key industrial sponsors like TotalEnergies, EDF Renewables, RWE, and ESB, and technical advisors like Nexans and Prysmian to ensure alignment with the latest in cable and connector technologies, this project aims at bringing together stakeholders from across the value chain to reimagine inter-array cabling (IAC) for commercial floating wind farms.

The growth of floating wind brings significant technical and economic challenges, particularly in inter-array cable connection and field maintenance. The SSH JIP addresses this by developing a new generation of intelligent subsea hubs – modular systems designed to:

- Simplify and secure IAC connections
- Reduce installation and maintenance costs (CAPEX and OPEX)
- Improve risk management through operational flexibility

These hubs open the door to standardized alternative IAC architectures, including fishbone and star layouts, reducing the levelized cost of energy (LCOE) for future commercial-scale farms. The project is built around four key work packages:

- WP1 – Project Management: SuperGrid Institute leads coordination, legal, and communications
- WP2 – Technical Basis: A comprehensive review of IAC systems, offshore standards, and subsea technologies, with a focus on functionality, maturity, cost, and reliability
- WP3 – Assessment: Aventa is coordinating this WP based on comparative evaluation of IAC layouts and hub configurations through two detailed case studies:
  - Case Study 1: 33 turbines (15 MW), 66 kV, fixed substation, 150 m depth
  - Case Study 2: 50 turbines (20 MW), 132 kV, floating substation, 250 m depth
- A reliability analysis is also to be performed as part of this WP3
- WP4 – Specifications: Defining standard functions, interfaces, and performance targets for subsea hubs, along with a roadmap to commercial readiness
- Optional WP5 allows for tailored deep dives into specific business cases, depending on partner interest

The project kicked off in September 2024 with a launch meeting hosted by Aventa and will run through September 2025, delivering a framework of recommendations and technical specifications for future deployments. Aventa contributes both with engineering leadership and technical development, with team members Antoine Félix-Henry, Rémi Le Dru, Nourredine Hamri and Lorenzo Pozzi actively involved in assessments, method statements, and hub architecture reviews. Our role focuses on leveraging Aventa's subsea expertise to support design basis development, O&M strategies, and CAPEX/OPEX modelling.

Antoine Félix-Henry
R&D Manager
antoine.felix-henry@aventa.fr

> *In late 2024, we kicked off a promising collaboration with IFPEN, that it's still in early stages, on the advanced modeling of dynamic power cables. We're using 3D simulations in Abaqus to investigate the internal cable layers that are most critical to fatigue and service life. Looking into 2025, we're launching another joint study with IFPEN and the start-up GreenWitts. This project is focused on optimizing wind farm layout by integrating inter-array cable routing directly into the design model – and we've already submitted a funding application through the CITEPH program.*
> *And that's not all – we're also gearing up to progress on a Joint Industry Project dedicated to Cable Protection Systems. These are just the first steps of R&D efforts initiated in 2024 that will take shape in 2025.*

Looking Ahead

As the SSH JIP progresses toward its conclusion in late 2025, its findings are expected to influence the design and deployment of future floating wind farms – supporting industry-wide standardization and unlocking new operational efficiencies.
By aligning research with industrial needs, the SSH JIP represents how we at Aventa approach innovation and R&D: practically, collaboratively, and with a focus on real-world impact.

Our involvement in such initiatives illustrates how we view engineering not just as a service, but as an evolving, knowledge-driven discipline, as part of our long-term strategy to:

- Reinforce Aventa's technical leadership in the Offshore Energy sector
- Anticipate and solve the industry's next-generation challenges
- Support the transition to a more sustainable and robust energy infrastructure

At Aventa, we will continue to invest in the future, for our Clients and for the entire Offshore Energy Ecosystem.

Aventa Conference in Genoa:
the First of Many

The "Floating Wind: Shaping Our Future Blue" conference, held in Genoa on October 1st, 2024, marked a key moment in the dialogue on the Offshore Renewable Energy sector in Italy. The event highlighted Aventa's role, not only as a leading player, but also as a facilitator and active promoter of this crucial conversation.

