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Rimaster on tour!

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Welcome to our world of SIMPLICITY



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Welcome to Rimaster

Rimaster is a leading supplier of electrical systems, cable harnesses, electrical cabinets, electronics, and cabs for special vehicles and industrial systems.

We are a global group with origins and head office in Rimforsa, Sweden. Rimaster today has more than 1,400 employees operating in ten companies around the world.

We have organizations for sales, design, development, and production in Sweden, Poland, Belgium, France, Germany, China, and Serbia.

Welcome to our world of Simplicity.

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Long-term perspective, stability – and a go-ahead spirit!



How do you remain calm in a troubled environment? And how can you focus on development when you have no idea what tomorrow might bring? If there is one thing that the turbulence of recent years with the pandemic, wars, inflation and the energy crisis has taught us, it is how important it is to have a stable, long-term business with healthy finances. Rimaster has a long tradition of investing in capacity and competence to be able to offer customers and employees security even in turbulent times. The fact that it's now possible for us to offer our own production of over-moulded connectors is an example of how we contribute to faster and safer deliveries for our customers.

We are proceeding along the path we have taken and are working to create even more stability in the company to be able to parry continuing fluctuations in the market. Recent events also demonstrate that the global presence is of

ongoing importance in meeting our customers in their various regions. Our activities in China remain significant to international customers. Right now, China is also making it possible for us to operate in a market not affected by rising inflation or energy costs. In this issue, for example, you can read about how our Chinese subsidiary Rimaster Ningbo is supporting the global Hyster Yale Group in its expansion activities.

A long-term perspective, stability and a go-ahead spirit were also what characterised our anniversary tour as it advanced into Europe. Working strategically to offer an attractive workplace is our way of securing competence and availability for our customers. The fact that they too take the time to accompany us to the sites, to meet with our employees and give us their opinions on how they think Rimaster should develop, we see as a great strength.


A big thank you to everyone in the Rimaster family – employees, customers and suppliers – for the confidence you place in us!

Tomas Stålnert, CEO, Rimaster Group

In a very short time, the Sweden-based global success OilQuick has gone from a bright idea to a market-leading quick coupling system for the contracting industry. And Rimaster has been with them almost all the way.

"Rimaster's emphasis on customer focus has been a great help to us on our growth journey", says Per Brolin, OilQuick's purchasing manager.

"A revolution for excavators"



"In a world where machine hours are hard currency, the system saves both time and money."

OilQuick AB is an innovative and expansive family business that develops, manufactures and markets fully automated rapid attachment systems for construction machinery such as excavators, wheel loaders, cranes and forklifts. In 10 seconds, hydraulic implements can be swapped directly from the driver's cab. In a world where machine hours are the hard currency, the system saves both time and money. And OilQuick's purchasing manager Per Brolin puts it like this:

"When OilQuick hit the market, the system was totally revolutionary for excavators. A system solution that virtually does away with your machine set-up time, whilst at the same time making the change safer

and more environmentally friendly."

The solution has had extensive patent and design protection for a long time, which has contributed to OilQuick's being able to focus on development and high quality – today, it is also the industry's market leader. OilQuick's head office is situated in Hudiksvall, where the greater part of the manufacturing takes place. Thousands of OilQuick systems have so far been delivered to customers in Scandinavia, the rest of Western Europe and the US. The export share is approximately 80%.

"We have chosen to manufacture our products ourselves. This means that we can be in control of both quality and lead

times and, this way, increase our efficiency and competitiveness. It also facilitates a better collaboration with our design department and improved opportunities to develop our products. We are able to achieve control over the entire chain, from order to delivered product."

Consistency a success factor

The collaboration with nearby Rimaster Development in Söderhamn is based on the same philosophy.

Rimaster has been delivering product to OilQuick since 2011 and what began with cabling has today developed into an extensive cooperative effort that, in addition to the cabling, also includes



electronics and a certain amount of development work.

