

For a lasting future

SUSTAINABILITY REPORT 2024





Security for people, society and the future

At Heléns, security is the essence of everything we do. For us, sustainability isn't just about the environment and economy but also about creating a stable future for our customers, employees and the community around us. In a constantly changing world, we strive to be a reliable partner, offering long-term solutions while reducing climate impact.

Over the past year we've taken important steps in our sustainability work. We're now ISO 45001 certified, confirming our commitment to a safe and sustainable work environment. Our life cycle analyses (LCA) show that our steel cores have low CO₂ emissions of 1.18 tonnes CO₂e per tonne, which is below the industry average. Security also comes about through strong collaborations. Together with BENTELER, we now offer CO₂-reduced steel tubes under the CliMore® brand, helping our customers to reduce their climate footprint. We've also entered into a partnership with SSAB on future deliveries of fossil-free steel – an important milestone in our journey towards a more sustainable steel industry.

2024 has also been a year of celebrations. Our owner Van Leeuwen marked its centenary and was awarded the prestigious title "Royal Van Leeuwen" by the Royal House of the Netherlands – testimony to its long-term stability. Being part of this strong group of companies gives us a stable basis to continue developing.

After a year in our new premises, we look forward to continuing to face the future with even greater solidarity and efficiency. With security as our guiding star, we're continuing to drive development forward – for our customers, our employees and a sustainable future.

Eva

Eva Täljegård,
MD

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This is Heléns Rör

Heléns stocks, processes and delivers Scandinavia’s widest range of steel tubes and bar solutions to the industrial sector. In close collaboration with our customers, we develop an optimal and cost-efficient setup – from construction- and production solutions to logistics and business solutions. Heléns manages around 100,000 tonnes of steel products yearly for customers within mechanical engineering, automotive, civil engineering & construction, hydraulics and the process industry.

Heléns supplies bar and tube solutions in stainless, alloy and carbon steel. Our steel products number thousands of articles within different product groups, making us a full-range supplier that offers seamless, welded, hot-rolled and cold-drawn tubes – individually or in combination with each other, in a wide range of steel grades and dimensions.

Heléns’ warehouse and production facility and head office are located in Halmstad, with sales offices in Västerås and Örnsköldsvik. Other operations are handled by wholly owned subsidiaries in Denmark and Lithuania, and via sales representatives and an associate in Finland.

With 260 employees and proximity to customers in the Nordic market, Heléns is an agile organisation, but our greatest strength lies in the combination of local presence and international reach. The Heléns Group is part of the Netherlands Royal Van Leeuwen Pipe and Tube Group, a global group with entities in 30 or so countries. Together, we have the tools to create optimal and timely solutions for all of our customers – locally or globally.

Financial data

2024

Total assets (MSEK)

988

Profit margin (%)

0.2

Revenue (MSEK)

1,905

Equity (MSEK)

487

Equity ratio (%)

49

Profit after financial items (MSEK)

5

Return on capital employed (%)

0.6

Number of employees

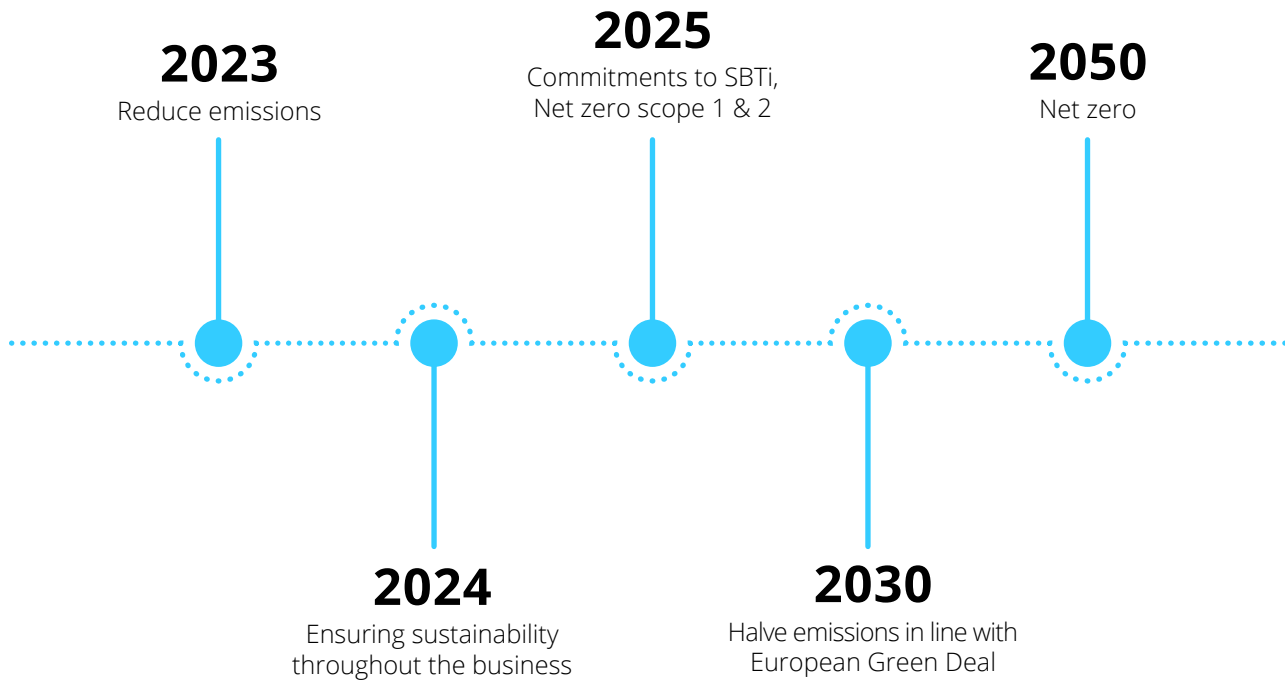
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Sustainability at Heléns

With respect for and awareness of our industry's climate footprint and CO₂ emissions, Heléns strives for long-term sustainability. We are convinced that an active approach to environmental work gives both Heléns and our business partners lasting competitive advantages. Everything we do – big and small – is done with a focus on and consideration for people, planet and product. Safety, environment and quality are our overriding priorities and the core of Heléns’ business system, and the ISO 14001 and 45001 environmental management systems afford us excellent opportunities to improve how we operate.

A SUSTAINABLE WAY FORWARD











Heléns sustainability agenda focuses on emission reductions, and this year we joined the Science Based Targets initiative (SBTi). We aim for net-zero emissions in scope 1 and 2 and to halve our total emissions by 2030. This is in line with the EU Green Deal's goal of a 55% reduction in greenhouse gas emissions from 1990 levels and achieving net-zero by 2050.

