



The Redstone Commodity Update

Welcome to the Redstone Commodity Update 2021: Q4

Noteworthy Energy Talent Moves

The resounding/inevitable carry over from Q3's energy hiring scene is the continued push within carbon/wider energy transition. This centres not only on emissions itself but a wider array of green initiatives comprising wind, hydrogen, bio-based fuels, carbon capture/ storage & more. Following mid-2021's outlook/prediction for the carbon market looking to have the potential size of ten times the global crude oil market, central heavyweight players through to advisory outfits, continue to make key hires and bulk out existing teams in this space - utilising talent/experience for the new technologies and trading tools offer the energy sector different options to address emissions from current, transition, and future energy sources. LNG continues to be a central focus of key hiring for talent also – second only to carbon, with established players continuing to bulk out trading/origination desks – especially within APAC – yet it unquestionably remains that China's weight in the global energy market dictates global flows, beyond pure gas/LNG. One other trend - which became evident in the closing chapters of 2021 - was that a significant number of hires were going to financial institutions/investment management outfits – as well as the traditional trading houses/key players – with the appointments of several senior traders made to manage global portfolios. Demand for talent within US natural gas remains high – tying in with US futures jumping to a 12-year high from the beginning of Q4 plus with further turbulence predicted for this year. In terms of figures virtually identical numbers of hires in Energy were recorded globally in Q4 – the main observation being that the APAC percentage of hires rose from 15% in Q3 to just over a quarter in Q4 – EMEA percentage lowered from close to half of global moves recorded in Q3 to 37% in Q4.

Mercuria Energy Trading SA has appointed **Frederic Barnaud** – most recently Group Chief Executive Officer with Pavilion Energy Pte Ltd. in Singapore – to the position of Group Chief Strategy & Commercial Officer in Geneva. Barnaud was appointed Group CEO of Pavilion Energy Q1 2018 – prior to this he'd held the position of Chief Commercial Officer - Global LNG, OIL, LPG, Helium & Shipping with Gazprom Marketing & Trading from mid-2008. Prior to this Barnaud spent over seventeen-and-a-half years with TOTAL Gas & Power – holding the role of Head of LNG Trading & Shipping from mid-2000. Glencore has appointed **Juan Carlos Parreño** to the role of Head of the firm's carbon portfolio in London – he joins from BP where he spent two years as Greenhouse Gas [Carbon] Specialist. Parreño formerly spent seven-and-three-quarter years with Gazprom Marketing & Trading from Q3 2010 – holding the role of Business Development Manager with the firm from Q2 2014 – he subsequently spent one year as Senior Advisor with ClearBlue Markets from Q4 2018. **Mark Rogers** – former Commodities Portfolio Manager with Opera Trading Capital – has been appointed to a senior derivatives trading position with Petroineos Trading Limited in London. Rogers – a former Global Head of Crude Options Trading with Barclays Investment Bank from Q2 2006 until Q1 2014 – spent three years in a senior oil trading role with Centrica before joining Opera Trading Capital Q1 2018. JERA Global Markets has appointed **Emmanuel Brasseur** to the position of Head of Atlantic LNG Trading in London – he joins from Diamond Gas International Pte Ltd. where he'd held the role of Head of LNG Marketing and Optimisation [Atlantic] from the start of 2018. Brasseur formerly spent just over seven years with Eni Trading & Shipping SpA, holding the role of LNG Trader with the firm from mid-2012. It is reported that **Klaus Nussgruber** formerly with OMV refining has joined Danske Commodities in Denmark as VP Head of European Gas Trading. It is understood SOCAR has appointed **Fiona Barry** – most recently Head of Cross-Barrel Trading with

Mandara – to a trading position in London. Barry joined Mandara mid-2021 from Liquid Capital Group where she'd held a trading position from the close of 2018. Prior to this she spent nine years with JP Morgan – holding the role of Executive Director, Oil Trading. BlueCrest Capital Management has appointed **Lewis Jones** – most recently Oil Trader with Glencore in London – to the position of Portfolio Manager. Jones spent just under seven years with Glencore, first joining the firm Q1 2015 as Risk Manager.

Norbertas Burokas – most recently Lead Trader with Danske Commodities in Aarhus, Denmark – has been appointed to the position of Prop Trader with MFT Energy in Vilnius, Lithuania. Burokas spent just over eight years with Danske Commodities from Q4 2012. **Andrew Ormerod** – most recently Energy/CO2 Trader with INEOS – has been appointed to the position of Senior Carbon Trader with Petraco Group in London. Ormerod joined INEOS Q2 2017 from Barclays where he'd held the role of Power/Gas/Oil/Carbon/Coal Trading Analyst from Q2 2016. Equinor has made two senior appointments – the firm has appointed **Markus Rasswallner** – most recently Director Trading with Cheniere Marketing International LLP – to the position of Lead Trader Global Gas. Rasswallner spent just under four years with Cheniere Marketing International LLP – joining the firm as Senior Trader Q4 2017 – prior to this he'd spent just over three years with RasGas, holding the role of Senior Marketer – Short Term Sales with the firm in Doha, Qatar from mid-2016. Before this Rasswallner formerly held the role of Senior Natural Gas Trader with Koch Supply & Trading from Q4 2012 until Q2 2014. Secondly Equinor has appointed **Tim Carter** – most recently LNG Market Analyst with Centrica – to the position of Gas Analyst – Global Financial Trading. Carter spent just under four-and-one-quarter years with Centrica. **Sabry Cheikhrouhou** – most recently Head of Long-Term Asset Trading with Alpiq in Lausanne – has been appointed to the position of Strategy & Long-Term Portfolio Manager with TOTALEnergies in Geneva. Cheikhrouhou first joined Alpiq Q2 2014 as Senior Asset Trader from The Boston Consulting Group where he'd held the role of Consultant from Q1 2013 in Paris. Prior to this he'd spent close to four years as Senior Gas/Power Trader with RWE Supply & Trading GmbH. Mabanafit has made a second hire within LPG trading – the firm has hired LPG Trader **Nicholas Tinsley** in London – he joins from Glencore where he'd held a physical LPG trading role from Q4 2015. Tinsley first joined Glencore as Middle Distillates Risk Manager Q3 2008. This follows the scoop at the end of Q3 of Senior LPG Trader Yiannis Filandras – most recently with Centrica – joining Mabanafit in London. Filandras joined Centrica Q4 2019 from Gazprom Marketing & Trading where he'd held a trading position from the close of 2011. Diamond Gas International Pte Ltd. has appointed **Kwok Wan** – most recently LNG Broker with Oil Brokerage Ltd. – to the position of LNG Trader in London. Wan – former Head of LNG with Argus Media – joined Oil Brokerage Q3 2019 from Clarksons Platou where he'd held the role of Head LNG Analyst from Q4 2017.

Stefano Reschigg – most recently Head of Origination & Structured Trading with OMV - Gas Marketing & Trading GmbH – has been appointed to a senior energy trading role with Pavilion Energy in Madrid, he relocates from Austria for the role. Reschigg first joined EconGas GmbH mid-2014 – prior to this he'd held the role of Head of Gas Trading & Origination with GALA SpA in Milan from the start of 2012. EnBW Energie Baden-Württemberg has hired LNG Trader **Oliver Moss** – most recently with Chevron in London. Moss spent just under eight-and-a-half years with Chevron – taking a trading role with the firm from Q1 2017. Secondly EnBW Energie Baden-Württemberg has also hired **Oleg Vukmanovic** – most recently EMEA Gas/LNG Analyst with POTEN & PARTNERS – as Trading Desk Analyst – LNG. Vukmanovic joined POTEN & PARTNERS Q3 2018 from Thomson Reuters where he'd spent seven-and-one-quarter years – holding the role of Senior Correspondent, LNG Lead from mid-2017. Glencore has appointed **Leo-Paul Bailly-Kermene** – most recently Executive Director, Global Head of Commodities Market Risk with JP Morgan in New York – to the position of Head of EMEA Oil Risk in London. Bailly-Kermene spent twelve-and-one-quarter years with JP Morgan – first joining the firm mid-2009 in a commodity exotic trading position. CSC Commodities UK Ltd. has appointed Senior Oil Trader **James Cunniffe** – most recently with dare – to a gasoline trading position in London. Cunniffe joined dare Q3 2017 from Mandara Capital where he'd held the role of Fuel Oil Derivatives Trader from Q2 2015. Prior to this he spent just over two-and-a-half years with Mitsubishi UFJ Securities. BB Energy has hired Senior LPG Trader **James Lowe** in London – he joins from ExxonMobil. Lowe spent just over two years with ExxonMobil – joining the firm mid-2019 from Vitol where he'd held the role of Originator – Africa from Q1 2018. BP has hired **Julia Elmgren** – most recently Head of Environmental Products with Gazprom Marketing & Trading in London. Elmgren joins BP as Low Carbon Trader – she spent a total of thirteen-and-a-half years with Gazprom Marketing & Trading – joining the firm Q2 2008 as Carbon Analyst – she subsequently took the role of Structured Carbon Trader from Q1 2013. BP has also appointed **Jason Jurado** – most recently Cross Commodity Trader with BNP Paribas – to the position of European Power/Carbon Trader in London. Jurado spent five-and-one-quarter years with BNP Paribas, joining the firm Q3 2016 from Morgan Stanley where he'd held the role of Vice President from Q3 2005.