“OilQuick has also supported us in the work of developing our production of over-moulded detail – Rimaster’s so-called riInforced – concept. This allows us to offer high quality assurance and short lead times”, explains Conny Nyström, who is a key account manager with Rimaster Development:

“Along with our other responsibilities, we try to ensure our stock of sensitive components and have ready-made items sitting on the shelf, so as to meet OilQuick’s forecasts and make life for them as trouble-free as possible.”

Handles a large product range

Per Brolin emphasises that Rimaster has the capacity to act quickly and with high flexibility.

“Because we work with customised products, we have short lead times and a large product range. The fact that Rimaster is so good at handling small series and is available here locally, we see as a big advantage. They have everything in house and are good at service and technical support while also maintaining high quality in their production. We feel that they have a great understanding of the way we work. We also get all the help we need with prototypes, since we’re developing all the time. The jour-

ney never ends!”

“In recent years, we’ve incorporated more and more electronics into our products, so it is of course a great plus that Rimaster is also able to assist with circuit boards. That we chose to invest in the over-moulding process was a direct result of receiving requests for such products, and is an excellent example of partnership.”



Per Brolin, OilQuick



rimaster
Master of simplicity

Meet the Masters of Simplicity in Poland and Serbia!

As a part of Rimaster's 40 years anniversary our "Master of Simplicity Tour" has rolled on through Europe. In Poland and Serbia we were joined by customers Atlas Copco and Toyota.

"All employees, regardless of their position and location, had the opportunity to get to know each other and feel part of the Rimaster Family", says Iwona Uszakiewicz, Managing Director of Rimaster Poland.

"Master of Simplicity" summarizes our offer as a complete system supplier covering engineering, harnesses, cabinets and electronics that solve the customer's needs in a straightforward, simple and

uncomplicated way. During the year, the tour have visited Rimaster's units around the world, offering our employees to meet owners, representatives of the board and customers. The event has also featured

exhibition stands with information about how the products we produce are used, and possibilities to learn about the group's wide range and interesting facts from the field of cable harness construction.



Pictures from Poland
Scan QR-code to see pictures and videos from the events.



"Actually we had som really good laughs together"

"Relaxed and meaningful"

According to Iwona Uszakiewicz, Managing Director of Rimaster Poland, and Dragana Mitic, who is HR Manager at Rimaster Serbia, the Master of Simplicity tour has marked a new era.

"It has been an important event for all employees given the opportunity to meet the owners and the highest management of the Rimaster group. During these meetings, employees have learned more about the history and the owner's strategy", says Iwona Uszakiewicz:

"I experienced a very good energy and atmosphere indicating that we are all Rimaster Family. Actually we had some really good laughs together with Per

and Linda – that kind of laughs that can only be afforded in such exceptional companies as Rimaster."

The same positive experience is shared by the employees of Rimaster Serbia, says Dragana Mitic:

"We've been talking a lot about the event itself and how we now feel even closer to the company and the Rimaster Family. Our employees say that they have gained deeper insights in Rimaster's business and the principles on which they are based. My impression is that it was a very relaxed but meaningful gathering."

One big family

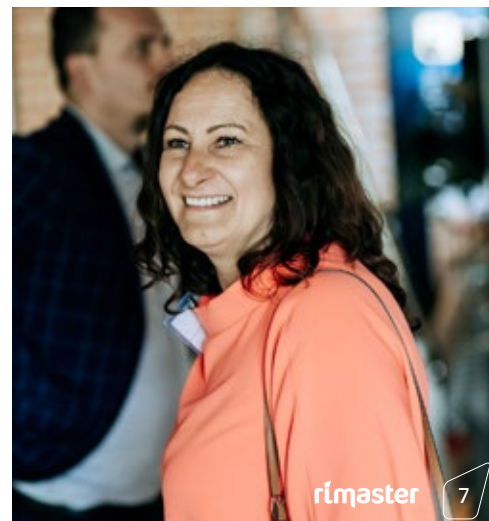
Building the team spirit and employer brand is of course an important way of securing competence for the future, states Dragana Mitic:

"The message of the event was that we are all part of one big family and this contributes to security and mutual

respect. Cultivating values that are in some way close and inherent to every person makes us very attractive to candidates, I think that simplicity and transparency is something that sets us apart from the crowd of others."