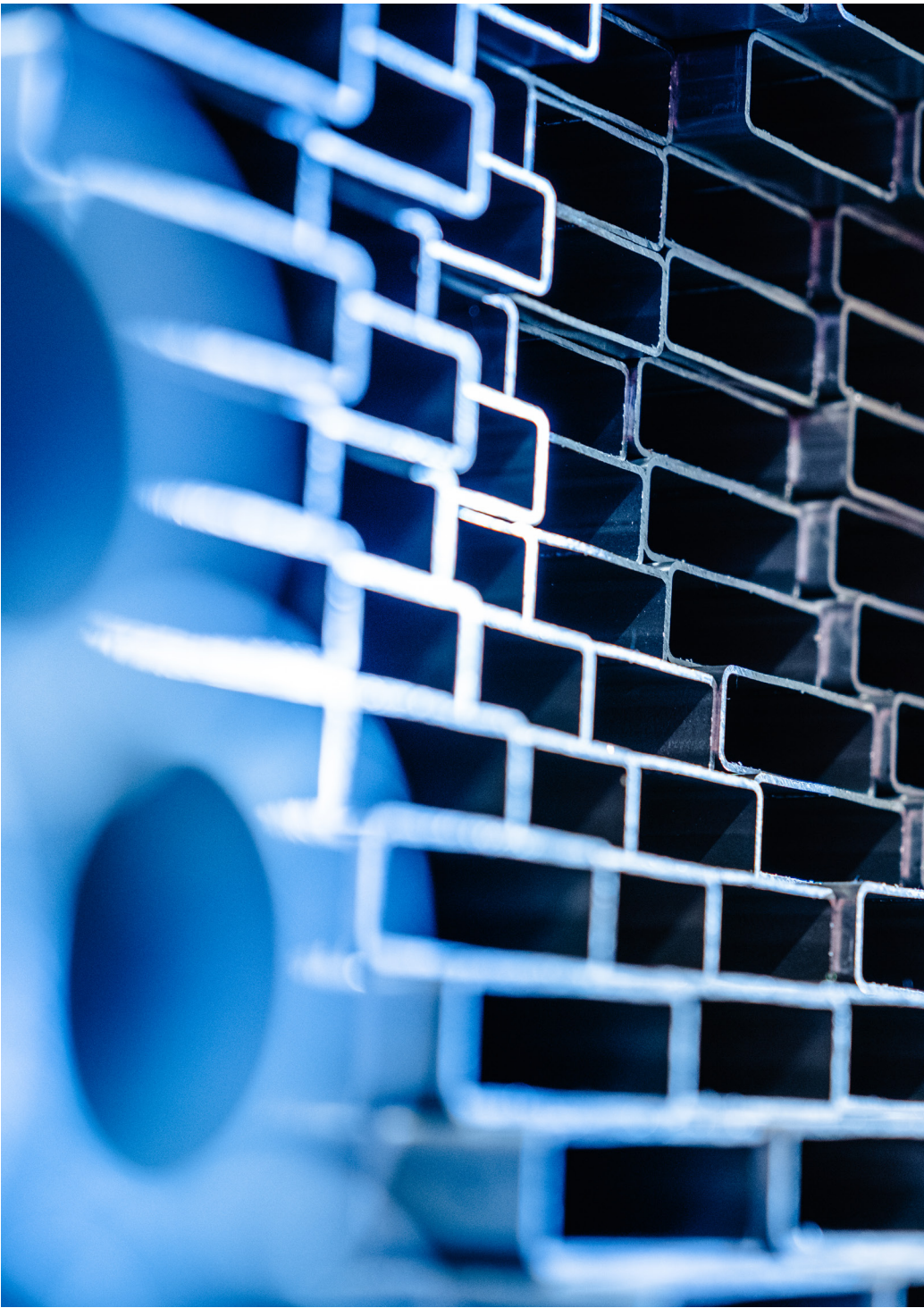


Sustainability strategy

Heléns is a driving force for sustainability at Group level too, and our commitment has helped to bring sustainability into focus within Van Leeuwen. The fact that the parent company also sees these issues as a strategic priority strengthens our shared basis for long-term sustainability.

Heléns’ sustainability strategy has five overarching focus areas: employees, growth, tackling climate change, customers and suppliers and partners. The strategy has been implemented with targets and KPIs drawn up in line with the relevant UN Sustainable Development Goals.

LONG-TERM VALUE	PRIORITIES	KPI	TARGET 2025	SDG
Employees Sustainable work environment for our employees	Safe workplace	IF rate	0 (no incidents)	 
		Attendance rate, short-term	98%	
		Attendance rate, long-term	95,5%	
	Employee index	eNPS	>25	
Growth Flourishing and sustainable company	Gender-equal opportunities to ensure equal representation	Gender-based payroll mapping	No gender pay gap	
		Gender breakdown	70/30	
	Support in local area and community	Donations and contributions		
	Decent working conditions	eNPS	>25	
Footprint Minimise footprint in the value chain	Good business ethics	Business ethics training	100% completed	  
	Renewable energy	Share of renewable energy consumption	100%	
	Circularity	Waste	Max. 4% scrap	
	Reduce CO ₂ -emissions (scope 1 och 2)	Emissions	Net zero	
		% electric/hybrid cars (official and company cars)	100%	
	Compliance with legal requirements regarding materials	Legal compliance	100%	
	Substitution of chemicals	Phasing out of chemicals in accordance with substitution principle	Annual chemical inventory	
Customers Drive sustainable customer development	Develop sustainable business with our customers	Sustainability integrates in customer meetings	100%	 
		Increased sales of CO ₂ -reduced material	Increased sales	
Supplier & partners Develop our collaboration with suppliers and partners	CO ₂ -emissions (scope 3)	Sustainability focus on supplier audits	100%	 
		CO ₂ -reduction for key suppliers	30–50% by 2030	
	Sustainable supply chain	Contracts endorsed for "Supplier code of conduct"	100%	
		Reduced shipment emissions	<130 kg CO ₂ -emissions per tonne delivered material	



Heléns' work on Agenda 2030

The UN Agenda 2030 for Sustainable Development is a plan of action with goals for the transformation to a sustainable society for people, planet and prosperity. Agenda 2030's goals and targets are integrated and indivisible, covering all three dimensions of sustainable development: economic, social and environmental.

At Heléns, we have used this global framework to define four sustainability targets and associated activities that focus on the SDG areas where we believe we have the greatest opportunity to make an impact.

SUSTAINABILITY TARGETS 2024

1. Safe work environments

Target: Reduce IF (injury frequency) rate: 6.
Target: Employee index eNPS >25.

2. Reduce CO₂-emissions (scope 1 & 2)

Reduce Scope 1 & 2 emissions to near zero by 2025.
Target: Max. 3 kg CO₂e/tonne delivered material.

