

Corporate Governance Report

The Board of Directors of Sdipotech AB (publ.) hereby submits its Corporate Governance Report in accordance with the Swedish Annual Accounts Act (1995:1554), Chapter 6 Sections 6 – 9. This report is included as an integrated part of company's Annual Report for 2020. The references made in the following report relate to the Annual Report for 2020 in its entirety. Sdipotech applies the Swedish Corporate Governance Code (see www.bolagsstyrning.se), in accordance with the revised Code that came into force on December 1, 2016, respectively on 1 January 2020, is a requirement for Sdipotech, as an issuer on Nasdaq First North Premier Growth Market. The report also contains an account of the work of the Nomination Committee ahead of the 2021 Annual General Meeting.

CORPORATE GOVERNANCE STRUCTURE

Sdipotech is a Swedish public limited liability company with its registered office in Stockholm. Through its subsidiaries, the company conducts sales of niched technologies, solutions and services to the infrastructure sector and has, since March 2015 (the Preference Share) and May 2017 (the ordinary Class B share) been listed on Nasdaq First North Premier Growth Market. Governance and control of the company are regulated through a combination of policies, routines and written rules and practices. The regulations are primarily the Swedish Companies Act and the Annual Accounts Act, but also include the rules that apply to the market in which the company's shares are admitted for trading. The Companies Act contains basic rules regarding the company's organisation. The Companies Act stipulates that there must be three decision-making bodies: the General Meeting of Shareholders, the Board of Directors and the CEO, in a hierarchal relationship with each other. There must also be a body for control, an auditor, appointed by the General Meeting of Shareholders.

SHAREHOLDERS

As of 31 December 2020, the number of shareholders was 8,177, compared to 3,708 at the beginning of the financial year. Private individuals owned 44 percent (57) of the number of shares and 63 percent (72) of the votes in the company. The remainder was held by legal entities, mainly investment companies, equity funds, insurance companies and pension funds. Foreign shareholders owned 22 percent (6) of the shares and 14 percent (4) of the votes. The ten largest shareholders had a total shareholding of 63 percent (67) of the shares and 75 percent (79) of the votes.

GENERAL MEETING OF SHAREHOLDERS AND ARTICLES OF ASSOCIATION

The General Meeting of Shareholders is Sdipotech's highest decision-making body. This is where the shareholders exercise their influence through discussions and resolutions. The General Meeting decides on all issues that do not expressly fall under the exclusive area of competence of another corporate body.

Every shareholder has the right to participate in and to vote for their shares at the General Meeting in accordance with the provisions of the Articles of Association. Sdipotech's ordinary General Meeting, the Annual General Meeting (AGM), shall be held in Stockholm within six months of the end of the financial year. The AGM appoints the company's Board of Directors and the auditors and determines their fees. In addition, The AGM adopts the financial statements and determines the appropriation of profits and discharge from liability for the Board of Directors and the CEO, and determines other matters that are incumbent on the AGM according to the Articles of Association or legislation. The current Articles of Association were adopted at an Extraordinary General Meeting on October 15, 2015. These state that that the company's shares are divided into three classes of shares, where Class A shares carry ten votes per share, Class B shares one vote per share and preference shares one vote per share. The company's share capital shall be not less than five hundred thousand Swedish kronor (SEK 500,000) and not more than two million Swedish kronor (SEK 2,000,000). There shall be not less than 20,000,000 shares and not more than 80,000,000 shares. Class A and B shares carry equal rights to participate in the company's assets and earnings. The preference shares carry preferential rights to dividends, see also Note 21 section Share capital and other contributed capital. The Articles of Association permit conversion of Class A shares to Class B. The Articles of Association also state that the company's Board of Directors shall consist of at least three and at most ten members and regulate the forms of notice for convening a General Meeting. The Articles of Association contain no limitations on how many votes each shareholder may cast at a General Meeting. For the complete Articles of Association, adopted in their current form by the Annual General Meeting on 15 October 2015, see the company's website. Notice of the Annual General Meeting, and notice of an Extraordinary General Meeting (EGM), where an amendment to the Articles of Association will be on the agenda, shall be issued no earlier than six weeks and no later than four weeks before the Meeting. Notice of another EGM shall be issued no earlier than six weeks and no later than two weeks before the Meeting. Notice shall be issued by means of an advertisement in Post och Inrikes Tidningar (Swedish Official Gazette) and on the company's website. It shall also be concurrently announced in Dagens Industri that notice has been issued. Shareholders wishing to attend the Annual General Meeting shall (i) be included in the print-out or other presentation of the entire share register showing the state of affairs six weekdays prior to the Meeting, and (ii) notify the company of their attendance and the attendance of at most two assistants no later than 12:00 noon on the date stated in the notice of the Meeting. The AGM also determines the format for the appointment of a Nomination Committee.

