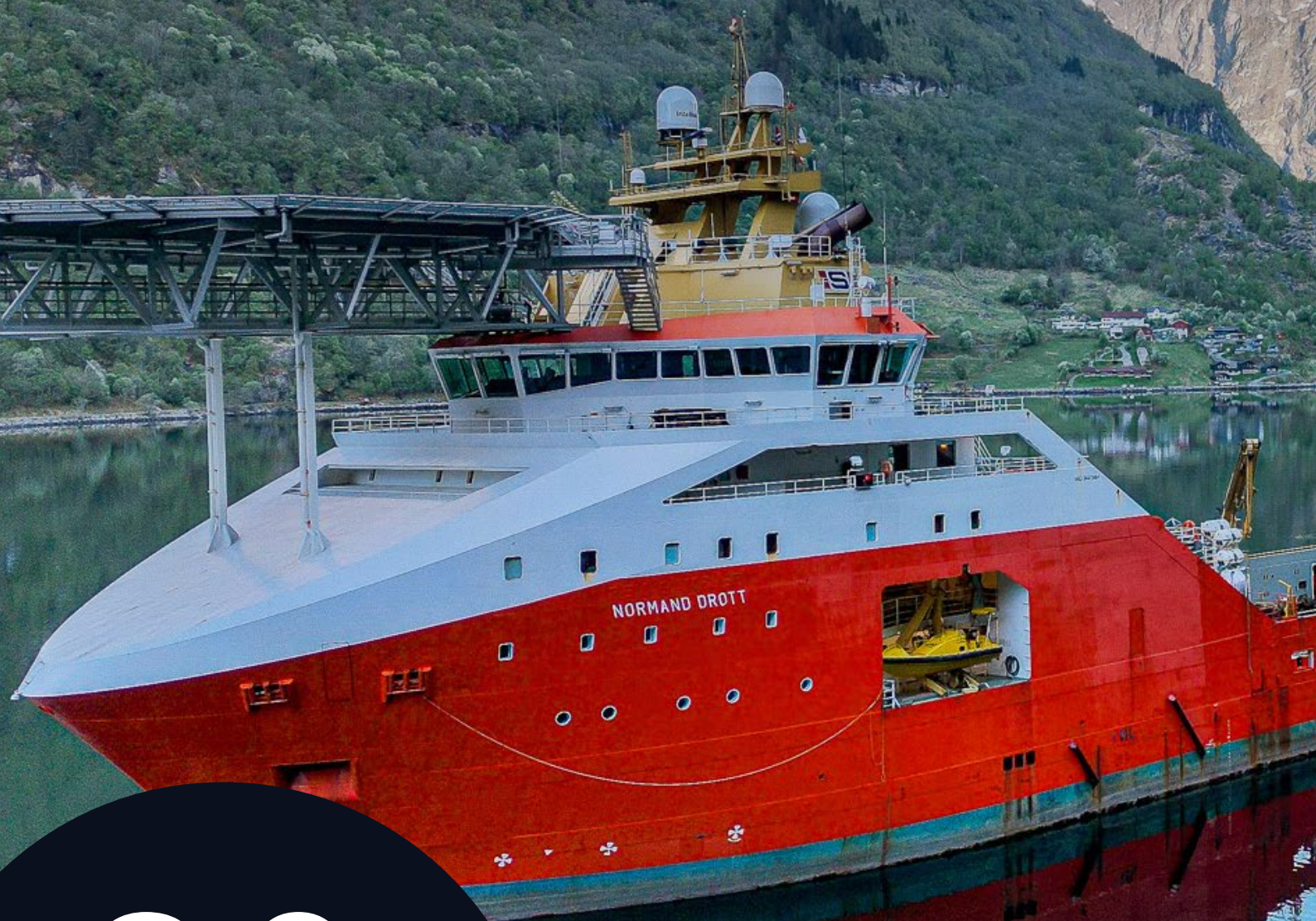


Solships

58th EDITION
DECEMBER 2024



60 YEARS

Celebrating 60 years
in 2024!

 SOLSTAD
OFFSHORE

As 2024 comes to an end, I would like to thank everyone onboard and ashore for the hard work and dedication, not just this year, but throughout the many years that have brought us to our 60th anniversary.

Lars Peder Solstad
CEO



Picture taken during baptism of Normand Drott in 1984. From left: Johannes Solstad, Godmother Randi Solstad and Idar Ulstein

Dear Readers of Solships

This year we have celebrated our 60th anniversary. Given the circumstances of the last few years, it has not always been obvious that we would be able to reach 60. Therefore, it has been incredibly nice to mark the big day and see pictures from the various celebrations you have had at the offices and vessels.

I have reflected many times on why some companies, including ourselves, manage to exist and develop for many decades in a cyclical business as we are in. In my opinion, the simple answer is that you, over time, must gain the most valuable capital of all – which is trust. Trust to, from and between people.

In this Solships magazine, you can read stories from 2024, experience retrospectives and pictures from various decades, and get to know many of Solstad's great employees.

In our sixtieth year, a lot has happened. We have secured many important contracts and have delivered a solid year, both operationally and financially

Lately, we also successfully resolved the Residual Claim related to the original financing of Normand Maximus - a milestone that further reduces debt and will allow us to explore new opportunities in the market and focus on further development of the company.

We are in the middle of an energy transition, and we are a central part of it. For us this means contributing to installation of more offshore renewable energy and work targeted to reduce emissions from our fleet.

In addition to operational measures via Solstad Green Operations and investment in new technologies, we are now also offering certified renewable biodiesel to our clients as a new important step towards our strategy to decrease our environmental footprint.

In June 2024, I had the pleasure of sailing with Normand Navigator for several days. It was an absolute joy to be onboard and spend time with the crew, partners, and clients. One of the most important reflections I made was that we must never forget how important everyone onboard is for the final result. Thank you very much for the great experience. I already look forward to my next trip offshore in 2025.

As 2024 comes to an end, I would like to thank everyone onboard and ashore for the hard work and dedication, not just this year, but throughout the many years that have brought us to our 60th anniversary. I would also like to wish all colleagues, families, shareholders, partners, clients, suppliers, banks, and last but not least our pensioners a Merry Christmas and a Happy New Year.



Lars Peder Solstad
CEO

Contributors

With "Solships" we are fortunate to showcase some of the incredible colleagues and vessels we have in the fleet, and we hope it will be a pleasant read.

We want to express a special thank you to everyone who contributed to the magazine, participated in interviews, and shared captivating photos throughout the year in our photo competition. Solships would not have been possible without you. This magazine has been made available to our offshore and onshore employees, esteemed business partners, pensioners, and stakeholders. We hope it is seen as informative and that it sparks enthusiasm for where Solstad is heading!

We look forward to share even more news and stories from the company in the issues to come.

Happy Holidays from the Solships team!



MARTE SÆBØ GRØNNER

Office Skudeneshavn
Title Communication Advisor



LOVISE FALNES-ELLINGSEN

Office Skudeneshavn
Title Group Compliance Officer & Corporate Secretary



OLAUG HILLESLAND

Office Skudeneshavn
Title Administration and Communication Director



TOR JOHAN TVEIT

Office Skudeneshavn
Title Chief Operating Officer



PER STANGE

Office Skudeneshavn
Title HR Director Maritime Personnel

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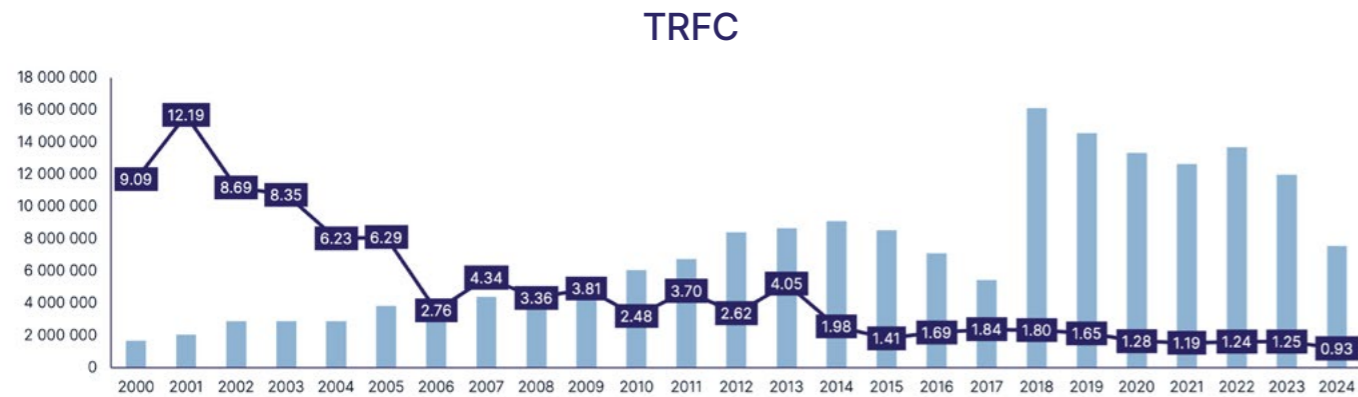
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LTI Awards



JAN TORE KRO

Office Skudeneshavn
Title HSEQ Coordinator

"We will encourage and accept feedback about our actions and safety behavior regardless of rank, position or time served."

In our third quarter of 2024, we had focus on mental health. With the phrase above, I just want to remind everyone that we can sit down as a team and discuss both positive things and opportunities for improvements because we look out for each other.

SEP certification (Safety and Environment Protection) started 30 years ago for Solstad. It was created in 1990 by the Norwegian Veritas as an alternative to the quality assurance certification in the industry regarding the quality standards (ISO 900 series).

Just by looking at the KPI from the past 20 years, TRCF has varied from the highest 12.19 (2001) to the lowest 1.10 (2022). And the fleet have been around 22 to 146 vessels, with working hours from 1.600 000 to 16.100 000. Having a good team and safety in mind contributes to a safer working environment.

Thank you for sharing your experience

"We will actively approach others to discuss the impact of our actions"

In the daily work routines, there is a lot of work that we take for granted. For others who have never done it before it can be quite a challenge. Thank you all for actively approaching to share experience and competence to educate the people around you.

"We understand that SIFO is a journey and if an incident occurs it will not impact our vision of our future; instead, being seen as a learning opportunity"

Looking upon the guiding principle from my point of view, it makes great meaning. Especially when I am on the vessels listening to your experience and those who ask and want to make a safe working environment that you are satisfied working in.



Impressive milestone

7 vessels in the period December 2023 - November 2024 reached the impressive milestone of 3- and 10-year continuous operation with no recorded Lost Time Incidents (LTI's) onboard. Everyone, both offshore and onshore, benefit from the knowledge provided by the skilled crew and employees we have in Solstad, who are willing to share their experience with the entire fleet.

Thank you all for focusing on safe operations and keep up the good work!

3 Year LTI award:

- Normand Navigator
- Normand Pacific
- Normand Ranger
- Normand Fortress
- Normand Sigma

10 Year LTI award:

- Normand Frontier
- Normand Vision





Geir Inge on his first vessel, Normand Flipper, in 1979

From the building process of Normand Progress in Ulstein, in the late 1990s



Fisherman, Fleet Manager and Director

Meet Geir Inge Haugeberg, former Director of Newbuildings

“There is a time for everything, but it wasn’t easy to quit,” says Geir Inge Haugeberg. After 44 years at Solstad, he retired in January 2023, having been an Engineer, Fleet Manager, and Technical Director of Newbuildings in the company.



MARTE SÆBØ GRØNNER

Office Skudeneshavn
Title Communication Advisor

“I tried to quit three times before, but then the market went up, and it became difficult to leave,” smiles Geir Inge.

But eventually, it happened, and Geir Inge can look back on a long and exciting career at Solstad – both at sea and onshore.

On a Fishing Vessel at 15

But let’s get to know the former Director a little better and why he ended up working in the maritime industry his entire life.

“I grew up in Karmøy, Norway, with a father who was a workshop foreman at Håkonsen Mekaniske, and a mother who was a homemaker. I had two brothers, both of whom worked at sea. I went to sea for the first time at 15 years old, as a fisherman,” says Geir Inge.

Let’s go back to 1969, where Geir Inge one day stood in the driveway with the family’s dogs. An older man drove into the yard and said, “Geir Inge, you are coming with me.” It turned out to be Johan Landsnes, who had a fishing vessel called Vølund of Skudeneshavn. Landsnes was sent by Geir Inge’s father.

And Geir Inge went along, eager to become a fisherman. He jumped into the car and went straight on board the vessel – to a cabin that had neither a toilet nor a sink. Together with 10 others, he fished for mackerel and learned a lot about life at sea.

Then it was long voyages in both tankers and liners for a couple of years.

Eventually, Geir Inge returned home and had a 20-month workshop period at Håkonsen Mekaniske to meet the requirements for an Engineer certificate. But why exactly an Engineer?



Geir Inge Haugeberg has retired, but occasionally visits the Solstad office in Skudeneshavn.

“Everyone in the family was Engineers. My grandfather, father, and all my uncles – we were simply born as it. We were out to get results, just like when you were out with a fishing vessel,” says Geir Inge.

An Opportunity at Solstad

In 1973, he got to join a vessel that transported dynamite from the Gulhaug factory in Drammen, along the entire coast to Ålesund. On the return trip, shell sand was loaded.

Geir Inge’s journey continued to Knutsen OAS in the shipping companies Veritasruten and Norship for five years, before the North Sea was next – followed by getting back to school to become a 2nd Engineer.

And then life at Solstad began.

“My uncle was an inspector here at Solstad, and I was interested in an Engineer job. ‘What certificate do you have?’ asked John Halvdan Falnes, then Deputy Crew Manager. You had to have a first Engineer certificate to work – and thus there was no job for me. But then my father came driving – Crew Manager Hans Kvinnesland had called, and an opportunity had arisen after all, where they needed an Engineer immediately. I got the position as first Engineer on Normand Flipper, my first vessel at Solstad,” says Geir Inge.

He stayed there, the last half year as acting Chief Engineer, until Normand Flipper was sold at the end of 1981. Then he moved on to Normand Gambler and Normand Providence, both of which eventually went into lay-up.

“At that time, most of Solstad’s vessels were in lay-up, and it was ‘crisis times’. It was therefore appropriate to start college to fill up with more theoretical knowledge. In between studies, I took care of the lay-up vessels and got to sail a bit. There were several temporary positions on many of the company’s vessels in between. By the time I finished my last exam, John Halvdan was on the phone – the market had picked up again, and Normand Prosper needed people.”

The same applied to Normand Tonjer, Normand Mjølne, Normand Draupne, Normand Carrier, which Geir Inge also worked on.

From Sea to Land – A New Life

Then came 1997 – the year Geir Inge went ashore as Chief Engineer and became a Technical Superintendent.

