

### Fourth quarter and full year 2023

16 February 2024

### Financial development



| MSEK                           | 2019 | 2020  | 2021  | 2022  | 2023  | Q4'22 | Q4'23 |
|--------------------------------|------|-------|-------|-------|-------|-------|-------|
| Net sales RTM <sup>1)</sup>    | 490  | 1,146 | 3,136 | 5,259 | 5,842 |       |       |
| Net sales                      | 23   | 614   | 2,083 | 4,316 | 5,614 | 1,270 | 1,478 |
| Organic growth <sup>2)</sup>   | n.a. | 10%   | 14%   | 12%   | 2%    | 12%   | 0%    |
| o/w Currency<br>exchange       |      | 0%    | 1%    | 4%    | 4%    | 5%    | 2%    |
| EBITA RTM <sup>1)</sup>        | 106  | 219   | 606   | 1,005 | 1,069 |       |       |
| EBITA                          | -3   | 125   | 403   | 787   | 1,047 | 215   | 274   |
| EBITA margin RTM <sup>1)</sup> | 22%  | 19%   | 19%   | 19%   | 18%   |       |       |
| Interest-bearing net debt      | 345  | 343   | 798   | 1,552 | 167   |       |       |
| Minority debt <sup>3)</sup>    | 205  | 368   | 1,155 | 2,186 | 2,440 |       |       |
| # people at HQ                 | 5    | 5     | 7     | 7     | 8     |       |       |
| # of companies                 | 5    | 9     | 16    | 22    | 24    |       |       |

#### Röko characteristics



- Röko is a sector agnostic serial acquirer with focus on
  - High margins
  - Consecutive earnings growth
- Röko invests in founder-owned and family businesses
- Local management remains or becomes shareholders in their companies local ownership average 30%

#### Investment criteria



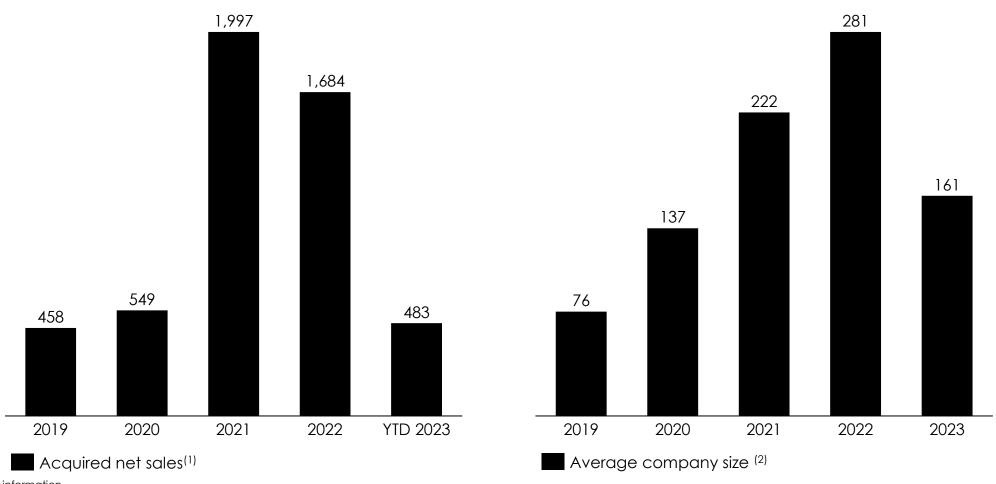
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|--|---------|--------|--------|-----------|-------------|---------|-----------|-----------|-----------|-----------|-----------|-------------|----------|-------------|-----|------|-----------------|--------|-----|---------|-----|------|-----------|
| Continuous profit growth <sup>1)</sup> | x       | x      | x      | x         | x           | x       | x         | x         | x         | x         | x         | x           | x        | x           | x   | x    | x               | x      | X   | x       | x   | x    | x         |
| EBITA margin >10 %                     | X       | x      | X      | x         | X           | X       | X         | X         | -         | X         | X         | X           | x        | X           | x   | X    | X               | X      | X   | X       | X   | X    | X         |
| Management in place <sup>2)</sup>      | -       | x      | x      | x         | X           | -       | -         | x         | x         | x         | x         | x           | x        | x           | x   | x    | x               | x      | x   | x       | x   | x    | x         |
| Market leader in a niche               | -       | х      | Х      | Х         | Х           | X       | X         | -         | Х         | Х         | -         | Х           | -        | Х           | -   | -    | X               | -      | Х   | Х       | X   | -    | Х         |
| CapEx <5 % of Net sales                | Х       | -      | Х      | Х         | Х           | Х       | -         | Х         | Х         | Х         | Х         | Х           | Х        | Х           | Х   | X    | Х               | X      | X   | X       | Х   | Х    | Х         |
| EBITA 2-10 MEUR                        | -       | Х      | Х      | Х         | Х           | Х       | Х         | Х         | Х         | -         | Х         | Х           | Х        | Х           | Х   | X    | Х               | Х      | X   | X       | X   | Х    | -         |
| Largest customer<br><12 % of Net sales | Х       | -      | х      | x         | х           | X       | -         | -         | x         | x         | x         | -           | x        | х           | x   | Х    | х               | Х      | X   | X       | X   | x    | X         |
| Year acquired                          | '19     | '19    | '19    | '19       | '19         | '20     | '20       | '20       | '20       | '21       | '21       | '21         | '21      | '21         | '21 | '21  | '22             | '22    | '22 | '22     | '22 | '23  | '23       |

