

Hans Thulin

Jag har under många år arbetat i ledande ställning för olika uppdragsgivare inom olika tillverkande industrier. Jag har genom dessa uppdrag arbetat i Tyskland, USA, Kina men större delen i Sverige.

Jag har genom åren samlat på mig olika typer av erfarenhet alltifrån att driva och utveckla företag till att stänga bolag och flytta tillverkning. Jag har under resan haft (och har fortfarande) flera styrelseuppdrag.

Jag är en prestigelös, drivande och positiv person som har lätt att få med mig medarbetare och andra "på tåget" och få saker gjorda. Jag har normalt inte långt till beslut. Jag har en god förmåga att låta människor komma till tals och tillsammans hitta vägen till bra lösningar och beslut, Vilket borgar för att alla är med. Jag lever under den kanske något slitna devisen " det finns inga problem, bara utmaningar" Det är dessa utmaningar som gör att man har behov av bra ledare.

Min hemadress är Havstenssund i Tanums kommun (norra Bohuslän) där jag har "hemma hamn" på Kalvö i skärgården. Uppdrag som innebär resande eller tidvis boende på annan ort (även utomlands) innebär inga som helst hinder. Detta har snarare varit en vardag under många år.

Jag hoppas att med denna ingress, väcka ert intresse och ser fram emot att få möjligheten att presentera mig i ett personligt möte (om/när omständigheterna tillåter).

Självklart kan jag ge ett antal relevanta referenser om så önskas.

Jag är anträffbar på telefon 0701914302 även kvällar och helger.

Mail hans.thulin@travessia.se

Web. www.travessia.se

Havstenssund 2023-02-27

Hans Thulin

Curriculum vitae

Experience over the years

| | |
|---------------|---|
| 08.82 - 04.87 | Studies at CTH chemical engineering. |
| 05.85 – 08.85 | Training at Technical Service AGA Innovation. |
| 05.87 - 05.90 | Doctorate studies at DECHEMA institute in Germany. |
| 09.90 - 06.91 | Development engineer at W.C. Heraeus in Hanau Germany. |
| 06.91 - 04.94 | Project leader at Heraeus-Asalmaz-Katalysatoren GmbH (Hanau). |
| 06.94 - 07.97 | Technical manager at Vänerply AB in Otterbäcken. |
| 07.97 - 01.99 | Deputy Managing Director at Vänerply AB. |
| 02.99 – 09.99 | Plant manager at Bundy (TI automotive) in Hova. |
| 10.99 - 01.02 | Managing Director Brink Sverige AB. |
| 01.02 - 12.04 | Vice President of Virginia KMP corp. Dallas USA. |
| 05.05 – 09.05 | Consultant at ESAB AB Laxå |
| 10.05 – 11.12 | Managing Director TanumsFönster AB and BorDörren AB |
| 12.01 – 03.14 | CEO NorDan AB |
| 14.07 – 21-04 | Owner and MD of AntiCorr Sverige AB |
| 21.05 - | Senior advisor (Tavessia Consulting AB) |

Others:

Board assignments

| | |
|---|-------------|
| EcoBuild (Chairman) | 2006 - 2016 |
| EQ-windows | 2006 - 2012 |
| Executive committee for wooden windows at TMF | 2007 - 2014 |
| Norlux AB (Chairman) | 2008 - 2010 |
| Bohus gatsten och kantsten AB | 2008 - 2011 |
| Bohuskooperativa stenindustrier | 2009 - 2011 |
| BorDörren AB (Chairman) | 2010 - 2011 |
| NorDan Kvillsfors AB (Chairman) | 2010 - 2011 |
| Executive committee for doors at TMF (Chairman) | 2011 - 2014 |
| Wikan Höglandet AB | 2020 – |
| J3MK Solution AB (Chairman) | 2022- |

Academic degree, Dr ing.

Language: German and English fluently.

20 points Law study (Juridisk översikt)

Voluntary sea rescuer since 2009.

Latest experiences.

2014-07 - 2021-04- Owner (and MD) of AntiCorr Sverige AB.

After several years of challenge with profitability I have decided to divest or liquidate this business and offer my experience as senior adviser to management in different constellations. AntiCorr Sverige AB was liquidated in April 2021

2013.01.01-2014-04 CEO for NorDan AB (Tanumshede Sweden).

2013 I was appointed to merge all three companies in Sweden to NorDan AB and take the role as CEO. The turnover 2013 was app. 60 M€. The customer base is both wholesales, housebuilding industry and building companies.

I was also part of the NorDan AS Management team.

2005.10 – 2012-12-31 MD for TanumsFönster (Tanumshede Sweden) and Bordörren AB (Värnamo Sweden).

TanumsFönster AB (TF) and Bordörren (BD), are owned by Nordan AS (Norway). Nordan is producing and marketing wooden windows for mainly private homes and apartments with a turnover of app 160 M€. NorDan have 4 plants in Norway, one in Poland and two in Sweden. TF and BD represent Nordans business in Sweden producing app 100 000 windows and 35 000 entrance doors. TF and BD employ 295 people and has a turnover of about 33 M€. My assignment is to grow the business in Sweden with 10-15 % / year. The challenge is to gear up the production which are old fashion and grown out of control the last 10 year. Furthermore, shall the two companies merge to one company with two separate strong brands and introduce a third brand on the Swedish market. 2011 TanumsFönster AB purchased another Window manufacturer (Kvilsforsfönster AB). The total turnover for the business in Sweden 2012 was app. 50 M€. 2013 we merged al tree companies to NorDan AB with a turnover of 60 M€. The customer base is both wholesales and building companies.