“Coming ashore was a challenge after so many years at sea. Especially seeing how people managed on land, with the prejudice ‘those who work on land understand nothing’. But they understood much more than I thought,” laughs Geir Inge.

He inspected the Brazil vessels and worked with operations. Occasionally, he missed the free time he had experienced at sea.

“I had been used to four weeks off – you never get that on land. Even when I was on vacation, there was a lot of work. I often had to take my mobile phone under the table to answer things, without my family seeing it,” reminisces Geir Inge.

Eventually, in the late 90s, planning for newbuildings started. Geir Inge traveled to Brazil for dockings and became the project manager for the first newbuild in Brazil, while also being responsible for technical operations and maintenance, including dockings of the Brazil vessels.

“It was exciting and busy years. I have always been impatient to get results, and there were some challenging situations in Brazil, in terms of culture and bureaucracy,” says Geir Inge.

But he persevered – and the newbuild market grew. From 2007-2014, he became Fleet Director, responsible for technical, procurement, and newbuildings at Solstad. Then he became Director of Newbuildings.

From 2007-2014, he became Fleet Director, responsible for technical, procurement, and newbuildings at Solstad. Then he became Director of Newbuildings.

In his last years at Solstad, he was also seconded by the company and engaged in the construction of the expedition ship “Rev Ocean”.

“An exciting project that has been very nice to be part of,” says Geir Inge..

“An Incredibly Important Safety Culture”

After 44 years at Solstad, there is no doubt that Geir Inge has experienced a lot. And there has most definitely been a whole lot of phone calls and tasks day and night. But what does he remember best from his time in the organization?

“What I think back on the most is clearly the people I have gotten to know, and everything we have achieved together.



“
I tried to quit three times before, but then the market went up, and it became difficult to leave.”

Normand Maximus building process in Tulcea, Romania. From left Captain Bjørn Rønnevik, Geir Inge Haugeberg, and Saipem representative Carlo Fuse.

I also think a lot about the time in Brazil, and everything we got to experience there. And, not least, the period when we got Normand Maximus in place, which was a game changer. We had built large and beautiful vessels before too, but Maximus was in a league of its own, and it was great to be part of the project.”

He also highlights the safety culture as one of the things he values most after all the years at Solstad.

“The safety culture and guidelines from both Johannes Solstad and Lars Peder Solstad has been incredibly important. We have always aimed to be the best in quality and safety – it has done a lot for both people and vessels. The statistics have been very good, and it has been enormously important. I cannot emphasize enough how crucial it is that people can trust that what they are involved in is safe and secure,” says Geir Inge.

Great Freedom and Clear Trust

Geir Inge’s Lifetime Gold membership in SAS says something about how much he has traveled.

“A lot of time went to work and traveling. I rarely had time off, and it was non-stop. But it was eventful, and when you

got a problem in your lap, it was satisfying to be able to help directly. Simply motivating,” says Geir Inge.

When it comes to the Solstad family, he has only good things to say.

“They have been fantastic to deal with. Skilled, approachable, and down-to-earth.”

He also praises the organization and its operations.

“Solstad as an organization is traditional – and it has always worked. Here you have great freedom and clear trust. You encounter new challenges, which again are experienced as motivating and rewarding.”

And now Geir Inge is a pensioner – a situation that started a bit slow, but which he has now gotten used to.

“It quickly piled up with things to do. There is always something to be involved in, something to fix, or people to help. I help a lot with technical things in the housing complex we live in. In addition, we travel to Spain almost half the year and have 5 grandchildren here in Norway that we enjoy spending time with. Family will always be the most important thing to spend time on,” concludes Geir Inge.

Solstad Services

Successful expansion of offering to Clients

As a response to heightened client needs and demands, we launched Solstad Services in 2023– an offering for strengthening our existing partnerships through provision of a larger service scope from our vessels.



HANS KNUT SKÅR

Office Skudeneshavn
Title Chief Commercial Officer



During 2024 the activity in Solstad Services has grown significantly.

Brand new Kystdesign WROV systems has been installed on the Normand Sentinel (1Q), Normand Navigator (2Q) and Normand Maximus (2Q). All mobilizations were done successfully, and the vessels immediately commenced project work after installation.

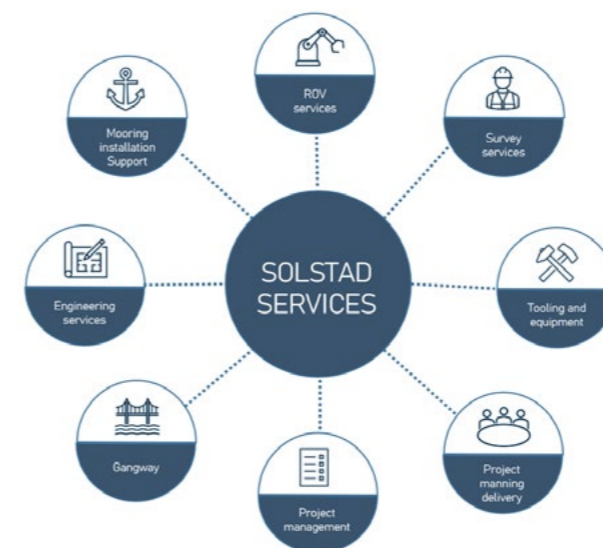
Our clients have warmly welcomed Solstad Services, and they are very satisfied with the deliveries.

Solstad Services is performing above our expectations
For the first 3 quarters of 2024 the services represented a revenue of NOK 900 million.

And the growth will continue as four more owned ROVs will be added in 2025, bringing the total number of owned systems to 12 modern ROVs.

Strategic partnership with Omega Subsea
Our JV partner Omega Subsea is a provider of quality and competence-assured personnel to the global oil and gas, renewables, and de-commissioning sector, with extensive experience in managing subsea and ROV projects both onshore and offshore.

Through secured ROV capacity, more flexible operating and ownership structure and reduced required investments, there is an enhanced earnings potential from additional services. Omega Subsea is responsible for managing, operating and staffing the ROV systems, while Solstad will lease ROVs from the JV and rent personnel and services from Omega Subsea on a day-rate basis and finally include these services in the vessel Contracts.



Deliverables

Solstad Services will include a broad range of offerings in eight specific categories.

ROV services

The ROV services are provided as a delivery to Solstad's clients and has already been well received in the market. Omega Subsea will supply all personnel through our ROV management agreement.

Survey services

Solstad will provide survey for construction and construction support.

Tooling and equipment

We offer tooling and equipment, both for standard and special purposes. The tooling delivery may vary from basic cleaning tools to complex hydraulic control systems.

Project manning delivery

This includes, but is not limited to, construction crew, OCMs, HSE advisors, engineers, medics, and crane operators, both internal and external. Personnel will be qualified and certified through Omega Subsea's pool.

Project management

Provide support through the preparation, execution, and evaluation phases, including planning, coordination, and follow-up towards both subcontractors and the client.

Mooring installation support

Support on mooring installation will be provided on a project basis, including the planning, execution, and evaluation phases.

Engineering support

Support for the client's engineering team on a case-to-case basis as a temporary resource.

Gangway services

Solstad owns one gangway which is currently in operation. In addition, Solstad provides gangway systems delivered by third parties from recognized suppliers for services both within renewable and the oil and gas sector.

The West-African Adventure

Our AHTS spot fleet has in recent years moved from solely spot charter to project-based mooring internationally. We have achieved a good track record in this market with complex operations. The most interesting one of them all must be the Congo Marine XII, a development project in Congo where Solstad was entitled to deliver 5 AHTS to Ocean Installer for prelay, station keeping, hook-up, and riser recovery on the FLNG Tango and FSU Excalibur.



ALEXANDER AARAMNES

Office Skudeneshavn
Title Vessel Manager

Congo's Marine XII is a gas expansion project to the existing Nene and Litchendjili platforms, where FLNG Tango & FSU Excalibur are moored at water depths ranging between 17 to 25 meters and are part of a nearshore field situated about 1nm outside the beach just south of Pointe Noire.

Our scope of work was to start with "carved in stone" where Normand Drott was supposed to be delivered as the first vessel in Pointe Noire for prelay of mooring chain and Stevadjusters all connected to 17 piled anchors installed by another contractor.

Following Normand Prosper, Normand Sapphire, Normand Sirius, and Normand Sigma were to be delivered at the same location at the time of the unit's arrival for station keeping while Normand Drott was planned to complete the hook-up followed by a riser recovery.

Facing deadline challenges

Some weeks prior to departure from the North Sea, our client Ocean Installer informed us that the piling operation was facing challenges to reach the deadline for completion before the FLNG & FSU's tow-out date, we could therefore expect changes in vessel roles and

delivery together with a potential drag embedment anchor prelay to substitute for the delayed pile anchors.

Normand Drott was delivered according to the original vessel role and contract in Pointe Noire on the 28th of October 2023, however for the Normand Sapphire, Normand Sirius and Normand Prosper the vessel roles together with equipment specs changed completely to act as installation vessels.

1.5 days after the contract amendment was signed the first vessel delivery to the client started, and over the course of 6 days, 3 vessels were mobilized and prepared to start their transit to Rotterdam for loading anchors followed by the last leg on their journey to the southern hemisphere. Normand Sigma's role was unchanged and delivered one month later in Pointe Noire.

Various seabed conditions

The seabed condition at the field varied between hard rock formations to soft calcareous clay between the four clusters. In combination with the uncertainty of how many piled anchors were realistic to complete and in which clusters among the seabed conditions, the

drag embedment anchors needed to be both large and heavy to either penetrate the rocky seabed or to have enough surface to hold into the soft conditions.

The drag anchors that were ordered for the project were 10 of 33mt Stevshark Rex anchors with 16mt internal ballast in the flukes, and additional 17mt detachable external block ballast mounted on the anchor shank, a total of 66 tons per anchor.

As a comparison, the most frequent used anchors on the North Sea spot market range between 15-17 tons. The Normand Sapphire's deck can carry up to 12 of the std North Sea anchors in one run, with the chain pathway along the centerline free. This was not possible with these 66-ton anchors.

Project peak

At arrival and vessel clearance completion, the activity on the project was at its peak, Normand Sapphire and Normand Sirius started to install the drag embedment anchors pulled in tandem connected to the bottom system with a triplate to achieve 430 tons.

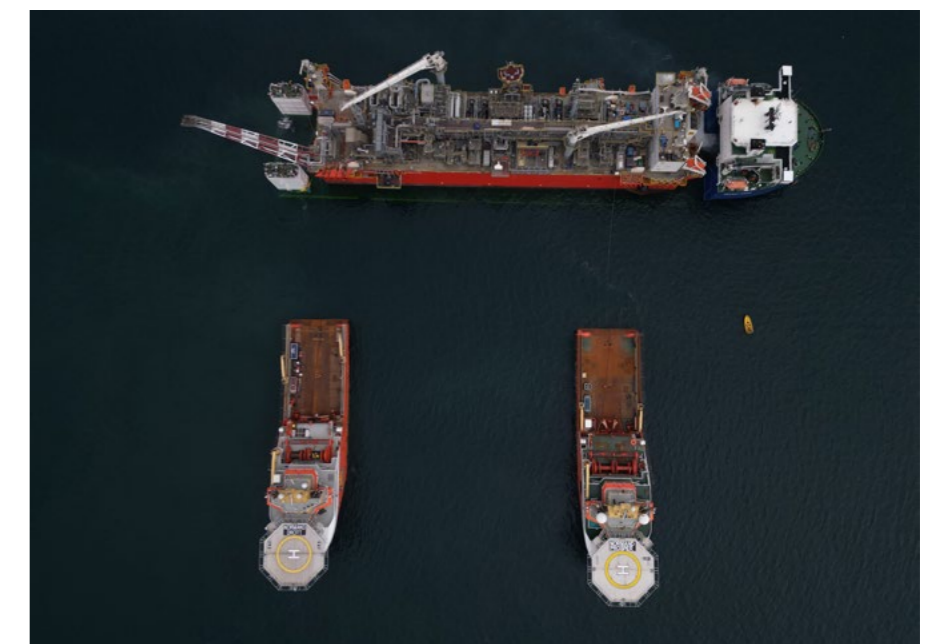
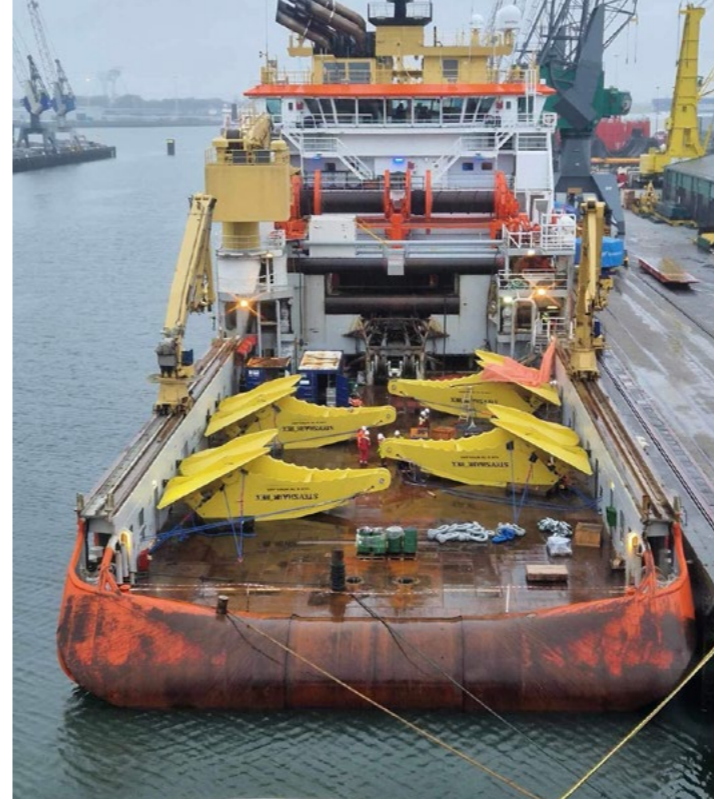
The pull operation was done simultaneously as the piled anchors were installed in the vicinity of

the other clusters, and with the water depths on 17-25 meters we all understand that the distances between the cluster location were relatively short so all activity on the field somehow affected each other.

FLNG Tango's delivery point was set to Luanda in Angola where it was about to be refloated inside the port limits after her journey from the far east, the two sisters Normand Drott and Normand Prosper met her at her arrival and assisted the refloating including tow back to Pointe Noire roads, a tow that took about 2.5 days.

At Pointe Noire roads, FLNG Tango was handed over to harbor tugs and towed into port where the mooring between FLNG Tango and FSU Excalibur started.