ANNUAL GENERAL MEETING 2020

The 2020 AGM was held on 18 May in Stockholm. Due to the spread of COVID-19 and the recommendations of public authorities, the Company decided to conduct the AGM in the simplest possible form while strengthening the possibility for shareholders to participate remotely. To make it easier for shareholders to exercise their influence at the meeting, the Company decided to use the possibilities in the temporary Act passed by the Swedish Parliament on 3 April 2020. This means that shareholders are allowed to cast their votes to the meeting in advance by so-called postal voting, even though the articles of association do not contain any provision for this.

Notice of the AGM was issued in the form of a press release on 15 April 2020, and was published on the company's website on the same day. On the same date, it was also announced in Dagens Industri that notice had been issued. The notice was also published in Post och Inrikes Tidningar (Swedish Official Gazette). Resolutions passed by the General Meeting included the following:

- In accordance with the Board of Directors' proposal, the AGM resolved that dividends of SEK 8 per preference share be paid quarterly in the amount of SEK 2 per preference share.
- The AGM resolved, in accordance with the Board of Directors' proposal, that no dividend be paid on Class A or Class B ordinary shares and that the remaining profit be carried forward.
- The Board of Directors and the CEO were discharged from liability for their administration of the company in 2019.
- The Annual General Meeting resolved, in accordance with the Nomination Committee's proposal, that (i) Ashkan Pouya, Johnny Alvarsson, Urban Doverholt, Birgitta Henriksson and Jan Samuelson be re-elected as Board members, (ii) that Eola Änggård Runsten be newly elected as a Board member and (iii) that Jan Samuelson be re-elected as Chairman of the Board.
- Fees for the Board of Directors and the auditors were determined.
- New election of PWC as auditing firm.
- Procedures were established for the appointment of a Nomination Committee ahead of the next AGM.
- Principles for remuneration and other terms of employment for senior executives were adopted.
- Resolution regarding authorisation for the Board to issue shares, convertibles and warrants.

BOARD OF DIRECTORS

It is the duty of the Board of Directors to manage the affairs of the company in the best possible way and to safeguard the interests of the shareholders. In 2020, Sdipotech AB's Board of Directors consisted of six ordinary members who together represented broad commercial, technical and public experience:

- Jan Samuelson Chairman of the Board
- Ashkan Pouya,
- Johnny Alvarsson,
- Markus Sjöholm, (until May 2020)
- Birgitta Henriksson,
- Urban Doverholt, and
- Eola Änggård Runsten (from May 2020)

A detailed presentation of the members of the Board of Directors, including information about other assignments is provided under Board of Directors and Auditors on page 69. Other Group executives may participate in Board meetings in a reporting capacity or as secretary.

CHAIRMAN OF THE BOARD

The Chairman of the Board leads the work of the Board of Directors and has a special responsibility to monitor the company's development between Board meetings and to ensure that the Board members are continually provided with the information necessary to perform their work satisfactorily. The Chairman maintains ongoing contact with the company management and holds meetings with them as needed. The Chairman is also responsible for evaluating of the work of the Board and for ensuring that the Nomination Committee is informed of the result of the evaluation. The Board has evaluated its work through a structured survey led by an external party. The result is the basis for the Board's continuous development of the focus and forms of the Board's work.

WORK OF THE BOARD OF DIRECTORS

The Board of Directors held 21 recorded meetings during the 2020 financial year, of which one was the statutory meeting in connection with the AGM and of which 7 meetings per capsulam. The work of the Board follows rules of procedure that are adopted on an annual basis. These rules of procedure establish the division of work between the Board and the Executive Management, the responsibilities of the Chairman and the CEO, respectively, as well as the forms of financial reporting. The CEO is not a member of the Board but attends Board meetings. The Board of Directors forms a quorum when at least three members are present and, where possible, decisions are made after discussion that leads to consensus. The complete Board was in attendance at all meetings during the year, except for one. During each ordinary Board meeting, the company's economic and financial position are dealt with as well as risks facing the company and its internal control, and one item on the agenda concerns acquisitions. The Board is kept continually informed by way of written information about the company's operations and other important information. During 2020, the work of the Board was dominated by questions relating to acquisitions, market development, financing and the business model. One Board meeting was devoted solely to discussing the Group's position and strategy.

