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HUB logistics Group

HUB 2020 Strategy

Founded......1992

Ownership.....Operational management and

employment Pension Company

Ilmarinen

Business Lines.....Internal Logistics Solutions

Automated Warehouse Service

Supply Chain Consulting

Certificates.....ISO 9001 and ISO 14001







SALES 50 MEUR

VALUES DRIVEN WORK

Continuous Development

Get it Done | Honor

Accountability

Win-Win-Win

GREAT WORK PLACE

Possibility to evolve | New Experiences Employee Satisfaction Pride for our Profession To be a part of HUB's Growth

VALUE ADDED FOR CUSTOMER

Process Optimization | One Stop Shop

Constant Development | Convenience

Reports | Transparency | Reliability

TECHNOLOGY METHODOLOGY

PMO | LEAN | MOST | PIT

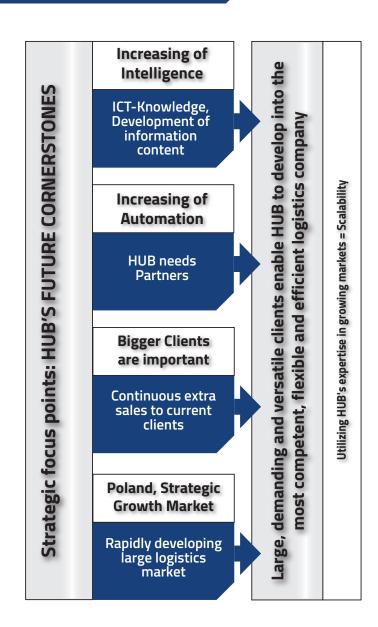
5S+Safety | Automation | WMS

Common Sense | SCM Control Tower

2020

#1 LOGISTICS PARTNER GROWTH TRAJECTORY

PROFIT 8% EBITDA



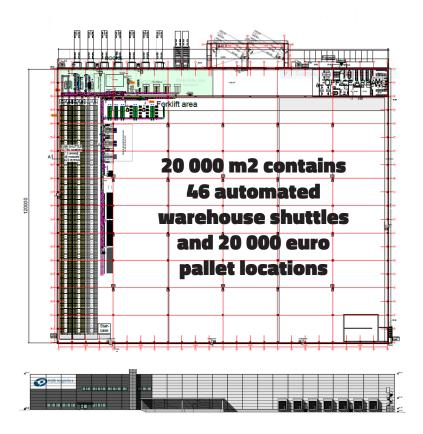
Board of Directors	Chief Executive Officer		QHSE	
			Sales, Marketing, Communication	
			Finance	
			Human Resources	
			Information Technology	
			Automated Warehouse & eCommerce Platform	
		Warehouse & Logistics Centers	Internal Logistics Solutions	Supply Chain Consulting



Hakkila Logistics Center



- Opened for business on February 28th, 2017
- Energy self-sufficient with 560 installed solar panels
- Up to 400 000 storage spaces
- Operated by 46 individual shuttle robots
- Currently 2 picking stations, 5 packing stations
- Astro WMS system with Liaison system interface to integrate Customer and HUB information stream to have fully digitalized information flow between partners







100 % Digital & Automated

Process Quality:

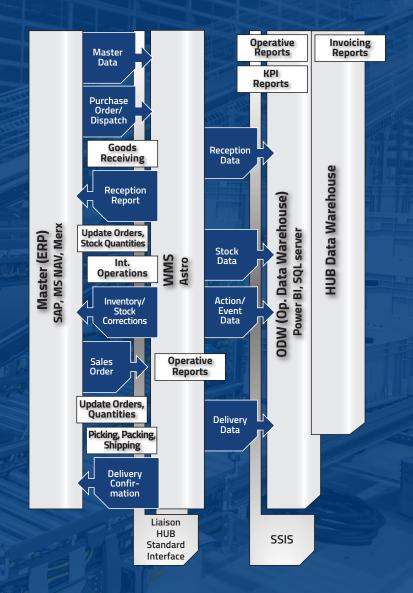
- 100 % security
- 99,9 % accuracy
- Barcode reading on every stage

Operational Speed:

- 3 hours from order to Customer delivery
- Picking speed 3 500 rows per day
- Distribution working capital reduction

Operational Reliability:

- Performance measuring and reporting
- System data analysis
- Defined KPI's





Picking Accuracy

7462,26€

10 000 €





- **HAKKILA AUTOMATED WAREHOUSE (HAW)** Picking accuracy 99,9 %
- = Picking 10 000 rows quality impact:
- Avg. 1 wrong picking
- Total costs 53,30 €

- Picking accuracy 98,6 %
- = Picking 10 000 rows quality impact:
- Avg.140 wrong pickings
- Total costs 7 462,26 €

HAW X15 SMALLER AMW DECREASING MAY COST YOU

QUALITY COSTS! OF BRAND VALUE THE CLIENT!

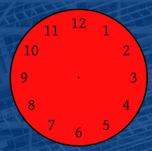
Delivery Speed



HAW: 3 HOURS from order to Customer delivery

HAKKILA AUTOMATED WAREHOUSE (HAW)

- Picking speed 3 500 rows per day
- Picking accuracy 99,9 %
- Distribution working capital reduction



AMW: 12 HOURS from order to Customer delivery

AVERAGE MANUAL WAREHOUSE (AMW)

- Picking speed 250 rows per day
- Picking accuracy 98,6 %
- Minimum 9 hrs longer delivery time

HAW IS 9 HRS FAS

AMW LONGER

MAY COST YOU

TER THAN AMW.
DELIVERY TIME
THE CLIENT!

HAW creates a queue for all inventory tasks based on the nightly balance comparisons

Inventory tasks can also be created by using our Astro or the HAW main system

Astro creates an inventory task for a product, if we notice differences in balances during picking

HAW notifies Astro for the differences in balances and Astro removes the product from the picking stations to a separate areas for lost and found items

This way it is easy to monitor the differences in balances

Our reports show when a stock-taking for a particular product was conducted last time



HERE'S OUR TRACK RECORD FOR ONE CHANNEL ELECTRICAL

OF THE LEADING FINNISH MULTI-GADGET WEBSTORE

