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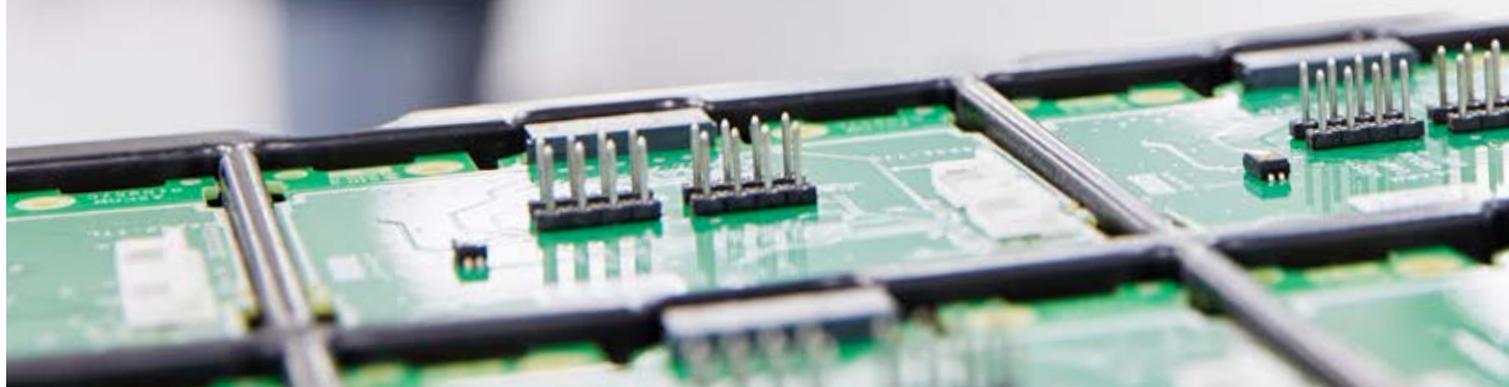
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A new era, a new factory, and a new pledge

Dear Reader

With the first issue of GPV Annual Magazine in your hands you have a front-row seat as we are embarking on a completely new era for GPV. At the beginning of 2016 we got a new, strong owner; the industrial conglomerate Schouw & Co. This has made it possible for us to think bigger and to take a longer-term view than before. The first visible proof is the new factory that we are setting up in Mexico just now. With this new facility we are achieving the important strategic objective of being present in three important time zones - Asia, Europe and the Americas (read more pages 6 and 7).

Together with a stronger position in the market, the change of ownership has given us rise to think innovatively of our access to the market - and not least of our internal payoff, which we have changed from "We Deliver" to "Accomplish More".

The change marks a milestone in our self-understanding, in our business development and in our customer-oriented focus. We have proven to be a reliable player in the market, and we have won the confidence of you, our customers and business partners. That we deliver is a matter of course and the solid foundation on which we are basing our business. What matters now is to lift our eyes and turn on the ambitions.

"Accomplish More" is the pledge to our customers that we are committed to working determinedly to ensure that as our customer you will accomplish more - more value, a sharper focus on your core business, more flexibility as well as the potential for a framework of a leaner business model.

At all times, our focus is on quality, and every day we strive to deliver flawless, secure and correct products and services. We will continue our work to implement new technologies and methods so that we will be able to continuously meet our customers' and business partners' expectations and demands into a digital future.

Enjoy reading our magazine!

Sincerely

Bo Lybæk
CEO, GPV International



These long-term visions that Schouw & Co. has when acquiring enterprises and companies, fit in perfectly with our type of business

Bo Lybæk, CEO
GPV International



Interview

Bo Lybæk (left) and Jens Bjerg Sørensen (right) are looking forward to the future



About GPV International

Today, GPV International is supplier to several of the largest international OEM producers within Cleantech, Instruments and Industry, Medico as well as Marine and Defence.

In 2015, the EMS provider traded for DKK 850 million. With the growth plan, the objective is to reach revenue at DKK 1.5 billion in 2020.

About Schouw & Co.

Schouw & Co. is a listed industrial conglomerate that makes long-term investments in leading businesses in which active and developing ownership is performed.

Today, six large businesses are part of the portfolio. The businesses have an average of 2,382 employees, and in 2014 consolidated revenue came to DKK 12.6 billion with EBIT at DKK 831 million.

