

HEXPOLinside

Further growth in Polymer Compounding

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Message from the CEO

Dear Reader,
Please find a new issue of HEXPOL Inside. In this issue you can read about our growth both in terms of acquisitions and organic growth.

During second half of 2014 and especially in Q4 we made four acquisitions within our focus area Polymer Compounding. You can read about these acquisitions here and we are welcoming new members, from eight different units, to the HEXPOL family.

In this issue you can also read, among other things, about our exhibition activities and the important supplier sustainability guideline.

Best regards,

Georg

Georg Brunstam, President and CEO

Capacity Expansion in Mexico

HEXPOL Compounding NAFTA continues to expand the company's Mexican operations, investing in added capacity with "Best-in-Class" equipment and technology. Since opening rubber-compounding operations in Mexico in 2000, HEXPOL has built two plants in the center of Mexico's OEM auto production corridor.

After having shared with its sister plants in Aguascalientes and Statesville the 2013 HEXPOL "Best Plant of the Year" award, HEXPOL Compounding Queretaro commissioned an eagerly awaited second mixing line during the fourth quarter of 2014. The new line incorporates the best HEXPOL technology to date, including in-line straining, in order to best serve its current and new customers in Mexico as well as new markets under development. This is the fifth mixing line HEXPOL has in Mexico, bringing with it increased versatility to the Mexico business and will ultimately benefit all customers through improved quality and customer service.

"We are thrilled with the continued growth of HEXPOL in Mexico" Tracy Garrison, President & CEO HEXPOL Compounding NAFTA, explained. "Our team has developed tremendous skills over the past 14 years.

Queretaro is one of our top performing facilities worldwide. Based on this excellence and market demand, we are committed to continued investments in Mexico."

"The significant investment by HEXPOL is further evidence of the success of our team in the Mexican market," said Queretaro Managing Director Francisco Viliesid. "We continue to develop new markets, applications and channels. Our job, however, is far from finished, and our associates stand ready to continue growing with our customers. This new investment in capacity and capabilities furthers our commitment to our customers and enables us to continue to enhance our service in this key growth market."



HEXPOL growing with RheTech

HEXPOL has acquired RheTech LLC and RheTech Colors from the founders' families. RheTech has close to 50 years' experience of polymer compounding and is a leading provider of polyolefin compounds, engineered resins and multifunctional colorant and additives.

"The acquisition expands HEXPOL Compounding NAFTA's capabilities and capacities within Polymer Compounding and is a very good complement to our present Polymer Compounding business." Tracy Garrison, President and CEO HEXPOL Compounding NAFTA.

RheTech has four facilities (including manufacturing and laboratories) located in Whitmore Lake, MI (RheTech), Fowlerville, MI (RheTech), Sandusky, OH (RheTech Colors) and in Blacksburg, SC (RheTech Engineered

Plastics). RheTech had a turnover of 117 MUSD in 2013 and has around 212 employees. The acquired business has an EBITDA margin well below the HEXPOL Group and is expected to have a positive impact on earnings per share from start.

"This is a further step in expanding and strengthening the HEXPOL Group with another acquisition within our core business. RheTech, with its competence and capabilities, will fit nicely into the HEXPOL Group and broadens our product range within Polymer Compounding." Georg Brunstam, CEO HEXPOL Group

The acquisition price amounts to approximately 112 MUSD on a cash and debt free basis and is funded by a combination of cash and existing bank facilities.

Interview with RheTech President John T Levinson



Welcome to the HEXPOL Group - What is your first reaction?

WOW is our immediate reaction.

We are now part of a worldwide operation and we are trying to make a smooth transition from a long time (46 years) privately owned entrepreneurial style company to being a part of a much larger publicly traded company. This is going to be a

challenge. However, Rhetechn has been very pleased with this process so far and especially with the assistance provided by various HEXPOL personnel during this process.

HEXPOL is a decentralized but extremely coordinated company and will ofcourse keep the RheTech names and all the brands. Where do you see the synergies and the benefits belonging to the HEXPOL Group? I would think that there are tangible benefits for things like cash/borrowing, financial audits, taxes and some insurance costs and many other areas of synergism and benefits that could be of much greater value. We are already finding that the name HEXPOL has attracted attention from some of our customers and suppliers. We think that the knowledge and infrastructure that HEXPOL has in various countries around the world could prove to be invaluable for Rhetechn as we attempt to grow our business internationally. We have been just a USA company for all of our life with very little activity outside

of NAFTA countries. We hope to develop customer/product leads from the other HEXPOL Compounding companies and from what has already occurred this could be very exciting. In addition as we have time in the future, the idea of Rhetechn using some of the HEXPOL rubber compounding technical prowess could lead to some benefits. These are just some of the initial ways that both HEXPOL and Rhetechn can help to make $1 + 1 = 3$ or more.