In accordance with the Code, the Board of Directors evaluated the work of the CEO at a meeting without the presence of the CEO or other senior executives. The total directors' fees in

Sdipotech for 2020 amounted to SEK 1,670,000 (1,495,000). In accordance with the resolution of the AGM, the Chairman of the Board received SEK 220,000 (200,000), and the other ordinary members received SEK 220,000 (200,000) each. Fees were paid to the company's Audit Committee, of SEK 150,000 (75,000) to the chairman and SEK 50,000 (50,000) per member (one members). For the company's Investment Committee, a fee of SEK 50,000 (40,000) was paid to the chairman and SEK 50,000 (40,000) per member (two members). No fee was paid for the company's Remuneration Committee. See also note 6.

INVESTMENT COMMITTEE

From among its own members, the Board of Directors has appointed an Investment Committee tasked with keeping the Board up-to-date on the current "acquisition pipeline", keeping itself abreast of imminent acquisitions by reading memoranda and letters of intent regarding acquisitions and taking the formal decision to carry out an acquisition. However, taking into consideration that decisions to carry out acquisitions shall be made by the entire Board, in accordance with the Board's rules of procedure, where either:

- the so-called Enterprise Value is in excess of SEK 200 million,
- the acquired company's operating profit is in excess of SEK 40 million annually, or
- the acquisition in question is outside the acquisition strategy established by the Board, can be considered extraordinary in relation to the company's day-to-day business and/or means that the company undertakes extraordinary obligations.

The Investment Committee consists of the ordinary Chairman of the Board and at least one additional member. The Chairman of the Board is the chairman of the Investment Committee. In 2020, the Investment Committee consisted of Jan Samuelson (chairman), Ashkan Pouya and Johnny Alvarsson, with the CEO participating in a reporting capacity. The Investment Committee shall meet as often as is necessary to fulfil its duties. Meetings are conducted digital or in person.

The chairman of the Investment Committee shall continually inform the other Board members about the work of and the decisions taken by the Committee. This should take place at ordinary Board meetings or if specifically required, in another way.

AUDIT COMMITTEE

The Board has appointed an audit committee from amongst its members. The Committee works according to an annually established agenda and is tasked with monitoring and assuring the quality of the company's financial reporting and the effectiveness of the company's internal control and risk management. The Audit Committee shall review the accounting principles that form the basis for the company's accounting and keep itself informed about the audit of the

annual accounts and consolidated financial statements. The Committee shall also review and monitor the auditor's independence and impartiality, and in particular, follow up if the auditor provides other services than audit services. Such additional services up to a maximum of SEK 100,000 per assignment, must be approved in advance by the company's CFO. Assignments in excess of SEK 100,000 shall be approved in advance by the chairman of the Audit Committee. In addition, the Committee shall assist the Nomination Committee with the preparation of proposals for the general meeting's resolution on election of auditor and the resolution relating to remuneration of the auditors, whereupon the Committee shall monitor that the auditor's term of office does not exceed the applicable rules.

The Audit Committee annually establishes an annual cycle of the tasks and areas for which the Audit Committee is responsible. The work of the Audit Committee mainly follows Sdipotech's external reporting calendar. The Committee shall regularly report its work to the Board, orally and by circulation of the minutes that shall be prepared at each Committee meeting. The Audit Committee maintains contact with the company's auditors to discuss the direction and scope of the audit work. In connection with the adoption of the annual accounts, the company's auditors report on their observations from the audit and their assessment of the internal control. During 2020, the Committee consisted of Markus Sjöholm (chairman until May 2020), Eola Änggård Runsten (chairman from May 2020) and Birgitta Henriksson, and Jan Samuelsson (until May 2020). The Committee shall regularly report its work to the Board, orally and by circulation of the minutes that shall be prepared at each Committee meeting. Starting from 2020, the Board has chosen to allow the auditors review the interim report for the third quarter, which they have not done previously. In connection with this, the Audit Committee has read the auditors' review report, analysed the auditors' observations and submitted proposals for improving certain routines to the Company's management.

