

# MÖTER SVENSKA FÖRETAGSWEBBPLATSER MÅLGRUPPERNAS FÖRVÄNTNINGAR?

WEBINAR 27 OKT 2021

Start kl 11.00

# DAGENS AGENDA

- Om företagswebbplatsen
- De svenska företagens resultat
- Förväntningar och goda exempel
  - Press
  - Hållbarhet
  - IR och aktieinformation
  - Om företaget
  - Karriär
- Våra tips



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**Skriv gärna frågor i  
Q&A så svarar vi!**

# Understand & Inspire

the people  
that matter

BRAND AND EXPERIENCE

CORPORATE COMMUNICATION

IR & FINANCIAL COMMUNICATION

SUSTAINABILITY COMMUNICATION

INTERNAL COMMUNICATION



# REAL AUDIENCE UNDERSTANDING



The right tools

Years of experience

Focused energy

World class support

Users first

Real understanding

Strong messaging

Always deliver

**A big list of things**

Brand experience

Legal requirements

User needs

Perception movement

Content to tell stories

Visual identity

Digital design systems

Brand platform

Asset management

Social branding

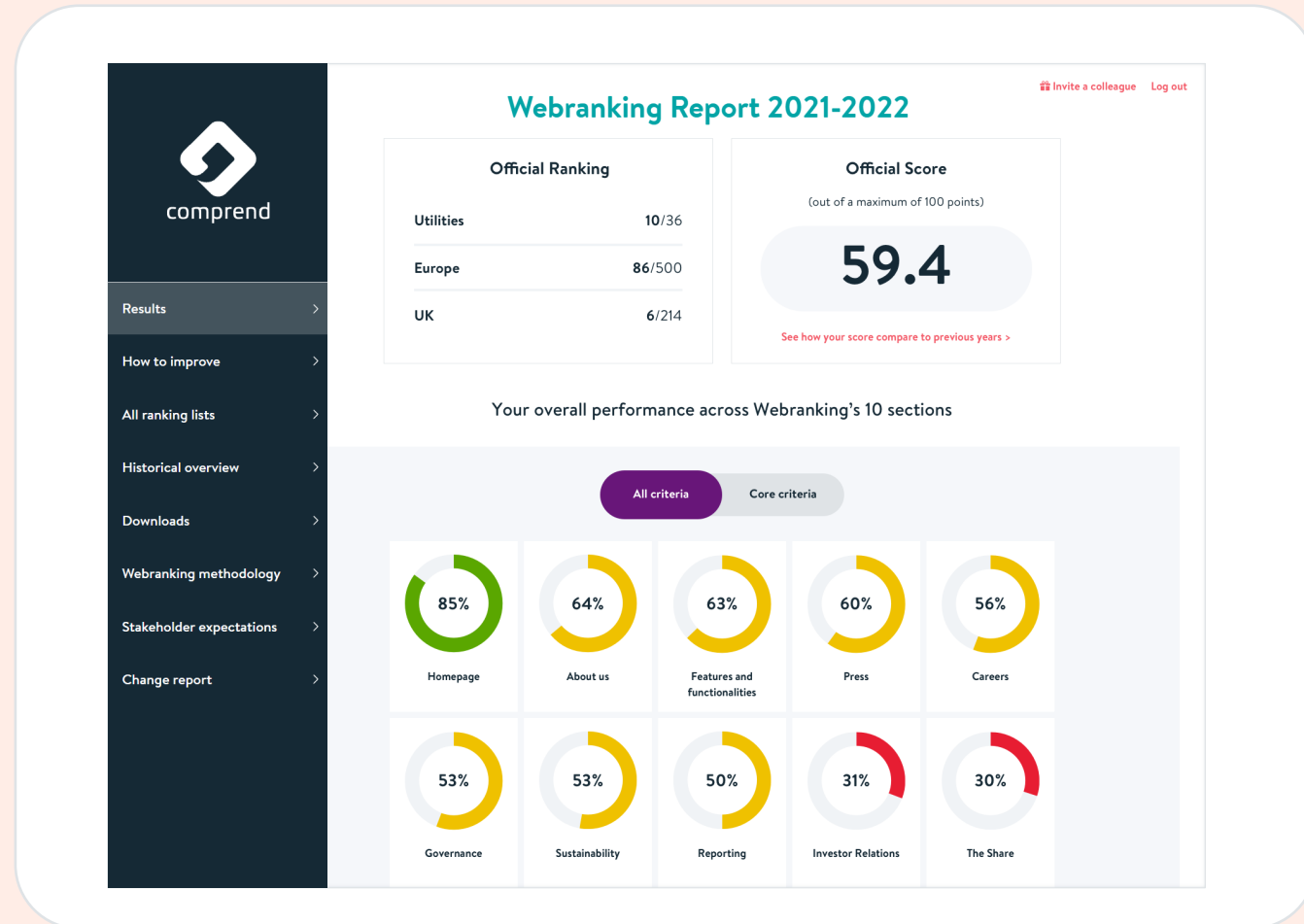
# WEBRANKING BY COMPREND SEDAN 1997

## 1 Vad vill målgrupperna?

- Kapitalmarknad
- Jobsökande

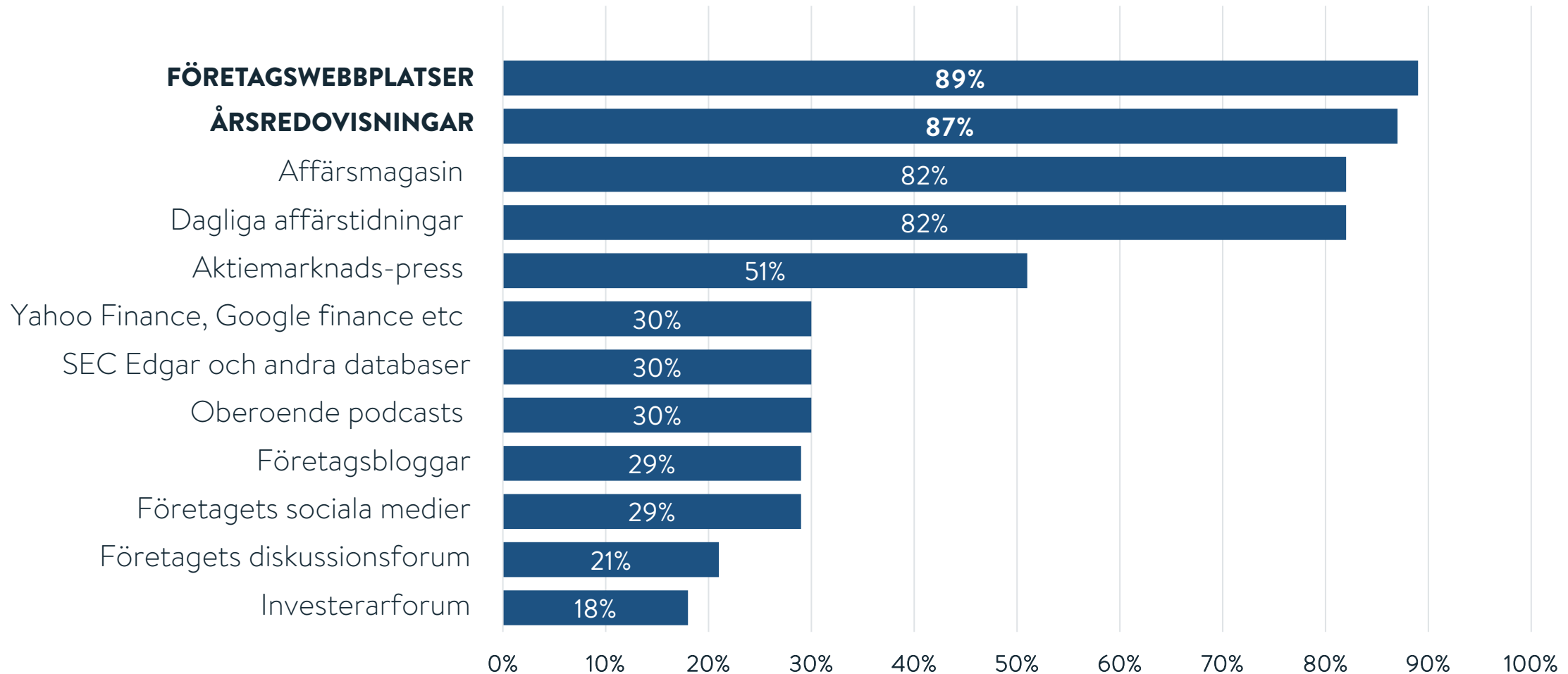
## 2 Vad presenterar företagen

- 50 kärnkriterier – 250 delkriterier
- 100 svenska webbplatser
- Totalt ca 800 europeiska webbplatser



# FÖRETAGSWEBBPLATSEN DEN MEST ANVÄNDA KÄLLAN

Vilken information om börsnoterade bolag följer du i din professionella kapacitet?



# MÖTER SVENSKA FÖRETAGSWEBBPLATSER MÅLGRUPPERNAS FÖRVÄNTNINGAR?





# MÖTER SVENSKA FÖRETAGSWEBBPLATSER MÅLGRUPPERNAS FÖRVÄNTNINGAR?

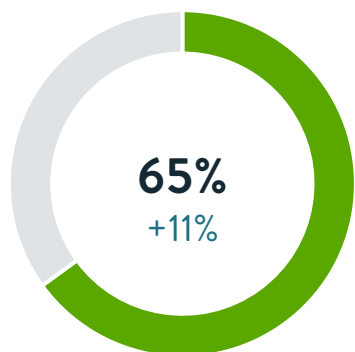
# NJA...



