

AVA ENERGY BROCHURE





AVA ENERGY – WHO WE ARE

AVA Energy is a leading global energy recruitment agency.

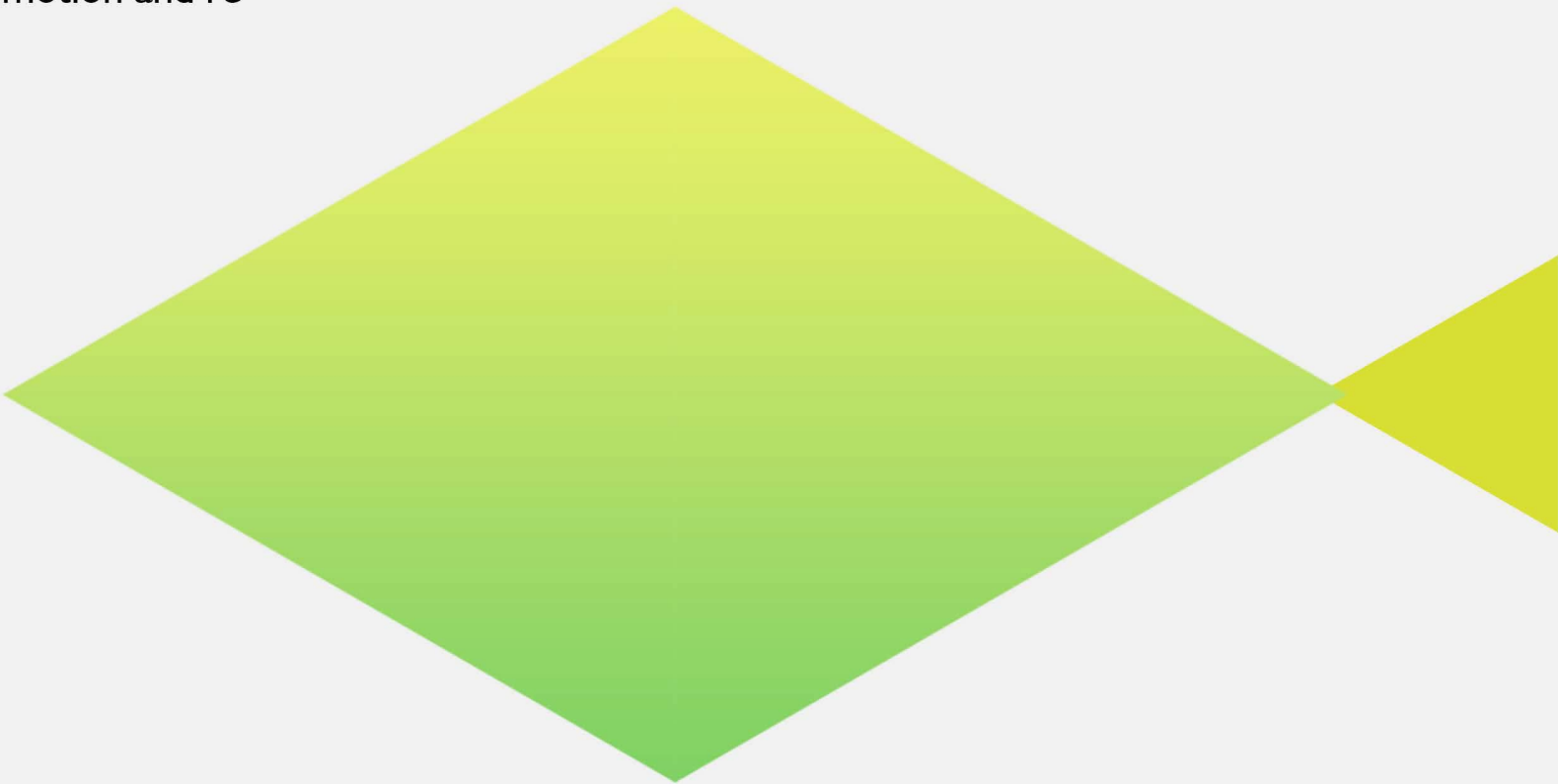
Our global reach enables us to offer our clients access to the very best candidates and our candidates the opportunity to develop a global career search exclusively with one agency.

AVA provides the complete Human Capital Management solution across the full energy market from upstream concept identification and exploration & production, to midstream transportation, storage and commodity trading, through to downstream retail and consumer channels.