According to Iwona Uszakiewicz the Master of Simplicity event was a great way to confirm the local HR-strategy:

"In Poland, we work on a competence matrix, we encourage employees to expand it, both by learning from each other, during internal training or by using external training. In the production areas, we have a TWI program, we implement employees according to the best practices, constantly developing them and training our new employees with the help of permanent trainers. We also try to improve the competencies throughout the whole company, and the statistics in this area show the visible effects of these efforts."





Pictures from Serbia
Scan QR-code to see pictures and videos from the events.



From the customers perspective

The fact that customer's like Atlas Copco and Toyota took part in the event was a living proof that the idea of the Rimsters Family exists also to our customers.

"The visit of Atlas Copcos vice president of sourcing Tivi Huygen, was a great honor for us. For the company, it is an important gesture showing that we are an important business partner for Atlas Copco. It was nice to hear that both companies have very similar expectations for the future, similar strategies, and at the same time considerable challenges. I watched employees listening to the speech being

the voice of the customer, it was an important moment for all of us", says Iwona Uszakiewicz.

To Rimaster Serbia, Toyota is a close customer and partner, explains Dragana Mitic:

"An open relationship with both individuals and customers instills trust, which is one of the prerequisites for any type of relationship. A direct and somewhat personal approach to each individual is something we try to maintain. So, when you see how much effort the customer made to come and be a part of such an event, then it is clear what kind of mutual respect it is. For us, as a relatively 'young' company,

"This is a way to secure competence for the future"

it was very important to hear the customer's perspective in a completely different way and get a chance to develop together with the customers."

Witam*, Tivi Huygen, vice president of sourcing at Atlas Copco!

What is your relationship with Rimaster?

"Rimaster is our primary global supplier for complex wire harness assemblies. They help us in the design of these components, serve us with fast prototypes and makes sure they help us to limit risk in operations by actively looking for scarce electrical components on the market. Our relationship is a longstanding one on which we hope to build in the future."

From a customer point of view, what benefits do you see with the Master of Simplicity event?

"For us the benefits are 2way. On the one hand it gives us as a customer more of an overview of the product portfolio of the Rimaster Group, but also gives us a platform to motivate the employees locally to hopefully be engaged with Atlas Copco as a company and understand our needs and values."

Why did you choose to participate?

"I think partnership is a word which is thrown around a lot, but if we want to build this it is also important that this comes from both sides. That means that our standards for Rimaster are high and constantly more demanding, but it also means that we need to invest time in this relationship."

*Hi there, in Polish

How did you experience the event?

"Very interesting, it gave me a much better overview of the complete range of products and capabilities of the Rimaster group. This will ultimately help us to define our future cooperation."



Generational change in the Rimaster family

As children of Rimaster's founder, principal owner and chairman of the board Per Carlsson, the brother and sister have cabling in their blood. Now Linda Kajelm and Tobias Carlsson are ready to take the Rimaster family into the future.



What have you been doing hitherto?

Tobias: I'm a qualified electrician and I've been working with Rimaster in various production-related positions for ten, twelve years or so. But I've also been contracted out at various times to a number of other companies and for one month, I was teaching at the local high school in Kinda municipality. I spent most of my time constructing wiring harnesses for BT – now Toyota – but I also built control cabinets and worked on the machinery of those times. I was also a bus driver for a few years – mainly school buses. Today, I'm in a workshop for heavier vehicles, where I have responsibility for some of the administration.

Linda: My journey has been quite the opposite. If Tobias started out by gaining his professional experience within Rimaster and then moved on to other environments, I have done it the other way round. For most of my career, I've devoted my time to schools and healthcare, with a focus on people with special needs. When I started working at Rimaster ten years ago and was able to see it all with adult eyes, a whole new world opened up for me, and with it a new language and other focus areas. If I claim that I am deeply technically knowledgeable, that would be stretching things a bit, but I have discovered that I'm more interested in technology and various technical solutions than I myself had realised before. And now that we're taking on new roles in the company, we believe it's a strength that both of us have had experience in the business, but from different phases in life.