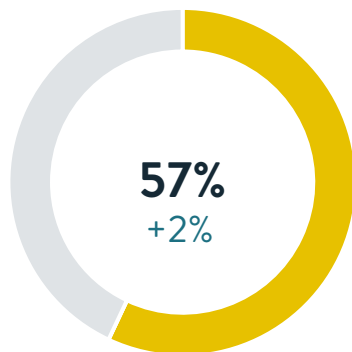
# SVERIGES RESULTAT VS EUROPE 500

GENOMSNITTLIG POÄNG: Sverige: 46.2 Europe 500: 43.6

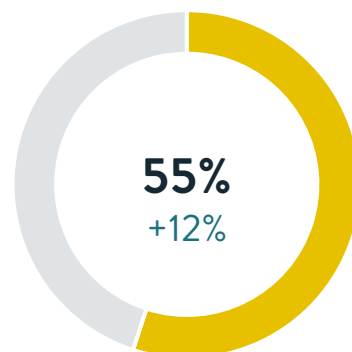
Startsida



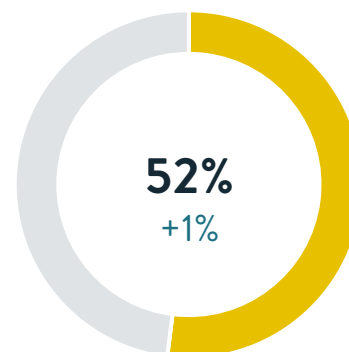
Funktionalitet



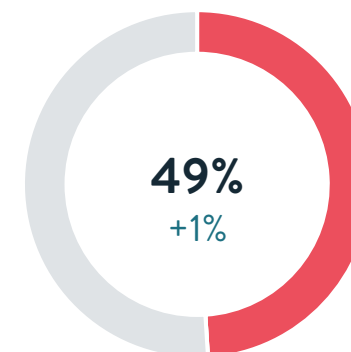
Styrning



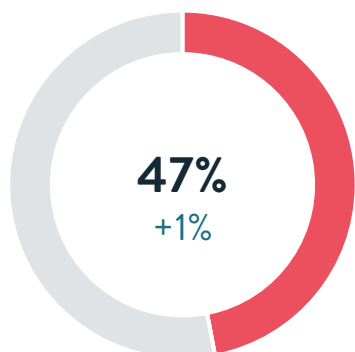
Rapportering



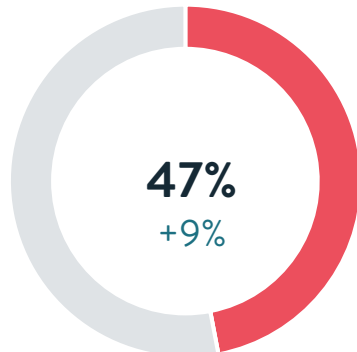
Press



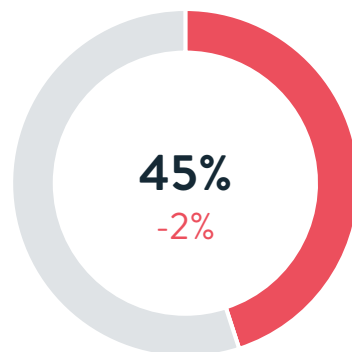
Hållbarhet



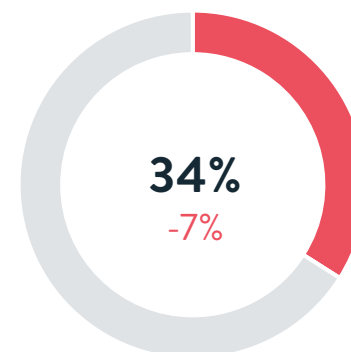
Aktien



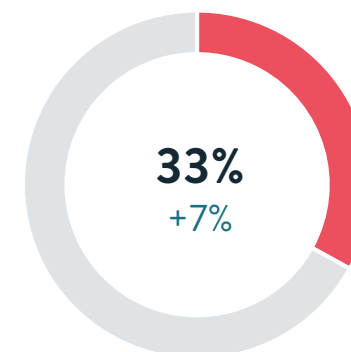
Om oss



Karriär

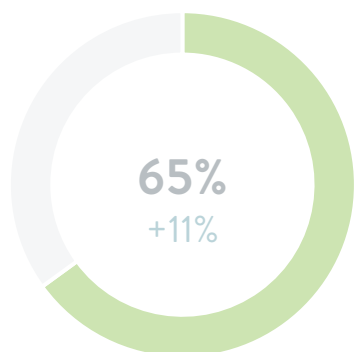


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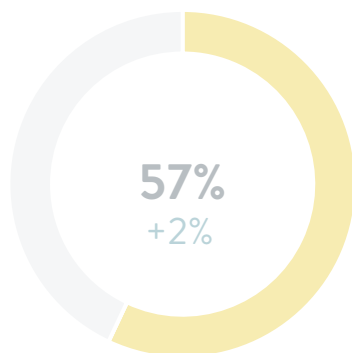


# SVERIGES RESULTAT VS EUROPE 500

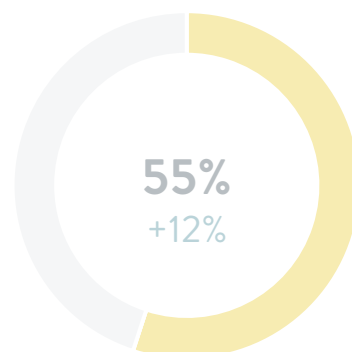
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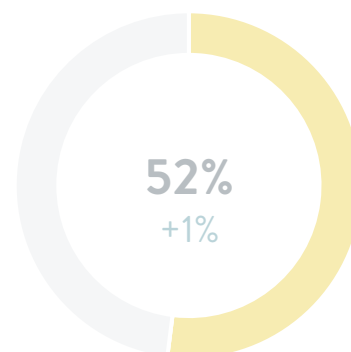
Funktionalitet



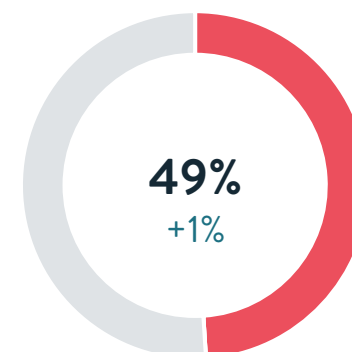
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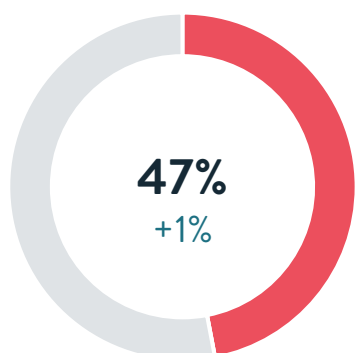
Rapportering



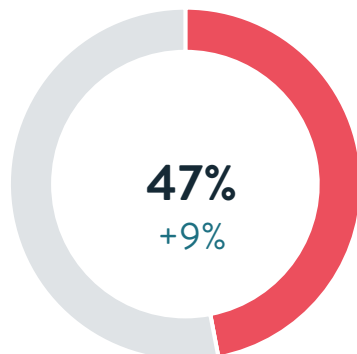
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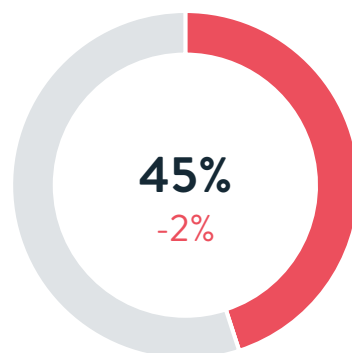
Hållbarhet



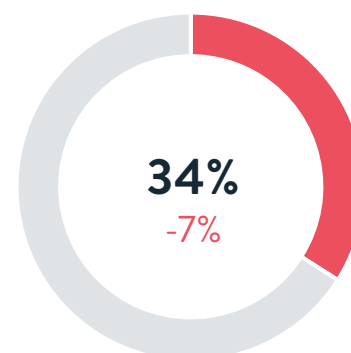
Aktien



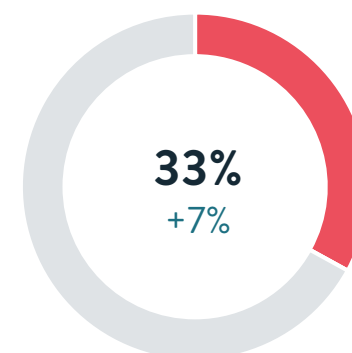
Om oss



Karriär



IR



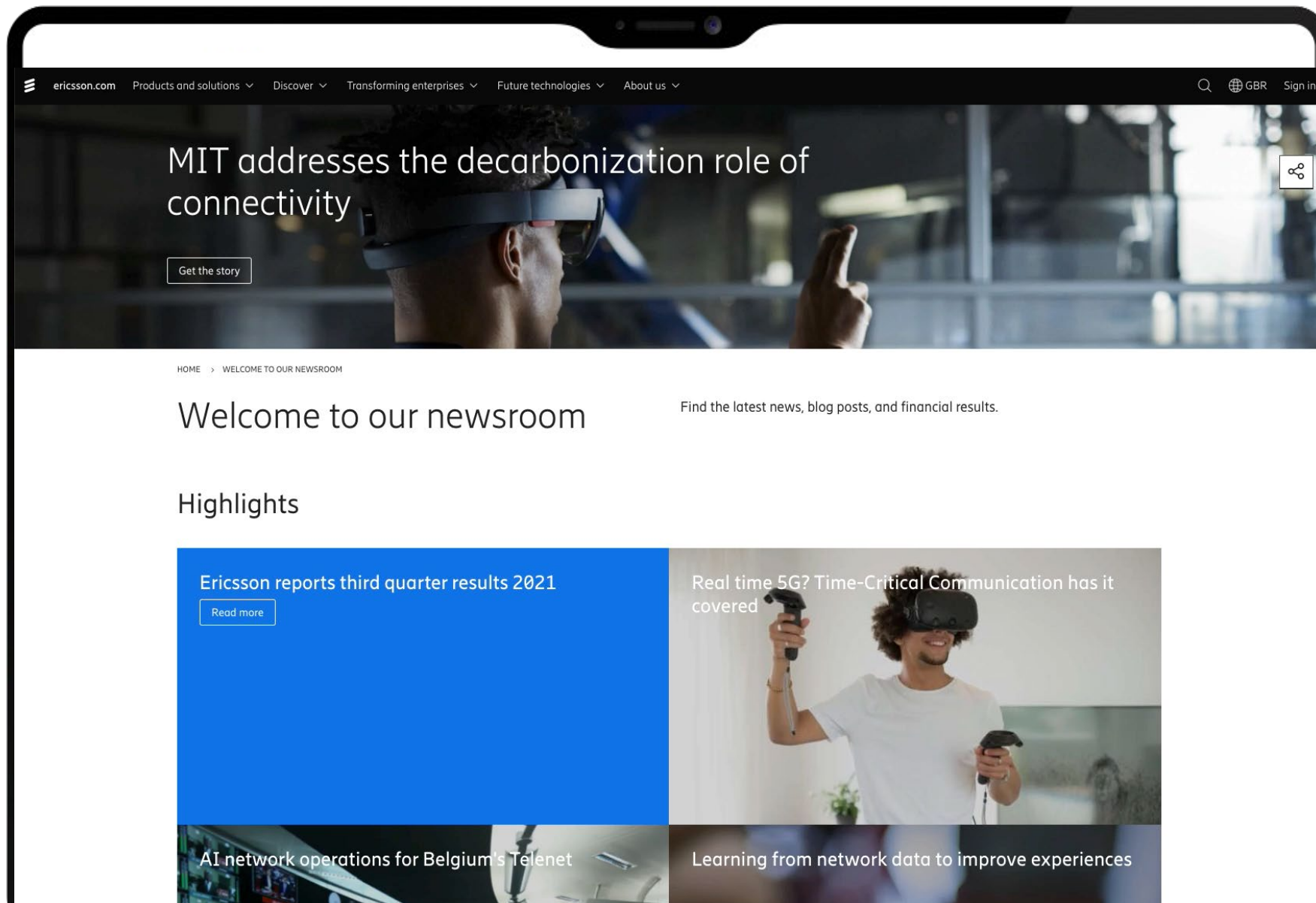
**MEN INNAN VI GÅR IN PÅ DET...**  
**GRATTIS TILL DE SVENSKA  
TOPPBOLAGEN!**

- 1.** Swedish Match, 83.8 poäng
- 2.** Sandvik, 76.0 poäng
- 3.** Essity, 74.5 poäng