### **Acquisitions since June 2019**



Acquired net sales per year has increased since 2019...

..and with a steady increase in the size of acquired companies



Source: Company information

Note: 1) Net sales in MSEK of acquired companies per year (if companies would have been consolidated 1 Jan that year), 2) Average Net Sales per acquired company in each year in MSEK (including addons)

## Portfolio company characteristics



| Management age structure | e (CEO, years old) <sup>1)</sup> | Organic growth in SEK ' | 231,2) | Geographies <sup>1)</sup> |   |
|--------------------------|----------------------------------|-------------------------|--------|---------------------------|---|
| <45                      | 7                                | <0%                     | 8      | UK                        | 8 |
| 45-60                    | 15                               | 0-10%                   | 13     | Denmark                   | 6 |
| >60                      | 2                                | >10%                    | 3      | Norway                    | 4 |
|                          |                                  |                         |        | Sweden                    | 4 |
|                          |                                  |                         |        | Netherlands               | 2 |

### Key investment highlights



- Highly experienced acquisitive management team
- Stringent investment criteria safeguarding quality investments
- Perpetual ownership and decentralised structure is very attractive to private family businesses
- The diversified portfolio of European companies creates a very resilient business model
- Continuous profit growth with high double-digit EBITA margins

# Röko's shareholders have contributed MSEK 1,189 in equity during June and July 2023

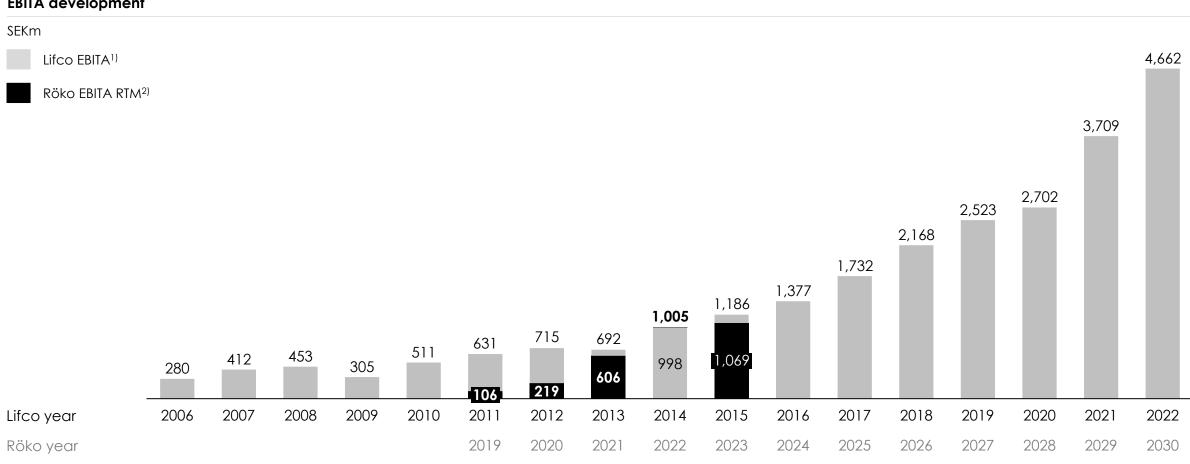


- From the start in June 2019 until today, **Röko has raised SEK 4.5bn of equity capital** and invested in 24 business units
- During June 2023, Röko drew all the outstanding committed capital from shareholders and added MSEK 481 of funds
- During June 2023, Röko announced a new share issue of MSEK 708 (representing a dilution of 12.5%) which has been completed in early July
  - 96% of Röko's shareholders subscribed for shares in the new share issue
  - The new share issue was oversubscribed by 220%
  - Management and Board members oversubscribed in the issue
- Röko has ample room to continue to be an active acquiror of profitable niche market companies in Europe
- Committed management team with significant shareholder interest
  - Management team has been in place since 2019

#### Röko 2030?



#### **EBITA** development



Source: Company information and Lifco annual report 2021

# **RŌKO**

# **Appendix**

## Financial targets



| Growth            | Achieve EBITA growth each year (excluding the impact of acquisitions)  |
|-------------------|--|
| Profitability     | • EBITA margin of more than 15%  |