Roberto Longo, Chief Operating Officer, making his intervention

The main topic of discussion was the future of Floating Offshore Wind and its crucial role in driving Italy's energy transition. The dialogue was led by industry experts professionals from AERO, DNV, Galileo, BlueFloat Energy/Nadara, Prysmian, Saipem, and Vicinay Marine, along with respected universities like the University of Genoa and the University of Trieste.

Among the topics covered were logistical challenges in Offshore Wind development, dynamic cable systems for deep waters, mooring solutions, and numerical approaches to turbine noise. Each speaker contributed invaluable insights, enriching the discussions and shaping the future of renewable energy.

Marzia Mangoni
Global Dynamic Cable Systems Product Manager – Prysmian

> *Aventa's Floating Wind Conference in Genoa on October the 1st was a great event where to meet Italian FOW Developers and industry peers discussing on next challenges to let Floating offshore Wind projects become reality from the early stages of development to execution and operation.*
> *Prysmian from its side presented the technological readiness through its portfolio, made by dynamic inter-array and export cable systems and solid track record in this segment to cope with FOW large scale projects.*

Daniele Caruso
Project Director Italy at BlueFloat Energy – Nadara

> *Aventa Floating conference offered a well-rounded and technically insightful agenda, and I found it incredibly valuable to engage with experts across the entire Floating Offshore Wind value chain. Sessions on dynamic cable systems, mooring technologies, and structural analysis in Mediterranean conditions provided practical perspectives that complemented my own work. It was a great opportunity to exchange ideas and strengthen collaborations essential to advancing floating wind development in Italy.*

The event was a true success, and the feedback from participants was very positive. There was not only a strong interest in the topics discussed, but also active engagement from the audience throughout the entire conference. For this reason and following suggestions from participants to explore additional topics related to the Floating Wind Industry, Aventa has decided to institutionalize the conference as an annual event.

The second edition of this Aventa conference will therefore take place in Milan in October 2025!

Interview

Roberto Longo
Chief Operating Officer

1. What inspired the fact of holding a conference and the chosen topic of "Floating Wind: Shaping Our Future Blue"?

Over the years, I've had the opportunity to attend numerous international conferences focused on Floating Wind Energy. In each of these events, industry experts explored the topic in great depth, examining its various facets as well as the key technical and strategic challenges.
Upon returning to Italy after these experiences, I became increasingly aware of how underexplored the subject of floating wind still was in our Country, and how rare it was to come across companies with real expertise or a well-structured vision in this field. It was precisely this awareness that sparked in me the desire to share the knowledge I had gained, making it available to others.

2. In your view, what set this event apart from others?

The success of the event and the strong interest shown by participants clearly highlighted the existence of an information gap within the Offshore Marine Industry. We identified this gap and positioned Aventa as a knowledge-sharing and outreach organization.
For the event, we invited several experts in the field who each addressed a specific facet of Floating Wind Energy, tackling technical and strategic challenges from different angles. This multidisciplinary approach ensured that the topic was explored as broadly and thoroughly as possible.
For Aventa, it was essential to involve experienced speakers and promote the sharing of expertise, all within a collaborative, know-how-driven mindset. This created a stimulating environment - open to dialogue, exchange, and mutual growth.

3. Can you tell us more about Aventa's role and position in the Floating Offshore Wind field and largely in the Marine Energy market?

Aventa has been present in the market for several years, and during this time, we have had the opportunity to deeply and multidisciplinary integrate ourselves into the Offshore Marine Energy sector. Working globally, we have developed solid and cross-cutting know-how, which has allowed us to acquire expertise in various areas of industry. It is from this experience that the decision to put our expertise at the service of others was born.
For this reason, we have chosen to position Aventa as a point of reference in the sector in Italy: not only as a provider of technical expertise but also as a promoter of the Floating Wind Energy Culture, serving both Italian and international companies. We aim to present ourselves to stakeholders and the market in an innovative role: as knowledge disseminators, committed to sharing know-how and promoting the collective growth of the sector.