2005.4– 2005.10 ESAB AB

Assignment at ESAB. Working for the European management by ESAB. My main task was to merge ESAB with a new business partner (in Germany) supplying ESAB with very essential parts for their welding systems.

2002.01-2004.12 Vice President of Virginia KMP corp. Dallas USA.

Virginia KMP is one of eight plants in Lai Berg holding (Oslo). Virginia KMP is the larger of two plants in the commercial group. The business in Dallas is selling and producing parts for the air-conditioning industry. The turnover was app \$ 20 million with app 110 employs. The main customer segments are OEM, wholesales, and export. Some of our customers are: Heatcraft, Rheem, Carrier, Witt, Grainger, Johnson and Tecumseh. The plant produced filter dryers, pressure vessels and chemicals for the air-conditioning industry. My responsibilities including the production was maintenance, quality, engineering and purchasing. I was also appointed vice president when our president (who was travelling a lot), were not present.

After investigation and analysis of the operation it was decided to reorganize the Dallas operation to a distribution center without the production of steel components. It has become my task to move the steel components production. First the drier production was moved to our sister plant in UK. The second part was to move the pressure vessel production to China. I have during this transit, worked closely with our production in China and spent almost half a year in Wuxi China.

1999.10 – 2002.01 Managing Director Brink Sverige AB.

I was employed as Managing director at Brink Sverige AB in October 99. Brink is producing towbars for the automotive industry and the aftermarket in Europe. The group consists of six main daughter companies and has a turnover of app. 750 MSEK.

Brink Sverige is situated in Vänersborg and had a turnover of 125 MSEK with app. 115 employees. The main customers are Volvo, Svenska VAG and SAAB. One of the strengths of Brink Sverige AB was our development team.

Besides the role as MD, I also had the responsibility for our biggest account, Volvo with a turnover of app 60 MSEK. One of the challenges with the New Volvo project was to set up towbar production for their new SUV at our sister company in Chicago.

1999.02 – 1999.10 Plant Manager at Bundy AB (TI automotive) in Hova.

Bundy is producing single and double wall steel tubes for the automotive- and refrigeration- industry. The program was to learn the organization in Bundy and after 6 to 9 months take responsibility for refrigeration in Sweden (General Manager). Bundy Sweden is manufacturing single wall tubs, condensers for refrigeration (Lidköping) and freezer systems (Hova). The total turnover planned for 1999 was for Hova 45 MSEK and for Lidköping 67 MSEK. I was at Bundy responsible for the whole operation in Hova including, production, maintenance, quality engineering, purchase, shipping, finance, payroll, HR and customer service.

The Hova plant was sold to Kenmore Refrigeration in March 1999. My new task was then to close the plant. Transfer and the machines and technology to Kenmore in the UK and sell the assets in Hova.

1997.07 – 1999.01 Deputy Managing Director at Vänerply AB.

As Vice MD I was responsible for the total operations at Vänerply AB (see below), and I was responsible for the whole company when our MD was not on site. He was currently reducing his workload due to age and was working 75 %, were of he spends half of in our sister plant.

1994.06 – 1997.07 Technical manager at Vänerply AB in Otterbäcken.

Vänerply AB is producing and marketing Plywood. The annual turnover was 220 MSEK, with 210 employees. My areas of responsibility were maintenance, plant, production and purchase. Apart from personnel and budget, I was responsible for machine investments as well as technical improvements of the process. The personnel responsibility concerns approx. 195 people and the budget responsibility approx. 80 MSEK.

1991.06 – 1994.04. Project leader at Heraeus-Asalmaz-Katalysatoren GmbH in Hanau.

In June 1991 W.C. Heraeus (see below) founded a daughter company, Hearaeus-Azalmatz-Katalysatoren GmbH. The company developed, produced and marketed 3-way Catalysts for the automotive industry. The production was in Karlskoga (S), the development in Gothenburg (S) and the management in Hanau (D).

I was moved over to this new company in July 1991 as a project leader mainly for the following project:

Starting up the production in Karlskoga with introduction of new production techniques.

Starting up of a new development center in Germany as well as transferring the Swedish

Development department including personnel (and equipment) to this center.

To carry out these projects, I oversaw a project team consisting of administrative planning, purchases, building engineers architect technical engineers also including several external consultants. The investment volume for this project was 15 MDM and demanded approx. 10 000 Engineering hours.

The last period of my employment I worked as technical sales support towards our main customers (SAAB, Volvo and VW).

**1990.09 - 1991.06 Development engineer at W.C. Heraeus in Hanau
Germany.**

In October 1990 I was employed as a Project Engineer at W.C. Heraeus in Hanau (Germany), at the development department for catalyzes. I worked mainly with catalysis for cleaning of gases. The main task was solving technical problems for new applications. This meant coordinating the customers, or the markets needs and demands, with the development department resources.

Havstenssund mars 2022

Sincerely

Hans Thulin