

Gripship Canada Crew Inc.

An AquaShip AS company

January 23, 2024

RE: Mr. Robert Steer
917 Watson Cres,
Campbell River, B.C. V9W 5N4
Letter of Employment Record and Reputation

Dear Madame or Sir.

It is our pleasure to provide this confirmation of employment history and status of Mr. Robert Steer.

Since March 2022, we have been pleased to employ Mr. Steer for his professional, senior-level mariner services. He has been Captain aboard our specialized aquaculture services vessel, known as *Aqua Service* (23.9m x 11.9m vessel), which provides specialized salmon aquaculture health treatment services for the BC salmon aquaculture industry.

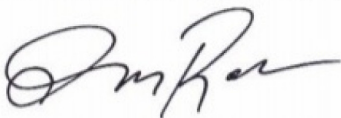
In his capacity of Captain, it has been necessary for him to provide leadership and strong decision making skills. He has done so effectively, and that includes maintenance of strong interpersonal relationships with key customers. As Captain, his current rate of pay with us \$62.50 per hour (effective December 2023).

To the extent that this letter stands as a record of reputation, I can state that we are very pleased with Mr. Steer's consistent professional approach and his reliability as a person and sea-going Captain.

If any there are specific questions or concerns please call me directly: +1 (709) 765-1000.

Best regards,

For GripShip Canada Inc.



Mike Rose

Director, Gripship Canada Crew Inc.

rose@gripship.ca