

Curriculum Vitae: Dan Svensson

Employee Profile

Name: Dan Svensson
Address: Ligustervägen 5, 513 35 Fristad, Sweden
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Email address: dan.svensson@thermatec.se
Date of Birth: 5 October 1964
Nationality: Swedish
Family situation: Girlfriend / 2 children 20 and 17 years old.

Work Experience

Jan 2011 – Present

Company: Thermal Technologies Europe AB
Position: Managing Director
Duties of Position: Thermal Technologies Europe AB, or Thermatec™, is a trading and engineering company with its headquarter in Sweden. Thermal Technologies Europe AB as a company was established in January 2011 and is a result of a management buyout from the Swedish industrial group Indutrade AB listed on the Stockholm stock exchange.
The owner of the company is Dan Svensson who has 20 years of experience in industrial automation and has held a number of senior management positions at companies as Indutrade, Invensys, ABB, Alfa Laval etc.
Thermatec™ supplies local and international markets with high quality products, complete project, consultancy services and aftermarket services.
We have a network of highly reputable partners to ensure that we always put the right skillset in place for a given project. We tailor our offering to meet the business issues of our clients and to bring the best return on investment.
The product offering consist of energy recovery technologies like absorption chillers and heaters, industrial heat pumps and frequency converters as well as field instrumentation, valves and controls.
www.thermatec.se

Sep 2009 – Jan 2011

Company: Indutrade Flow Technology AB
Position: Vice President Sales
Duties of Position: Indutrade Flow Technology AB is a company representing one of four divisions within the Indutrade Group. Indutrade AB is listed on the Stockholm stock exchange market (MID CAP – INDIT). Indutrade grows partly organically but predominately by acquisitions.
Indutrade Flow Technology AB controls today 28 companies of the Indutrade group with a budgeted yearly turnover of \$315M for 2010 and has a positive trend. My initial responsibility was to establish a new company around a couple of product groups in Europe and create enough interest from both Indutrade group companies and third party companies allowing me to build a profitable business with good growth opportunities.

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As Indutrade mainly grows through acquisitions we wanted to develop a model to set up and grow new companies in parallel. We had developed the model at the turn of the year 09/10 and established the new company Flowpart AB.

I'm the MD of Flowpart AB and the target of the company is to seek competitive and interesting technology on the global market and agree to large volumes for large territories. By signing agreements with companies within Indutrade or with third party companies for smaller geographical markets we give them access to technology and by that, business opportunities that would be much harder for them to get access to by themselves.

The product portfolio of Flowpart includes at present frequency converters, absorption chillers & heaters, valves, instrument valves and manifolds. Additional products are qualified and ready to go but we have decided to wait until we have got good traction in the market with the core products that we initially started with. The manufacturer of the frequency converters and the absorption chillers & heaters belong to the largest privately owned group of companies in China with an annual turnover of \$14B. The rest of the product portfolio origins from China, Korea and South Africa.

The strategy for north Europe is to go to market through Indutrade companies while the strategy for middle-, south- & east Europe is to work through partners.

Also selected countries in the Middle East and Africa can be of future interest.

As VP Sales I have to resolve different organizational or sales & marketing related issues that occur within the companies in our division so that the financial objectives still can be reached.

This role also includes identifying potential companies for acquisition and later on being part of the acquisition team.

I was the MD and member of the board for MWS Ventilservice AB during January to May 2010. The objective was to work a sustainable long term plan for the company as the former MD and owner had decided to leave the company.

I'm the member of the board for Axelvalves AB who has its home market in Russia. The plan is to use my extensive experience in developing business in Russia by supporting the company with strategic advice and introduces them to key individuals in Russia. Together with the rest of the board I am working on establishing a new company in Russia, OOO Flowtechnology, and I'm currently defining the strategy and carrying out recruitments. Initially, the company shall sell process valves on the Russian market and in a later stage act as a hub for other Indutrade companies that want to enter the Russian market.

