

Loveable software  
for fish and freight.

# Annual Report

2021

2021 FOR MARITECH SYSTEMS AS





# Contents

45 years of dedication	4
At a glance	5
CEO Statement	6
Tailored for seafood and logistics	8
Building Momentum	10
Efficiency, profitability, sustainability	11
Market & Customers	12
Global cooperation with Grieg Seafood	13
Mowi Consumer Products UK choose Maritech Eye™ quality scan	14
Sea Cargo	16
Stronger together	17
Sustainability	18
AquaNor + Transport & Logistikk	23
People and culture	24
Always one step ahead	26
All set for growth	28
Maritech expands in Iceland	30
Revealing the value	32
Know more to earn more	34
Group management	36
Extended management team	37
Board of Directors	38
Board of Directors' Report	39
Profit and loss	44
Balance Sheet	45
Notes to the financial statement 2021	48
Indirect Cash Flow	61

Who we are – what we do.

# 45 years of dedication

Since the 1970's we have created solutions driving innovation and supporting our customers' processes throughout their value chain.

## The world-leader in seafood software

From the beginning, Maritech decided to focus on innovation for the growing seafood industry. Today, we are proud to be the world-leading provider of seafood software, and a trusted advisor to many of the biggest companies in the global market. Our solutions cover most of the core seafood processes and offer significantly higher seafood-specific process support than most generic ERP-systems. Maritech software is unique in the sense that it handles variability and changes in the complex value chain related to trading processes, logistics, processing, production, packing and management.

## The best logistics team in Norway

Through our acquisition of Timpex in 2019, we also gained highly valuable competence and systems within the field of logistics, which is one of our core focus areas today – within and beyond the seafood segment. 90% of Norwegian temperature-controlled exports run through our Transport Management software, and we are the leading provider in our core market, Norway. In addition to transport management and communication tools, we have specialized in customs clearance (CMS), warehouse management, and third-party logistics.

## Scalability

Our primary focus during the last years has been to strengthen our scalability. We have rebuilt our organization, lifted our software portfolio to the Microsoft Azure cloud, and are now well-positioned for extensive international growth in the years ahead of us. 2021 has been a milestone, representing an identity shift from the traditional Norwegian company –relying on legacy software - to one global Maritech, with many new, international SaaS cloud projects handled across borders by cross-functional teams. Our brand is stronger than ever, and we are experiencing a great pull from both existing and potential customers. The market potential is extremely high, as the global demand for healthy, sustainable seafood is estimated to be ever-increasing.

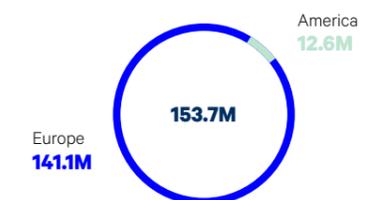
## Hard work, strong team, innovative mindset

We are dedicating extensive resources to the further development of our best-of-breed cloud solutions and global services offering, and our international team of 115 highly skilled, dedicated, and motivated employees are working closely with our customers to ensure we are providing the services they need to grow, innovate and be sustainable. We believe in succeeding through hard work, our great team and innovative mindset. Our history has shown us that everything is possible and now we are heading towards new milestones.

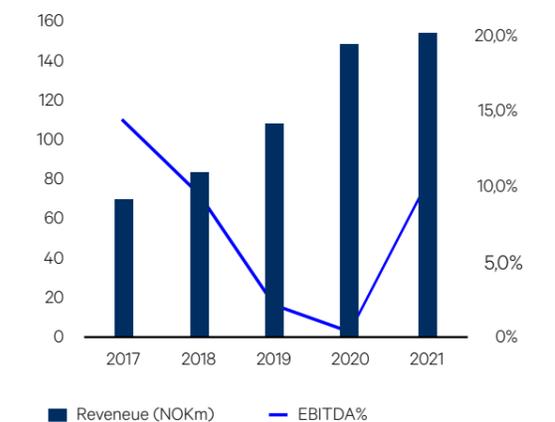
# At a glance

- **Founded**  
1975, carved out from AKVA Group in 2012.
- **Corporate Status**  
Norwegian, private owned company.
- **Offices**  
Averøy, Molde, Harstad, Åndalsnes, Trondheim, Sortland and Oslo, Norway. Halifax, NS, Canada. Reykjavik, IS. Puerto Montt, CL.
- **Employees**  
115 +
- **Main Investors**  
Broodstock Capital AS and M-K Consulting AS
- **Website**  
maritech.com

## Revenue by geography (NOK)



## Revenue and margin (group)



## Revenue by business unit



# CEO Statement



**A year to be proud of. This is what first comes to my mind when looking back on 2021.**

2021 was the year we turned –18 MNOK into black numbers, and the year our DigitalSeafood™ cloud software and Maritech Eye™ got a foothold in the global seafood industry. Important milestones for us and our investors, and goals that everyone in Maritech has worked very hard to reach.

## The global leader in the seafood cloud

One year ago, we got our first global SaaS contract for DGS Purchase & Sales, the only complete cloud solution in the world tailored for processes related to seafood trade. Proving its value and potential, Grieg Seafood chose Maritech as a trusted advisor and cloud software partner, only a few months after our first DGS Purchase & Sales installation ever. Through 2021, the Grieg and Maritech cooperation grew even stronger, including pilot projects for DGS Processing and Quality Tracking, in addition to a seafood logistics implementation.

Grieg is one of several complex customers who have been eager to be early adopters of Purchase & Sales, which has given us some pains in the short run – but which have brought more value faster to the solution and certainly more speed to our conversion process over the next months and years.

And the DGS Purchase & Sales contracts kept coming. In 2021 we delivered 15 implementations, 6 conversions, and 9 new customers. New contracts are queuing up, and in 2022 we expect to deliver 20 – 30. To further increase the speed, we are

working on more efficient sales processes and implementations.

In addition, we are highly optimistic when it comes to other new products and solutions like our quality scanner Maritech Eye™, recently implemented by MOWI Consumer Products UK, our Customs Management System that now is cloud-ready, and our Supply Chain solution – the only seafood logistics-specific software available in the global market.

## Financial performance

When it comes to our financial performance in 2021, this adds up to the following facts:

- We had a growth in revenue of about 4 % in 2021. If we adjust that for the non-strategic revenue we have abandoned, the revenue growth is calculated to be between 12 – 15 %, which is ok I would say, in a covid-year where also strategic IoT and hardware sales have been lagging due to lack of critical components on the world market.
- ARR is our main driver for revenue growth. We achieved a growth in ARR of 21 % from 2020, mainly driven by a growth in SaaS that isolated to over 60 %.
- ARR as a portion of total revenue was 50 % in 2021, up from 44 % in 2020.
- Our EBITDA is also trending positive, with a growth from reported 1 % last year to 10 % in

2021. With steady increasing SaaS revenues and management focus on strengthening our consulting business, I am confident that the margins will continue to increase moving forward.

- All in all, we are ahead of plan when it comes to margins. Revenue is behind plan, but if we adjust for the loss of non-strategic revenue and covid related issues on lack of hardware components, we are on plan, or maybe even slightly ahead, on our strategic revenue.

## Process optimization

To achieve our goals for 2022 and beyond, we are focusing heavily on process optimization, standardization, and increasing the share of SaaS recurring revenue.

In North America, Chile and Iceland, Covid-19 has delayed our growth to a greater extent than in Norway. We have responded with several strategic hires and reorganized our North American team. In the wake of integrating three 2020-acquisitions during a pandemic, we have also spent management time strengthening a common culture across our locations and identifying synergies in systems, structures, and our product offering.

Furthermore, we have decided to set end-of-life of a considerable amount of non-strategic and low-margin revenue during 2021. We have also made changes to boost our commercial performance within consulting, aiming to reach an average of between 70 – 80 % on billable utilization.

## Growing with strong margins

We know that we have only just started unleashing our growth potential. The global seafood industry is stronger than ever, and so is the global demand for healthy, sustainable food. We also see substantial potential for further growth within the transport and logistics segment, where we are recognized as the leader in Norway.

Onwards, we are now all set to ensure growth with strong margins, capitalizing on our investments while continuing innovating and starting new initiatives. A core project is the ongoing development of our data platform, which by December included more

than 37 000 measurement points and 1150 million data values. Our data model is unique, structuring data from aquaculture and wild catch through the value chain to the market.

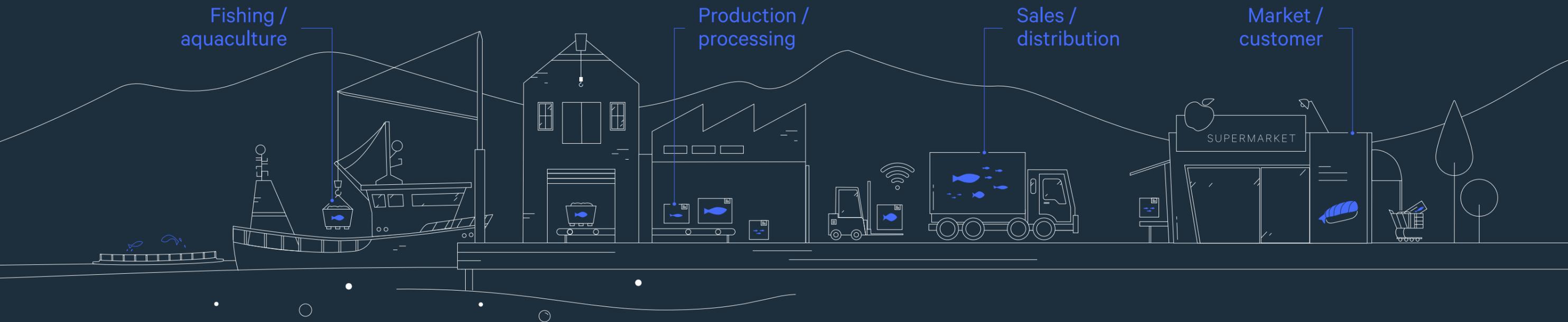
Through our cloud platform, we can add value for our customers in new ways, such as through recently launched DGS Processing, integrated with our DGS Purchase & Sales solution. For the first time, traders can now book production orders directly into the processing system; easy, efficient, and more sustainable – reducing waste.

Thanks to our 115 highly competent employees around the world, we have established our market position as a strategic technology partner, rather than a provider of stand-alone systems – allowing us to leave a stronger footprint with each customer.

**Our unique competence makes us the company in the world best equipped to deliver on the digital value chain.**

**Odd Arne Kristengård**

CEO



## Solutions

# Tailored for seafood and logistics

Today, 70% of all Norwegian seafood export runs through our systems, more than 20 000 meals every minute. Companies all over the globe trust our systems and strategic recommendations. A unique position, and a commitment to stay relevant and continue setting the bar even higher.

During the last five years, we have invested heavily in the development of our scalable, secure multi-tenant cloud platform, DigitalSeafood™, built on the latest

technology in Microsoft Azure. With smart, user-friendly tools for processes such as trading, processing, analytics, claims, and quality management, it has become the world-leading software suite tailored for seafood processes.

Within the logistics segment, our Timpex solutions are leading in the Norwegian market, and are now also being lifted to Maritech Cloud.

## Our software can be divided into three main categories, with additional data science and IoT tools on top:

### 1. Production & Processing software

Handling of raw materials, production flow, quality tracking, packing & labeling, Maritech Eye™ quality scan, IoT and smart production.

With smart solutions for production, packing and processing you get the tools and insights you need to ensure full control and optimize your seafood production.

Operational monitoring of all your automation systems increases your productivity, streamlines your production, and prevents unintentional stops. Quality controls can easily be carried out and documented with flexible, online checklists in Maritech Quality Tracking. Maritech Eye™ is the first-ever solution of its kind, performing hyperspectral objective scanning of red and white fish at industrial speed.