3. Reduce scrap in production and warehouse

Target: Max 4% scrap of total delivered tonnes.

4. Reduce CO₂ emissions

Target: Collaborate with key suppliers to reduce CO₂ emissions towards 2030.

ACTIVITIES 2024

SDG

- Systematic safety work with zero tolerance for accidents
- Health-promoting activities, including activity lottery, Team Rynkeby, Spin of Hope, family day, Våruset, Blodomloppet, golf- and padel competition
- External talks on health and wellbeing
- Van Leeuwen celebrates centenary



- "Product Academy" training sessions to strengthen knowledge of our products among our employees and customers
- Training and talks on sustainability, CO₂-reduced steel production and a sustainable steel market
- Training sessions on health, wellbeing, work environment and leadership
- Upskilling in e.g. quality and sustainability



- Workshop on inclusive and equal workplace
- Payroll mapping
- Contribution to and participation in the "WOW" network (Women on Wednesdays)



- Continued purchasing of fossil-free energy
- Optimization of machines and workflows based on previous warehouse and production restructuring, as well as new machine investments



- Development of production and warehouse operations
- Together with Van Leeuwen, we have ensured that all suppliers commit to complying with our "Code of Conduct"
- Systematic safety work with zero tolerance for accidents
- Annual employee survey with accompanying workshops



- Reduced waste and increased recycling
- Launch of Van Leeuwen "Impact" – an umbrella brand for CO₂-reduced products



- Measurement of emissions in Scope 1–3
- Collaboration with Stadsкупan – the urban hive – on keeping our own bees
- Use of CO₂ calculator to be able to calculate the footprint for our products and for the organisation as a whole
- Measures to reduce our footprint throughout the value chain and working towards net zero (Scope 1 and 2) in 2025



- Collaboration with customers, suppliers and other stakeholders on sustainability issues
- Engagement in networks on sustainability issues
- Collaborations, joint talks and activities with customers, suppliers and stakeholders on sustainability issues
- Declaration of intent with SSAB to collaborate on sales of their fossil-free steel



Stakeholder dialogue & materiality analysis

Heléns stakeholder analysis, conducted in collaboration with an external party, identifies our key stakeholders as customers, suppliers, authorities, property owners/neighbors, owners and employees. We maintain continuous dialogues with these groups to understand their needs and expectations of us, as part of our commitment to continuous improvement.

STAKEHOLDERS	RESPONSIBILT	RELEVANCE/CONNECTION	NEEDS & EXPECTATIONS
Customers	Sales/Marketing	Heléns plays an important role in the value chain. Proximity to our customers is important. We strive for high delivery performance (on-time delivery), quality (error-free deliveries) and sustainability (environmental, social, economic).	We explore the customer's unvoiced needs, seek new business opportunities and find new, sustainable solutions for existing customers. We make sure that buying from us is easy and adds value. We must ensure that we meet the environmental requirements set.
Suppliers	Purchase	Supplier evaluation and selection of suppliers are fundamental to our customer offer. Heléns' purchasing process aims to ensure that the customers' needs are met when selecting suppliers, and that climate and sustainability aspects are included in the specification of requirements.	Suppliers are classified based on the results of the supplier evaluation. Through mutual collaboration, we ensure that environmental requirements are met, while jointly following a clear plan for sustainable development.
Competitors	Business development	Heléns operates in a dynamic market exposed to competition	Create transparency about changes in the competitive environment; understand competitors' behaviour and development.
Authorities	Compliance/SHEQ	ISO 9001, 14001 and 45001 certifications, as well as health and safety regulations from authorities, laws and ordinances, are central to our operations. At Heléns, we also place strong emphasis on compliance with antitrust legislation and competition law.	Meet legal requirements and ensure compliance with environmental, work environment and other legislation. Uphold routines corresponding to the requirements in standards, laws and regulations.
Properties / Neighbours	Logistics	Since 2023, Heléns operations – including offices, production, and warehouse – are located at a single address on Olofsdalsvägen in Halmstad. Operations at Västergårdsvägen have ceased. The property is still owned by Heléns and is planned to be demolished to make way for new residential housing. In addition to Halmstad, we also have sales offices in Västerås and Örnsköldsvik.	Plan operations so that the impact on the external environment does not cause disruption.
Lenders	Finance/Controlling	Access to financial resources is necessary for our operations and our investments.	Improve creditworthiness by working to increase earnings. Routines to ensure that charges/interest are paid on time.
Owners	Management	Van Leeuwen has established a strategy that sets the direction for our business. Investments are made to generate sustainable business and added value.	Financial expectations and contribution to business development within Van Leeuwen.
Employees	Human Resources	Facilitate supply of qualified staff. The company's success is largely built on the knowledge, curiosity and commitment of our employees.	A good work-life balance – favorable working conditions and stimulating work within a stable organization.

8 material topics

A Group-wide material analysis identified eight material topics that have an impact on people, environment and economy, together with stakeholders' requirements and expectations. These have been implemented in our operations as a focus and starting point for our work.

1. Health and safety
2. Diversity, inclusion and equality
3. Local community
4. Business ethics and compliance
5. Energy consumption
6. Circularity and waste
7. Emissions of greenhouse gases and climate change
8. Responsible sourcing and a sustainable supply chain



Impact in the value chain

Heléns value chain largely resembles a closed loop. Since steel is a material that can be recycled without losing its properties, there are strong opportunities for circularity. Heléns encourages suppliers to use environmentally friendly materials, either recycled or produced in a sustainable way, and informs its customers about the choices they can make to contribute positively to the value chain. Heléns also maintains an ongoing dialogue with customers regarding opportunities for recycling and circularity on their end.



Sustainability governance

Responsibility for sustainability work at Heléns rests primarily with the MD, management group and Sustainability Lead, with the MD holding overall accountability. Our sustainability work is based, first and foremost, on the UN Sustainable Development Goals, national laws and regulations for the countries where Heléns has operations, Group requirements, Heléns’ vision and the company’s targets and management system.

BUSINESS SYSTEM

Heléns’ business system summarises the company’s philosophy and ambition to create value for our key stakeholders: customers, employees, owners and the local community in which we operate. Our priorities, methods and principles aim to develop an efficient, focused and high-quality operation in a creative, learning and flourishing organisation.

MANAGEMENT SYSTEM

Heléns’ management system is process-led and takes its starting point in the customer’s requirements and expectations, with the end goal being customer satisfaction as well as legal and regulatory compliance. Four processes are used to achieve these goals: purchasing, sales, production and warehousing. There are also a number of auxiliary processes that support the main processes, describing and guiding the work.

Employees have access to the management system for processes and materials. Laws and regulations are reviewed annually, and steering documents and standards are updated to ensure that the company is following the current legislation.