Laurent Poncet – formerly Lead Originator Hydrogen Corporate Development & Future Business with Equinor in Houston, TX – has been appointed to the position of Originator Hydrogen - Growth Architect with Vitol in London –

tasked with developing and accelerating the firm's low-carbon hydrogen projects. Poncet formerly spent eight years with Statoil. **Fraser Blunt** – former Director npower Cogen Ltd, Head of Cogen & Commercial Innovation / New Business with RWE Supply & Trading GmbH – has been appointed to the position of Leader Europe, Clean Energy with Ariel Re in London. Blunt first joined RWE npower 1998. **Will Tope** – most recently Senior Originator – Global Gas Optimisation & Trading with ExxonMobil – has been appointed to the position of Business Development Officer with LiNa Energy. Tope first joined ExxonMobil mid-2010. Macquarie Group has appointed **Alex Hill** to the position of Associate Director – Crude Oil Trader in London – he joins from Suncor where he'd held a crude derivatives trading position from mid-2017, joining the firm after close to eleven years with Phillips 66. **Benjamin Davies** has been appointed to the position of Carbon Trader with Chevron in London – he joins from Oil Brokerage Ltd. where he'd held the position of Physical Distillates/Fuels & Refinery Margin Paper Broker from Q3 2019. Prior to this Davies spent just over four years with ADM in Rolle – holding the role of Biodiesel Trader with the firm from mid-2015. **Max Gingell** – most recently Gasoline Trader with Trafigura – has been appointed to a trading position with Crossbridge Energy in Geneva. Gingell spent just under four-and-a-half years with Trafigura – joining the firm mid-2017 from Citi where he'd held the role of G10 Exotics Trader from Q3 2012. **Amitabh Hota** – most recently Senior Quantitative Structurer with Gazprom Marketing & Trading – has been appointed to the position of Deal Structurer with Shell in London. Hota spent just under four-and-a-half years with Gazprom Marketing & Trading – joining the firm from Ørsted, holding the role of Lead Structurer with the firm from mid-2015.

Gunvor has appointed **Thomas Meyler** to a cross-commodity strategy role in London. Meyler is a former Vice President Ocean Bulk with Freepoint Energy Solutions LLC from mid-2017 – prior to this he'd held senior cross-commodity roles with GFI Group and Sparta Capital Partners SA. **Nicholas Ganas** has been appointed to the position of Senior Trader/Business Development Manager with Titan LNG in Amsterdam, Netherlands. Ganas most recently held the role of Business Development Manager – Oil Products/Biofuels with Argus Media in London – joining the firm Q2 2019 from LQM Petroleum Services LLC where he'd held the role of MD from the close of 2016. Arenko Group has appointed **Adam McKenzie** – most recently Commodity Trading Director with Igloo Energy – to the position of Director of Trading. McKenzie joined Igloo Energy 2020 – he'd formerly spent eleven years with Gazprom Marketing & Trading – holding the role of Lead Retail Gas Trader with the firm from 2009. Arenko Group has also appointed **Adam McKay** – most recently Commercial Trading Director with Igloo Energy – to the position of Senior Trader in London. McKay spent just under two years with Igloo Energy – joining the firm Q1 2020 from Centrica Energy where he'd held the role of UK Power Intraday Trader from mid-2017. Crude Oil Broker **Mark Hughes** – most recently with Tullett Prebon – has joined Marex Spectron in London. Hughes joined Tullett Prebon Q3 2019 from INTL FCStone where he'd worked from Q2 2017. Prior to this he spent just under four years with OTC Global Holdings. Millennium has appointed **Yuriy Kukhtanych** – most recently with Fiera Capital – to a global energy investment management position in London. Kukhtanych joined Fiera Capital mid-2020 from Deutsche Bank where he'd held the role of VP European Energy from the start of 2018. **Tomi Pesonen** – formerly Vice President – Energy Markets with Metsä Group in Espoo – has been appointed to the position of Vice President Wholesale Business Line with Enerim Oy in Helsinki, Finland. Pesonen spent just over eight-and-one-quarter years with Metsä Group from Q3 2012. **Alexis Doucy** – most recently VP, Research Analyst with Castleton Commodities International – has been appointed to the role of Senior Analyst with Balyasny Asset Management LP in London. Doucy spent three-and-three-quarter years with Castleton Commodities International, joining the firm Q4 2017 from EDF Trading where he'd held the role of Senior Power Trading Analyst from Q3 2012.

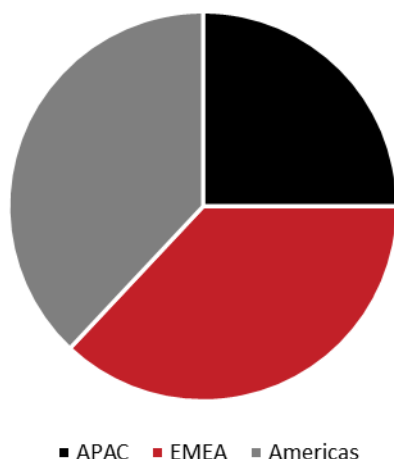
Cheniere Energy, Inc. has hired Global Natural Gas Analyst **Leyra Fernandez Diaz** in London – she joins from Energy Aspects where she'd held a similar role from Q3 2016, joining the firm from Bloomberg where she'd spent just over three years. **Callum Sinclair** – most recently Senior Pricing Specialist with S&P Global Platts – has been appointed to the position of Short-Term Power Trader with TrailStone Group in Berlin. Sinclair spent one-and-three-quarter years with S&P Global Platts. **Christos Zografos** – most recently Power Trader with We Energy – has been appointed to the position of Energy Management Trader with HERON in Athens, Greece. Zografos spent just under three years with We Energy. **Mohammed Nayeem** – most recently Global LNG, Derivatives, Compliance and Banking Operations Manager with Shell – has been appointed to the position of Derivatives Lead with Qatar Energy in Doha. Nayeem spent just over twelve-and-a-half years with Shell. **Nick Mills** – most recently Quantitative Strategist with Mercuria Energy Trading SA – has been appointed to the position of Gas Analyst with Freepoint Commodities in Geneva. Mills spent just under one-and-three-quarter years with Mercuria Energy Trading SA – joining the firm Q1 2020 from EDF Trading where he'd held the role of Power Analyst from mid-2019. **Andrew Main** – most recently Senior Product Controller with EDF Trading – has been appointed to the position of Commodity Risk Lead – Gas & Power with BP in London. Main spent four-and-three-quarter years with EDF Trading. BP has also appointed Tom Keane – most recently Trading Operator with Shell – to the position of Crude Operations Technical Leader in London. Keane first joined Shell Trading mid-2007. **Tian Zhou** – most recently Gas Analyst

with Freepoint Commodities – has been appointed to the position of Associate with Citadel in London. Zhou spent just over two years with Freepoint Commodities.

Christian Finckenhagen – most recently Biofuels Trader with ExxonMobil in Brussels, Belgium – has been appointed to a renewable energy position with Cleanworld AS in Oslo, Norway. Finckenhagen spent just under ten years with ExxonMobil, holding a trading position with the firm from Q3 2013. **Michael Serven** – most recently Senior Broker with Marex Spectron – has been appointed to the position of Crude/Products Broker with Evolution Markets Inc. in London. Serven joined Marex Spectron Q1 2017 from Bluefin Trading LLC where he'd held the role of Oil Options Trader from Q2 2016. **Steve Garvin** has been appointed to the position of Head of Gasoline Operations with LITASCO SA in Geneva – he joins from Petroineos Trading Limited where he'd spent just over ten years – holding the role of Product Trading Operations Manager with the firm from Q1 2014. Prior to this he'd spent just under two-and-three-quarter years with Noble Group. **Stefan Margenov** – most recently Short-Term Energy Trader with Axpo Group – has been appointed to a power trading/operations role with MET Group in Sofia City, Bulgaria. Margenov re-joined Axpo Group mid-2020. **Chris Manchett** – former Global Head of Clean Products Trading with Taleveras in London – has been appointed to the position of Global Head, Trading with Gulf Transport & Trading Limited in Dubai. Manchett joined Taleveras at the close of 2009, spending just under ten years with the firm – In Q3 2019 he was appointed to a trading position with Al Ghurair Energy – he most recently held the role of Trading Manager with ALSAA Petroleum & Shipping FZC. Atlas Commodities has hired Nat Gas Liquids Broker **Anthony Timmings** – he joins from OTC Europe LLC where he'd held a similar role from mid-2015. Timmings first joined OTC Europe LLC Q2 2012 from Tullett Prebon where he'd held the role of Freight Forwards Broker from Q2 2008. **Aleksi Savela** – most recently Quantitative Trader with Fortum in Espoo, Finland – has been appointed to a trading position with Susquehanna International Group LLP in Dublin, Ireland. Savela spent just under one-and-a-half years with Fortum.

Trafigura has appointed **Rushan Pandya** to the position of Head of Carbon, Asia Pacific in Singapore – he joins from Shell in London where he most recently held the role of Gas Trading Team Lead – Structure/Asset from Q2 2019. Pandya spent seven years with Shell – first joining the firm Q4 2014 as Environmental Products Originator/Trader – prior to this he held a commodity origination role with Barclays from Q3 2013. Secondly Trafigura has appointed **Kee-Nic Li** to the position of Structured Originator – Carbon Trading in Singapore – he also joins from Shell where he most recently held the role of Principal – Origination from Q4 2020. He'd first joined Shell Q3 2010. CONCORD Energy Pte Ltd. has appointed **See Wei Jie** – most recently LNG Trader with Trafigura – to the position of Head of LNG Trading in Singapore. Wie Jie spent just under four-and-a-half years with Trafigura, joining the firm Q1 2017 from Vitol Group. Excelebrate Energy has appointed **Kurt Duenser** – most recently LNG Trading Manager with ExxonMobil – to the position of Director – LNG Trading in Singapore. Duenser spent just under five-and-a-half years with ExxonMobil, re-joining the firm Q3 2016 as Advisor – Gas/Power Marketing from XTO Energy. **Andrew Cullen** – former Head of Coking Coal Derivatives with Freight Investor Services [FIS] – has been appointed to the position of Vice President Institutional Sales with blockchain-based trading platform AirCarbon Pte Ltd. in Singapore – he joins from S&P Global Platts where he'd held the position of Director, APAC Licensing & Exchange Relationships from the close of 2019. Cullen first joined FIS Q4 2011 as Iron Ore/Steel Derivatives Broker.