4. What are the key takeaways for you?

The Aventa conference in Genoa event was designed to help bridge the gap that exists in Italy - compared to other countries - on topics related to floating wind. We wanted to create a conference that could deliver technically relevant content for the sector. It was a first attempt, and we were genuinely surprised by the incredible success and by how enthusiastic and open everyone was during the discussions. Attendees were very passionate and continued the technical discussions even during the breaks, which became moments of productive exchange of views on the topic. We actively encouraged dialogue among participants, who came from different yet complementary areas of the sector. The event was technically very engaging, and everyone left feeling enthusiastic. The speakers covered all the key topics related to floating wind. There were academic contributions as well, and the mix of cross-disciplinary participants really energized the audience. Even after dinner, there were lots of interesting questions and discussions.
AERO actively helped promote the event among its members, so they deserve a special mention and our heartfelt thanks for spreading the word.
The event was a huge success; we even had to turn people away due to the high turnout!

5. The second edition, which will take place in Milan, has been confirmed. Can you share some spoilers to our readers?

Given the incredible success of the Genoa event, we can already confirm a second edition of the conference. We are currently working on the theme that we will present in Milan in 2025, but at the moment we can't reveal too much. What I can tell you is that the topic will definitely focus on Offshore Renewable Energy, but the details are still being finalized.
So, what I suggest is to follow us on our LinkedIn page to stay updated on upcoming developments. Stay tuned, and we'll see you in Milan! We at Aventa aim to play a key role as a knowledge-sharing leader in Italy. Aventa has already been involved in important projects in France and now wants to bring its expertise to Italy, while continuing to keep an eye on international markets such as Greece and North Africa – and the Mediterranean basin more broadly.

If you're interested in exploring specific topics or subjects to be covered, or if you would like to participate as speaker, feel free to reach out to Roberto directly.

rlongo@aventa.fr

At WindEurope in Copenhagen, March 2025

Spotlight on 2024 Events

JANUARY

16th
Matinée Conférence Valeco & EnBW
Marseille, France

23th
Journée d'affaires RWE-VALOREM
La Rochelle, France

24-25th
HR Technologies France
Paris, France

31th
Intervention à l'ENSM
Nantes, France

FEBRUARY

1st
FIRST - Femmes & Ingénieures
Bordeaux, France

February 28 to March 1
KEY 2024
Rimini, Italy

MARCH

4th
World Engineering Day for Sustainable Development
Worldwide

20-22th
WindEurope
Bilbao, Spain

APRIL

24-26th
FOWT 2024
Marseille, France

MAY

24th
APEC: l'emploi des métiers de demain
Paris, France

27th
Evolen Conference: Female Leadership
Paris, France

29th
Rencontres de l'éolien en mer
Paris, France

JUNE

18-19th
Global Offshore Wind
Manchester, UK

25-27th
XVIIIe JNGCGCJ
Liège, Belgium

26-28th
Seanergy 2024
Nantes, France

AUGUST

25-30th
CIGRE Paris Session 2024
Paris, France

SEPTEMBER

24-27th
WindEnergy Hamburg
Hamburg, Germany

OCTOBER

1st
Floating Wind: Shaping Our Future Blue
Genoa, Italy

5-20th
Les énergies marines renouvelables recrutent
Online

9-10th
Floating Offshore Wind
Aberdeen, Scotland

10th
The blue network for training on the Sea Economy
Trieste, Italy

15th
2e édition du Forum des Métiers de la Mer
Dieppe, France

16-17th
EVOLEN Annual Conference 2024: Aventa Management's key involvement
–
Journées Evolen
–
Paris, France

16-17th
Hackaton "The MRE Field of the Future"
Nantes, France
–
Unleash World
Paris, France

NOVEMBER

13th
Atena Young Meets Industry: Career Day 2024
Trieste, Italy

14th
Greek Offshore Renewable Energy Conference 2nd edition
Athens, Greece

14th
Les 2e RDV Apec Pays de la Loire
Nantes, France

19-20th
Les assises de la mer
Bordeaux, France

21th
INTERREG Atlantic Area, Annual Event
Bordeaux, France

26-27th
Offshore Energy Exhibition (OEEC)
Amsterdam, Netherlands

29th
International Conference on Maritime Culture
Venice, Italy

DECEMBER

3th
StudyLive IngénieurE au Féminin
Online

A New Era in Recruitment: our New AJM is Now Live

On October 7th, we took a major step forward in modernizing our recruitment process with the launch of our newly redesigned in-house Applicant Tracking System (ATS), commonly known as AJM 3.0 or Jobs by Aventa. Now officially live, this tool is already making a noticeable impact in streamlining workflows, improving candidate matching, and giving our recruitment team more time to focus on what really matters: PEOPLE.

