

GIAMPIERO SONCINI**Personal data :**

- **born in Bologna (Italy) 6.1.1954**
- **main areas of competence:**
 - ✓ Information Technology and Communication in shipping
 - ✓ Computerized Planned Maintenance Systems for Ships, plants and oil rigs
 - ✓ noise and vibration control
 - ✓ M&A of companies, restructuring of companies which are not performing
 - ✓ management of offices and companies; ship automation
 - ✓ sales and marketing

Studies:

Secondary School: **1971** - Baccalaureate at the European School in Brussels (Belgium)

University: **1979** - MSC in Electrical Engineering – University of Pisa (Italy)

2011 - Doctor in Public Administration – **Honoris Causa** – Massachusetts Maritime Academy (received for “*his significant contributions to the maritime industry*” together with US Senator and Secretary of State John Kerry).

ACTUAL EMPLOYMENT**April 2021 – ongoing****Columbia Ship Management – Business Development and IT Consultant**

Columbia Shipmanagement (CSM) is an **international organization established in Limassol, Cyprus, in 1978**. After four decades of experience in managing all types of vessels, CSM has become a leading force as world-class shipmanagement and maritime services providers within the shipping industry.

January 2017 – ongoing**Director KZM Management www.kzmanagement.com**

KZM is my own Investment and management vehicle, which deals with:

- Investment in IT companies in the Marine sector
- Turn-around management
- Restructuring of companies
- Investment in Start-ups
- Investment in Music (hobby)

I work on emergency management, reversing companies’ downtrends, working with management and staff to grow businesses, and sales trainings.

I invest in companies, minority of majority shares, with the help of funds or banks.

I manage companies where I acquire shares, or help management is rehearsing bad trends, in consolidating growth or expanding the company internationally.

LAST EMPLOYMENTS**December 2018 – January 2021****CEO IB GROUP www.ib-marine.com**

IB Group is a 120 people IT company operating in the marine market. With offices in Italy, Cyprus, Germany (Leer), Denmark (Odense), USA (Miami) and Hong Kong, it specializes in advanced software for ship's remote management, as well as the more traditional fields of Planned maintenance, Procurement, Quality & Safety.

November 2017 – June 2018**RINA Senior Advisor marine Innovation**

RINA is the Italian Classification Society.

In my role, I was responsible to drive the company towards the meanders of shipping digitalization, including: *Unmanned ships, Fleet Operation Control centers, Digital twins, Drones inspections, Cyber Security, Interactive Electronic publications* etc, by acting as an advisor to the various offices within RINA following each specific topic. I left due to disagreements with RINA Management over how to grow the Digital Section of RINA.

October 2016 – October 2017**Director Volaris Marine Division**

Volaris is a Canadian entity, owned by Constellation Software Inc, a 3bU\$ entity listed in Toronto stock market (CSU.TO) with a market capitalization of 22b\$. Constellation has been listed by Forbes in August 2017 as the 22nd most innovative company in America. Volaris fully owns SpecTec Group.

The Marine Division was created in 2016 as a new Business Unit, having the aim of enlarging the portfolio of Volaris owned companies in the maritime vertical. My **M&A related task** were to select companies to buy, drive the acquisition process and manage them during the transition phase towards the Volaris Group.

Within 5 months from being nominated to the role I managed to acquire ShipNet, SpecTec greatest and oldest competitor. The acquisition took place on the 10th of March, 2017. I was following negotiations with 5 more IT companies in the Marine sector, when in October 2017 I decided to resign to pursue other interests, but also because I was in disagreement with a new policy in Volaris, i.e. the one of zero investments in the company acquired, which are squeezed of all possible value with a vision entirely oriented to share price and to bonuses, instead of organic growth and good management practices.

From May 2005 to October 2016

Chief Executive Officer of the SpecTec Group, a Holding specialized in IT for shipping and offshore, with 20 offices worldwide, and 330 employees.

From 2005 to 2016, I took the organization from 15m\$ revenues and 6m\$ losses (inherited from previous management) to 30m\$ revenues and 6m\$ EBITA (2015), while at the same time growing from 9 offices in 2005 and 130 employees to 26 in 19 countries and 330 employees. Under my guidance, SpecTec became the de facto IT leading supplier of Fleet management solutions in the maritime world.