Q4: Energy Hiring Activities



Morgan Stanley has appointed **Alvin Lim** – most recently Vice President Enterprise Strategy with GIC in Shanghai – to the position of Executive Director, Head of Asia Environmental Products in Singapore. Lim spent two-and-one-quarter years with GIC, first joining the firm in Singapore Q3 2019. **Satoshi Uchidaya** – former Director, Oil Trader with Barclays – has been appointed to the position of Portfolio Manager with Dymon Asia Capital in Singapore. Uchidaya most recently held the role of Executive Director with Standard Chartered Bank from the start of 2015 – he'd spent just

under eight-and-three-quarter years with Barclays prior to this. PetroChina International has appointed **Ming Yee Lim** to the position of LNG/Multi-commodity Origination Manager in Singapore – joining the firm from ConocoPhillips where she'd held the role of Senior LNG Marketer/Originator from Q2 2019. Lim joined ConocoPhillips after fourteen years with Shell – she'd held the role of LNG Account Manager with the firm from Q4 2015. Hartree Partners has appointed LNG Trader **John-Paul Sikking** – most recently with Centrica – to a trading position in Singapore. Sikking spent just over ten years with Centrica, taking a trading position with the firm in London from the close of 2014. **David Susanto** – most recently Light Product Trader with Repsol – has been appointed to the position of LPG Trader with AMPOL in Singapore. Susanto joined Repsol Q2 2019 from Interchem where he'd held a senior trading role for six years – prior to this he held the position of Aromatics Trader with Tricon International, Ltd from the start of 2012. **Michael Boddy** – most recently Derivatives Manager/Power Trader with renewable power outfit Mercury NZ – has been appointed to the position of Head of Trading New Zealand with Mercuria Energy Trading SA in Auckland. Boddy spent over seventeen-and-a-half years with Mercury NZ – first joining the firm Q1 2004. Sahara Group has hired LNG Trader **Javier Rama** – most recently with Gas Natural Fenosa in Singapore. Rama spent just over four-and-three-quarter years with Gas Natural Fenosa – first joining the firm Q1 2017.

Matt Nimmo – a former Manager Origination/Business Development with BP – has been appointed to the position of Head of Wholesale Energy with Ampol Australia in Melbourne – he joins from Pacific Hydro. Nimmo spent just over four years with BP, joining Pacific Hydro Q1 2010 as Director of Australia Generation. **Xiaomeng Shan** – most recently Head of Middle Office with LUKOIL Asia Pacific Pte Ltd. – has been appointed to the position of Head of Market Risk with Unipet Singapore. Shan spent just over five years with LUKOIL Asia Pacific, joining the firm Q4 2016 from PetroChina International where he'd held the role of Market Risk Executive from Q1 2014. **Alec Gatrell** – most recently Environmental/Energy Dealer with JARDEN – has been appointed to the position of Associate Director, Carbon and Commodities Trading with NAB in Sydney. Gatrell spent just under three-and-a-half years with JARDEN – joining the firm mid-2018 from Commonwealth Bank. **Tom Lloyd-Hughes** – most recently MD Asia with Freight Investor Services [FIS] – has been appointed to the position of Commercial Manager Energy and Commodities APAC with TP ICAP in Singapore. Lloyd-Hughes spent close to six years with FIS, joining the firm mid-2015 as Head of Commercial from Marex Spectron where he'd held the role of Fuel Oil Broker from Q1 2013. **Andy Ang** – most recently Condensate/Light Distillate Trader with Mitsui & Co. Energy Trading – has been appointed to the position of Crude Trader with ExxonMobil in Singapore. Ang joined Mitsui & Co. from the start of 2021 from Hengyi Industries International Pte Ltd. where he'd held a trading position from Q1 2018. **[Tony] Chen Zu** – most recently LNG Trading Analyst with Glencore – has been appointed to a similar role with Engelhart Commodities Trading Partners [ECTP] in Singapore. Zu spent three-and-a-half years with Glencore, joining the firm mid-2018 from Macquarie Group where he'd held the role of LPG/Oil Analyst from mid-2017. **Theodor Georgiev** – most recently Senior Trader with ENSA Energia AG – has been appointed to the position of Head of Business and Origination, Asia with JEDA Energy in Singapore. Georgiev formerly spent over twelve years with BP – holding the role of Commodity Risk Manager – European Assets in London with the firm from Q2 2013 until Q3 2015. **Alex Wu** – most recently Distillate Trader with HENGLI Petrochemical International Pte Ltd. – has been appointed to the position of Light Ends Trader with Union International Trading Pte Ltd. in Singapore. Wu joined HENGLI Petrochemical International mid-2020 from SINOPEC Hong Kong where he'd held a trading position from Q2 2018.

Sambhaji Kadam – most recently Deputy Manager [Marketing] with Petronet LNG Limited – has been appointed to the position of India Representative with Koch Supply & Trading to support the firm's coverage of the Indian LNG Market. Kadam spent just under three years with Petronet LNG Limited. **Jasmine Cha** – most recently Trade Finance Specialist with Macquarie Group – has been appointed to an Environmental Commodities Sales/Trading role with STX Group in Singapore. Cha spent seven years with Macquarie Group. **Alec Gatrell** has been appointed to the position of Associate Director, Carbon Trading with NAB in Sydney, Australia – he joins from JARDEN where he'd held the role of Environmental and Energy Dealer from mid-2018. **John Carl Isip** – most recently Energy Market Analyst with Energy Exemplar – has been appointed to the position of Physical Markets Trader with AGL Australia in Melbourne. Isip formerly spent just over six years with First Gen Corporation.

Equinor has appointed **Roxane Lee** – most recently Finance Team Lead with DS Norden – to the position of Senior Analyst in Singapore. Lee joined DS NORDEN Q2 2021 from Phillips 66 where she'd held the role of Financial Analyst from mid-2017. Rystad Energy has appointed **Wei Cheong Ho** – most recently Asset Economist with BP – to the position of Vice President, Downstream Solutions in Singapore. Ho joined BP Q3 2017 from Saudi Aramco where he'd held the role of Engineer from the close of 2016. **Maaike Brouwer** – most recently Commodity Pricing Manager with Olam – has been appointed to the position of Physical Trader with CS Energy in Brisbane, Queensland. Brouwer spent just under eight years with Olam. **Siyuan Tan** – most recently with Alvari SA – has been appointed to a trading position with SINOPEC in Singapore. Tan joined Alvari SA Q3 2019 from Coastal Oil Singapore. **Nandini Chaudhury** – most recently holding a carbon strategy role with Trafigura – has been appointed to the position of Senior Associate with investment firm CrossBoundary in Mumbai, India. Chaudhury first joined Trafigura mid-2015 as Deals Desk Risk/ Market Analyst [Oil]. **David Leong** has been appointed to the position of Trade/Structured Finance Manager with LUKOIL Asia Pacific Pte Ltd. in Singapore – he joins from ING where he'd held the position of Director/Team Lead Trade Commodity Finance from Q3 2018. Vitol has appointed **Yu Tu** – most recently Crude Oil Trading Commercial Analyst with Chevron – to the position of Senior Analyst in Singapore. Tu spent just under five-and-a-half years with Chevron. **Tan Jun Kai** – most recently Operations Executive, Market Risk with UNIPEC – has been appointed to the position of Risk Officer with Gunvor Group in Singapore – he'd spent just over four-and-a-half years with UNIPEC. **Kelvin Tay** – most recently Risk Manager with Oriental Energy Singapore – has been appointed to the similar position with Unico Energy in Singapore. Tay first joined Oriental Energy Q2 2019 from Petredec Pte Ltd. Eni has hired **Lynda Chan** – most recently Senior Commercial Operator with Statoil in Singapore – Chan spent over twenty-one years with Statoil.

Gustavo Giron – most recently Head of Sales & Trading, Caribbean & Latin America with Castleton Commodities International [CCI] – has been appointed to the position of Head of Business Development, Americas with LUKOIL Pan Americas LLC in Houston, TX. Giron spent seven-and-one-quarter years with CCI – joining the firm mid-2014 from Freepoint Commodities where he'd held the role of Director, Oil Marketing & Trading from Q3 2012 – prior to this he'd held the role of MD Oil Marketing & Trading with Macquarie Group from the close of 2010. **Scott Mullervy** – most recently Crude Oil Trader with LUKOIL Pan Americas LLC – has been appointed to the position of Director, US Crude & Options Market Development with ICE in Houston, TX. Mullervy spent three-and-three-quarter years with LUKOIL Pan Americas, joining the firm Q1 2018 from Trafigura where he'd held a trading position from the start of 2014. BP has appointed **Kellen Locke** – former VP Carbon & Renewables Trading with Koch Supply & Trading – to a carbon trading position in Houston, TX – he joins from Hartree Partners where he'd held a senior trading position from Q2 2021. Locke spent just over eight-and-one-quarter years with Koch Supply & Trading – first joining the firm from the start of 2013 from NextEra Energy Power Marketing. Citi has appointed Senior Power Trader **Kyle Higgs** – most recently with DTE Energy – to the position of Director – West Power. Higgs – a former VP Short Term Power Trader with Morgan Stanley – joined DTE Energy Q4 2019 from Twin Eagle where he'd held the role of Director, West Power Trading from Q1 2016. **Sam Ritter** has been appointed to the position of Chief Risk Officer [CRO] with Freepoint Energy Solutions in Stamford, CT. Ritter joins from GENIE Energy where he'd held the role of Director Supply in Newark, NJ from Q4 2015. Prior to this he'd held the role of Portfolio Manager with GP Renewables & Trading from Q1 2015.

Citadel has appointed **Ron Schneiderov** – most recently Executive Director with Morgan Stanley – to a senior energy trading/origination role in New York. Schneiderov joined Morgan Stanley as Vice President Q3 2015 from DTE Energy where he'd held a gas trading/origination role from Q3 2013. Prior to this he held a trading position with NJR Energy Services from mid-2010. **Kevin Manuel** – most recently Head of US Natural Gas Trading with Eni Trading & Shipping – has been appointed to the position of Director Gas Management with Marubeni Natural Gas and LNG America in Houston, TX. Manuel spent just over six-and-a-half years with Eni Trading & Shipping – prior to this he'd held the position of VP Energy Supply with Spark Energy from Q3 2012. Apxo US has hired Senior Northeast Natural Gas Trader **Channing Cowan**, appointing him to a senior trading position in Houston, TX – he joins from Calpine. Cowan joined Calpine Q3 2019 from Repsol where he'd held the position of Northeast Natural

Gas/LNG Trader from mid-2018 – prior to this he spent just under one-and-three-quarter years with Mercuria Energy Trading SA as Energy Trade Strategist. Evolution Markets Inc. has appointed **Brian Beebe** – most recently Director, Head of Americas Origination with Swiss Re Corporate Solutions – to the position of Managing Director in Houston, TX. Beebe spent ten years with Swiss Re – he'd formerly held spent four years with Merrill Lynch Commodities, Inc. from 2007 – holding the role of Vice President Commodity Derivative Sales with the firm from mid-2009. **Rahim Jiwani** – most recently Trade Strategist – Global Oil Trading & Origination with BP – has been appointed to the position of Head of Analytics, Americas with Trafigura in Houston, TX. Jiwani first joined BP's Calgary derivatives trading desk Q3 2007. **Jeff King** – former Director Power Trading – ERCOT with ENGIE, most recently Senior Trader Power & Natural Gas with DRW – has been appointed to the role of Senior South Power Trader with Shell Energy in Houston, TX. King joined DRW Q3 2018 from MP2 Energy LLC where he'd held the position of Director of Renewable Energy from the close of 2016.