REMUNERATION COMMITTEE

From among its own members, the Board of Directors has appointed a Remuneration Committee tasked with preparing the Board's proposal to the Annual General Meeting regarding guidelines for remuneration to the CEO and other senior executives. The Committee also has the task of following up the AGM's resolution regarding principles for remuneration to senior executives. In addition to this, the Committee shall also monitor and evaluate potential, ongoing and completed during the year programmes for variable remuneration to company management, as well as monitor and evaluate potential, ongoing and completed during the year share-based incentive programmes.

The Remuneration Committee during 2020 consisted of Jan Samuelsson (chairman) and Ashkan Pouya. The CEO participates in a reporting capacity but does not participate in discussion of matters concerning him. The chairman of

the Remuneration Committee shall inform the other Board members about the work of and the decisions taken by the Committee. This should take place at ordinary Board meetings or if specifically required, in another way.

ATTENDANCE AT BOARD AND COMMITTEE MEETINGS 2020

Board member	Board of Directors	Investment Committee	Audit Committee	Remuneration Committee
Total number of meetings	21	8	7	2
Jan Samuelson	21	8	3	2
Johnny Alvarsson	20	8	-	-
Ashkan Pouya	20	8	-	2
Birgitta Henriksson	21	-	7	-
Urban Doverholt	21	-	-	-
Markus Sjöholm (until May 2020)	5	-	3	-
Eola Änggård Runsten (from May 2020)	16	-	4	-

AUDITORS

At the 2020 AGM, the registered auditing firm PwC Sweden was elected auditor. The auditing firm appointed Authorised Public Accountant Anna Rosendal as the auditor in charge. To ensure insight for the Board of Directors, each year, it is given the opportunity to comment on the auditors' planning of the scope and focus of the audit. Following a review of the company's accounts, the auditor's report their observations at the Audit Committee meetings in January and April 2021. In addition, the auditors are prepared to attend Board meetings when the Board or auditors consider this necessary. The independent position of the auditors is ensured by the audit firm's internal guidelines. The independence has been confirmed to the Board.

COMPANY MANAGEMENT

The CEO and Group Management prepare and implement Sdiptech's overall strategies and deal with issues regarding acquisitions, divestments and major investments. Such matters are prepared by Group Management for decisions by the Board of Directors of the Parent Company or its Investment Committee. The President and CEO is responsible for day-to-day management of the company in accordance with the Board's decisions and guidelines. Sdiptech's Group Management consists of the CEO, the Group's CFO, the two Business Area Managers and the Group's Head of Acquisitions, a total of five people. In addition, the two business unit managers attend the management group's meetings. A detailed presentation is provided under Management on page 68. The Management team meets on a monthly basis to discuss the Group's and the subsidiaries' results and financial

position, as well as issues pertaining to strategy, earnings follow-up, forecasts and the performance of the business. Other issues discussed include acquisitions, joint projects, consolidated financial reporting, communication with the stock market, internal and external information, and coordination and follow-up in the areas of safety, the environment and quality.

OPERATIONAL GOVERNANCE

The Group's operating activities are performed within Sdiptech's subsidiaries. In all subsidiaries, active Board work is conducted under the leadership of the Business Area Managers. The subsidiaries' Boards follow the day-to-day operations and establish business plans. Operations are conducted in accordance with the rules, guidelines and policies adopted by Group Management and according to guidelines established by each subsidiary's Board of Directors. The Managing Directors of the subsidiaries are responsible for the performance of their respective companies and for ensuring growth and development in those companies. Within the Group, investment capital is distributed following decisions by the Board of Directors of Sdiptech's Parent Company in accordance with an annually updated investment policy. Operational governance is characterised by clear requirements set by Group Management and considerable freedom for each subsidiary to make decisions and act to achieve set targets.

DIVERSITY POLICY

The guidelines adopted by the Group's Board of Directors for business ethics (Code of Conduct) for how employees, suppliers, customers and other stakeholders should be treated in a lawful, fair and ethical manner, also contain guidelines on diversity. Sdiptech strives to ensure that employees in the Group shall be afforded equal opportunities for career development, training, remuneration, work content and employment conditions, regardless of gender. In cases where compensation gaps exist between men and women, we work actively to ensure that these are evened out. We also work to achieve a more uniform gender distribution in recruitment. We offer equal employment opportunities regardless of race, religion, gender, age, disability, family circumstances or sexual orientation. By participating in the recruitment work, the Group's operational management ensures that the Board's guidelines are complied with and developed.