While waiting for the two units to be moored together in port Normand Sigma arrived as the last one of all five, the vessel activity was at a slow pace at this time waiting for the start of the combined tow to the field. At this time all the vessels were ordered to standby at anchorage, which gave us the opportunity to get Solstad's project armada in one single photo.





A combined tow was after our knowledge the first time to be done, having two units moored together only separated by spacer barges and be towed in a combined fashion.

It would be interesting to see this method used in other parts of the 7 oceans where sea states are a bit higher than outside the beach in Congo.

Ready to depart port

The 15th of December the two units were ready to depart port, so with Normand Sigma, Normand Sirius, Normand Sapphire and Normand Prosper connected in each corner of the Tango & Excalibur, the tow to the field started with a short window to complete in order to achieve the target of first gas before the new year.

Once at location, Normand Prosper and Normand Sigma connected their smith bracket (in the bow) to the bottom system with their tow wire still connected to the FSU Excalibur. This was to make them some sort of a static live anchor, while Normand Sapphire and Normand Sirius pulled the units into their final position.

Normand Drott started thereafter to connect and pull in 4 diagonal lines to get some stability on the units positioning which made it possible to release Normand Prosper to assist with hook-up and tensioning.

The tensioning on this job was done with Stevadjusters connected with the passive part on the anchor side of the system, which means that the tensioning must be done using the vessel's pull force towards the unit.

A relatively uncomplicated task, but at such water depth means that distances between the anchor and the units are not great, with the corresponding lift of the chain under the vessel hull on 17 meters and 250 tons on the winch it was more than enough excitement and the need for focus to sit at the very end of the maneuver chair feeling your toes curling inside the shoes.

The hook-up of the mooring lines went a bit faster than anticipated, and with the majority of anchor lines tensioned up, Normand Drott was released and sent to shore to mobilize the riser in port while Normand Prosper completed the tensioning on remaining systems.

All in all, we achieved the target date for first gas before the new year, the flare was torched on the 28th of December 2023 and all vessels were redelivered at Pointe Noire a few days after new year's.

Operational competence

The achievement made during this project truly shows what kind of operational competence our captains with their crew are representing, with a dynamic scope that was frequently changing throughout many phases of the project you would need to have a solid background on similar activities. Although, as deepwater mooring has its challenges, truly shallow water does have a set of their own as well.

On the preparation side of things, it has been quite interesting to work on this scope from early stages with preparing the vessels according to the client's needs and requirements. If it had been ROV visibility, survey specs, tow rigging, or the practicality behind even being able to move a 66mt anchor around on deck to overboarding, it all had to be assessed to the details a bit more than we normally do back in the North Sea. And not to mention the crew logistics to 250+ personnel delivered by Solstad, the only vessel with crew that could act as backup with visa and the right competence fresh in hand was Normand Ferking, just to be on the safe side some office employees with their maritime certificates still valid had their visas applied for.

I'm not entirely sure, but I do believe there were some office employees that feared that they needed to pack their bags and get their sea legs working again.

When I first started as a bridge officer on AHTS Normand Ranger back at her delivery I was hoping that she would take me a bit further out internationally on the anchor handling project market as Normand Mariner and Normand Master did trade back in the mid-2000s.

Little did I know that I was the one managing the largest one of them all 13 years later.



Solstad's 60th Anniversary Celebrations

On August 31st, Solstad celebrated its 60th anniversary, marking six decades of growth and development since its founding. To commemorate the date, a temporary exhibition was opened in Skudeneshavn, showcasing the company's history from its beginnings in 1964 to present day.

As part of the anniversary, celebrations were held worldwide onboard our vessels and in our offices. Additionally, a photo competition was organized among our vessels, where they submitted photographs of their offshore celebrations, and a vote was organized on Solstad's intranet. The lucky, and well deserved, winners were Normand Cutter, Normand Pioneer and Normand Tonjer!



Celebration at Normand Tonjer



Celebration at the Manila-office



Celebration at the office in Singapore



Celebration at Normand Carioca



Celebration at the office in Perth



Celebration at Normand Subsea 7



Celebration at Normand Maximus



Celebration at the office in the UK



Celebration at Normand Topazio



Celebration at the office in Macae, Brazil



Celebration at Normand Cutter



Celebration at Normand Vision



Celebration at the Normand Mermaid



Celebration in Skudeneshavn, Norway



Celebration at the Normand Pioneer



Signe Solstad, Johannes Solstad and Lars Peder Solstad during celebration in Skudeneshavn, Norway

Visiting the Manila office: Gyda together with Jean Vincent Abobo (SOCSPH President and General Manager), Per Stange (HR Director), Daryl Sevilleno-Enriquez (Solstad ROHQ Office Manager) and Tor Johan Tveit (COO).



“
My experience is that when you take the time to get to know others, everyone wants to contribute.”

Meet Gyda Dickson

New HR Director at Solstad

In the spring of 2025, Per Stange, HR Director at Solstad, will retire after 15 years in the organization. Gyda Dickson will be joining Solstad as the new HR Director, bringing her local and international experience - and her genuine heart for people.

Gyda Dickson has been the HR and Organizational manager in Karmøy municipality for the past eight years. She also has an international career and experience, having spent many years in England and the USA.

“I was born and raised in Karmøy and decided to study business economics, where I had the opportunity to be an exchange student in Manchester. There I met an American, who became my boyfriend - and later I moved to the USA with him,” says Gyda.

She got a job as a consultant at Andersen Consulting (now Accenture), got married, and eventually had three children.

From the USA to Norway after the Financial Crisis

When the Financial Crisis hit in 2008, the USA was hit hard first, with parts of the financial market completely collapsing.

“After the financial crisis, we decided to move to Norway, which we felt was safer after everything that happened in the USA.”

It was a big transition - especially for her three children.

“They could only speak English, and it was a challenge at first. But eventually, we got well-established in Avaldsnes in Karmøy, where we still live today,” says Gyda.

Valuable Life Experience

After working as a Sales Manager at SR Finans, she wanted to return to the core of what interests her most: organizational development and HR. First as an advisor in the technical department of Karmøy municipality, before becoming the HR and organizational manager in Karmøy municipality in 2016. She has worked there for the past eight years - except for the year when she was affected by breast cancer.

“When I suddenly got sick, I experienced being outside the workforce. It was really challenging, and I doubted my own competence a couple of times. But I had a good leader who invited me to socialize in the work environment when I had the energy, which made it easier for me to return to work. It was a good and valuable experience and a benefit to bring with me in my own profession,” says Gyda.



MARTE SÆBØ GRØNNER

Office Skudeneshavn
Title Communication Advisor



- It has been a very exciting journey so far, says Gyda about the trip to Manila and Perth.



Gyda visiting the Manila office for the first time

Motivated by Achieving Things Together

Gyda has “always” had a heart for HR. When asked why, she thinks for a bit before answering.

“Because I like people. I am motivated by achieving things together and delivering results with others. My experience is that when you take the time to get to know others, everyone wants to contribute,” says Gyda.

This is one of several reasons why she looks forward to starting at Solstad.

“It is so exciting to be part of creating value along the coast here in Norway and to experience exciting and varied challenges nationally and internationally—together with skilled colleagues at sea and on land.”

It’s About Human Resources

After eight years as HR and Organizational manager in the municipality, Gyda will face a completely new industry at Solstad.

“There will be new structures and areas that I am not used to, and which I will, of course, have to learn and get to know. It will be, for example, exciting to deal with an international setting, and learn legal and cultural differences,” says Gyda.

But despite the new industry, she is also clear on one thing:

“Although the industry is different, the common denominator is the same; it is about human resources and how to be a good employer. How we ensure that those who work here want to stay here. Creating a safe, solid, and good work environment, now and in the future,” says Gyda.

Ready for Manila and Perth

Gyda started in November and had an exciting and educational kick-start. She traveled to Manila and Perth together with Per Stange and Tor Johan, COO at Solstad.

“We visited the offices and crewing in Manila and Perth. It was very exciting and great to create relationships there from the start. I really enjoyed getting to know new colleagues at all offices, both at sea and on land,” says Gyda.

“

When I suddenly got sick, I experienced being outside the workforce. It was really challenging, and I doubted my own competence a couple of times.



New HR Director in Solstad, Gyda Dickson

Market Update

A Look Through the Past And an Outlook for the Future



HANS KNUT SKÅR

Office Skudeneshavn
Title Chief Commercial Officer

In our anniversary year we can conclude that Solstad is an energetic 60-year young company!

And we operate in a vigorous market. As always in shipping, market conditions are changing from good to less good. The recipe for success is how you manage the market.

After 60 years of operation, whereof 50 years in the offshore market, I would like to use the opportunity to reflect on the historic market developments.

From early growth to dramatic drop

Our offshore adventure started in the 1970s. This was the time of early growth in our industry. The offshore vessel market began to grow rapidly, driven by the oil boom and need for specialized vessels to support offshore drilling operations.

The early 1980s saw a continued increase in demand and this period also saw a significant technological development in vessel design and capabilities. Many new vessels were built to meet the rising demand.



Former Normand Drott, Normand Ranger and Normand Prosper in the North Sea in the 80s.



Normand Drott in July 2024



The crew on Normand Maximus in 2020, during the Covid pandemic.

Mid-1980 were marked by a dramatic drop in oil prices, which had a severe impact on the offshore vessel market.

Increase in fleet size

The 1990s saw a surge in demand for offshore vessels due to increased offshore drilling activities and we saw appetite to explore deepwater regions. This, in combination with a more subsea construction activity gave optimism to the industry. Investments were made for new and more capable vessels, leading to increase in fleet size.

Into 2000s the industry navigated through a period of growth. The market continued to develop though, with some periods of downturns. This period also saw a significant increase in subsea vessel fleet and fiber optic cable layers.

In 2014 drop in oil price led to oversupply and reduced demand. Vessel went into layup in large numbers and the industry faced a long and painful period.

The pandemic

By late 2020 and into 2021, the market began to recover as oil prices stabilized and offshore activities resumed. The pandemic did put a brake to the upturn, but the underlying conditions was good. In the last 6 to 8 years the offshore vessel industry has also been part of the energy transition where our vessels have been involved in development of wind farms.

The future looks bright

In our 60th anniversary year our market is energetic and active, - the future looks bright. As the history

shows, a key driver in our market is energy demand and price of energy. We experience a continued high activity within offshore energy and there is a tight supply and demand balance with limited newbuilds entering the market in the coming years. On top of this Solstad Services has had a remarkable start adding more scope to our offering.

Summing up – **we are in a vital market as a vital 60-year young company!**

Celebrating 10 Years of Normand Vision

A Decade of Subsea Innovation

This year marks the 10th anniversary of the magnificent Normand Vision, a vessel that has become synonymous with cutting-edge technology and ground-breaking achievements in the offshore industry.



ERLEND KVALSVIK

Office Skudeneshavn
Title Vessel Manager



Since her launch in 2014, Normand Vision has played a pivotal role in some of the world's most complex subsea projects, from the frigid waters of the Norwegian Sea to the depths off the coast of Africa. As we celebrate this milestone, it's time to look back at the incredible journey of this engineering marvel and her remarkable contributions to the world of subsea operations.

Meet Normand Vision: A Masterpiece of Maritime Engineering

When Normand Vision first set sail from VARD shipyard in Norway, she was already destined for greatness. Measuring an impressive 156.7 meters in length, with a breadth of 27 meters, she was crafted to handle the most complex and demanding subsea tasks. From the start, Normand Vision was built for a purpose: to make the impossible, possible beneath the waves.

— A good relationship with our clients is key to our business success and we truly value the cooperation we have with Ocean Installer. Our journey together has been marked with steady progress and reliable operations and we look forward to continuing our collaboration.

Lars Peder Solstad, CEO at Solstad

At her heart, Normand Vision is equipped for SURF (Subsea Umbilicals, Risers, and Flowlines) operations, with a powerful 150-tonne Vertical Lay System (VLS) and a 3000-tonne carousel that allow her to effortlessly lay subsea cables and infrastructure with pinpoint accuracy. Her cranes - both the 400-tonne and 100-tonne Active Heave Compensated (AHC) cranes - are engineering

marvels, capable of lowering heavy structures into the depths of the ocean floor, down to an astonishing 3,000 meters. Combined with her Dynamic Positioning (DP Class 3), Normand Vision can hold her position with pinpoint accuracy, no matter the conditions, making her a trusted partner for subsea projects across the globe.

A Global Impact: Projects Around the World

In her 10 years of service, Normand Vision has been a cornerstone of subsea projects across multiple regions, contributing to the energy needs of the world. In close collaboration with Ocean Installer for most of the oil majors as end clients, from Africa to Singapore, and from the Barents Sea to the Gulf of Mexico and Norway, her sophisticated technology and skilled crew have delivered groundbreaking solutions in some of the most demanding environments.

Below are a few highlights of Normand Vision's exceptional global impact:

- Moving to the **Barents Sea**, one of the harshest offshore environments, Normand Vision has successfully tackled the unique challenges of operating in cold, remote waters, contributing to major subsea projects that will support the energy needs of the future.
- Meanwhile, in **West Africa**, she has completed multiple projects, including manifold flowline and umbilical installations for the Aje Project and the Moho Nord project for Total E&P. These operations took place at water depths between 700 and 900 meters and were critical to the region's energy infrastructure development.

Across these regions, from the Arctic to the tropics, Normand Vision's legacy is one of innovation, precision, and dedication to offshore excellence.

The Vertical Lay System (VLS): The Heart of Normand Vision

One of the key innovations that sets Normand Vision apart is her 150-ton Vertical Lay System (VLS), which sits proudly above the ship's moonpool. This incredible piece of technology allows for the installation of flexible products such as pipes, flowlines, and umbilicals at immense depths. The VLS system ensures that these products are laid vertically, reducing the risk of damage during installation.

The VLS system allows Normand Vision to lay products at speeds of up to 1,250 meters per hour, and with a carousel capacity of 3,000 tons, she is equipped to handle even the largest subsea projects.



Life Onboard: Comfort Meets Innovation

Normand Vision isn't just about high-tech machinery—she's also designed with her crew's comfort in mind. With accommodation for up to 140 people, the vessel offers a range of amenities that make life at sea a little more comfortable. Crew members can relax in the spacious mess room, enjoy a movie in the onboard cinema, or stay fit in the fully equipped gym. With single and double cabins, each with private bathrooms, the living quarters are as comfortable as they are functional.

— We deeply value the strong collaboration and track record we have established together onboard Normand Vision and the many other Solstad vessels we utilize for our projects. We look forward to continuing this strong partnership.

Kevin Murphy, CEO at Ocean Installer

The Future is Bright for Normand Vision

As Normand Vision celebrates her 10th anniversary, she is more than ready to take on the challenges of the future. With the increasing demand for sustainable energy solutions and the growing complexity of subsea infrastructure, Normand Vision is perfectly positioned to continue her legacy of excellence in offshore operations. Whether it's in oil and gas or the rapidly expanding field of offshore wind installations, Normand Vision will undoubtedly be a key player in the years to come.