AVA is driven to build one of the leading Energy recruitment businesses in the world, by recruiting, developing and retaining its amazing people.

At AVA, our values underpin our goals. Our values are at the heart of what we do. It's what makes us who we are. They underpin our recruitment, culture, promotion and retention of staff.

We believe that what makes us different makes us stronger. We believe that a more diverse, inclusive, and equitable organization is good for our teams, our customers, and our community and we are working daily to build this. We empower our team to bring distinct perspectives and experiences to work, and we continually seek new ways to do so.





OUR APPROACH

At AVA we recognise that not all clients are the same and therefore bespoke solutions are required to match each specific need.

Our operating model has two key elements which enable us to effectively build long-term relationships with our clients and candidates:

Consultant Focus: acting as a single-point-of-contact, each consultant has a clear niche to ensure genuine expertise and a consultative approach to their specialist market.

Candidate Attraction Model: for a multi-level headhunting approach. Our strategy is to partner with the top 50% of the market in regards to our clients, giving us room to access a network of skilled professionals that our partners may not have previously interacted with within the market.





CLEAN ENERGY AND RENEWABLES

Tackling climate change is a global priority, as we continue to move away from our reliance on fossil fuel, energy investors are focusing on how to diversify, innovate and maximize efficiency.

Falling production costs and the promise of untapped market potential has left the energy sector prepared for investment and growth.

AVA Energy has a proven track record of successfully delivering first-class talent strategies to leading investors in the Energy space. Our unique search model and long-standing candidate network enable AVA Energy to deliver Directors, C Level, Mid Management, and Niche Skilled Professionals globally. The talent we represent ranges from Asset Management to Merger and Acquisition professionals.

At AVA Energy we are mindful that the offshore wind market is more far reaching than ever before. PPAS are crucial to Europe's energy growth and being one step ahead of the competition competition is key. We have been reactive to the changes in the market and its spirited nature; as a result, AVA Energy have formed a team of industry specialists. Specialists who demonstrate a comprehensive understanding of the complexities of project finance and the skill sets it demands.