One of the single largest agency agreements we have in Indutrade Flow Technology AB is the agreement with Krohne Messtechnik GmbH. I'm part of the KISC, Krohne-Indutrade Steering Committee as Business Development Adviser for the Nordic region. As part of that assignment, I'm working together with one of our Finnish companies, Tecalemit Flow, in order to increase their sales of Krohne products with \$1,9M on annual basis.

www.indutrade.se

www.flowpart.se

www.mws.se

www.axelvalves.se

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Sep 2007 – March 2009

Company: Invensys Process Systems (IPS)
Position: Vice President EMEA – Measurement & Instrumentation (M&I)
Duties of Position: Invensys Process System is part of Invensys Plc listed on the London stock exchange market. In this position I was leading our field instrumentation division within EMEA (Europe, Middle East and Africa). The strategic intent was to grow the sales for the product related business as such and to have a much better integration with our project oriented business. The growth for the fiscal year 08/09 was 30,7%, from \$48,2M to \$63M, compared to fiscal year 07/08. The budget target was \$63M. The target was achieved with a leaner and less costly organization. In addition, I have also been responsible for creating and setup JV's and strategic business alliances in Russia, Middle East and Africa. Some of the strategic tasks I have been working are

- * Execute and be fully accountable for our go-to-market strategies jointly designed by the EMEA and the global M&I Leadership Teams.
- * Fully accountable for reaching our growth target.
- * Unify the M&I Sales efforts of a complete M&I portfolio in EMEA under one management. This required me to develop a tight collaboration with the management of the M&I manufacturing units implanted in EMEA territory.
- * Negotiate larger contracts.
- * Build JV's in Saudi Arabia for assembly and calibration of our products.
- * Build JV's in Russia for assembly and calibration of our products.
- * Establish Centre of Excellence in Nigeria and Kazakhstan.
- * Integrate the M&I business with the rest of the EMEA business, particularly around services initiatives and heavy involvement in new construction pursuits.
- * Special focus on emerging territories as Russia, Kazakhstan, Nigeria and South Africa.
- * Actively support the GM of IPS Russia during the reestablishment of the new IPS Russian entity.

I was a member of the EMEA leadership team and the global M&I leadership team. Travelled around 220 days per year. www.ips.invensys.com

Jan 2006 – Sep 2007

Company: Invensys Process Systems (IPS)
Position: General Manager for North West Europe, Kazakhstan and English speaking Africa
Duties of Position: Process Automation is the core business for IPS. In the role as General Manager, I had the overall responsibility for all disciplines and activities within our companies in the UK, Ireland, Benelux, Nordic, Kazakhstan and Caspian Sea as well as all English speaking countries in Africa. My main focus was on Kazakhstan, Nigeria and South Africa. I worked from my offices in Baarn, the Netherlands and Crawley, UK when I not were travelling else ware. I lead the territories through the management team were I had the directors from the various departments like Sales, Operations (project & services), F&A and HR. The prime business for IPS is process automation (DCS, TMR, F&G, M&I, Asset Management APC, OTS, Simulation Software's, Offsites etc.) targeting Oil & Gas (upstream & downstream), chemical, pharmaceutical, energy and EPC contractors. The main brands within IPS are Foxboro, Triconex, SimSci-Esscor and Wonderware. The annual turnover for the territory has previously been between \$145M and \$161M. The target for fiscal year 07/08 was \$188M. The number of employees was between 600 and 700 depending on how the projects were phased.

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I worked in close cooperation with the functional leaders both within EMEA and in the global matrix organization to implement best practice in order to achieve our goal to become a global organization allowing us to drive and execute projects without any impact of individual countries silo mentality. I was part of the West Europe and Africa leadership team as well as the EMEA leadership team. I can provide more detailed information about what was expected of me in this role upon request. Those requirements are described in the documents "Dan Playbook" and "Matrix org - The GM for today's markets". I travelled in total more than 200 days per year. I spend also a fair amount of time in the US where most of the R&D and production facilities are located.

In addition, I also worked on special assignment on behalf of IPS EMEA President, the global IPS management team and Invensys Plc to work a Joint Venture and/or Partnership Alliance for Russia in parallel to my day to day activities. After a number of meetings in Sweden, UK and Russia are both sides now in the process of conducting due-diligence of each others businesses. www.ips.invensys.com