### 2. Purchase & Sales software

Trading processes, planning, claims, communication, management, inventory management, margin control, document service, currency handling, cost control, customer analysis, analytics and more.

Every month we release new cloud-based tools tailored for seafood trading, allowing our customers to automate many of the processes they have handled manually in the past. With our DGS Purchase & Sales portfolio, you can buy and sell seafood with full control of your inventory, margins, customers, and vendors, and ensure easy access to all the documentation and information you need.

### 3. Logistics software

Transportation management, supply chain hub, customs management, logistics handling, traceability, and warehouse management.

Streamlining your logistics operations with smart tools for planning and collaboration.

Our logistics solutions are tailored to handle all processes related to consignment and complex transport, and can be used independently, as a complete 3-in-1 system, and integrated with our DigitalSeafood™ seafood software. Through our most recent acquisition of EDI-Systems, we have also gained additional competence and solutions related to third party logistics.



## Maritech DGS Purchase & Sales

# Building momentum

2021, for DGS Purchase & Sales, our leading cloud software tailored for seafood trading, was a year of building momentum – enhancing core functionality.

With a focus on integrating key modules while ensuring a clear roadmap to upgrade existing customers to the DigitalSeafood™ platform, the foundation for growth has been laid and we are poised to charge forward.

Every month, we launch new functionality – here are some of the highlights added in 2021:

### Production

Define a recipe and an expected yield for a production item, add co-products and by-products with user-defined value distribution, pick ingredients, allocate raw material to the production order, and register production of the processed item while calculating landed costs based upon the raw material, the packaging, and additional user-defined processing costs. Production Orders can be planned directly or created from a Sales Order and include full traceability of raw material origin history.

### Nasdaq Reporting and Pricing

Full functionality for reporting to Nasdaq and integrating Nasdaq pricing back into price lists, including the ability to update exiting orders based on new pricing. This function is especially useful for customers who base price lists on Nasdaq prices, which may not be set until after the initial orders have been created in Purchases & Sales.

### Enhanced Pallet Registration

Pallet registration has been streamlined onto a single page and registration methods have been enhanced to improve the speed and efficiency of adding bulk pallets with units for those who do not need the greater level of traceability details that accompanies box-level registration.

### Landing Notes and Catch Certificates

Landing notes can be tied to a purchase and flow through to sales allocation. Once generated, the Catch Certificate will be available in Document Services, linked to the specified Sales Invoice.



# Efficiency, profitability, sustainability

One of our key launches in 2021, is Maritech Analytics Logistics, and our new Sustainability and Finance reports.

Transport and logistics companies can now easily get a full overview of all key KPIs such as customers, suppliers, transport corridors, invoicing rate, capacity utilization, and delivery precision.

Sustainability reporting and financial reports are two of the new tools that are now available. The sustainability reporting solution is created according to the EU Taxonomy and provides you with the documentation you need to be compliant according to the new international regulations.

“Our customers gather enormous amounts of data, which we can help them utilize better than they manage to do today. Analytics retrieves data from our transport management system Timpex TMS, and processes, analyzes, and visualizes the data to provide useful insights,” says Ove Gjelstenli, Sales Director Logistics at Maritech.

“This makes it easier to monitor and implement the adjustments needed to streamline the flow of goods,

increase profitability and gain more sustainable operations. And you become more efficient in your reporting and documentation processes.”

“When it comes to financial reporting, the new tools are available for both the logistics and seafood segment and are especially useful for companies with a group structure,” says VP Data Science in Maritech, Oddvar Husby.

“The vast majority of companies with a group structure have a great need for a better overview of consolidated accounts and balance sheets. Via accounting reports in Analytics, you can compare data at group level and easily get an overview of the total. In addition, you can link accounting figures to data from Timpex and Maritech systems and get overall visualization in the Analytics dashboard. This allows our customers to save valuable time, and ensure a better basis for decision-making,” Husby concludes.



Erik Outzen, VP Services, Maritech

## Market & Customers

**2021. The first year of executing our new, global growth strategy, and the year we have started capitalizing on our investments; with strategic revenue growth of 21%, 63% SaaS revenue growth, and 24% growth in Business Solutions.**

### The trusted advisor

The global demand for healthy, sustainable seafood is rapidly increasing. In 2021, Norway alone exported 3.1 million tons of seafood, to a value of NOK 120.8 billion. A record in both volume and value, representing the equivalent of 29 000 seafood meals every minute. We have a unique position in the Norwegian seafood software market, with a high degree of brand recognition. Strong, further growth and margins are expected onwards, through new customer acquisitions, conversions from on-premise Trading solutions, and strategic upselling on our existing customer portfolio.

### Global seafood expansion

Our brand recognition is also high in Iceland, and we are now strengthening our Reykjavik team to build a stronger presence and cooperation with the Icelandic industry. In North America and Chile, we are focusing heavily on building our brand awareness and brand knowledge, as our market share is still limited. Our North American team is converting

our existing portfolio from old solutions to the cloud, while at the same time onboarding new SaaS customers to DigitalSeafood™. We delivered an increase from 0% to 60% international share of new customers in 2021. Furthermore, we see very positive results through our digital marketing and PR efforts and do also have high expectations for the results of upcoming expos and many new customer meetings in 2022.

### Transport and logistics

Our market position is also solid within the logistics software segment, where we are the leading provider of transport management, customs clearance, and third-party logistics solutions in Norway, and currently lifting our solutions to the cloud. We expect further growth, and have a strong and highly experienced team, working closely with many of the leading companies in the Norwegian transport industry.

## Global cooperation with Grieg Seafood

**Our first and biggest project in 2021, was the implementation of DGS Purchase & Sales for Grieg Seafood.**

In parallel, Grieg has been a pilot customer for the Maritech Quality Tracking solution and DGS Processing. Further work is also being carried out to bring Grieg's Seafood Logistics into the cloud. This collaboration is part of the Grieg Group's strong commitment to technology and efficiency and was formed in connection with the establishment of the company's fully integrated sales organization at the beginning of 2021.

### Why Maritech?

"Technology is one of several factors in achieving our goal of reducing our environmental footprint while ensuring good profitability and further growth," said Tom Thorgersen, Managing Director of Grieg Seafood's Norwegian sales organization, Grieg Seafood Norway AS, in our press release regarding the new partnership.

"We are intending to participate in the further development of Maritech's digital systems and services. Our common goal is that our employees will

soon work holistically within a single platform to operate our sales and value chain, from packaging to delivery. Our unwavering focus is safe food with full traceability in a sustainable business model for everyone involved," says Thorgersen.

### Impressed by Grieg Seafood

"We are proud and humble to be able to work so closely with Grieg Seafood," says Erik Outzen, VP Services at Maritech.

"What started with a single project and a system delivery has resulted in a broader collaboration, where Grieg challenges us daily and shows great innovation power. They have full control, a clear strategy for how to move forward efficiently, and are extremely clear about where they are going.

"We have now shown that we are equipped to deliver globally, both on the product and delivery side, and that our solutions work well for both smaller companies and large international corporations." concludes Outzen.



# Mowi Consumer Products UK chose Maritech Eye™ quality scan

**In December, we announced that Mowi Consumer Products UK has implemented Maritech Eye™ to further enhance the quality assessment of their Mowi brand smoked salmon.**

Beginning in 2018, Mowi, Maritech, and Nofima have cooperated in a joint innovation project to develop a technology for real-time quality scanning of salmon fillets at industrial speed. The project was successful, and Maritech Eye™ was launched for redfish at Aqua Nor in August 2021.

## The only one of its kind

Maritech Eye™ uses advanced algorithms and a hyperspectral camera solution to detect and docu-

ment blemishes within the fillets and the size and location of these quality challenges. This quality assessment method is the only one of its kind in the world, it is done at industrial speed, and live data is provided to operators and management.

## Better allocation of raw materials

After the end of the innovation project, Mowi Consumer Products UK and Maritech co-operated closely in a short pilot period to establish the quality criteria

and make the necessary adjustments to integrate Maritech Eye™ within the production environment.

“For our business here in the UK and in particular the Mowi brand, this gives us the ability to pre-select fillets based on a specification to reduce the manual intervention of removing blemishes once the fillets have been sliced.”

*“Furthermore, sorting by quality and providing objective information gives us the ability to allocate the raw material accordingly and allows us to utilise our resources more efficiently and effectively.”*

*Gary Paterson, Head of Operations, Mowi CP UK.*

## Ready for the global market

“Mowi is one of the most innovative seafood companies in the global seafood industry, and we are proud that they chose Maritech Eye™”, says Per Alfred Holte, VP Technical Solutions in Maritech.

“Mowi Consumer Products UK is one of three international Maritech Eye™ redfish projects this fall, and we are impressed by how the Mowi team has handled the development and implementation in a period when it still has been difficult to travel due to Covid 19. Our team has only been at the site in Scotland once this year since the initial physical installation of the equipment.”

“Together we have proved that most of the optimization and implementation process can be done remotely and that Maritech Eye™ is ready for the global seafood industry, even during a pandemic.”



## Quality inspection – reinvented

Objective, automated quality assessment at industrial speed. Earn more, strengthen your brand, and get a greener seafood production with Maritech Eye™.

- Available for redfish fillets and round whitefish.
- Increases the efficiency of your production line.
- Enables waste reduction and optimized allocation of raw materials – premium quality for price premium products, while the rest of the fish can be used optimally in other product segments.
- Objective quality documentation strengthens your brand, and you can make it a part of your storytelling. It may also give you access to new markets and allow you to reduce claims from your customers.
- Developed by Maritech and innovation partners Nofima and Norsk Elektro Optikk, in close cooperation with Lerøy Norway Seafoods, Lerøy Havfisk, and Mowi.
- Maritech Eye™ gives each fish a unique quality score and ID based on given criteria, documenting the objective quality assessment.
- The information is sent to the grader as well as to our LINSiGHT IoT platform for storage and visualization.



Roro vessel from Sea-Cargo, a new innovation with hybrid technology and two large rotor sails that are estimated to give a 25 % reduction in fuel consumption and CO2 emissions per year. Image: Sea Cargo.

## Customer Case:

# Sea Cargo

**In September, we announced the news that Sea Cargo Agencies had selected Timpex logistics from Maritech as their new core business systems.**

Sea-Cargo is a leading logistics provider in the North Sea market, located on the west coast of Norway, and complemented by a fully owned agency structure in Norway, Denmark, Sweden, Poland, the Netherlands and UK.

### A strategic choice

The project scope is a complete system delivery including Timpex TMS (Transport Management), Timpex CMS (Customs Management), Timpex WMS (Warehouse Management) the tracking tool Timpex Confirm and the communication solution Timpex Connect.

“This is a strategic choice for us,” said Dag Tarberg, Director Agencies & Landbased Services at Sea-Cargo, in our press release regarding the new partnership.

“We see that our customers appreciate having a “one stop shop service” from Sea Cargo, and we now see an increased demand to provide transport solutions, not only where we can provide the transports on our own vessels, but also world-wide shipments. To accommodate this in the most efficient way, we

need software that fully support this function. After a careful evaluation we have found that a partnership with Maritech is the right way to go for us.”

### A holistic approach and smooth processes

“Maritech gives us best-of-breed software, valuable integrations and trusted advisors who have cooperated closely with the best logistics companies for decades. Their focus goes beyond technology, emphasizing a holistic approach and smooth processes as a key to success. We want to work as smart as possible, according to best practice. This was the main reason we chose Timpex solutions and Team Maritech. We are confident that what we get and learn will strengthen our organization, our operations and our profitability.”