We are certified in accordance with ISO 9001, 14001 and 45001, and work on the basis of IATF 16949. During 2024 Heléns and the Van Leeuwen Group submitted sustainability data to EcoVadis, CDP and NQC. Through Van Leeuwen, Heléns also joined the Science Based Targets initiative. SBTi supports companies in setting CO₂ reduction plans in line with the Paris Agreement.

STRATEGY AND TARGET FORMULATION

Our strategy and target process is based on stakeholder requirements and expectations. We collect and analyse relevant data to align them with our values, policies, and vision. Surveys and business intelligence form the basis for adapting and guiding our strategic direction.

We monitor our environment through stakeholder, market, and competitor analyses, trend assessments, and SWOT analysis (strenghts, weaknesses, opportunities and threats). Based on this, we define strategic directions aligned with our vision, broken down into annual initiatives and targets, followed

up daily. Daily monitoring ensures process control, risk assessment, action plans, and continuous improvements.

INNOVATION

Heléns works constantly to improve and rationalise processes, and employees are encouraged to share ideas and solutions. Heléns’ employees are perceptive when it comes to identifying opportunities to improve and working together to evolve. Employees who work close to the product and production have good insights that lead to improvement projects and optimised production flows, prevent accidents and create a sustainable work environment. Innovations and continual improvements result in lower consumption of material, energy savings and hence a smaller CO₂ footprint. Innovation at Heléns is fostered through the entire value chain – both upstream and downstream – and above all with suppliers, to create and develop a value chain that is sustainable for all.

A SELECTION OF STEERING DOCUMENTS

- Code of Conduct – Employees
- Code of Conduct – Suppliers
- Speak Up/Whistleblower policy
- SHEQ policy (safety, health, environment, quality)
- Policy on human & labour rights
- Policy on discrimination and harassment

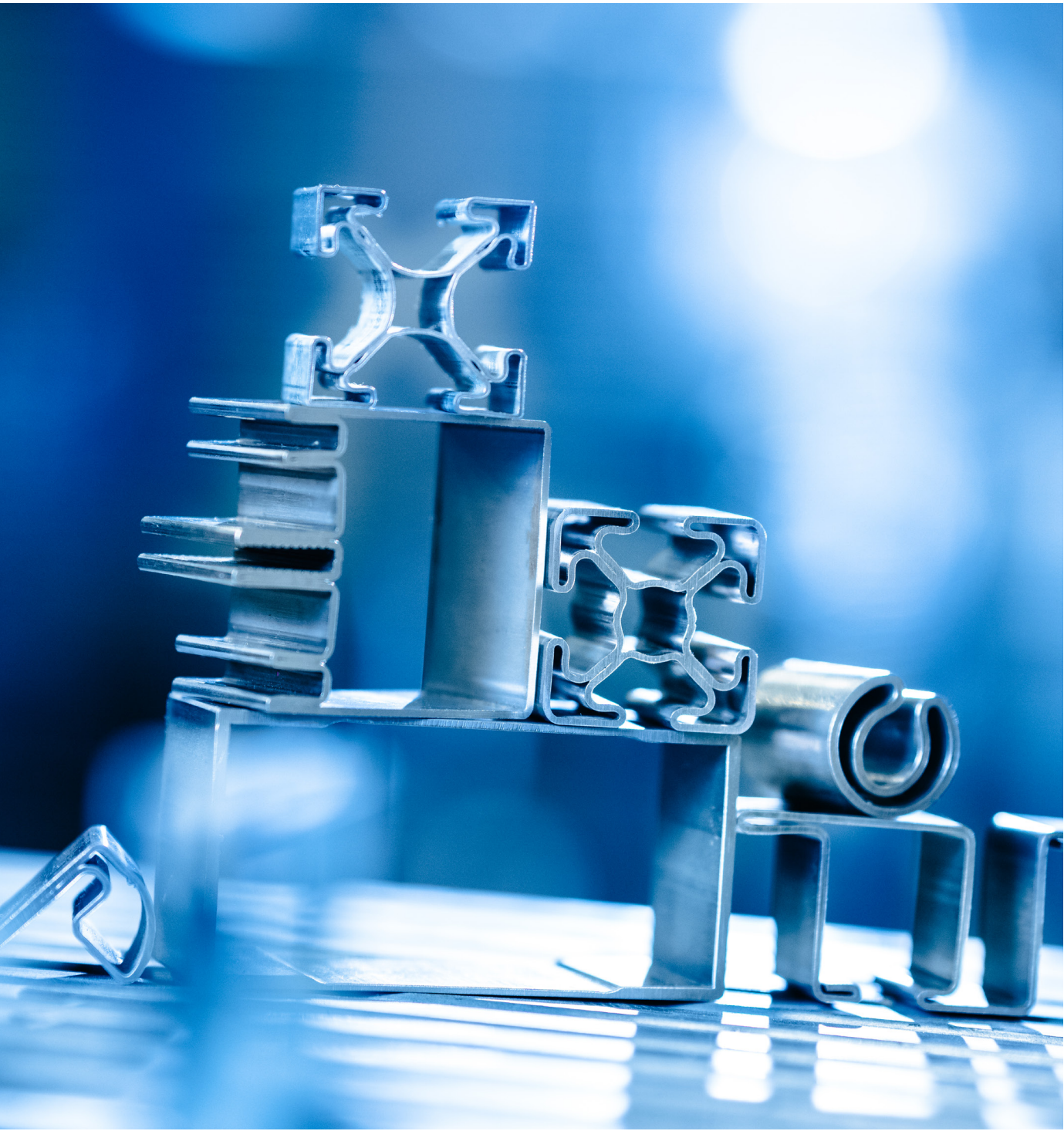
Risk management

Heléns is exposed to a number of different risks that may impact the Group's assets, financial position and results. The Group's risk management system concentrates on identifying, assessing and managing risks that may compromise the company's continuity and profitability. Policies and instructions form an important part of Heléns' internal control system. Compliance with these policies is by means of monitoring, reporting, internal controls and audits.

Responsible management and scrupulous control of risks is a key factor for a sustainable, successful and flourishing company. Comprehensive reviews of the risk management system are conducted on a regular basis. Heléns develops and revises processes, routines and work instructions necessary to identify and manage risks.

We have listed here a number of the specific risks that we have identified. The risks described in the table cover the most important areas of exposure for Heléns.