PREVIOUS EMPLOYMENTS**ITALIAN NAVY**

- 1971** joined the Italian Navy Academy in Leghorn; completed in 1975; promoted Officer of the Italian Navy same year
- 1979** graduated in March 1979 in Electrical Engineering at the University of Pisa, with a thesis on Optical fibers link.
- 1979** promoted lieutenant junior grade; responsible of the Electrical Service on board ITN Destroyer San Giorgio
- 1980** on board ITN Audace (FFG), to supervise all repairs on the vessel, severely damaged by fire;
- 1980/81** Italian Navy responsible for Quality Assurance on Electrical and Automation plant, on the Maestrale Class Project
- 1981/82** responsible for the construction and installation on the first **four Maestrale Class frigates** of the Electrical and Electronic plant; at **Fincantieri** Shipyard of Muggiano, La Spezia; promoted lieutenant senior grade. Tasks during this period including:
- supervising the construction of the first 4 Maestrale Class Frigates (named Maestrale, Grecale, Libeccio, Scirocco): I was part of a team of engineers whose task was to act as “*owner’s reps*” towards Fincantieri, verifying that the ships construction was done according to the contractual requirements. I was in particular responsible for the Automation Plant, which was, then, the most advanced and sophisticated Automation Plant ever designed and built.
 - My tasks included also continuous check of holds, decks, scantling plans, cabling, piping arrangement and relevant flushing and testing
 - In addition, I was responsible for the preparation and actuation of all Test planning of all equipment, and acted as supervisor for the specific testing of the Electrical plant
- 1983/84** head of the Electrical Service on board ITN Grecale (FFG). I was responsible to operate and maintain the whole Plant and the relevant team of 14 people.
- 1985** responsible over the Maintenance of small and auxiliary vessels at the Naval Base of La Spezia; the task included the organization of scheduled and unplanned work, as well as drydocking, of all vessels such as tugs, minesweepers and barges. I left service at end year (resigned voluntarily), to join NATO

NATO

1986/87 hired by **NATO** Saclant Centre, La Spezia, Italy, as a member of the engineering team supervising the construction of a **NATO owned Research Vessel Alliance**, under construction at Fincantieri shipyard in Italy. I was mainly responsible for Noise & Vibration control and monitoring on board of what was, and is, the quietest vessel ever built (the ship was virtually free of vibration levels inside, and radiated noise outside the hull). The task included:

- verify the noise and vibration performance of every equipment on board (comparing with a preset table of levels)
- supervise the installation on the vessel
- re-testing of the equipment once installed
- prepare the maintenance plan

I worked in close cooperation with Bolt, Beranek & Newman (of Cambridge, Boston, USA), a leading company (together with TPD-TNO of The Netherlands) in noise and vibration control on submarines.

Other tasks included:

- supervision of all aspects related to the ships construction, such as: verification of piping, A/C ducting and fans, electrical cabling
- verification of all shipyard drawings, together with my colleagues
- keeping update the manuals and drawings lists, and verify compliance with work “as done”

1988/1998 of the 8 engineers of the construction team, I was selected as **Technical Manager** at Ship Management Office, NATO Saclant center for RV Alliance and RV Manning, the only two NATO owned Research vessels; responsible for technical related activities of the two ships, including the sophisticated IT Planned Maintenance Software. RV Alliance was and still is today one of the most sophisticated Research vessels in the world.

During this ten years period, I was responsible for continuous updates and modifications to the RV Alliance, which included major tasks such as:

- installing new side scan sonars
- changing all cranes on deck
- several inside modifications to the main laboratory
- 4 drydocks: I was involved in the preparation of the Technical specification and requirements, planning, and selection of the shipyard (I drydocked the vessel in Santander – Astilleros Navales; Amsterdam; Falmouth – Appledore Shipyard; and Cantieri San Giorgio in Genova). During the drydock period, I supervised all works, including internal renovation, painting, structural and steel work
- completely specify and design the new, state of the art Integrated Navigation System, which included the installation of D-GPS, giving the vessel a precision in movements of 2,5 mts. The task included the selection, provision and installation of new radars and masts. I did the technical

specifications, selected the shipyard and main subcontractors, supervised the work and the relevant testing

- installation of new Inmarsat satellites (the vessel had 1 Inmarsat A, 1 B-HSD, 1 V-SAT, 1 Inm-M, 2 Inm-C)

During same period, I started cooperating with SpecTec Italy, the Italian office of the SpecTec group, a Norwegian group specialized in Computerized Planned Maintenance systems for ships.