“We are proud that Sea-Cargo chose us as their new partner,” says Ove Gjelstenli, Sales Director, Logistics Maritech.

“They focus on potential, rather than what may be holding them back. That makes us a great match.”



# Stronger together

**In March 2021, we could proudly announce that Nor-log Group had chosen us as their main logistics software partner.**

Nor-log Group chose a complete systems delivery including Timpex TMS (Transport Management System), Timpex CMS (Customs Management System), Timpex Confirm tracking tool and Timpex Connect communication solution.

### Sustainability reporting

In October 2021, Nor-log also chose Maritech as provider of Sustainability reporting tools, to ensure detailed information and documentation regarding the amount of emissions from all activities. The solution automates calculations of CO2 emissions from both single transports and several trips within a category, a project or a period.

### Competence and cooperation

“It has been crucial for us to find a comprehensive solution across our different companies,” said Lars Arne Brøttem, CEO of Nor-log Gruppen.

“Nor-log Thermo, formerly Bring Frigo, joined the Nor-log Group last year and used Timpex systems from before. In the implementation phase following the acquisition, we worked closely with the logistics team at Maritech to get everything in place.

This was a positive experience that contributed to the decision to introduce Timpex systems throughout the group.”

*“A big plus is that we experience Maritech as a partner with whom we can discuss issues with and also challenge each other, both to rethink our processes and also their systems.*

*For us, this competence and form of cooperation is as important as the systems themselves, something we had expectations about in the choice of partner.”*

*Lars Arne Brøttem, CEO of Nor-log Gruppen.*



# Sustainability

**How can we maximize our positive impact in a global context? To find out, we have started building our strategic approach to sustainability, involving our customers, employees, partners, and management.**

Early in 2021, a group from our Extended Management Team kicked off the process and started analyzing the current situation, as well as our future potential in terms of both large-scale projects and low-hanging fruits.

## Why?

Although we already make a positive indirect difference through solutions for sustainability reporting, reducing waste in production, and controlling wild catch, we believe that it is of high importance and urgency that we implement sustainability in our

strategy, everyday practices, policies, contracts, and business development.

- We have many engaged employees who want to contribute and make a difference, and sustainability is vital to be an attractive employer in the future.
- It is our duty – and a major business opportunity – to have sustainability high on our agenda.
- Our market position allows us to make a big difference through our customers.



## Three main dimensions

We have started working along three dimensions; our vendors, customers, and ourselves.

Externally, we will create policies to choose vendors who have a conscious relationship to sustainability when purchasing both services and products. We will also work closely with our customers to identify specific projects and ideas and aim to be the preferred partner within sustainable solutions. Furthermore, we see innovation projects with customers as a great way of making a bigger impact together.

Internally, we have conducted an employee survey to learn more about our employees' opinions, ideas, and personal engagement, and to involve the right resources in the further process. Three sustainability workshops are planned at Protomore Innovation Lab in February and March 2022, here we will also involve several of our customers.

Furthermore, we have included sustainability as one of the criteria in the purchasing process related to our new Molde office - focusing on the duration and quality of furniture. And we will implement Sustainability as a section in business case templates and project agreements, as well as addressing sustainability in future innovation projects and business development.

## Sustainability Reporting

In October, we launched Sustainability Reporting for the transport and logistics industry. A hot topic, from day one.

Maritech Sustainability Reporting is an integrated part of Maritech Analytics for Logistics and is created according to the EU Taxonomy as well as the Action Plan for Sustainable Finance. The new tools provide our customers with the documentation they need to be compliant according to the new international regulations.

With connected data from all trips, you can make the best possible use of your means of transport and save both the environment and your resources.

You get detailed information and documentation regarding the emissions from your activities, and can automate the calculations of CO2 emissions from both single transports and several trips within a category, a project or a period. The system measures trends and allows you to set up comparisons, in order to make adjustments and see what has worked best. You can also estimate different scenarios, where you calculate the effect of different routes and means of transport.



# Seafood Customer Days 2021

**After 1.5 years of Teams meetings and lockdowns, it was a true pleasure to be able to welcome many of our customers and partners to Molde in November, for our annual Norwegian Seafood Customer Days.**

Two days of socializing, relationship-building, discussing, laughing, and learning. We are grateful that we finally could invite our customers and partners to join us in person again, in the gap between two Covid-restriction periods. The feedback in our post-event survey was very positive – our guests appreciated meeting us and each other again, combined with an update regarding our software, services, and development. Since the event, we have also started new projects with several of them.

## News in DigitalSeafood™

As in previous years, the event was a lunch-to-lunch seminar, where day one was dedicated to news and discussions related to the overall direction of Maritech, and our core software and cloud platform DigitalSeafood™.

Team Product & Technology described how DGS Purchase & Sales is continuously evolving, with new functionality added every month. We also pre-

sented the new cloud solution DGS Processing for the first time, as well as our brand-new cloud CMS for customs clearance – both integrated with DGS Purchase & Sales in DigitalSeafood™.

## Presentations by Nor-log and Coast Seafood

On day two, the highlight was the on-stage reflections by two of our customers. Eirik Flo, Logistics Director, Coast Seafood, and Erlend Pekeberg, CEO, Nor-log Thermo, who shared their thoughts regarding Maritech Supply Chain and the seafood logistics of the future.

Illustrating the potential gains from digitalization, Flo described how Coast still must produce 100 000 documents manually each year, mainly due to regulatory demands. Before they joined Maritech, Schenker and Cermaq in the Maritech Supply Chain innovation project, they ran all logistics operations through Excel and Google Docs. This is still the reality for most seafood exporters, who are – in Norway alone – handling the logistics of 3.1 million tons of seafood every year, according to the 2021 statistics by the Norwegian Seafood Council.





Finally we can meet at expos again

# AquaNor + Transport & Logistikk

As several COVID 19-restrictions were lifted during the summer of 2021, we were finally able to meet customers and partners at expos again.



## The Maritech Eye™ debut at AquaNor

AquaNor is still one of the industry's most important events, and it was a pleasure to be back.

Our main theme for the event was the global launch of Maritech Eye™ for redfish, in close cooperation with our innovation partners Nofima and HySpex / Norsk Elektro Optikk (NEO). As the hyperspectral quality scanning solution is the only one in the world of its kind, many were interested in seeing demos and learning more about the innovation and potential fields of application.

Our visitors also got to try our new digital contest; "Can you beat Maritech Eye™?" developed by our summer interns. In fact, no human eye can do the salmon fillet quality sorting faster and better than the machine, which runs automated detection of blood and melanin spots in the fillets. Even though no one succeeded in beating the eye, people clearly had a good time trying.

To summarize, AquaNor 2021 gave us valuable visibility, long-awaited socializing with customers, several new leads, and one big international contract signed in 2022 which we are looking forward to announcing after this annual report is published.



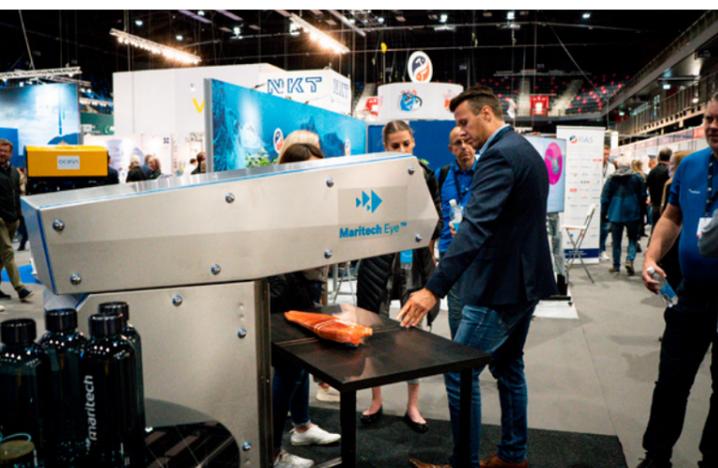
## Maritech Analytics for logistics launch

Transport & Logistics was our second physical expo in 2021, the annual logistics event was held at Gardermoen in October.

The main highlights for Maritech were the launch of Maritech Analytics for logistics, meeting our customers again, and revealing our new, colorful container booth concept - described by many as the best stand of all.

We are happy that we got to be present with a cross-functional group with employees from logistics, data science, sales, business solutions, and marketing, working together as one, strong team. Many people came to talk to us, and we also got new contracts after the event. Our VP Data Science, Oddvar Husby, gave a presentation on-stage, "How data and algorithms can give a greener and more efficient value chain."

The launch of Maritech Analytics for logistics was a hot topic, especially due to the brand-new tools for CO2 reporting, created according to the EU Taxonomy, and providing you with the documentation you need to be compliant according to the new international regulations. Delivery precision, utilization analysis, and finance reporting are some of the other features which are now available in Maritech Analytics for logistics – and integrated with Timpex TMS.





# People and culture

**Maritech has grown over the last few years, and we are proud to have built a team of more than 115 highly skilled and passionate employees all over the world.**

We simply love nerding; creating the most innovative, smooth solutions for our customers. The passion and drive that the organization now possesses have created a unique culture, suited for growth. Ever heard the saying: talent attracts talent? In 2021 we have onboarded 30 new employees, that all have contributed to strengthening our organization. Our employer branding has strengthened, attracting skilled potential employees from all over the world. Showing personality in our marketing, daring to be informal and nerdy have given us flattering attention in 2021.

Recruiting and growing our organization in a rapid speed - systems and structures is needed. Maritech

hired an HR-Manager in August 2021 – Julie Gulla-Pettersen. And with her came a lot of initiatives that we will continue to build on going forward. Here are a few examples:

- In 2021 we have implemented a new recruitment tool – Teamtailor. This allows us to structure the recruitment process to support a good candidate experience and keep building on our employer branding.
- 2021 was also the first year for an employee engagement survey in Maritech. The results were above expectations, showing what we all can feel: that we are proud to work at Maritech, and are willing to go the extra mile for us to achieve our goals as a team!

- We have partnered up with Equality Check allowing our employees to rate us on how we work to ensure an equal and diverse work environment for all. The results (for now) showed that we could improve our efforts with regards to unconscious biases. When given this feedback we implemented blind recruitment: we use a feature in Teamtailor that filters out some information – we do not see the name, gender, age, or ethnicity of the candidates in the first screening, removing some of the sources for unconscious biases.

**As nerds, we love statistics. As our data science team would say: numbers speak louder than words. Have a look at some of ours:**

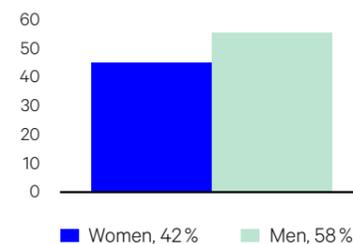


Our HR Manager Julie Gulla-Pettersen

## Gender balance (employees)



## New employees (2021)



## Nationalities

# 16

Okay, so we are still more men than women. And yes, our top management is an all-men's group for now. But HEY! In 2021 42% of our new-hires were women, and we increased our nationality count by adding 5 new origins to our map. How cool is that? We see the value in a diverse organization, and will continue our efforts in 2022.

To your left you can see all our employees. These are the ones that make us unique. The collective power, knowledge and speed the organization possesses is one of our most important competitive edges. At Maritech we work as a team. 1 + 1 is always more than 2 when it comes to the outputs of what we do. If we fail, we learn together. If we succeed, we celebrate together. Always developing, moving one step closer towards our goal – one global Maritech!

## Maritech Innovation Lab

# Always one step ahead

Even Microsoft has occasionally been struggling to keep up with Maritech's Innovation Lab. "It is an exceptional and highly competent team", says Bjørnar Kvalsnes, VP Product & Technology at Maritech.

### High ambitions

The Innovation Lab is the core of Maritech, developing our cloud solutions and our technological strategy.