Where do you see the biggest possibilities for the future? I think that with so little time so far that it is hard to determine where the best benefits may come from – we just know that there seems to be quite a list to choose from.

What are your main objectives for RheTech/VIGAR in 2015? There are many goals and objectives for Rhetechn during 2015. In addition to the many "normal" goals like a safe workplace environment, continued improvement in our growth on the sales side, more EBIT growth, etc. – we have some very challenging and specific goals for Rhetechn this year. We have two machines to install and make operational at Rhetechn Whitmore Lake, Michigan (including the new Trivolution twin screw extruder which is the only one in the world for plastics companies). We have to install and make operational a rebuilt twin screw extruder at the Blacksburg, South Carolina facility. We have goals to complete process for ISO 14001 for the Sandusky, Ohio plant and then to complete the process for ISO 9001 for the Blacksburg, South Carolina facility during 2015.

HEXPOL growing with VIGAR Rubber Compounding

HEXPOL has acquired the VIGAR Rubber Compounding business within Grupo Vigar from the founders' families. Vigar Rubber Compounding has more than 50 years' experience of rubber compounding and is a well-known Rubber Compounder in the Spanish and German market.

"The acquisition is a very good complement to HEXPOL Compounding in Europe and broadens and strengthens our presence with Rubber Compounds into the Spanish and German markets. Vigar Rubber Compounding expands our capabilities and capacities to serve our customers in a more efficient way." Ralph Wolkener/ Carsten Rüter, President HEXPOL Compounding Europe

Vigar Rubber Compounding, with manufacturing facilities in Rubi, Spain and Viersen, Germany, had a turnover of 57 MEUR in 2013 and has 134 employees

(Spain 88, Germany 46). The acquired business has a positive EBITDA margin well below the HEXPOL group and is expected to have an insignificant impact on earnings per share.

"This is a further step in expanding and strengthening the HEXPOL Group with a further acquisition within our core business. Vigar Rubber Compounding, with its competence and capabilities, will fit nicely into the HEXPOL Group and gives us a stronger European presence." Georg Brunstam, CEO HEXPOL Group

The acquisition price is estimated to approximately 19 MEUR (including an option to acquire certain land and building in Spain) on a cash and debt free basis and has been funded by a combination of cash and existing bank facilities.



Interview with HEXPOL Compounding Spain MD, Luis Prat



Welcome to the HEXPOL Group. What is your first reaction? When we first joined the HEXPOL Group in November 2014 I was positively impressed about the level of company decentralization (although coordinated) and the amount of power given to each individual company which enables the company to meet the common goals.

HEXPOL is a decentralized but extremely coordinated company and will of course keep the VIGAR names and all the brands. Where do you see the synergies and the benefits belonging to

the HEXPOL Group? Vigar has been a well-recognized and valued Rubber Compounding brand in the Iberian market for more than 40 years. HEXPOL's decision to keep the Vigar brand name and logo, combined with the HEXPOL Group umbrella, will improve the Vigar Rubber Compounding image by combining the best of two worlds; local market knowledge and the global HEXPOL power.

Where do you see the biggest possibilities for the future? Our biggest opportunities will be further growth, especially in the automotive rubber compound market, where Vigar has relatively low presence today.

What are your main objectives for VIGAR in 2015? Our main objectives in 2015 are to integrate our "local way of doing things" into HEXPOL's coordination and follow up processes.

HEXPOL growing with Portage Precision Polymers

HEXPOL has acquired the business of Portage Precision Polymers Inc. from the founder Mr. Doug Hartley and his family. Doug Hartley started Portage Precision Polymers in 2002 and Portage Precision is today a well-known Rubber Compounder in the US market.