SPECTEC/XANTIC

1999/2001

At end 1998 I resigned voluntarily from NATO¹, to become **Managing Director of SpecTec Italy**, an **IT company part** of the SpecTec Group and owned by the **Visma² Group**, a Norwegian company listed in Oslo Stock Exchange. **The company specialized in Computerized Planned Maintenance Systems for shipping and offshore industries.**

I was responsible for all activities in the Mediterranean, plus Australia and New Zealand.

Under my management SpecTec Italy went from 1 mEuro turnover to over 4 in two years, and from 14 to 60 employees. I opened up the markets in Cyprus, Turkey, Spain and Australia.

2001

At end 2000 the Visma ERP Division was purchased, for 85 mEuro³, by a Dutch Company called Station12; the merger of the two companies has created a group, renamed **Xantic**, which thus became **the world's largest provider of ITC services in the shipping** community, employing 720 people in over 24 countries.

In 2000, SpecTec Italy was awarded the "Company of the Year" award; in 2001, I received by the new Dutch mother company the "Manager of the Year" award.

SpecTec Srl was renamed in Xantic SpA in October 2001.

2001

In October 2001 I was appointed **Director of Global Task Support Group**, an Executive position in the main Head Quarter in The Hague. I maintained the position of Managing Director of the Italian Office. My tasks included being responsible of all technical support activities worldwide for the whole group, for large accounts. My main office was located in The Hague, Holland, but I was spending at least one week a month at the Italian Office.

2002

In May 2002 I was appointed **Vice President – South Europe & Mediterranean Region**, responsible for all Xantic activities in the Region. The following offices

¹ the move was dictated by the loss of momentum at NATO, following the "win" over the cold war. The main scope of work of Saclant, the Anti Submarine Warfare, lost all meanings and work became stagnant

² VISMA was actually created by the SpecTec Group following its entry in the Oslo Stock Exchange in 1995, and the merger in 1996 with Multisoft AS and Dovre Hudson AS

³ It is to be noted that the extremely high evaluation was due to the excellent results of SpecTec Italy in 1998 and 1999, which represented over 80% of the SpecTec Group EBITA

are under my direct supervision: Spain, Italy, Greece, Croatia, and Cyprus plus the agency in Turkey. Region turnover was approx. 35 mU\$. Total staff managed 70. Reporting directly to CEO. I regularly met with all the shipowners or their representatives within all these countries. I consulted with almost all the major South Europe shipowners on their IT and communications requirements. After the implementation of the ISM code, I consulted to many shipping companies on the implementation of the Code. I participated in writing the PMS rules for RINA, of which I had been part of the external committee of experts for several years.

2003 In August 2003 my role was extended to cover also the whole of the Asia Region, adding the offices of Australia, Singapore, Manila, Honk Kong and Shanghai, and the agencies in Kuala Lumpur, Japan and Korea. **In November 2003 I was nominated Vice President Sales – worldwide.** As such I was responsible for the coordination of the Sales structure of the whole company; I was also directly involved with sales in Asia and with the management of our largest accounts

2004 in June 2004, disagreement over the policies set by KPN for Xantic forced me to leave the company. I set up my own consultancy company, Spec2, with offices in Italy, Cyprus, HK and UK. Spec2 specialized in IT Consultancy for shipping and offshore.

2005 I was contacted by Xantic CEO and offered to perform a buyback of the SpecTec Group, which I organized and performed in 30 days. I thus took possession of the whole group on the 4th of May 2005. In the last 11 years under my guidance, the Group has gone from nearly bankruptcy status to be the nr.1 IT company in shipping, with 26 offices in 19 countries and over 300 employees.

During my 11 years as CEO of the SpecTec Group, I have doubled revenues, increased EBITA up to 20% of revenues, kept the company stable during the 2008/2009 economic crisis, maintained growth and stability during the worst shipping period in history (2008-2015). In 2015 SpecTec had its best results ever in revenue and EBITA; I have opened offices in ten countries including Russia China Taiwan Argentina Brazil. I have secured contracts with some of the largest shipping and oil companies in the world, including Columbia Ship Management, MSC, SovComFlot, the Italian Navy, RCCL, China Oil and so on. With AMOS installed on well over 6000 oil rigs and ships, SpecTec dominance in the shipping market under my tenure remained unchallenged.