The Board considering the company's operations, phase of development and circumstances in general should have an appropriate composition characterised by versatility and breadth as regards the competencies, experience and background of the members elected by the general meeting of shareholders. An even gender distribution shall be strived for. In 2020, the board was expanded by one woman, so that two out of six members are women. In addition, two in six members has an international background.

INTERNAL CONTROL

At an overall level, internal governance and control can be described as a process that is influenced by the company's Board, management and other staff, designed to provide a reasonable assurance that the company's goals are achieved in the following areas:

- (i) fit-for-purpose and efficient operations,
- (ii) reliable reporting and
- (iii) compliance with applicable regulations and internal rules.

Effective internal management and control consists of a number of components that work together and is achieved by managing risks linked to the operational goals by eliminating, reducing, monitoring or insuring such risks. This requires the business to identify its material risks and to design and implement internal rules that describe the business's approach to managing the risk areas. Based on the vision in the internal rules, effective controls must be designed and implemented in the different operational processes.

The business shall continually evaluate how the internal governance and control is working, and report risk exposures, deficiencies in controls and measures taken to the Audit Committee and the Board. .

The Board has the formal responsibility for the company's internal governance and control and establishes limits and the company's risk appetite. The Board requires ongoing reporting (format, content and frequency) in order to be able to monitor and evaluate the current situation in the company's internal governance and control. The CEO is responsible for the day-to-day management of the company and thus for ensuring that the work with internal governance and control is organised in an appropriate manner. This includes responsibility for designing the company's internal governance and control and for evaluating that the operations' system for internal governance and control works effectively.

Based on the identified risks, internal steering documents (policies & guidelines) are designed and implemented that describe the business's approach to managing the company's risks, compliance with applicable laws and regulations and the company's ethical conduct in society. In accordance with the Swedish Corporate Governance Code and listing requirements, there are internal steering documents to be prepared, established and implemented in areas such as: corporate governance policy, finance policy, information policy, insider policy, IT policy, IT and information security, risk policy, HR policy, Code of Conduct, ethical guidelines and Finance Manual.

The internal control shall ensure that the company's strategies and goals are followed up and that shareholder investments are protected. It also ensures accurate and relevant information to the stock market in accordance with generally accepted accounting principles in Sweden and that laws, regulations

and other requirements for listed companies are complied with throughout the Group. Sdiptech's Board of Directors has delegated the practical responsibility to the CEO who has distributed responsibility to others in the management and to subsidiary managers. Control activities occur at all levels throughout the organisation. Follow-up is an integral part of the management's ongoing work.

For the financial reporting, there are policies and guidelines as well as automatic controls in the systems as well as a manual reasonableness assessment of flows and amounts. Management regularly assesses the new financial risks and the risks of errors in the financial reporting. At each Board meeting, management reports on its assessment of existing risks and any other relevant issues regarding internal control. The Board may then call for further action if deemed necessary.

To ensure that the company's system for internal management and control works effectively, the company shall have a process in place to evaluate the design and effectiveness of the key controls. In the evaluation, two aspects are taken into account when assessing whether the controls function (are effective) or not:

- *Correct design:*
Adequate controls are in place and are correctly designed/ documented to handle the material risks. In addition, the controls are sufficiently documented regarding why, how, when and who is to carry out the controls. The type of documentation varies, but consists of, for example, instructions, manuals, process descriptions, templates, etc.
- *Functioning:*
The controls are performed in accordance with the control's design. In order to be able to come to this conclusion, sufficient evidence is needed to show that the control has been carried out, who carried it out and when. The evidence can be in various forms, but must be clear and detailed enough so that someone other than the person who carried out the control can understand that the control was carried out in the way it was designed and documented.

The Group's financial department under the management of the Group's CFO conducts an annual evaluation of the internal control in the companies since 2020. This is performed by each company as a self-assessment based on pre-defined questions, which are drawn up by the financial department. This evaluation aims to examine the Group's internal control routines and compliance with them. The result is reviewed by the Group's financial department, which through each Business Area Manager submits proposals on possible improvements for the companies concerned. The Group's auditors also receive the results, who in turn report their observations and recommendations to the Audit Committee and to the entire Board. In 2020, a special self-assessment was also carried out in December, to specifically examine whether the stipulated controls, in connection with certain key processes, are complied with and are fit-for-purpose.

