



Investing together with Schörling.

Schörling is a significant owner of companies in Sweden. In the portfolio that Schörling owns, there are eight holdings in which we have a larger ownership share. Seven of these are listed on the stock exchange. We take great responsibility to be an active and professional owner. The overall goal for us is that the long-term value development will be the best possible by building on and operating sustainable business models.

Below we briefly describe how we view some important points, which we think are important principles for us as major owner in our companies.

- Schörling works long-term and actively to develop our companies and supports them on their growth journey so that they can continue to be successful and sustainable businesses that continue to generate interesting returns.
- Through a significant shareholding and appropriate representation on the Board, Schörling strives to maintain a strong level of trust and influence in our companies.
- Schörling's role as a committed owner is expressed in an active participation in the work of nominating board members and the chairman of our companies. Then we contribute to the companies being led by people with the right experience and competence. In this way, the management's and the board's network benefits our companies, and thus also us.
- Schörling's ownership aims, among other things, to influence:
 - nomination of board members with special focus on the chairman
 - to find the right CEO and management
 - business orientation, as well as strategic goal formulations
 - capital structure, dividend policy, major investments and structural transactions
 - organizational, management and reward structure
- An important issue for us is to be able to maintain high-performing management and boards over time, which is why we think it is central to be able to offer competitive remuneration programs in our companies, even investing in the company so that owners and management "are all in it together".
- As an owner, Schörling has no stated exit strategy, but neither do we necessarily have an eternal investment horizon. If we assess that the company is better suited to another owner or group of owners, our holding may be sold.