

For a lasting future

SUSTAINABILITY REPORT 2025



Heléns | 



Together for a sustainable future

During 2025 we continued our journey towards a more sustainable and better-equipped business. The year was characterised by important decisions, investments and a clear course ahead – both for our own work and the transformation of the steel industry as a whole. I would like to say a big thank-you to our customers, partners and employees for making this possible.

The implementation of our new ERP system, SAP S/4HANA, was one of the most sweeping changes for the company in 2025. We have invested in a modern, data-driven platform that strengthens our capacity for structured work on quality and resource efficiency. This is central to our continuing sustainability work, simultaneously delivering improved processes and service for our customers.

Being awarded Business Halmstad's Environmental Award during the year is recognition of the company's responsible and future-oriented sustainability work. The award is proof that our focus on sustainable development is delivering results, but also that the expectations made of us continue to increase. This is a responsibility we take extremely seriously.

The industry is experiencing rapid change. The introduction of the carbon border adjustment mechanism (CBAM) and new safeguard measures are part of the EU's efforts to promote fair competition and more sustainable steel production. It is too early for the full effects to be known, but the goal

is clear: to drive transformation, innovation and future investments. The geopolitical situation and shortages of certain metals continue to impact our customers, but we start 2026 with confidence. Markets are stabilising, demand is settling, and there is increasing focus on quality, delivery performance and sustainability throughout the value chain. To keep pace with development we are making further investments in production capacity and in our Nordic presence. The acquisition of Dan Equip in Denmark strengthens our position in offshore, while in Finland we continue to build up a strong team and a wide range of process pipes.

Heléns will celebrate its centenary in 2027. This is a milestone that reminds us both of our historical responsibility for supplying Swedish industry with sustainable, high-quality steel tube solutions, but also our mission to position the industry to be competitive and climate sustainable over the next 100 years. Preparations for the centenary will begin in 2026 and be integrated with our long-term sustainability targets. Looking back at 2025, it is clear that our sustainability work is not a parallel track but part of our core business, and a crucial factor in our future competitiveness. Through continued investment, transparency and collaboration, we create value both for our customers and for the wider society.

Eva Täljegård,
Managing Director

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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. Each year, Heléns handles a considerable tonnage of steel products for our customers, who operate in the construction, engineering and process industries as well as in automotive, furniture and machinery manufacture.

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 almost 250 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 Royal Van Leeuwen, 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

2025

Total assets (MSEK)

1,021

Profit margin (%)

0.8

Revenue (MSEK)

1,832

Equity (MSEK)

472

Equity ratio (%)

46

Profit after financial items (MSEK)

15

Return on capital employed (%)

2.0

Number of employees

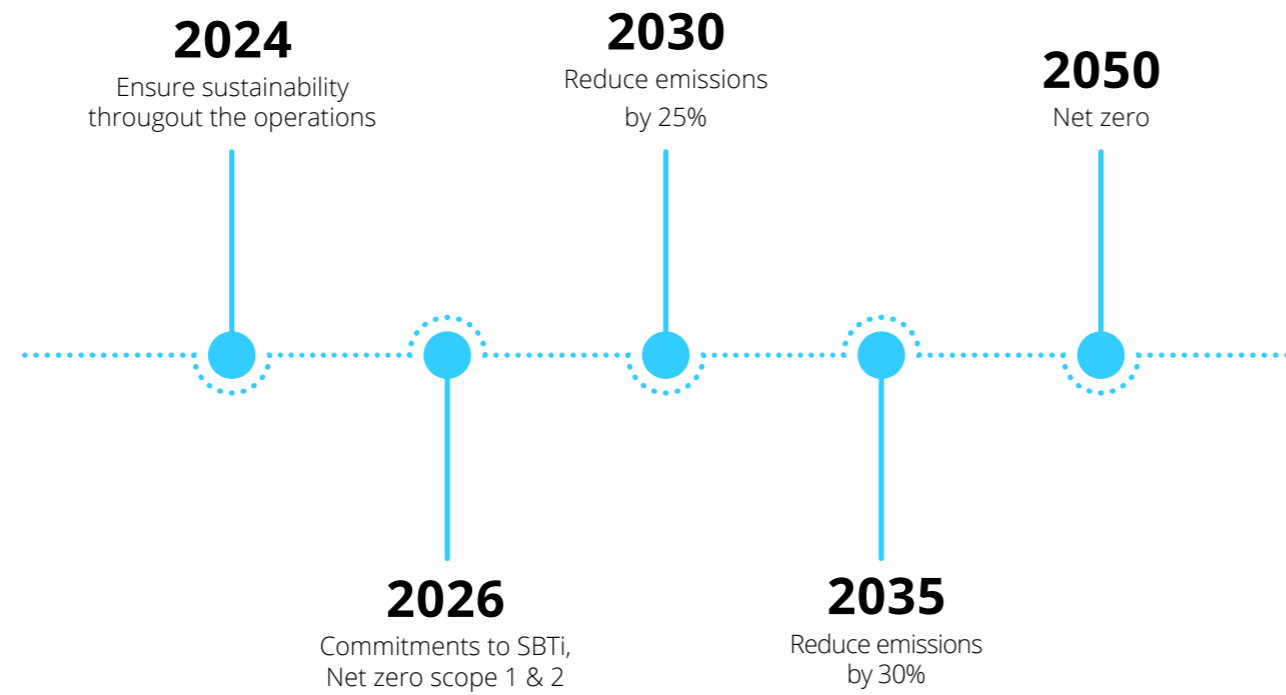
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Sustainability at Heléns

