

CURRICULUM VITAE



Name:	Svein Stavelin
Birth:	1957
Education:	M.Sc, NTNU Trondheim (1980), Pedagogy (PUFS), NTNU (1983), Norwegian School of Management, BI (1988)
Languages:	Norwegian mother tongue, fluent English

General Skills and Core Competencies

- Strategy, Management and Business Development, Internationalisation
- Mergers, Acquisitions and Funding
- Sales, Marketing, Contract Negotiations, Investor Relations
- Strategic application of Information Technology
- Technology, Architecture, Outsourcing – Sourcing Strategies, “Financial Technology”

Education

- 1976 – 1980 NTNU – Norwegian University of Science and Technology.
Master of Science in Computer Science.
- 1983 NTNU – Norwegian University of Science and Technology.
Pedagogy (PUFS).
- 1988 Norwegian School of Management, BI.
Business Economist.

Employment History and Project Experience

Aalto Capital AS (October 2022 -)

- Managing Partner. Incepto joined the international Corporate Finance firm and changed its name to Aalto Capital AS.

Incepto AS (September 2007 – October 2022)

- CEO / Founding Partner. Incepto AS is an advisory firm focusing on Corporate Finance, Strategy Consulting and Direct Investments within the Nordic ICT/Media market. The company provides the following services: M&A, Turnaround, Restructuring, Strategy, Management for hire and Board memberships. –
- Chairman / Founder. Proventus AS (Consolidate) is a majority owned portfolio company proving software solutions and consulting service for the Scandinavian market.

Bridgehead AS (Oaklins) (April 05 – August 2007)

- Partner. Responsible for ICT transactions. Bridgehead is the Norwegian member of M&A International Inc., which is the world's leading alliance of middle market M&A advisory and investment banking firms. The alliance covers 38 countries and 42 firms.

Telecomputing ASA (Visolit) (January 04 – Mars 05)

- CEO. Businesses in Oslo, Stockholm, Gothenburg and Bergen. Clients in several European countries + overseas. Estimated revenues and EBITA for 2004 appr. 300 MNOK and 10-20 MNOK, respectively. Responsible for establishing a new strategy and acquisition of Infostream Services AS, a UNIX-based application outsourcer. Expected top line growth from 2003 to 2004 is 14%.

Creuna AS (June 2001 – December 2003)

- CEO and founder. Founded Creuna AS the summer of 2001 together with partner Martin Hauge by acquiring the Danish and Norwegian operations from Adcore AB in Stockholm. Later acquired the Norwegian and Swedish operations from Razorfish inc., and the Swedish consulting firm Emotion Consulting AB in Stockholm. All operations are consolidated in Creuna AS, today a Danish registered, Scandinavian consulting company with offices in Copenhagen (HQ), Aarhus, Stockholm, Oslo and Bergen.

Ementor ASA (Atea) (Avenir until 26th. Of October 2000) (1994 – 2001)

- CEO in Ementor from march 2000. After Merkantildata ASA acquired Avenir ASA and Provida ASA in march 2000, Ementor ASA was established by merging Avenir ASA, Provida ASA, these companies subsidiaries and Merkantildata's remaining consulting businesses (Merkantidata Interactive). CEO was responsible for developing a new corporate strategy and structure. Ementor was further expanded by establishing a new venture business (Venture Zone) and acquiring CIC AB in Sweden. Revenues exceeded 1 billion NOK in 2000 (1115 MNOK) and a corresponding EBITA of 128 MNOK. The number of employees by yearend was 1236.
- CEO in Avenir ASA from may 1998. Continued to develop the company by acquiring businesses in Bergen (Unic Consulting AS and Bergen IT center AS). Ultimo 1998, Avenir had businesses in Oslo, Bergen, Trondheim, London and Copenhagen. Revenues and EBITA was 304 MNOK and 37 MNOK, respectively. In 1999 the expansion continued by acquiring Ernst and Young Management Consulting, Andersen Management International AS and Access Media AS (all in Denmark), Elit Logik Dataconsult AB (in Sweden) and the Custor Group (Norway, Sweden and Denmark). In addition we closed down the operation in the UK. Revenues and EBITA in 1999 was up to 393 MNOK and 55 MNOK, respectively, which was up 29% and 49%, respectively from the previous year. In March 2000, Merkantildata ASA acquired Avenir for appr. 3 billion NOK.
- Avenir AS was merged into Sysdeco Group ASA in 1997. I was offered the position as managing director for the consulting division in Sysdeco Group, which consisted of Avenir AS plus Sysdeco's consulting business in Oslo, Copenhagen and London. A new business was established in Trondheim. In may 1998, the Sysdeco Group ASA was demerged into Avenir ASA, Profdoc ASA and Sysdeco ASA, where Avenir ASA

represented the legal continuation of Sysdeco Group ASA. As a result, Avenir ASA was listed as a separate company on Oslo Stock Exchange from the 15th of may 1998.