What does your involvement with Rimaster look like right now?

Linda: Per, our dad, still has an active role as the company's principal owner. And as long as he is able and wants to carry on, we'll be involved at our current level. From the outside looking in, we may not always be visible, but our commitment is obvious in the boardroom if nowhere else. Because I have an interest and commitment to people and their capabilities, it's in the HR area that I reckon I have the clearest impact. On a daily basis, I work project-based at Group level and make myself available where I'm needed most, right then and there.

Tobias: I'm in a different phase of life and have children who are younger, so right now I've chosen not to be on the "operations front". As a co-owner and board member, I'm of course deeply committed to Rimaster's future. Just like Linda was saying, I think we complement each other well; I'm not so involved in day-to-day operations, which means I can look at things more objectively and see what's taking place from the outside. Here we can meet with different perspectives.

In what ways would you like to develop Rimaster for the future?

Tobias: Long-term relationships and continuity have always been synonymous with Rimaster. Our absolutely most important task is to continue to build the Rimaster family and the togetherness that we feel not only within the company, but also with our customers and suppliers.

Linda: It's a big responsibility – we have many employees and stakeholders who depend on our doing a good job. Personally, I'm feeling very optimistic about the future after our Masters of Simplicity tour. I had the privilege of getting acquainted with every one of our units and got to experience this feeling of family, simplicity, closeness and participation really exists. When someone, irrespective of their role or the relationship they have in or with Rimaster, has any doubts or uncertainties about anything, it's my desire that the climate should always be so open with us that issues can be raised and dialogue entered into to find a solution. If we're able to continue in this way, together, then things will go really well!

What do you think will be required?

Tobias: Balance is a key word – in an unsettled environment, it's even more important to strike a balance in production and finances. We need to be a stable company with a long-term financial perspective that facilitates being able to accelerate when necessary and to put the brakes on when necessary. We have to grow at the right pace.

Linda: Yes, balance is an important issue and we'll also need to work to hit that balance at the board level. Discovering different skills and personalities that complement each other. Rimaster stands for closeness, simplicity and a global presence. I'd also like to add durability. Sustainability and a long-term perspective go hand in hand, and we at Rimaster need to think beyond just next month or the coming year.

Hyster Yale Group

Exploring new frontiers with Rimaster Ningbo

The heritage of the Hyster Group goes back to the early 1820s. The company's first lifting machinery was manufactured for the harsh environments of the logging industry in the Northwest of the United States. True to its heritage, Hyster is following the pioneering and forward-looking track, moving into exciting new frontiers – this time together with Rimaster Ningbo.

Hyster Yale Group is a leading forklift designer and manufacturer. Backed by the strong support of its parent company, Hyster-Yale Materials Handling, Inc., it supplies rugged forklifts that can efficiently move objects and exert customer potential.

Proximity in geography and mindset

The partnership between Hyster Yale Group and Rimaster Ningbo goes back to 2020, explains Serena Zhuang who is

key account manager at Rimaster:

"Ningbo is only 190 km away from Hyster Yale Maximal and it only takes 2.5 hours by car, which greatly facilitates the pre-communication between the two parties and shortens the online communication time."

The fact that August is the hottest month of the season in China did not stop the Rimaster staff. General Manager Young Shen, Serena Zhuang, Simon Zhou



and Xuchun Mao from the engineering technology team, Andy Luo and Chenyu Wang from the production process team, and Tony Hu from the quality department, paid a visit to Hyster and were sincerely received by Hyster EMDC Engineering Director Mr. Shi, Procurement Manager Ge, and Ricky Yang and Cheng Cao from the engineering technology team.

Through the introduction of EMDC Engineering Director Mr. Shi and Procurement Manager Mr. Ge, Rimaster Ningbo learnt that Hyster China was transforming the ECH Project and RS45 Project from Hyster Netherlands. They also gained knowledge about Hyster China's future strategy and goals in Asian market. Ricky, the engineering manager, and Cao, the engineering supervisor, guided Rimaster Ningbo team to visit Hyster production site, installation conditions and electrical materials – which kicked off the cooperation between Hyster and Rimaster.