Feb 2005 – Jan 2006

Company: Invensys Process Systems (IPS)
Position: General Manager Benelux-Nordic
Duties of Position: In the role as General Manager, I had the overall responsibility for all disciplines and activities within the Benelux and Nordic territory. I was working from my offices in Baarn, the Netherlands which are located 40 km outside Amsterdam when I not travelling elsewhere. I lead the territories through the management team where I had the directors from the various departments like Sales, Operations (project & services), F&A and HR. The annual turnover was about \$57M with a growth rate of 8 to 10% pa. The number of employees was around 200. I can provide more detailed information about what was expected of me in this function upon request. The requirements are described in the document "GM profile Benelux-Nordic". The Benelux-Nordic organization is from January 2006 included in the North West Europe organisation as described above. www.ips.invensys.com

Apr 2003 – Feb 2005

Company: Invensys Process Systems (IPS)
Position: Managing Director & General Manager Nordic
Duties of Position: IPS had similar problem as Eurotherm (see below) in the Nordic countries why I was asked if I was interested to take on the IPS Nordic businesses in parallel to my position as Managing Director for Eurotherm in the Nordic countries. The concept used was similar to what's described for Eurotherm with the difference that the target was break even at local level. The reason was that there is a difference in how the two companies calculate see-through PBIT and margin. The Sales Director for Benelux-Nordic supported me and the business from the Netherlands with the ambition to integrate the Benelux and Nordic operations into one consolidated operation. The turnover doubled to \$9.3M with a result very close to break even. The Nordic organization is from February 2005 included in the Benelux-Nordic organization and later on in the North West Europe organization as described above. www.ips.invensys.com

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Sept 2000 – Oct 2005

Company: Eurotherm Scandinavia
Position: Managing Director
Duties of Position: Eurotherm is part of Invensys Plc listed on the London stock exchange market. I was responsible for the Eurotherm operation in the Nordic countries and I had my office in Malmö in the southern part of Sweden. I was Managing Director for our companies in Sweden, Norway and Denmark. The Finnish operation was set up as a branch to the Swedish entity. The annual turnover was approximately \$8.6M and had 35 employees. The prime business for Eurotherm was to sell products as controllers, thyristors, recorders, oxygen probes and process automation to customers within heath treatment, iron & steel, energy, glass, plastic and pharmaceutical market segments. I was recruited to Eurotherm to restructure their operation, take them out of their loss making situation and give the company a new start. In order to reach profitability and a foundation to grow from I restructured the company by ~20%. The result of the restructuring was that we had a company that year on year delivered 7 to 8% PBIT. Double digit growth was never achieved since we not could maintain critical mass in all functions. I lead also initially the new sales organization before I recruited a Sales Manager for Nordic.
www.eurotherm.se or www.eurotherm.com

Jul 1998 – Sept 2000

Company: ABB Instrumentation
Position: Sales Director
Duties of Position: ABB acquired Alfa Laval Automation in July 1998. As Sales Director I was responsible for our Swedish sales force, customer centre and export sales from our Swedish manufacturing. The customer centre included inside sales, proposal, procurement and logistics. The big challenge was, together with the General Manager of ABB Instrumentation; to build up ABB Instrumentation by merging the current instrumentation business within ABB with the instrumentation business from Alfa Laval Automation. ABB acquired also Elsag-Baily later on the same year which we successfully integrated into our business. ABB Instrumentation is today the largest instrumentation company in the Nordic area. My sales responsibility was ~\$14.8M and I had a bit more then 20 employees in my organization. I also developed new business in Russia in parallel during this period of time.
www.abb.se/instrumentation or www.abb.co.uk/instrumentation

Nov 1996 – Jul 1998

Company: Alfa Laval Automation
Position: Sales Director - Products
Duties of Position: I was promoted to Sales Director Products for Alfa Laval Automations Swedish market company with the responsibility for their full range of our offerings. The product portfolio included field instrumentation and process automation as DCS- and PLC systems, operator panels and SCADA HMI. The annual turnover was around \$11M and I had approximately 20 employees. I also developed new business in Russia in parallel during this period of time on my own initiative and negotiated a lot of contracts within water treatment, water waste and district heating for China with Swedish EPC's as Emil Lundgren, Purac and Landis & Gyr as main contractors supported by Governmental funding.