New muscles provide new opportunities

The sale of GPV International to the industrial conglomerate Schouw & Co. has added new muscles to Denmark's largest EMS supplier. Muscles that already now are taking GPV International to a higher league.

A new factory is on the way in Mexico and an ambitious 2020 plan is on the notice board. Bo Lybæk, CEO in GPV International, and the new owner and GPV's new Chairman of the Board of Directors Jens Bjerg Sørensen from Schouw & Co. are both clearly satisfied with the future prospects of GPV after the change of ownership.

But why is it that Schouw & Co. has chosen to invest in a company such as GPV which is operating in an industry that is new to the company? And why indeed did GPV International want a new owner?

Jens Bjerg Sørensen and Bo Lybæk readily answered these questions on a sunny Friday morning in Aarhus, Denmark.

A superb match

For a while, we have been on the lookout for a new match. Some criteria always have to be met before a company might

be of interest to us: For one thing, the company must be a market leader within its industry, and we must be able to see an opportunity to lift it to a higher level. For another, the company must have a competent management, because we ourselves do not participate in the management of the enterprises we acquire or merge with, says President of Schouw & Co. Jens Bjerg Sørensen, and he continues,

GPV is just a superb match in absolutely every respect. We could see that the company had been through a really impressive development, but had now reached a point where a new ownership would mean an opportunity of moving the company significantly.

CEO in GPV International Bo Lybæk adds,

We were at a crossroad because we had great plans, but we were lacking some financial muscle to be able to accelerate the development of GPV. A key element in our strategy was to be present in the three major time zones, and here the setting-up of our factory in Mexico was important. When we entered into a dialogue with Schouw & Co., Jens asked us to draw up a 2020 plan. This came to be our Growth Agenda which made us focus acute attention on how we shall be looking at GPV in 2020. Apart from the setting-up in Mexico, the Agenda contains organic growth, a sharpened focus on large outsourcing cases as well as further growth and extension of competencies via mergers & acquisitions.

The decision on Mexico was already made at the first board meeting with our new owner. And achieving success in the other three items of the plan is now far more realistic with the experience and the opportunities we have gained with Schouw & Co. as owners, says Bo Lybæk, and he continues,

These long-term visions that Schouw & Co. has when acquiring enterprises and companies, fit in perfectly with our type of business. And indeed, we have only got positive responses from our customers and cooperative partners.

Quality and punctuality will never go out of fashion

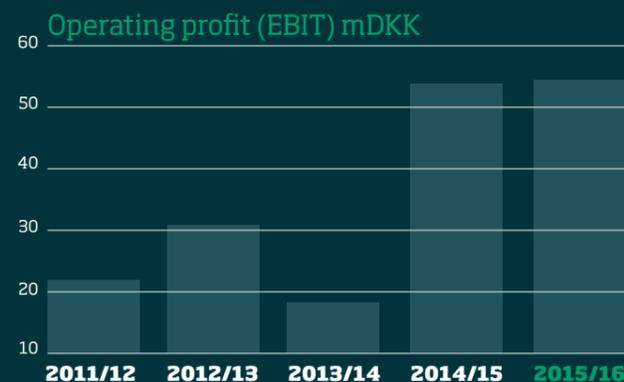
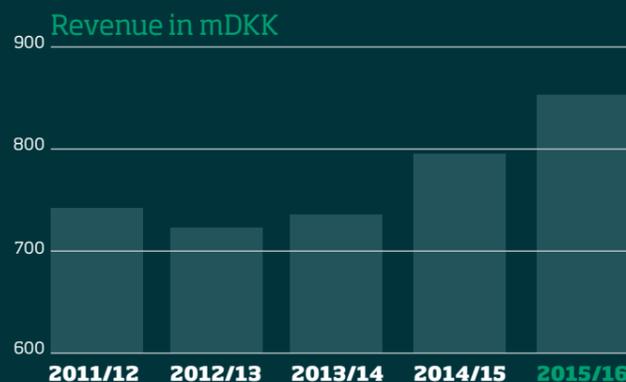
Well, what then about GPV's customers? What will the new ownership mean to them?

On the one hand I hope that our customers will not notice any difference. On the other hand I hope they will feel that we are becoming still more skilled. Quality is the most important parameter for our customers, and exactly on this point we have the highest score in our Customer Satisfaction Surveys. We will continue with this as well as with our focus on on-time delivery. This is what we call Service Excellence. Much might be part of Service Excellence, but quite simple virtues such as high quality the first time and on-time delivery will never go out of fashion, Bo Lybæk states.