# SÅ HÄR KAN NI FÖRBÄTTRA ER:





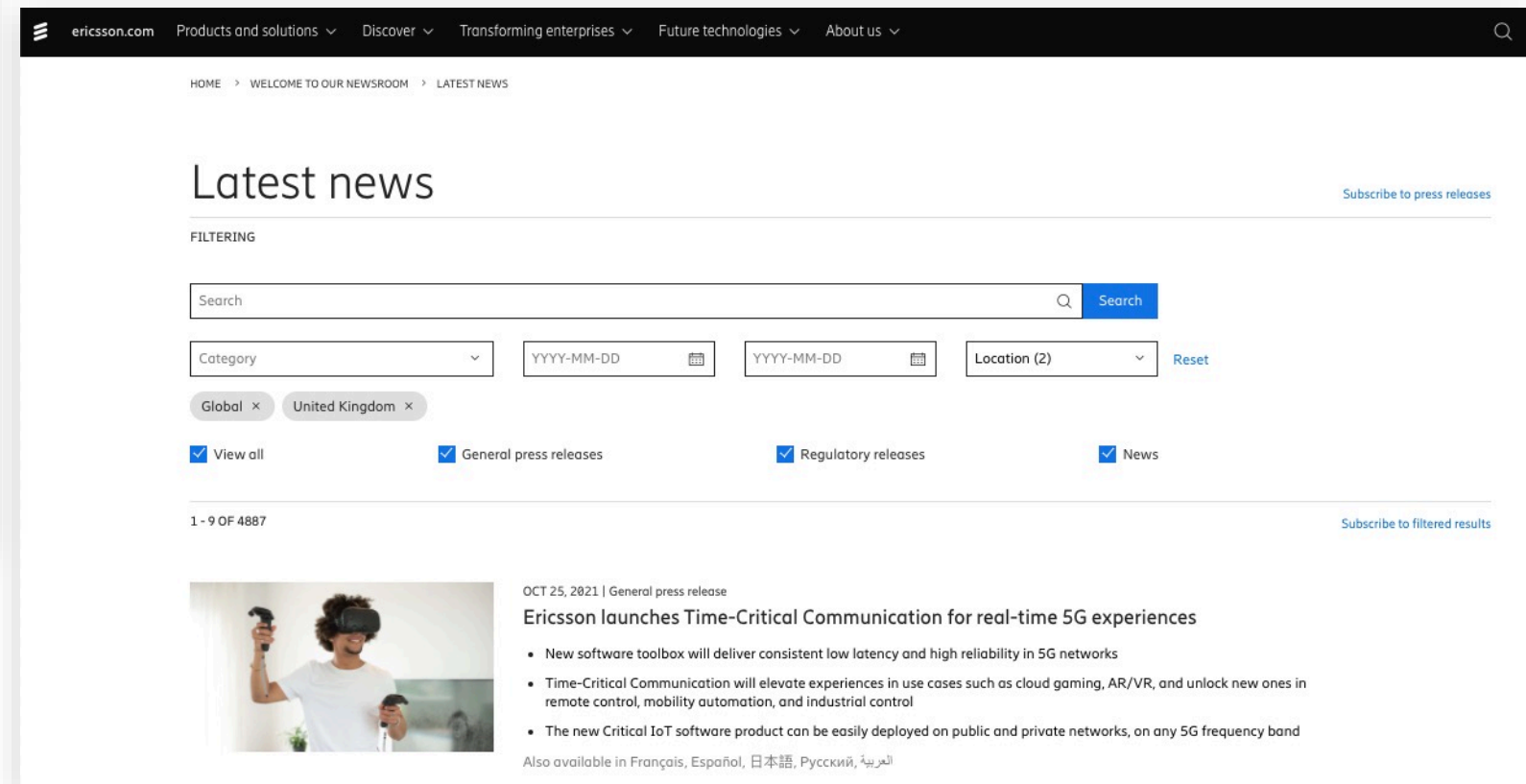
Exempel Ericsson

# BRA FILTRERINGSMÖJLIGHETER

Category ^

- Connected vehicles
- Core Network
- Data and analytics
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- Edge computing

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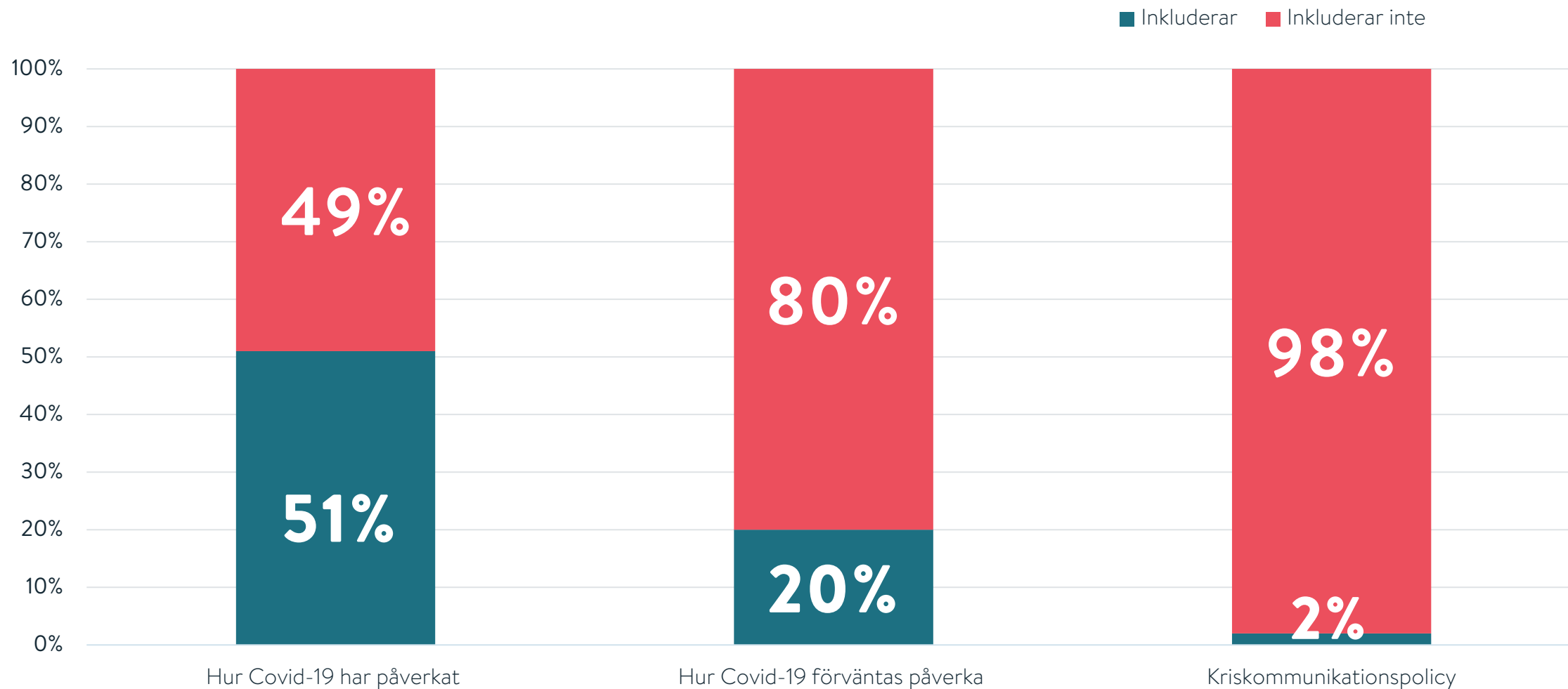
OCT 25, 2021 | General press release

### Ericsson launches Time-Critical Communication for real-time 5G experiences

- New software toolbox will deliver consistent low latency and high reliability in 5G networks
- Time-Critical Communication will elevate experiences in use cases such as cloud gaming, AR/VR, and unlock new ones in remote control, mobility automation, and industrial control
- The new Critical IoT software product can be easily deployed on public and private networks, on any 5G frequency band

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# PRESS: KRISKOMMUNIKATION





# COVID-19 PÅVERKAN

☆☆☆  
Swedish Match®

## Effects from the coronavirus (COVID-19)

While longer-term effects from the pandemic are uncertain, the negative commercial, operational and financial consequences to Swedish Match have thus far been limited. On the contrary, Swedish Match estimates that, similar to the full year 2020, COVID-19 related changes to consumer demand and purchases have contributed to increased sales for several of its businesses. For cigars, while strong consumer demand is estimated to have been further elevated due to COVID-19, related production constraints have continued to limit Swedish Match's ability to fully meet the demand for natural leaf varieties during the first six months of 2021. For the Smokefree product segment, sales and operating profit during the first six months of 2021 have benefitted from channel mix effects that have been brought on by COVID-19 restrictions related to travel.

Swedish Match is closely monitoring the current situation including governmental guidelines and advice from public health authorities in every country where we operate. We are proactively taking the steps that we believe are appropriate to mitigate potential impacts to our employees, our customers and our business, as well as to society.



## Covid-19 and our new daily lives

At ICA Gruppen we aim to make every day a little easier. During this past year, people's daily lives have been highly impacted by the spread of Covid-19, and this includes everyday life for us at ICA.

Since we have an important role in society, we are doing everything we can to make our stores and pharmacies as safe as possible – both for our customers and for our employees. The same applies for ICA Bank, which is working to continue delivering services as usual.

We continue to work proactively to adapt to – and in some cases enhance – the authorities' recommendations in our operations.

### All decisions grounded in the precautionary principle

Every decision we make is grounded in the precautionary principle in order to protect our employees and customers to the greatest extent possible and ensure that our businesses can continue operating with the least amount of disruption as possible. This is important for our ability to continue delivering groceries, medicines, and banking and insurance products to all of society – even in the face of a changed daily life.

### Our businesses are to be as safe as possible

We are also doing everything we can to ensure that our stores and pharmacies are as safe as possible, both for you as a customer and for our employees. We are therefore continuing to strengthen hygiene measures in stores, pharmacies, in ICA's offices and in ICA's and Apotek Hjärtat's warehouses, specifically to minimise the risk for spread of infection. And when you order from us online, your products will be delivered to you outside your door, out of consideration for you and our employees.