"On some support questions Microsoft has not been able to help us, because they say they simply have not thought as far ahead as we have done," Bjørnar smiles. "The expertise this team has, and the teamwork they put in, is completely unique."

Since the Innovation Lab was established in 2018, Maritech has worked steadfastly to forge together a winning team.

"We built a team with seniors with long experience mixed with new employees. They have started from scratch, created a framework, and together fostered the entire Innovation Lab," says Hildegunn Trondsen, Manager Development Team.

The team functions like a football team where everyone has different roles.

"None of us knows everything, we all have different areas of expertise. As a team we are really strong. Common to all of us is that we are eager to find new solutions and do things in new ways. Everyone is very interested in creating tools that make it easy for others to work and that are easy for others to develop further," says Leif Sverre Reistad, Developer at the Innovation Lab.

Hildegunn confirms that the team spirit is strong, both professionally and on the human level.



*"When we welcome summer substitutes and apprentices, everyone is open and willing to share. That is exactly what our methodology is about, and also two of our core values as a company; to help each other and innovate together."*

Hildegunn Trondsen, Manager Development Team

"Onboarding of new people is seamless because we have a defined framework and a specific way of working," says Trondsen.

### Design Thinking + Scrum

The team at the Innovation Lab works according to Design Thinking and Scrum methodology. Design Thinking is often referred to as design-driven innovation and is a human- and value-oriented methodology for innovation and development. It connects an



Some of the Maritech Innovation Lab team members.

analytical approach with intuition and creativity, and research shows that this way of thinking and working can bring great benefits.

"At Maritech, we have used Design Thinking since 2019," says Hildegunn. "Then we participated in the Innovation Norway program Omstillingsmotor, where the purpose was a digital competence boost for Norwegian businesses. We joined the program through the competence cluster NCE iKuben, and what we learned has become very important for how we now work with innovation and development throughout Maritech."

Scrum is a framework for optimizing product development – basically software. It is based on development and deliveries in short iterations, and is based on self-directed, interdisciplinary teams of between 5 – 9 people. Popularly called two pizza teams; every internal team should be small enough that it can be fed with two pizzas. The development team has the authority to solve the tasks in ways they find most appropriate – within certain limits, with a focus on high quality and continuous learning.

### Secure, scalable, user friendly

Maritech is now building all new software in Microsoft Azure, where our solutions are delivered as Software as a Service (SaaS); subscription-based services – in our self-developed cloud platform DigitalSeafood.

"We always choose to use the latest technology and will always be at the forefront – best-of-breed, both in terms of functionality and user-friendliness. Microsoft Azure gives us the opportunities, flexibility and security we need to be at the top of the world and means that customers get the maximum benefit from choosing a cloud solution from us," says Bjørnar Kvalsnes.

"Through Azure, we can use advanced Microsoft tools in the development of our own software, and we use Microsoft's infrastructure and expertise to operate and deliver our solutions to customers worldwide. It is easy to scale the number of users and capacity up/down as needed, we can guarantee the uptime – and most importantly, very high security."

It is not only internally at Maritech that the team is praised. This autumn, an external consulting company conducted an evaluation of the architecture, the department and the methodology. The conclusion was very positive.

*"They stated that we are a top tier team, and they were impressed by the work that has been done,"*

Bjørnar Kvalsnes, VP Product & Technology.

"A great recognition of a very talented team and the effort that is put in every single day."



Sean Green, Scott Rideout, Will Greenwood, Robert Oldeide, Sophie Richard, Cory Deering, Kristjan Kristjansson. Andrea Riser and Kjell Jørgensen were not present when this photo was taken. Credit: Cooked Photography.

# All set for growth

**They are veterans of the seafood software industry, experienced and enthusiastic. Meet our Halifax team!**

There is a buzz around Maritech’s Halifax, NS office these days. Equipped with world-leading cloud software tailored for seafood - that incorporates all the vast experience developed with our customers over the last few decades – our team could not be more excited about the possibilities for the future.

“We are a forward-leaning company with a strong history behind us and we are now taking our businesses to the next level. In recent years, we have made major strategic and operational promises to ready ourselves for the future – one that will be shaped by best-of-breed cloud tools, not the mammoth and inflexible on-premise solutions of old”, says Will Greenwood, Operations Manager, Maritech Halifax.

## Broader opportunity for smaller seafood operations

The new software is drawing broad attention from seafood producers, traders and processors of all sizes and within all segments – large global corporations as well as smaller companies.

“Maritech’s cloud-based DigitalSeafood™ platform has really meant that sophisticated digital systems that would once have been out of reach for small operators are now readily available with absolutely no huge up-front capital costs and complex IT implementation cycles,” says Kristjan Kristjansson, Sales Manager, Maritech North America.

“There is no doubt that for many companies, new digital tools can lead to a considerable increase in efficiency and profitability. As well as other positive effects, such as improved sustainability, easier reporting, and reduced manual workloads. I am happy to see that these opportunities are now available to everyone in the industry.”

And he knows what he is talking about. Kristjan, originally from Iceland, has worked in seafood his entire career, starting in processing, packing, and preparing orders throughout high school and his studies in Canada.

He says it is easier than ever for companies to get started, and that they receive a lot of positive feedback on the software. “We have seen, for example, one of our small Purchase and Sales software customers, who is based in New Jersey, be fully set up and running our software to manage international seafood sales operations within the space of a week. In addition to our core Purchase and Sales software suite, we provide integrations to our own solutions with labeling and packing systems, logistics, quality, claims, and IoT, as well as open, standards-based data integrations to 3rd party systems such as accounting, ERP, or even governmental reporting.”

*“This kind of flexibility is revolutionizing the way seafood companies can now do business.”*

*Kristjan Kristjansson, Sales Manager, Maritech North America*

## Sustainability

Maritech’s philosophy isn’t just focused on helping companies manage processes more efficiently, enhancing their profitability and bottom line. “When it comes to sustainability, we are all in. Every member of our team is deeply committed to placing sustainability at the center of all we do, says Kjell Jørgensen, Managing Director, Maritech North America.

“We see it as our unapologetic duty, as well as a major opportunity, to help our customers to do business more sustainably. Being sustainable in the seafood industry means not only implementing environmentally sound methods from harvest to

plate, but also being able to prove it and measure its effectiveness. The importance of traceability to tell the story of the fish, where it came from, and how, is now more important than ever for what is the most globally traded commodity in the world. These details can only be provided through software’s ability to digitally manage and pass the data along the entire supply chain.”

## Collaboration is foundational

Helping each other, innovating together, and passion for seafood are three of our official corporate values, and we believe that our company culture is essential to reaching our goals.



“I’ve appreciated being encouraged and able to implement change in my business unit, speak up, and provide my opinion, which is so different from many other companies,” says Cory Deering, Support Manager.

“This follows through to our customers, whom we work with closely, as partners and as friends. We have, together, for the more than twenty years I have been with Maritech, collaborated on building tools that uniquely fit the seafood industry. It is what makes us unique.”



# Maritech expands in Iceland

**“Less than a year after we established Maritech Iceland, we are now looking forward to hiring more people here. We have been very well received, and experience that many Icelandic seafood companies now are ready to take their next step with regards to digitalization,” says Sales Manager Konrad Olavsson.**

Konrad is the head of Maritech Iceland, located at Iceland Ocean Cluster in Reykjavik. He is not only an experienced veteran of the seafood industry but also well known in his previous career as a professional handball player, as an Olympian, and at the national team level.

## Updating digital infrastructure

*“We already have established a strong presence and have received a lot of attention here in Iceland.”*

*Konrad Olavsson, Sales Manager*

“We are now in close dialogue with most of the seafood industry,” says Konrad. “Many people have known about Maritech for decades, and the general response is they find it very positive that we are now really investing here. And when we are geographically present, we have a short response time and can quickly assist if something should occur. This is crucial, especially in land-based farming.”

“Icelandic seafood companies were at the forefront of early digitalization and have a tradition of being far ahead of the curve. At the same time, it is now several years since many of the early solutions were adopted. There is now a lot to gain from updating

digital infrastructure and adopting new technology and cloud solutions. Today, there are also fewer and larger companies than before – with more locations, spread around Iceland and internationally. This means that one must operate in a different way. We find that many now want to take the next step in digitalization and use modern cloud solutions to operate even more profitably and efficiently in an international context.”

## IoT and trading across locations

There are great benefits with integrated systems that can provide seamless operations and communications across the entire business spectrum – internally within the company and with other players in the value chain.

“When it comes to farming, the situation is different from the fishery companies, since the industry is so young here in Iceland. As the number of salmon farmers grows rapidly, and they are also steadily increasing in size, a lot of work is now being done to put in place all the infrastructure, processes, and technology needed to support the industry. Massive international investments are being made, especially from Norway.”

*“This gives Maritech a unique opportunity to be a total supplier of digital infrastructure to the Icelandic aquaculture industry, for example with IoT and systems for buying and selling seafood.”*

*Konrad Olavsson, Sales Manager*

## Backed by a Global team and growing

The Maritech Iceland team is about to grow.

“We look forward to this,” says Konrad, “And we can promise that these are exciting roles. Here you get to take part in a journey where both we and our customers are developing and have high ambitions. I can really recommend working at Maritech.”

It’s a great culture and group of people. We collaborate a lot across the borders, so you always have a solid team behind you with a wide range of expertise and experience.



## Data Science Team

# Revealing the value

**They have a passion for data, and one goal in mind – helping our customers turn their data into profitable insights.**

In Maritech, Data Science has been one of our core strategic areas since 2018, when we launched DGS Analytics. Since then, we have created an Analytics portfolio of tools and reports tailored for seafood and logistics, and built a strong team of highly skilled experts. Ting Chao, Kristoffer Heggdal, Oddvar Husby and Yngvild Neset are some of the team members at our Molde office.

“Our main mission is to give our customers insights and understanding of the enormous amounts of data they have”, says Oddvar Husby (PhD), VP Data Science in Maritech.

### **Analytics tools + reports, projects and trusted advisors**

What we do for our customers related to data science, can be divided into three main categories; standardized tools in Maritech Analytics, advisory services, and specific customer projects.

The Analytics tools can also be divided in three – seafood, logistics, and common. Examples of tools

tailored for seafood are salmon and cod market reports, customer reports and Analytics as a standard feature in our trading software DGS Purchase & Sales. For logistics companies, examples are our new sustainability report, and dashboards visualizing capacity utilization, delivery precision and transport corridors. In addition to these, we also offer e.g. board reports and finance reports, to mention some which are not industry-specific.

*“Our team consists of people with different backgrounds and experience from various industries around the world. What is common is the deep understanding and knowledge of our customers’ processes, markets and workflows, and the urge to help them turn data into valuable knowledge.”*

*Oddvar Husby, VP Data Science*

“And – we all love a challenge. So do not hesitate to let us know if you are curious – or would like to work with us. We are always looking for new talents.”

Data analyst Kristoffer Heggdal joined the team in June 2021. He holds a Master’s degree in Economics from The University of Malaya and is especially interested in financial analytics and reporting. Kristoffer highlights the close collaboration with customers as one of the most exciting parts of his job.

“I enjoy working with our customers and developing reports that are truly useful for them, helping them gain more knowledge and improve their operations. We can help customers with better reports, cost control, monitoring accounts receivable and balance reports, to name a few.”

### **Combining data in Power BI**

Data Scientist Yngvild Neset also joined our Data Science team in June. She holds a Master’s degree in Mathematics and Physics from NTNU and has worked as an analyst in several Norwegian companies before she moved to Molde to work for Maritech.

“By combining data from different sources and through advanced analytics we enable our customers to predict the future – and the results speaks for themselves. I find it very motivating to help our customers achieve their goals. And showing them that using Power BI in Analytics is easier than they may assume”, Yngvild says.