GPV's 2015/16 performance is satisfactory, showing an increase in revenue and profit

Key figures

| mDKK | 2015/16 | 2014/15 |
|---------------------------------------|--------------|--------------|
| Revenue | 853,8 | 797,9 |
| Operating expenses | 798,2 | 743,3 |
| Operating profit/(loss) (EBIT) | 55,6 | 54,6 |
| Financial expenses, net | -4,9 | -39,2 |
| Profit/(loss) before tax | 50,7 | 15,4 |
| Cash flows from operating activities | 22 | 63 |
| Total assets | 586 | 651 |
| Equity | 133 | 143 |
| Return on invested capital (%) | 22,3 | 22,7 |
| Average no. of employees | 1.078 | 1.054 |



In GPV, we have been working with a range of strategic initiatives with the aim of further strengthening the platform for our core business within Electronic Manufacturing Services (EMS), Mechatronics and High Precision Mechanics.

The products and services are supplied worldwide to a range of blue chip customers Head Quartered primarily in Europe and North America.

Our 2015/16 performance is satisfactory, showing an increase in revenue of 7% after growth of 9% the year before. Our operating profit (EBIT) ended up at the expected level.

Together we can accomplish more

The development of our recurring business has continued over the past year, and with the decision to establish manufacturing capabilities in Mexico - the third major time zone - we in GVP

take another strategic step to explore the market potential in the Americas. This strategic step will, however, have no effect on revenue in 2016.

For FY 2016 (nine months*), we expect a stable development in revenue and operating profit (EBIT) as well as a positive cash flow from our operating activities.

At the end of our FY 2015/16, GPV stands as a healthy, well-developed business with a good base of competent employees and with a strategic well positioned production footprint in Europe and Asia (Thailand) and soon also in the Americas (Mexico).

This provides a strong platform for securing our competitive business that will establish the future basis for value-adding growth for our customers. Together we can accomplish more!

* Following the new ownership, the financial year for GPV will be aligned towards that of Schouw & Co. FY 2016 will therefore comprise nine months only (1 April to 31 December 2016).





The new factory is designed and optimized specifically for EMS production and that is a huge improvement and of great importance to us

Manager of Strategic Procurement at Spectris, Stuart Hole

Across time zones

With the inauguration of the state-of-the-art production facilities in Thailand and the start-up of a similar plant construction in Mexico, GPV will be able to service customers with production and delivery across three major time zones from first quarter 2017.

2015 was the year when GPV was able to inaugurate the new and 22,000 sqm large and state-of-the-art factory in Bangkok that in one stroke doubled the capacity frame. Now the valuable learnings from establishing this factory is brought on to Guadalajara, Mexico, where a new factory will be ready for delivering the first products in first quarter 2017. All in all, this means that GPV's customers within less than a year can benefit from quick and secure delivery out of Asia, Europe, as well as the Americas.

Bangkok factory with perspective for our customers

Apart from a significant extension of capacity, the inauguration of the plant in Bangkok also meant a lift of the competencies and perspectives that GPV can offer to our customers. With state-of-the-art equipment the factory has been geared to the customers' increasing future need of high-tech electronics and mechatronics solutions. Altogether, this has given rise to new opportunities, i.e. at the global company Spectris that specialises in advanced measuring equipment for the aeronautical and automotive industries, among others.

First of all, it shows commitment that GPV doubles their capacity. The new factory in Bangkok is designed and optimised specifically for EMS production and that is a huge improvement and of great importance to us. GPV's sophisticated

logistics along with their new facilities mean that we will be able to use them even more for direct shipments to our customers, says Manager of Strategic Procurement at Spectris, Stuart Hole.

A factory translation from English into Spanish

The valuable learnings from the factory in Bangkok, Thailand, were central to the planning process of the new production facilities in Guadalajara, Mexico. The professional facilities, the high efficiency and the well-known process flow are being transferred to a Mexican context so that GPV will be able also in the Americas to offer the same high quality and service level to the customers.

Furthermore GPV's Business System, will be used for a speedy implementation of the new factory and ensuring that it will become both a good place to work and

High standards in Bangkok

In all possible area, a modern plant saw daylight in April 2015 when GPV officially "switched on electricity" to the newly built factory in Bangkok, Thailand. With additional significant investment in new production equipment GPV has ensured that the factory will operate at the highest levels as far as both technology and safety are concerned.