Within Volaris Marine Division, I have managed the acquisition of ShipNet, SpecTec largest competitor.

I have been a shareholder and MoB of SpecTec and VISMA, and actively participated to the entry of SpecTec in Oslo Stock Market. I am versed on IFRS, GAAP principles and on how to run stock listed entities.

In 2011, I was awarded a **Doctorate in Public Administration, Honoris causa**, by the Massachusetts Maritime University (MMA), together with Senator **John Kerry** (US Secretary of

State) and **Linda Greenlaw** https://en.wikipedia.org/wiki/Linda_Greenlaw, for “*significant contribution to the maritime industry*”.

MMA is probably the best Marine University in the world, and one of the best Universities in USA: <https://www.maritime.edu/mma-national-regional-rankings>

In 2018 I was nominated **Marine Personality of the Year** by the Greek institution **Safety for Seas**

PERSONAL DETAILS

I am extremely determined, and driven by the passion I have for my work. I know how to manage, and I do it well; and I know the shipping and the financial worlds.

I love creating job opportunities, and I enjoy hiring young staff and teaching them a new future.

I used (pre-Covid) to travel for work up to 9 months a year, and while it is not always a fun thing to do (I have taken, since 20 years, over 160 flights every year. I have been a member of Lufthansa Honorary Circle, an “iper-fliers” Club, for 15 years), it gave me a unique experience and vision of the whole world at the same time. I have thus learnt to work with all nationalities and characters, learning how each nationality and at times each individual have different ways to approach business. I am confident in dealing with Chinese, Arabs, Russians, Scandinavians, Latinos, Germans, Greeks, and so on. Flying and traveling is a commitment and a sacrifice which, while hard, has really allowed me to feel at home everywhere: I find the world to be my home.

I love music, of all types but especially blues and rock. My passion for music has allowed me to meet and befriend several well-known performers such as the Deep Purple, Chad Smith of the Red Hot Chili Peppers, Glenn Hughes, Buddy Whittington and more. In my scarce free time, I am the manager of Minus One, Cyprus best known rock band. Minus One represented Cyprus at 2016 Eurovision in Stockholm.

I have contributed to the release of following albums/CDs:

- Re-Machined – a tribute to Deep Purple Machine Head [https://en.wikipedia.org/wiki/Re-Machined: A Tribute to Deep Purple%27s Machine Head](https://en.wikipedia.org/wiki/Re-Machined:_A_Tribute_to_Deep_Purple%27s_Machine_Head)
- Jon Lord Concerto 2012 Studio version https://en.wikipedia.org/wiki/Concerto_for_Group_and_Orchestra
- More Blues for Gary Moore <https://www.ear-music.net/news/2018/%E2%80%9Cmoore-blues-gary-%E2%80%93-tribute-gary-moore%E2%80%9D-irish-guitar-legend-receives-fitting-blues-tribute>
- Alter Ego – a single from Minus One, the song which represented Cyprus at 2016 Eurovision event. Their single was 1st in 4 countries and within the first ten positions in 22 countries chart lists in Europe [https://en.wikipedia.org/wiki/Alter_Ego_\(Minus_One_song\)](https://en.wikipedia.org/wiki/Alter_Ego_(Minus_One_song))
- Red Black White – the first album for Minus One www.minusoneband.com

I am personally involved in several charity projects, small but rewarding.

I have a strong passion for history and archaeology, and study both regularly. As an avid and fast reader, I go through 50 books a year, mainly related with business, real life stories or history.

Other affiliations:

- Owner of KZM Management firm. The firm specializes in Consultancy and 3rd party Management
- Member of the Board and shareholder of Arkup. Arkup is a US company specialized in building floating self-propelled luxury villas
- Shareholder of ShipDex Consulting, a company specialized in Interactive Electronic Technical Publications
- Shareholder and manager of the Rock Band Minus One

CONTACT DETAILS

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REFERENCES

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5. Adm Dino Nascetti, former Head of Navarm, Italian Navy Technical sector, Tel. +39 334 1068245
6. Capt. Alfred Hartmann, Head of The German Association of shipowners, owner of Atlas Reederei (Germany 3rd largest shipping company) email Alfred.hartmann@atlas-reederei.de
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