For a decade, Normand Vision has been a shining example of what's possible when innovation meets dedication. Here's to many more years of making waves—beneath the waves.

Happy 10th Anniversary, Normand Vision! – A decade of excellence, and the best is yet to come.

Cousins and Colleagues

A Shared Journey at Solstad, from Start to Finish

They started at Solstad almost at the same time and even shared the same position at one point. Now, the two cousins and colleagues are retiring on the same day, after 43 and 37 years at Solstad.



Liv Bente and Jorunn shared the position as Switchboard Operator in Solstad for several years from 1988 to well into the 90s.

“

We started in a small family business and are ending in a corporation. It is simply an achievement what has been accomplished here.

Liv Bente Mevik, Training Manager

Liv Bente Mevik is a Training Manager and Jorunn Christensen is a Switchboard Operator. The two cousins are exactly the same age and were born and raised in Skudeneshavn. But the similarities don't stop there.

“We have had a really close journey together, ever since we were young,” says Jorunn, who has been the Switchboard Operator at the Skudeneshavn office since 1988.

In their childhood, Jorunn and Liv Bente spent a lot of time together, and after high school, they went to England for a year. The dream of traveling the world remained just a dream. They eventually returned to Norway, found local boyfriends, and stayed.

In the fall of 1981, they both enrolled in a secretary course in Haugesund, and at the same time, a position as a Switchboard Operator at Solstad Offshore became available. Both applied, and Liv Bente got the job.

“Only one could get the job, and it was Liv Bente,” smiles Jorunn, who simultaneously got a job as a customer service representative at Televerket in Stavanger.

When Liv Bente was expecting her second child and was going on maternity leave, Jorunn received a call from Solstad offering her a temporary position in the reception.

“I accepted without any doubt,” says Jorunn, who was then on maternity leave with her second child.

When Liv Bente finished her maternity leave, the cousins shared the position for several years. They took care of the reception every other week, in addition to sharing a nanny and daycare for their children.

“It was a busy period with little free time, as we both had husbands who worked at sea,” recalls Liv Bente.



MARTE SÆBØ GRØNNER

Office Skudeneshavn
Title Communication Advisor

Women and men at separate tables

At that time, specifically the 80s, the reception and the entire organization looked completely different than it does today.

“We didn't have computers, and everything had to be done manually. All mail for the seafarers had to be sent and received via the reception, and a huge amount with mail had to be opened, stamped, logged, and distributed. In addition, there were many visitors in the reception, and many local seafarers who stopped by,” says Jorunn.

They don't remember exactly when the computer arrived at the reception, but they recall how large the first machines were and that they had to attend a computer course in the neighboring town Haugesund to learn how to use them.

“I also remember the good old franking machine, which had to be used to frank letters and packages,” says Jorunn.

The number of employees was also completely different than today – and so was the gender role distribution.

“We were around 10-11 employees back then. During lunch, the men sat at one table, and we women at another. We served the male employees coffee during lunch, and made sandwiches when there were visitors,” they say, laughing.

A Trust-Based Workplace

The years went by, and in 1996, Liv Bente was offered to start with course training as a Course Coordinator – a role she enjoyed and worked with until 2011, when she became the Training Manager.

“As the Training Manager, I have the overall responsibility for the training, certificates, and education of seafarers worldwide. In addition, I am responsible for training positions. I must always stay in close contact with authorities about new requirements and regulations that come, and build matrices that our offices in Manila, Perth, and Rio adhere to. We also have a very good collaboration with other local shipping companies, where we have regular meetings and discuss various issues that arise,” says Liv Bente.

She lists several reasons why she has stayed in Solstad for four decades.

“I have always enjoyed my work and felt confident in what I do here. I also experience Solstad as a trust-based workplace, with freedom under responsibility. If you need to do something, you can just do it – without any questions being asked. Such trust and flexibility have been important for me, as I am married to a seaman and have been alone at home a lot. Last but not least, I have really nice colleagues,” Liv Bente smiles.

Jorunn nods in agreement with Liv Bente’s explanation.

“I have enjoyed both the tasks and the people. Here, I have been able to be myself, surrounded by great colleagues both at sea and on land. After tough periods with illness at home, I have experienced great care from others here at work, and it felt good to have such a supportive workplace,” says Jorunn.

Unforgettable memories as Ship Godmothers

Liv Bente and Jorunn have many unforgettable memories, including the honor of being Ship Godmothers.

“I was the Ship Godmother for Normand Aurora in Holland, in 2005. Johannes Solstad came and asked me personally, and it was a great honor to experience that,” says Liv Bente.

Jorunn nods in agreement.

“I received the same honor in 2011 when Johannes came to our home and asked if I wanted to be the Ship Godmother for Normand Arctic, a new build in Møre in Ålesund, which is now sold. I naturally accepted, and it was an amazing experience,” says Jorunn, showing her wrist, where a beautiful bracelet with a charm hangs.

“I received this as a gift in connection with the Godmother role, and I have worn it constantly since.”

Impressive Development

Jorunn and Liv Bente praise the organization for several things and call the development impressive.

“They have been incredibly good, and down-to-earthiness have stood firm all the way,” says Liv Bente.

“Johannes Solstad still visits the Reception from time to time, and picks up the newspaper with a smile. It is so incredibly nice,” adds Jorunn.

“We started in a small family business and are ending in a corporation. It is simply an achievement what has been accomplished here,” says Liv Bente.

And now, the end at Solstad is approaching for the two cousins and colleagues, who are retiring in the spring of 2025. They describe many mixed feelings about leaving.

“Throughout all these years, we have seen others leave, and now it’s our turn. It feels a bit special, and it will be difficult to let go because I have enjoyed it so much, in addition to having a sense of ‘ownership’ of the position I have held all these years,” says Liv Bente.

“I feel the same way, the Reception feels a bit like ‘mine’,” smiles Jorunn.

The New Life

Nevertheless, they both have many plans for the new life that they are looking forward to.

“We have a small farm that I look forward to being more involved in, and a motorhome that we hope to use more. I also have grandchildren that I look forward to spending more time with. It will also be nice to be able to wake up and enjoy the day more at home,” says Jorunn.

“Yes, it will be nice to wake up and have more control over the day. In addition, my husband and I are going to travel to Africa, and we have other future travel destinations we want to experience,” says Liv Bente.

And maybe she even has someone ready to become Solstad’s new HR Training Manager.

“My 8-year-old grandchild recently visited the Skudeneshavn office. She was clear that she wanted to take over both my job and my office,” laughs Liv Bente.

“

I have enjoyed both the tasks and the people. Here, I have been able to be myself, surrounded by great colleagues both at sea and on land.

Jorunn Christensen, Switchboard Operator



Liv Bente Mevik, Training Manager at Solstad



AI: The Future is Here

You might have already heard about it — AI, or Artificial Intelligence. These are machines programmed to think and learn like humans, simulating our intelligence and capable of processing tons of data in the blink of an eye.

Some believe AI will spell the end of our race, while others think it will unlock endless opportunities. We don't know for sure. However, what we do know is that Solstad will take an active role in leveraging AI, exploring what benefits it holds for us. We will utilize AI to optimize and safeguard our operations. The potential for automating complex tasks and enhancing decision-making will drive innovation throughout our company.

— Utilizing our data, our people, and technology to deliver high-quality services, giving us the edge over our competitors.



We asked AI to create an AI-generated image of a Solstad ship. Here is the result.

So, where do we start? Fortunately, we are already well underway. Here are some examples:

Training & Education

You might have taken a training course held by one of our AI generated digital avatars? Previously, we invested significant resources in creating courses and content. Now, AI helps us develop interactive and customized training programs in no time.

Fleet Data

Recently, we implemented Starlink to our fleet, and with the exponential increase in data throughput, we opened the door to bringing vast amounts of vessel data ashore. With the transportation layer established, we are diving into how AI can add intelligence and insight to our fleet data.

Cyber Security

AI assists in monitoring and protecting our systems against cyber threats. By analyzing patterns and identifying anomalies, AI detects and responds to threats in real-time.

Digital Workplace

Many of you are already using generative AI tools like ChatGPT and Google. Now, we're rolling out Microsoft Copilot, which integrates AI into Office applications (Word, Excel, and PowerPoint). It will assist in generating text, summarizing documents and emails, creating data visualizations, and more, acting as a comprehensive AI companion for daily tasks.



CHRISTIAN NESHEIM

Office Skudeneshavn
Title ICT Director

Collaborating for Industry Advancement

We are facing significant improvement initiatives in the industry, such as decarbonization and net Zero, remote operations, digitalization and marine protection. We recognize the importance of working closely with suppliers and classification societies to promote solutions, and AI will undoubtedly play a crucial role in addressing these challenges. In many senses, the technology is already here.

— It's not AI that will take our jobs; it's the people who know how to leverage AI.

We need to cultivate our digital mindset, understand the opportunities presented by new technologies, embrace change, and ensure we have the knowledge to make use of AI in our industry.



Photo competition: In Action, Normand Drott
Photo: Kent P. Valstad

Solstad's Photo Competition 2024

Photographs tell a story, and there is no better way to showcase our company's journey throughout the year than through our photo competition.

The competition is structured around bimonthly themes, each offering a unique perspective on our operations and core values. The themes for this year included:

- SIFO (Solstad Incident Free Operations)
- People/Teamwork
- In Action
- Diversity & Inclusion
- Nature at Sea

The response from our employees has been very positive and we received several photographs throughout the year. For every theme, a group of employees was chosen to vote on their favorite entries, and the winners were posted on our intranet and social media platforms.

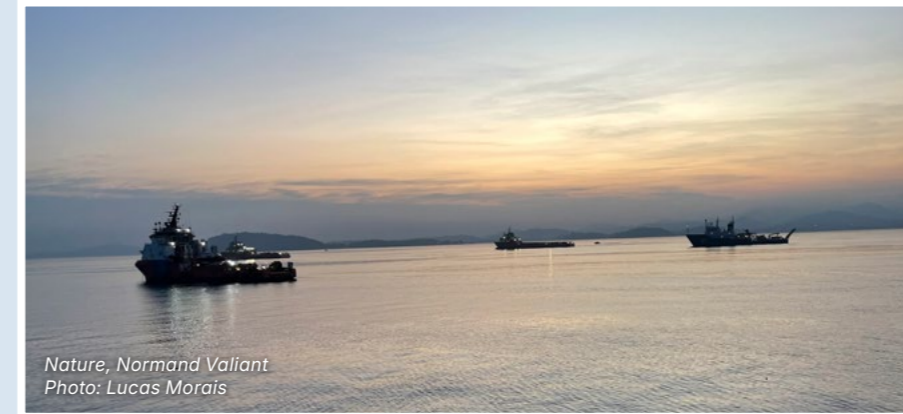
Once the winners for each theme have been decided, the competition reaches its final phase as all employees will be invited to vote for their favorite picture. The photograph that garners the most votes will be crowned Solstad's Picture of the Year, a true testament to the collective spirit and vision of our company.

We have witnessed good engagement throughout the competition, and we are grateful to everyone who participated and submitted their photographs. Some of these stunning images will be featured throughout this issue of Solships magazine.

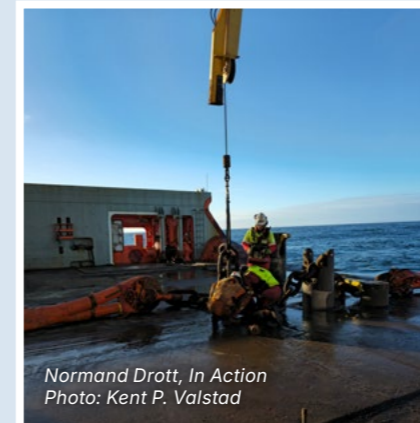
Thank you once again for your incredible contributions.



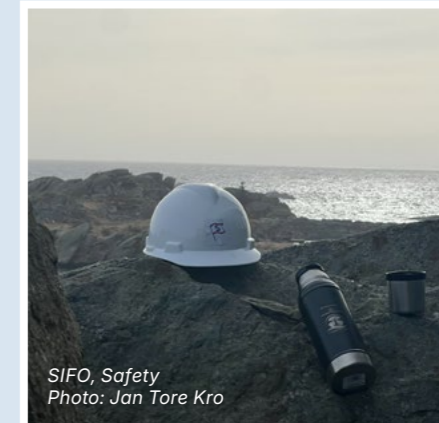
People, Teamwork
Photo: Henning Wolter



Nature, Normand Valiant
Photo: Lucas Morais



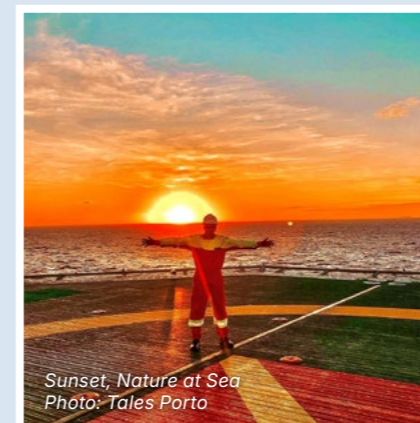
Normand Drott, In Action
Photo: Kent P. Valstad