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Aug 1992 – Oct 1996

Company: Satt Control – Alfa Laval Automation
Position: Sales Engineer – Field instrumentation
Duties of Position: I was employed as Sales Engineer at Satt Control Instruments who was part of Alfa Laval Group who was owned by the Tetra Pak Group. Satt Control Instruments AB and Satt Control Automation AB were merged in 1994 and changed name to Alfa Laval Automation AB. I was responsible for the sales budget of field instruments for the western part of Sweden. It was my responsibility to meet the targets and develop the business with the industrial customers within this geographical area. The customers were predominately in pulp & paper, energy, refineries, chemicals, pharmaceuticals, water & waste, automotive, consultancies and infrastructure. My budget was around \$2M pa with good margin and profit.

Aug 1991 – July 1992

Company: Kamstrup-Metro AB
Position: Sales Engineer
Duties of Position: I was responsible for the sales of Kamstrup-Metros energy measuring- and process instruments in Sweden. The Danish Oil Company OK, who at that time owned Kamstrup-Metro A/S (mother company) and Kamstrup-Metro AB (daughter company), decided not to have business through the daughter company in Sweden anymore. I was offered a Sales Engineer position at Kamstrup-Metro A/S in Denmark with responsibility for the Swedish market. I took the decision to leave Kamstrup-Metro for Satt Control Instruments AB.

Jul 1981 – Jul 1991

Company: Gothenburg Energy AB
Position: Engineer
Duties of Position: Oct 1989 – Jul 1991 I was employed as engineer on the department for installations of substations for district heating. I checked and approved drawings and the complete documentation package for turnkey installations and sizing of the plants. I also checked the work in progress and was responsible for the commissioning and final approval of the plant. I coordinated the activities between consultancies, landlords and other departments involved from Gothenburg Energy. In addition, I conducted projects of my own for revamps of existing plants and was the source for technical information for all parties involved.

Dec 1983 – Sept 1989 I was employed on the department for service of substations for district heating. My main responsibility was with test and repair of energy calculators and temperature sensors as well as new installations and periodic replacements of the district heating energy measuring equipment. I was responsible for a project evaluation, via a PC based computer program, for a project for power measurement. I was periodically on leave for studies at Chalmers University of Technology from Jan 1984 to May 1989. I worked approximately 5 month per year during this period.

Jul 1981 – Dec 1983 I was employed as a trainee by Gothenburg Energy in cooperation with the high school of Sven Winquist. The objective was to learn the students about all practices in a mechanical workshop as welding, metal cutting, pipe works etc. The theoretical part of the education with maths, English and society orientated classes took place two days a week and the rest of the time was mixed with practical work at the various plants and departments for production and

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distribution of district heating and gas cross Gothenburg Energy.

Oct 1984 – May 1985

Company: Military service
Position: Corporal
Duties of Position: Special command operating behind enemy lines, I15/Fo34.

Other assignments

Jan 2011 – Present

Company: Thermal Technologies Europe AB
Position: 100% owner, Managing Director and member of the board.
Duties of Position: Owner of Thermal Technologies Europe AB (556839-8027).

Jan 2010 - Present

Company: Flowpart AB
Position: Managing Director
Duties of Position: Board member and Managing Director of Flowpart AB (556289-9582).

Mar 2010 – May 2011

Company: MWS Ventilservice AB
Position: Member of the board
Duties of Position: Member of the board of MWS Ventilservice AB (556508-5445).

Jan 2010 – May 2010

Company: MWS Ventilservice AB
Position: Managing Director
Duties of Position: Managing Director of MWS Ventilservice AB (556508-5445).

Mar 2010 - Present

Company: Axelvalves AB
Position: Member of the board
Duties of Position: Member of the board and Managing Director of Axelvalves AB (556001-6387).

Dec 2007 – Present

Company: Heavy Duty Motorcycles Sweden AB
Position: 50% owner, Managing Director and member of the board.
Duties of Position: 50% owner in Heavy Duty Motorcycles Sweden AB (556479-1639). I acquired in 2007 a company named Pondus Design AB together with my brother and renamed it. The company import motorcycle parts from the USA that either is sold to as parts to customers directly or are used to build complete custom motorcycles after agreed design and customer specification. The company has also its own manufacturing of frames and billet products for motorcycles.
www.heavydutymotorcycles.se

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Jan 2006 – Present

Company: Pondus Instruments AB
Position: External member of the board
Duties of Position: External member of the board in Pondus Instruments AB (556476-6672). My function as the only external member of the board is to build the strategic plan together with the rest of the board who also are the owners. The strategic plan is intended to take them out of the difficult financial situation they currently are in. The current situation is very much a result of being dependent of one big customer only. A plan is in place and under implementation to become a more international company and build on several larger customers allowing the company to be less sensitive. It looks much better now and the financial result is expected to materialize later on this year. I have an option to buy 10% of the company if the targets defined are met. www.pondus-instruments.se

