

SÖDERBERGFÖRETAGEN

# PROGRESSION THROUGH PEOPLE




JAN

**A PART OF SÖDERBERGFÖRETAGEN**



# We are Söderbergföretagen

We are a family-owned technology group with companies delivering products and solutions often with a high degree of customer adaptation. We invest in niche market leaders across a number of industries, developing them further through long-term ownership.

But truthfully, we invest in people. In drive, entrepreneurship, intelligence, commitment and that great Monday feeling. Because without people, everything we own, companies, machines, desks and chairs is essentially worthless. We call our strategy progression through people.

By you. By us. By companies.



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We should laugh out loud together at least once every workday.

ELISABETH

**A PART OF SÖDERBERGFÖRETAGEN**



# Söderbergsföretagen

- Founded: 1995
- Turnover: 2,5 MDR SEK
- Employees: 550
- Business areas
  - *Components*, manufacturing customer-specific OEM components with design-in expertise
  - *Electrical Power*, components and systems for electrotechnical applications
  - *Infrastructure*, products and solutions that make road traffic and cities smarter and safer
  - *Technology Trading*, Industry-specific niche products requiring unique expertise
- CEO and Group President: Elisabeth Nagy
- Chairman: Jan Söderberg
- Owner: The Jan Söderberg family
- Head Office: Malmö, Sweden




MARCUS AND GILLIS
**A PART OF SÖDERBERGFÖRETAGEN**

# Growing together

We acquire and develop profitable small and medium-sized companies. Our success is built on a genuine passion for developing businesses and on our conviction that people make the real difference. We are actively and long-term engaged in our subsidiaries, particularly when refining business ideas and identifying new opportunities.

We are not a faceless owner operating from a distance. We are involved, attentive, supportive and close. Because we know that together, owners, management and employees, we create stronger companies, better equipped to capture creativity, potential and growth opportunities at every level.

Söderbergföretagen is owned by the Jan Söderberg family, entrepreneurs and industrialists for many years. Being family-owned means close relationships, open dialogue and a long-term perspective. Here, the short decision-making paths, openness, flexibility and entrepreneurial spirit of a smaller company are combined with the strength and resources of a larger group.

For us, it is essential that people are empowered to make decisions and take responsibility. We believe that is what creates the best conditions for successful growth, both for companies and individuals. That is why we strive for efficient processes with people at the centre. Where responsibility is both given and taken. Where people are allowed to grow. When we acquire companies, we prefer them to keep their identity and we like entrepreneurs to remain part of the journey. Because what we do, we do together. And that usually becomes both more fun and more successful.





# Active & long-term ownership

Our business concept is to acquire and develop profitable small and medium-sized industrial and technology trading companies. Through active and long-term ownership, we build strong positions within selected industries and niches.



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We aim to always keep a close and an even pace with the customer to better understand their reality.

ULF

A PART OF SÖDERBERGFÖRETAGEN



# A group of market leaders

Our subsidiaries are expected to achieve market-leading positions within their respective niches. That is why we continuously develop their business ideas to strengthen positions and seize new business opportunities.


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We encourage people to grow by facing challenges and responsibilities.
JONAS
A PART OF SÖDERBERGFÖRETAGEN




CAROLINA

**A PART OF SÖDERBERGFÖRETAGEN**



# Clear financial goals

The Group's long-term financial goal is profitability exceeding 25% EBITA in relation to operating capital. Subsidiaries are steered towards clear and concrete goals based on both individually tailored and agreed-upon growth and profitability ambitions.



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**The industry is becoming increasingly digitalised, and we are leading the way.**

ANDREAS
**A PART OF SÖDERBERGFÖRETAGEN**



# Values that make work worth looking forward to

Our business is built on values that guide both our work and our relationships with colleagues, customers and the world around us. Together, these values create a culture characterised by entrepreneurship, openness, joy and drive. It is an environment where the individual is essential for growth and success, both independently and together with others.

1. CUSTOMER VALUE
2. MANAGEMENT BY OBJECTIVES
3. AUTONOMY, RESPONSIBILITY & DEVELOPMENT
4. FAMILY SPIRIT
5. ENTREPRENEURSHIP



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We are big enough to have the resources. And small enough to make fast decisions.

# 1. Customer value

How do we create value for the customer? That question is the starting point for everything we do. We always strive to stay close to the customer and move at the same pace as their reality. This enables us to develop tailored solutions with better products and stronger performance. The customer's success is our success.

TORBJÖRN
**A PART OF SÖDERBERGFÖRETAGEN**



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We are given clear goals. How we get there is up to us.

## 2. Management by Obective

Our subsidiaries are guided by clear and concrete goals based on historical performance and agreed ambitions for growth and profitability. Each company has individual targets depending on its situation and industry and the companies themselves decide how to achieve them.