The Board shall evaluate if this procedure is still fit-for-purpose on an annual basis and in consultation with the company's auditors call for possible changes in the internal control work.

In addition, the Board analyses Sdipotech's risk map at least one once a year, where significant risks, their consequences and governing documents and processes are summarized. The focus is on significant results and balance sheet items and areas where there is a risk that the consequences of any errors would be significant. It is the Board of Directors' opinion that an organisation of Sdipotech's scope in a decentralised organisation, in a defined geographical market, does not require a more extensive audit function in the form of an internal audit department. .

To secure a good capital market communication, the board has adopted an information policy. It specifies what is to be communicated, by whom and how. The basic premise is that regular financial information is provided in the form of:

- Press releases about significant events or price-sensitive events
- Interim reports, year-end reports and communiqués from Annual General Meetings
- Annual reports

Sdipotech's Board of Directors and company management work on the basis of openness and clarity to provide relevant and accurate information to the company's shareholders and the stock market.

NOMINATION COMMITTEE

The Nomination Committee's principal task is to propose Board members, the Chairman of the Board and auditors, as well as the fees to be paid to these individuals, in such a way that the AGM can make informed decisions. At the AGM 2020, the principles for the Nomination Committee's mandate were determined, and how the Committee shall be appointed. These shall apply until such time that a General Meeting resolves to amend them. This means that the Chairman of the Board was entrusted with the task of contacting the largest shareholders in terms of votes as of 31 August 2020, requesting them to appoint members, to form a Nomination Committee together with the Chairman of the Board. In accordance with this, a Nomination Committee has been appointed before the 2021 AGM, consisting of:

- Saeid Esmailzadeh, chairman of the Nomination Committee
- Helen Fasth Gillstedt (representing Handelsbanken Fonder AB)
- Ulrik Grönvall (representing Swedbank Robur Fonder)
- Jan Samuelson (Chairman of the Board)

The Nomination Committee's proposals and motives are published in connection with the notice of the AGM and are also made available on the company's website. The

Nomination Committee's term of office extends until the appointment of a new Nomination Committee. No fees are payable for Nomination Committee work.

Sdipotech's strategic direction and business and governance models are based, among other things, on a strong commitment from the company's principal shareholders. This approach permeates Sdipotech's corporate culture and has proved important for the successful development of the Group. The assessment of the Board of Directors and the Nomination Committee is that the majority of the Board Members are independent in relation to the company and its management and that at least three of the members are also independent in relation to the company's major shareholders.

Management



JAKOB HOLM

BORN 1971

CEO since 2015

Jakob Holm has extensive experience in company development from a number of different sectors. As a senior adviser, he has worked with owners and management teams in large international companies as well as SMEs. He founded the management consulting company Axholmen in 2006 and, before that, he worked at General Electric and Accenture. Jakob joined Serendipity Innovations in August 2014. He holds a Master of Science degree in Systems Engineering from the Royal Institute of Technology in Stockholm.

Holdings: 321 749 Class B-shares (through Currussel AB), 1 040 preference shares and 126 000 warrants



BENGT LEJDSTRÖM

BORN 1962

CFO since 2018

Bengt Lejdström has solid financial expertise from listed companies and acquisition-intensive international groups and has, among other things, been CFO at Lagercrantz Group, Intrum Justitia and Acando. He has also worked as a management consultant and has run his own businesses. Bengt holds a Master of Business Administration degree from the Stockholm School of Economics.

Holdings: 72 800 Class B-shares, 500 preference shares and 45 600 warrants



STEVEN GILSDORF

BORN 1978

Head of Acquisitions since 2018

Steven Gilsdorf has solid and broad experience of developing and acquiring small and medium-sized companies in different sectors, both in Sweden and internationally. He has previously worked in operational and strategic roles at GE Capital, Booz & Co. and Bisnode, where he was most recently Head of Group M&A. Steven holds a Master of Business Administration degree from London Business School and a Bachelor of Science degree in Business Economics from Arizona State University in the US.