Sudeep Moniz has been appointed to the position of Distillates Trader with Gunvor Group in Stamford, CT. – he joins from Northville Industries where he'd held a trading position from Q2 2016. Prior to this Moniz spent just over four-and-a-half years with Noble Group. **Stacy Szabla** – most recently Director Natural Gas Trading with Talen Energy – has been appointed to the position of Managing Director Natural Gas Marketing with EnLink Gas Marketing LP in Dallas, TX. Szabla spent four-and-one-quarter years with Talen Energy – first joining the firm as Fuels Manager – Natural Gas Q3 2017 from Martin Resource Management Corporation. United Energy Trading LLC has appointed **Erik Depko** – most recently Crude Oil Trader with SOCAR Trading SA – to the position of Crude Oil Trading Manager in Houston, TX. Depko joined SOCAR Trading Q4 2016 from Trafigura where he'd held a crude oil operations role for just over two-and-a-half years from Q1 2014. **Kelley Swanson** – most recently Director MW/NE Markets with UNIPER – has been appointed to the position of Gulf Coast Trader with Chesapeake Energy in OK. Swanson joined UNIPER mid-2014 from Iberdrola Energy Services where he held the role of Northeast Basis Trader from the start of 2013. Prior to this Swanson held the role of Head of Northeast Desk, Senior Northeast Basis Trader with Direct Energy for just over two-and-one-quarter years. Balyasny Asset Management has appointed **Jason Hanna** – most recently Director, Natural Gas Options Trader with Citi – to the position of Associate Portfolio Manager in Houston, TX. Hanna spent just over four years with Citi – joining the firm Q3 2017 from Velite Benchmark where he'd held the role of Portfolio Manager from Q2 2015. Citi has appointed **Jay Bell** – most recently Managing Director, Commodities with Wells Fargo Securities – to the position of MD in Houston, TX. Bell joined Wells Fargo Securities Q2 2011 from Sequent Energy where he'd held the role of MD, Trading from Q2 2005. Mercuria Energy America has appointed **Rodolphe Tribolet** – most recently with Chevron – to the position of Trader – Renewable Fuels in Houston, TX. Tribolet spent two-and-one-quarter years with Chevron – joining the firm Q3 2019 after just over one year with Oil Brokerage Ltd. Prior to this he held the position of Agricultural Commodities Trader, Head of Africa with VERTIQAL AG from Q2 2016 in Zug.

Oil Brokerage Ltd has been appointed **Michael Guzzi** to the position of US Products Lead in Houston, TX. Guzzi most recently worked for Sage Refined Products. Renewable energy outfit APX, Inc has appointed **Michael Marano** to the position of Head of Strategy & Business Development in Chicago, IL – he joins from CME Group where he'd held the role of Director Corporate Strategy from mid-2020. Marano first joined CME Group as Director Energy Products mid-2015 – he'd formerly held trading roles with HESS Corporation and then Direct Energy from Q1 2009. **Manan Ahuja** – most recently Senior Director with S&P Global Platts – has been appointed to a senior trading position with BioUrja Group in New York. Ahuja spent seven-and-a-half years with S&P Global Platts – he'd formerly held the role of Energy Trader/Fundamental Modeler – US Power & Gas with Barclays from Q3 2006 – Q2 2013. PetroChina International has appointed **Tony Tu** – most recently Director of Northeast Trading with United Energy Trading LLC – to the position of Senior Natural Gas Trader in Houston, TX. Tu spent just under six-and-a-half years with United Energy Trading LLC, joining the firm mid-2015 from BG Group where he'd held the role of NE Gas Trader from Q1 2009. Bank of America Merrill Lynch has appointed **Corey Walter** – most recently Naphtha Trader with Trafigura – to the position of Vice President in Houston, TX. Walter spent just over two years with Trafigura, joining the firm Q4 2019 from Goldman Sachs where he'd worked for four-and-one-quarter years. **David German** – former Vice President US Natural Gas/Power with Castleton Commodities International – has been appointed to the position of East Power Trader with Goldman Sachs in New York. German spent just over seven-and-a-half years with Castleton Commodities, first joining the firm Q3 2013. **Don Cornwell** – most recently Senior Crude Oil Trader with Eni – has been appointed to a trading position with Antimo LLC in Houston, TX. Cornwell spent just over three-and-a-half years with Eni. **Antonello Guzzo** – most recently Manager Energy Scheduling/Accounting with New York Power Authority – has been appointed to the position of Real Time Power Trader with Morgan Stanley in New York. Guzzo originally joined New York Power Authority from Morgan Stanley Q2 2013 as Senior Asset Investment Analyst – he was subsequently appointed to a trading position Q3 2014. JPMorgan Chase & Co. has appointed **Christopher Daley** to the position of Vice President Physical Commodity Operations in New York –

he joins from Goldman Sachs where he'd held the position of Vice President – Head of US Mortgage Middle Office from mid-2018. Daley first joined Goldman Sachs as Senior Analyst Q3 2004.

Wael Abulebdeh – most recently Partner/Commodities Broker with New Gotham Energy – has been appointed to the position of Oil Derivatives Broker with OTC Global Holdings in New York. Abulebdeh formerly held the role of Oil/Products Options Broker with Tullett Prebon from Q1 2019. **Kenny Anderson** has been appointed to the position of Director Optimization & Infrastructure with Venture Global LNG in Houston, TX – he joins from Indigo Minerals LLC. Anderson formerly spent just under ten years with TOTAL from Q4 2006 – holding the role of Physical Gas Trader with the firm from Q1 2010. **Marc Santoro** – most recently Natural Gas Scheduler with Morgan Stanley – has been appointed to the position of Senior Natural Gas Scheduler/Cash Trader with Hartree Partners in New York. Santoro spent just under three-and-a-half years with Morgan Stanley – joining the firm mid-2018 from Noble Group. **Mei Mei [Mei Mei Chan] Gaetz** – most recently Director of Risk Management with DV Trading LLC in Chicago, IL – has been appointed to the position of Senior Trader with Cargill in MN. Gaetz first joined DV Trading Q4 2012 as Senior Crude Oil Derivative Trader & Stat Arb Portfolio Manager – prior to this she spent five years as Senior Derivative Crude Oil Trader with Prime Trading LLC in Chicago, IL. **Travis Morris** – most recently Director Crude Oil Marketing & Logistics with NGL Energy Partners LP – has been appointed to the position of Naphtha Trader with GCC Supply & Trading in Houston, TX. Morris joined NGL Energy Partners LP Q2 2019 from Jupiter Energy Group. **Sean Coerver** – former Director Structured Trading, Crude Supply & Trading with Chevron – has been appointed to an environmental commodities position with IVG Energy Ltd. in Houston, TX. Coerver spent just over eight-and-one-quarter years with Chevron from Q3 2007 – prior to this he spent just over a decade with Shell – he most recently held the role of Vice President – Crude Oil with Infinity Hydrocarbons LLC from the close of 2015.

Ryan Thom – most recently Proprietary Trader with NextEra Energy Resources – has been appointed to the position of MD/Portfolio Manager with kWantix, LLC. Thom joined NextEra Energy Resources Q3 2011 from PSEG where he'd held an energy trading position from Q2 2009. **Stephen Riffice** – most recently Softs Option Trader with IMC Trading – has been appointed to the position of Natural Gas Options Trader with Akuna Capital in Chicago, IL. Riffice spent just under eight-and-a-half years with IMC Trading – first joining the firm Q1 2019 from Infinium Capital Management where he'd held the role of Senior Crude Options Trader from mid-2007. **David Benhamou** has been appointed to the position of Head of Power Portfolio Management with ENGIE North America Inc. in Houston, TX – he most recently spent sixteen-and-three-quarter years with Société Générale – holding the role of Head of Fixed Income Structuring – Americas with the firm from the close of 2019. **Robert Simons** – most recently Mid-Term Trader, PJM with Tenaska Power Services Co in Dallas, Fort Worth – has been appointed to a trading position with Mitsui & Co. Energy Marketing and Services [US] Inc. in Houston, TX. Simons spent just under three years with Tenaska Power Services Co, joining the firm as ERCOT Energy Manager Q4 2018 from Louis Dreyfus Company where he'd held the role of Grain Merchandiser from mid-2016. **Stuart Suttor** – most recently Vice President Commodity Operations with Goldman Sachs – has been appointed to the position of Head of North America Financial Operations with Mercuria Energy America in Houston, TX. Suttor spent nine-and-three-quarter years with Goldman Sachs – prior to this he spent just under three years with BP. **Xin Tang** – most recently Lead Quantitative Analyst with REFINITIV – has been appointed to the position of Senior Analyst Gas Fundamentals with JERA Americas. Tang spent three-and-a-half years with REFINITIV. **Abel Gonzales** has been appointed to the position of Refined Products Broker with Citron Commodities – he most recently held the role of Energy Derivatives Broker with Choice Refined Products for just over six years. Prior to this he held the role of Middle Officer with Mercuria Energy America, Inc. **Will Erwin** – most recently Crude Trading Analyst with Shell – has been appointed to the position of Oil Trader with TC Energy in Houston, TX. Erwin spent five-and-one-quarter years with Shell.