# 3. Freedom, Responsibility & Development

We believe in freedom with responsibility, where every employee contributes, creates value and develops both themselves and the business. People within Söderberg-företagen are empowered to make decisions in their everyday work and in their relationships with customers and suppliers. The freedom to make decisions creates value not only for the business and its stakeholders but also engagement and pride in the individual. Customer adaptation is the key to our success.



> We invest in companies which are, or will become, market leaders within their field of expertise.

VIDAR
A PART OF SÖDERBERGFÖRETAGEN



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People grow when they are given trust, challenges and responsibility.

MARKUS
**A PART OF SÖDERBERGFÖRETAGEN**

# 4. Family Spirit

At Söderbergföretagen, distances are short and doors are open. Together with freedom and responsibility, a strong sense of community is one of the corner-stones of our success. We encourage employees to seek inspiration, support and advice from colleagues across sister companies and the parent company. We are like a family where every individual matters. We encourage people to grow through challenges and responsibility. That creates employees with commitment, courage and a good feeling when Monday morning arrives.



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We might be operating from Sweden – but we create for the entire world.

## 5. Entrepreneurship

Our culture is characterised by entrepreneurship, both at group level and within our subsidiaries, many of which were founded and developed entrepreneurially long before becoming part of Söderbergföretagen. Decisiveness, forward momentum and courage are values we actively encourage throughout the organisation. Often, it is unconventional thinking outside the obvious that creates new business opportunities. Entrepreneurship also means trusting the individual's initiative, encouraging proactivity and welcoming new ideas.

PATRICK

**A PART OF SÖDERBERGFÖRETAGEN**


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Here, you are given both responsibility and the room to act on it.
MIKKO
A PART OF SÖDERBERGFÖRETAGEN


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We are a family where every member counts.
LARS-ÅKE
A PART OF SÖDERBERGFÖRETAGEN


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The best ideas come from working together.
MADS
A PART OF SÖDERBERGFÖRETAGEN


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We give our employees responsibility, authority and freedom.
ROBIN
A PART OF SÖDERBERGFÖRETAGEN


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The drive and energy of the individual is essential.
HENRIK
A PART OF SÖDERBERGFÖRETAGEN


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Our open-door policy is integral to the way we work.
MIKA
A PART OF SÖDERBERGFÖRETAGEN

# The board



**JAN SÖDERBERG**, founder and Chairman of Söderbergföretagen. Jan Söderberg is a member of the Board of Ratos and a member of the Advisory Committee at the School of Economics and Management, Lund University. Former member of the Board of Min Stora Dag.



**ELISABETH "LISA" NAGY**, CEO, Group President and member of the Board of Söderbergföretagen.Has a solid industrial background and extensive experience from senior positions within the Group, including Head of the Infrastructure Business Area and CEO of AB Blinkfyrar. She has also held senior roles in international environments at Domino Print & Apply AB and Sony Ericsson.



**BJÖRN LENANDER**, Board Member of Söderbergföretagen. He has more than 30 years of operational experience in international manufacturing industries. Previous positions include CEO of Latour Industries and Chairman of the Board of several Latour Industries portfolio companies. Björn is Chairman of the Board of Liljeholmens Group and serves on the boards of CTT Systems AB, HAKI Safety AB, W5 Solutions AB, ESBE AB, Pronect AB and Seven District AB.



**LARS-ÅKE RYDH**, member of the board of Söderbergföretagen. Former President and CEO of NEFAB, Chairman of the board of OEM International and member of the board at Garo and Nolato. Lars-Åke Rydh is Chairman of the board of Danfo Investment AB Chiffonjén, Prototypen, Schuchardt Maskin and Kooperativet Olja and a member of the board of Spectria Invest Fond, Hjo Verktyg and Östrand & Hansen.



**ANDREAS SÖDERBERG**, member of the board of Söderbergföretagen. Many years of experience within the financial markets in Frankfurt and Stockholm, including investment banking and working as a company analyst with multi-national and medium-sized Swedish companies.



**MARKUS SÖDERBERG**, Board Member of Söderbergföretagen. Investment Banking Advisor at Leonh. He previously gained several years of experience in business and marketing strategy at companies including Kry, INGO and JMW-Golin. Markus also serves on the Nomination Committee of Ratos.



## An open door to further growth

Do you feel there is more potential to build on in your company?
We are looking for long-term partnerships with entrepreneurs and companies that want to continue growing together with an engaged and active owner. To us, an acquisition is not only about numbers and structure, but about understanding the business, the people and what has made the company successful. We believe in long-term development built on entrepreneurship, close relationships and respect for each company's identity and culture. Perhaps you are looking for the right partner for the next phase. Perhaps you want to continue growing with the support of a larger group. Wherever you are in your journey, many successful partnerships begin when someone opens a door to new opportunities.

Let's start with an open and informal conversation.

Elisabeth Nagy
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