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

Helén's sustainability agenda focuses on emission reductions. We are aligned with the Science Based Targets initiative (SBTi) and will work in 2026 to have our targets validated. We are approaching net-zero emissions in Scope 1 and 2 and continue to reduce emissions, aiming for a 25% CO₂ reduction by 2030, 35% by 2035, and 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 Royal 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 global sustainable 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	96%		
	Employee index	eNPS		>28
Gender-equal opportunities to ensure equal representation	Gender-based payroll mapping	No gender pay gap		
	Gender balance	70/30		
Growth Flourishing and sustainable company	Support in local area and community	Donations and contributions		
	Decent working conditions	eNPS	>28	
	Good business ethics	Business ethics training	100% completed	
Footprint Minimise footprint in the value chain	Renewable energy	Share of renewables	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%	
		Increased sales CO ₂ -reduces materials	-25% by 2030	
	Sustainable supply chain	Contracts endorsed for "Supplier code of conduct"	80%	
		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 2026

1. Safe work environments

Target: Reduce IF (injury frequency) rate: 0.
Target: Employee index eNPS >28.

2. Reduce CO₂-emissions (scope 1 & 2)

Reduce Scope 1 & 2 to close to 0 during 2026.
Target: Max. 0.15 kg CO₂e emissions (scope 1 & 2) per tonne delivered steel.

3. Reduce scrap in production and warehouse

Target: Max 4% scrap as percentage of total deliveries in tonnes.

4. Reduce CO₂ emissions

Target: Plan with our key suppliers for reducing CO₂ emissions towards 2030. A proportion of our delivered material must be CO₂-reduced.

ACTIVITIES 2025

- Systematic safety work with zero tolerance for accidents
- Health-promoting activities, including activity lottery, Spin of Hope, Blodomloppet and golf competition
- External talks on ergonomics and wellbeing
- Proactive support from managers to employees in cases of recurring illness
- Steel safety day – a day focusing on health and safety

- "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 an inclusive and equal workplace
- Payroll mapping
- Internal talk to increase awareness of the company's pay process
- Talk on, contribution to and participation in the "WOW" network (Women on Wednesdays)

- Continued purchasing of fossil-free energy
- Efforts to optimise machinery, flows and changeover times in warehouse and production operations

- Development of production and warehouse operations
- Collaboration with Royal Van Leeuwen to ensure that all suppliers undertake to follow our "Code of Conduct"
- Systematic safety work with zero tolerance for accidents
- Annual employee survey with accompanying workshops

- Reduced waste and increased recycling
- Further development and sales of CO₂-reduced products and materials under the Van Leeuwen "Impact" brand

- 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 2026
- Transition from diesel to renewable fuel for domestic shipments

- 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
- Collaboration with customers to reduce CO₂ emissions from our sold materials

SDG



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	RESPONSIBILITY	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	Purchasing	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. Selection of suppliers and supplier evaluation are fundamental to our customer offer.	We work with financially stable suppliers, focusing on continuity, partnership and long-term relationships. Suppliers are assessed on the basis of the supplier evaluation process. We work together to ensure that environmental requirements are met and to follow a roadmap towards 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 laws and statutes and other regulatory requirements.	Meet statutory requirements and ensure legal compliance. Uphold routines aligned with requirements in standards, laws and regulations.
Properties / Neighbours	Operations	Heléns' operations are based in Halmstad, with sales offices in Västerås and Örnsköldsvik.	Plan operations so that the impact on the external environment does not cause disruption. Meet statutory requirements.
Lenders	Finance/Controlling	Access to financial resources is necessary for our operations and our investments.	Retain our creditworthiness by keeping earnings stable over time. Maintain positive relationships with our partners.
Owners	Management	Royal Van Leeuwen has established a strategy that sets the direction for our business.	Financial expectations and contribution to business development within Royal Van Leeuwen.
Employees	Human Resources	Ensure access to qualified staff. The company's success is largely built on the knowledge, curiosity and commitment of our employees.	Good work-life balance. Good working conditions and stimulating work in a safe and stable organisation.