Caroline Gentry – former VP Business Development with Argus Media – has been appointed to the position of Director, Environmental Products with Element Markets in Houston, TX. Gentry spent just under seventeen years with Argus Media. **Ronnie Black** – most recently Head of Environmental Markets Advisory with Marex – has been appointed to the position of Partner with renewable energy investment management Skyview Ventures in Greenwich, CT. Black spent ten years with Marex. **Jason Chatoor** – formerly Commercial Business Developer – Gas/Low Carbon with BP – has been named as Director of Low Carbon Consultants Ltd. – a consultancy providing “services to [...] public and private sector entities to develop energy projects, from conception, through project development and into operations.” Chatoor spent one-and-a-half years with BP from Q3 2019 – he'd formerly spent just over eleven-and-one-quarter years with BG Group – holding the role of Global Business Development Manager with the firm from Q2 2015. **Ryan Melia** – most recently Shipbroker with McQuilling Partners, Inc. – has been appointed to the position of Carbon & Fuels Broker with Karbone in New York. Melia spent three-and-one-quarter years with McQuilling Partners, Inc. **Angela Fernandez** – most recently Commodities Broker with LCM Commodities

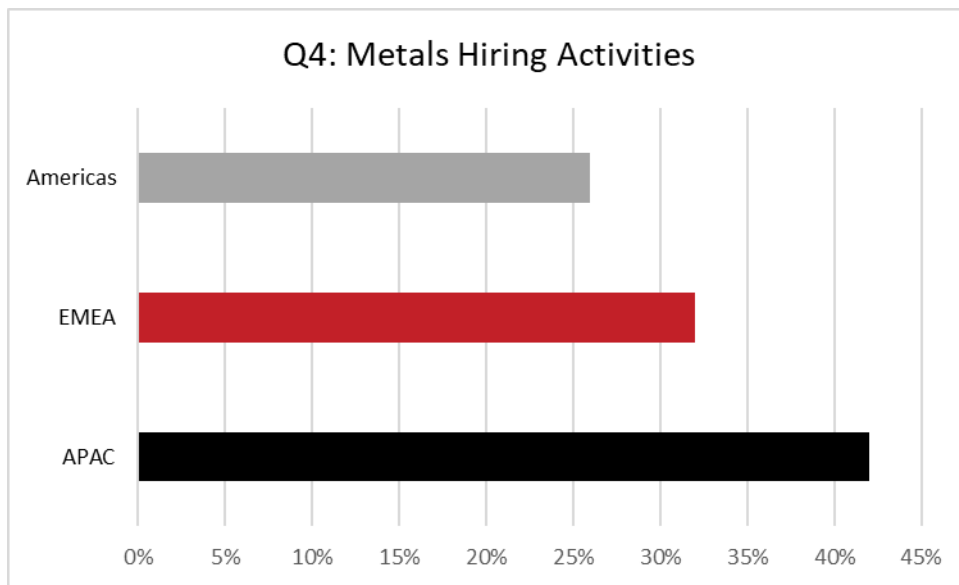
– has been appointed to a similar role with Eclipse International, Inc. in New York. Fernandez joined LCM Commodities Q3 2016 from Evolution Markets Inc. **Okezie Alozie** – most recently Senior Analyst with Goldman Sachs – has been appointed to the position of Associate, US Natural Gas & Power Trader with Morgan Stanley in New York. Alozie spent just over two-and-a-half years with Goldman Sachs. Mercuria Energy America LLC has appointed **Jay Michals** to the role of Head of US Trade Compliance in Houston, TX – he joins from Motiva Enterprises LLC where he'd held the role of Regulatory Compliance Manager from Q3 2019. **Austin Lucas** – most recently Trade Associate with Castleton Commodities International LLC – has been appointed to a North America energy derivatives role with Marex Solutions in Houston, TX. Lucas spent one year with Castleton Commodities. **Rusty Singh** – most recently Manager Commodities Markets Quantitative Advisory with EY – has been appointed to the position of Natural Gas Strategist with Phillips 66 in Houston, TX. Singh first joined EY close of 2017 from Koch Supply & Trading where she'd held the role of Senior Business Development Analyst from Q1 2015. MAG Energy Solutions has hired **Alexandre Lucier** – most recently Natural Gas Basis Trader with Hydro Québec in Montreal. Lucier spent just under five-and-a-half years with Hydro Québec.

Noteworthy Metals / Coal / Cement Talent Moves

Talent demand within metals/mining remained high in Q4 whilst the sector itself continued to see volatile prices in metals and quite explosive pricing for coal with the raw materials commodity supercycle still rolling and set to take prices to 'higher highs' into 2022 and beyond – however with the emergence of the latest Omicron COVID strain effecting what had been a substantial rebound driven principally by chronic supply constraints. Copper and cobalt were the two central focal points in terms of prices rallying with the former forecast to rise to the level of \$15,000 per ton by 2025. The central factor late into the year dominating activity surrounding profitability however remained the surge in European energy prices making its mark on halted production across metals and also aspects of the softs market, principally fertilizers. Within precious metals silver was reported to be on the verge of driving prices more than 60% higher in 2022, driven mainly through uncertainty surrounding the global market – gold gaining post-Omicron. In terms of moves recorded, the figure for Q4 hiring is lower than Q3 although hires within APAC overtook EMEA to represent roughly 41% of hires – US saw a rise with roughly 28% of hires.

Jay Aaronson has been appointed to the position of Desk Head Iron Ore London with ICAP in London – he re-joins ICAP from GFI Group where he'd held the position of Senior Broker Iron Ore & Steel Derivatives from Q2 2016. Aaronson formerly spent twelve-and-three-quarter years with ICAP from Q1 2003. **Lachlan Watts** – most recently Director – Precious Metals with Commonwealth Bank – has been appointed to the position of Executive Director, Head of Metals Origination with Natixis in London. Watts spent sixteen-and-a-half years with Commonwealth Bank, first joining the firm in Melbourne, Q2 2005. **Christopher Menzies** – most recently Head of Commodities Fund Sales with TP ICAP – has been appointed to the position of Head of Investor Relations with Svelland Capital. Menzies first joined ICAP Q4 2012 as Dry Freight and Iron Ore Derivatives Broker from Goldman Sachs where he'd held the role of Associate, Commodities from Q4 2009. Export Trading Group has hired Steel Trader **Steve Macleod** – he joins from TRAXYS in Johannesburg, South Africa. Macleod spent just under three-and-a-half years with TRAXYS, first joining the firm Q2 2018 from Pegasus Steel South Africa where he'd held the role of Market Development Manager from mid-2017. **Stephan Grobler** – most recently Trader with Afrimin Resources – has been appointed to the position of Business Development Manager with C. Steinweg Bridge [Pty] Ltd. Grobler joined Afrimin Resources Q1 2021. **Regardt Fischer** – most recently Trader – Head of Domestic Coal with Izimbiwa Trading – has been appointed to a trading position with BruCo Group [Pty] Ltd. in Johannesburg, South Africa. Fischer joined Izimbiwa Trading mid-2019 from Agrisa Commodities [Pty] where he'd held a trading position from Q2 2017. **Kazuya Uchida** – most recently Executive Director – Senior Trader with Mitsui Bussan Commodities – has been appointed to a senior base metals derivatives trading role with Sumitomo Corporation Global Commodities in London. Uchida first joined Mitsui & Co., Ltd as Senior Trader in Tokyo Q3 2010 from Astmax Asset Management, Inc. Standard Chartered Bank has appointed senior commodity derivative investor sales specialist **Dee Perera** – most recently with Marex Spectron – to the position of Director in London. Perera joined Marex Spectron Q4 2013 as Market Analytics Lead from CRU where she'd held the role of Consultant, Steel Raw Materials from the close of 2011. Prior to this she spent just over two years with UBS. **James Korosec** – covering base metals sales with Newedge – has been appointed to the role of Broker with Britannia Global Markets Limited in London. Korosec first joined Newedge Q1 2013 from Natixis. **Fahd Imam** – Director of PG Enterprise – has been

appointed to the position of Director Marketing with Ores and Minerals DMCC in Dubai. Imam formerly held the role of Asst. Country Manager for Manuchar from Q3 2017 – Q4 2020 in Pakistan.



Freemont Commodities has made two senior hires in proprietary trading; The firm has appointed **Tom Qiu** – most recently Senior Ferrous/Non-Ferrous Trader with Mercuria Energy Trading SA – to the position of Head of APAC Metals/Minerals Prop Trading in Singapore. Qiu joined Mercuria Energy Trading SA

from the start of 2021 – prior to this he'd spent just under three-and-a-half years with Rio Tinto – holding the role of Senior Manager, Trading/Origination – Copper with the firm from Q2 2019. Secondly Freemont Commodities has appointed **Kevin Mao** – former Director Iron Ore & Metals Derivatives Trading with Standard Chartered Bank – to a senior proprietary trading position in Singapore – he joins from Engelhart Commodities Trading Partners [ECTP]. Mao spent one-and-three-quarter years with Standard Chartered Bank from Q4 2015 – he subsequently joined DRW as Portfolio Manager Q3 2017. **Sean Kimura** – most recently Trading Manager with SINOPEC International – has been appointed to the position of Marketing Manager with Yancoal Australia Ltd. in Sydney, Australia. Kimura joined SINOPEC International from the start of 2014 as Senior Coal Trader – prior to this he'd spent just over five-and-one-quarter years with ITOCHU Minerals & Energy of Australia – holding the role of Asst. Manager with the firm from mid-2013. **Steven Zhang** – most recently Sales & Marketing Manager – Copper Cathodes & Uranium with BHP – has been appointed to the position of Portfolio Manager – Aluminium with Rio Tinto in Singapore. Zhang spent over ten-and-a-half years with BHP. **Ram Madiraju** – most recently Head Raw Materials Sourcing – Group Strategic Procurement with Tata Steel – has been appointed to the position of Director [Sales & Marketing] with M Resources Trading Pty Ltd. in Singapore. Madiraju spent just over seven-and-a-half years with Tata Steel. **Sabyasachi Mishra** – most recently Head of Business Development [Minerals Business] with TATA International Limited – has been appointed to the position of Business Head – JSW International Tradecorp in Singapore. Mishra spent ten years with TATA International Limited – joining the firm Q4 2011 from MMTC Transnational Pte Ltd. where he'd held the role of Vice President [Trading] from Q3 2008.