SIFO, Safety
Photo: Jan Tore Kro



People, Teamwork
Photo: Rafael Aleixo



Sunset, Nature at Sea
Photo: Tales Porto

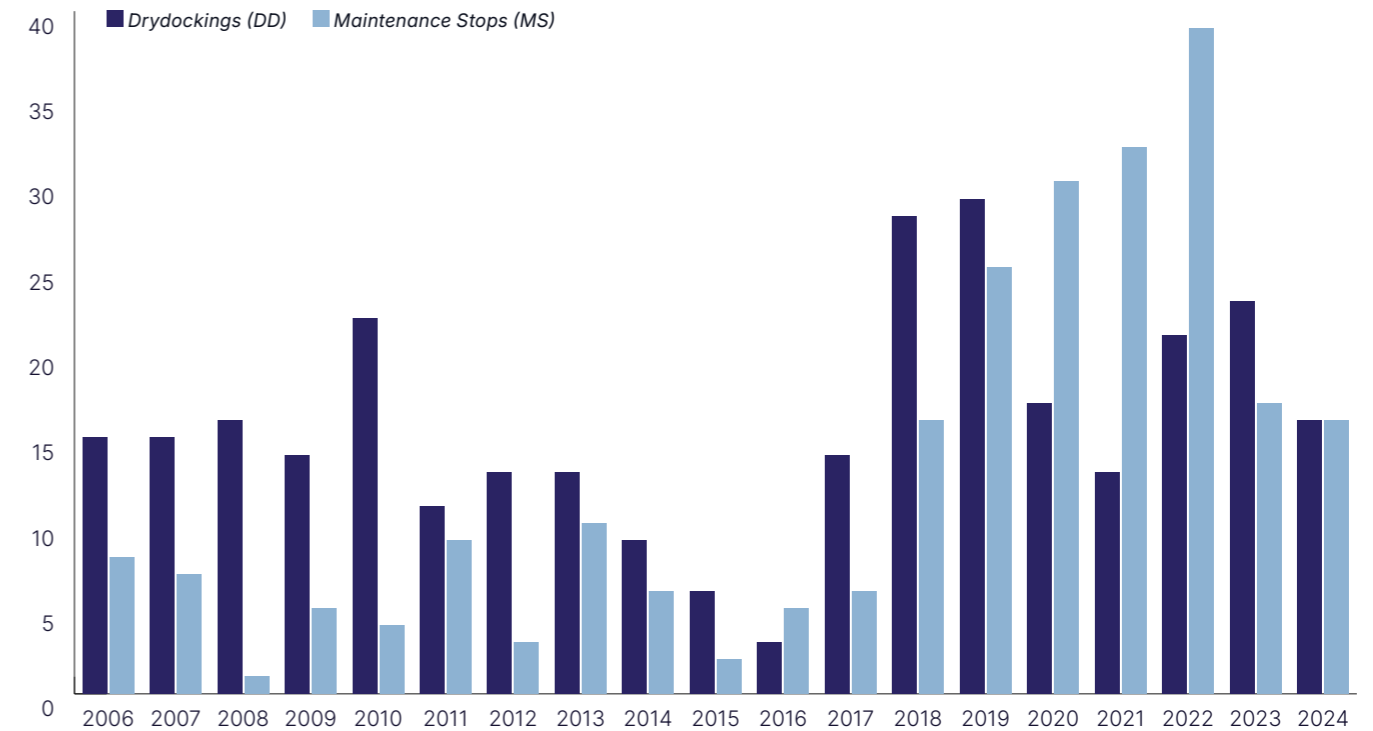


Normand Navigator Windfarm
Photo: Rihards Ragelis

Drydockings & Maintenance Stops

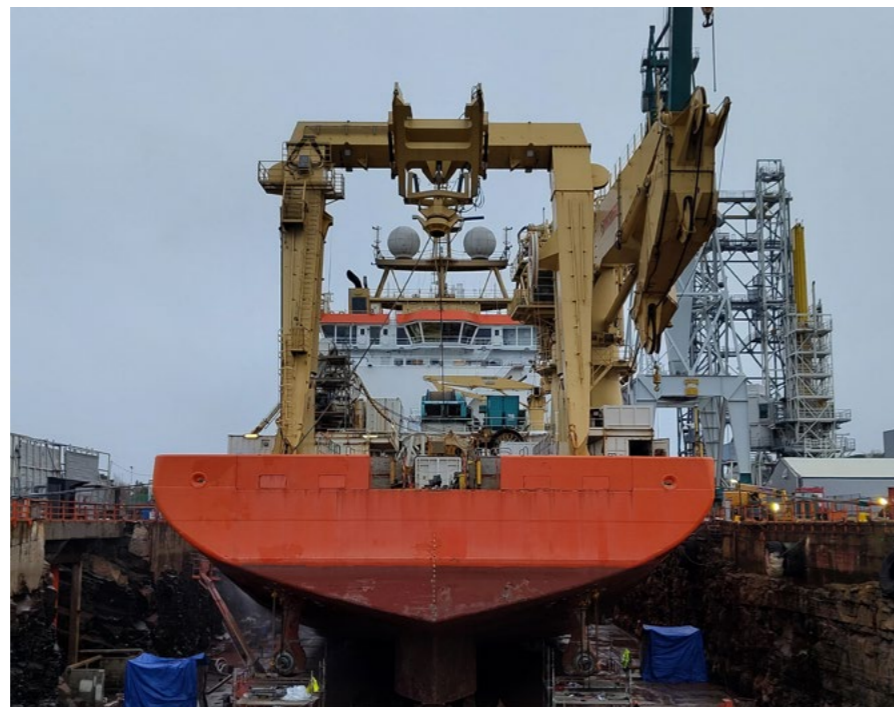


No. of DD and MS from 2006 - 2024



CONRAD MELHUS

Office Skudeneshavn
Title Maintenance Manager



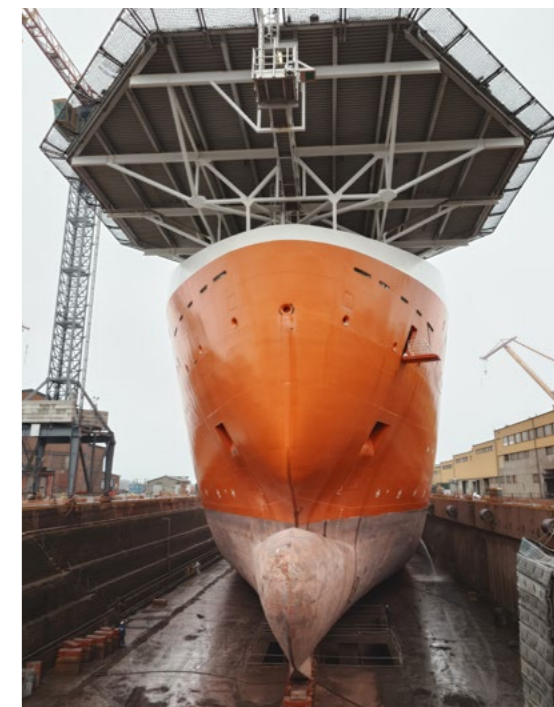
Drydockings and maintenance stops are crucial in the company to ensure optimal performance and longevity of our vessels. These are planned meticulously in the technical department, together with the vessel team, to minimize downtime and ensure that the vessels are back in operation as quickly as possible.

If we look back in time from 2006 until now, the total number of vessels has varied significantly from 31 to approximately 150. During these years, a tremendous number of different projects have been performed, including drydockings and Maintenance Stops. An impressive total of 298 drydockings and 241 maintenance stops have been executed. The lowest numbers were

recorded during the challenging years of 2015-16 with just 3 DDs and 5 MSs, while the peak year was 2019 when we had the largest number of vessels, achieving 29 DDs and 25 MSs.

Throughout 2024 a total of 16 drydockings (DD) and 16 Maintenance Stops were planned. These projects represented over 640 of vessel days.

The year started very busy for the technical department as 11 of the 16 drydockings planned were executed, being 2 in Singapore, 4 in Brazil, 1 in Sweden and 4 in Norway, in addition to 9 maintenance stops performed. The second half of 2024 included dockings in Malta, and Singapore and Norway.



15 Years of Solstad Green Operations

A Journey Towards Sustainability

In 2007, Solstad began implementing waste recycling routines on all its vessels as part of the ISO 14001 certification. This initiative laid the groundwork for what would later be known as Solstad Green Operations (SGO), which officially started in 2009.



TOR INGE DALE

Office Skudeneshavn
Title Sustainability Director



The goal was to develop basic tools that all onboard the vessels could use to save fuel daily. Initially named the "Fuel Campaign 2009," the project was soon rebranded to reflect its broader scope.

Working closely with Geir Inge Haugeberg, our Technical Director at the time and an experienced chief engineer, we developed some straightforward guidelines. A questionnaire was sent to all Masters and Chief Engineers, asking for their input on how to save energy and fuel onboard. The responses were categorized into simple but effective measures:

- **Anchoring:** Shutting down main engines when idle/standby at anchor for short periods.
- **Drift:** Allowing vessels to drift when on standby at sea instead of using full power.
- **Green DP:** Reducing power during standby on the field compared to normal DP operations.
- **Reduced Transit Speed:** Lowering speed to save fuel during transit.
- **Optimized Trim/Draft:** Adjusting the vessel's trim for optimal fuel consumption over long distances.
- **Hybrid - Diesel Electric Mode:** Using diesel-electric propulsion to save fuel (for hybrid AHTS vessels only).
- **Reduced Use of Thrusters:** Minimizing thruster usage.
- **Reduced Power for Main Propulsion:** Optimizing engine load for main propulsion.
- **Reduced Use of Floodlights:** Turning off floodlights when not needed.
- **Reduced Use of Auxiliary Equipment:** Switching off unnecessary auxiliary equipment.
- **Reduced Power for Accommodation:** Minimizing electrical consumption in accommodation areas.
- **Using Shore Electrical Supply:** Using shore power instead of onboard generators when docked.
- **Other Power Saving:** Various additional measures to save power.



Crew of the Month in October was Normand Carioca, with an SGO score of 31. Congratulations!



Normand Ferking got the Crew of the Month in June. We applaud their effort and commitment to the SGO campaign!



Thousands of SGOs

At that time, it was common practice to use deck floodlights 24/7 on offshore vessels, under the mistaken belief that turning them on and off would reduce their lifespan. However, a call to Osram confirmed that turning off lights during the day could save about 500 liters of diesel daily. This became the baseline for what would be recognized as a Solstad Green Operation or SGO.

Another significant measure was reducing the normal service speed in the North Sea from 11.5 knots to a more fuel-efficient 10-10.5 knots. In 2010, we asked all vessels to report SGOs in the newly developed Unisea 14001 environmental database. We initially hoped for around 50 SGOs in the first year, but this target was quickly surpassed. Hundreds, and eventually thousands, of SGOs were registered, becoming a key performance indicator for fuel efficiency on each vessel. Publishing the results at annual company conferences further motivated crews, and a flag was awarded to vessels that met their SGO targets for the year.

Climate Neutral Operations

Our initiative attracted attention from clients who launched similar projects, such as Subsea 7's "Clean Operations." Statoil (now Equinor), ConocoPhillips, and others also began focusing on fuel-saving initiatives like slow steaming.

In 2010, we launched "Climate Neutral Operations," purchasing internationally recognized CO2 quotas to offset remaining emissions after all possible SGOs had been implemented. This was officially announced at ONS 2010 in Stavanger. The Norwegian state (through the Norwegian Coastal Administration for Normand Jarl) and ConocoPhillips for Normand Mjolne were among the first clients to join this voluntary arrangement.

For several years, we also supported rainforest preservation in Brazil through the Rainforest Foundation Norway, paying to preserve 1,000 square meters of rainforest for one year for each SGO completed. The SGO campaign was later certified by DNV according to the ISO 50001 Energy Management standard, making Solstad one of the first shipping companies globally to receive this certification.

The importance of our crew's fantastic support

Fast forward to 2024, and we see that these basic SGO measures remain valid today. While we are now in the 3.0 version, which is simpler than the original, it still forms the cornerstone of today's key performance indicators for all vessels. Since the campaign's inception, more than 200,000 SGOs have been completed, saving over one million tonnes of CO2 thanks to our crew's fantastic support. The average fuel consumption and emissions per vessel have been reduced by more than 20% since the beginning.

Without the crew's support, this success would not have been possible.



Soldrott in the 70s

Meet Felipe Meira

Managing Director at Solstad office in Brazil

Felipe Meira started his maritime career over 30 years ago and has been the Managing Director at the Solstad office in Brazil for the past 7 years. Read about what motivates him in his job and what Felipe thinks about the market outlook in Brazil.

Felipe (54) is born and raised in Rio de Janeiro, where he both lives and works today.

"The office has a good and strategic geographical location, right near the port. The crews can easily come for meetings, and it's just a matter of stepping out of the building and taking a water taxi to the vessels," says Felipe.

He has always had a great interest in maritime activities, ever since he was a child. Sailing has, in particular, been a great passion. This has also made him always enjoy his profession.

"I feel very lucky to have a job and hobby with such a clear link. It has helped me a lot in my career, and every time I visit a vessel, I get a good feeling," says Felipe.

He has sailed in many parts of the world, including crossing the Atlantic Ocean, sailing from Norway to Brazil (Rio de Janeiro), and participated in many competitions worldwide. Currently, he competes on a 36-foot very modern sailboat.

"Sailing is still my great passion in life, and it probably always will be."

From sailing to shipping

Sailing is perhaps also the reason he ended up with this specific career. When Felipe was a teenager, he sailed at one point with a Norwegian boat. The owner of the boat had a shipping company, NorSul Offshore, where Felipe was offered a job in 1994 – which he accepted.

"The job was in the city of Macae, as Macae was the place for all operations back then," says Felipe.

Macaé is a city located about 3 hours north of the Solstad office in Rio de Janeiro. Solstad also has its own base in Macaé, with 29 employees working at the office.

Some years later, in 1996, NorSul Offshore had a merge with a Brazilian Subsea Company called Consub, and right after that this new co was acquired by DSND group from Norway. In 1999 Farstad Shipping, along with Petroservice (Brazilian drilling company) decided to open their own shipping company in Brazil, Brazilian Offshore Service (BOS), and Felipe was invited to take over the Operational Management in Macaé.

In 2008 Felipe became part of the top management of the company, and in 2011 the company became a 100 percent Farstad Shipping Company, Farstad Shipping do Brazil.



Celebration of 60th anniversary in the office in Rio de Janeiro



Normand Maximus at arrival in Rio de Janeiro in June 2024

"In 2017 after the merge with Solstad, I was elected as one of the three managing directors. I was so happy for the opportunity, and I still am today."

A good market – and multiple new contracts

Felipe has experienced a lot in his career and seen good development at the Brazil office.

Today, Solstad's office in Brazil operates 11 vessels.

"The Brazilian market is going really well. The market grows, and we got many offers and opportunities," says Felipe.

In June, Petrobras contracted CSV Normand Poseidon for a four-year firm contract, and AHTSs Normand Sagaris and Normand Ferking for three-year firm contracts for anchor-handling duties.

In October, AHTS Normand Topazio and AHTS Normand Turmalina were each awarded a one-year contract, while CSV Normand Cutter received a nine-month contract for subsea construction activities.

In November, CSV Normand Valiant secured a 1.5-year firm contract with Petrobras, and AHTS Normand Sagaris' current contract was extended by 120 days.

In other words, a lot is happening at the Brazil office, but Felipe is used to that.

"It can affect your personal life, and sometimes you have to sacrifice some time with your family".

Easy to stay motivated

After so many years in a busy position in a dynamic industry, it is interesting to know what drives and motivates Felipe.

"If you are unmotivated or experience problems that disturb you, I believe it helps to rather focus on mastering the job itself. For me, motivation has been quite natural and easy. I work with so many talented, wise, and nice people, who motivate me every day. In addition, there is so much constantly happening, so it is difficult not to stay active and motivated," says Felipe.

He strongly believes that there will neither be a lack of workforce nor tasks in the future.