| Capital structure | • Net debt <sup>1)</sup> in relation to EBITDA RTM <sup>2)</sup> should be below 3.0x. The net debt may temporarily exceed the target as a result of acquisitions                          |
| Dividend policy   | <ul> <li>Distribute 0-20% of net profit for the year as dividend to shareholders</li> <li>The Board of Directors propose no dividend for the fiscal year 2023 (payable in 2024)</li> </ul> |

### Cash flow and capital efficiency



#### Cash flow from operations and cash conversion

| SEKm                          | FY 2022 | FY 2023 |
|-------------------------------|---------|---------|
| Operating cash flow           | 515     | 932     |
| Adj. EBITA                    | 787     | 1,047   |
| Cash conversion <sup>1)</sup> | 65%     | 89%     |

#### Capital employed and ROCE

| SEKm   | FY 2022 | FY 2023 |
|--|---------|---------|
| Equity   | 3,653   | 4,942   |
| Interest-bearing debt                                      | 2,145   | 910     |
| Leasing  | 518     | 483     |
| Put/call debt for non-controlling shares and earn-out debt | 2,186   | 2,440   |
| (-) Cash and cash equivalents                              | -558    | -774    |
| Capital employed   | 7,944   | 8,032   |
| Average capital employed                                   | 6,102   | 7,988   |
| Adj. EBITA   | 787     | 1,047   |
| Annualised Adj. EBITA                                      | 787     | 1,047   |
| ROCE, % <sup>2)</sup>                                      | 13%     | 13%     |
| ROCE (excl. Goodwill), % <sup>3)</sup>                     | 146%    | 179%    |

### **KPIs**



| SEKm   | YTD 2022 | YTD 2023 | Change |
|--|----------|----------|--------|
| Net sales  | 4,316    | 5,614    | 30%    |
| Net sales RTM <sup>1)</sup>                                | 5,259    | 5,842    | 21%    |
| Adj. EBITA   | 787      | 1,047    | 33%    |
| Adj. EBITA margin, %                                       | 18%      | 19%      | 1 p.p  |
| Adj. EBITA RTM <sup>1)</sup>                               | 1,005    | 1,069    | 6%     |
| Adj. EBITA RTM <sup>1)</sup> margin, %                     | 19%      | 18%      | -1 p.p |
| Adj. EBITDA  | 902      | 1,186    | 32%    |
| Adj. EBITDA margin, %                                      | 21%      | 21%      | 0 p.p  |
| Capital employed   | 7,944    | 8,032    | 1%     |
| Return on capital employed, %                              | 13%      | 13%      | 0 p.p  |
| Return on equity, %  | 14%      | 13%      | -1 p.p |
| Financial net debt <sup>2)</sup>                           | 3,773    | 2,607    | -31%   |
| Interest-bearing net debt                                  | 1,587    | 167      | -89%   |
| Financial net debt <sup>2)</sup> /EBITDA RTM <sup>1)</sup> | 3.3x     | 2.2x     | -1.1x  |
| Interest-bearing net debt/EBITDA RTM                       | 1.5x     | 0.1x     | -1.4x  |
| Equity/assets ratio  | 36%      | 47%      | 11 p.p |
| Number of employees, end of the period                     | 1,271    | 1,426    | 12%    |