"The acquisition is a very good complement to HEXPOL Compounding in the US and broadens and strengthens our presence in rubber compounding. Portage Precision expands our capabilities and capacities to serve our customers in a more efficient way. Portage Precision has also a silicon rubber mixing unit in Mogadore, OH, which complements and expands our existing product portfolio." Tracy Garrison, President and CEO HEXPOL Compounding NAFTA

Portage Precision Polymers, with two manufacturing facilities in Ohio (Ravenna and Mogadore), US, had a turnover of 29 MUSD in 2013. The Ravenna facility is not included in the transaction and its business will be transferred to other HEXPOL facilities.

The acquired business has an EBITDA margin below the HEXPOL Group.

"This is a further step in expanding and strengthening the HEXPOL Group with a further acquisition within our core business. Portage Precision Polymer product portfolio and customer base will fit nicely into the HEXPOL Group." Georg Brunstam, CEO HEXPOL Group

The acquisition price amounts to approximately 13.2 MUSD on a cash and debt free basis and was funded by a combination of cash and existing bank facilities.

HEXPOL growing with Kardoes Rubber

HEXPOL has acquired the business of Kardoes Rubber Co. from the founder Mr. Frank Kardoes and his family. Frank Kardoes started Kardoes Rubber in 1988 and Kardoes is today a well-known Rubber Compounder in the US market.

"The acquisition is a very good complement to HEXPOL Compounding in the US and broadens and strengthens our presence with Rubber Compounds into end user markets like industrial materials handling, agriculture equipment and off the road tires. Kardoes Rubber expands our capabilities and capacities to serve our customers in a more efficient way." Tracy Garrison, President and CEO HEXPOL Compounding NAFTA

Kardoes Rubber, with a manufacturing facility in LaFayette, Alabama, US, had a turnover of 43 MUSD in 2013 and has around 90 employees.

The acquired business has an EBITDA margin below the HEXPOL Group.

"This is a further step in expanding and strengthening the HEXPOL Group with a further acquisition within our core business. Kardoes Rubber, with its competence and capabilities, will fit nicely into the HEXPOL Group." Georg Brunstam, CEO HEXPOL Group

The acquisition price amounted to 31.8 MUSD on a cash and debt free basis and has been funded by a combination of cash and existing bank facilities.

New appointments

Peter Ryzko, Managing Director at Müller Kunststoffe, Germany

Terry Elgin, Managing Director at Robbins, US

Jeremy Xing, Plant Manager at HEXPOL Compounding Foshan, China

Tom Freshly, General Manager at Kardoes Rubber, US

Marie Åberg, Group Controller Treasury, HEXPOL AB, Sweden

Dennis Cornejo, Financial Controller, HEXPOL Compounding Aguascalientes, Mexico

Guidelines for sustainability work of suppliers



For HEXPOL, it is important to cooperate with suppliers who take a responsible approach to environmental matters, occupational health and safety issues, social responsibility and business ethics. For this reason, environmental and occupational health and safety issues have long been part of the Group companies' supplier evaluations and a great deal of this work is conducted within the framework of environmental and quality management systems.

During 2014, we raised our level of ambition and presented Group-wide supplier guidelines – the “HEXPOL Supplier Sustainability Guideline”. The guidelines encompass all aspects of sustainability and make it clear to suppliers what is expected of them. The guidelines are based on “HEXPOL Materializing Our Values” and the fundamental principle is that the suppliers are expected to apply the same code of conduct and have the same level of ambition as HEXPOL. The “Supplier Sustainability Guideline” covers the following areas:

- Environment – Requirement for compliance with environmental laws and for a documented and systematic work method for preventing adverse environmental impact.
- Occupational health and safety – Requirement for

compliance with legislation in this area and for a documented and systematic work method for preventing injuries and illness.

- Labour relations and human rights – Requirements concerning matters such as discrimination, equal opportunities, child labour and freedom of employees to unionise.
- Business ethics – Requirements concerning matters such as countering corruption, the formation of cartels and that sound business and marketing principles are applied.
- Supplier activities in the supply chain – Requirement that the supplier forwards HEXPOL's requirements or corresponding requirements to their own suppliers and that they introduce systems for monitoring compliance with the requirements.

During 2015, the Supplier Sustainability Guideline will be introduced on a broad front and the intention is to reach all suppliers. The objective is that the guidelines will reduce the Group's risks and contribute to sustainable development. At the same time, since we endeavour to avoid all forms of unnecessary bureaucracy, the introduction will be implemented in stages and be based on the sustainability risks that can be associated with a certain supplier.

