



# Our vision, mission and goals



## Vision

We will be the best owner for our companies and the best partner for investors and management teams.



## Mission

We will improve our companies.

We will take ownership in companies and increase the value in those companies through increasing efficiency and accelerating customer and geographical growth.

We have an exclusive network of co-investors which have a proven track record and high competence.

We will have a highly competent talent pool working within the company structure of Axio.



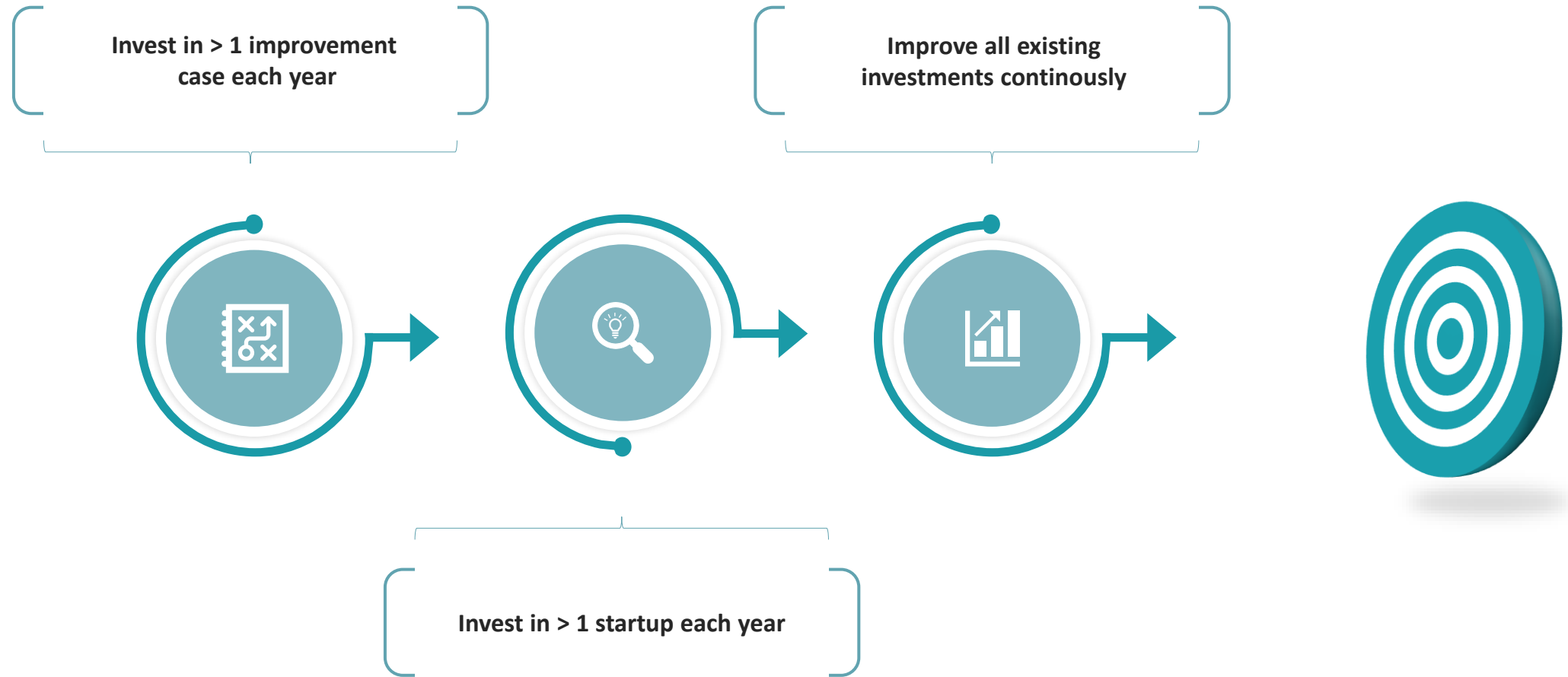
## Goal

We will grow the value of our portfolio with 20% per year.

# Financial Goals Current Portfolio

| Financial Budget |         | 2020    | 2021      | 2022      | 2023      | 2024      | 2025      |
|------------------|---------|---------|-----------|-----------|-----------|-----------|-----------|
| Axess            | Revenue | 620 000 | 713 000   | 820 000   | 943 000   | 1 061 000 | 1 167 000 |
|                  | EBIT    | 61 316  | 71 000    | 82 000    | 94 000    | 106 000   | 117 000   |
|                  | Value   |         |           |           |           |           |           |
| Kraftmontasje    | Revenue | 277 000 | 300 000   | 400 000   | 450 000   | 500 000   | 550 000   |
|                  | EBIT    | 16 600  | 21 000    | 28 000    | 33 750    | 40 000    | 44 000    |
|                  | Value   |         |           |           |           |           |           |
| Los Capitanos    | Revenue | 30 000  | 45 000    | 60 000    | 90 000    | 135 000   | 200 000   |
|                  | EBIT    | 0       | 4 500     | 9 000     | 15 000    | 20 000    | 30 000    |
|                  | Value   |         |           |           |           |           |           |
| Høvding          | Revenue | 49 631  | 52 200    | 53 766    | 55 379    | 57 040    | 58 752    |
|                  | EBIT    | 39 705  | 40 716    | 41 937    | 43 196    | 44 491    | 45 826    |
|                  | Value   |         |           |           |           |           |           |
| Total            | Revenue | 877 631 | 1 097 313 | 1 326 000 | 1 517 029 | 1 703 905 | 1 864 746 |
|                  | EBIT    | 113 621 | 134 225   | 157 782   | 169 069   | 201 268   | 219 271   |
|                  | Value   |         |           |           |           |           |           |

# Overall Strategy



# Organization of Investment Group



## Co-Investors role:

- Capital and competence.
- Knowledge of how a company is lead to success, in different industries.
- Inherent drive and motivation to do and accomplish things.



- Locating, analysing and bringing forward investment opportunities and cases.
- Daily overview of portfolio and active management of current investments. Taking advantage of broad experience and success in top management.



## Management capacity

- Pool of the best promising middle managers in central Norway.
- People with leadership skills and the ability to organise for growth and profitability.
- The setup represents possibilities for the manager, as there will be career opportunities within the Axio structure of companies.

### Advantages for the investors include:

- Optimal allocation of management capacity.
- Part-time positions covering what could otherwise require full-time management.
- Higher probability of keeping exceptional individuals long term as the structure can provide further possibilities.