We must continue to help each other in the face of this disruption to our daily lives. We must take extra care to wash our hands, stay home when we are feeling ill, and support those around us who, for instance, may need help shopping. We don't know how the situation will unfold, but we promise that we will continue to make every day as easy as possible for our customers. Even as daily life has been made a little tougher.

# KRISKOMMUNIKATION

tieto *EVRY*

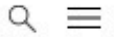
## Crisis management

An incident or a crisis occurs when something is threatening people, material or immaterial values. In crisis situations, effective, timely and accurate communications has a vital role in keeping stakeholders up to date on the developments and outcomes of a crisis and maintaining their trust. The failure of crisis communications is the most common reason why crisis situations escalate. Our general disclosure policy applies also to crisis situations – we are committed to communicating promptly, openly and honestly in all situations. Our crisis communications manual defines communications responsibilities, tasks and procedures in crisis situations.

Our security and safety organisation has established policies and guidelines regarding security and safety defining roles, responsibilities and procedures. In these documents, the company has defined a unified incident management process for ICT related business contingencies as well as situations related to physical or personnel security.

“Our general disclosure policy applies also to crisis situations – we are committed to communicating promptly, openly and honestly in all situations. Our crisis communications manual defines communications responsibilities, tasks and procedures in crisis situations.”

SANDVIK



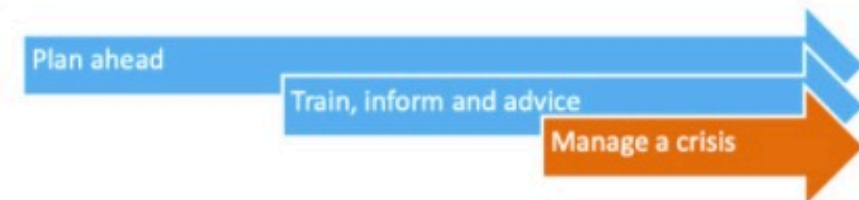
## 5.3 Crisis Management

A sustainable business also requires effective and structured incident and crisis management. To ensure that unexpected events are managed properly, consistently and at the right organizational level within the Sandvik Group, a common approach that establishes the right capabilities for serious incident and crisis management is needed.

The purpose of the Crisis Management Procedure is to set the minimum requirement for how a serious incident or a crisis are to be managed. Priority when a serious incident has occurred or in a crisis situation is to minimize harm to people and the environment in line with Sandvik's vision of 'zero harm' and our Code of Conduct. Once that is established, we take necessary steps to minimize damage to Sandvik's business operations, safeguard our company brands and business reputation, in order to ensure swift return to normal activities.

The management teams of all Sandvik entities need to have established routines and clearly communicate how their organizations are to act in a crisis or when a serious incident has occurred and ensure that unexpected events are managed properly, consistently and at the right organizational level within Sandvik. This is further detailed in the Crisis Management Procedure.

### Key principles of Sandvik's crisis management



# DET VIKTIGASTE INOM HÅLLBARHET

(1=Inte alls viktigt, 5=Väldigt viktigt)

1	Miljödata	3.73
2	Code of conduct (även för leverantörer)	3.71
3	Anti-korruption	3.70
4	Hållbarhetsstrategi	3.64
5	Miljömål och måluppfyllnad	3.54

# MILJÖDATA, MÅL OCH UPPFYLLNAD

## OUR FOCUS AREAS

For best impact and transparency, our sustainability strategy is founded on two basic principles – focus and organizational ownership.

Through this strategy, we emphasize five focus areas – Improve public health, Ensure ethical business practices, Reduce environmental impact, Human rights in our supply chain, and Equal opportunity – areas where we believe we have the ability to directly or indirectly influence meaningful outcomes or where adverse developments could have a negative impact on our businesses.



Improve public health >



Ensure ethical business practices >



Reduce environmental impact >



Human rights in our supply chain >



Equal opportunity >

### Our contribution to the UN SDGs

Nine of the UN SDGs align with our sustainability focus areas where we believe we can have a meaningful impact and where we have tangible commitments and goals connected to the

### SBTi has approved Swedish Match's GHG Reduction Targets

Swedish Match has committed to reduce absolute scope 1, 2 and 3 GHG emissions 41 percent by 2030 and 75 percent by 2050 from a 2017 base year. In 2018, these targets were submitted to the Science Based Targets initiative (SBTi)<sup>1</sup> for an official validation and verified against the SBTi criteria. Swedish Match is proud to announce that in March 2019, the targets were approved. This means that SBTi has recognized Swedish Match's targets as being science-based and thus in line with the



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

[Our websites](#) v
[Svenska](#) globe icon
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[Our business](#)
[Corporate Governance](#)
[Sustainability](#)
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**SUSTAINABILITY**

- + Sustainability at Swedish Match
- + Code of Conduct
  - Sustainable Tobacco Program
  - Improve public health
  - Ensure ethical business practices
  - Reduce environmental impact**
  - Human rights in our supply chain
  - Equal opportunity
- + Sustainability reporting
  - Sustainability FAQ
  - Sustainability contacts

## Reduce environmental impact

Our goal is to limit our environment footprint while growing our business. We are committed to reducing our greenhouse gas (GHG) emissions and waste along our value chain from sourcing to our own operations and continuing through consumer use.

### Our commitment

We commit to doing our part in line with the Paris Agreement, supported by science-based targets for our business' value chain. We work continuously and systematically to assess our internal processes, increase our efficiency and reduce the impact that we have on the environment.

The scope of this focus area is the entire value chain.

### Our goal

Our goal is to limit our environment footprint while growing our business. We are committed to reducing our greenhouse gas (GHG) emissions and waste along our value chain from sourcing to our

**2020 SUSTAINABILITY REPORT** document icon

### 2020 GHG EMISSIONS BY SOURCE

Source
Energy and fuel use
Packaging material
Raw tobacco
Nylon
Transport and...
Timber
Business travel
Waste treatment
Other

### 2020 WASTE BY TREATMENT METHOD

Treatment Method
Recovery, incl. energy recovery
Landfill
Recycling
Hazardous waste treatment
Composting

<b>Total energy use</b>	180,284	178,424	176,938
<b>Total energy use per MSEK sales<sup>2)</sup></b>	11	13	14
<b>Percent of fossil free energy</b>	49	44	44

1) Figures restated due to refined data collection.

2) Net sales from product segments in constant currency terms.

<b>Total packaging material (metric tons)</b>	2020	2019	2018
Plastics	7,761	6,357	5,511
Paper	12,560	12,073	12,567
Metalized film	2,105	1,623	672
Metal	770	835	839
Aluminium film	17	447	1,501
<b>Total packaging material</b>	<b>23,213</b>	<b>21,335</b>	<b>21,090</b>
<b>Total packaging material per MSEK sales<sup>1)</sup></b>	<b>1.4</b>	<b>1.5</b>	<b>1.6</b>
<b>Percent change per MSEK sales</b>	<b>-7</b>	<b>-7</b>	<b>-10</b>

1) Net sales from product segments in constant currency terms.

<b>Total waste (metric tons)</b>	2020	2019 <sup>1)</sup>	2018 <sup>1)</sup>
Non-hazardous waste	25,799	24,895	26,895
Hazardous waste	776	780	588
<b>Total waste</b>	<b>26,575</b>	<b>25,675</b>	<b>27,483</b>
<b>Total waste per MSEK sales<sup>2)</sup></b>	<b>1.6</b>	<b>1.8</b>	<b>2.1</b>
<b>Percent change per MSEK sales</b>	<b>-12</b>	<b>-14</b>	<b>-11</b>

1) Figures restated due to refined data collection.

2) Net sales from product segments in constant currency terms.

[Sustainability tables in XLS format](#)



**Other air emissions<sup>1)</sup>**

	Essity – wholly owned companies					Group companies with significant non-controlling interests					Essity Group				
	2020	2019	2018	2017	2016	2020	2019	2018	2017	2016	2020	2019	2018	2017	2016
NO <sub>x</sub> as NO <sub>2</sub> , tons	1,787	1,545	1,753	1,809	1,833	27	27	22	23	25	1,814	1,572	1,775	1,832	1,858
SO <sub>x</sub> , tons	489	563	663	775	752	0	23	13	14	16	489	586	676	789	768
Dust, tons	100	123	117	122	136	4	5	5	5	5	104	128	122	127	141
CO <sub>2</sub> biogenic, ktons	493	512	497	477	527	–	–	–	–	–	493	512	497	477	527

1) Other air emissions from use of fuel in production facilities include nitrogen oxides and sulfur oxides (NO<sub>x</sub> and SO<sub>x</sub>).

**Air emissions: Science Based Targets, ktons**

	2020	2019	2018	2017	2016
Scope 1, CO <sub>2</sub> e	1,367	1,452	1,453	1,472	1,474
Prior year adjustment <sup>1)</sup>		0	10	12	–1
Scope 2, CO <sub>2</sub> e <sup>2)</sup>	1,285	1,368	1,383	1,398	1,518
Prior year adjustment <sup>1)</sup>		31	45	–39	62

1) Acquisitions/divestments, updates of emission factors (location based) according to the GHG protocol.

2) Derived from location-based emission factors.

**Energy and air emissions (Scope 1 and 2)**

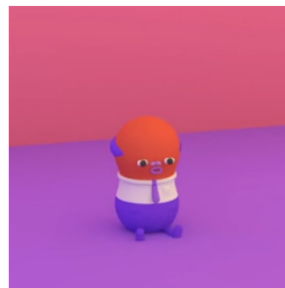
	Essity – wholly owned companies					Group companies with significant non-controlling interests					Essity Group				
	2020	2019	2018	2017	2016	2020	2019	2018	2017	2016	2020	2019	2018	2017	2016
<b>Production, ktons</b>	3,377	3,508	3,549	3,641	3,626	293	288	282	299	300	3,670	3,796	3,831	3,940	3,926
<b>Energy utilization</b>															
Purchased electricity, GWh	3,928	4,098	4,184	4,222	4,259	303	291	271	269	286	4,231	4,389	4,455	4,491	4,545
<b>Heating/steam</b>															
Purchased heating/steam, GWh	181	257	264	208	207	–	–	–	–	–	181	257	264	208	207

# UPPFÖRANDEKOD

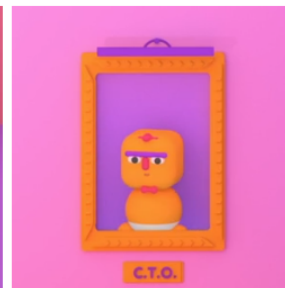
- Bör finnas under Hållbarhet, Bolagsstyrning eller Om oss på webbplatsen.
- Även uppförandekod för leverantörer – eller om samma gäller – bör finnas. Om det är samma bör det framgå.
- Av alla svarande i Comprinds kapitalmarknadsundersökning 2021:
  - 93 % tycker att en uppförandekod är viktig.
  - 90% tycker att en leverantörs uppförandekod är viktig.