8 material topics

Heléns' materiality analysis identifies eight significant topics affecting people, the 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 purchasing and supply chain

Transport emissions reduced with renewable fuel

During 2025 Heléns started using renewable fuel for all shipments made with DB Schenker in Sweden. Effective 1 May 2025, all vehicles used for consignments within Sweden run on low-CO₂ fuels such as HVO100, biogas or renewable electricity. It is estimated this change will reduce greenhouse gas emissions from our domestic shipments by 30-40% a year.

The quantity of renewable fuel purchased corresponds exactly to the quantity required for our shipments. The emission reduction estimates are based on a standardised model that takes into account the weight of the shipment, distance and vehicle type, and are reviewed on an ongoing basis by a third party. This service enables Heléns to monitor emissions from our domestic shipments, using our shipping partner's systems to track the exact quantity of carbon dioxide saved over time.

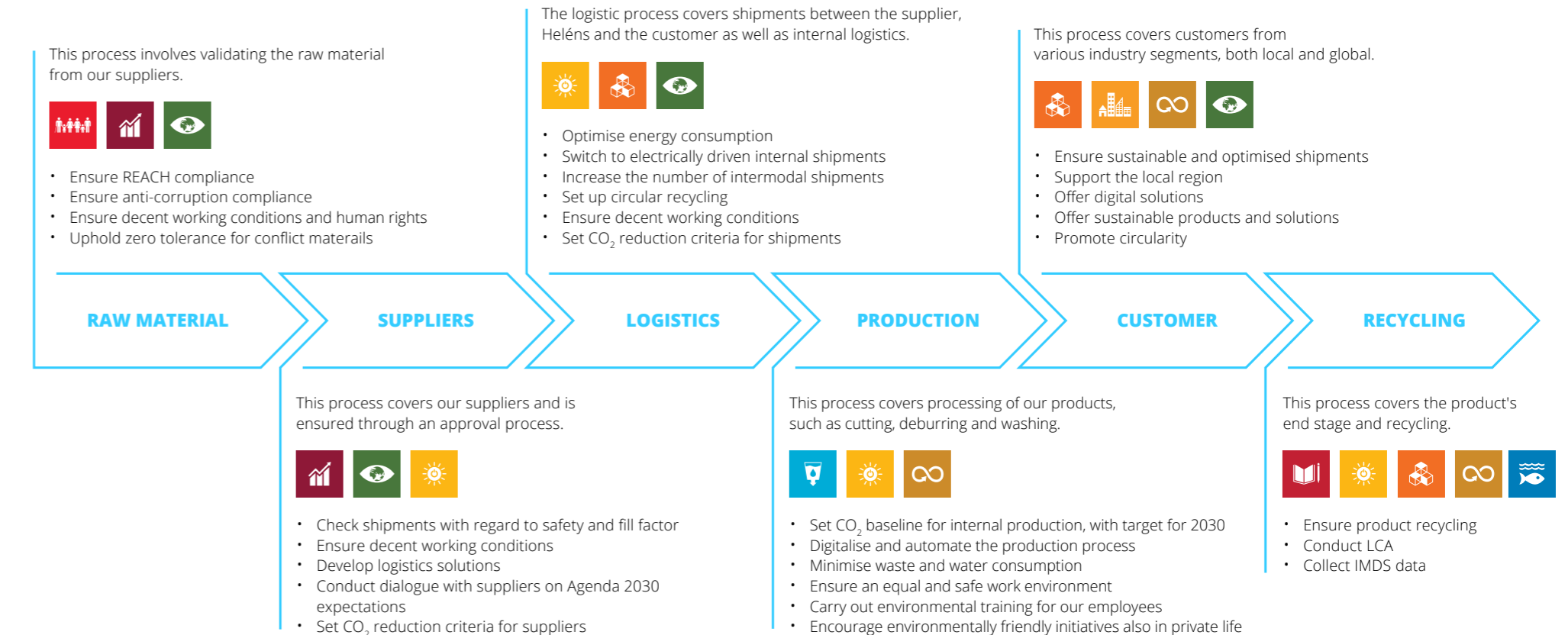
The collaboration with DB Schenker facilitates monitoring and verification of emission reductions, bolstering Heléns' sustainability work and contributing to concrete climate gains.