Source: Company information

Note: 1) Based on rolling twelve months financials from management accounts for companies that were part of Röko at the end of each respective period; 2) Including minority debt

### **Profit and loss statement**



|                                       |      |      | Full-year |        |        |
|---------------------------------------|------|------|-----------|--------|--------|
| SEKm                                  | 2019 | 2020 | 2021      | 2022   | 2023   |
| Net sales                             | 23   | 614  | 2,083     | 4,316  | 5,614  |
| Cost of goods and services sold       | -15  | -310 | -1,293    | -2,668 | -3,343 |
| Gross profit                          | 8    | 304  | 790       | 1,648  | 2,271  |
| Sales and marketing expenses          | -5   | -109 | -203      | -474   | -634   |
| Administrative expenses               | -4   | -98  | -248      | -482   | -714   |
| Other operating income and expenses   | -9   | -8   | -28       | -80    | -103   |
| Operating profit                      | -11  | 89   | 312       | 612    | 821    |
| Net interest on interest-bearing debt | -1   | -6   | -13       | -41    | -72    |
| Net other financial items             | 0    | -9   | -13       | -18    | -32    |
| Profit before tax                     | -12  | 74   | 286       | 554    | 716    |
| Tax                                   | 0    | -18  | -68       | -168   | -175   |
| Net profit for the period             | -12  | 56   | 217       | 386    | 541    |

### **Balance sheet**



|  |       |       | Dec-  | 31     |        |
|--|-------|-------|-------|--------|--------|
| SEKm                                       | 2019  | 2020  | 2021  | 2022   | 2023   |
| ASSETS                                     |       |       |       |        |        |
| Fixed assets                               |       |       |       |        |        |
| Intangible assets                          | 955   | 1,506 | 3,984 | 7 339  | 7,339  |
| Tangible assets                            | 197   | 251   | 506   | 747    | 747    |
| Other long-term securities and receivables | 1     | 4     | 14    | 45     | 15     |
| Total non-current assets                   | 1,152 | 1,761 | 4,504 | 8 131  | 8,101  |
| Current assets                             |       |       |       |        |        |
| Inventories                                | 36    | 86    | 424   | 843    | 874    |
| Current receivables                        | 63    | 146   | 467   | 674    | 785    |
| Cash and cash equivalents                  | 112   | 192   | 290   | 558    | 744    |
| Total current assets                       | 211   | 424   | 1,180 | 2 075  | 2,403  |
| TOTAL ASSETS                               | 1,363 | 2,186 | 5,684 | 10,206 | 10,619 |

|   |       |       | Dec   | -31    |        |
|---|-------|-------|-------|--------|--------|
| SEKm  | 2019  | 2020  | 2021  | 2022   | 2023   |
| EQUITY AND LIABILITIES                                    |       |       |       |        |        |
|   |       |       |       |        |        |
| Equity  |       |       |       |        |        |
| Equity attributable to Röko's shareholders                | 350   | 719   | 1,991 | 3,653  | 4,942  |
| Total equity  | 350   | 719   | 1,991 | 3,653  | 4,942  |
| Non-current liabilities                                   |       |       |       |        |        |
| Long-term borrowings incl. leasing liabilities            | 384   | 160   | 285   | 460    | 416    |
| Other long-term liabilities, put/call- and earn-out debt  | 191   | 368   | 1,050 | 2 034  | 2,346  |
| Deferred tax liability                                    | 93    | 146   | 365   | 749    | 742    |
| Other long-term provisions                                | 0     | 0     | 1     | 4      | 3      |
| Total non-current liabilities                             | 668   | 675   | 1,702 | 3 247  | 3,507  |
| Current liabilities                                       |       |       |       |        |        |
| Short-term borrowings incl. leasing liabilities           | 231   | 538   | 1,118 | 2 202  | 977    |
| Other short-term liabilities, put/call- and earn-out debt | 22    | 122   | 382   | 321    | 916    |
| Other short-term liabilities                              | 92    | 133   | 492   | 782    | 276    |
| Total current liabilities                                 | 345   | 792   | 1,992 | 3 305  | 2,169  |
| TOTAL EQUITY AND LIABILITIES                              | 1,363 | 2,186 | 5,684 | 10,206 | 10,619 |