RISK AREA	DESCRIPTION	TOOL
Overall risk management	Overall risk planning within the company and in collaboration with the Group	<ul style="list-style-type: none">• Risk management plan• Stakeholder analysis• SWOT analysis• Risk analysis for internal processes• SO 9001, 14001 & 45001 audits• SHEQ policy
Environmental-/ sustainability risks	Chemical-handling risks	<ul style="list-style-type: none">• Risk analysis for safety• ISO 14001 audits
	CO ₂ emissions	<ul style="list-style-type: none">• ISO 14001 audits• CO₂ calculator
	Legal compliance	<ul style="list-style-type: none">• ISO 9001 & 14001 audits
	Safety risk/Accident/Incident/Crisis/Pandemic	<ul style="list-style-type: none">• Risk analysis for safety• 5 Whys• Emergency/crisis action plan• Green Cross• Safety handbook• 12 Life-Saving Rules• Team Safety
	Social risks (human rights, bribery, corruption, unfair competition)	<ul style="list-style-type: none">• Compliance work• "Speak Up" whistleblower function• Emergency/crisis action plan• Code of Conduct
Climate risks	Miscellaneous impacts as a result of climate change	<ul style="list-style-type: none">• Emergency/crisis action plan
Market-related risks	Raw material price risk	<ul style="list-style-type: none">• Market analysis• Suppliers
	Product liability risk	<ul style="list-style-type: none">• Supplier assessment• Product and market knowledge• Market analysis
	Competition	<ul style="list-style-type: none">• Market analysis/ Competitor analysis/ Customer satisfaction survey
	Political crises, sanctions, tariffs, and trade barriers	<ul style="list-style-type: none">• Business intelligence
Gobal risks/crisis	Credit risk	<ul style="list-style-type: none">• Credit policy
Financial risks	Liquidity risk	<ul style="list-style-type: none">• Forecasting
	Currency risk	<ul style="list-style-type: none">• Finance policy
	Interest rate risk	<ul style="list-style-type: none">• Finance policy
	IT security risk	<ul style="list-style-type: none">• Cyber Crisis Management



RISK STRATEGY

Heléns' policy is to be exposed only to risks associated with its core activities, where our competence and risk management procedures are sufficient to keep risks at an acceptable level. The most significant identified risks include fluctuations in raw material prices, credit and liquidity risks, product liability, currency and interest rate volatility, political risks, and IT-related vulnerabilities.

To minimise the impact on operations, these risks are managed using a structured framework that balances risk-reducing measures and checks with the entrepreneurial spirit needed to drive the company forward. Finding the right balance is an ongoing process.

Heléns strives constantly to improve its working methods, particularly within IT security. We work continuously with our owners to bolster our protection against cyber threats. During the past year we have focused on improving security, developing our IT infrastructure and carrying out training to reduce cybersecurity risks.

Environment & climate

CO₂ EMISSIONS

Heléns is conscious of the negative consequences that human activities have on climate and the environment, and that the steel industry is responsible for 6-8% of CO₂ emissions at a global level. The EU has set a target of lowering CO₂ emissions by 55% by 2030 (baseline 1990), and Heléns is firmly resolved to help to achieve this. Heléns' operations are notifiable, which means that the company reports environmental data to the municipality on an annual basis.

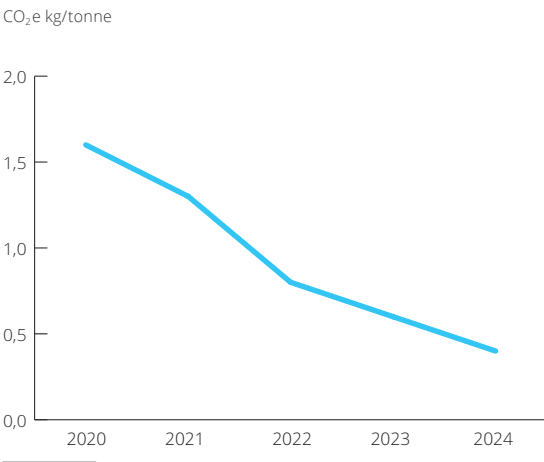
Achieving CO₂ neutrality for directly influenceable emissions within our own operations (Scope 1 and 2) has top priority. This includes using renewable energy, electrifying operations and optimising processes. Between 2018 and 2024, Heléns reduced Scope 1 and 2 emissions by 92% and expects to achieve net zero during 2025. This reduction is a result of energy optimisation projects, improved processes, electrification and transition to renewable electricity.

Alongside our goal of CO₂ neutrality in Scope 1 and 2, we actively work to reduce Scope 3 emissions, primarily from purchased steel. To drive this transformation, we have developed a CO₂ calculator reviewed by LRQA and maintain close dialogue with our suppliers regarding their CO₂ reduction plans. We ensure our suppliers take active steps to cut their emissions, and the calculator increases transparency of our climate footprint.

Together with suppliers and partners, we continuously work to reduce the CO₂ footprint of the materials delivered to us

KPI: Reduce CO₂ footprint in Scope 1 och 2, max. 3 kg CO₂ e/tonne delivered material

Result: 0.41 kg CO₂ e/tonne delivered material



CO₂e kg/delivered tonne

EPD

Mapping our products' environmental impact gives us a better picture of Heléns' total CO₂ footprint. An Environmental Product Declaration (EPD) objectively describes the environmental impact of products and services from a life cycle perspective. The aim is to

provide relevant, quality-assured and comparable information on environmental performance.

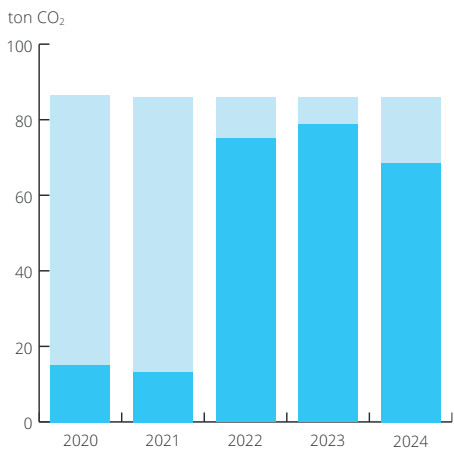
Heléns has drawn up its own EPDs for welded line pipes, welded tubes and bars. The EPDs cover the production and end-of-life stages as well as recycling of products. The data collected include suppliers, production aspects, waste, logistics and assumptions concerning the end phase. During the year we also conducted a life cycle analysis (LCA) for our steel cores, which demonstrates their low CO₂ emissions. The analysis shows that our steel cores generate only 1.18 tonnes CO₂e per tonne – significantly lower than the industry average.

BUSINESS TRAVEL

We work continually to travel as safely, sustainably and economically as possible. We conduct both physical and digital meetings and see the value in both formats depending on context and needs. When travel is required, we make sure that only those who need to participate travel to the meeting and that the journey takes place safely. Our company car policy introduced in 2023 allows only electric or hybrid cars, and we encourage train travel where possible.

KPI: Reduction in travel, CO₂ reduction towards 2030

Result: 69 tonnes



Emissions from business travel, tonnes of CO₂

ENERGY CONSUMPTION

Processing steel is energy intensive, as well as requiring large premises and heavy shipments. To create opportunities for energy-saving measures, Heléns has previously carried out energy mapping to summarise the entire plant's energy consumption and identify particularly energy-intensive activities. These results were summarised in a report, which clearly showed where there is potential for improvement. During 2024 we have worked consistently to reduce our energy consumption accordingly.