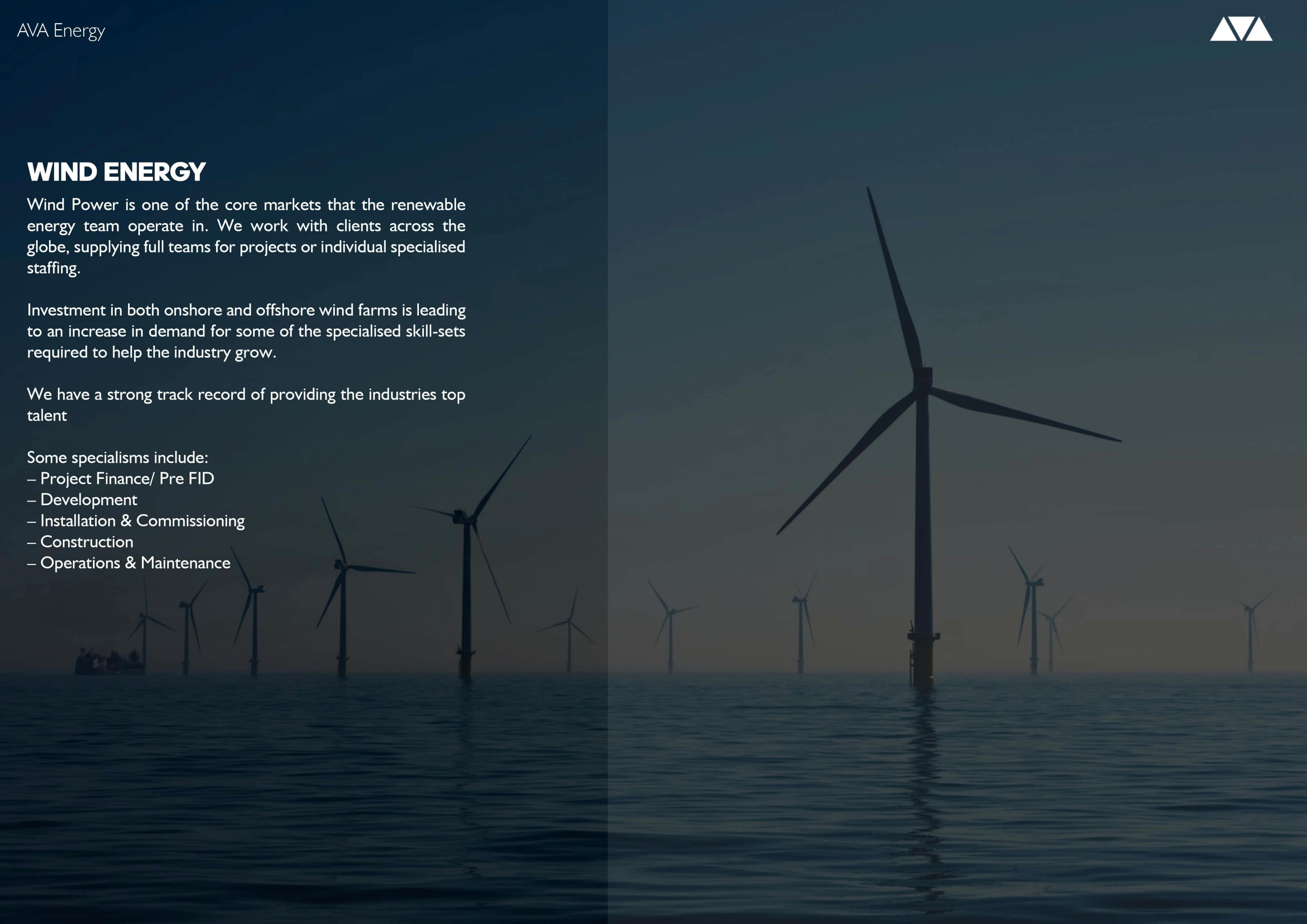
WIND ENERGY

Wind Power is one of the core markets that the renewable energy team operate in. We work with clients across the globe, supplying full teams for projects or individual specialised staffing.

Investment in both onshore and offshore wind farms is leading to an increase in demand for some of the specialised skill-sets required to help the industry grow.

We have a strong track record of providing the industries top talent

- Some specialisms include:
- Project Finance/ Pre FID
 - Development
 - Installation & Commissioning
 - Construction
 - Operations & Maintenance





SOLAR ENERGY

Solar Energy continues to dominate the renewable energy capacity expansion across global markets.

Solar jobs will account for almost half of the 42 million renewable jobs predicted by IRENA (the International Renewable Energy Agency) in 2050

At AVA, we understand the challenges facing the sector, and our dedicated team of consultants can support clients throughout the whole project lifecycle. We have proven experience in supporting developers, and contractors for numerous solar jobs and projects throughout the world. We have successfully placed both permanent and contract personnel across a wide range of disciplines.

- Some specialisms include:
- Project Finance/ Pre FID
 - Development
 - Installation & Commissioning
 - Construction
 - Operations & Maintenance



HYDRO POWER

Hydropower is the most widely-used renewable power source

AVA Energy has proven experience in supporting developers and contractors for numerous hydro jobs and projects.

We have successfully placed both permanent and contract personnel across a wide range of disciplines, supporting Utilities, Developers, OEMs, EPCs and the supply chain.