*“Many companies run heavy manual processes to compare data, without knowing that it can be quite simple to start using new and far more efficient tools. Power BI saves you a lot of time and energy, and is one single source of truth. Through manual processes, you can potentially end up with many truths.”*

*Yngvild Neset, Data Scientist*

### **Sustainability reporting**

Ting Chao has two years’ experience as a Consultant Analytics in the Data Science team in Maritech. Her impressive CV includes two Master’s degrees from England and Norway, as well as work experience from the Food Science Institute in China and at the Logistics Institute at Molde University College.

*“We see a big potential related to use of data in the seafood industry and within logistics. We understand the market and can help customers predict market trends, increase sales and reduce their costs.”*

*Ting Chao, Consultant Analytics*

Ting has lately been spending a lot of her time developing Analytics for Logistics, including the new sustainability reporting tool tailored for the logistics segment. “Now the logistics customers can easily get an overview of core cost drivers, vehicle efficiency, utilization, transport corridors and environmental impact. Data can be used to optimize their workflow and enable to measure and document the effects of all adjustments – in terms of time, money and sustainability. Highly motivating for us as well!” she smiles.



## Acquiring Sea Data Center

# Know more to earn more

**In September, we announced our acquisition of the Icelandic company Sea Data Center – specialized in seafood market insights and known as the “Bloomberg” for seafood.**

In recent years, the Reykjavik-based startup Sea Data Center has established its position as a leading provider of global market data and analysis for fisheries and aquaculture.

### Market supply and pricing trends

In 2019, Maritech became the majority owner, this was also the start of a strategic partnership. After 2,5 years of close cooperation, Maritech acquired 100 % of the shares in 2021, integrating the Sea Data Center offering in the Maritech portfolio as Maritech Market Insights.

“Through this, we can now offer a unique set of market intelligence and benchmarking tools,” says Oddvar Husby, VP Data Science, Maritech.

“Specific examples are our Salmon and Whitefish Reports. Our customers can overlay the latest

seafood market supply and pricing trends against their own data. The services support seafood professionals in their decision-making processes and improve their company operations.”

### Unique wild catch data

“From the start, we have seen Sea Data Center as a very interesting company with competence and insights we would like to continue building on,” says Maritech CFO, Thomas Brevik.

“Data Science is one of Maritech’s most important focus areas and has, for several years, been one of the top technology trends in the world, across all industries and geographies. The acquisition of Sea Data Center is an important strategic choice for us, strengthening our offering and making us a unique provider of seafood insights.”

# Our core values

## Innovate together

Our team is innovative, bold, and ambitious. We create business value for our customers from technology innovations, two-way dialogue and continual improvements. We are open to new ideas and changes and constantly curious to find the best solutions.

## Act with integrity

Maritech puts respect and sincerity first. We are trustworthy when dealing with other employees, customers and partners.

## Help each other

We are team players and work to bring out the best in each other. Efficient and open communication drives success. We help each other to excel and we celebrate wins together.

## Passion for seafood

Our strength is a unique blend of seafood and technology expertise. We know seafood and we know how to tailor software to create value in seafood production. We support sustainable food production.

# Group management



## Odd Arne Kristengård

CEO

Mr. Kristengård holds our broad perspective and has a longstanding track record as an essential part of Maritech's management team. He is a respected and valued leader who is described as trusting, determined, accomplished and down to earth.



## Erik Outzen

VP Services

Mr. Outzen is an experienced technology leader and business development professional. His strong expertise in enterprise software and business process improvement is essential to our future innovation and expansion related to business solutions. Prior to Maritech, Mr. Outzen was CEO and founder of Merit Globe AS, and CEO of Star Information Systems AS.



## Oddvar Husby

VP Data Science

Mr. Husby is a strong analyst with great communication and leadership skills. He holds a PhD in Mathematics from Norwegian University of Science and Technology (NTNU), has extensive experience from the energy sector and is the Chairman of the Board of our strategic partner Sea Data Center.



## Klas Vangen

VP Sales

Mr. Vangen is leading our international sales and is a team player and energetic leader. Mr. Vangen sets clear goals and works hard with his team to reach them, a heritage from his years as a former professional Olympic athlete. He also has extensive sales management experience from international companies such as Nike and Bergans.



## Bjørnar Kvalsnes

VP Product and Technology

Mr. Kvalsnes is in charge of our product development, R&D and technology strategy. He has broad experience related to concept and solutions development and is characterized by a strategic, innovative mindset and focus on end-user experience.



## Thomas Brevik

CFO

Mr. Brevik joined our team in April 2021 as Logistics Director and was promoted to CFO in August the same year. He is a driven and experienced strategist with valuable competence related to business development and innovation. Mr. Brevik has previously worked in The Norwegian Armed Forces, as a Management Consultant and in the finance industry.



## Per Alfred Holte

VP Technical Solutions

Mr. Holte holds an Executive Master of Management in Green Growth and Sustainable Business Development, Innovation and commercialization and Strategic marketing + an agronomist degree and a Bachelor's Degree in Economics. He has broad experience from various companies within innovation and business development.



# Extended management team

## Astrid Bolstad Dale

Director PMO (Project Management Office)

## Raymond Haga

Finance and Business Development Director

## Marie Gjære Gundersen

Marketing Director

## Christine Møller-Christensen

Service Manager Logistics

## Julie Gulla-Pettersen

HR Manager

## Simen Mordal Nerbøvik

Service Manager Business Solutions

## Sindre Jensen

Head of Cloud

## Hallgeir Loe

Team Manager

## Kjell Jørgensen

Director Global Services / MD Maritech Dynamics

## Andre Lillebakk

Director IoT

## Hildegunn Trondsen

Service Manager Development Team

## Nils Petter Farstad

Service Manager Technical Solutions

## Sølvi Slåtten

PMO (Project Management Office)

# Board of Directors



**Mette Kamsvåg** | Chairwoman of the board

*M-K Consulting*

Mette Kamsvåg has 20 years' experience from IT and payment services and has been a member of the management of BBS and Nets for 15 years. She was CEO of Nets from 2011 to 2014. She is today working as an advisor within strategy, change processes and M&A.



**Jan Erik Løvik** | Member of the board

*Co-founder and Partner of Broodstock Capital*

Jan Erik Løvik's breadth of experience includes over 15 years as a management consultant in Arkwright and Sensacon. Jan Erik founded Sensacon in 2008 and served as Managing Director until 2016. Jan Erik also co-founded FSV Group, a leading Norwegian service boat operators.



**Pål Kristian Moe** | Member of the board

*Partner of Broodstock Capital*

Pål Kristian Moe has extensive international experience related to private equity management, management consulting, corporate finance (IPO's, M&A, financing), business- and strategy development, and brand strategy. Mr. Moe has board experience within Oil & Gas, oil-service, technology, food, real estate, and investment management.



**Hallgeir Loe** | Member of the board

*Employee Representative*

As one of the company's longest-standing developers, Mr. Loe has worked on many different applications, before focusing solely on the Trading application in 1993. Mr. Loe may also be called Mr. Maritech as he is well-known as a seafood software guru by both customers and colleagues.



**Bjarne Anker** | Member of the board

*Employee Representative*

Bjarne Anker is our second employee representative in the board, elected in 2021. He has broad experience from development, innovation and project management, and is one of the veterans in our Molde team – Bjarne has been a part of Maritech since 2009.

# Board of Directors' Report

## *Declaration on the annual financial statements*

Maritech is a leading provider of software and IoT to the global seafood industry. The company provides solutions to many of the largest and leading seafood and logistics companies in the market. Maritech is in an expansive growth phase that includes innovative product development, new business models and international market expansion. In cooperation with the seafood industry, the company is developing tomorrow's solutions with a strong focus on digitalization and automation. The company's headquarters are in Averøy, Norway, with the largest office in Molde, and regional offices in Åndalsnes, Trondheim, Harstad, Sortland, Madla and Oslo. The company's North American headquarters are in Halifax, Canada. In addition, the company has offices in Chile and Iceland.

In accordance with the Norwegian Accounting Act § 3.3a, the Board confirms that the company fulfils the requirements necessary to operate as a going concern and that the 2021 financial statements have been prepared based on this assumption.

## **Income statement**

The report includes comparisons with figures for the same period in 2020 (in parenthesis). The Group operating revenue for 2021 was NOK 154 million (148), a growth of 4%. The modest revenue growth is primarily related to a decision to reduce non-strategic revenue. The growth in strategic revenue was significant with an increase of NOK 14 million in ARR (Annual Recurring Revenue) from last year, equivalent to a 21% growth. Group EBITDA was NOK 15 million, an increase from NOK 1 million last year. The parent company had an EBITDA isolated

of NOK 15 million (2). Group EBIT was NOK 2 million (-17). Cash flow from operating activities was NOK 11 million (6).

Revenue growth was primarily driven by growth in the parent company. The continued COVID-19 situation in 2021 affected our ability to grow internationally, and a world-wide HW component scarcity affected the HW and IoT-related revenue. In 2021, Maritech continued its investments in innovation and cloud-based platform, DigitalSeafood™, in addition to strengthening the organization for further growth. Focus on profitability and professionalization of the organization led to a positive EBT of NOK 1 million for the year (-18).

Maritech continues to leverage its leading market position, which is based not only on the strength of our industry-tailored software solutions, but also the skilled expertise of our industry professionals with broad knowledge of seafood and logistics best practices and technologies like data science and industrial IoT.

## **Balance sheet, liquidity & cash flow**

The Group book value of total assets at the end of 2021 was NOK 90 million. The Group equity was NOK 30 million, resulting in an equity ratio of 33%. The Group current assets amounted to NOK 41 million and current liabilities were NOK 44 million. On December 31st, 2021, the Group non-current assets amounted to NOK 48 million, of which deferred tax assets was NOK 4 million and other intangible assets including goodwill was NOK 41 million. The Group cash flow from operations in 2021 was NOK 11 million (6). The Group cash balance on December 31st, 2021, was NOK 8 million (of which NOK 4 million is restricted) and the Group had an interest-bearing debt of NOK 19 million.

## Strategy and key events

We will continue our global expansion, and we will continue to capitalize on past investments through our strategy for 2021 – 2025. From 2022 to 2023 our focus will be cloud conversion and international growth, and we will lift our remaining products and modules to the cloud. From 2023 to 2025 we target to reach full SaaS and Cloud adoption through a full-range cloud offering and end-of- life for our on-premise portfolio, offered through standardized and optimized SaaS and recurring service models. We will become truly international as one global Maritech and be fully able to capitalize on our integrated offering across the seafood value chain.

Key events in 2021 have been the positive reception and adoption of our cloud solutions and Maritech Eye™, both nationally and internationally.

## Risk

Maritech's operation and results depend on many elements and the company continuously seeks to identify and mitigate risks. The risks Maritech is exposed to include security risk, technology and market development, and financial risk (primarily related to currency exposure).

## Market related risk

Maritech operates in an area with rapid technological development. To offer the most attractive and competitive solutions to our customers, Maritech must continuously monitor and deploy new technology. The Board considers the risk of unforeseen technology developments which makes the company's products less competitive to be low. The knowledge, expertise, and experience of the company's employees, combined with strong market contact and close cooperation with our customers ensures that the company is up to date on technology and market trends. The Board considers the company to have a market-driven product roadmap reflecting the latest technology trends.

## Operational risk

Maritech has strong relationships with the majority of the largest seafood companies in Norway. Over time, Maritech has reduced key customer related risk and dependency through broader value chain and market coverage. Thus, reducing the impact on the company if one of the leading customers choose another supplier. The company has sufficient governance models with its large customers to ensure strong dialogue, close cooperation, and high-quality products and support.