Exempel Telia Company

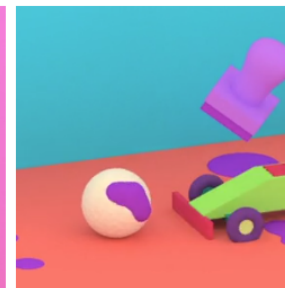
# DON'T DO THIS AT WORK



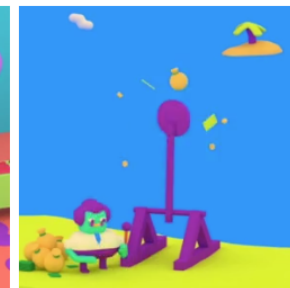
**DON'T ACCEPT SHINY GIFTS**  
01 GIFTS & HOSPITALITY



**DON'T FAVOR FAMILY**  
02 CONFLICT OF INTEREST



**DON'T SPONSOR THE WRONG THING**  
03 SPONSORSHIPS & DONATIONS



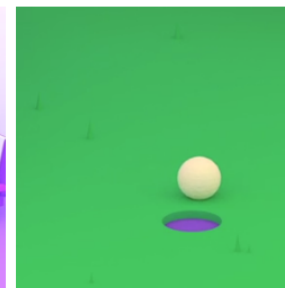
**DON'T DO BRIBES**  
04 IMPROPER PAYMENTS



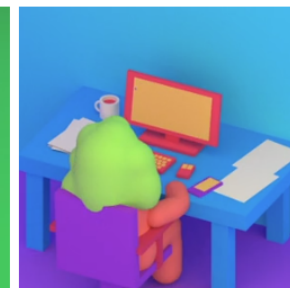
**DON'T MEET PUBLIC OFFICIALS ALONE**  
05 PUBLIC OFFICIALS



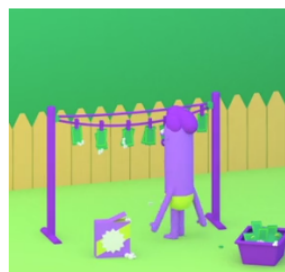
**DON'T SHARE SENSITIVE INFORMATION**  
06 COMPANY ASSETS



**DON'T COMPETE UNFAIRLY**  
07 FAIR COMPETITION



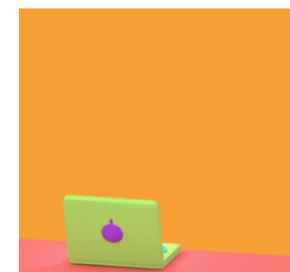
**DON'T DO INSIDER TRADING**  
08 INSIDER TRADING



## CODE OF RESPONSIBLE BUSINESS CONDUCT

We take responsible business seriously. So seriously, we decided to make our global code of ethics and conduct into a series of playful stories about what you shouldn't do at work.

[READ MORE](#)





# UPPFÖRANDEKOD

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Exempel Telia Company

## 01 GIFTS & HOSPITALITY

We make sure gifts and hospitality always support a clear business objective and are: openly disclosed and accurately recorded, of reasonable value and appropriate to the nature of the business relationship.

### THREE KEY THINGS

1

Never offer or accept gifts, travel, payment or hospitality in return for a favorable decision or business advantage

2

We always pay our own legitimate business accommodation and travel expenses

3

Gifts that you receive may need to be recorded

### DEFINITIONS

A **gift** is defined as the offering or receiving of goods or services with a market value. A gift becomes a bribe when there is intent to influence business relationships and decisions.

Business entertainment and **hospitality**, meetings with current or potential customers and suppliers and stakeholder relations are only appropriate when they follow our Code of Responsible Business Conduct, as well as applicable laws and regulations.

### DO THE RIGHT THING

#### 👤 WHAT DOES IT MEAN FOR TELIA COMPANY?

We make sure we're doing the right thing by:

- Paying all accommodation and travel expenses for employees attending events relevant to our business
- Recording and placing all gifts with a market value above USD 50 in the company gift repository
- Recording all gifts received by employees engaged in a supplier selection process regardless of the value

#### 👤 HOW DO I DO THE RIGHT THING?

# DET VIKTIGASTE INOM IR

(1=Inte alls viktigt, 5=Väldigt viktigt)

1	Översikt av finansiella data	4.29
2	Finansiella mål och måluppfyllnad	4.04 resp 4.12
3	Finansiella utsikter	4.09
4	KPIer	4.09
5	Strategi	4.02

# FINANSIELLA MÅL OCH UPPFYLLNAD

- 94% anser att finansiell måluppfyllnad är viktigt.
- 93% anser att finansiella mål är viktiga.
- 25% av de svenska företagen presenterar mål och måluppfyllnad

## Customer satisfaction and employee engagement create shareholder value over time

With a business model based on growth, customer satisfaction is our number one ultimate target.

Our recipe for success is a customer focused corporate culture that encourages our employees to create innovative products and offers – that create shareholder value long term. The corporate culture derives its energy from a willingness to change and create a better future for millions of people.

### Targets and outcomes

Customers	Outcome 2020	
Sweden's most satisfied savers according to the Swedish Quality Index (SKI)	✓	Achieved in 2020 for the eleventh consecutive year
<b>Shareholders</b>		
Market share of at least 15% of the total net inflow to the Swedish savings market 2025, R12 months	19.0%	Almost every fifth savings krona ends up on the Avanza platform
Market share of 7% 2025	5.8%	Well on track to achieve the target
Return on equity of 25-30%	57%	Highlight profitability and effective management of the balance sheet
Dividend of at least 70% of the profit for the year	10%	The dividend proposal for 2020 is SEK 0.85 (2.30) per share, in line with the FSA's recommendation due to the Covid-19 pandemic. The assessment is, there is still room to distribute an additional SEK 0.10 per share in line with its recommendation.
<b>Employees</b>		
Employee Net Promoter Score (eNPS) at least 50, raised from earlier at least 45	69	
<b>Sustainability</b>		
Increased share of capital in sustainable investments	✓	A lot of improvements done during the year to make it easier to save

Our operations	Vision	Goals & strategy	Community engagement	Organization	Corporate governance	Glossary
Strategy	Financial targets	Sustainability targets				

The Board of ICA Gruppen has adopted the following long-term financial targets for the Group:

Grow faster than the market +

Operating margin of at least 4.5% ×

The target level provides room for investments in the business and a return on capital invested, and is at a good level for the sector. In their business control and follow-up work, the Board and Management Team do not take into account non-recurring items; these items are therefore excluded from the target.

#### Outcome 2020

The improved operating profit for ICA Sweden and ICA Real Estate combined enabled the Group to reach its margin target of 4.5% in 2020. This was possible despite the lower operating profit reported for other operations after the negative impact of the Covid-19 pandemic.

[Outcome financial targets at the end of the previous quarter >](#)

Return on capital employed of 7.5% +

Dividend at least 50% of profit for the year +

Net debt/EBITDA <3.0 +

Our operations | Vision | **Goals & strategy** | Community engagement | Organization | Corporate governance | Glossary

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## Financial targets

ICA Gruppen is one of the Nordic region's leading retail companies with a clear strategy for profitable growth. The Group's financial targets are intended to ensure that ICA Gruppen provides shareholder value over time and reflect the Group's focus on the stable grocery market.

The Board of ICA Gruppen has adopted the following long-term financial targets for the Group.

Target	Actual R12, 30 June 2021	Long-term
	Sweden ●	
	Baltics ●	
Grow faster than the market*	Pharmacy ●	All markets
EBIT margin excluding non-recurring items	4.6%	4.5%
ROCE**	9.2%	7.5%
Net debt/EBITDA***	1.9x	<3.0x
Dividend for 2020 (% profit for the year)	63%	>50%

The changeover to IFRS 16 impacts EBIT margin, ROCE, Net debt/EBITDA and dividend ratio.

## Financial outlook

A full list of our financial outlooks from 2015 to now

### Outlook for 2021

**Outlook published on 26 October 2021**

TietoEVRY expects its organic<sup>1)</sup> growth to be -1% to +2%<sup>2)</sup> (revenue in 2020: EUR 2 786.4 million). The company estimates its full-year adjusted operating margin (adjusted EBITA)<sup>3)</sup> to increase to 13–14% (12.7% in 2020).

*1) Adjusted for currency effects, acquisitions and divestments*

*2) High dependency on the Covid-19 pandemic development. Assuming normal business environment from the third quarter of 2021.*

*3) Adjusted EBITA is fully comparable with the previous definition of adjusted EBIT. According to both definitions, amortization of acquisition-related intangible assets, restructuring costs, capital gains/losses, impairment charges and other items affecting comparability are excluded – whereas amortization of other intangible assets is included.*

**Outlook published on 20 July 2021**

TietoEVRY expects its organic<sup>1)</sup> growth to be -1% to +2%<sup>2)</sup> (revenue in 2020: EUR 2 786.4 million). The company estimates its full-year adjusted operating margin (adjusted EBITA)<sup>3)</sup> to increase to 13–14% (12.7% in 2020).