Dylan Wong – former Coking Coal Reporter with Argus Media – has been appointed to the position of Coking Coal and Coke Trader with JSW. Wong spent just under two years with Argus Media, joining the firm close of 2019 from IHS. **Kok Jiak Lim** – Coke Trader with HJ Consultancy Pte Ltd. – has been appointed to a senior trading position with Nanjing Iron & Steel Co., Ltd. in Singapore. Lim formerly held a senior bulk trading position with Zhejiang Metals and Materials Co. from Q1 2021 until Q4 – prior to this he'd held the role of Physical Coking Coal Trader with Trafigura in Shanghai from the start of 2018. **Simon Prendergast** – former NZ Non-Ferrous Trading Manager with Sims Metal Management – has been appointed to the position of Trader with Phoenix Metal Recyclers in Auckland. Prendergast spent twenty-two years with Sims Metal Management from Q2 1997 – he most recently held the role of Trading Manager for Endless. **Zihao Yu** – most recently Senior Pricing Analyst with Fastmarkets – has been appointed to the position of Trader with HONORS Commodity Singapore. Yu spent one-and-three-quarter years with Fastmarkets. **Rajat Handa** – former Vice President [Carbons] – Senior Trader with Caravel Resources – has been appointed to the position of Vice President ACCPL Agarwal Coal – he most recently held the role of Head – International Business, Asia with Aegis Resources DMCC. Handa spent just over six years with Caravel Resources, joining the firm Q4 2014 from TATA International Limited where he'd held the role of Manager Coal Trading from Q3 2012. **Dong [Michael] Zhang** – most recently GM Hainan Mining International Trading Co., Ltd. – has been appointed to the position of GM International Resources Development with XIMEI Resources [Guangdong] Limited. Zhang spent just under three years with Hainan Mining International Trading Co., Ltd. **Mihir Panchal** – most recently Senior Manager Sales & Marketing Imported Coal with Gandhar Oil Refinery India Ltd. –

has been appointed to the position of Manager with Tata International Ltd. in Mumbai. Panchal spent just under nine-and-a-half years with Gandhar Oil Refinery India Ltd.

Dipshikha Mahajan – most recently Associate Director Commodities Sales with Standard Chartered Bank – has been appointed to the position of Vice President, Metal Sales with Morgan Stanley in New York. Mahajan spent just over five years with Standard Chartered Bank. **Robert Pincus** – most recently Senior Metals Trader with State Metal Trading Inc. – has been appointed to a trading position with Kataman Metals LLC. Pincus spent over twenty years with State Metal Trading Inc. – joining the firm Q3 2001 from Dominion Metal. Millennium has appointed **Sam Waters** – most recently with Morgan Stanley – to the position of Commodity Trader in Greenwich, CT – he relocates from London for the role. Waters first joined Morgan Stanley Q2 2018 from Taylor Woods Capital Management. **Chris Ramos** – most recently Refined Metals Operator – Copper Team Lead with Trafigura – has been appointed to the position of Marketer with Wells Fargo in Houston, TX. Ramos joined Trafigura Q2 2020 from Tricon International Ltd. where he'd held the role of Trading Analyst from Q2 2016. **Anita Eads** – most recently Non-Ferrous Marketing Manager with MetalX – has been appointed to a senior trading position with Goldy Metals Trading. Eads joined MetalX Q3 2018 from Alexin LLC where she'd held a senior metal purchasing role from mid-2010. **Ken Rutkowski** – most recently Senior Trader with KUUSAKOSI Recycling – has been appointed to the position of Non-Ferrous Buyer/Trader with Venture Metals. Rutkowski formerly spent just under six-and-a-half years with PURE Metal Recycling from Q2 2010. **Ali Oktay** – most recently Senior Pricing Specialist, Americas Metals with S&P Global Platts – has been appointed to the position of Regional Sales Manager with Medtrade, Inc. in Houston, TX. Oktay spent just under three years with S&P Global Platts. **Patricio Pimentel** – most recently Vice President Pipe/Long Products + Mexico Division with Macsteel International USA Corp. – has been appointed to the position of Global Steel Sourcing Director with The Heico Companies LLC in Houston, TX. Pimentel spent just over twelve-and-a-half years with Macsteel International USA Corp.

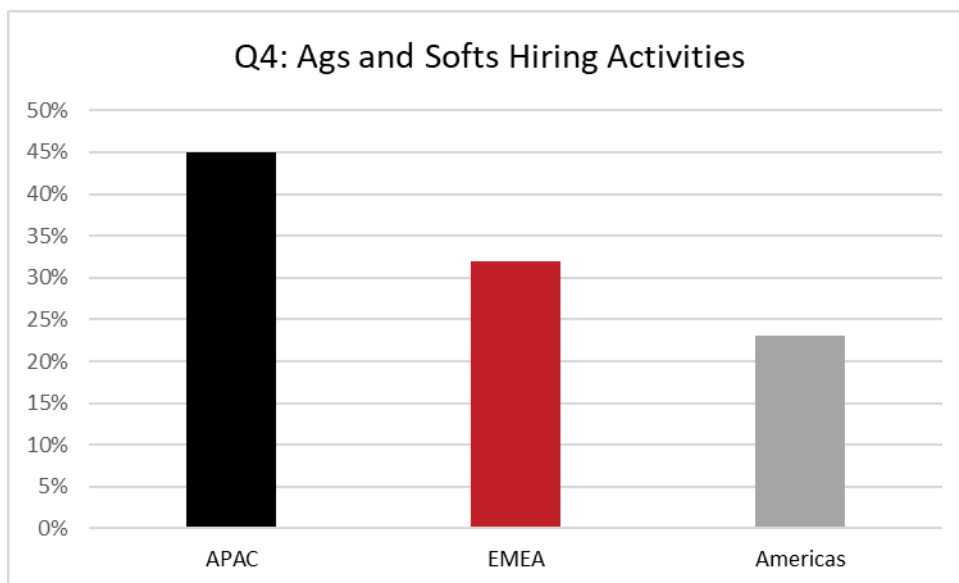
Noteworthy Ags & Softs Talent Moves

Hiring within softs remains quietly consistent with Q4 hosting several senior appointments in ME/wider Europe in particular – with one central points of focus unquestionably the renewable energy 'spillover' into this sector with senior appointments being made in ethanol/biofuels across Europe and Asia in particular. The central dominating factor for the wider global market continues to pivot around demand from Asia with different products experiencing varying issues surrounding global supply chains/individual price rallying – two examples being a continued skyrocketing fertilizer market and coffee pricing reaching the highest level in over ten years – with raw sugar and cocoa futures extending gains also as of latest – the markets however also seeing the extended effect of the latest COVID strain imperilling further growth. The market also saw softs-focused hedge funds extending their selldown in agricultural commodities. In terms of figures, moves recorded in APAC rose – as with Energy and Metals – from 21% of global moves recorded in Q3 – to 45% in Q4. Hires in EMEA were lower this Quarter, the region representing 32% of moves worldwide.

Reliance International has appointed **Rohit Mahabir** – most recently Head of Asia/Middle East with Sierentz Global Merchants in Singapore – to the position of Global Head of Grains & Oilseeds in Abu Dhabi. Mahabir joined Sierentz Global Merchants Q4 2018 from Louis Dreyfus Company where he'd held the position of Trading Manager Asia Grains from Q2 2016 – he'd first joined Louis Dreyfus Company mid-2008. **Dominic Davies** – most recently Cocoa Derivatives Trader with Olam – has been appointed to the position of Global Manager, Commodities with Diageo in London. Davies joined Olam mid-2016 from Nestlé where he'd held a soft commodity futures/options trading role from Q1 2013. Prior to this Davies held a base/minor metals trading role with LN Metals International Ltd. from Q3 2009. EDF Trading has hired Senior Ethanol Trader **Jonas Hansson** – most recently with Cremer Oleo GmbH & Co. KG – he'd spent just under five-and-a-half years with the firm in Hamburg, joining mid-2016 from Alcodis SA where he'd held a senior trading position from Q1 2009. Prior to this Hansson held the role of Head of Sales & Marketing [Ethanol] with Lantmännen Agroetanol AB from Q2 2004 in Norrköping, Sweden. **Matthew Seaton** – most recently Regional Director – Switzerland & Africa with Volcafe Ltd. – has been appointed to the position of Director of Business Development with COFFEE ITHAKA SA. Seaton spent ten-and-one-quarter years with Volcafe Ltd., joining the firm Q3 2011 from ED&F Man. **Nina Kjellman** – most recently Sales Manager, Renewable & Oil Products with NESTE in Geneva – has been appointed to a biofuels trading role with Eni Trading & Shipping, relocating to London for the role. Kjellman spent eleven-and-one-quarter years with NESTE, first joining the firm in

Espoo, Finland Q3 2010. **Paul McNougher** – most recently Head of Agri-Industrials with ED&F Man – has been appointed to the position of Chief Transformation Officer with ECOM Agroindustrial Corp. Ltd. in London. McNougher first joined ED&F Man Q4 2012 – prior to this he held the role of CFO Volcafe Ltd in Winterthur, Switzerland from Q3 2011. **Tajgir Rahman** – most recently General Manager – Trading with IFFCO Singapore – has been appointed to the position of General Manager Oils and Wheat Trading with Savola Foods Company in Dubai. Rahman first joined IFFCO as Head of Commodity Trading [Oil & Oilseeds] Q1 2009. **Oliver Broster** has been appointed to the position of Green Coffee Trader with Riccoffee [UK] Limited – he most recently held the role of Partner with Gilbro Group LLC from Q1 2020. Broster has held coffee trading positions over the last twenty-three years including stints with Bero Coffee plus Coffigo Trading Ltd. TARGRAY has appointed **Iryna Zalevska** – most recently Oils Trader with RAYS Group OÜ – to the position of Biofuel Feedstock Trader in Ukraine. Zalevska spent just under one-and-three-quarter years with RAYS Group OÜ. DeltaWilmar has appointed **Dinesh Kumar** – most recently Industrial Sales Manager with IFFCO Group – to the position of Oils Trader in Ukraine – he relocates from Dubai for the role. Kumar joined IFFCO Group Q1 2020 from Abu Dhabi Vegetable Oil Co LLC where he'd held the role of Business Development Manager from Q3 2018.