"Timely support"

In August 2020, the transfer of the port machinery projects A3C0, A921 and F214 started, which are Hyster China's



Hyster Yale Group is a growing enterprise which still grows very fast, explains Hyster EMDC Engineering Director Mr. Shi. With the constant increase of the production capacity of Hyster Yale Maximal Plant in China and the rapid growth in the demand for electrical products in the context of the increasing proportion of vehicle electrification, Hyster and Rimaster will work close together to achieve win-win cooperation and create a better future.



With lifting capacity ranging from 900 kg to 50 000 kg, Hyster forklifts integrate award-winning design, components with industrial strength and high-tech manufacturing processes to provide versatile and reliable solutions.

large port machinery project.

“Rimaster provides timely quotation support and can actively respond to customer requirements. Connectors from TE are superior to other suppliers in terms of price and delivery terms”, says Zhengquan Hu, who is Hyster’s project manager.

Cheng Cao, the engineering supervisor in charge of Hyster project for the Hyster RS45-A921 has a similar experience:

“When facing difficult materials, Rimaster has its own solution. Taking Lear’s 1-to-7 terminal as an example, it was not available due to the discontinuation of the supplier, but Rimaster’s technical team finally solved the problem of material shortage by freely combining Lear’s single terminal to 1-to-3 and 1-to-7 terminals through welding.”

Innovative problem solving

Both parties have worked seamlessly in ECH-A3C0 project, from the inquiry and

quotation in 2020 to sample completion in 2021 and pilot completion in 2022.

They’ve worked closely to tackle many difficulties and bottlenecks, and introduced new 3D printing technology to this project.

According to Serena Zhuang the project went smoothly in preliminary stage:

“But when facing the final delivery, we were told that the dust cover supplier could not deliver. This is a plastic part, which means that we will need to develop a new mold if redevelopment is required. Due to the customer’s small annual volume, the costly and long-term of the mold development process, as well as the large starting quantity, this traditional way of operating obviously does not work for Hyster and Rimaster. Finally, through the efforts of our technical team, we switched our attention to 3D printing technology. Without the high cost of opening a mold, without the large starting quantity, and most importantly, with a shortened production cycle of dust

“Hyster Yale Group is a fast growing enterprise”

cap, we were highly praised by Hyster.”

Deepened cooperation

Since 2020, Rimaster and Hyster have cooperated not only on large-tonnage forklift and port machinery, but were also involved in Class 3 electric warehousing and storage vehicle for logistics handling, Hyster’s global key project IRIS-AN 2-2.5T small forklift, Li-ion electric truck MMRT and domestic small forklift AUNU, etc. Through the cooperation in the development of cables and harnesses of different types for different projects, the trust between the two parties has been deepened.

“Rimaster will not let customers down in any process from technical operability study in preliminary stage, flexible quotation, delivery timeliness and quality product to strong after-sales guarantee. It made Hyster choose Rimaster Ningbo as an electrical strategic supplier. We’re very confident that Rimaster will be the right choice in our future cooperation”, says Hyster EMDC Engineering Director Mr. Shi.



The Rimaster Ningbo project team with key account manager Serena Zhuang, engineers Simon Zhou and Xuchun Mao, production process experts Andy Luo and Chenyu Wang, and Tony Hu from the quality department.

A match made in battery heaven

Some collaborations are just meant to be. Introducing an innovative solution for battery connections, FRÖTEK and Rimaster now offers high quality one shop stop solutions to battery manufacturers for Forklift- and Charger- OEMs.



Germany based FRÖTEK Kunststofftechnik is one of the market's leading suppliers of battery accessories, renowned for their vast competence in the field. The company started out as a plastic-solutions manufacturing company in 1985 and has grown into a full-scale global sales organization with eight productions sites worldwide.