For the past few years we have also ensured that all

the electricity we purchase is renewable and classed as green electricity.

WASTE & RECYCLING

Based on the European Waste Codes (EWC), Heléns currently sorts waste into around 30 different fractions, covering everything from flammable waste to lead batteries and hazardous waste. Using recycled material leads to significant emission savings compared with the emissions from virgin material. For a few years now, all material at the head office has also had to be recycled, and the wastepaper baskets were removed and replaced by communal recycling stations in the corridors. As well as waste management and recycling at its facilities, Heléns uses the International Material Data System (IMDS), a database of environmentally relevant data on materials used in the automotive industry, as a way of exchanging knowledge and developing its products.

KPI: tonnes scrap/tonne delivered material: 4.0%

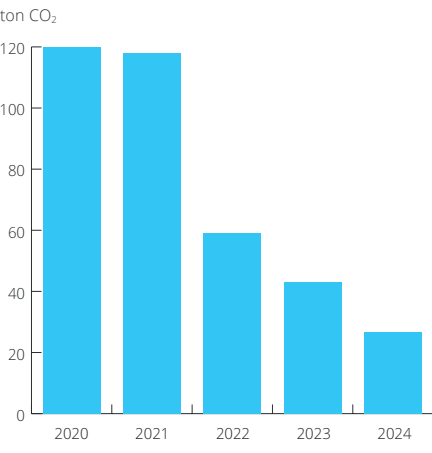
Result: 4,0%

CIRCULAR RESOURCE FLOWS

Steel can be endlessly recycled without loss of properties, giving Heléns strong circularity opportunities. We have long partnered with Stena Recycling to recycle virtually all material. Production and warehouse facilities feature recycling containers

with clearly labelled fractions. Stena Recycling handles collection and provides detailed documentation of the type and quantity of recycled material. Heléns accesses this data through annual follow-ups, offering clear insight into the carbon emissions avoided through recycling. Domestic waste is also sorted, collected, and documented.

Beyond recycling, material selection plays a key role. Purchasing decisions are made with care, based on purpose, Environmental Product Declarations, and compliance with EU and REACH requirements. Packaging is reused via a pool system, where our branded pallet collars are returned and recirculated.



Emissions scope 1 & 2



Employees & community engagement

EMPLOYEE ENGAGEMENT

We know that engaged employees are our most important success factor. Among other things, our annual employee survey measures engagement, leadership, work environment and teamwork. The survey also includes an Employee Net Promotor Score (eNPS), which is used as a KPI. Our employee index (eNPS) for 2024 was 14, compared with 22 in 2023. During the year we focused on increasing awareness of the importance of a flourishing and balanced work environment for both managers and employees. We arranged several health-related talks such as preventing cancer, ergonomics and information on the menopause. We want to show that we at Heléns care about our employees' wellbeing and that we strive to lay the foundations for them to be healthy – both at and outside work.

With an 87% response rate, the 2024 employee survey gave us valuable insights into how we are perceived as an employer. The results are analysed both at overarching level and filtered down to the respective department. Based on the department-specific results, group work is carried out to draw up action plans to identify and drive improvements – all with an eye to increasing employee satisfaction and engagement. The improvement areas for most groups are workload, workplace relations and teamwork.

eNPS is a recommendation question that measures our

attractiveness and provides comparability with other entities in our Group. It is measured annually and used globally.

KPI: eNPS target: >25

Result 2024: 14

HEALTH & SAFETY

Health and safety are high on the agenda at Heléns. This is manifested in strict safety provisions, training, certified Safety Trainers as well as daily follow-up of sickness absence and incidents. The safety work comprises both preventive initiatives and daily follow-ups.

Continuous improvement work is fundamental to Heléns, and the company has a zero vision for work-related accidents and incidents. One incident was reported in 2024, which means the zero vision could not be achieved, but the IF target (lost-time injury frequency rate) of 6 was met. This result means Heléns has the lowest IF rate within the entire Van Leeuwen Group. The daily pulse meetings are key to the improvement work. At these meetings, the sections review risks that employees have experienced for the individual section but also for the company. Each incident must be reported and subsequently analysed using the 5 Whys method, in which the question why is

asked five times to get to the reason for the incident. Managers also participate in pulse meetings, so that safety imbues the entire organisation, and all managers have a shared vision, handle situations in the same way and communicate the same message to their employees.

KPI: IF target: 6

Result 2024: IF: 3

KPI: Sickness absence, office workers, target: 2%

Result 2024: 3,6%

KPI: Sickness absence workers, target: 5%

Result 2024: 7,1%

1) Lost-time injury frequency rate (IF) Working time lost as a result of an incident. Formula: Lost-time incidents/total scheduled time (hours) * 1,000,000 (LTIR)

COMPETENCE & DEVELOPMENT

To ensure employees feel engaged and happy in their work, there is an active focus on competence and development. Heléns believes that stability and security lay the foundations for a positive workplace where employees feel seen. A large number of training initiatives were therefore in focus in 2024. All employees have an appraisal, at which employee and manager meet to discuss objectives, training needs and target achievement as well as competences,

evaluations and skills linked to the role. New employees undergo an individual introduction and training programme tailored to their role and needs.

In addition, Heléns has an internal exchange programme, for which employees at all levels can apply. The aim of the programme is to give employees the opportunity to try out other jobs at the company to find out what their colleagues do and sample whether this job could be of interest to them in the future. Heléns is open to employees seeking new, exciting challenges within the company and has a target to recruit 50% of office workers internally.

LEADERSHIP

Heléns encourages leadership characterised by engagement, clarity, presence and participation. Being a manager at Heléns means having the courage to show the way and to stand up for the right values and attitudes – from day to day, during change processes, and in both good times and bad. Since 2015, Heléns has had an internal network for all managers in the organisation. This managers’ forum meets a number of times a year, focusing on in-service training and sense of fellowship. Its purpose is for our managers to meet and strengthen the relationships between them and hence their collaboration. The managers’ forum runs continually through the year and in 2024 covered themes including strategy, change leadership and managing employees in a well-balanced way.

DIVERSITY & INCLUSION

All employees, customers, suppliers and other partners must be treated with respect and dignity irrespective of gender, gender identity or expression, ethnicity, religion or other belief system, functional impairment, sexual orientation or age. The company’s policy on discrimination and harassment provides guidance to employees, and sets out the processes and measures that come into play if and when the policy is not followed. Managers at Heléns are responsible for preventing, drawing attention to and dealing with any situations that arise. Employees are encouraged to inform their manager if they suspect or experience discrimination.