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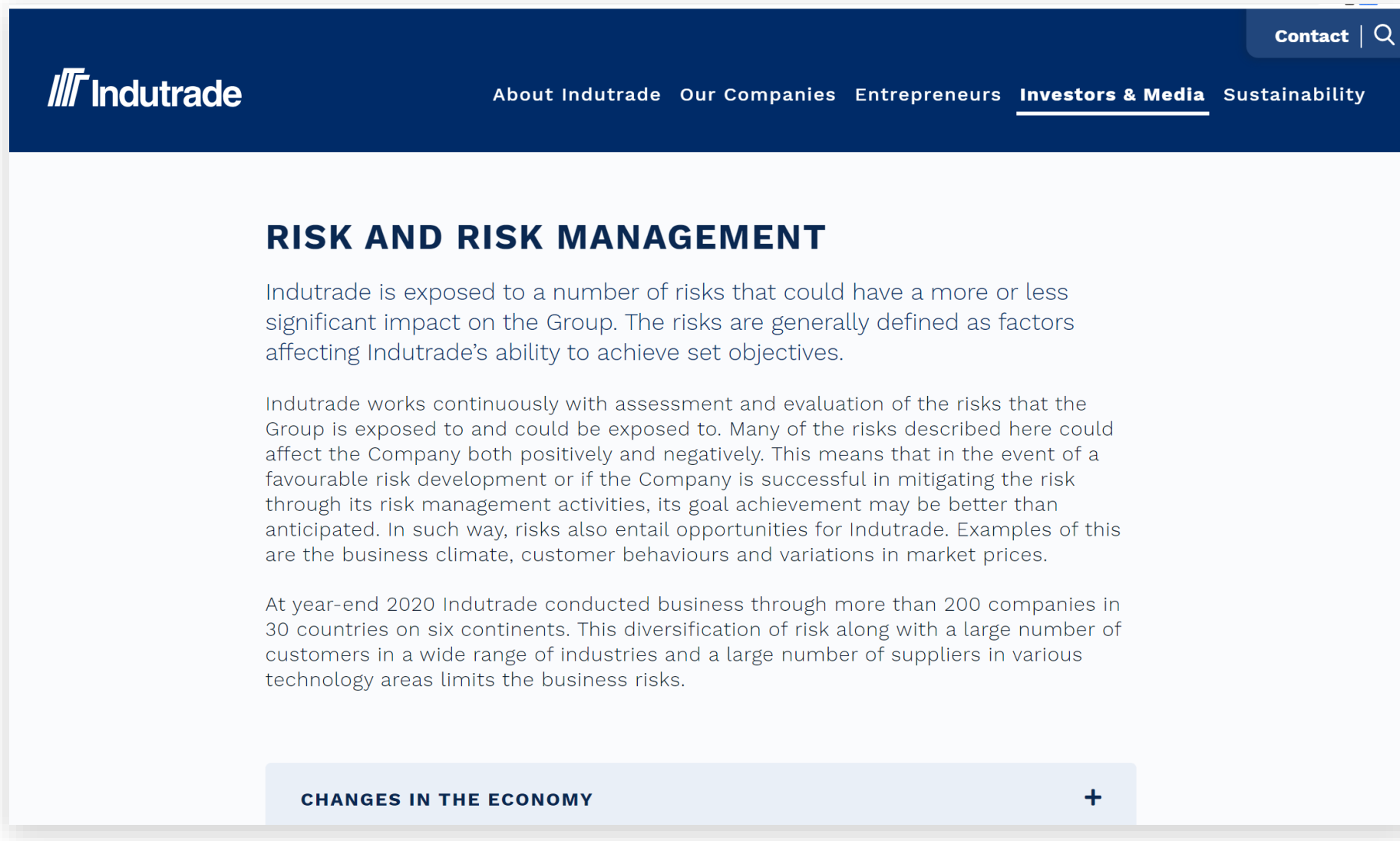
**Outlook published on 29 April 2021**

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The screenshot shows the Indutrade website's 'Investors & Media' page. The header is dark blue with the Indutrade logo on the left and navigation links: 'About Indutrade', 'Our Companies', 'Entrepreneurs', 'Investors & Media' (underlined), and 'Sustainability'. A 'Contact' link and a search icon are on the right. The main content area is white and features the section title 'RISK AND RISK MANAGEMENT'. Below the title are three paragraphs of text. At the bottom, there is a light blue button labeled 'CHANGES IN THE ECONOMY' with a plus sign to its right.

## RISK AND RISK MANAGEMENT

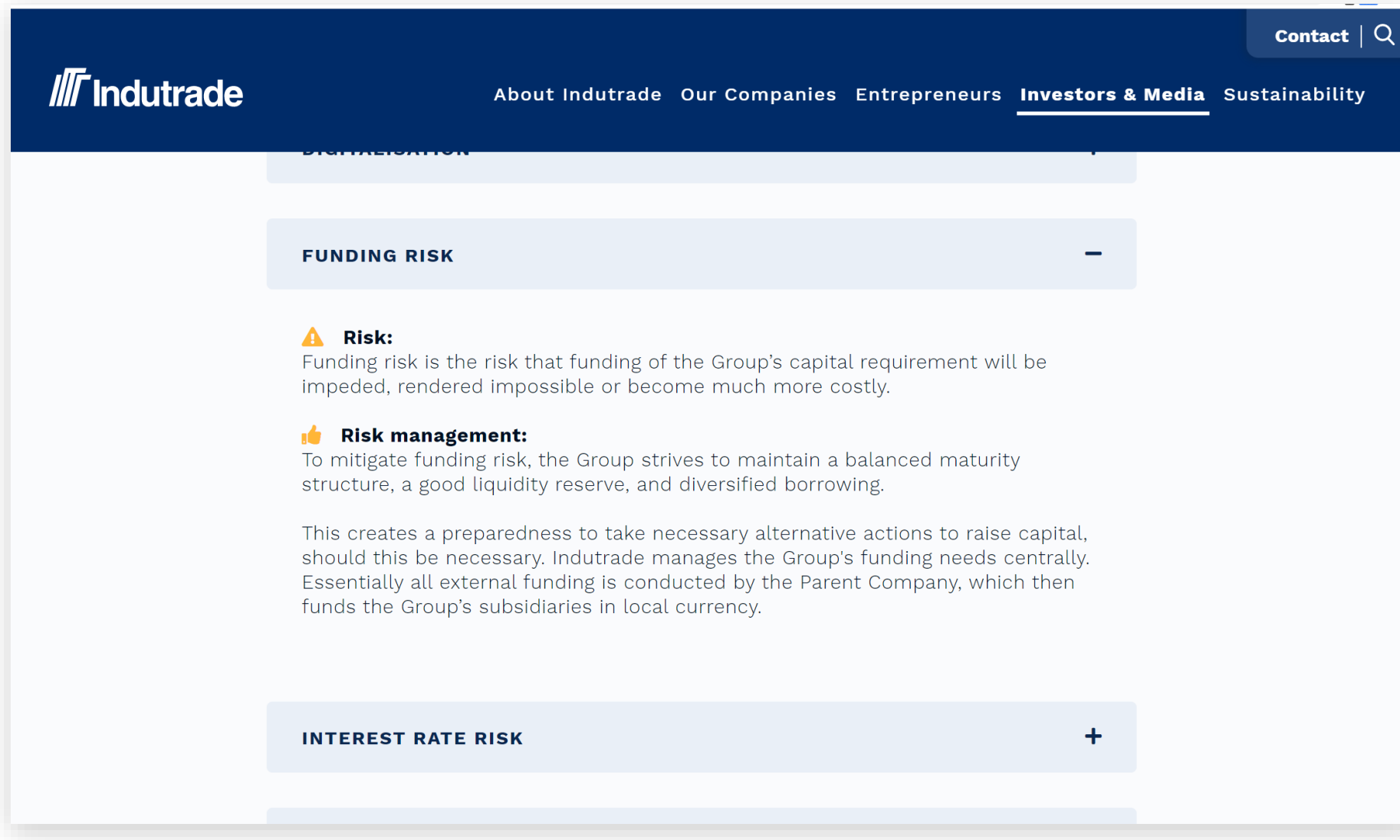
Indutrade is exposed to a number of risks that could have a more or less significant impact on the Group. The risks are generally defined as factors affecting Indutrade's ability to achieve set objectives.

Indutrade works continuously with assessment and evaluation of the risks that the Group is exposed to and could be exposed to. Many of the risks described here could affect the Company both positively and negatively. This means that in the event of a favourable risk development or if the Company is successful in mitigating the risk through its risk management activities, its goal achievement may be better than anticipated. In such way, risks also entail opportunities for Indutrade. Examples of this are the business climate, customer behaviours and variations in market prices.


At year-end 2020 Indutrade conducted business through more than 200 companies in 30 countries on six continents. This diversification of risk along with a large number of customers in a wide range of industries and a large number of suppliers in various technology areas limits the business risks.

**CHANGES IN THE ECONOMY**







The screenshot shows the Indutrade website's 'Investors & Media' page. The navigation bar includes 'About Indutrade', 'Our Companies', 'Entrepreneurs', 'Investors & Media', and 'Sustainability'. The 'FUNDING RISK' section is expanded, showing a warning icon for the risk definition and a thumbs-up icon for the risk management strategy.

**Indutrade** | [About Indutrade](#) | [Our Companies](#) | [Entrepreneurs](#) | [Investors & Media](#) | [Sustainability](#) | [Contact](#) | 

**FUNDING RISK** -

 **Risk:**  
Funding risk is the risk that funding of the Group's capital requirement will be impeded, rendered impossible or become much more costly.


 **Risk management:**  
To mitigate funding risk, the Group strives to maintain a balanced maturity structure, a good liquidity reserve, and diversified borrowing.

This creates a preparedness to take necessary alternative actions to raise capital, should this be necessary. Indutrade manages the Group's funding needs centrally. Essentially all external funding is conducted by the Parent Company, which then funds the Group's subsidiaries in local currency.

**INTEREST RATE RISK** +



# STRATEGI



[About us](#)
[Products & Services](#)
[Investors](#)
[Careers](#)
[News & Media](#)
[Stories](#)

## PURPOSE AND STRATEGIC OBJECTIVES

**Our purpose**

We make the shift – advancing the world through engineering





We are forward thinkers, driven by our passion to continuously innovate smarter solutions and enable important shifts.

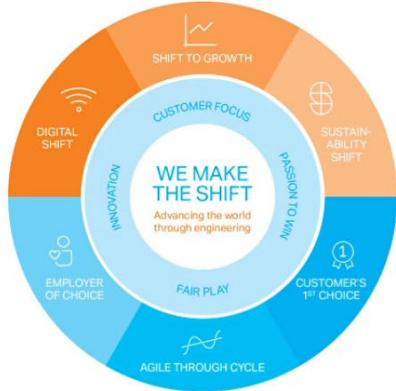
Our role is clear – through every action, every day, we make the shift and advance the world through engineering.

FIND OUT MORE

**Strategic objectives**


Sandvik will grow by focusing on six strategic areas. We have defined targets for 2025 in each of them to ensure transparency and follow-through.