However, not only the facilities of the plant are state-of-the-art. Also the environmental concerns and focus on energy savings have been highly prioritized - even according to European standards.

1,5 million working hours with zero accidents

During the construction of the new plant in Thailand, and in cooperation with the selected Thai contractor, Ritta Co.,Ltd., GPV chose to give very high priority to safety at the building site. The continued focus on safety led to the result that the construction was completed without a single accident requiring medical treatment. This is a fact in spite of the 1.5 million man-hours that, overall, were used on the construction site.

FACTS

- Location: Bangkok, Thailand
- Factory area: 22,000 sqm
- Start of production: 1998 and the new facility was official opening April 2016
- Type of production: EMS (Electronics and Mechanics)
- No. of employees: 900

Mexico's Electronics High Tech Valley

GPV's new 5,200 sqm production facilities are just now being established in Guadalajara. Here in the second-largest city of Mexico the new electronics production will be set up in a industrial estate which opened in early 2016. Already from first quarter 2017, a full SMT production line is scheduled to deliver the first products from the factory. And a second SMT line is expected to be ready for production later the same year.

Local recruitment

The choice of Guadalajara as location was no coincident. The city that houses around five million inhabitants and six universities has within recent years become known as Mexico's Electronics High Tech Valley. This provides good opportunities for local recruitment.

FACTS

- Location: Guadalajara, Mexico
- Factory area: 5,200 sqm (phase II 6,800 sqm)
- Start of production: First quarter 2017
- Type of production: EMS
- No. of employees: 300 in 2020 (expected)



HQ and production in Denmark
Servicing the world, rooted in Denmark.

FACTS

- Locations: Tarm and Aars, Denmark
- Factory areas: 13,000 sqm (Tarm) and 6,500 sqm (Aars)
- Type of production: EMS /Electronics and Mechanics
- No. of employees: 200

However, e.g. European customers with business and factories in the Americas will indeed also be able to benefit from not needing other suppliers than GPV on the American continent.

At the same time, leading global OEM customers will gain a clear logistic advantage because - with the Mexican electronics plant - GPV will be represented in three time zones across the world map. This actually means improved service, no matter where in the world they are.

provide a good platform to do business with our customers. Simply put: this was just a matter of translating the process from English into Spanish.

Mexico will make GPV's production platform global

Over the last four years GPV has had a sharp focus on the American markets which are right now in growth. Therefore, the setting-up of new production facilities is a natural next step in the servicing of customers in North America.



The talent factory of the future

With the launch of a Graduate Programme, GPV increases the commitment to young talents. An international and professional environment is necessary to attract and develop the best candidates.

In a world where technology is in constant progress, and where the needs of the customers are continuously sharpened, it is decisive that GPV is attentive and responsive. As a natural consequence of this, GPV is now launching its own Graduate Programme to secure the company's pool of talent in the years ahead.

At the same time, this initiative will provide skilled talents around the world with an opportunity of being able to improve their skills and qualifications and to create a career within the Electronics Manufacturing Service (EMS) industry.

With the world as apprenticeship

In the GPV Graduate Programme young candidates within business administration, strategy, IT, innovation, manufacturing and electronics engineering or with similar educational background will be able to match their professional competencies with GPV's internal expertise in relevant areas. During a course of two years distributed on three rotations between different departments in GPV's organisation, the candidates are in this way sure to get a thorough practical experience.

It is GPV's ambition that the candidates in the Graduate Programme will develop both professionally and personally in an international business environment. For the same reason, the young talents will be guaranteed at least eight months spent in either Thailand, Mexico or Denmark. Across GPV's international locations, supervision from mentors, training and an inspiring professional environment will become a natural part of the candidates' development process.

GPV takes responsibility for the course

GPV hopes that the young GPV Graduate talents will contribute to draw the profile of the company in future. And as the largest Danish EMS provider it is in GPV's interest that young talents will get the opportunity to be trained and educated as well as to be prepared for the increasing demands in a still more globalised market.

The first young talents are planned to initiate their two-year course in the GPV Graduate Programme from autumn 2016.



With license to make errors

Lasse was educated as an industrial technician at GPV in 2015. Since January 2016, he has been responsible for the optimisation and operation of a new robotic unit.

How did you experience the opportunities of developing and improving your skills in GPV?