TRANSMISSION AND DISTRIBUTION

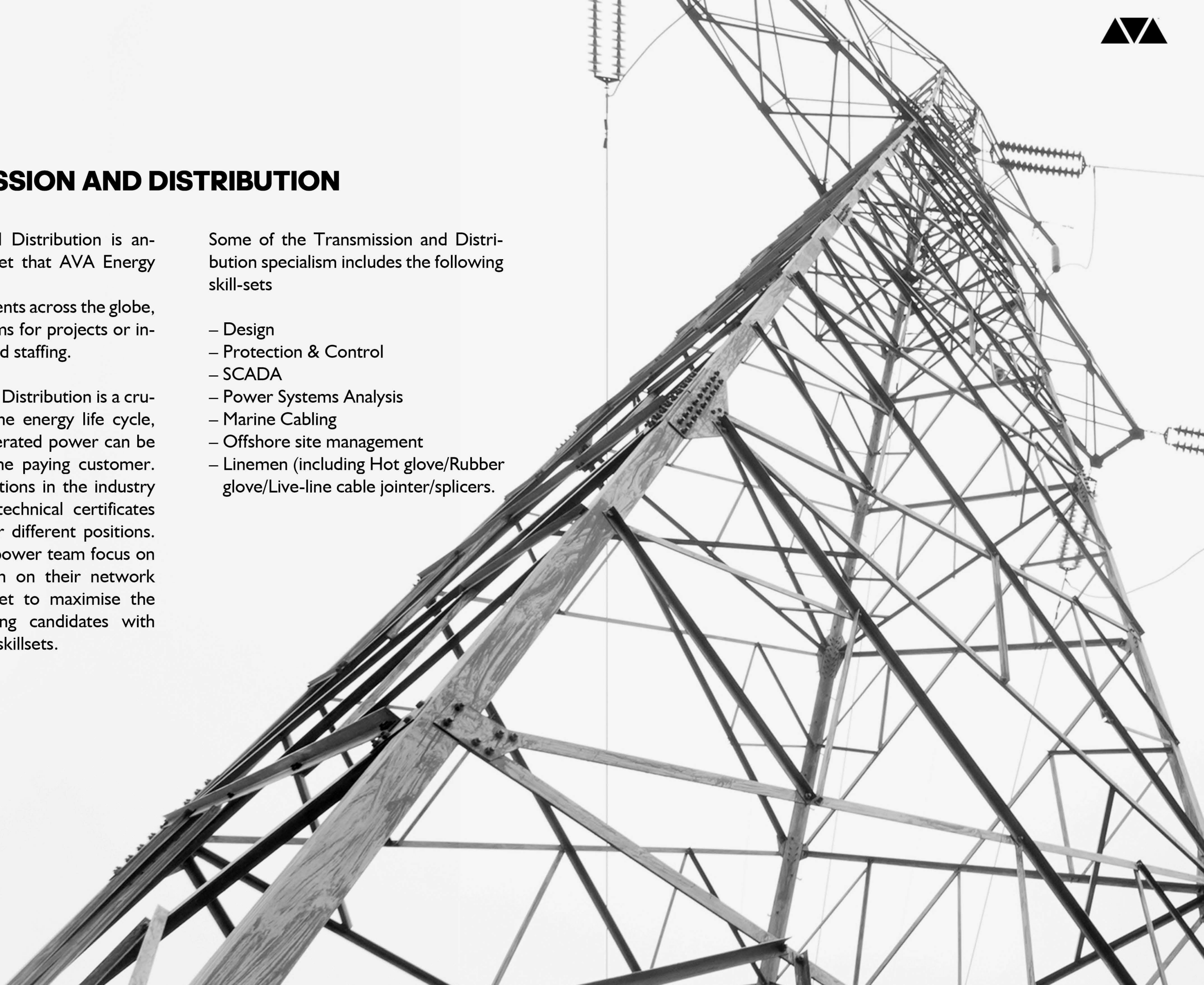
Transmission and Distribution is another core market that AVA Energy recruits within.

We work with clients across the globe, supplying full teams for projects or individual specialized staffing.

Transmission and Distribution is a crucial element in the energy life cycle, ensuring the generated power can be transported to the paying customer. Many of the positions in the industry require specific technical certificates or experience for different positions. Due to this, the power team focus on continued growth on their network within this market to maximise the chances of finding candidates with these specialised skillsets.

Some of the Transmission and Distribution specialism includes the following skill-sets

- Design
- Protection & Control
- SCADA
- Power Systems Analysis
- Marine Cabling
- Offshore site management
- Linemen (including Hot glove/Rubber glove/Live-line cable jointer/splicers).



POWER GENERATION

Power Generation recruitment is one of the core specialisms of AVA Energy. The conventional power plants sector is expected to continue growing until 2030.

Combined with increasing demand for electricity, power plant construction projects are being fast-tracked, creating a shortage of skilled professionals and a fight for talent on a global scale.

The industry is also experiencing intense technological development to meet new regulations. Technologies such as CCGT (combined cycle gas turbine) plants reduce CO2 emissions and simplify the start-up process, increasing efficiency by reducing the time to generate.

Our success results from an understanding of these factors combined with a highly effective working model that sees each specialist consultant focusing on a specific client sector, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

Some of the power teams specialisms include the following skill-sets:

- Operations & Maintenance
- Temporary/ distributed power
- Installation & Commissioning
- Manufacturing
- Engineering



ENERGY MANEAGEMENT

Founded in 2016, the Energy Management team has focused on placing leading commercial and professional service experts in the Energy sector across the UK, Europe, the Middle East and the US.

With an emphasis of quality, selective screening and long-term client relationships, the team has established itself due a commitment to high standards and expert market knowledge. The team focuses on supporting current and new clients across the following areas of the industry;

- Transmission Analysis
- Economic Modelling
- Energy (Power, Gas, LNG, Crude)
- Trading
- Software Engineers
- Data Architects Power System Engineers
- Energy & Utilities Management Consultants
- Energy Retail/Utilities
- Sustainability
- Policy & Regulation
- Cyber Security Consultants
- Market Intelligence & Fundamentals
- Legal Professionals
- Commercial Associates
- Digital Transformation



NUCLEAR

AVA Energy is a leading Nuclear Power recruitment agency.