### **Cash flow statement**



|   |      |      | Full-year |        |        |
|---|------|------|-----------|--------|--------|
| SEKm  | 2019 | 2020 | 2021      | 2022   | 2023   |
| Operating activities  |      |      |           |        |        |
| Operating profit  | -11  | 89   | 312       | 612    | 821    |
| Adjustment for non-cash items   | 2    | 44   | 107       | 262    | 358    |
| Net financial items   | -1   | -14  | -26       | -67    | -106   |
| Paid tax  | 0    | -40  | -86       | -189   | -224   |
| Cash flow from operating activities before changes in working capital | -10  | 79   | 307       | 618    | 848    |
| Cash flow from changes in working capital                             |      |      |           |        |        |
| Change in inventory   | -4   | -10  | -16       | -84    | 75     |
| Change in current assets  | 7    | -8   | -62       | 11     | 0      |
| Change in current liabilities   | 6    | 1    | 19        | -30    | 9      |
| Cash flow from operating activities                                   | -1   | 62   | 248       | 515    | 932    |
| nvesting activities   |      |      |           |        |        |
| Acquisitions  | -694 | -365 | -1,735    | -2 435 | -337   |
| nvestments in intangible assets                                       | 0    | -1   | -2        | -1     | -17    |
| nvestments in tangible assets   | 0    | -14  | -51       | -49    | -62    |
| Cash flow from investing activities                                   | -695 | -381 | -1,788    | -2 486 | -416   |
| inancing activities   |      |      |           |        |        |
| Shareholder contribution  | 360  | 334  | 1,140     | 1 421  | 1,189  |
| New loans with credit institutions                                    | 448  | 124  | 625       | 1 187  | 1      |
| Repayment of loans  | -2   | -59  | -83       | -242   | -1,267 |
| Payments debt call- and put option                                    | 0    | 0    | -49       | -9     | -182   |
| Other financing activities  | 0    | 0    | 0         | -125   | -74    |
| Cash flow from financing activities                                   | 807  | 399  | 1,632     | 2 231  | -334   |
| Cash flow for the period  | 112  | 80   | 93        | 260    | 183    |
| Cash and cash equivalents at the beginning of the period              | 0    | 112  | 192       | 290    | 558    |
| Translation differences   | 0    | 0    | 5         | 8      | 3      |
| Cash and cash equivalents at the end of the period                    | 112  | 192  | 290       | 558    | 744    |