In the photo from left: Niclas Hagman, Account Manager DB Schenker and Per Bryngelsson, Sustainability Manager, Heléns Rör.



Impact in the value chain

Helén's value chain largely resembles a closed loop. Since steel can be recycled without losing its properties, there are significant opportunities for circularity. Heléns encourages suppliers to adopt environmentally friendly production methods and to use materials that are recycled or sustainably produced. We inform our customers about choices that can have a positive impact on the value chain and maintain an ongoing dialogue regarding the sale of CO₂-reduced materials, recycling, and circularity.



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. Internally, every employee can access the management system to see what the processes involve and to find relevant material. 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 2025 Heléns and the Van Leeuwen Group submitted sustainability data to EcoVadis, CDP and NQC. Through Royal Van Leeuwen, Heléns also joined the Science Based Targets initiative (SBTi) in 2024. SBTi is an organisation that works with companies and financial institutions to produce a clear plan for reducing their CO₂ emissions in line with the targets in the Paris Agreement. Via our parent company, Heléns was awarded a Silver Medal for its 2025 EcoVadis rating, placing us among the top 15% of companies within the industrial sector for sustainability performance. This accolade acknowledges our active sustainability work and drive to make a real difference.

STRATEGY AND TARGET FORMULATION

Our strategy and target formulation process

addresses our stakeholders' requirements and expectations of us. We collect relevant data and analyse it to ensure that requirements and expectations are aligned with our values, policies, strategy and vision. This information, comprising surveys and business intelligence, provides a basis for handling, adapting and safeguarding our direction going forward, and serves as the specification of requirements for our strategy. We monitor the world around us by means of stakeholder analysis, market analysis, competitor analysis and trends, and assess our strengths, weaknesses, opportunities and threats (SWOT). We define our strategic directions in order to work towards our strategy and vision. These directions take shape in initiatives and targets, which are defined on an annual basis and followed up daily. Through daily follow-ups, we work continuously on process control, risk inventory, risk assessment, measures, action plans and follow-ups

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.

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 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. In 2025 we continued to focus on improving security, developing our IT infrastructure and carrying out training to reduce cybersecurity risks. We have listed several specific risks that we have identified. The table highlights the key 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 Supplier strategy
	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
Gobal risks/crisis	Political crises, sanctions, tariffs, and trade barriers	<ul style="list-style-type: none"> Business intelligence
Financial risks	Credit risk	<ul style="list-style-type: none"> Credit policy
	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	IT security risk	<ul style="list-style-type: none"> Cyber Crisis Management

Environment & climate

CO₂ EMISSIONS

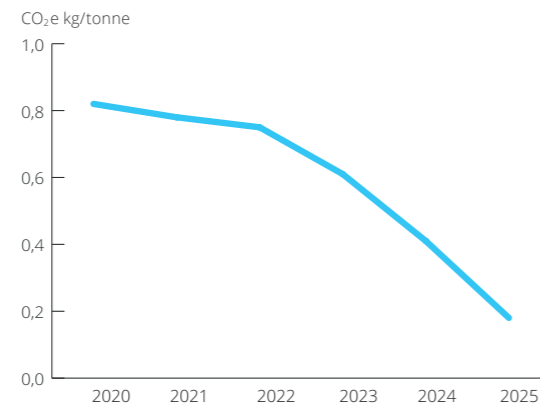
Heléns is conscious of the negative consequences that human activities have on climate and the environment, and that the steel industry is responsible for 7-9% of CO₂ emissions at a global level. The EU has set a target of lowering CO₂ emissions by 55% by 2030 (baseline 1990), and Heléns is firmly resolved to help to achieve this. Heléns' operations are notifiable, which means that the company reports environmental data to the municipality on an annual basis.

Our highest priority has been achieving CO₂ neutrality for the directly controllable emissions within our own operations (Scope 1 and 2). We are approaching this goal through the use of renewable energy, electrification of operations, and process optimization. Between 2018 and 2025, Heléns reduced Scope 1 and 2 emissions by 96%, and in 2025 we are approaching net-zero for our emissions.