This platform brings automation to several recruitment tasks, making the process faster, more efficient, and less administrative. One of its standout features is an **AI-powered algorithm** that evaluates resumes by analyzing keywords and comparing them to job descriptions. This prequalification system gives our recruiters an instant overview of a candidate's alignment with a role, saving time and improving accuracy in the match-making process.

Focus on AJM: What Is It?

If you've been working at and with Aventa for some time, you're probably familiar with AJM. But if you're not, let's us present you the Aventa Job Matching tool, our internally developed recruitment platform that's served us well for the past few years and that was firstly designed and developed by the one and only Aurélien Zuccarini! We can proudly say we were one of the first companies in our sector to develop an innovative social networking source-match tool to accurately source the needed resources and match them with the right job position. AJM then evolved every year, with additional improvements and functionalities and thanks to partnerships with top experts, schools and universities, a second version – the AJM 2.0 was launched in 2013 with AI features, something very innovative at the time. This enriched platform, based on a sophisticated algorithm, made it possible to manage not only the candidate selection process but also filter skills that are required on for Marine Energy projects.

Key Upgrades in the AJM 3.0

Since the soft launch in October 2024, a number of new features have been rolled out:

- **Candidate Search Capabilities**: search function to find candidates based on specific criteria
- **Shorter and Smarter Recruitment Flow**: fewer steps and better structure
- **KPI Dashboards**: real-time recruitment metrics to support our recruiters in their decision-making
- **Applicant Portal**: dedicated space where candidates can manage their applications
- **Improved Spontaneous Applications**: effective handling of unsolicited resumes
- **Custom Email Templates**: recruiters can now manage and reuse communication templates
- **Interview Optimization**: enhanced scheduling and feedback integration during the interview process
- **Internal Collaboration Tools**: comment and notification features between the Key Accounts and the Recruitment teams
- **Salesforce Integration**: direct link to Salesforce for improved data tracking and coordination

What's for the Future?

Coming very soon, our in-house development team is preparing and working on a built-in messaging space for candidate–recruiter communication, as well as on a mini internal Customer Relationship Management (CRM) tool for better organisation.

Star-Team

This achievement wouldn't have been possible without the incredible work of:

Charles-Hubert Basuiau
Chief Technical Product Officer
cbasuiau@aventa.fr

Ludovic Moutury
Front-end Engineer
lmoutury@aventa.fr

Arnaud Doré
Senior Back-end Engineer
adore@aventa.fr

Romain Devillez
Back-end Engineer
rdevillez@aventa.fr

If you want to know more about the new AJM, reach out to them.

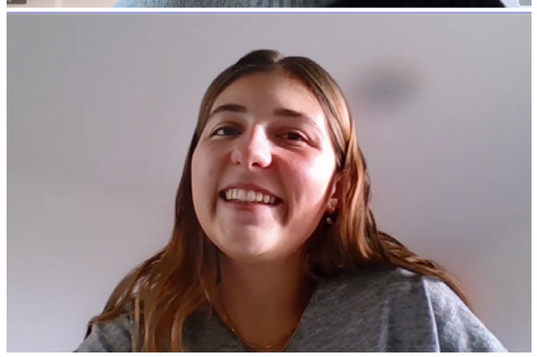
Building a Learning Culture at Aventa: the Evolution of Aventa Academy

At Aventa, we believe that our people are our greatest strength, and that investing in knowledge is investing in the future. That's the principle behind **Aventa Academy**, our internal learning and cross-knowledge platform designed to cultivate healthy curiosity, continuous learning, and collaboration across all teams, technical and non-technical alike.