## **Acquisitions since 2019**

| ROK |  |
|-----|--|
| KUK |  |

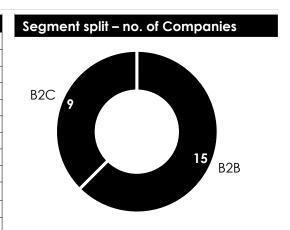
| Year | Company                  | Description  | Segment | Country     | Net Sales | Acquired net assets(1) |
|------|--------------------------|--|---------|-------------|-----------|------------------------|
| 2019 | Arboritec                | Manufacturer of floor finishes                               | B2B     | Sweden      | 30 MSEK   |                        |
|      | Hot Screen               | Heat transfer (textile printing) manufacturer                | B2B     | Sweden      | 94 MSEK   |                        |
|      | Addedo                   | VAR and consultant focused on consolidation software         | B2B     | Sweden      | 97 MSEK   | 849                    |
| 2017 | Synteko                  | Add-on for Arboritec   | B2B     | Sweden      | 10 MSEK   | 047                    |
|      | Bilomsetningen i Arendal | Original spare parts reseller for auto work shops            | B2B     | Norway      | 106 MNOK  |                        |
|      | Beths Beauty             | Chain of beauty clinics and shops focused on skincare        | B2C     | Norway      | 90 MNOK   |                        |
|      | Lundberg Tech            | Manufacturer and supplier of vacuum waste handling systems   | B2B     | Denmark     | 76 MDKK   |                        |
| 2020 | Oppigårds Bryggeri       | Leading independent craft brewery                            | B2C     | Sweden      | 70 MSEK   | 657                    |
| 2020 | Dan-Form                 | Furniture designer focused on chairs                         | B2C     | Denmark     | 102 MDKK  | 007                    |
|      | Sixty Stores             | Group of e-com businesses in Home & Garden                   | B2C     | UK          | 21 MGBP   |                        |
|      | Ekstralys                | E-com business in vehicle lighting                           | B2B     | Norway      | 81 MNOK   |                        |
|      | Renovotec                | Provider of rugged hardware, software & enterprise mobility  | B2B     | UK          | 22 MGBP   |                        |
|      | Rocket Medical           | Designer and manufacturer of single-use medical devices      | B2B     | UK          | 26 MGBP   |                        |
|      | Golf Experten            | Leading distributor of golf equipment                        | B2C     | Denmark     | 133 MDKK  |                        |
| 2021 | Les Deux                 | Menswear fashion brand                                       | B2C     | Denmark     | 134 MDKK  | 2,490                  |
|      | Wifi Gear                | Add-on for Renovotec   | B2B     | UK          | 4 MGBP    |                        |
|      | Jade Solutions           | Add-on for Renovotec   | B2B     | UK          | 13 MGBP   |                        |
|      | 4x4                      | Leading independent supplier of 4x4 accessories              | B2B     | UK          | 23 MGBP   |                        |
|      | Smit Visual              | Designer and manufacturer of writing boards                  | B2B     | Netherlands | 17 MEUR   |                        |
|      | Brownell                 | Reseller specialised in refurbishment of IT hardware.        | B2B     | UK          | 9 MGBP    |                        |
|      | ETB Technologies         | Developer of humidity and moisture protection products.      | B2B     | UK          | 15 MGBP   |                        |
| 2022 | Dorsey                   | Supplier of niched brickwork building materials and sundries | B2B     | UK          | 20 MGBP   | 3,064                  |
| 2022 | TECCON                   | Developer of high-quality electrician products               | B2B     | Norway      | 433 MNOK  | 0,004                  |
|      | Silk-ka                  | Market leader in high-quality artificial flowers and plants  | B2C     | Netherlands | 16 MEUR   |                        |
|      | AJAT Group               | Designer and manufacturer of uniforms and student products   | B2C     | Denmark     | 225 MDKK  |                        |
|      | Godiva                   | Distributor of bearings and spare parts                      | B2B     | UK          | 20 MGBP   |                        |
| 2023 | Snowminds                | Provider of ski instructor trainings                         | B2C     | Denmark     | 64 MDKK   | 591                    |
|      | Skywire                  | Add-on for Renovotec   | B2B     | Australia   | 18 MAUD   |                        |