In addition to pursuing CO₂ neutrality in Scope 1 and 2, we actively work to reduce Scope 3 emissions, where purchased steel is the largest contributor. We engage customers and suppliers to lower the CO₂ footprint of materials we buy and sell. We use a CO₂ calculator, reviewed by LRQA, to measure our operations' and products' emissions and maintain transparency with suppliers regarding their CO₂ reduction plans.

Through Royal Van Leeuwen, a group-wide CSRD system tracks CO₂ emissions at both country and consolidated group levels.

KPI: Reduce CO₂ footprint in Scope 1 & 2, max. 0.2 kg CO₂e/tonne delivered material
Result: 0.18 kg CO₂e/tonne delivered material



CO₂e kg/delivered tonne

EPD

Mapping our products' environmental impact gives us a better picture of Heléns' total CO₂ footprint. An EPD (Environmental Product Declaration) 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.

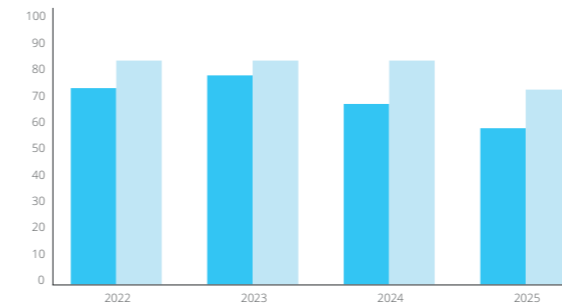
Heléns has drawn up its own EPDs for welded line pipes, welded tubes and bars. The EPDs cover the production and end-of-life stages as well as recycling of products. The data collected cover suppliers, production aspects, waste, logistics and assumptions concerning the end phase. We have also conducted a life cycle assessment (LCA) for our steel cores, which demonstrates their low CO₂ emissions. The assessment 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. Many of our meetings take place online, but at the same time we consider in-person meetings important and want to encourage these as well. 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: 59 tonnes

tonne CO₂



Emissions from business travel, tonnes of CO₂

ENERGY CONSUMPTION

Steel processing is energy-intensive and also requires large facilities and heavy transportation. To enable energy-saving measures, Heléns previously conducted an energy survey that compiled the facility's total energy consumption and identified particularly energy-intensive activities. The results were summarized in a report that clearly highlighted areas with improvement potential. For several years, we have ensured that all electricity used is renewable and classified as green.

In 2026, we will invest in systems for controlling and regulating energy consumption to identify further ways to reduce our usage.

KPI: Energy consumption 111 kWh/tonne steel
Result: 145 kWh/tonne steel

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 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%

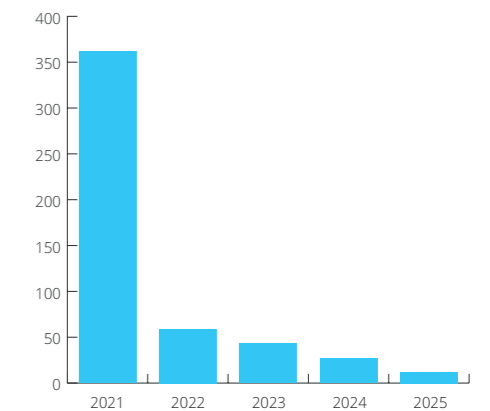
CIRCULAR RESOURCE FLOWS

Steel can be recycled time and time again without detriment to its properties, which affords Heléns good opportunities for circularity in our production. Heléns

has been working with Stena Recycling for many years, with a view to recycling, in principle, all material. The production and warehouse facilities have recycling containers with carefully labelled fractions. Stena

Recycling is responsible for collecting the waste and documenting what, and exactly how much, has been circulated. Heléns then has access to data in the form of annual follow-ups. These provide a clear indication of the level of carbon dioxide emissions avoided by recycling. Domestic waste is also sorted, collected and documented.

tonne CO₂



Emissions scope 1 & 2

Heléns wins environmental award

In a strong starting field, Heléns emerged victorious to win the 2025 Environmental Award at the annual Business Gala in Halmstad. The jury's citation read as follows:

"The winner of the 2025 Environmental Award has made great strides towards climate neutrality and shows that sustainable transformation is possible, even in the steel industry. Having reduced CO₂ emissions by 92% since 2018, launched CO₂-reduced products and maintained a strong focus on circular flows, the company is exemplary in the industry. Their work on life cycle assessments, mapping of products' environmental impacts, proprietary CO₂ calculator and partnership for fossil-free steel demonstrate a holistic approach to sustainability – both environmental and social. All this makes them a worthy winner of the 2025 Environmental Award."