Launched in 2022, Aventa Academy offers peer-to-peer training sessions, structured to promote upskilling, reskilling, and cross-skilling. By sharing knowledge and creating opportunities for professional growth and career transitions, the Academy helps align talent with the needs of a rapidly evolving industry.

The initiative is more than a series of trainings, it's part of Aventa's long-term ambition to become a dynamic learning organization and equip our people with the right skills for the transition currently reshaping Marine Energy.

Roberto Longo, Ruggero Basso, Sara Di Vanna and Giovanni Bergamini at University of Genoa



Mentorship Silvana Davanzo - Océane, Centrale Méditerrannée

Rémi Le Dru and Nicola D'Incceco with Trelleborg for a technical training session

From Vision to Reality

In the 2023 edition, we highlighted Aventa Academy's early steps and outlined our intention to transform it into a regular, structured initiative. One year later, we're proud to say: we've made solid progress.

Academy sessions are now a regular event taking place on the last Thursday of each month. Every session brings together staff from diverse backgrounds and experience levels, encouraging open dialogue and the exchange of practical knowledge. Topics span a broad range, aiming to develop both technical and non-technical skills, from engineering to soft skills and to IT literacy.

Recent sessions have included topics like:

- **Introduction to CBRA Cable Burial Risk**
- **Introduction to CPS Design**
- **Geological Survey in simple words**
- **Cable configuration design for Floating Offshore Wind Turbine**
- **Metocean in simple words**
- **Strategies for LinkedIn Profile Enhancement & Engagement**
- **Risk Management within a Project**

These courses are crafted and delivered by our in-house experts, creating a dynamic peer-learning environment that is accessible, practical, and directly relevant to our day-to-day challenges. Sessions are held via Teams, and all presentation materials are accessible through the internal resource network.

Beyond Aventa: Extending Knowledge to Clients and Academia

Aventa Academy is also evolving beyond internal knowledge-sharing. In early 2024, our experts conducted a tailored **two-day offshore technical training** for key staff at **Trelleborg**, covering topics such as metocean conditions, naval engineering, mooring systems, and riser system design. The training welcomed participants with varying levels of experience and was followed by a factory visit to Trelleborg's Clermont-Ferrand facilities. These kinds of Client-focused sessions represent a new direction for the Academy – one where we share our know-how externally and strengthen our partnerships through education.

We also engage with **universities and technical schools**, offering guest seminars and technical courses aimed at the next generation of Offshore Energy professionals. This academic outreach not only positions Aventa as a thought leader in the industry but also helps bridge the gap between education and real-world engineering challenges.

In Genoa, Italy, our colleagues Roberto Longo and Ruggero Basso, joined by Sara Di Vanna and Giovanni Bergamini, led a seminar for the third consecutive year at the *University of Genoa* on submarine power cable installation.

Earlier this year, Aventa returned to *ENSTA Bretagne* in France, where Rémi Le Dru and Julien Le Guillou delivered a two-day course on the design and installation of subsea power cables, including applications, technical specifications, and the differences between HVDC and HVAC systems.

In parallel, Aventa supports mentorship programs aimed at helping students navigate the start of their careers. In 2025, Silvana joined the mentoring program at *Centrale Méditerranée*, supporting a student from the *Mastère Spécialisé Ingénierie Marine et Éolien Offshore (IMEO)*. Through regular discussions, they explored career paths in Offshore Consulting, international opportunities, and interview preparation.

Julien Le Guillou and Rémi le Dru at Ensta Bretagne

What's Next?

The Academy is expanding with a focus on more specialized courses and innovative formats. We're designing customized learning experiences to meet specific needs, and we're developing a new platform to make finding the right courses easier. Courses are organized into three core areas: marine energy project disciplines, technical tools and skills, and professional development and special topics, ensuring participants can choose the courses that best align with their personal and professional growth. Our goal is to integrate learning into our daily rhythm – whether through in-office sessions, university seminars, client workshops, or future formats yet to be imagined.

Aventa Academy will remain a key enabler of our collective growth. It's not just about training, it's about building a culture where sharing knowledge is second nature, and where every team member is both a student and a teacher. Beyond growing internally as a learning organization, we aim to contribute to the development of the wider Offshore Energy Ecosystem – by investing time, knowledge, and experience in the professionals of tomorrow.

