

**PERSONAL REGISTER OF PERSONAL INTERESTS OF LEADERSHIP TEAM MEMBERS AS AT OCTOBER 2020**

| Name            | Remuneration  | Related Undertakings                                | Contracts | House, Land and Buildings                    | Interests in Shares and Securities  | Non-Financial Interests   | HIE Appointments   |
|-----------------|---|---|-----------|--|---|---|--|
| Douglas Cowan   |   |   |           |  |   |   | 1) Regeneration Capital Grant Fund panel   |
| David Oxley     |   | 1) Wave Energy Scotland<br>2) Highland Ventures Ltd |           |  |   |   | 1) Making Scotland's Future Board<br>2) Scottish Aquaculture Innovation Centre Board<br>3) The Datalab Innovation Centre Board   |
| Nick Kenton     |   |   |           |  | Shares held in Heartland Community Wind Farm. This wind farm is in Perthshire but was founded by a core team who also founded the Dingwall Wind Community co-operative. |   | Director of:<br>1) HIE Ventures Limited<br>2) HIE Argyll & Islands Enterprise<br>3) HIE Caithness & Sutherland Enterprise<br>4) HIE Inverness & East Highland<br>5) HIE Lochaber<br>6) HIE Moray<br>7) HIE Orkney<br>8) Ross & Cromarty Enterprise Limited<br>9) HIE Skye and Wester Ross<br>10) HIE Shetland<br>11) HIE Innse Gall<br>12) Highlands & Islands Community Energy Company<br>13) Made in Orkney Limited<br>14) Taste of Orkney Limited<br>15) Wave Energy Scotland (WES) |
| Sandra Dunbar   |   |   |           |  |   |   |  |
| Karen Moncrieff | Partner Firm of Easter Tulloch (agricultural business)  | Director Remarkable Ltd (represent HIE)             |           |  |   |   | Director Remarkable Ltd  |
| Martin Johnson  |   |   |           | Home: 23 Castlehill Park, Inverness, IV2 5GJ |   |   |  |
| Rachel Hunter   | Shetland Amenity Trust – remuneration for delivering Shetland Wool Week Classes one week per year and for providing a knitting pattern design for the Shetland Wool Week Annual publication |   |           |  |   | 1) Treasurer of the Shetland Guild of Spinners, Weavers and Dyers<br>2) Secretary of Whiteness and Weisdale Boating and Sports Club | ZETTRANS – Shetland Transport Partnership  |