Contrary to what is possible at many other workplaces, in my apprenticeship with GPV I had the opportunity to try various aspects of the business. This was a busy time when I was allowed to make errors and in that way develop and improve myself. In September I will start studying to become production engineer. It is my own decision to continue my studies, and GPV has been very supportive with my choice. Further more GPV has offered me to continue working at GPV simultaneously with studying.

In your opinion, what makes GPV a good career path?

GPV is a challenging workplace where great demands are made all the time and new challenges given to all employees. This is why employees who wish to proceed and develop themselves are valued and appreciated. For my part, there were indeed no hard feelings in connection with my wish for further education.

What would it take for you to stay with GPV for many years to come?

I see really good opportunities of returning to GPV after my studies if I am offered a job that will match my coming competencies. To me it is also a huge plus that GPV is an international company where it is possible to both cooperate and perhaps travel across national borders. That pleases me a lot.

Defining tomorrow at GPV

Since 2004, **Allan** has been with GPV where first he was an apprentice. Today he works as IT Operations Manager.



How did you experience the opportunities of developing and improving your skills in GPV?

My 12 years with GPV have been really good and developing. During my initial period I solved the tasks I was asked to do, while today I am involved to a higher degree in defining tomorrow at GPV. I have come to see myself as a consultant, and I am involved at a much earlier stage in the processes. It is very motivating for me to be involved in this way. During my time with GPV I have had the opportunity to attach three different IT certifications. This developed my competencies and enabled me to constantly make the right decisions in my work.

In your opinion, what makes GPV a good career path?

GPV has an environment with a completely perfect balance between extreme expectations between the employees to one another and a great pleasure in the day-to-day work. Of course the question is whether you go to work to earn money or because you are enthusiastic about it. And it motivates me quite a bit that my colleagues in GPV are really dedicated to their work.

What would it take for you to stay with GPV for many years to come?

It must not be everyday work; the company must continue to move and develop as it is doing right now. I thrive in a "structured chaos", and it is very motivating for me to create a common thread in such a changeable market and such a diverse working day as the one I find myself in at GPV.

To me, the personal values count more than for example titles. As long as I have a purpose, will be given responsibility and feel challenged, I am very satisfied at GPV.



Empowered to take initiative

Nualnit started at GPV Electronics in Thailand in 2002 as a supervisor. In her current position as QC Section Manager she is in charge of quality control of GPV Electronics in Bangkok.

How did you experience the opportunities of developing and improving your skills in GPV?

I like the way that GPV supports me to improve my capabilities, education and career opportunities. For instance, I have been able to do a bachelor degree and a master's degree in Industrial Management while working at GPV. The company has also given me the opportunity to take an English course.

In your opinion, what makes GPV a good career path?

I believe that one of the main benefits of being an employee in GPV is that you can chart your own career path, which the company encourages you to follow. I also find the working atmosphere at the company being both friendly and honest. GPV empowers all employees to take initiative, make decisions, and act within their own areas of responsibility.

What would it take for you to stay with GPV for many years to come?

The new ownership of GPV gives me hopes for a bright future with well-being, more security and lots of opportunities within the company.

A career path and a second family



Pongpot started at GPV Electronics in Thailand in 2005. In his current position as QC Manager he supervises the quality control of GPV Mechanics in Bangkok.

How did you experience the opportunities of developing and improving your skills in GPV?

During my time in GPV I have had the chance to improve my technical skills by participating in various training and learning programmes. And even more important, while working daytime at GPV I have had the opportunity to take my master's degree at the university by studying evenings and

weekends. That has been possible due to our five day working week and the great support from GPV.

In your opinion, what makes GPV a good career path?

GPV has been a very good place for me to make a career. I have had the opportunity to start as an engineer at the electronics site and work my way up to becoming QC Manager at the mechanics site where I now have the managerial responsibility for 15 people. Furthermore, I really love being at GPV, and the company has become like a family to me.

What would it take for you to stay with GPV for many years to come?

As things are now, I would like to stay at GPV for many years to come. My dream is to advance further at GPV, and maybe one day to become a Senior QC Manager in the company.

Automation strengthens quality

Automation in production provides higher quality and quicker delivery. Therefore, GPV is investing massively in technology and competencies that will make our production smarter.

Digitalization and automation are well underway to change industry to such a degree that digital automation and M2M (Machine-to-Machine) communication are considered a new industrial revolution.