We are thrilled to receive the award and would like to extend a warm thank-you to our employees and partners for their important contributions to our sustainability and environmental work.

In the photo from left: Eva Täljegård, Managing Director Heléns Rör and Per Bryngelsson, Sustainability Manager, Heléns Rör.



Employees & community engagement

EMPLOYEE ENGAGEMENT

Engaged employees are a vital prerequisite for Heléns' long-term success. To monitor and develop our working climate, we conduct an annual employee survey measuring factors such as engagement, leadership, work environment and teamwork. The survey also includes the Employee Net Promoter Score (eNPS), which we use as a key performance indicator (KPI) in our monitoring.

Our eNPS for 2025 was 21, which is an improvement on the score of 14 in 2024. To enhance wellbeing in the workplace, during the year we implemented targeted measures focusing on ergonomics and health, as well as activities that aim to improve welfare and sustainable performance for both employees and managers. Through these initiatives we want to underline that we at Heléns prioritise our employees' wellbeing and work actively to lay the foundations for a good work-life balance.

The 2025 survey achieved an 85% response rate, providing valuable insights into how we are perceived as an employer. The results are analysed both at Group and departmental level. The department-specific results form the basis for group discussions, from which emerge action plans to identify areas for development and drive improvement work. The improvement areas assigned top priority in 2025 were workload, participation and teamwork.

eNPS is a recommendation question that measures our attractiveness and provides comparability with other entities in our Group. eNPS is an annual measurement and is used globally.

KPI: eNPS target: >25

Result: 21

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. Our 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. Three incidents were reported in 2025, which means the zero vision could not be achieved, but the IF target (lost-time injury frequency rate) of 12.2 was met. 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.

During October and November Heléns carried out information and engagement activities focusing on prevention and early detection of cancer. Internal communication, reminders to attend screenings during work hours and the "Movember" initiative increased knowledge and participation among employees. For every moustache grown, the company made a donation to Cancerfonden, the Swedish Cancer Society. The initiative boosted both health awareness and the sense of fellowship in the organisation.

KPI: IF target: 0

Result: IF: 12.2

KPI: Total attendance rate, target 95,5%

Result: 96,7%

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 strengthen engagement and job satisfaction, Heléns maintains a continual focus on in-service training and learning. We are convinced that stability and security are fundamental to a positive work environment, where every employee must feel seen, involved and important.

Training initiatives played a key role in 2025, linked in particular to the introduction of our new ERP system. Employees and managers have gained a greater understanding of what happens in a change process, and there has been active dialogue on how we can best leverage the new opportunities the system offers in our way of working. All employees participate in an annual development dialogue in which manager and employee together follow up objectives, discuss upskilling and training requirements, and reflect on target achievement, values and skills linked to their specific role. New employees are offered a structured and role-aligned induction and training programme, providing a sound basis for a secure and effective start.

Heléns also runs 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 70% 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. The 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. In 2025 the forum covered themes including setting wage rates, change leadership and tools for achieving job satisfaction for yourself and your team.

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 out in 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 20 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 was well received by our employees.

In 2025 the management group comprised 40% women and 60% 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. This includes working to ensure there are always both male and female candidates in the final stages of management recruitment processes.