"We have some brilliant young people here, and it is a good generation coming up. Operational wise, the future seems solid, and I truly believe that the Brazil market will continue being strong for a long time."

“

Sailing is still my great passion in life, and it probably always will be.



Meet Oliver De Guzman

Chief Officer at CSV Normand Baltic

He has worked at Solstad for almost 10 years and started in the position as Chief Officer during the COVID-19 pandemic. – Being Chief Officer on board has given me so much room to learn more and even teach others.

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I'm a lifelong learner and teacher. Being Chief Officer on board has given me so much room to learn more and even teach others so that one day they may have the chance to serve: they'll be ready for the challenge ahead of them

Oliver De Guzman began his seafaring career on conventional merchant vessels back in 2007 - from Car Carrier, LPGs and VLCC, to Shuttle Tankers.

“When I learned about Dynamic Positioning, I became fascinated with its application and operation. After completing my DP sea time and getting my DP license in 2015, a colleague suggested I try Solstad Philippines as this was the transition period of Solstad setting up its office in the Philippines in 2015”, Oliver recalls.

He accepted the position as a 2nd Officer / DP Trainee on board Normand Subsea in March 2015. He then served as 2nd Officer / DPO on Normand Fortress, where he learned more about the complexities of offshore operations involving diving and offshore crane operations.

“When the Fortress was laid up and the market had soured, I took the opportunity to be a part-time DP Instructor back in Manila. This was to share my knowledge and experience while sharpening my own skills. When the market conditions improved, I returned onboard and was given an opportunity to serve with a little more responsibility as 2nd Officer / Senior DPO on Normand Poseidon, Normand Mermaid, and Normand Baltic”, he says.

Opportunity during the Pandemic

As we all surely remember very well, the world was hit by a pandemic in 2020. The following year, in the middle of the pandemic, Oliver got the opportunity to become Chief Officer on Normand Baltic.

“Taiwan was on lockdown, and we adhered to quarantine. Then came Captain Steinar and Captain Blanka who gave me the opportunity to be Chief Mate for a short time due to the lockdown. Little did I know that the Office had plans, and I would say it was God's perfect timing. As the pandemic was easing, I was given an opportunity to serve with Captain Probuddha Ghose when I returned”.

And since then, De Guzman has been Chief Officer on Normand Baltic – a position he greatly enjoys.

“I'm a lifelong learner and teacher. Being Chief Officer on board has given me so much room to learn more and even teach others so that one day they may have the chance to serve: they'll be ready for the challenge ahead of them”.

Working with others is precisely one of the things De Guzman likes best about his job.

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Working offshore is dynamic. Even with routine and planning, there are always challenges along the way.



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I strongly believe that having a good team makes the time on board like a dream.

“Working with people with the same objective gives life meaning and purpose”.

But naturally, some challenges do arise from time to time.

“Dealing with different types of people is probably the most challenging part. Everyone is unique in their own way. Each and everyone have their own belief and opinion. You must find the balance of cooperation, communication and respect with one another to complete the task at hand”, he says.

Challenges, however, are something Oliver also appreciates about his job.

“Working offshore is dynamic. Even with routine and planning, there are always challenges along the way. Things change, and plans need revision. But these challenges help us grow and experience life”.

Confidence comes from competence

In his position as Chief Officer, he experiences varied workdays where his joy for planning comes in handy.

“I’m a firm believer in routine and planning, and I start my day the night before. I check the weather and the TMM on how to proceed with the next day’s work or tasks that need attention. I check on my team and make sure they know what to do, and that they have everything they need to carry out their duties”, says Oliver, adding the importance of having a good team that collaborates well:

“I strongly believe that having a good team makes the time on board like a dream. I was an advocate of Solstad’s “Are you ok?” campaign even before it was launched. We should be mindful and empathetic to others because on board the vessel we only have each other to rely on”.

Solstad’s core values, Safe, Reliable, Competent, and Responsible, are designed to create a common culture, purpose, and direction within the company. One particular value is very important to Oliver personally and to why he enjoys Solstad so much.

“I strongly believe in the “Competent” value of the Company. Confidence comes from competence, and Solstad has helped me build my confidence with its modern fleet, multi-cultural crew and integrating digitalization of SMS”.

Motorcycling and family time

When asked about what motivates him in his job, he is clear in his answer. Being a family man has enormous significance for his motivation.

“I would be a hypocrite if I didn’t say it is for my family’s future. But it’s a means to an end. I try to focus on serving others on board instead. I want to make sure everyone on board comes home safe to their family”.

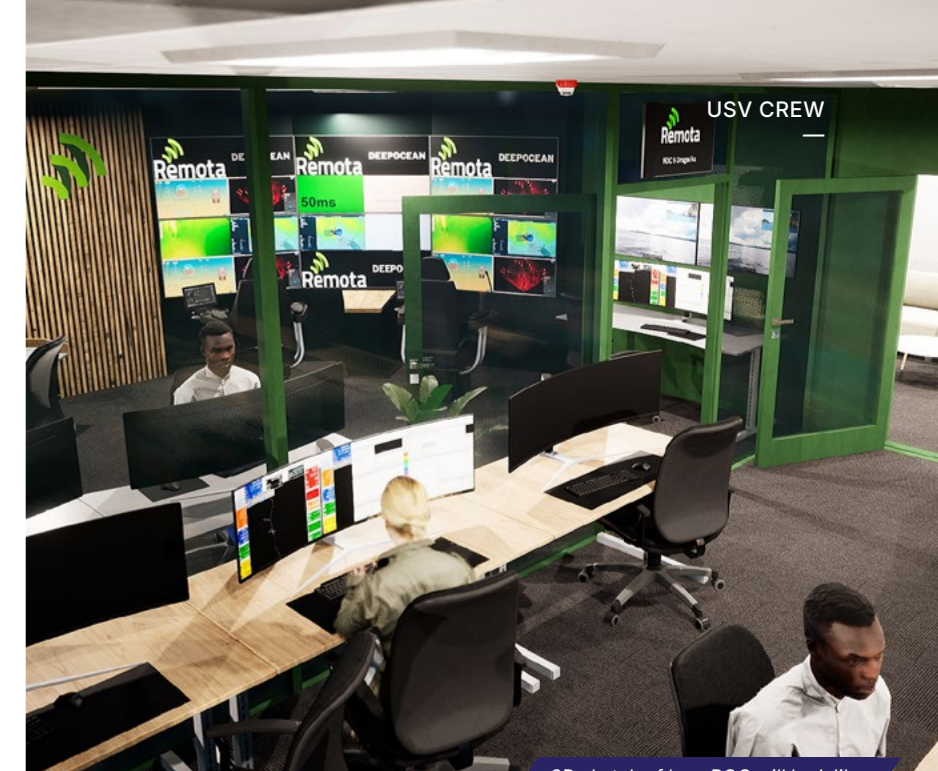
When he is not working he prioritize being with his family – in addition to motorcycling, which he also has a passion for.

“I love motorcycles and ride the twisty roads during my free time. I also prioritize spending time with my children and sharing experiences with them that I pray they cherish as they grow up”.





Photo competition: In Action, Normand Sigma
Photo: Lars Ervik



New Opportunities for Our Seafarers

In the new year, Remota will receive its first USV (Unmanned Service Vessel) from the Gondan shipyard in Spain. "This is incredibly exciting and opens up new opportunities for our seafarers," says Per Stange, HR Director at Solstad.

Remota is a company established to offer remote operations and is jointly owned by Østensjø, Solstad and DeepOcean. The USV will perform Inspections and light intervention work and will be equipped with a full-size work ROV, HiPAP / HPR system and sensors.

When the USV comes into operation, it will be remotely controlled from Remota's ROC (Remote Operations Center) in Killingøy, Haugesund. The team that will remotely control the USV will consist of both maritime personnel who will operate the vessel and ROV personnel who will operate the ROV.

Solstad has an agreement to provide maritime personnel to be leased to Remota. DeepOcean leases out the ROV personnel.

"This is incredibly exciting and opens up new opportunities for our seafarers. You can be part of many new and exciting things, for example within technology. It also provides an opportunity for those who, for various reasons, wish to have a land-based job or are prevented from going to sea," says Stange.

Many have shown interest

He points out the significant pioneering work related to remote-controlled ships, where regulations and agreements must be made or revised. Much is in place, but there is still a way to go – also regarding the personnel who will operate the USV.

The maritime personnel will consist of navigators and engineers.

"We have already advertised positions internally in the company, and several have shown interest. The workplace is Haugesund, so it is strongly preferred that the personnel lives in the area. So far, only one of our own navigators has been selected. We expect that the first personnel will be engaged at the turn of the year and be involved in the final stage of the construction period," says Stange.

After completion, the USV will sail from Spain to Norway and then undergo a test period before the operational phase begins around mid-2025.

Social projects

Karanba – Brazil

Karanba is a social project in Rio de Janeiro, Brazil that uses football as a tool, assisting many children and young people from the slum areas with personal development, education, and self-expression. "Solstad gives hope, realizes dreams and changes lives," says the Founder of Karanba.



Karanba Campus



Jenderson Alves completed a course with the Brazilian Merchant Marine.



Karanba Campus

The institution was founded in 2006, in Rio de Janeiro, by former Norwegian football player Tommy Nilsen. Since its founding, the institution has helped more than 10,000 children and teenagers on their way to a better life.

In 2024 Karanba celebrated a new milestone - they turned 18 and, with the help of the community and partners, including Solstad, they became a 'homeowner' of the Karanba Campus.

'We're eager to create new opportunities for our students, families, and the wider community through education, sports, and family integration. This new home, Karanba Campus, will be a safe space for growth, learning, and unity, shaping a brighter future for everyone who comes through our doors.

It is difficult to describe the importance of Solstad's support, and how you have believed in Karanba since the beginning. It truly makes me proud and very humble. Thank you for believing in Karanba and for the amazing support all these years! Solstad gives hope, realizes dreams and changes lives! Thank you!' says Tommy Nilsen, Founder of Karanba.

More than a collaboration

'Solstad has been a partner of Karanba in this social program, based on sports, education, and family integration as powerful tools for reducing inequalities and promoting social inclusion. We believe in the transformative potential that education and sports have to change lives! This was a "game changer" for them and their families.

In our ongoing efforts to provide meaningful opportunities, we are currently developing a project to graduate Karanba students in the Seafarer Training Course for Ordinary Seaman. This initiative is designed to equip the students with the necessary skills and qualifications to join our team on board our vessels. We firmly believe that education is essential in opening doors to a better future.

Currently, we have 8 employees who come from Karanba and have been working on our vessels for more than 11 years.

Our partnership with Karanba is more than just a collaboration; it is a commitment to generating hope and transforming lives and we are proud to be part of this story!' says Felipe Meira, Solstad's Managing Director in Brazil.

– It is difficult to describe the importance of Solstad's support, and how you have believed in Karanba since the beginning. It truly makes me proud and very humble.

Tommy Nilsen, Founder of Karanba

Completed a course with the Brazilian Merchant Marine

One of these employees is Jenderson Alves. Through the Karanba project, he had the opportunity to complete a course with the Brazilian Merchant Marine, which he completed as first in his class of 33 students.

"The happiest memory I have of those days was seeing my mother crying and thanking Tommy for all he had done for my family and friends", says Jenderson Alves.

Jenderson has worked on Solstad vessels for over 11 years, and we are proud to currently have him as one of our crew members on the Normand Flower.

Social projects

Manila - Project Agapay



ALDEN LACERNA

Office Manila, Philippines
Title PHHQ Sustainability Assistant

On April 1st, 2024, a fire in San Isidro, Parañaque City in the Philippines destroyed the homes and belongings of 250 families. In response to this, the Sustainability, Administration, and HSSQ departments in our offices in Manila created Project Agapay, an internal local initiative by Solstad Green Operation to assist those in need. They encouraged employees to declutter their homes and donate items that could still be used by people in need.

Project Agapay mobilized again in July 2024, when a fire affected two areas in Barangay 5 and 7, Dalahican, Cavite City. This unfortunate event caused the displacement of an estimated 900 families or 3,700 individuals. Donations included masks, medicine for children, clothing, kitchenware, shoes, bags, toys, and other essentials that could help families in need.

As the saying goes, "No act of kindness, no matter how small, is ever wasted." Project Agapay demonstrates the power of community and preparedness in delivering timely aid to those in need.

"Project Agapay has had an important influence on my life, being assigned to oversee this project. It embraced one of the core values of Solstad, RELIABILITY, which extends outside from its internal scope and reaches out to society.

It not only accomplished the Company Social Responsibility but also, with the little donations from employees, was able to help and touch the lives of the victims of fire. It even promotes a sustainable project in achieving a greener and cleaner environment through donating used clothes, books, kitchen utensils, appliances, and other items instead of disposing of them and increasing the quantity of waste in the environment.

— Project Agapay demonstrates the power of community and preparedness in delivering timely aid to those in need.

Seeing those people with their smiles and eyes full of hope is an immeasurable experience that I will be truly grateful to be part of this company." - Alden Lacerna, PHHQ Sustainability Assistant.

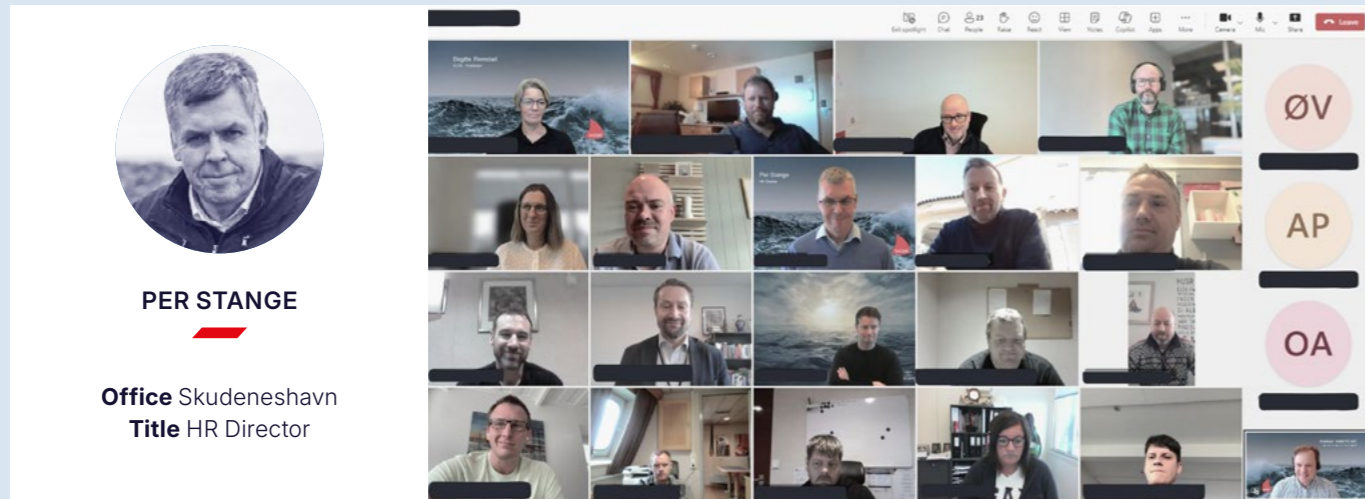


Alden Lacerda, Vinnie Dioneda and Barangay Officia



SoILEAD

Everyone in Solstad Deserves a Great Leader



PER STANGE
 Office Skudeneshavn
 Title HR Director

SoILEAD is our own developed leadership training program. Although it was created in close collaboration with organizational psychologist Trond Heggland, we have always been conscious that it should be a uniquely Solstad-defined solution where we, as a shipping company, set the agenda and do it our own way. That was also the starting point when we first launched SoILEAD in 2012. We even got the SoILEAD name and logo trademarked – that’s how unique and special we believed it was.