	<span style="color: #c85130;">v</span> Shift to growth
	<span style="color: #c85130;">v</span> Digital shift
	<span style="color: #c85130;">v</span> Sustainability shift
	<span style="color: #c85130;">v</span> Customer's first choice



**Video: Our strategy 2025**

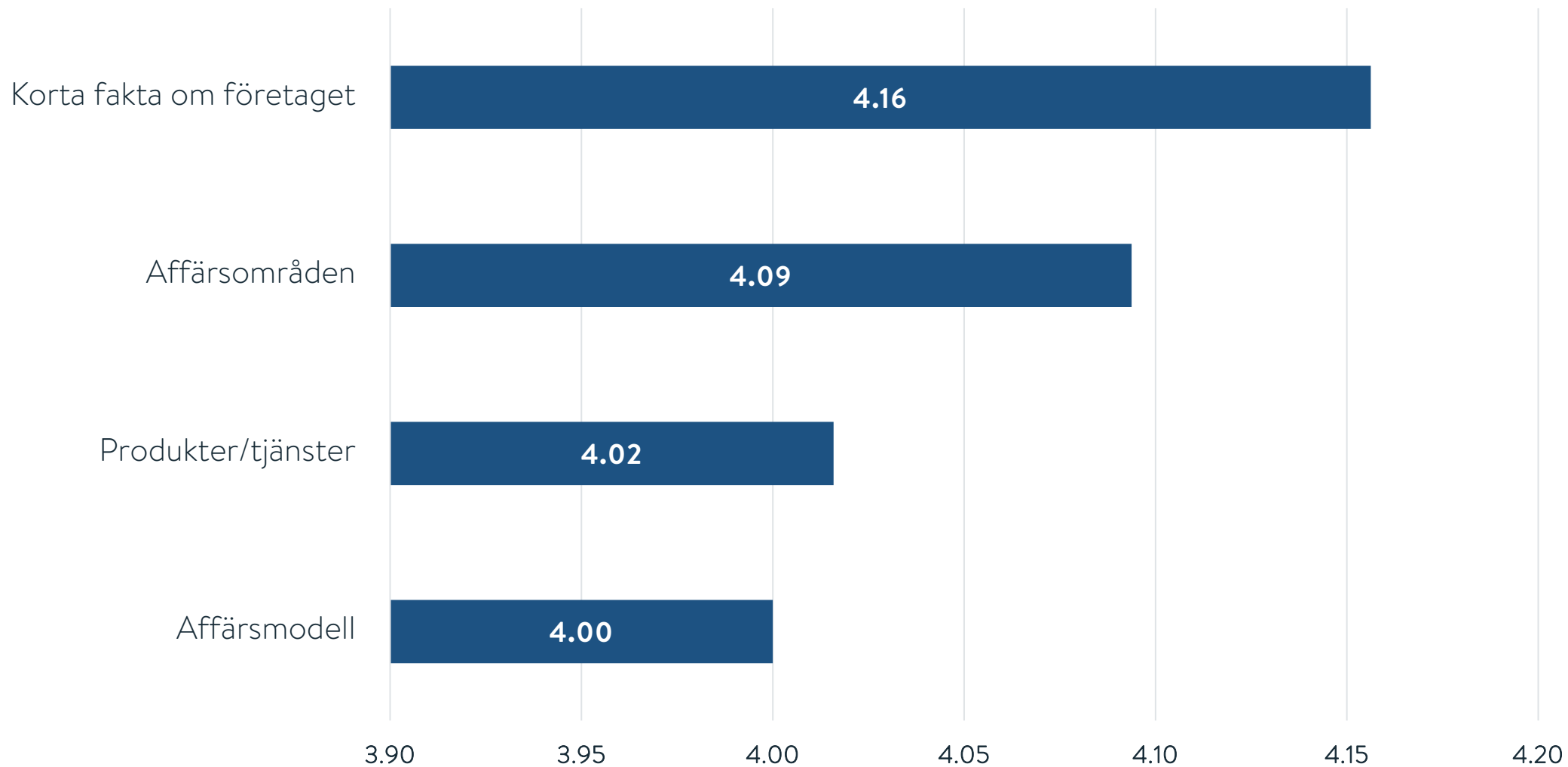
Let us guide you through the strategy for Sandvik.



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OUR CORE VALUES

# OM FÖRETAGET



## Quick facts



THE SAAB SHARE, SEK

242.0

SAAB B - Change -0.90 (-0.37%) 2021-10-27 10:09 CET



JOB OPPORTUNITIES

359

Job Opportunities

[Work with us](#)



BACKLOG AT YEAR-END 2020

99,816

MSEK



SALES IN 2020

35,431

MSEK



NUMBER OF EMPLOYEES IN THE WORLD


17,822

2020

"We are convinced that high ethical standards and responsibility in our operations are also critical to long-term profitability."


Micael Johansson, President & CEO

# AFFÄRSMODELL

Electrolux B 198.25 SEK -0.05 (-0.03%) Svenska 

[Electrolux](#) | [Group](#) | [About](#) | [Sustainability](#) | [Investor Relations](#) | [Corporate Governance](#) | [Career](#) | [Newsroom](#) | [History](#) | [Contact](#)

## Business Model for Outstanding Consumer Experiences



The diagram illustrates the business model for outstanding consumer experiences. It features a central goal, 'Outstanding Consumer Experiences', supported by three strategic pillars: 'Taste, Care & Wellbeing Innovation', 'Branded Star Products with Preferred Partners', and 'Engaging Ownership & Quality Experiences'. This entire structure is built upon a foundation of 'Operational Excellence' and 'Talent, Teamship & Continuous Improvement'. At the base, three transformational drivers are identified: 'Emerging Markets Acceleration', 'Digital Transformation', and 'Sustainable Development'.

To achieve our purpose and drive profitable growth, Electrolux uses a business model which focuses on creating outstanding consumer experiences. This is supported by a strong foundation of Operational Excellence and Talent & Teamship, as well as three important transformational drivers.

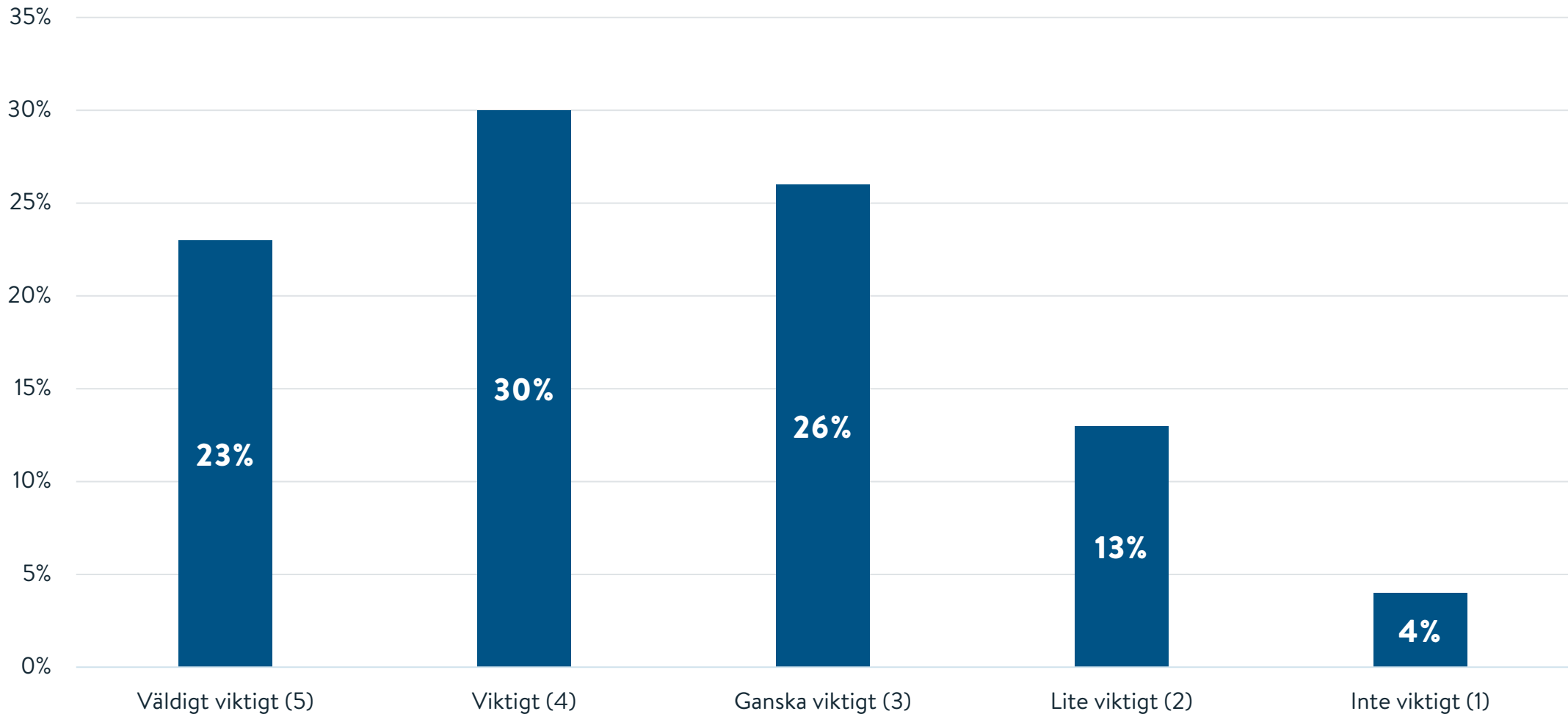
# VIKTIGASTE KARRIÄRINFORMATIONEN

(1=Inte alls viktigt, 5=Väldigt viktigt)

1	Information om hur det är att arbeta på företaget	3.64
2	Information om vilka platser företaget finns på	3.58
3	Information om öppna ansökningar	3.54
4	Förklaring av rekryteringsprocessen	3.51
5	Företagets kultur och värderingar	3.50

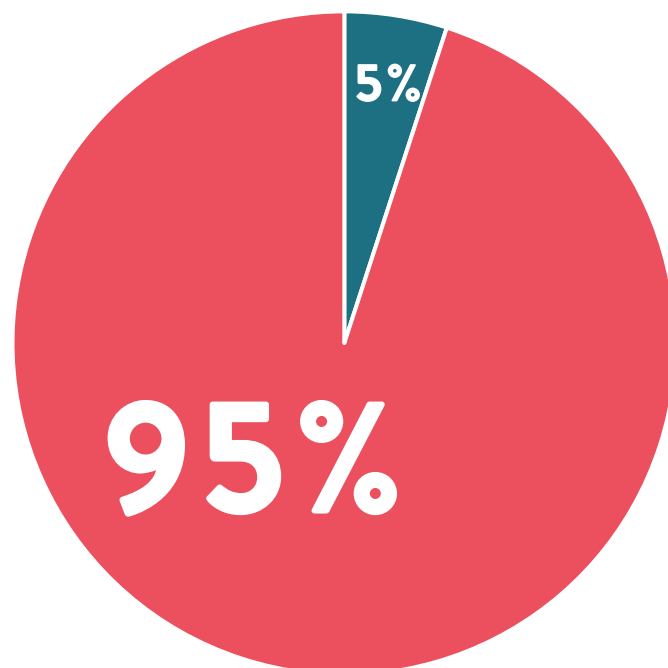
# MÖJLIGHET TILL DISTANSARBETE

**Hur viktigt är det att en potentiell arbetsgivare informerar om möjligheten att arbeta hemifrån?**



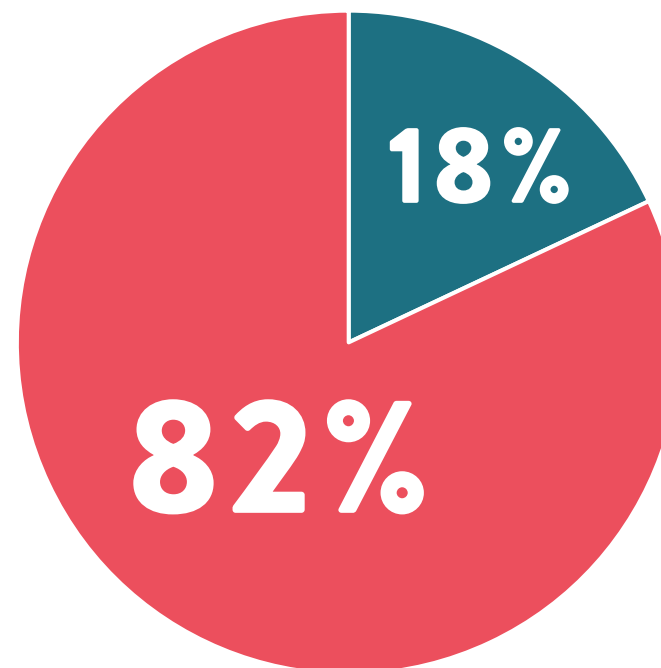
# FÖRETAGENS INFORMATION OM DISTANSARBETE