COMMUNITY ENGAGEMENT

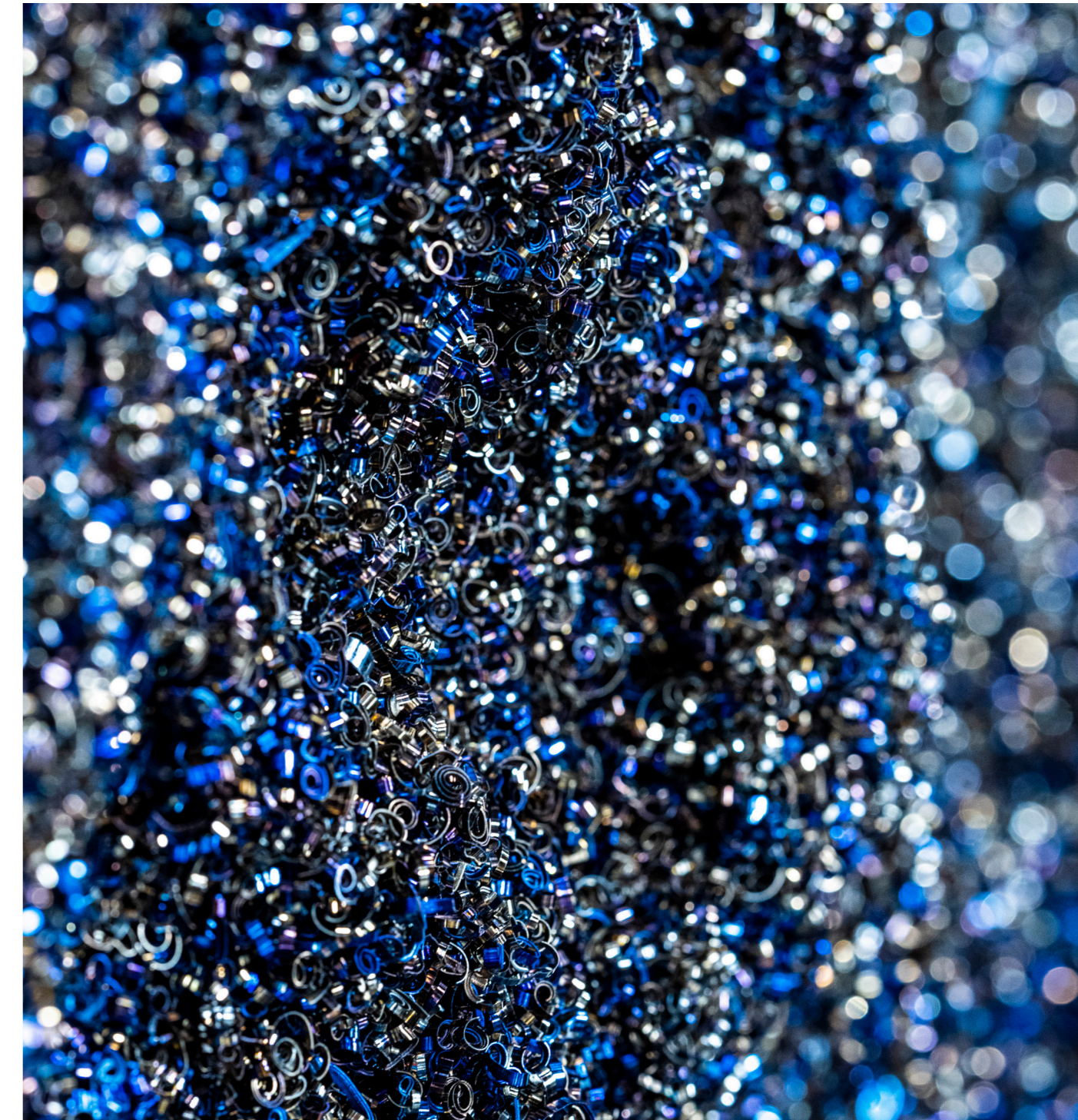
Heléns actively engages with the local community through sponsorship activities and the social involvement of its employees. Each year, employees

have the opportunity to apply for funding for the association they are actively involved in, in exchange for exposure of the Heléns logo on, for example, social media, signs, or training and match apparel.

In 2025, Heléns donated to Musikhjälpen, which raises funds for important social causes. Musikhjälpen is organized by Sveriges Radio, SVT, and Radiohjälpen and is an annual fundraising campaign where hosts and artists highlight global social challenges. This year's theme was "Everyone has the right to education." Because education is close to Heléns' heart, we chose to engage to give more children worldwide better opportunities for learning. Through our donation via the Halmstad fund, we aim to contribute to positive change and provide more children with a chance for a better future.

We have also participated in the Children's Cancer Foundation's Spin of Hope and Blodomloppet to raise awareness about the importance of a healthy lifestyle and the significance of blood donation. Additionally, we support WOW – Women on Wednesdays, an initiative that helps newly arrived families integrate into Swedish society by promoting women's employment.

Whenever possible, Heléns turns to nearby companies when purchasing goods and services. This approach strengthens the local economy and the region's ties with Heléns, while shorter delivery distances also result in lower emissions.



Taking responsibility

BUSINESS ETHICS

At Heléns, we conduct our business with integrity. 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, which are outlined in our Code of Conduct. 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

Heléns requires its suppliers to behave ethically. Our supplier collaborations start with the raw materials and responsible purchasing is therefore crucial for sustainability in the value chain. Heléns 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.

Heléns' suppliers 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 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.

Heléns focuses on and also offers CO₂-reduced steel from suppliers using scrap and electric arc furnaces, thereby reducing both our own and our customers' carbon footprints. The steel industry is undergoing significant development with substantial investments in more environmentally friendly production, and steel's high recycling potential contributes to lower CO₂ emissions compared to blast furnace production.