The first version of SoILEAD ran from 2012 to 2015. For various reasons, the program has not been active until now, in 2024. The program has been revised, and we now have two groups of leaders undergoing SoILEAD – one in Norway and one in Brazil. In total, around 40 people are currently in the program.

Where it all began

Why do we believe leadership training is important? The origin of starting a program goes back to a captain’s meeting in Skudeneshavn in 2008. The captains had a clear desire to acquire more competence in leadership. They came up with a list of over 20 points where they felt they needed more knowledge.

Competence is one of our four core values at Solstad. We believe leadership competence is an important skill for leaders and those who are led. We say “Everyone in Solstad deserves a great leader,” and we mean it. The leader sets the standard for the work environment both on board and on land.

Recently, there has been a lot of focus in Solstad and the entire maritime industry on the work environment, mental health, bullying, and harassment. One of the things highlighted as important to improve these challenges is precisely leadership.

Better use of digital solutions

New in the latest version of SoILEAD is more and better use of digital solutions – eLearning, webinars, and a dedicated portal for participants where communication and information can be shared.

What we are also doing now is providing ALL employees at Solstad with the knowledge that can be expected of our leaders. By this, we mean that all employees can contribute to having even better leaders in the company. This must be a good investment for Solstad as a company.



Photo competition: People, Teamwork. Photo: Ole Andreas Rosenberg



OLE-CHRISTIAN O. APELAND

Office Skudeneshavn
 Title Competence Development Manager

“
 Holding competence as a core value, utilizing new technology was a must.”

As the Competence Development Manager at Solstad, I have been leading the revitalization of SoILEAD alongside a fantastic global team.

In addition to working with subject matter experts, collaborating with HR Director Per Stange, who initiated SoILEAD in the first place, has been highly beneficial in keeping its core intact.

One of the main challenges however was to adapt and improve the program to fit 2024, to make it as relevant and sustainable as possible.

As a result, we have developed an entirely new online universe for leadership training, where learners will have access to social learning, reflective tasks, personality mapping, and learning modules.

The primary goal remains intact - to help our leaders become more confident in their role and equip them with the right tools and knowledge to perform even better. We have built SoILEAD on established scientific principles, focusing on four key areas: The Leader Role, Self-Management, Communication, and Teamwork.

New technology was a must

Holding competence as a core value, utilizing new technology was a must. We now have people meet across borders, between vessels and locations, gathering to reflect on leadership and feeling engaged even though done remotely.

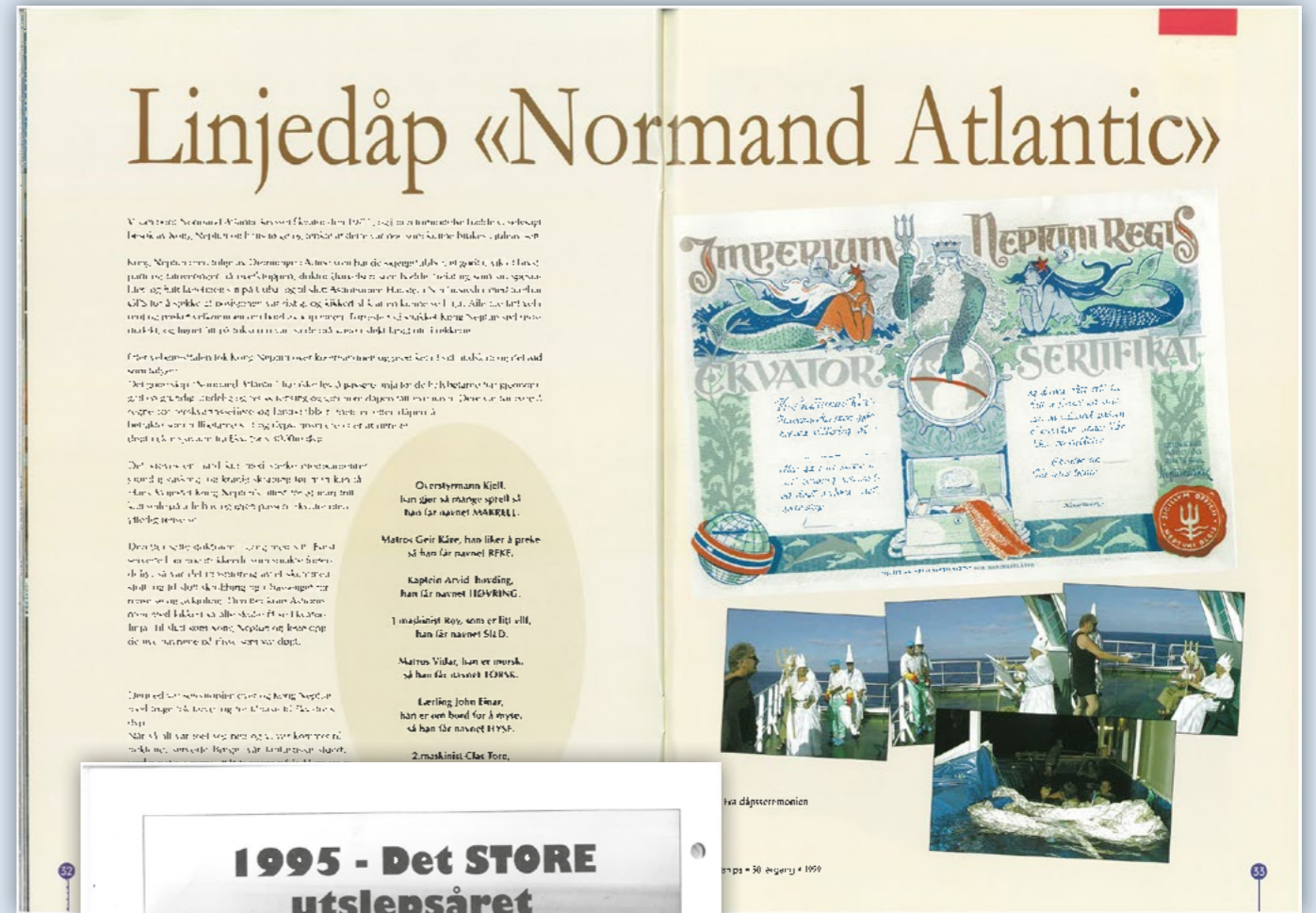
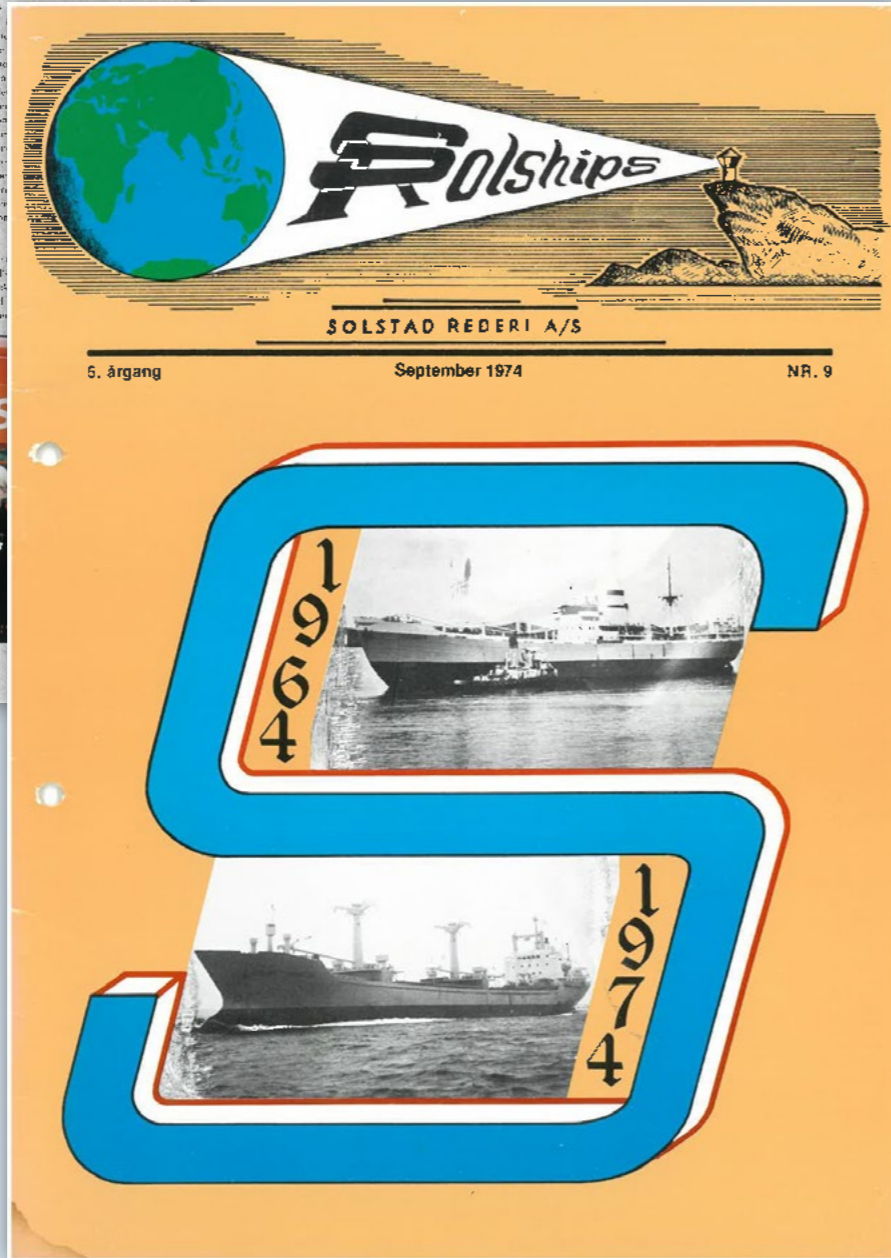
The program provides us with the opportunity to create an aligned way of leading, so that everyone in Solstad knows what to expect when it comes to both being led and being a leader.

Lifelong learning and SoILEAD (+)

In line with lifelong learning, we are also launching SoILEAD (+), which includes relevant extensions beyond the main program made available to all participants across the world. That is a competitive advantage for the company.

I am proud to be a part of a company that values and prioritize leadership. Our new voyage with SoILEAD has just begun, and we are excited about the future.

From the Solstad Archives Snapshots of History



Catering Crew on Normand Samson



Life Onboard

The Vital Role of Solstad's Catering Department

A 24/7 operation on 40 vessels world wide, 700,000 overnights, and over 1.5 million meals served so far this year. Onboard deliveries in 31 countries and 80 ports. The Catering Department is an essential part of Solstad's operations, and crucial when it comes to ensuring the smooth running of services and maintaining high standards for the crew's well-being.

Here's an inside look at the daily work, challenges, and dedication of the catering teams across various Solstad vessels.

"As the Catering Manager at Solstad, I am incredibly proud of the work our catering crew does in terms of serving, cleaning, and maintaining facilities every day, 365 days a year, worldwide. In my opinion, the catering department is the most important onboard," says Kirsten Sunnanå, Catering Manager at Solstad Offshore.

She compares it to Oslo Plaza, a large and well-known hotel in Oslo, Norway.

"For those of you familiar with "Oslo Plaza," which has 680 available rooms, Solstad's vessels accommodate the equivalent of three such hotels per day. We have an average of 1,850 overnight stays per day year-round, totaling approximately 700,000 overnight stays per year," says Sunnanå.

And with overnight stays comes cleaning and maintenance.

"All these cabins, accommodation areas, and offices need to be cleaned and maintained. We have laundry facilities onboard for washing all bedding, workwear, and personal clothing for crew and clients. My experience from vessel visits is that it is always clean, tidy, and well organized."

— Many thanks to each one of you who provide the best service for our guests on board Solstad vessels every single day.

Kirsten Sunnanå, Catering Manager at Solstad Offshore

A huge amount of work and logistic

The Catering Department operates 24/7, serving breakfast, lunch, dinner, and late-night meals, which adds up to around 2 million meals served. This results in a significant amount of dishwashing – and a lot of work and logistics.

"Provisions must be ordered, packed, and transported onboard, stored in refrigerated, frozen, and dry storage. Menus need to be planned according to the nationalities onboard, dishes must be prepared and served, and cleaning must be done after each meal. It is a huge amount of logistical planning for suppliers. It also requires thorough reporting at the end of the month, budget cost control, and a strong focus on food emissions and food waste, says Sunnanå.

She wants to extend a big thank you to all contributors. "Many thanks to each one of you who provide the best service for our guests on board Solstad vessels every single day."

Normand Prosper

Name: Andrea Brandal, Chief Steward

What is a typical working day for you onboard? "A typical day onboard Normand Prosper begins with a small meeting between the night crew and day crew when we are in operations. The focus is to maintain continuity, cooperation, and team spirit."

"As the day starts, we prepare cold salads and prep meals for the day, clean the mess, and check the laundry. Everything we do all day is time-critical and takes good cooperation. This continues throughout the day, interspersed by mealtimes as a start and end point. With the delivery of each meal, the cycle begins again. At no point we have the option to be late or forget the time, but it also means that we are in the same place together to catch up and reconnect. This is important as we are spread across the ship for much of the day."

She mentions a couple of challenges that need to be handled every day. "Some of the challenges are receiving the correct provisions on time and bringing them onboard.

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The Stewards onboard take great pride in this vessel's appearance and work very hard to present her in her best possible light.