Dec 2006 – March 2009

Company: Invensys Process Systems (IPS)
Position:
Duties of Position: In parallel to my other roles I had the assignment from the President of EMEA, the global management team and the board of Invensys Plc to develop a Joint Venture and/or a business alignment via my personal contacts in Russia. After several meetings in the UK, Sweden and Russia is the due-diligence process well on its way on both sides.

Jun 2005 – Jun 2007

Company: Invensys Process Systems (IPS)
Position:
Duties of Position: I acted as mentor and coach for one of my employees in Belgium who successfully have completed an Executive MBA. He graduated in June 2007 in Maastricht and did a case study of "Invensys Process Systems Challenges in Innovation and Ambidextrous Organisation Design".

Oct 2007 – Jun 2009

Company: Invensys Systems Danmark ApS
Position: Director
Duties of Position: Member of the board and director of Invensys Systems Danmark ApS.

Mar 2006 – Mar 2009

Company: Invensys Systems Nigeria Ltd
Position: Director
Duties of Position: Member of the board and director of Invensys Systems Nigeria Ltd.

Mar 2006 – Mar 2009

Company: Invensys Systems Kazakhstan LLP
Position: Director
Duties of Position: Member of the board and director of Invensys Systems Kazakhstan LLP.

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May 2007 – Dec 2009

Company: Invensys AB
Position: Director
Duties of Position: Member of the board and director of Invensys AB (556096-0410)

Jul 2005 – Mar 2009

Company: Hansen Transmissions International Limited (UK & Wales)
Position:
Duties of Position: Power of Attorney for Hansen Transmissions International Limited (UK & Wales) (552467)

May 2004 – Jan 2010

Company: Invensys Property Company AB
Position:
Duties of Position: Deputy member of the board in Invensys Property Company AB (556398-0126)

May 2004 – Jan 2010

Company: BTR Sweden AB
Position:
Duties of Position: Deputy member of the board in BTR Sweden AB (556140-3220)

Jan 2004 – Mar 2009

Company: Invensys Systems Norge AS
Position: Managing Director
Duties of Position: Member of the board and Managing Director for Invensys Systems Norge AS

Dec 2003 – Feb 2008

Company: Invensys Systems AB
Position: Managing Director
Duties of Position: Member of the board and MD for Invensys Systems AB (556207-2412)

Sep 2000 – Feb 2006

Company: Eurotherm AS (Norway)
Position: Managing Director
Duties of Position: Member of the board and Managing Director for Eurotherm AS (950 923 660)

Sep 2000 – Apr 2006

Company: Eurotherm Danmark AS
Position: Managing Director
Duties of Position: Member of the board and Managing Director for Eurotherm Danmark AS

Sep 2000 – Oct 2005

Company: Eurotherm International Scandinavia AB
Position: Managing Director
Duties of Position: Member of the board and Managing Director for Eurotherm international Scandinavia AB (556179-4818)

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Sep 2000 – Oct 2005

Company: Eurotherm AB
Position: Managing Director
Duties of Position: member of the board and Managing Director for Eurotherm AB (556099-6018)

Sep 2000 – Feb 2003

Company: Eurotherm Drives AB
Position: Director
Duties of Position: Member of the board and Director for Eurotherm Drives AB (556199-525)

Education

School & Location	Degree	Dates Attended
Chalmers University of Technology	Msc in Control and Maintenance	1985 – 1989 (Took never out my exam)

Major programs & Training

Company	Major	Dates Attended
JMW Worldwide UK Ltd	The Invensys Senior Leadership Seminar	Oct 07 – Mar 08
Invensys University – Boston, MA	Excellence in Leadership	Sep 05 – Jan 06 (3 x 1 week)
Berlitz Language Education	English	Jan 04 – Dec 04
Holden International – London, UK	Total Account Management	Jun 04

Languages

	Speak	Read	Write
Swedish (mother tough)	Excellent	Excellent	Excellent
English	Excellent	Excellent	Excellent
Norwegian	Good	Good	Little
Danish	Good	Good	Little