Sverige



- Inkluderar information om distansarbete
- Inkluderar inte information om distansarbete

Europa



- Inkluderar information om distansarbete
- Inkluderar inte information om distansarbete

Striking the right balance between well-being and motivation

## Work Life Balance

Volvo Group is made up of a palette of unique individuals, each with their own interests, motivations, and life stories. They are passionate about what they do, at work and outside work. Based on our [value of trust](#) and our belief that we are at our best when we can be our whole true self at work, we offer an environment where everyone can find a healthy work life balance that works for them.



### Everyone's work life balance equation is different

That is why we believe that in addition to company programs, a good communication and a trusting relationship with one's manager is the base to find the right work life balance that accommodates all the needs of each individual.

Creating a healthy [work culture](#) starts with the basics – respecting people's free time. This translates into behavioral agreements that some teams decide together to suit their needs and preferences in a highly connected world – for instance not sending out emails over the weekend.

### Flexible work arrangements come in many shapes

Our [benefits programs](#) are many and very diverse across our different entities and hundreds of sites. Depending on where they work, our employees may benefit from flexible working hours, parental, study or sabbatical leave, paid time off on specific occasions, special training or support needed to complete a job. Our company policies on matters such as home working align to the needs of our business operations, the location of our premises or even the country legislation and always strive to optimize our employees' time and reduce our footprint from commuting.

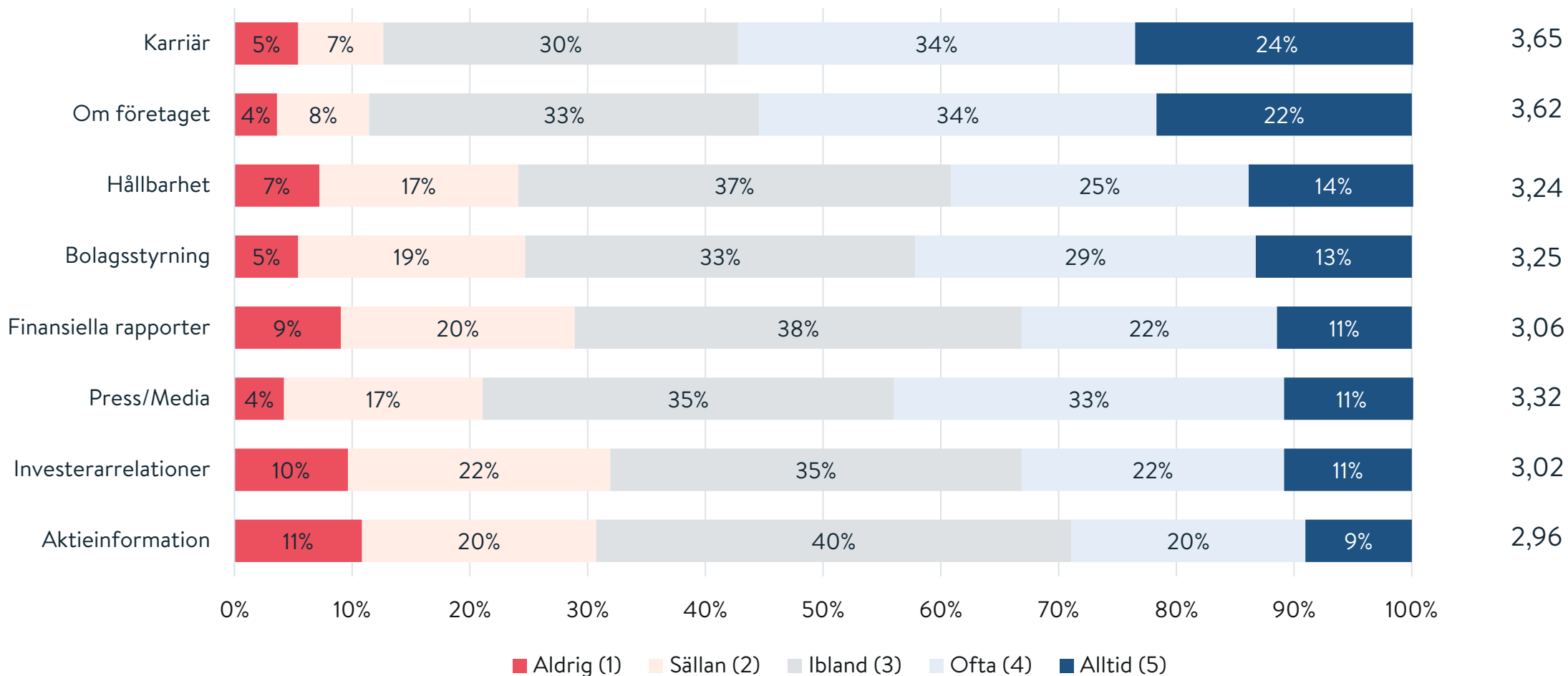
Services available on our campuses are also specific to each location. They include health, sport coaching or organic food markets in one place, child care or concierge office in another. Our flexible work arrangement aim to make the day to day routine of our employees easier so they can get more out of life.



# SIDOR OM KARRIÄR OCH OM FÖRETAGET MEST BESÖKTA

När du ska bedöma en potentiell arbetsgivare, hur ofta besöker du följande sidor?

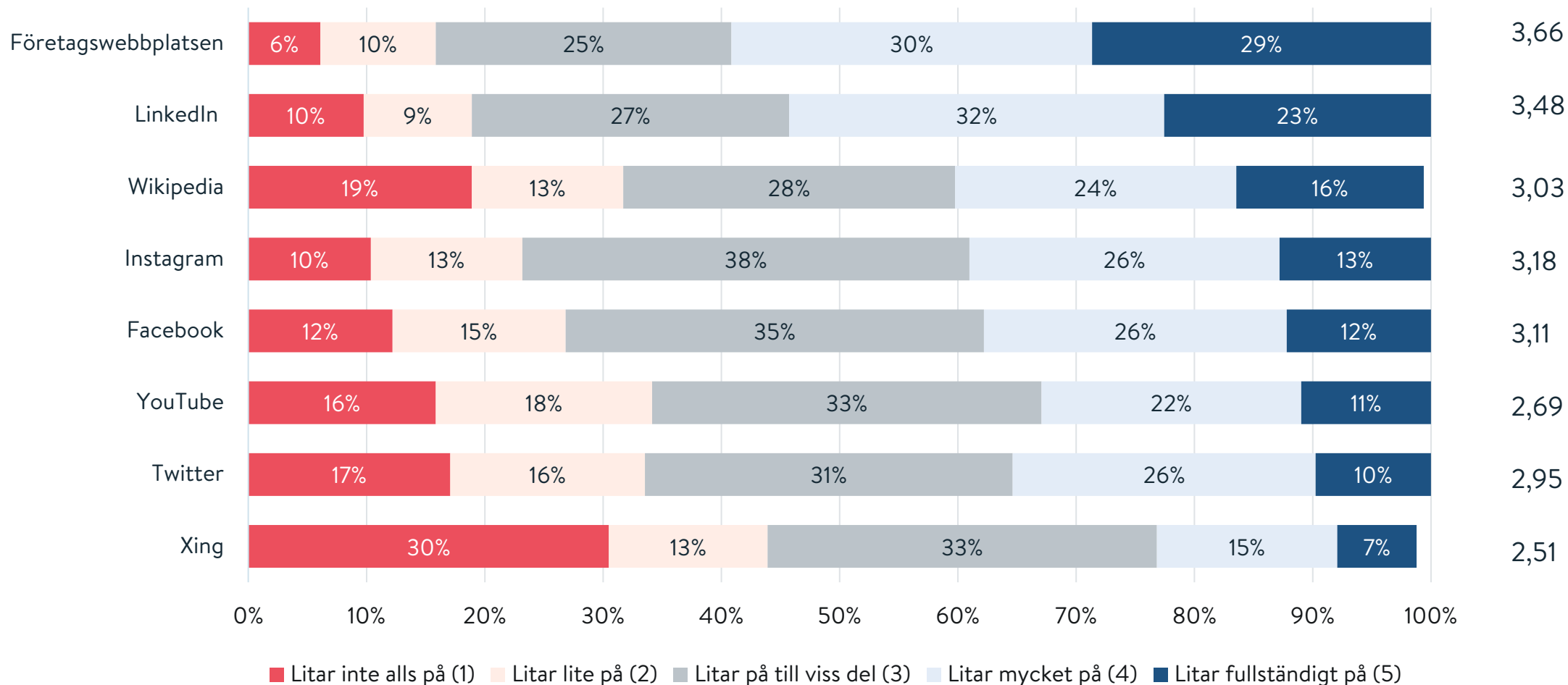
Genomsnitt



# FÖRETAGSWEBBPLATSER OCH LINKEDIN MEST TROVÄRDIGA

Hur mycket litar du på ett företags följande kommunikationskanaler?

Genomsnitt



## TRE TIPS!

- 1** Lyft ut innehållet från årsredovisningen till webbplatsen
- 2** Gör illustrationer i html – eller komplettera åtminstone med text.
- 3** Kontrollera att ni uppfyller checklistan.

# CHECKLISTA



Finansiella mål och måluppfyllnad



Finansiell outlook



Affärsmodell



Miljödata, mål och måluppfyllnad



Pressarkiv med kategorier



Hur det är att arbeta på företaget

# TACK FÖR OSS! FRÅGOR?

Välkomna att höra av er för en demo av Webranking-rapporten!

[www.comprend.com/webranking](http://www.comprend.com/webranking)