Holdings: 25 285 Class B-shares and 45 600 warrants



FREDRIK NAVJORD

BORN 1980

Business Area Manager since 2017

Fredrik Navjord has extensive experience of business development and has worked with both growth companies and international groups. He most recently held the position of CEO for Metric, where he gained experience of working with the infrastructure sector and data communications. He previously worked as a Business Developer at Addtech and as an Investment Manager at Volvo Ventures. Fredrik holds a Master of Science degree in Engineering from Chalmers University of Technology.

Holdings: 36 569 Class B-shares and 35 000 warrants



ANDERS MATTSON

BORN 1980

Business Area Manager since 2018

Anders Mattson has solid and broad experience of managing and developing businesses in Sweden as well as internationally. Anders joined Sdipotech from Munters, where he held several positions, including as Global Sales and Marketing Manager for one of the Group's business areas and as President of an international subsidiary. He began his career as a management consultant for five years. Anders holds a Master of Science degree in Engineering from Chalmers University of Technology.

Holdings: 22 800 Class B-shares and 45 600 warrants

Board of Directors



JAN SAMUELSON

BORN 1963

Chairman since 2017

Jan Samuelson has solid experience in building medium-sized companies in a variety of industries and has been active at all levels ranging from operational positions to the role as an active owner. Jan currently holds a number of directorships, including as Chairman of Stillfront Group AB. Jan previously worked as a Senior Partner at Accent Equity Partners and before that as a Senior Vice President at EF Education. Jan holds a Master of Business Administration degree from the Stockholm School of Economics and a Master of Laws from Stockholm University

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: Yes
Holdings: 326,000 Class B shares



ASHKAN POUYA

BORN 1976

Board Member since 2014

Ashkan Pouya is an experienced serial entrepreneur who has been involved in starting several research-based companies in both executive and non-executive positions and was previously Director of Innovation at Lund University. Ashkan has a background in Business Administration, studying at Uppsala University, Queen's University and the WHU-Otto Besheim School of Management in Germany. Furthermore, Ashkan has had a successful career as an elite athlete, becoming the World Champion in Combat Jujitsu in 2000.

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: No
Holdings: 1,000,000 A shares and 4,255,000 Class B shares



JOHNNY ALVARSSON

BORN 1950

Board Member since 2016

Johnny Alvarsson has previously been CEO of Indutrade, Elektronikgruppen and Zeteco AB, and before that held several managerial positions at Ericsson. He currently serves as a Board member of Beijer Alma and Instalco and is also Chairman of VBG and FM Mattsson Mora. Johnny holds a Master of Science degree in Engineering from Linköping University.

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: Yes
Holdings: 18,200 Class B shares



BIRGITTA HENRIKSSON

BORN 1963

Board Member since 2019

Birgitta Henriksson is a partner of Fogel & Partners and works in an advisory capacity to boards and management teams on strategic communications and capital market issues. She is also a Board member of Stillfront Group AB. She was previously a partner of Brunswick Group and served as Head of Investor Relations and Corporate Communications at the investment bank Carnegie and also worked with company acquisitions and raising of capital at Carnegie. Birgitta holds a degree in Business Administration from Uppsala and Stockholm University.

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: Yes
Holdings: 4,600 Class B shares



URBAN DOVERHOLT

BORN 1961

Board Member since 2019

Urban Doverholt has a solid experience from IT and industrial groups. Urban is Chairman of the Board of Amido and SEM Group, as well as a board member of Infobric and Stöldskyddsforeningen. He is former CEO of ASSA AB, Certego, Enlight and EDB Business-Partner. Urban holds a Master of Science degree from the Royal Institute of Technology in Stockholm and further education at IMD Lausanne, Switzerland.

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: Yes
Holdings: None



EOLA ÄNGGÅRD RUNSTEN

BORN 1965

Board Member since 2020

Eola Änggård Runsten has long experience as CFO in acquisition-intensive companies among other. She is currently a consultant in her own company and is a board member of Mentice AB and ACQ Bure AB. Previous positions include CFO for AcadeMedia AB, several positions within EQT and further positions as CFO and financial advisor at SEB, Affibody AB, Alfred Berg and Commercial banks. Eola holds a Master of Business Administration degree from the Stockholm School of Economics.

Independent in relation to Sdipotech and its senior executives: Yes

Independent in relation to the major shareholders: Yes
Holdings: None