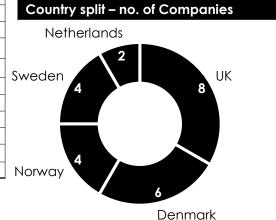
### Overview of acquisitions

# **RŌKO**

#### Röko has made 24 platform acquisitions to date

| Year    | Company                 | Description  | Business area | Country     | Ownership <sup>1)</sup> | Net sales at acquisition <sup>2)</sup> |
|---------|-------------------------|--|---------------|-------------|-------------------------|--|
| H2 2019 | Arboritec <sup>3)</sup> | Varnish and floor maintenance products                 | B2B           | Sweden      | 67%                     | SEK 30m                                |
| H2 2019 | Hot Screen              | Heat transfers to work- and sportswear                 | B2B           | Sweden      | 58%                     | SEK 94m                                |
| H2 2019 | Addedo                  | Software reseller and finance consulting               | B2B           | Sweden      | 60%                     | SEK 97m                                |
| H2 2019 | Bilomsetningen          | Spare parts reseller for auto-repair shops             | B2B           | Norway      | 64%                     | NOK 106m                               |
| H2 2019 | Beth's Beauty           | Skincare retail and clinics                            | B2C           | Norway      | 65%                     | NOK 90m                                |
| H2 2020 | Lundberg Tech           | Waste handling systems developer                       | B2B           | Denmark     | 85%                     | DKK 76m                                |
| H2 2020 | Oppigårds               | Independent craft brewery                              | B2C           | Sweden      | 70%                     | SEK 70m                                |
| H2 2020 | Dan-Form                | Furniture design                                       | B2C           | Denmark     | 70%                     | DKK 102m                               |
| H2 2020 | Sixty Stores            | Multi-channel e-commerce retailer                      | B2C           | UK          | 60%                     | GBP 23m                                |
| H1 2021 | Ekstralys               | E-commerce platform for vehicle lighting <sup>4)</sup> | B2B           | Norway      | 60%                     | NOK 81m                                |
| H1 2021 | Renovotec <sup>5)</sup> | Rugged hardware distribution                           | B2B           | UK          | 75%                     | GBP 22m                                |
| H1 2021 | Rocket Medical          | Single-use medical devices                             | B2B           | UK          | 79%                     | GBP 26m                                |
| H2 2021 | Les Deux                | Menswear fashion brand                                 | B2C           | Denmark     | 57%                     | DKK 133m                               |
| H2 2021 | Golf Experten           | Golf equipment retailer                                | B2C           | Denmark     | 80%                     | DKK 134m                               |
| H2 2021 | 4x4 A&T                 | Supplier of accessories for 4x4 pickups                | B2B           | UK          | 78%                     | GBP 23m                                |
| H2 2021 | Smit Visual             | Whiteboard manufacturer                                | B2B           | Netherlands | 75%                     | EUR 17m                                |
| H1 2022 | Brownell                | Humidity and moisture products                         | B2B           | UK          | 70%                     | GBP 9m                                 |
| H1 2022 | ETB Tech.               | IT hardware refurbishment                              | B2B           | UK          | 65%                     | GBP 15m                                |
| H1 2022 | Dorsey                  | Supplier of niche construction accessories             | B2B           | UK          | 80%                     | GBP 20m                                |
| H2 2022 | TECCON                  | Manufacturer of electrician products                   | B2B           | Norway      | 85%                     | NOK 433m                               |
| H2 2022 | Silk-Ka                 | Design and distribution of artificial flowers          | B2C           | Netherlands | 80%                     | EUR 15m                                |
| H2 2022 | AJAT                    | Uniforms and student products                          | B2C           | Denmark     | 70%                     | DKK 230m                               |
| H1 2023 | Godiva                  | Distributor of bearings and spare parts                | B2B           | UK          | 75%                     | GBP 20m                                |
| H2 2023 | Snowminds               | Provider of ski instructor trainings                   | B2C           | Denmark     | 60%                     | DKK 64m                                |





#### Board of Directors – all Directors are shareholders in Röko



#### Tomas Billing

Chairman and co-founder

Previous experience: CEO Nordstjernan, CEO Hufvudstaden, Chairman NCC. Education: MSc in Business Administration (SSE), Scholarship to Luther College, USA, Other engagements: Co-owner and board member Hjertmans group. Board member Centrum För Rättvisa and Hilma af Klint Foundation

#### Fredrik Karlsson

CEO and co-founder

Previous experience: CEO Lifco, CEO Mercatura. Education: MSc in Engineering Physics (KTH), MSc in Business Administration (SSE). Other engagements: Co-owner and board member Hjertmans group. Board member German-Swedish Chamber of Commerce

#### Lilian Biner

Board member

Previous experience: Chairman of Cloetta and board member of Nobia, Oriflame and Thule. Education: MSc from SSE. Other engagements: Board member of Alfa Laval, a-connect, Givaudan, L E Lundbergföretagen and Pandora A/S

#### **Angela Langemar Olsson**

Board member

Previous experience: Investment Director of Nordstjernan. CFO of Nordstjernan. Board member of Bonava, Etac and SunParadise. Education: MSc from SSE. Other engagements: CFO of Bonnier Group. Board member of NCC, Adlibris and Bonnier Books

#### Peter Sterky

Board member

Previous experience: CFO and COO Spotify, CFO Pharmadule, Board member Trift Capital and GLD Holding. Education: MSc from Chalmers University of Technology. Other engagements: CEO and CIO of Trift Capital