To ensure all partners meet our standards, supplier audits are conducted both locally and also with Royal Van Leeuwen's central purchasing organization. Heléns' purchasing and logistics departments collaborate to optimize truck and freight vehicle load capacity, making logistics as sustainable as possible. Annual checks are carried out with the most frequently used shipping companies to ensure compliance with laws, regulations and alignment with Heléns' requirements. We also replace diesel with renewable fuels in our domestic transport to reduce carbon emissions.

REDUCED SCOPE 3 EMISSIONS

As part of Heléns' efforts to reduce our Scope 3 emissions, we offer CO₂-reduced materials from our suppliers. The tubes and bars are primarily made from recycled steel in electric arc furnaces, with renewable energy. Steel production in an electric arc furnace generates significantly lower emissions compared to traditional blast furnace production.

COLLABORATION FOR A SUSTAINABLE FUTURE

During the year, Heléns has strengthened its range of CO₂-reduced products through strategic collaborations with suppliers and customers. Through the partnership with SSAB and via Royal Van Leeuwen IMPACT, we offer a comprehensive stock of CO₂-reduced tubes. These initiatives enable us to deliver sustainable tube solutions today, with the long-term goal of also offering fossil-free steel.

ANTI-CORRUPTION

We have established a global compliance network with representatives responsible for aspects such as anti-corruption, bribery, antitrust, sanctions, and confidentiality. All counterparties are reviewed by the Compliance function, and we strictly adhere to international sanctions and export control regulations.

HUMAN RIGHTS

At Heléns, we respect and promote international human rights in relation to employees, suppliers, and other business partners. Our approach is based on the Sustainable Development Goals, the UN Global Compact, the UN Declaration of Human Rights, and the ILO's fundamental conventions. Operational governance documents, such as the Code of Conduct and Supplier Code of Conduct, serve as our daily compass. Fundamental conventions. Business-related steering documents such as the Code of Conduct and Supplier Code of Conduct serve as our daily compass.

WHISTLEBLOWING

For employees as well as customers, suppliers, partners, or other external contacts, a whistleblowing function is available to report suspected illegal or unethical activity. To ensure everyone knows how to report irregularities, Heléns conducts training to raise awareness of whistleblowing, emphasizing whistleblowers' rights and guaranteeing protection against retaliation. While emphasizing the rights of whistleblowers and guaranteeing protection from reprisals.

AGREEMENT FOR FOSSIL-FREE STEEL DELIVERIES

In 2024 Heléns signed a letter of intent with SSAB for future collaboration on the delivery and sale of fossil-free steel. 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, CO₂ emissions from production are virtually eliminated.

VAN LEEUWEN IMPACT

In 2024, Van Leeuwen launched the Van Leeuwen IMPACT brand, which sets high requirements for low CO₂ emissions for products and manufacturers included in the concept. The range is continuously expanding as our suppliers meet these stringent requirements, and we ensure availability by stocking materials within the group.

DOMESTIC TRANSPORT WITH RENEWABLE FUEL

In 2025, together with our transport partners, we began using renewable fuels instead of diesel for large parts of our domestic transport. This enables a significant reduction in CO₂ emissions from deliveries to our customers. In 2026, we will continue our sustainability work by gradually increasing the share of transport powered by renewable fuels.

ABOUT THE SUSTAINABILITY REPORT

This sustainability report constitutes the Group's and the company's statutory sustainability report and is part of the management report for Heléns Rör AB, corporate ID 556086-9785. This year's sustainability report covers the 2025 financial year..

Auditor's statement: To the Annual General Meeting of Heléns Rör AB, org. no. 556086-9785.

RESPONSIBILITY & ASSIGNMENT

The Board of Directors is responsible for the sustainability report for 2025 and for ensuring it has been prepared in accordance with the Annual Accounts Act, following the previous version applicable before 1 July 2024.

SCOPE & FOCUS OF THE REVIEW

Our review has been conducted in accordance with FAR's recommendation RevR 12, "Auditor's report on the statutory sustainability report." This means that our review of the sustainability report has a different focus and significantly smaller scope compared with an audit conducted in accordance with International Standards on Auditing and generally accepted auditing practices in Sweden. We consider this review sufficient to provide a basis for our statement.

STATEMENT

A sustainability report has been prepared.

Helsingborg, 24 April 2025

Ernst & Young AB

Heléns