HEXPOL Company of the year award

2014 was a good year for many HEXPOL Companies and there were many good candidates for the award “HEXPOL Company of the year”.

But nothing really comes close to HEXPOL Compounding North Carolina, US. Mark George and his team in Statesville have once again shown exceptional good performance with excellent customer handling, great profitability and also excellent handling of working capital. The awards for “Best improvements during 2014” went to Shannon Smith's team HEXPOL Compounding Colonial Rubber in Dyersburg, US, as well as Milos Pitela's team HEXPOL Compounding s.r.o. in Unicov, Czech Republic. Both companies showed great impro-

vements during the year in terms of sales, margin increase and good customer focus.

The awards were presented in Franklin, TN, US, during the Top Management Conference. Congratulations to all of you!



Mark George



Shannon Smith



Milos Pitela

Logistics enhanced by European distribution centre for forklift wheels



Stellana is opening a distribution centre in Germany. The main purpose is to be better able to supply our products to the largest market in Europe, Germany. An additional aim is to supply most other European countries, apart from the Nordic countries, from this centre. The distribution centre is located south of Hamburg.

Customers in the after-market, meaning small-scale customers who serve forklifts and/or sell wheels, will mainly benefit from this new establishment. By having a presence in Germany, we will, compared with today, reach more customers, be able to dispatch wheels more rapidly and also send fewer wheels per delivery at a lower cost.

To achieve cost-effective transport from Laxå, we will primarily send full pallets from Laxå, while the distribution centre will account for all picking for customers. We will also be able to offer products from Sri Lanka from our distribution centre. This makes us unique compared with our competitors and enables customers to purchase Vulkollan wheels, PU wheels and solid rubber tyres from a single supplier. A number of OEM customers (forklift manufacturers) have made positive comments about our establishment, since they view it as offering both security and opportunities in the form of rapid delivery if required.

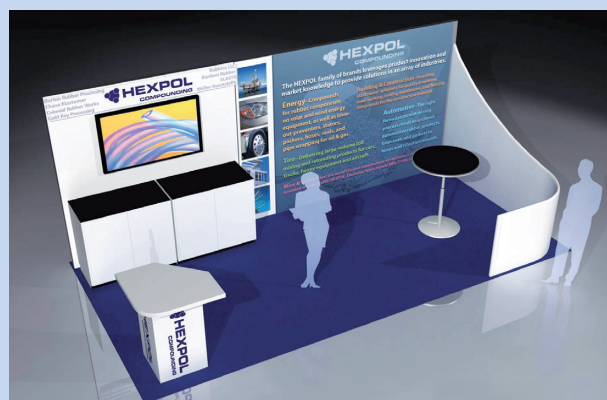
International Elastomer Conference

On the week of October 14th the American Chemical Society held a trade show this year, the International Elastomer Conference 2014 – Rubber Division, at the Nashville Convention Center in downtown Nashville which was also the 186th technical meeting and educational symposium. HEXPOL, along with many customers, suppliers and competitors were in attendance. HEXPOL's booth was located at 203 as employees greeted customers and suppliers with the excellence that only our company can offer. The booth was created in collaboration with Karen Wilson at Rodgers Display and was a great success at the expo.

The International Elastomer Conference drew a total of 2,745 attendees and included 490 for the technical sessions that were also offered. The conference took place from Tuesday, October 14th until Thursday, October 16th. Each day the doors were opened for attendees at 10 A.M. and were closed at approximately 5 P.M. every day but the 16th when doors were closed a few hours earlier.

HEXPOL held their event for suppliers and customers at the Country Music Hall of Fame and Museum right in the heart of town. HEXPOL's event was held on October 13th, from 6:30 P.M. until 10 P.M. and was

humbled with 280 guests, who were invited to tour the museum exhibits at their leisure during the first portion of the evening. After tours, the guests made their way to the exhibit hall where they enjoyed a variety of southern food and drinks, including Tennessee barbecue, a macaroni & cheese and grits station as well as Jack Daniels Tennessee Whiskey tasting station and an open bar. A strolling magician and country trio provided entertainment, and there was a special musical performance by a surprise guest, Tracy Garrison's daughter - Meghan Garrison. She did a fantastic job performing alongside her friend, and impressed the attendees. In addition, some HEXPOL clients brought their instruments along and also entertained the guests.



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