FOR MORE INFORMATION ON THE ACADEMY CONTACT:

Silvana Davanzo
sdavanzo@aventa.fr

Partnerships & Collaborative Approach to Energy Transition

The Offshore Marine Industry is a highly demanding and dynamic sector, where professionals encounter multifaceted challenges daily. This is why having a robust network of partners is essential to overcoming obstacles and navigating difficulties throughout the journey.

Winners of the hackaton "C'est pas que du vent" with Aventa backpacks

FLORES Advancements

In 2024, Aventa established a partnership with the FLORES project – part of the Offshore Renewable Energies partnership within the Pact for Skills, an Erasmus+ initiative. Coordinated by Centro Tecnológico del Mar in Spain, the project involves 15 partners from 8 different countries. Its goal is to enhance training opportunities, develop lifelong learning tools, and create educational materials to promote Ocean Literacy and raise awareness of career opportunities in the European Offshore Renewable Energies (ORE) sector, with a particular focus on young people and women.

As part of its commitment to the ORE sector, Aventa also participated in the "Company perspective on skills opportunities in innovative blue sectors" session during the Offshore and Shipbuilding Synergies: Innovative Education Actions and Models event organized by ATENA. This aligns with the FLORES project's aim to address the growing demand for skilled workers in the Offshore Renewable Energies sector, which is expected to require 20,000 to 54,000 new workers in the next five years.

Throughout the years, Aventa has strategically worked to lay the foundations for creating strong and solid network of partnerships, aimed at collaborating in the co-creation of an intelligent collective system. At the core of these partnerships are, of course, key players with whom Aventa shares both values and an unwavering commitment to its ambitious goal of broadening horizons in the Marine Energy sector. Among the new and/or ongoing important collaborations of 2024, here some:

AERO

Aventa joined its forces with the Association of Offshore Renewable Energies AERO, dedicated to advancing the development of Offshore Renewable Energies in Italy.
The common goal is to position the Country as a leading player in the Offshore Marine Industry by fostering industrialization, innovation, and research, thus taking a significant step toward establishing Italy as an international reference point, particularly in the Mediterranean, for the Offshore Renewable Energy sector. Furthermore the association focuses on creating a conducive legal and regulatory framework, fostering a robust Italian supply chain, and promoting job creation.

Antonio Sladin at Faculty of Engineering RITEH University of Rijeka Students Awards cerimony

Business France: the VIE Program

The collaboration with the Business France VIE Program, a French government agency established in 2015, marks a significant step forward for Aventa's international development and recruitment strategy and opens up opportunities for profiles with less than 5 years of experience to join the company, thereby providing an effective and strategic diversification in the team.
The collaboration presents an excellent opportunity to facilitate the recruitment of young talents seeking international experience while also promoting the Marine Energy sector among the younger generation. Aventa counts already with two VIEs – Baptiste Chanson and Tanguy Jürgens.

EVOLEN

venta is proud to partner with EVOLEN, a leading French trade association driving innovation and collaboration across the energy sector. In 2024, this partnership reached a new milestone with Silvana Davanzo, Head of Employer Branding at Aventa, appointed President of EVOLEN's HR Committee. Silvana plays a key role in advancing discussions on talent development, workforce transformation, and the future skills needed for the marine and decarbonized energy sectors.
Under her leadership, the HR Committee organized a plenary session at the Journées EVOLEN, the association's flagship event bringing together industry leaders. The session focused on attracting talent to the decarbonized energy sector. Aventa contributed actively, with Aurélien Zuccarini speaking at the session. Laure Tavernier participated in the Offshore Wind Value Chain workshop, and Antoine Bosc joined the SME financing challenges workshop.
Outside of the Journées EVOLEN, Aventa continues to engage with EVOLEN throughout the year by participating in working groups, networking events, and online sessions, strengthening connections across the energy value chain.