Maritech acquired Wise Dynamics in 2015, acquired Timpex in the end of 2019, became a majority shareholder in Sea Data Center in 2019, and acquired EDI Systems and all shares in Lillebakk in 2020. In 2021, Maritech acquired all shares in Sea Data Center and renamed the company Maritech Iceland ehf. We have integrated the acquired companies and re-organized to strengthen the organization for further growth.

Our cloud strategy increases our responsibility to ensure high quality and security in our solutions and digital platform. The security of our solutions has top priority, and we have a dedicated professional team working systematically to mitigate security related risk. During 2020 and 2021 the company has hired external companies to challenge the security of our solutions. In addition, we have hired and dedicated internal resources to strengthen our competence in these areas.

## Research and development

Maritech is continuously investing in research and development (R&D) to ensure the product portfolio is maintained and new products are developed and brought to the market. The R&D activities have both a short-term and a long-term perspective, and the Board considers that Maritech's product roadmap provides the basis for future company growth.

Maritech's cloud-based platform, Digital Seafood™, is hosted in a public cloud, Microsoft Azure, to support international growth and take advantage of software

components available in the cloud platform. A large share of our employees is working in Maritech's development organization across the Group.

In addition, the company's consultants are involved in specifying functional requirements for the products. Maritech has capitalized a share of product development cost related to products that are expected to contribute significantly to the company's future revenue. All other R&D costs are recognized and fully expensed as they occur.

## Organization and work force

### Equal opportunities

The company strives to offer equal opportunities to all, independent of gender, physical handicap, religion, sexual orientation or ethnic background. Maritech's compensation system is based on equal pay for equal work. As an average for 2021, the Group had 110 employees working at 8 offices in Norway and 3 locations in North America. In addition, the company is present in Reykjavik, Iceland and Puerto Montt, Chile. 29 percent of the workforce is female.

Maritech is a heterogeneous organization with multiple disciplines and areas of expertise. The categorization of employees for the purpose of equal pay mapping has been demanding. An extensive mapping has been performed, with broad involvement from both the management and our employees.

Category	Average salary men / women	Proportion of women
Top management		0%
Middle management with personnel responsibilities	111%	50%
Specialist with personnel responsibilities	110%	28%
Senior developer/consultant or similar	104%	37%
Junior developer/consultant or similar	110%	23%
Apprentice etc.		0%
<b>Total</b>	<b>108%</b>	<b>27%</b>

The results show that there is no unexplainable difference in salaries because of gender. The differences are due to variation in seniority and education level, these variations are not adjusted for in the categorization. The same results are found when based on both fixed and total salaries.

Maritech has acquired and integrated several companies during the last two years. As a result, former male management in these companies have been given new roles and responsibilities. This contributes to differences in selected categories.

### Domain Professionals

Our organization is structured along the customer dimension and the product dimension. Data Science, Sales, and Marketing are multi-disciplinary and work in close cooperation with all business lines. Our service organization is divided into Business Solutions, Technical Solutions, and Logistics Solutions. As a part of Product & Technology we find Cloud Architecture, our Innovation Lab, the product team and dedicated business development resources. Domain professionals are working cross-discipline to support product development, services, and sales – ensuring efficient delivery and utilization.

### Values

In order to ensure cultural alignment when growing the company, our core values are Innovate together, Help each other, Act with integrity, and Passion for seafood.

### Safety, health & environment (SHE)

Maritech is not regulated by environmental licenses or injunctions. The company does not carry out any activities with a significant negative impact on the external environment.

During the year, there have been no reports of serious accidents that resulted in serious personal injury or property damage. The company registers sick leave according to Norwegian law. The absence due to sickness was 4%. The Board considers the company's working environment to be good.

The management and the employees cooperate continuously to improve the working environment.

## Sustainability

We believe it is our responsibility to contribute to increased food safety and traceability, and to help our customers to do more sustainable business. In 2020 we joined the UN Global Compact to cooperate with others and learn best practices regarding sustainable business modeling, and we are currently part of the Norwegian Ocean Platform and the Platform for Sustainable Food Systems. In 2021 we have started an internal competence group to build our strategic approach to sustainability, involving our customers, partners, employees, and management.

We have chosen to direct our focus on the following sustainable development goals: 2) Zero hunger, 3) Good health and well-being, 9) Industry, innovation and infrastructure, 12) Responsible consumption and production, 14) Life below water and 16) Peace, justice and strong institutions.

## Corporate Governance

The General Assembly is the company's supreme authority. The shareholders' representatives to the Board are elected by the general assembly. The company's Board consists of five members and is responsible for the company's strategic development, following the company's financial situation, and ensuring that the company prepares operational plans and budgets. In 2021, the Board had seven ordinary board meetings.

The Board of directors and Group CEO is covered by a world-wide Board liability insurance for their possible liability to the company and third parties.

## Outlook

The market for seafood is expected to grow and the company believes that the long-term outlook for software and data solutions for seafood is positive. The need for tailored solutions for seafood allowing digitalization, traceability and business control drives our markets. Maritech is well-positioned as a leading provider of software solutions to the Norwegian seafood industry, with a good foundation for growth in the global market. Our customers range in size from single-unit facilities to large multi-national corporations who manage multiple, vertically integrated operations spanning diverse locations and markets. We continue to see good opportunities in our key markets. Organic growth is the primary objective for Maritech. However selective acquisitions are continuously considered to expand in the value chain and geographically. Profitable growth, positive operational cash flow, and a strengthened position in key markets are Maritech's focus areas. Based on the current demand from our customers, a focused organization and a tailored product portfolio, the company expects growth and positive cash flow from operations going forward.



Averøy, 03. 03. 2022

The board of Maritech Systems AS

**Mette Kamsvåg**  
Chairman of the board

**Jan Erik Løvik**  
Member of the board

**Bjarne Anker**  
Member of the board

**Pål Kristian Moe**  
Member of the board

**Hallgeir Loe**  
Member of the board

**Odd Arne Kristengård**  
CEO

# Profit and loss

Parent company (NOK)		Note	Group (NOK)	
2021	2020		2021	2020
<b>Operating income and operating expenses</b>				
142 476 256	105 805 178		153 517 281	147 438 812
5 752	10 446	1	154 196	262 724
<u>142 482 008</u>	<u>105 815 624</u>		<u>153 671 478</u>	<u>147 701 536</u>
22 530 336	13 990 349		24 883 395	31 372 600
80 470 047	64 826 122	12	89 237 383	84 766 172
12 967 996	14 103 920	2, 12	13 373 422	17 433 960
24 350 521	24 527 883	3	24 343 400	30 858 932
<u>140 318 901</u>	<u>117 448 274</u>	2, 14	<u>151 837 599</u>	<u>164 431 664</u>
<u>2 163 107</u>	<u>-11 632 650</u>		<u>1 833 879</u>	<u>-16 730 128</u>
<b>Financial income and expenses</b>				
0	250 806		0	0
169 499	510 681		240 413	528 280
1 147 988	1 171 485		1 450 575	1 679 163
<u>-978 490</u>	<u>-409 998</u>		<u>-1 210 162</u>	<u>-1 150 884</u>
<u>1 184 618</u>	<u>-12 042 648</u>		<u>623 717</u>	<u>-17 881 012</u>
1 293 182	-3 507 496		1 308 225	-4 222 956
<u>-108 564</u>	<u>-8 535 152</u>	5	<u>-684 508</u>	<u>-13 658 056</u>
<b>Minority share</b>				
			-328 796	45 409
			-355 712	-13 703 465
108 564	8 535 152			
<u>-108 564</u>	<u>-8 535 152</u>	6		

# Balance Sheet

	31.12.2021	31.12.2020	Note	31.12.2021	31.12.2020
<b>Assets</b>					
<b>Fixed assets</b>					
<b>Intangible fixed assets</b>					
	22 531 360	18 756 353	3, 4, 12	22 531 360	18 756 353
R&D, licences and trademarks	2 985 434	6 990 486	5	4 078 310	8 044 574
Deferred tax asset	16 977 244	17 643 215	3	18 539 286	23 505 489
Goodwill	<u>42 494 038</u>	<u>43 390 054</u>		<u>45 148 955</u>	<u>50 306 416</u>
<b>Tangible fixed assets</b>					
	1 466 873	1 403 033	3, 4	1 861 263	1 560 908
Equipment and other movables	<u>1 466 873</u>	<u>1 403 033</u>		<u>1 861 263</u>	<u>1 560 908</u>
<b>Financial fixed assets</b>					
	7 907 921	15 512 169	8	0	0
Investments in subsidiaries	4 693 315	1 206 134	4, 9	0	0
Loans to group companies	450 000	450 000		450 000	450 000
Investments in shares	1 027 692	1 099 635	4	1 027 692	1 099 635
Bonds and other receivables	<u>14 078 928</u>	<u>18 267 938</u>		<u>1 477 692</u>	<u>1 549 635</u>
Total financial fixed assets	<u>58 039 838</u>	<u>63 061 025</u>		<u>48 487 910</u>	<u>53 416 959</u>
<b>Current assets</b>					
<b>Inventories</b>					
	7 980 972	1 271 886	4, 15	7 980 972	1 271 886
Inventories	<u>7 980 972</u>	<u>1 271 886</u>		<u>7 980 972</u>	<u>1 271 886</u>
<b>Debtors</b>					
	16 678 082	13 917 768	4, 9	17 762 978	16 364 236
Accounts receivables	6 248 730	5 651 343	10, 12	7 233 314	5 901 257
Other receivables	<u>22 926 812</u>	<u>19 569 111</u>		<u>24 996 292</u>	<u>22 265 492</u>
<b>Cash and bank deposits</b>					
	4 697 527	5 759 809	11	8 457 553	8 222 071
Cash and bank deposits	<u>4 697 527</u>	<u>5 759 809</u>		<u>8 457 553</u>	<u>8 222 071</u>
<b>Total current assets</b>					
	<u>35 605 311</u>	<u>26 600 806</u>		<u>41 434 817</u>	<u>31 759 449</u>
<b>Total assets</b>					
	<u>93 645 149</u>	<u>89 661 831</u>		<u>89 922 727</u>	<u>85 176 408</u>

# Balance Sheet

Parent company (NOK)		Note	Group (NOK)	
31.12.2021	31.12.2020		31.12.2021	31.12.2020
<b>Equity and liabilities</b>				
<b>Restricted equity</b>				
18 290 950	17 943 950	6, 7	18 290 950	17 943 950
27 791 537	23 304 036	6	27 791 537	23 304 036
<u>46 082 487</u>	<u>41 247 986</u>		<u>46 082 487</u>	<u>41 247 986</u>
<b>Retained earnings</b>				
-9 227 752	-8 107 944	6	-16 034 123	-15 027 832
<u>-9 227 752</u>	<u>-8 107 944</u>		<u>-16 034 123</u>	<u>-15 027 832</u>
0	0	6	0	-408 654
<u>36 854 735</u>	<u>33 140 042</u>		<u>30 048 364</u>	<u>25 811 499</u>
<b>Liabilities</b>				
<b>Other long-term liabilities</b>				
12 797 813	15 027 204	4	13 060 321	15 027 204
3 120 000	3 120 000		3 120 000	3 120 000
<u>15 917 813</u>	<u>18 147 204</u>		<u>16 180 321</u>	<u>18 147 204</u>
<b>Current liabilities</b>				
5 477 569	6 666 186	4	5 477 569	7 256 762
5 104 266	6 210 513	9	5 748 628	7 397 079
0	0	5	0	161 535
9 557 790	7 423 485		9 900 471	8 547 658
20 732 975	18 074 401	9	22 567 374	17 854 671
<u>40 872 600</u>	<u>38 374 585</u>		<u>43 694 042</u>	<u>41 217 704</u>
<u>56 790 414</u>	<u>56 521 789</u>		<u>59 874 363</u>	<u>59 364 909</u>
<u>93 645 149</u>	<u>89 661 831</u>		<u>89 922 727</u>	<u>85 176 408</u>

# Balance Sheet

Averøy, 03. 03. 2022

The board of Maritech Systems AS

  
**Mette Kamsvåg**  
 Chairman of the board

  
**Jan Erik Løvik**  
 Member of the board

  
**Bjarne Anker**  
 Member of the board

  
**Pål Kristian Moe**  
 Member of the board

  
**Hallgeir Loe**  
 Member of the board

  
**Odd Arne Kristengård**  
 CEO

# Notes to the financial statement 2021

## Note 1 Accounting principles

The annual accounts have been prepared in accordance with the Norwegian Accounting Act and generally accepted accounting principles in Norway.