The Nuclear industry faces a fight to secure and retain SQEP talent, as well as tapping into a passive generation of prospective cross-over technical talent. Our success results from an understanding of these factors combined with a highly effective strategic working model that sees each consultant focusing on specific client sectors, candidate niche and location. This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

We have extensive experience within the nuclear energy industry and have worked through vastly different market conditions. Our success in adapting to the resulting changes in demand is down to our thorough understanding of the market and our ability to evolve our working strategy to ensure we offer the highest quality service at all times.

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Throughout fluctuating market conditions our commitment to the industry is unchanged. We remain committed to the development and growth of our market-leading brand, and to our ultimate mission to deliver an exceptional level of service to our clients. This is something we are extremely proud of.

Our Nuclear specialist sectors:

- Power Generation
- New Build
- Decommissioning
- Nuclear Technologies
- Waste Management
- Risk and Safety Management

OIL AND GAS

AVA Energy has been an Oil & Gas recruiter since the company's conception.

Within the Oil and Gas Energy human capital markets, there is a serious shortage of skilled professionals, creating a fight for talent on a global scale.

Our success results from an understanding of these factors combined with a highly effective strategic working model that sees each consultant focusing on a specific client sector, candidate niche and location.

This approach differentiates us in this competitive market and enables our consultants to be real experts with invaluable local knowledge.

- Engineering
- Procurement & Supply Chain
- Construction
- Subsurface
- Geoscience
- Offshore Drilling & Completions
- Technology
- Subsea
- HSQE
- Petrochemical
- Refinery





ENERGY STORAGE

Overcoming the intermittency of renewable energy production is the final hurdle to overcome is driving humanity’s transition to a carbon-neutral energy system. The need for effective storage solutions is becoming ever more critical, as the amount of renewables on the grid continues to grow at a pace. The industry is changing fast, and AVA Energy understands the challenges facing the sector.

Our dedicated team of consultants is able to support clients throughout the whole project lifecycle. We have proven experience in supporting developers, and contractors for numerous battery jobs and projects throughout the world. We have successfully placed both permanent and contract personnel across a wide range of disciplines.

- These include:
- Battery Management System Engineer
 - Battery Thermal Engineer
 - Battery Test Engineer
 - Systems Engineer
 - R&D Engineer
 - Cell Engineer
 - Production Engineer
 - Battery Process Engineer
 - Battery Charging Engineer



PROJECT FINANCE AND INVESTMENT

AVA Energy is helping ensure the best people are positioned within the top companies to help us prevail over this first challenge faced by the industry. Money is one of the most common barriers for entry when a new technology emerges; however, with the world's attention turning to an ominous climate crisis, investors of all kinds are creating solutions to overcome these barriers and find effective solutions to these issues.

It is anticipated that by 2030, investments into renewable energy will be more than \$3 trillion and finding this money will be the first stepping stone towards a greener and more environmentally friendly civilization. With money at the core of most investors' interests, ensuring these investments are profitable benefits not just the recipients but future investors as well.

At AVA Energy, we work across the entire investment & financing spectrum to deliver unrivalled talent to the leading players, including: Investment Banks, Private Debt & Equity Funds, Financial Advisors, M&A Boutiques, Developers, IPPs & Utilities.

Our focus covers the entire investment vertical:

Project Finance

M&A

Investment Management

Business Development/Coverage

Private Equity/Venture Capital

ESG/Impact Investment

ESG Policy (TCFD compliance)

MANAGEMENT TEAM

AVA has built a Leadership Group that has a strong track record and the experience to build the business that we have set out to become.

The business is led by Jordan Rosenfeld (Managing Director), who through huge energy, desire and a commitment to high performance and quality, has set AVA on a path of significant growth.

The business is held to very strict financial management by Ritina Shukla (Group Finance Director), who has been with AVA from the start. With her background in senior finance positions at FTSE100 and large private businesses, Ritina ensures the growth plans can be achieved.

Julian Morison (Group Chief Executive Officer) owns the Values, vision and goals of AVA and the development of the leaders and future leaders. Julian's purpose is to ensure our stated aims can be met and, through organic and acquisition growth, AVA becomes a £500m business.



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