ENSTA Bretagne (École Nationale Supérieure de Techniques Avancées Bretagne)

Aventa continues to invest in emerging talent through its partnership with ENSTA Bretagne (École Nationale Supérieure de Techniques Avancées Bretagne). The collaboration offers students a unique opportunity to immerse themselves in Offshore Wind Energy operations. As part of this initiative, Aventa professionals delivered an intensive 8-hour course to final-year engineering students specializing in Naval Architecture and Offshore Engineering, equipping them with practical insights and industry-relevant knowledge.

Gil Flassch-Trauth at La mer en débat event

Tehnički fakultet u Rijeci – RITEH

Aventa Adriatic signed an open-ended cooperation agreement with the Technical University of Rijeka (Tehnički fakultet u Rijeci - RITEH), focusing on mechanical and electrical engineering, as well as naval architecture. This agreement lays the groundwork for ongoing collaboration in scientific research, development, and educational initiatives.
Through this alliance, Aventa Adriatic contributes industry expertise to academic programs, while gaining access to cutting-edge knowledge and emerging talent. From joint research and technical lectures to hands-on internships, the partnership is designed to foster innovation, practical learning, and long-term knowledge exchange.

Centrale Nantes

Aventa proudly supported the "C'est pas que du vent" hackathon, held at Centrale Nantes and organized by WEAMEC and the Institut Universitaire Mer & Litoral. The event brought together 48 students from nine master's programs at Centrale Nantes and Nantes Université, who worked in teams to imagine the Marine Renewable Energy Park of the Future. By mentoring students, contributing to industry challenges, and supporting recognition initiatives like the Industry Prize, Aventa plays an active role in guiding young talent toward meaningful careers in offshore renewables, reinforcing its dedication to a bluer, more sustainable energy future.

Apec Pays de la Loire

Aventa is proud to partner with APEC for several year now to support the development of skills and careers aligned with the energy transition. Through participation in regional and national APEC events, Aventa engages with experienced professionals, recent graduates, and fellow industry players to discuss the evolving roles, competencies, and innovations needed in the renewable energy sector. Whether through round tables, job forums, or one-on-one exchanges, this partnership reflects Aventa's commitment to attracting top talent and contributing to a workforce ready to meet the challenges of a more sustainable, decarbonized future.

University of Trieste

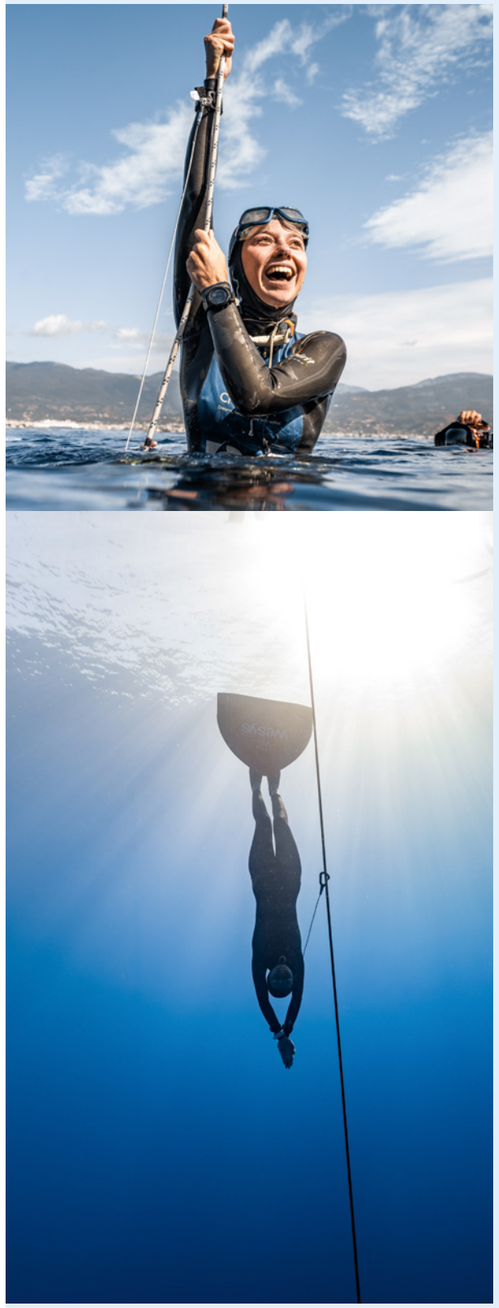
In 2024, Aventa participated in the second edition of the Atena Young Meets Industry: Career Day at the University of Trieste. This event connects students with industry professionals and provides valuable insights into careers in marine energy. Additionally, Aventa has initiated two new internships at the university, with students working on marine energy-related thesis projects, strengthening the connection between academia and industry.