The preventive work focuses primarily on training managers in how to prevent and deal with discrimination, and ensuring that all employees, old and new, understand the policy. The policy is kept up to date by means of information meetings, work environment inspections, systematic work environment efforts and training. Moreover, management has a responsibility to ensure that the company’s values are complied with and communicated to the organisation.

During the year we continued to focus on strengthening an inclusive workplace culture by means of discussions and workshops. We held two workshops with 30 or so employees – both warehouse and office employees – to increase awareness, clarify expectations and establish common rules for how we interact with one another. The initiative has been well

received by our employees.

In 2024 the management group comprised 25% women and 75% men. Women made up 24% of operational managers and men 76%. We consider this to be representative of other industries in our sector and are working to resolve unequal gender representation in senior roles.

COMMUNITY ENGAGEMENT

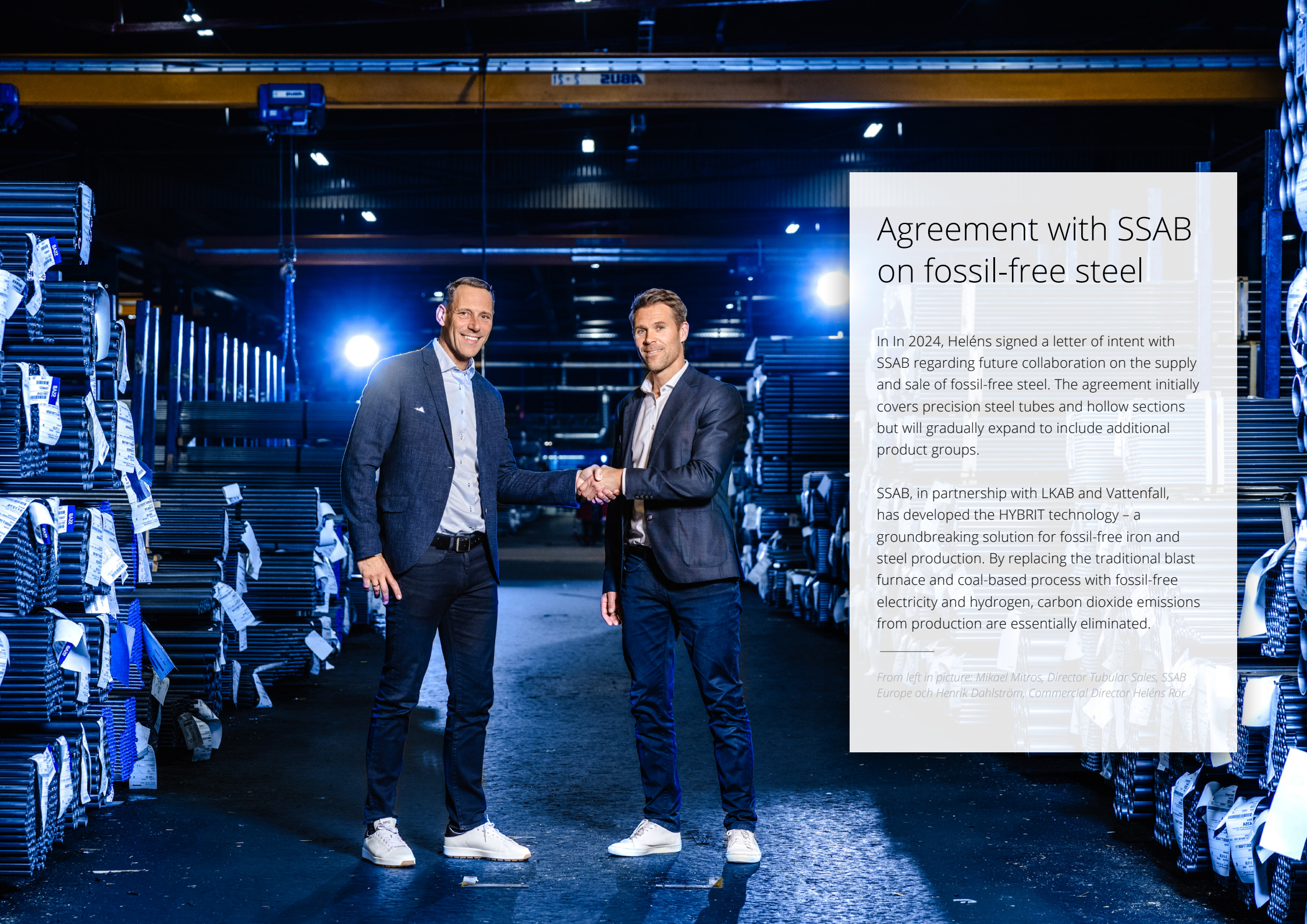
Heléns takes an active role in the local community both through sponsorship activities and its employees’ social engagement. During 2024 we helped to make it possible for one of our employees to participate in Team Rynkeby as a good deed. Peter Härenstam took on the challenge of cycling 1,200 km to Paris with Team Rynkeby, to raise money for organisations that help severely ill children. Heléns provided sponsorship support and cheered on Peter and the Halmstad team during the nine-day journey at the end of June.

We took part in the Swedish Childhood Cancer Fund’s Spin of Hope cycle ride and the Blodomloppet run, to raise awareness of the importance of a healthy lifestyle and of giving blood. We also support WOW – Women on Wednesdays – an initiative that helps newly arrived families to integrate in Swedish society by encouraging women to enter the labour market. In addition to these activities, our employees can apply for funding to sponsor local clubs and societies.

Where possible, Heléns uses local companies when

purchasing various goods and services. This approach strengthens the local economy and the region’s links with Heléns, while the shorter delivery distances mean lower emissions.





Agreement with SSAB on fossil-free steel

In In 2024, Heléns signed a letter of intent with SSAB regarding future collaboration on the supply and sale of fossil-free steel. The agreement initially covers precision steel tubes and hollow sections but will gradually expand to include additional product groups.

SSAB, in partnership with LKAB and Vattenfall, has developed the HYBRIT technology – a groundbreaking solution for fossil-free iron and steel production. By replacing the traditional blast furnace and coal-based process with fossil-free electricity and hydrogen, carbon dioxide emissions from production are essentially eliminated.

From left in picture: Mikael Mitros, Director Tubular Sales, SSAB Europe och Henrik Dahlström, Commercial Director Heléns Rör

Taking responsibility

BUSINESS ETHICS

At Heléns, we conduct our business with integrity, in a transparent and ethical manner. This means that we follow relevant legislation in the countries where we operate, as well as abiding by the company's own ethical standards and criteria. Each employee is responsible for ensuring that their actions are aligned with these principles. There is an internal Code of Conduct that our employees are familiar with and must follow. During the year we updated our regulations and our Code of Conduct with respect to business ethics, bribery and corruption. We also conducted training within this area for all employees in our commercial departments and for managers and other employees where deemed necessary.