When robot technology is applied for automation of production and for connecting stocks and administration to intelligent systems it is very important to keep track of details. The effect is higher-quality production, potentially reduced lead times and increased flexibility as value-creating results for our customers.

At GPV we have, throughout a period, been keeping a sharp focus on flexible automation of our high-mix/low-medium production set-up and on the opportunities and advantages offered by technology to us and our customers. Therefore, we have invested in robots and skills that will strengthen our production flow and drive

up the "first time yield (FTY)", which means products of a higher quality with significantly extended longevity.

Flawless stock picking

At our high-tech factory in Bangkok we have implemented several automation processes. Right now, we are building experience with automated stock picking which practically eliminates the risk of erroneous selection of workpieces for production. The next step in this process may well be that also the internal transportation of the picked goods will become automated so that these goods will themselves find their way to the right employee or machine.

Such automated processes give us a far better production flow at the same time as they will ensure faultless products.

Robots and automation help us towards zero errors

At GPV's factory in Bangkok, in the two Danish factories as well as in the coming factory in Mexico, robots and automation will be integrated to support manufacturing excellence and our stated objective of not compromising on quality.

We have built up a revolver test cell fed by a robot and where various electronics products are automatically tested. This will ensure full traceability also in this part of the process flow.

We have digitised a production section 100% with the effect that when the electronic order has been received, the relevant programme will be automatically generated and downloaded to the machine, which will configure itself and start producing. This has reduced the time from receipt of order to consignment to less than 24 hours.



As a continuation of our fully automated SMT lines with in-line Automatic Optical Inspection we have also needed to become best-in-class regarding coating of electronics products. As the only Danish EMS provider we have solved this by offering our customers a fully-automated coating process.

GPV invests in competencies

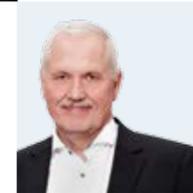
As outlined above, automation will provide a long range of advantages to the customers that have goods produced at GPV, but it will also make substantial demands to us as a supplier to OEMs.

Automated processes must be extremely stable and carefully thought out. Therefore we invest in specialists who are dedicated to contributing to the development of new, innovative solutions. Of course, we request applicable and profitable solutions, but we also call for a certain amount of "skunk work" where creativity and inventiveness will produce new, unique solutions.

At the moment, we are establishing an automation team across locations and departments so that we can continually share our experience and new ideas. This is indeed of benefit to us right now when we are setting up new production in Mexico.



Morten Skaarup
Plant Manager
GPV Mechanics DK



Anders Thomsen
Plant Manager
GPV Electronics DK



Jorgen Holm
Head of Group Sales
GPV International



Tommy Kristiansen
General Manager
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Bjorn Fiskers
General Manager
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Bo Lybæk
CEO
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Henrik Tornbjerg
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We are one company

Over the years, GPV's customer portfolio has been developing in a still more global direction. Today we are servicing customers all over the world, and in the Management Group we therefore have a constant focus on optimising the business to best support our customers' needs. The latest step in this effort has been the setting up of production facilities in Guadalajara, Mexico, so that now we are also present for our customers in the Americas.

Today, our Management Group consists of seven capacities with strong roots in "the GPV way". Together with our deeply integrated business model "the GPV Business System" and our strategy "CoCus" (Core & Customers), these seven capacities ensure that GPV's customers will always experience the same high quality and service whether they are doing business with us in Denmark, Thailand or Mexico.

The presence in three time zones means a continuous task for GPV to ensure that we deliver the same high standard in all our services, thereby creating good value for our customers when they deal with us.



Digitised production section

A customer sends us an electronic order that automatically generates the necessary programme for the machine. The machine configures itself on the basis of the order specifications and starts producing. This has reduced the time from receipt of order to forwarding to less than 24 hours.

Accomplish more

A unique customer perspective

GPV is an EMS-service partner committed to working determinedly to ensure that as our customer you will accomplish more.

We do this by building a strong partnership based on responsible and honest cooperation.

We acquire comprehensive insights into our customers' needs and industry and manage advanced product processing - relying on our strong technological know-how.

Stable. Specialized. Global.

GPV is a global EMS-service partner specialized within high-mix/low-medium volume EMS.

We are one of the biggest EMS-partners in Scandinavia with a DKK 800m yearly turnover and more than 1,000 employees divided between factories in Europe, the Americas and Asia.

Visit our new website and learn more
> gpv-group.com



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