Centrale Méditerranée University – Master IMEO Program

For the second consecutive year, Aventa's Engineering team has actively collaborated with Professor Julien Touboul on projects within the Master IMEO (Mastère Spécialisé Ingénierie Marine et Éolien Offshore) program at Centrale Méditerranée University. Additionally, Aventa has supported the university's mentoring program, guiding a student from the IMEO program. Through regular discussions, Aventa provided insights into offshore consulting, international career opportunities, and interview preparation, helping the student prepare for a successful career in the offshore energy sector.

One Breath, One Team:
Eva André & Aventa Dive Together

Eva André, born in Nice, in the south of France, is a French 27 years old freediver specializing in depth disciplines. She is the French Champion and Top 10 in AIDA* & CMAS** rankings.



For Aventa, meeting Eva in late 2024 was love at first sight. Finding someone who is deeply rooted in values such as personal growth, consistency, constant quality, and pushing beyond limits. When we reached out to Guillaume Néry - world champion freediver and speaker at the 2023 edition of Aventa Days, our internal annual seminar - for guidance on supporting an athlete who truly resonates with our values, his answer was immediate: Eva. That made our decision clear. So we decided to support and embark on this long-term journey, which was just the natural consequence of such a strong alignment of beliefs.

Eva studied Mathematics and later earned a Master's degree from Toulouse Business School, but was in 2017 that through a friend, she discovered freediving and quickly fell in love with the sport. Eva rapidly made her mark in the competitive scene, becoming one of the youngest and most prominent freedivers internationally! Her passion, combined with her relentless pursuit of improvement, has led her to achieve remarkable results.

Although it might not seem obvious, there are many similarities between what Eva does and what the people at Aventa face every day, such as staying motivated when things don't go as planned – whether it's a tough dive or an unexpected result at work. Never losing your direction and believing in your abilities while staying motivated is essential.

Eva often dives alone, guided by precision, self-trust, and preparation - but always with the reassurance that someone is watching, ready to support if needed. At Aventa, we often operate the same way: our engineers, and in particular, our Consultants, work sometimes independently on challenging scopes, but no one is ever truly alone. When individual resilience isn't enough, the team becomes the safety net!
And when this isn't enough and personal strength alone isn't sufficient, just like for Eva, the support team comes into play. And in times of need, there will always be someone: a desk neighbor, a colleague, a supervisor, or the person you spoke with during the coffee break; at Aventa, there will always be an Aventager standing beside you, ready to lift you up, inspire you, and believe in your potential, no matter the challenges you face.

This is one of the many reasons why Aventa and Eva make sense together. We are both on a journey where inner strength is essential, but so is knowing when to rely on the team beside you.

To maintain an ongoing conversation between Eva and the Aventa community, information about Eva's achievements is shared through the #AventaConnections newsletter. Through interviews and dedicated segments, Eva offers tips, insights into her training routine, and updates the community on her accomplishments, as well as her commitment to a sustainable and healthy lifestyle. It is also a way to inspire and continuously motivate the community to pursue their own goals and actively engage in their personal challenges.

Eva also participates in Aventa events, further strengthening the bond with her community of Aventagers. She engages as a speaker and leads introductory workshops for freediving enthusiasts, allowing those curious about this demanding sport to learn the fundamentals directly from her.
With new ideas already in motion, this partnership is set to grow further in 2025 - and maybe beyond. We'll continue to share updates, stories, and moments in the upcoming editions of our #AventaConnections newsletter, VitaminSea magazine and social media, so stay connected.

** International Association for the Development of Apnea*
*** Confédération Mondiale des Activités Subaquatiques*

Aventa

Our future is blue.

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