Mondelēz International has appointed **Vikram Tole** – most recently Senior Trading Manager Cocoa with Wilmar International – has been appointed to the position of Procurement Lead – Dairy, AMEA in Singapore. Tole first joined Wilmar International Q4 2019 from ALVEAN where he'd held the role of Head – Indian Subcontinent – Sugar from Q3 2014. **Vineet Chaudhary** – most recently BU Head – Cocoa/Agrifoods with Lemarc Agromond – has been appointed to a cocoa trading position with MOI Commodities in Singapore. Chaudhary joined Lemarc Agromond Q3 2018 from Valency International Trading Pte Ltd. where he'd held the role of Cocoa/Grains Trader from the close of 2014. **How Tuan Ong** – former Senior Marketing Manager Grains, Oilseeds & Proteins with Bunge – has been appointed to the position of General Manager Asia with ZEN-NOH ACA Limited [ZAC] in Singapore. Ong joins from Crossland Marketing [2000] Pte Ltd. where he'd held the role of Head of Commercial from Q2 2018. **Geoff Shirtcliff** – former Cotton Seed Trader with Louis Dreyfus Commodities – has been appointed to the position of Senior Grain Trader with Norco Co-operative Limited in Queensland, Australia. Shirtcliff joined Louis Dreyfus Commodities Q1 2013 from Viterra where he'd held the role of Pulse Trader from the close of 2011 – he was subsequently appointed to the position of Cotton Seed Trading Manager with Namoi Cotton Limited Q1 2014. **Anupama Ravindran** has been appointed to the position of Senior Trader, Coffee & Spices with RV Commodity Services in Bangalore – joining the firm after eleven-and-three-quarter years with Lakshmi Kumaran and Sridharan – holding the role of Senior Associate with the firm from Q1 2010.



Kristerbel Pang – most recently Business Executive [Dairy Trade] with Mitsui & Co. Ltd. – has been appointed to the position of Marine/Animal Proteins Trader with Scoular in Singapore. Pang first joined Mitsui & Co Q3 2020 from Unilever. **Terry Allom** – former Executive Director with Rabobank – has been appointed to the position of

Director, Head of Agri Trade Finance with Commonwealth Bank in Brisbane, Australia. Allom most recently held the role of General Manager Sales and Marketing with Bundaberg Sugar Ltd – a role he'd held for one-and-a-half years, joining the firm Q2 2020 from MSF Sugar. **Marijn van der Wal** – most recently Manager, Biofuels with Stratas Advisors – has been appointed to the position of Biodiesel Analyst with COFCO International in Singapore. Van der Wal spent just over three-and-a-half years with Stratas Advisors. **Sonu Kumar** – most recently Sugar Market Analyst with TEREOS – has been appointed to an analysis role with COFCO International. Kumar spent just over five-and-a-half years with TEREOS. **Poh Guan Lim** – most recently Commercial Risk Controller with Apical – has been appointed to the position of Chief Financial Officer with Astra-KLK Pte Ltd. in Singapore – he'd spent just

over five-and-a-half years with Apical from Q2 2016. **Nitin Patil** – most recently Associate Director – Edible Oils, Pulses, Sugar & Tobacco with Flipkart India Pvt Ltd. – has been appointed to the position of General Manager – Edible Oils with Reliance Retail in Mumbai. Patil joined Flipkart India Pvt Ltd. Q2 2021 from Hiveloop Technologies Pvt Ltd. **Scott Wallace** – former Regional Manager - Northern NSW & QLD with CBH Group – has been appointed to the position of Business Development Manager with Clear Grain Exchange in New South Wales, Australia. Wallace spent six-and-three-quarter years with CBH Group from Q4 2008. COFCO International has appointed **Jagdish Joshi** – most recently Research Analyst with Cargill – to the position of Senior Research Analyst – Grains/Oilseeds Supply & Demand in Haryana, India. Joshi joined Cargill mid-2019 from Olam where he'd held the role of Asst Manager [S&D] from mid-2018. Prior to this Joshi held the role of Senior Agronomist with Louis Dreyfus Company from Q3 2014. **Arild Haugan** – former Commercial Director with EuroChem in Singapore – has been appointed to the position of Deputy Commercial Director Asia Pacific with Fertigllobe in Vietnam. Haugan spent three-and-three-quarter years with EuroChem from Q1 2016.

Mercuria Energy America has appointed **Ryan Cassens** to the position of Global Lead Ethanol Trading in Houston, TX – he joins from Shell where he'd spent just under thirteen-and-three-quarter years – most recently holding the title of Team Lead Global Ethanol Trading. **Jaco van Walsem** – former Trade Manager - Biodiesel with Archer Daniels Midland Company [ADM] – has been appointed to the position of VP Supply & Trading with Global Clean Energy Holdings – he joins from Pipeline Foods where he'd held the position of Director – Organic Grains & Oilseeds from Q4 2019. Van Walsem spent eight-and-a-half years with ADM. **Chris Stringer** – most recently Global Trade Team Lead – Feedgrains with CHS Inc. – has been appointed to the position of Corn Gluten Meal Trader with Cargill in MN. Stringer spent just under seventeen years with CHS Inc. **Kurt Ahrens** – former Economic Research Manager & Trader with Gavilon Group LLC – has been appointed to the position of Senior Research Analyst with COFCO International in Chicago, IL. Ahrens spent eleven years with Gavilon Group LLC from 2003. **Daniel LaMazza** – former Grain Trader with Bunge in Geneva – has been appointed to the position of Senior Trader with Zen-Noh Grain Corporation in Louisiana. LaMazza spent just over eight years with Bunge from mid-2009 – subsequently joining Avere Commodities SA as Trader mid-2017 in Miami. **Austin McGhee** – most recently Senior Commodity Trader with Grain St Laurent – has been appointed to the position of Broker with ICE in Calgary, Alberta. McGhee joined Grain St Laurent Q1 2019 – prior to this he'd held the role of Trader with CB Constantini Ltd. for just under four-and-a-half years from mid-2014. **Logan Hooyer** – most recently Director Procurement with Renewable Energy Group – has been appointed to the position of Fats/Oils Trader with Saint Paul Commodities. Hooyer formerly spent two years with ADM from Q4 2012 – holding the role of Grain Manager with the firm from Q1 2014.

Noteworthy Shipping & Bunker Talent Moves

Hires were plentiful in freight for Q4 – from individual brokers through to Head-of-Desk naming, continuing from the buoyant hiring landscape of Q3 with ocean shipping hitting myriad highs across dry/wet freight towards the close of the year with no end in sight, with spot freight and ship charter rates continuing to rise. Whilst the dry bulk industry has experienced several recorded issues within Q4 the container market strength for one continues to rise – spot freight rates for LNG tankers in APAC as example have surged to record highs with the flow of US cargoes to the region boosting the demand for ships. The global focus on emissions has had its impact on shipping/freight also with a focus on 'carbon neutral' cargoes looking to account for a significant share of the global market by the end of the decade plus an increasing stance that LNG bunkering may be a significant way to reduce emissions within the market. Coupled with this outfits like SSY's derivatives unit have seen the completion of its first carbon offset deal – shortly after the opening of the firm's own carbon desk earlier this year. Hires within European bunkering were exceptionally strong – appointments taking place across multiple hubs with outfits also launching new desks/units such as SEAKAVIN launching a new bunker trading unit. In Q3 European hires represented just under half of all moves recorded – whilst in Q4 this figure rose to roughly 60% - APAC hires represented 36% last Quarter whilst in Q4 this figure dropped to 24%.

Mercuria Energy Trading SA has appointed **Larry Johnson** to the position of Global Head of Freight in Geneva. Johnson joins the firm from Koch Supply & Trading where he'd most recently held the role of Swiss-based Freight Trading Manager from Q4 2016. Johnson held multiple positions with Koch Supply & Trading across Houston, TX/Singapore – he first joined the firm Q2 2010 from ConocoPhillips. **Adam Suttill** – most recently Director Iron Ore Futures with Clarksons Platou Futures Ltd. – has been appointed to a senior position with Braemar ACM Shipbroking in London. Suttill spent just under nine-and-a-half years with Clarksons Platou Futures Ltd. – first

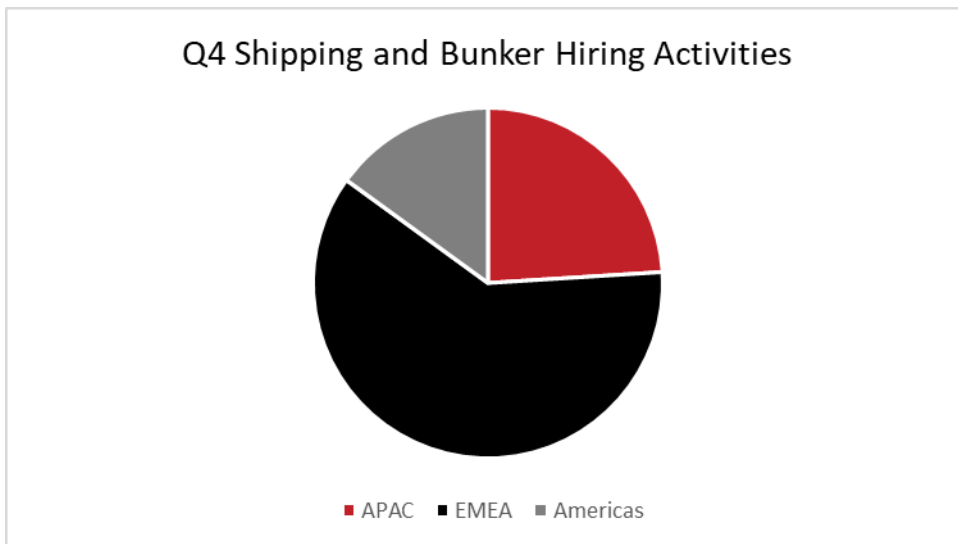
joining the firm mid-2012 as Iron Ore Broker – prior to this he'd held the position of Trader with Ebullo Capital Management LLP from Q1 2011. **Neeraj Jain** – most recently DGM with The Great Eastern Shipping Co, Ltd. in Mumbai – has been appointed to the position of Specialist Chartering with Bahrain Petroleum Company [BAPCO] in Bahrain. Jain formerly spent just under fifteen-and-a-half years with Reliance Industries Limited [Supply & Trading dept], covering ship chartering, international trading operations, business development and supply chain management with the firm until joining The Great Eastern Shipping Co mid-2014. It is reported that BIMCO has hired a new Chief Shipping Analyst from Maersk Broker with **Niels Rasmussen** set to take over the role from January 3rd. Rasmussen was formerly Global Head of Research with Maersk Broker. **Jordan Neil** – most recently LNG Shipbroker with Braemar Shipping Services PLC – has been appointed to a similar role with Howe Robinson Partners in London. Neil spent just under four-and-a-half years with Braemar Shipping Services PLC, joining the firm mid-2017 from NYK Energy Transport Atlantic Ltd. where he'd held the role of Chartering & Business Development Executive from Q3 2013. **Konstantinos Rafeletos** – most recently Asst. Commercial Manager – LNG Division with Mitsui OSK Lines [Europe Africa] Ltd. London – has been appointed to the position of LNG Charterer with PGNiG Supply & Trading GmbH in London. Rafeletos spent just under eight years with Mitsui OSK Lines.