"Today we have 700 employees and operate 120 moulding machines", explains Sascha Brothuhn, Vice President Sales at FRÖTEK:

"To our battery manufacturing customers, FRÖTEK is a one stop-shop that can provide everything they need for the assembly of high-performance batteries, above the cell."

Still, there's nothing that cannot be improved.

"Actually, there's been one thing missing in our portfolio as we have not been able to offer a turn key solution for high power connections. And that's when Rimaster approached us."

Developed riCon-offer

Since its launch, the Rimaster's riCon has become of great interest among OEMs within the special vehicles segment. riCon is Rimaster's self-developed and produced standard battery connection intended for large batteries and large machines. It has been specially designed to meet the needs of the material handling industry. Its

over-cast design is extremely robust and adapted for use in heavy industry.

"The connection meets and allows the maximum current-carrying standard for forklifts, and is therefore perfect for really strong batteries. It works without difficulty with batteries designed for electrified equipment that can lift up to nine tons and more. With riCon, we can offer an optimized standard solution for high-power connections in all industries", says Rimaster's CEO Tomas Stålnert.

Still, the riCon needs to be assembled to the battery with a high quality insulated overmoulded cable to avoid penetration of acid and oxidation. In close collaboration, FRÖTEK and Rimaster have developed a complete



"Initially we will focus on our customers within the forklift industry"

solution consisting of the riCon and a custommade connection that is offered in one complete kit for easy assembling.

"The battery industry is growing rapidly due to the ongoing electrification of vehicles and with FRÖTEKS cable lock we are able to offer new values to our OEMs. Initially we will focus on our customers within the forklift industry but the solution is applicable to every market using large led lithium batteries", explains Tomas Stålnert.

Electrified future

The solution will be marketed by Rimaster towards OEM customers and by FRÖTEK towards battery manufacturers.

According to Sascha Brothuhn the collaboration will help customers to a high quality turn key-solution from one single source:

"To us it is an important addition to our portfolio. To the market we believe it is appreciated from a competitive perspective as there has been very few solutions like this offered. We've just introduced it to the European battery market at the conference in Lyon and it was very well received. I also know that Rimaster has already earned the trust from Toyota."

To Sascha Brothuhn, the collaboration with Rimaster is a match made in battery heaven between two leading experts within their technical fields,

allowing both companys' customers to expand into the electrified future.

"The fact that we are both family-owned businesses focusing on long term relationships with customers and business partners makes this a perfect match!"



Sascha Brothuhn



Rimaster Poland successfully invests in solar power

Already in 2021 Rimaster Poland decided to invest in solar panels, something that has proved to be a major success.

"Originally a sustainability project, it has turned out to be a financially sustainable investment as well", explains Iwona Uszakiewicz, Managing Director of Rimaster Poland.

Why have you chosen to invest in solar panels?

"The main reason is that we aim to reduce our impact on the environment and our carbon print. Our strategy is to use renewable energy sources whenever possible. After seeing a lot of successful private and corporate initiatives that resulted in energy savings, the board decided to invest in photovoltaic panels in the company in both our locations in Poland. Luckily for us, two installations with a capacity of almost 50 kW each have been operating since February 2021. When we found a solution for the installation of another, third 50 kW

installation, we set it up in March this year. Actually actions were taken before the outbreak of the war in Ukraine and before the great energy crisis hit the whole of Europe."

How much energy do the facilities produce?

"The current two installations in Borne Sulinowo are sufficient to cover approximately 41% of the energy needs in this location. In Czaplinek, due to the location and limited power of the power connection, the installation was supposed to cover 25% of the annual demand. But the last 12 months have

resulted in a cover of 41%, if we count January to September this year, we've reached a cover of 52%. The simple explanation to this, I think, is that 2022 has been a sunny year."

Are you planning for further sustainable investments?

"Our plan ultimately includes investing in environmentally friendly heating and heat pumps. It is still in the future, but we have already applied the first half-step by installing air conditioners with heat pumps in Czaplinek, thanks to which we will not have to turn on wood-gas stoves in transitional periods."



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