### The Röko team – all full-time employees are shareholders in Röko



|   | Previous experience  | Education   | Туре                    | Started |
|---|--|---|-------------------------|---------|
| <b>Tomas Billing</b> <sup>1)</sup> Chairman and co-founder              | CEO Nordstjernan, CEO<br>Hufvudstaden, Chairman NCC        | MSc in Business Administration (SSE),<br>Scholarship to Luther College, USA | Full-time<br>assignment | 2019    |
| Fredrik Karlsson <sup>2)</sup> CEO and co-founder                       | CEO Lifco, CEO Mercatura                                   | MSc in Engineering Physics (KTH), MSc in Business Administration (SSE)      | Full-time<br>employment | 2019    |
| <b>Johan Bladh</b> <sup>3)</sup> Deputy CEO, CFO and B2C area manager   | Bridgepoint, BC Partners, Altor                            | BSc in Accounting and Finance (SSE)   | Full-time<br>employment | 2019    |
| <b>Anders Nordby</b> Investment Manager Norway and UK, B2B area manager | Director at Saga Corporate Finance (M&A)                   | MSc in International Banking and Finance (Strathclyde)                      | Full-time<br>employment | 2019    |
| Petter Blichfeldt<br>Investment Analyst                                 | Öhman Fonder, Tapwell                                      | BSc in Business and Economics (Lund University)                             | Full-time<br>employment | 2021    |
| <b>Douglas Kressner</b> Group Financial Controller                      | Öhman Fonder, Swedish Match                                | BSc in Business and Economics (SSE)   | Full-time<br>employment | 2022    |
| Fabian Speiser<br>Investment Manager DACH and Italy                     | Porterhouse Group, Deutsche Bank                           | MSc in Management (WHU)   | Full-time<br>employment | 2022    |
| <b>Arvid Runéus</b> Investment Manager                                  | Oppigårds Bryggeri, McKinsey & Co,<br>Mannheimer Swartling | LL.M. (Lund University)   | Full-time<br>employment | 2023    |
| Gunnar Samuelsson<br>IFRS Expert  | CFO Lifco  | MSc in Accounting<br>(Uppsala University)                                   | Consultant              | 2020    |
| Andreas Larsson Investor Relations                                      | Senior IR Officer, Nordea                                  | BSc in Business Administration (SSE)  | Consultant              | 2022    |

### Ownership structure

The A/B-share structure will remain at IPO



#### Overview of Röko's largest shareholders and management's shareholdings

| Person / Company                      | Commitment (SEKm) | Number of A <sup>1)</sup><br>shares | Number of B shares | Share of A shares | Share of B shares | Share of votes |
|---------------------------------------|-------------------|-------------------------------------|--------------------|-------------------|-------------------|----------------|
| Trift Capital II Limited              | 504               | 0                                   | 1,359,751          | 0%                | 11%               | 3%             |
| AEMG Capital Förvaltnings AB          | 420               | 0                                   | 1,133,126          | 0%                | 9%                | 3%             |
| Santhe Dahl Invest AB                 | 291               | 0                                   | 787,500            | 0%                | 6%                | 2%             |
| Gjusböte AB (Fredrik Karlsson)        | 126               | 1,052,000                           | 343,337            | 39%               | 3%                | 28%            |
| Smöla AB (Tomas Billing)              | 126               | 1,052,000                           | 343,337            | 39%               | 3%                | 28%            |
| Smalandiis AB (Johan Bladh)           | 5                 | 404,000                             | 13,597             | 15%               | 0%                | 10%            |
| Anord AS (Anders Nordby)              | 3                 | 188,000                             | 9,065              | 7%                | 0%                | 5%             |
| Investors that own >5% and management | 1,475             | 2,696,000                           | 3,989,713          | 100%              | 33%               | 79%            |
| Other investors                       | 3,038             | 0                                   | 8,146,787          | 0%                | 67%               | 21%            |
| Total                                 | 4,513             | 2,696,000                           | 12,136,500         | 100%              | 100%              | 100%           |

Management

Source: Company information

Note: 1) Shares of class A are each carrying ten (10) votes per share and shares of class B are each carrying one (1) vote per share

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