- Managing Director in Avenir AS from the spring of 1994. The company had by this time appr. 65 employees in Norway, struggled with weak revenues and poor results. The MD`s mandate from the Board of Directors was to make the company profitable, then expand the business and make the Avenir share liquid.

Provida (1989 – 1994)

- September 1993: Assistant Managing Director / Senior Vice President. Responsible for the company`s largest division (Retail and Corporate Banking). The position included full P/L responsibility, including sales and marketing, R&D/product development, technical/consulting staff and development teams in Oslo and Aalesund. Revenues and EBITA in 1993 was 63 MNOK and 920 KNOK, respectively. Division headcount was 79.
- November 1991: Appointed to Assistant Managing Director in addition to the position as Director for Sales and Marketing. The new responsibility included a strong focus on development of international markets. Establish strategic alliances, distributors etc. Responsible for several new accounts in 1991 and 1992, and a significant increase in revenues in 1992. Revenues and EBITA targets met in 1992.
- November 1989: Sales and Marketing Director. Responsible for sales, marketing and business development both national and international. Focus on establishing Provida as a player in the Nordic bank market, position the company (the right market/product mix), establish and maintain a profitable client base. Revenues above budget in 1990 and on budget in 1991.

A/S EDB (EDB ASA) (1988 – 1989)

- Marketing Manager, division Finance and Insurance. Full P/L responsibility for the division. Included responsibility for marketing, sales and operations. Responsible for reorganising the division, and establishing a new bank department Budgeted revenues in 1989 was 59,5 MNOK. Targets outperformed. Division headcount was 55.

A.S Computas (Cap Gemini) (1986 – 1988)

- January 1987: Sales Manager Bank/Finance. Responsible for sales and marketing to the Norwegian bank market. Distributor for Systematics Inc. In the Nordic market. Sales budget in 1988 was 23,6 MNOK. Targets outperformed.
- July 1986: Head of Department, department for systems software. Development, sales and marketing of systems development tools. Headcount 8.

Cincom Systems Inc., Cincinnati, Ohio, US (1985 – 1986)

- On leave from A.S Computas to work for Cincom Systems in the US. Worked as Senior Software Engineer on Cincom`s Mantis team at the HQ in Cincinnati.

A.S Computas (1982 – 1986)

- August 1983: Project manager for several projects like Veritas Fuel Quality Testing Programme, Veritas Overtime System, Propos (ERP system), Shiva (client development tool), Quatro (systems dev. Tool).

NTNU - Norwegian University of Science and Technology (1981 – 1982)

- Institute for Power Engineering. Military research engagement.
- Division of Computer Science. Scientist. Reported to prof. Arne Soelvberg.

Miscellaneous

- Chairman of the board, Dovre Group Inc.(From March 2018 -)
- Chairman of the board of Incepto AS (from 2007 -)
- Chairman of the board Proventus AS (2007 -)
- Member of the board, Perx Folkefinansiering AS (from July 2018 - 2020)
- Chairman of the board, OXX AS (from December 2011 - 2017)
- Chairman of the board, Con Moto AS (from June 2011 – June 2014)
- Chairman of the board, Oslo ICT Network (from June 2011 – July 2012)
- Member of the board Capella IT AS (Mathemateria) (from June 2011 - 2014)
- Member of the board of Dovre Group / Proha plc (listed on the Helsinki Stock Exchange) (from 2008 - 2009)
- Member of the Board of Directors in Creuna Holding A/S (DK) (from 2001 - 2004)
- Chairman of Board of The Norwegian Computer Society (2000 – 2002)
- Member of the Board of Directors in Visma ASA (2000 – 2001)
- Chairman of the Board in Ementor Denmark A/S, Ementor Sweden AB, AMI A/S plus several other subsidiaries in the Ementor structure.
- Chairman of the Board in Avenir UK ltd, Avenir Denmark A/S and several other subsidiaries in the Avenir system.
- Member of the Board of Directors in Provida A.S (1989 – 1984)
- Member of the Board of Directors in Provida (UK) ltd., London (1992 – 1994)
- Censor at the Division of Computer Science at NTNU.
- Lecturer in Software Engineering at Norsk Data Institutt in Oslo (1984 – 1985)
- Published several technical papers.