## Consolidation

The consolidated financial statement comprises companies where parent company and/or subsidiaries directly or indirectly have controlling interests. The consolidated statement shows profit and loss, balance sheet and cash flow as if the group was one entity. An ownership is normally considered as a controlling interest when the parent company directly or indirectly controls more than 50% of the voting rights. Accounting principles are applied equally throughout the group. Newly acquired subsidiaries are consolidated from the point in time when controlling interest is reached.

The Group consolidated financial statement comprises the following companies:

- Maritech Systems AS (Averøy, Norway) (parent company)
- Maritech Dynamics Ltd (Halifax, Canada) (100% owned from Nov. 2015)
- Maritech Dynamics Inc (Seattle, USA) (100% owned by Maritech Dynamics Ltd)
- Maritech Iceland Ehf (Reykjavik, Iceland) (100% owned from Feb 2019)
- Maritech Systems Chile SpA (Santiago, Chile) (100% owned from June 2019)
- EDI-Systems AS (Sortland, Norway) (100% owned from Aug. 2021)

All material transactions between group companies have been eliminated in the consolidated financial statement.

Maritech Systems AS is the subsidiary of Ferd AS that has registered office in Oslo, Norway. Ferd AS prepares consolidated financial statement where Maritech Systems AS is part of the consolidation.

## Elimination of shares in subsidiaries

Shares in subsidiaries are in the group statement eliminated according to the acquisition-method. The difference between purchase price and balance sheet value of net assets at the time of acquisition is analyzed and allocated to specific balance sheet items according to fair value. Values that cannot be allocated in this way, that exist due to expectations to future earnings are allocated to goodwill and depreciated according to expected useful life.

In order to consolidate the Group's financial statements have entries in other currencies in the subsidiary's balance accounts been converted according to the rate on the balance sheet date, and income statement have been converted according to the average exchange rate for the period. Conversion differences which occur at consolidation are accounted directly against equity.

## Revenue

Income from sale of goods and services are recognised at fair value, net after deduction of VAT, returns, discounts and reductions.

## Revenue from sale of goods

Revenue from sale of goods are recognised in the income statement when both risk and control have passed on to the buyer. The risk being the asset's profit and loss potential, whilst control is defined as having both the decision-making rights as well as the jurisdiction. Normally this will be when the goods are delivered to the customer. Historical data is applied to estimate and make provisions for quantity discount and returns at the date of sales.

## Revenue from sale for services

Revenues for services are recognised when the services are performed and the company has a right to payment for performed.

## Classification and assessment of balance sheet items

Assets intended for long term ownership or use are classified as fixed assets. Assets relating to the operating cycle have been classified as current assets. Other receivables are classified as current assets if they are to be repaid within one year after the transaction date. Similar criteria apply to liabilities. First year's instalment on long term liabilities and long term receivables are, however, not classified as short term liabilities and current assets.

## Intangible assets

Expenditure on Research and Development is capitalised providing a future financial benefit relating to the development of an identifiable intangible asset can be identified and the expenses can be measured reliably. Otherwise, such expenditure is expensed as and when incurred. Capitalised development costs are amortised linearly over the asset's expected useful life.

When the depreciation plan is changed, the effect is distributed over the remaining depreciation period.

## Fixed assets

Tangible fixed assets are capitalised and depreciated linearly down to the residual value over the expected useful economic life of the assets. Maintenance of operating equipment is expensed on an ongoing basis. Upgrades or improvements are added to the acquisition cost of the asset and depreciated in line with the asset. The difference between maintenance and upgrade / improvement is assessed based on the condition of the asset when purchased.

Costs related to leases of fixed assets are expensed over the lease period. Prepayments are reflected in the balance sheet as a prepaid expense, and are distributed over the rental period. The company only has operational leasing.

## Impairment of fixed assets

Impairment tests are carried out if there is indication that the carrying amount of an asset exceeds the estimated recoverable amount. The test is performed on the lowest level of fixed assets at which independent ingoing cashflows can be identified. If the carrying amount is higher than the fair value less cost to sell or the value in use (net present value of future use/ownership), the asset is written down to the highest of fair value less cost to sell and the value in use.

Previous impairment charges, except write-down of goodwill, are reversed in later periods if the conditions causing the write-down are no longer present.

## Investments in other companies

The cost method is applied to investments in other companies. The carrying amount is increased when funds are added through capital increases or when group contributions are made to subsidiaries. Dividends received are generally recognised as income. Dividends/group contribution from subsidiaries are booked in the same year as the subsidiary makes the provision for the amount. Dividends from other companies are reflected as financial income when the dividends are approved. Investments are written down to fair value if the fair value is lower than the carrying amount.

## Inventory

The inventory of purchased goods is valued at the lower of acquisition cost according to the FIFO principle and net sales value. Finished goods of own production and work in progress are valued at production cost, including both variable and fixed production costs.

## Receivables

Accounts receivables and other receivables are recorded in the balance sheet at face value after deduction of provisions for expected loss. Provisions for losses are made on the basis of individual assessments of the individual receivables.

Additionally, for accounts receivables, an unspecified provision is made to cover expected losses.

## Tax

The tax charge in the income statement includes both payable taxes for the period and changes in deferred tax. Deferred tax is calculated at 22% on the basis of the temporary differences that exist between accounting and tax values, as well as any possible taxable loss carried forwards at the end of the accounting year. Tax enhancing or tax reducing temporary differences, which are reversed or may be reversed in the same period, have been offset and netted.

The disclosure of deferred tax benefits on net tax reducing differences which have not been eliminated, and tax losses varied forward losses, is based on estimated future earnings. Deferred tax and tax benefits which may be shown in the balance sheet are presented net.

## Foreign currencies

Assets and liabilities in foreign currencies are valued at the exchange rate at the end of the accounting year. Agio gains and losses relating to sales and purchases of goods in foreign currencies are recognised as operating income and cost of goods sold.

## Cash Flow statement

The cash flow statement has been prepared according to the indirect method. Cash and cash equivalents include cash, bank deposits, and other short term investments which immediately and with minimal exchange risk can be converted into known cash amounts, with due date less than three months from purchase date.



## Note 2 Personnel expenses, number of employees, remuneration, loan to employees

	Parent company		Group	
	2021	2020	2021	2020
<b>Payroll expenses</b>				
Salaries/wages	74 134 868	60 687 701	81 915 390	78 022 720
Social security fees	10 785 011	7 813 046	10 958 679	9 246 167
Pension expenses	5 126 579	3 497 059	5 455 504	4 071 212
Other remuneration	1 818 321	2 422 488	2 302 542	3 106 702
Public grants	-2 500 898	-3 844 172	-2 500 898	-3 844 172
Own R&D	-8 893 834	-5 750 000	-8 893 834	-5 836 457
<b>Total</b>	<b>80 470 047</b>	<b>64 826 122</b>	<b>89 237 383</b>	<b>84 766 172</b>

Average number of man-years                      100                      79                      110                      101

### Remuneration to executives (Parent company)

	CEO	Board
Salaries/wages	1 714 336	285 000
Pension expenses	116 784	0
Other remuneration	13 539	0
<b>Total</b>	<b>1 844 659</b>	<b>285 000</b>

No loans/sureties have been granted to the CEO, the Chairman of the Board or other related parties. The CEO Odd Arne Kristengård has performance based salary of maximum 30 % of his fixed base salary. The CEO is entitled to six months' salary after termination or amendment of his position/employment after a mutual notice period of six month. The CEO and former CEO are eligible to bonuses in the event of a sale of the shares in Maritech Systems AS.

### OTP (Mandatory occupational pension)

The company is mandatory to have a pension scheme in accordance with the Norwegian law on mandatory occupational pension ("lov om obligatorisk tjenestepensjon"). The company's pension scheme meets the requirement of this law.

	Parent company	Group
Expensed audit fee		
Statutory audit fee	251 575	251 575
Technical assistance with financial statements	76 850	76 850
Other services	101 819	101 819
<b>Total audit fee</b>	<b>430 244</b>	<b>430 244</b>

## Note 3 Fixed assets

Parent Company	R&D, licences and trademarks	Goodwill	Equipment and other movables	Total
Acquisition cost 01.01	49 088 708	37 156 465	3 770 626	90 015 799
Additions	10 257 789	5 010 226	872 856	16 140 871
Disposals	0	0	0	0
<b>Acquisition cost 31.12</b>	<b>59 346 497</b>	<b>42 166 691</b>	<b>4 643 482</b>	<b>106 156 670</b>
Acc. depreciation/ impairment 31.12	-36 815 137	-25 189 447	-3 176 609	-65 181 193
<b>Book value 31.12</b>	<b>22 531 360</b>	<b>16 977 244</b>	<b>1 466 873</b>	<b>40 975 477</b>

Depreciation in the year                      6 482 782                      5 676 198                      809 016                      12 967 996  
 Depreciation plan                                      Linear                                      Linear                                      Linear  
 Economic useful life                                      5 year                                      5 year                                      3-5 year

Group	R&D, licences and trademarks	Goodwill	Equipment and other movables	Total
Acquisition cost 01.01	49 088 708	38 923 541	4 637 877	92 650 126
Exchange rate differences	0	0	-1 036	-1 036
Additions	10 257 789	1 084 375	1 141 452	12 483 616
Disposals	0	0	0	0
<b>Acquisition cost 31.12</b>	<b>59 346 497</b>	<b>40 007 916</b>	<b>5 778 293</b>	<b>105 132 706</b>
Acc. depreciation/ impairment 31.12	-36 815 137	-21 468 630	-3 917 030	-62 200 797
<b>Book value 31.12</b>	<b>22 531 360</b>	<b>18 539 286</b>	<b>1 861 263</b>	<b>42 931 909</b>

Depreciation in the year                      6 482 782                      6 050 578                      840 062                      13 373 422  
 Impairment in the year                                      0                                      0                                      0                                      0  
 Depreciation plan                                      Linear                                      Linear                                      Linear  
 Economic useful life                                      3-5 year                                      5 year                                      3-5 year

Remaining goodwill is connected to the acquisition of Maritech Iceland ehf in 2019 and 2021, Timpex AS in 2019, and EDI-Systems AS in 2020.