Nick O'Sullivan – most recently LNG Derivatives Broker with Affinity [Shipping] LLP – has been appointed to the position of Dry Cargo Broker with Clarksons Platou. O'Sullivan joined Affinity [Shipping] LLP Q4 2019 from Freight Investor Services [FIS] where he'd held the role of Iron Ore Derivatives Broker in Singapore from Q3 2017. Prior to this O'Sullivan spent just over seven years with GFI Group. **Fernando Giannopoulos** – most recently with Meadway Bulkiers – has been appointed to a chartering position with Star Bulk in Athens, Greece. Giannopoulos joined Meadway Bulkiers Q2 2021 from ArcelorMittal. Dry Cargo Shipbroker **Ioannis Karmiris** – most recently with Lynx Freight and Trading SA – has joined Carriers Chartering Corporation SA in Athens. Karmiris joined Lynx Freight and Trading SA Q4 2020. Tankers Broker **Ellie Kefaloukou** – most recently with Genesis Shipbrokers – has joined Galbraiths in London. Kefaloukou formerly spent just under three years as Charterer with Maran Tankers Management Inc. from Q1 2016. **Steven Jacobs** has been appointed to the position of Freight Trader with SCALDIAN – joining the firm from Transpetrol where he'd spent just over thirteen years – holding the role of Account Manager, Chartering/Operations with the firm from the start of 2012. **Michail Koulourakis** – most recently Sale & Purchase Broker with WeberSeas [Hellas] SA – has been appointed to a similar role with Howe Robinson Partners in Hamburg. Koulourakis first joined WeberSeas [Hellas] SA Q1 2019 from Signal Maritime.

SEKAVIN SA has appointed **John Tsogas** – most recently Team Leader Customer Trading with Cockett Group – to the position of Head of Bunkering & Trading in Piraeus, Greece. Tsogas spent just under six-and-a-half years with Cockett Group – joining the firm as Senior Bunker Trader at the close of 2014 from OW Bunker & Trading AS where he'd held the role of Trading Manager from Q4 2012. **Nanna Sinding Brage-Andersen** – most recently Bunker Manager – Asia with Western Bulk in Singapore – has been appointed to a trading position with MONTFORT in Dubai. Brage-Andersen joined Western Bulk from the start of 2020 – prior to this she'd spent just over two years as Bunker Trader with World Fuel Services. It is understood that Sing Fuels has appointed **Robin van Elderen** – most recently with Trefoil Trading – to the position of Regional Head of Bunkers Europe. Van Elderen had formerly held the role of Commercial Head in Europe for Cockett Marine Oil from 2016 – 2021. It is understood he relocates from Rotterdam to Dubai for this new role. **Anna-Maria Karakasi** – most recently Senior Bunker Trader with Minerva Bunkering – has been appointed to the position of Senior Trader with SEKAVIN SA in Piraeus, Greece. Karakasi joined Minerva Bunkering in Athens Q2 2019 from AEGEAN Marine Petroleum where she'd spent just over ten-and-a-half years, holding the role of Senior Bunker Trader with the firm from mid-2018. **Teri Houhouli** – former Bunker Trader with Integr8 Fuels Inc. – has been appointed to the position of Senior Bunker Trader with PMG Holding in Piraeus – she joins from PRIMES Bunkersplus Services. Houhouli spent just over one-and-a-half years with Integr8 Fuels Inc. from Q3 2016. **Mark Bresnahan** – most recently Bunker Trader with Cockett Marine Oil – has been appointed to the position of Head of Sustainable Fuels with Island Oil Trading [UK] Limited in London. Bresnahan spent nineteen-and-one-quarter years with Cockett Marine Oil. **Panagiotis Bastas** – most recently Commercial Manager with LSS-SAPU – has been appointed to the position of Bunker Trader with PMG Holding in Athens, Greece. Bastas spent just under six-and-a-half years with LSS-SAPU. **Jack Sabounjian** – most recently Head of Cargo Trading with Bunker Partner OU – has been appointed to the position of Head of Commodity/Cargo Trading Dept. with Sea Titan Group. Sabounjian spent just over two years with Bunker Partner OU. **Johan Rådth** – most recently Physical Supplier with Preem AB – has been appointed to the position of Bunker Trader with ScanOcean in Stockholm. Rådth spent fourteen-and-one-quarter years with Preem AB. Malik Supply has hired a new Manager in Greece – with **Leonidas Georgiou** joining the firm as Local Manager – he'd formerly served as Regional Sales Manager for Sonan Bunkers – before this he'd worked for OW Bunker and KPI Bridge Oil.

Torvald Klaveness has appointed **Srinath Venkateswar** to the position of Head of Pacific – Dry Bulk in Singapore. Venkateswar joins from South32 where he'd held the role of Head of Chartering from Q4 2020 – prior to this he'd

held senior physical/financial freight trading roles with BHP and then ENGIE for a period of just over four years from mid-2012. **Alistair Claridge** – most recently Chartering Manager – North Pacific Desk with Pacific Basin Shipping Limited – has been appointed to the position of Senior Trader, Handysize Lead for Southeast Asia – West Australia with Cargill in Singapore – he relocates from Vancouver for the role. Claridge spent eight-and-one-quarter years with Pacific Basin Shipping Limited. **Eugene [Eungbum] Kim** – most recently with OTCex – has been appointed to the position of Senior Manager Pacific International Lines Pte Ltd. in Singapore. Kim formerly held the role of Shipbroker with Simpson Spence Young [SSY] from Q3 2017 until Q4 2019 – he subsequently joined Strait Shipbrokers as LNG Broker from the end of that year. **Devika Baheti** has re-joined Cargill as Business Development Manager for the firm’s Ocean Transportation Business in Jaipur, Rajasthan. Baheti formerly spent just over five years with Cargill – holding the role of Freight Trader with the firm in Singapore from Q3 2017 – she subsequently joined Bery Maritime as Freight Consultant Q3 2020. **Ashwani Kumar Singh** – most recently GM with ANLINE Shipping Pvt Ltd. – has been appointed to the position of Commercial Head – Shipping with SNPL India in New Delhi. Singh spent just over one-and-one-quarter years with ANLINE Shipping Pvt Ltd. **Joel Wong** – most recently Chartering Manager with Wolmar Logistics Pte Ltd. – has been appointed to the position of Charterer with Maersk Tankers in Singapore. Wong joined Wolmar Logistics mid-2017 from McQuilling Brokerage Partners Asia Pte Ltd. where he’d held the role of Shipbroker from the start of 2017. **Kate Tan** – most recently Trading Operations Specialist with ARRACO – has been appointed to the position of Ship Broker with Simpson Spence Young [SSY] in Singapore. Tan joined ARRACO from the start of 2021 from McQuilling Partners, Inc.



Vitol has appointed **Syed Ammar Hussaini** to the position of Bunker Trading & Marketing Manager in Singapore – he joins from Shell where he’d spent just over thirteen-and-a-half years – most recently holding the role of Bunker Trading Manager – East with the firm from mid-2018. **Melvin Lum** – most recently

Manager [Sales & Supply] with Global Energy Trading – has been appointed to the position of Senior Key Account Manager – Bunker One Global Accounts with Bunker Holding AS in Singapore. Lum joined Global Energy Trading Q1 2020 – prior to this he’d spent just under seven years with Glencore – holding the role of Trading Operator [Petrochemicals] with the firm from Q2 2019.

DS NORDEN has appointed **Chad Christie** to the position of Head of Dry Cargo West Coast North America – he joins from Cargill where he’d most recently held a NA business development role from mid-2021. Christie first joined Cargill as Senior Freight Trader in Singapore Q4 2017 – prior to this he’d spent just over twelve years with Fednav Limited. **Jason DeFoor** – most recently Freight Trader – Global Book Lead – VLCCs with SeaRiver Maritime LLC – has been appointed to the position of CPP Freight Trader with LUKOIL in Houston, TX. DeFoor first joined SeaRiver Maritime LLC Q1 2016 as Senior Chartering Negotiator – he’d formerly spent just over two-and-a-half years with ExxonMobil – holding the role of Senior Analyst with the firm from Q4 2014. EA Gibson Shipbrokers has appointed **Steve Kim** – most recently DPP Shipbroker with Howe Robinson Partners US LLC – to a senior position in Houston, TX. Kim spent just over one-and-one-quarter years with Howe Robinson Partners US LLC, joining the firm Q2 2019 from Interport Singapore Pte Ltd. where he’d held the role of Director of Tankers from Q1 2012. **Michelle Guggina** – most recently Team Lead Freight Operations [Crude/Products] Americas with Shell – has been appointed to the position of Commercial Manager LNG/LPG with GAC North America in Houston, TX. Guggina first joined Shell mid-2016 – prior to this she spent eight-and-three-quarter years with BG Group. **Martin Coudurier** – most recently Import Trade Manager with MSC Mediterranean Shipping Company – has been appointed to the position of Trade Director, North America with New York Shipping Exchange [NYSHEX]. Coudurier spent just over eleven years with MSC Mediterranean Shipping Company.

Marine fuel supplier Monjasa has opened an office in Houston – the new office will be led by Kelsey Ware – the firm’s Trading Director, Americas. The firm has also relocated bunker trader Thomas Cirillo from its Stamford Office to Houston. Erik Enersen – most recently covering physical sales/operations support with Bunker Holding A/S in Houston, TX – has been appointed to the position of Bunker Trader with Dan-Bunkering in Stamford, CT.