

## CV – Ivor Catto

### Year of birth

1966

### Education

- > Advanced Management Program, Harvard Business School, 2006
- > Fellow of the Royal Academy of Engineers
- > Fellow of the Institution of Mechanical Engineers
- > Fellow of the Institution of Civil Engineers
- > First Class Member of the Smeatonian Society of Civil Engineers
- > Chartered Engineer
- > B.Eng. (hons) in Energy Engineering, 1990.



### Professional experience

- 2016-2021 Chief Executive Officer, Renewable Energy Systems (RES) Ltd**  
 RES is the world's largest independent renewable energy company, operating internationally in the development, construction and asset management of utility-scale wind, solar, transmission, energy storage and hydrogen projects. The company works closely with large investment funds, including Macquarie and Blackrock, and co-manages the assets of the GBP 3.2 billion UK listed fund, TRIG. RES's international footprint includes a significant presence in North America (the USA and Canada), Northern and Southern Europe and Australia.
- 2017-2019 Chairman, WindEurope**  
 Appointed by my industry peers as Chairman of WindEurope, an association based in Brussels which represents the interests of the European wind industry. Chaired board meetings, worked closely with the European Commission and hosted CEO retreats to ensure that the actions of WindEurope and its main membership were aligned.
- 2008-2015 Chief Executive Officer, Hyder Consulting PLC**  
 Hyder Consulting was an international engineering design consultancy with around 5,000 employees. The company was listed on the London FTSE until a hostile takeover by ARCADIS NV. The company operated in four market sectors – utilities, transport, property and environment – across five geographic areas – Australia, Asia, the Middle East, Germany and the UK. The client-facing countries were supported by design teams in India and the Philippines. Projects during my time included the world's tallest building, the Burj Khalifa in Dubai (828 metres high); the Hunter Valley expressway in Australia; a new submerged tube tunnel across Hong Kong Bay; and significant sections of Crossrail in London.
- 2003-2008 Executive Board Director and Group Managing Director, WS Atkins PLC**  
 Initially managed the UK engineering consulting business streams of Energy, Water,

Defence & Aerospace. My remit was expanded in 2005 to also include Property and Environment, which included one of the UK's largest architectural practices. An overall design and engineering division employing around 5,000.

**2000-2003      Managing Director, WS Atkins PLC**

Initially responsible for the energy engineering consulting business stream. This was expanded in 2001 to encompass all the company's power operations, which included a joint venture with the Royal Bank of Scotland that funded and built combined heat and power plants, called TS4i.

**1995-2000      Business Manager, Scottish Power PLC**

Progressed in the company, becoming responsible for the development, consents and design of all new build gas storage, wind and combined cycle gas turbine (CCGT) projects.

**1990-1995      Engineer, Babbie Group Consulting Engineers**

Initially joined as a graduate engineer following a monitored professional development scheme. Gained experience in design and construction management across a range of sectors.

## **Board experience**

- > Chief Executive Officer, Renewable Energy Systems Ltd (2016-2021)
- > Advisor, The Renewables Infrastructure Group – TRIG (2016-2021)
- > Chairman, WindEurope (2017-2019)
- > Chief Executive Officer, Hyder Consulting PLC (2008-2015)
- > Executive Board Director, WS Atkins PLC (2003-2008)
- > Board Director, TS4i, a joint venture between WS Atkins and the Royal Banks of Scotland (2001-2003).

## **Relevant competencies in compliance with the adopted competency profile for the Board of Directors of COWI Holding A/S**

- > Creation and implementation of successful strategies.
- > Strong understanding of corporate governance from working on and with the boards of listed and private companies.
- > Clear understanding of the engineering and design consultancy business model, including the successful operation of remote design centres.
- > Financial and risk management experience, having been the CEO of companies with consulting, development, construction and support services operations.
- > Strong track record in growing shareholder value.
- > Significant international experience, including Asia, Australia, Northern and Southern Europe, the Middle East and North America (the USA and Canada).
- > Experience in sales, marketing and branding; including the implementation of key account management.

- > Experience in organisational design and the use of appropriate key performance indicators to drive operational excellence.
- > A strong believer in the power of the vision, values and mission of the company to engage employees and increase both their buy-in and retention.
- > Experience of joint ventures, alliances and mergers and acquisition.