SUSTAINABLE PURCHASING

Since we expect Heléns' employees to behave in an ethical manner, we require the same of our suppliers. Our supplier collaborations start with the raw materials and responsible purchasing from suppliers is therefore crucial for sustainability in the value chain. Heléns is committed to responsible purchasing and chooses suppliers that are assessed to meet our requirements. A Supplier Code of Conduct sets out these requirements, which primarily address human rights, health and safety, working conditions, anti-corruption, chemicals and conflict minerals.

Sustainable, ethical products are always in focus at Heléns. We therefore require our suppliers to undergo a qualification process, ensuring that no conflict minerals are used in production and that they can provide REACH and RoHS declarations. In addition, we expect our suppliers to meet comprehensive environmental, safety, and quality standards, which are monitored and followed up at group level. Through close collaboration and ongoing dialogue with our suppliers, we ensure that these requirements and expectations are met.

To ensure that all our partners live up to our requirements, supplier audits are carried out both locally and in collaboration with Van Leeuwen's central purchasing organisation. Heléns' purchasing department also works with our logistics department to optimise the load level of trucks and other goods vehicles, thereby making the logistics as sustainable as possible. Annual checks are carried out on the most-used carriers to ensure they are following laws and regulations, and otherwise operating in line with Heléns' requirements and expectations from a sustainability perspective.

REDUCED SCOPE 3 EMISSIONS

Heléns has also focused on the carbon footprint of the steel and its suppliers. We currently have

the option of buying in CO₂-reduced steel from our suppliers, which we offer to our customers in order to jointly reduce our footprints.

The steel industry is undergoing rapid development, with substantial investments being made to increase the production of CO₂-reduced steel and develop more environmentally friendly manufacturing methods. Steel has good recycling potential, and a high proportion of our purchasing is from steelworks that use scrap as raw material and produce steel in electric arc furnaces, which usually generate lower carbon dioxide emissions than producing steel in blast furnaces.

In 2024, we strengthened our CO₂-reduced product range further through new partnerships. Collaborating with SSAB, we took steps towards offering fossil-free steel, while Van Leeuwen IMPACT expanded our selection of CO₂-reduced tubes. These initiatives enhance our ability to provide sustainable steel tube solutions. Van Leeuwen IMPACT, launched during the year, which sets strict requirements for low CO₂ emissions for products and manufacturers. The product range continues to grow as suppliers meet these targets, and we ensure availability by stocking materials within the group.

ANTI-CORRUPTION

All counterparties are audited by the Group's Compliance function, and we uphold strict international sanctions and export control provisions. We have introduced a global regulatory compliance network made up of representatives responsible for this and covering aspects such as anti-corruption, bribery, antitrust, sanctions and confidentiality.

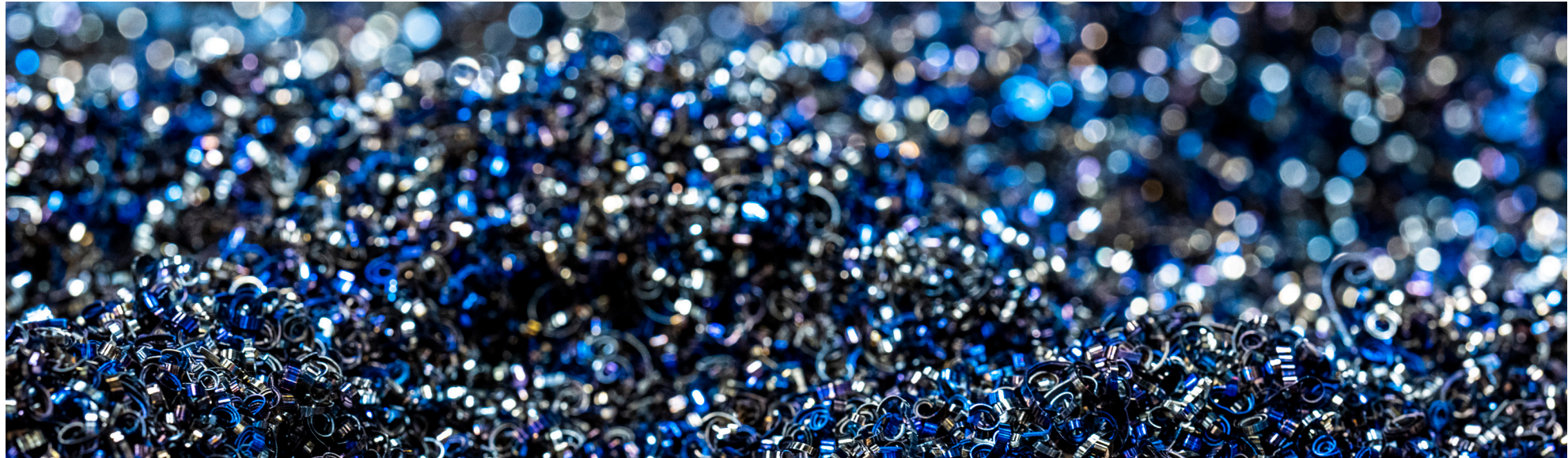
HUMAN RIGHTS

At Heléns, we respect and promote international human rights in relation to employees, suppliers and other business partners. Our working method is based on the UN SDGs, the UN Global Compact, the Universal Declaration of Human Rights and the ILO's

fundamental conventions. Business-related steering documents such as the Code of Conduct and Supplier Code of Conduct serve as our daily compass..

WHISTLEBLOWING

Heléns has a whistleblower function for employees as well as for customers, suppliers, partners and other external contacts. This can be used if needed to report suspected illegal or unethical activities. To ensure that everyone is aware of how to report irregularities, Heléns has implemented training with the aim of increasing awareness of whistleblowing, while emphasising the rights of whistleblowers and guaranteeing protection from reprisals.



ABOUT THE SUSTAINABILITY REPORT

The Sustainability Report for Heléns Rör AB covers the financial year January 1 – December 31, 2024. The Board of Directors is responsible for ensuring that the report is prepared in accordance with Chapter 6 of the Swedish Annual Accounts Act (ÅRL).

Auditor's Statement:
To the Annual General Meeting of Heléns Rör AB,
corporate ID number 556086-9785.

We have reviewed the statutory sustainability report for 2024. The Board of Directors is responsible for the report and its preparation in accordance with the Annual Accounts Act. Our review has been conducted in accordance with FAR's RevR 12, which entails a limited assurance engagement compared to an audit conducted in accordance with ISA and generally accepted auditing standards in Sweden. We believe that our review provides a sufficient basis for our statement.

Halmstad, April 9, 2025
Ernst & Young AB

Heléns

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