## Note 4 Debtors, liabilities, pledged assets and guarantees etc.

	Parent Company		Group	
	2021	2020	2021	2020
Receivables which fall due later than one year after the expiry of the financial year	4 693 315	1 384 667	0	178 533
Long-term debt which fall due later than five years after the expiry of the financial year	0	1 339 266	43 097	1 339 266
<b>Liabilities secured by mortgage</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
Liabilities to credit institution	18 275 383	21 693 390	18 537 890	22 283 966
<b>Total</b>	<b>18 275 383</b>	<b>21 693 390</b>	<b>18 537 890</b>	<b>22 283 966</b>
<b>Balance sheet value of assets placed as security</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
R&D, licences and trademark	22 531 360	18 756 353	22 531 360	18 756 353
Equipment and other movables	1 466 873	1 403 033	1 730 354	1 560 908
Inventories	7 980 972	1 271 886	7 980 972	1 271 886
Accounts receivables	17 537 710	13 917 769	17 537 710	16 364 236
Loan to group companies	4 693 315	1 206 134	0	0
Other long-term receivables	0	208 533	0	208 533
<b>Total</b>	<b>54 210 230</b>	<b>36 763 708</b>	<b>49 780 396</b>	<b>38 161 916</b>
<b>Assets are also placed as security for:</b>				
Unused bank overdraft	11 522 431	10 212 846	11 522 431	10 635 772
Guarantee commitments	4 084 626	3 820 362	4 084 626	3 820 362
<b>Total</b>	<b>15 607 057</b>	<b>14 033 208</b>	<b>15 607 057</b>	<b>14 456 134</b>

## Note 5 Tax

### Parent company

	2021	2020
<b>This year's tax expense</b>		
Entered tax on ordinary profit/loss:		
Changes in deferred tax assets	1 293 182	-4 336 826
Effect of merger	0	829 328
<b>Tax expense on ordinary profit/loss</b>	<b>1 293 182</b>	<b>-3 507 498</b>

	2021	2020
<b>Taxable income:</b>		
Ordinary result before tax	1 184 618	-12 042 648
Permanent differences	4 098 708	-6 479 202
Changes in temporary differences	243 787	5 762 380
Allocation of loss to be brought forward	-5 527 113	0
<b>Taxable income</b>	<b>0</b>	<b>-12 759 470</b>

	2021	2020
<b>Payable tax in the balance:</b>		
Payable tax on this year's result	0	0
<b>Total payable tax in the balance</b>	<b>0</b>	<b>0</b>

The tax effect of temporary differences and loss for to be carried forward that has formed the basis for deferred tax and deferred tax advantages, specified on type of temporary differences

	2021	2020	Difference
Tangible assets	-5 699 350	-3 642 700	2 056 650
Accounts receivable	-1 000 000	-1 194 730	-194 730
Allocations and more	-1 629 357	-3 131 689	-1 502 332
Pension premium / liabilities	1 006 904	891 103	-115 802
<b>Total</b>	<b>-7 321 802</b>	<b>-7 078 016</b>	<b>243 787</b>

Accumulated loss to be brought forward	-11 251 899	-16 779 011	-5 527 113
Not included in the deferred tax calculation	5 003 545	4 408 774	-594 771
<b>Basis for deferred tax assets</b>	<b>-13 570 156</b>	<b>-19 448 253</b>	<b>-5 878 097</b>

<b>Deferred tax assets (22 %)</b>	<b>-2 985 434</b>	<b>-4 278 616</b>	<b>-1 293 181</b>
-----------------------------------	-------------------	-------------------	-------------------

Deferred tax assets in 2020 in the note is not equal to the amount in the annual accounts since NOK 1 867 449 is received during 2021 as a public payment and there was an error in previous years tax calculation of NOK 843 805

### Group

	2021	2020
<b>This year's tax expense</b>		
Entered tax on ordinary profit/loss:		
Payable tax	15 043	113 868
Deffered tax acquired subsidiaries	0	-829 328
<b>Tax expense parent company</b>	<b>1 293 182</b>	<b>-3 507 496</b>
<b>Tax expense on ordinary profit/loss</b>	<b>1 308 225</b>	<b>-4 222 956</b>

## Note 6 Equity

Parent Company	Share capital	Share premium reserve	Loss brought forward	Total equity
Equity 01.01	17 943 950	23 304 036	-8 107 944	33 140 042
Capital increase in the year	347 000	4 487 501	0	4 834 501
Error in previous year			-843 805	-843 805
Merger EDI-Systems AS			-167 439	-167 439
Annual net profit/loss			-108 564	-108 564
<b>Equity 31.12</b>	<b>18 290 950</b>	<b>27 791 537</b>	<b>-9 227 752</b>	<b>36 854 735</b>

Group	Share capital	Share premium reserve	Loss brought forward	Non controlling interests (minority)	Total equity
Equity 01.01	17 943 950	23 304 036	-15 027 833	-408 654	25 811 499
Capital increase in the year	347 000	4 487 501			4 834 501
Error in previous year			-843 805	0	-843 805
Acquisition subsidiaries			0	737 450	737 450
Exchange rate differences			193 227	0	193 227
Annual net profit/loss			-355 712	-328 796	-684 508
<b>Equity 31.12</b>	<b>18 290 950</b>	<b>27 791 537</b>	<b>-16 034 123</b>	<b>0</b>	<b>30 048 364</b>

Error in previous year is relate to a technical error in the tax calculation in 2020.

## Note 7 Shareholders

The share capital in Maritech Systems AS as of December 31th consists of:

	Total	Face value	Entered
A-shares	182 910	10,0	1 829 100
Preference shares	1 646 185	10,0	16 461 850
<b>Total</b>	<b>1 829 095</b>		<b>18 290 950</b>

### Ownership structure

The largest shareholders in % at year end:

	A-shares	Preference shares	Total	Owner interest	Share of votes
Bc Spv Iii B Holding AS	90 691	892 249	982 940	53,7	53,7
Bc Spv Iii Holding AS	71 548	703 914	775 462	42,4	42,4
M-k Consulting AS (owned by the chairman of the board)	6 910	36 261	43 171	2,4	2,4
<b>Total &gt;1% ownership share</b>	<b>169 149</b>	<b>1 632 424</b>	<b>1 801 573</b>	<b>98,5</b>	<b>98,5</b>
Total other	13 761	13 761	27 522	1,5	1,5
<b>Total number of shares</b>	<b>182 910</b>	<b>1 646 185</b>	<b>1 829 095</b>	<b>100,0</b>	<b>100,0</b>

CEO Kristengård and board member Loe controls 2961 and 600 shares, respectively.

## Note 8 Investments in subsidiaries

Investments in subsidiaries are booked according to the cost method.

Company	Location	Ownership/ voting rights
Maritech Dynamics Ltd	Halifax, Canada	100,00 %
Maritech Iceland ehf	Reykjavik, Iceland	100,00 %
Maritech Systems Chile SpA	Santiago, Chile	100,00 %

## Note 9 Intercompany balances

Long term receivables	4 693 315	1 206 134
Accounts receivables	1 024 828	261 773

Liabilities	2021	2020
Trade creditors	144 565	43 920
Short term liabilities	166 239	2 800 000

## Note 10 Other curent receivables

	2021	2020	2021	2020
Other receivables and accruals	2 157 170	1 598 975	3 141 754	1 848 889
Skattefunn (Tax deduction for R&D)	1 911 796	2 626 354	1 911 796	2 626 354
Public grants	2 179 764	1 426 014	2 179 764	1 426 014
<b>Total</b>	<b>6 248 730</b>	<b>5 651 343</b>	<b>7 233 314</b>	<b>5 901 257</b>

## Note 11 Restricted bank deposits

Parent Company	2021	2020
Restricted funds deposited in the tax deduction account (withheld employee tax)	3 978 197	3 075 586

## Note 12 Grants

Maritech Systems AS has been given a grant from Norges Forskningsråd (skattefunn) in connection with a development project.

Amounts booked to the balance is listed as a Short term receivable with the tax authorities as debtors.

The value of the grant is deducted from the asset's acquisition cost, and resulting in the net value being recognised in the balance.

## Note 13 Revenues

Business Unit	2021	2020
Business Solutions	69 905 531	55 035 038
Technical Solutions	38 486 233	51 446 538
Data Science	6 545 993	8 662 202
Logistics Solutions	42 715 584	36 990 944
Eliminations & other	-3 981 863	-4 433 186
<b>Revenue</b>	<b>153 671 478</b>	<b>147 701 536</b>

Geography	2021	2020
Europe	141 105 396	133 428 946
Americas	12 566 082	14 272 590
<b>Revenue</b>	<b>153 671 478</b>	<b>147 701 536</b>

## Note 14 Leases

Operating leases:

Lease object (Parent Company)	Expiration of agreement	Annual lease
Buildings and other real estate	2021 - 2033	3 616 006
Equipment, fixtures and fittings and other movables	2021 - 2023	322 610
<b>Total</b>		<b>3 938 616</b>

## Note 15 Inventories

Parent Company	2021	2020
Purchased finished goods	7 980 972	1 271 886
Inventories valued at purchased cost	7 980 972	1 271 886
<b>Group</b>	<b>2021</b>	<b>2020</b>
Purchased finished goods	7 980 972	1 271 886



# Indirect Cash Flow

Parent Company		Group	
2021	2020	2021	2020
<b>Cash flows from operating activities</b>			
1 184 618	-12 042 648	623 717	-17 881 012
1 867 449		1 867 449	
12 967 047	14 103 920	13 373 422	17 433 960
-6 709 086	-578 942	-6 709 086	1 747 056
-2 760 314	-7 085 804	-1 398 742	2 331 286
-1 106 247	1 872 550	-1 648 451	1 832 331
-115 801	-257 482	-115 801	-257 482
-408 854	-1 819 643	-1 143 524	272 942
4 957 992	12 014 017	6 044 240	53 557
<b>9 876 804</b>	<b>6 205 968</b>	<b>10 893 224</b>	<b>5 532 638</b>
<b>Cash flows from investment activities</b>			
0	0		
-11 130 645	-6 875 000	-11 746 167	-10 121 433
-3 487 181	4 707 386		
2 609 173	-1 320 612		
-346 926	-4 831 174		
<b>-12 355 579</b>	<b>-8 319 400</b>	<b>-11 746 167</b>	<b>-10 121 433</b>
<b>Cash flows from financing activities</b>			
-2 229 391	-393 770	-1 966 883	-393 774
-1 188 617	2 529 072	-1 779 193	2 185 165
4 834 501		4 834 501	
<b>1 416 493</b>	<b>2 135 302</b>	<b>1 088 425</b>	<b>1 791 391</b>
-1 062 282	21 870	235 482	-2 797 404
5 759 809	5 737 939	8 222 071	11 019 475
<b>4 697 527</b>	<b>5 759 809</b>	<b>8 457 553</b>	<b>8 222 071</b>

## Independent Auditor's Report

### To the General Meeting in Maritech Systems AS

#### Opinion

We have audited the financial statements of Maritech Systems AS.

<p>The financial statements comprise:</p> <ul style="list-style-type: none"> <li>The financial statements of the parent company, which comprise the balance sheet as at 31 December 2021, the income statement and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and</li> <li>The financial statements of the group, which comprise the balance sheet as at 31 December 2021, the income statement and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.</li> </ul>	<p>In our opinion:</p> <ul style="list-style-type: none"> <li>The financial statements comply with applicable statutory requirements.</li> <li>The accompanying financial statements give a true and fair view of the financial position of the company as at 31 December 2021, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.</li> <li>The accompanying financial statements give a true and fair view of the financial position of the group as at 31 December 2021, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.</li> </ul>
---	--

#### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company and the Group as required by laws and regulations and International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other information

The Board of Directors and the Managing Director (management) is responsible for the other information. The other information comprises the Board of Directors' report. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with

the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### Opinion on the Board of Director's report

Based on our knowledge obtained in the audit, in our opinion the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable legal requirements.

#### Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director (management) are responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's and Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to:

<https://revisorforeningen.no/revisjonsberetninger>

Molde, 3 March 2022  
BDO AS

Roald Viken  
State Authorised Public Accountant



Photo: Kjell Røiseith | Statens vegvesen



Loveable software  
for fish and freight.

[maritech.com](https://maritech.com)

Annual Report 2021