Andrea Brandal, Chief Steward Normand Prosper



Good food being served on Normand Prosper

For this, we need the help of as many Crew Members as possible, including usually the captain. "

And there are not many to take care of everything that needs to be done. "The core Catering crew is myself and Iwona, it falls to us alone to plan and arrange this, ensuring that we can have enough provisions fast and all the cabins are ship-shape and ready to go. "

When it comes to Safety and its importance, Andrea is clear in her speech. "Safety is, of course, always the most important element of our roles here in Solstad. Being at sea onboard anchor handling vessels, we come into many different types of weather. This presents its own unique challenges. In the galley, we must secure everything: you cannot trust a pan on the stove or a tray on the workbench unless it is sea safe. Rails for cooking, nonstick protection for containers on the workbenches, gloves, water heights, all just in a day's work. The safety of our stewards is our number one priority, for instance, the weather when sailing causes concern, working at heights, carrying heavy objects, furniture moving, going up and down staircases, and so on."

She praises both the Stewards and the cooks for the good job they do onboard. "The Stewards onboard take great pride in this vessel's appearance and work very hard to present her in her best possible light. As do the cooks with the food we prepare. I am very proud of them. "

Normand Valiant

Name: Gleiciane Teixeira Paula and Jaqueline Francisco, Nutritionists

What is a typical workday like for you onboard? "We perform buffet supervision activities, manage food, monitor the cleaning and laundry routine of the accommodations, and control procedures and processes, with daily records and training, which ensure food safety, and the quality of the services provided," says Gleiciane Teixeira Paula and Jaqueline Francisco.

The two of them mention a couple of challenges managing the buffet sector onboard.

"Food management, balancing menus and preparations that meet the needs of the customer while maintaining the quality of the services provided."

As safety is one of Solstad's core values, they do several things to focus and educate the catering team. "We do it through daily conversations, addressing topics that are part of our daily work. "

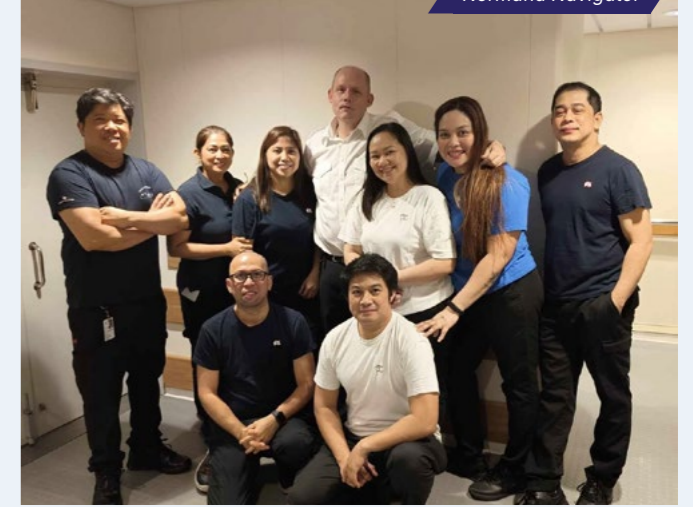
When it comes to keeping the catering team motivated, there are also several things that are focused on. "Guidance, direction and, most importantly, recognition for the work done."

Can you mention a memorable experience on board? "I believe that every successful boarding can be considered a memorable experience, because from that we learn something more. A period where preparations are delivered, stocks are maintained, the team is fulfilled, customers are satisfied, problems are solved, and work is completed satisfactorily is memorable."



Normand Valiant

Normand Navigator



Normand Navigator

Name: Rune Øien, Chief Steward

What is a typical working day for you onboard? "I start the day with a small meeting with the rest of the catering team about the day's tasks. Then there's baking/making dessert and various other tasks in the galley. There is also a good amount of cleaning, tidying, and maintenance, as well as routines with follow-up on daily tasks. Otherwise, it's important to have a coffee break with the rest of the crew where everything is discussed," says Øien.

He says that he rarely faces major challenges, except for a few with certain deliveries. "We have had some challenges with receiving complete provisions orders in Hammerfest, Norway, due to the great distances from the wholesaler to the ship chandler, but it seems to be getting better with each trip."

For Øien, safety focus involves many things. "SIFO is a tool we use daily, as well as going through risk assessments for certain jobs. Everyone on board should feel confident that we can step back and evaluate jobs that we do not feel 100% safe about."

He believes team spirit and feedback help keep the catering crew motivated. "I try to be involved in all tasks onboard, and that we all work as a team. It's also important to give feedback both when something is good or when we can improve in certain areas."

Can you mention a memorable experience on board? "It is difficult to highlight a specific experience, but one thing I appreciate about working onboard is all the different people we meet and get to know. We had a longer contract in the UK with a wind farm project, and a mix of UK and Eastern European catering crew. I made several good friends there, whom I still have contact with."



Catering Crew on Normand Maximus

Normand Maximus

Name: Gunnar Borø, Hotel Manager

What is a typical working day for you onboard? "With a POB above 160, we have busy days in the Catering department. Crew change 2-3 times a week with up to 20-25 people in one day. Cabins must be cleaned, laundry done, and all meals prepared. Galley staff are very busy, with several meals at one time. Some ask for breakfast, some eat their lunch, and others finish work and need dinner - all at the same time," says Gunnar Borø.

He mentions some challenges in managing the catering department on board. "We have more than 160 people from 13 different nations, and ages from 20 to above 60. It can sometimes be challenging to make a menu that makes everybody happy."

Safety is one of our main values, how do you focus and inform the catering crew to work safely in Solstad? "We provide the right and good quality working tools, starting with clothing, equipment, and utensils. We also focus on daily safe work, using the tools we have. If we have any HOC card or report regarding the Catering department, we go through it together and make necessary adjustments if needed."

Borø has several focuses to ensure that the catering crew on board stays motivated. "We always aim to keep a good atmosphere in the group. Right now, we have 9 Filipino and 8 Brazilian in the Catering department, and it's important to "see" all of them. We have some language challenges, but we use an interpreter to make sure everyone gets the right information. Most importantly, we make sure to tell people when they have done a good job. We all like to be appreciated."

He mentions one particularly memorable experience that has occurred in recent years. "Let's just say that Covid/pandemic is something I hope we never experience again. That was a stressful experience!"



Normand Drott

Normand Drott

Name: Mikael Hallgren, Chief Steward

What is a typical working day for you onboard? "My day starts at 06:00 preparing for breakfast. After breakfast, I usually check email, then it's time to prepare lunch and dinner. I also take care of baking and desserts. After the lunch break, I prepare dinner. Usually, we are finished with dinner around 19:00 - 20:00 pm."

Hallgren says that the biggest challenge in running the catering department on board is to have enough time. But the focus on safety is always a priority. "We aim to stick to Solstad's routines, report at the slightest suspicion that something is wrong, and always ask for help if needed."

How do you ensure that you have a motivated and efficient catering crew on board? "I ensure to maintain a good tone and a friendly attitude during my time on board," says Hallgren.

When asked about a memorable experience, Hallgren mentions the project with the sous vide machine. "It was very interesting and stimulating to start with something that was new for me, and it also gave very good results."

Normand Baltic

Name: Anacelito E. Cererio, Chief Steward

What is a typical working day for you onboard? "I wake up early around 4 am, inspecting Night duties cook, just to make sure that the breakfast meal is of high standard and acceptable to crew and client. I assist if necessary. I then go back to the cabin, check emails, and do paperwork."

"At 6:45 am, I start to conduct a toolbox talk, followed by an open forum sharing ideas with the crew. Then the cabin stewards will proceed to their daily tasks, while I assist the day cook and steward for lunch and dinner. When the day shift is over, the night shift crew and I discuss the night meal, making sure it has enough variation."



Normand Baltic

Cererio mentions one particular challenge that sometimes arises in the workday. "One of the biggest challenges we are dealing with is different nationalities, cultures, and religions on board. But we in the Catering team always make sure to meet the highest standard of the services and food served on board, to ensure that everybody is satisfied."

When it comes to keeping the catering team motivated, he mentions several important focuses. "I think it is important to eliminate arising stress and make sure they are happy doing their daily tasks. I strongly believe that if my galley crew are happy, the whole crew will be the same. It will reflect a good environment for clients and crew as well."

Normand Samson

Name: Vidar Kleve, Chief Steward

What is a typical working day for you onboard? "I keep track of the mail that I've received during the night. Then I go down to the Galley and Messroom to speak to the night shift before they go off and see if there are any challenges that need to be addressed. I also go to the bridge for a quick coffee with the Bridge team before I attend the morning meeting with Captain, Clients, and 3rd party personnel," says Kleve.

Kleve mentions a couple of challenges running the catering department on board. "The hardest part for us is the quality and getting the right amount of food from the ship's chandler. The ship never goes to port, so we get supplies sent offshore with PSV every 3 weeks. In the part of the world where we operate, we unfortunately often receive something different from what was ordered, items are missing, or the amount is too little or too much."

Safety is one of our main values, how do you focus and inform the catering crew to work safely in Solstad? "We need to make sure that the catering crew has all the right tools to do the job safely. It's important to create a good safety culture where we take no shortcuts. Safety concerns

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Safety concerns the whole crew and we work as a team on the vessel. We constantly try to improve.

Vidar Kleve, Chief Steward Normand Samson

the whole crew and we work as a team on the vessel. We constantly try to improve."

Kleve is clear on how important it is to have a motivated and efficient catering crew on board. "This is one of my main tasks as a leader. Communication is a key word. It's about treating everybody equally and showing respect. It's about reaching for new goals and improving things all the time. It's about giving the crew trust to try new things, but also participate and give support, says Kleve, who also adds that as a leader it is important to recognize that you are a role model."

"We need to show the catering crew that we are following the procedures and routines. A motivated catering crew is such an important part of the working environment onboard, and we are going to meet everybody with a smile, respect, and a good attitude."

Being asked about his most memorable experience onboard, he mentions several things. "For me, it's all the small things. To see happy faces and get nice words when the food and service are good. I have also learned a lot from different cultures onboard, and we can sometimes be over 20 different nationalities onboard. That is a blessing for me."

He also mentions a special event that was memorable for everybody onboard. "The last Christmas we spent in Las Palmas, we brought Christmas food from Norway and Sweden in our luggage, and everybody helped decorate and make their favorite food. All these points make my job the best in the world, he adds with a smile."

SIFO Campaign

Are You OK?



DARYL SEVILLENO ENRIQUEZ

Office Manila, Philippines
Title PHHQ Office Manager
 HSEQ System Manager

The average human spends 90,000 hours of their life in the workplace. How can we make work meaningful for the people in our organization?

— Our seafarers are usually isolated onboard ships, and this condition alone is enough to spark loneliness, knowing that they spend most of their time away from their families and friends.

Solstad Incident Free Operations (SIFO) at its core is all about looking out for each other. As we strengthen our culture of care towards ourselves and our employees, the idea of having a mental health campaign has become even more fitting. Later on, these ideas contributed by different

regions have created the “Are you OK?” campaign (inspired by the R U OK?™ Australia) that we have today.

Our seafarers are usually isolated onboard ships, and this condition alone is enough to spark loneliness, knowing that they spend most of their time away from their families and friends. This is probably one of the reasons why Mental Health gained the most votes during the 2023 campaign survey.

In one of the SIFO Steering Committee meetings, our Chief Commercial Officer asked an important question about how we see SIFO being propelled for 2024. The most logical answer to that question was linked to the mental well-being of our seafarers and onshore employees. Suddenly, everything else made sense—whatever initiatives we do in the organization always go back to the PEOPLE.

We, the N. Pioneer crew, are committed to look out for each other!



SOLSTAD INCIDENT FREE OPERATIONS
 LOOKING OUT FOR EACH OTHER

SAFETY CAMPAIGN 2024
ARE YOU OK?

SCAN ME



Crew Conference Norway

At the end of 2024, we had the opportunity to host the yearly crew conferences at our headquarters in Skudeneshavn.

Normand Prosper Solstad Offshore introducing Renewable Biodiesel

Solstad now offers certified renewable biodiesel to clients to decarbonize existing offshore vessels in the transition period towards zero-emission technologies in the future.

This initiative is part of Solstad's strategy to decrease its environmental footprint.

In a significant step towards reducing greenhouse gas (GHG) emissions, Solstad have recently bunkered about 500 m³ of certified renewable biodiesel (HVO) on the AHTS Normand Prosper in Mandal, Southern Norway. After bunkering, Normand Prosper installed the mooring spread for a semisubmersible drilling unit in the Norwegian Sea.

HVO is a "drop in" fuel that can be used in existing vessel machinery without costly modifications. The fuel is made from 100% renewable raw materials such as waste and residues and does not use food crops in the production.

The use of renewable biodiesel is expected to reduce GHG emissions by over 90% from well to wake, showcasing commitment to sustainable practices. Eco-1 Bioenergi AS is the company sourcing the renewable biodiesel and who facilitated the bunkering process in Mandal.

Praises the project

Captain onboard Normand Prosper Stig Fuglesang Larsen praises the project's success.

"It was a very positive experience to be able to reduce our CO2 emissions in this project by over 80% compared to fossil fuels. It is an excellent way to lower the climate footprint on the AHTS Normand Prosper, without costly modifications on the vessel.

We look forward to the next client who wants to use this and help reduce the climate impact of anchor handling operations", says Stig.

Sustainability Director in Solstad, Tor Inge Dale, says that the renewable biodiesel pilot is strategically important for Solstad.

"It demonstrates our commitment to significantly reducing GHG emissions and reinforces our dedication to sustainable practices within the industry" says Tor Inge.



The two-day conferences, held in October and November, brought together over 60 Norwegian/Nordic Captains and Chief Engineers, along with several employees from the administration in Skudeneshavn.

The conferences started with a welcome from CEO Lars Peder Solstad, who in October joined the conference live from Oslo, along with CFO Kjetil Ramstad, to present the third quarter results to the participants. This was followed by updates from various departments within the company, including commercial, HSSQ, crewing, operations and competence development. These sessions provided important company updates to the employees and the first

day was concluded with an evening at the local restaurant Havn Restaurant.

On the second day of the conference, we had the opportunity to host an ethical hacker, who conducted a very informative session on cyber security by talking and demonstrating common vulnerabilities and threats that companies face.

In summary, the crew conferences were successful events, giving the opportunity for our employees to meet colleagues, get to know each other better and get updates from the administration.



HEAD OFFICE

NORWAY

Nesavegen 39
4280 Skudeneshavn

AUSTRALIA

Level 6, 16 St Georges Terrace
Perth, Western Australia

BRAZIL

Avenida Rio Branco 01
Sala 1509 Centro
Rio de Janeiro

Rua Abilio Moreira de Miranda
no 606, Imbetida
Macaé

PHILIPPINES

12th floor iMET BPO Building
1300 Metrobank Avenue,
Metropolitan Park
Pasay City

UK

NEO House Riverside Drive
Aberdeen AB11 7LH, United Kingdom

SINGAPORE

1A International Business Park
#05-02
Singapore 609933

Call us
+47 52 85 65 00

Email us
contact@solstad.com

Follow us
www.solstad.com