



SUSTAINABILITY REPORT 2024



HMA AB

HOLSBY METALL AB

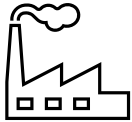
Scandinavian Aluminium and Brass components

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HOLSBYBRUNN
VETLANDA



FOUNDED IN 1937



FINANCIAL

- Turnover 267 000 tsek
- Result 13 400 tsek



CLIENTBASE

- Automotive
- Telecom
- Plumbing industry

THIS IS HOLSBY

INDUSTRY SECTORS

Holsby Metall AB is a well-established company with stable market positions in the automotive, hydraulics, telecom and construction industries. HMAB provides customers with durable components in hot-pressed aluminum and brass as well as extruded aluminum.

The company offers surface treatment, CNC machining, assembly, blasting, tool making and thread coating. The company has two efficient production units. Hot pressing and finishing in Holsbybrunn and a finishing unit in Vetlanda.

CERTIFICATIONS

Holsby Metall is certified according to IATF 16949, ISO 9001 and ISO 14001.

IATF 16949 is the standard specific to the automotive industry. It contains requirements for quality management systems that include continuous improvement, prevention of defects and reduction of variation and waste in the supply chain.

ISO 14001 is the internationally recognized standard for environmental management systems. It provides a framework for us to design and implement and continually improve our environmental performance. By following this standard, our organization can ensure that we take proactive measures to minimize environmental footprint, meet relevant legal requirements and achieve our environmental goals.

ISO 9001 is an international standard that forms the basis of an organization's management system. The management system can include, for example, fixed procedures or the effective storage and communication of information by the organization.

EMPLOYEES

Our employees are our most important asset and we are very proud that so many choose to work with us for a long time. We have a low sickness rate and low staff turnover, which are two figures that we are very proud of!

ABOUT US

The year 2024 has been marked by continued uncertainty in the world around us, with several factors impacting both the market and the industry. The geopolitical situation in Ukraine remains unstable, and we are closely monitoring its developments. At the same time, the uncertain economic climate in Europe, combined with a possible shift in U.S. trade policy following the presidential election, brings concerns about future tariffs and international trade. We are also concerned about how the European automotive industry will manage to keep up with the rapid technological development and competition from Asia.

HMAB continues to navigate a world characterized by many and rapid changes. Shorter product life cycles challenge us to adapt quickly in production, but they also make our recyclable materials even more valuable in a circular economy.

Holsby Metall wants to contribute to creating a circular society with as little negative climate impact as possible. Since 2021, we have taken important steps in this direction by calculating our climate footprint and developing a sustainability strategy that outlines our focus areas. As part of this strategy, we have strengthened our organization by hiring a colleague who will be responsible for sustainability going forward. We aim to be at the forefront of sustainability, and we see this work as essential for remaining both competitive and profitable.

We also believe it is natural to take a local perspective on our sustainability efforts. With operations in Holsbybrunn and Vetlanda, we feel a responsibility to contribute to vibrant communities where people want to live and work. That is why we engage locally, for example through associations and school initiatives – something we began in 2022 and continue to build on.

As a manufacturing company, one of our key goals is to reduce our climate impact as much as possible. By developing both our production and our products, we help our customers choose more climate-friendly alternatives – ultimately strengthening their competitiveness. Our climate calculations show that materials suppliers and transportation are important areas to address in order to reduce the environmental impact of our products. The next step is to define key performance indicators to track our progress toward climate neutrality.

Looking ahead, we also see a growing need to work strategically with the social aspect of sustainability. One important step is to train our employees in sustainability, using this report as a foundation. The goal is to strengthen engagement and knowledge throughout the organization. We have also identified the need to further develop our sustainability efforts within the supply chain – an area we are continuously working to improve.

Together with all our employees, we look forward to the future with confidence. We are committed to being part of the green and sustainable transition.

/ Mikael Fasth, CEO

Holsbybrunn was important from the beginning; something that reflects the company even today. Holsby Metall was founded in 1937 and is today one of Sweden's leading producers in hot pressing and processing of parts in aluminum, brass and copper. We mainly supply customers in the automotive, telecom and plumbing industries. Our main factory and core business is located in Holsbybrunn in Småland, but we are also located in Vetlanda.

Today marks 85 years since Erik Gleissner founded Holsby Metall. Being local in Holsbybrunn is important to us and the community.

The company was family-owned until 2011, when current owners Mikael Fasth and Simon Nilsson bought it. Since then, the number of employees has increased from 40 to 100, and turnover from 39 million to 270 million.

"We are keen to offer the customer a complete solution, which is why we have chosen to take care of the entire chain - from profile to fully assembled and surface-treated products. Holsby Metall is characterized by advanced processing of components from low to high volumes. Our strengths include being able to offer our customers two of the three most common manufacturing processes: extrusion and hot pressing/forging. By constantly investing in new machines to follow the development of new technology, we ensure that we can handle all types of processing.

Today we produce about 500 unique products in our facilities in Vetlanda and Holsbybrunn, which are delivered to our 120 customers. For us, quality is in focus where a high rate of investment, willingness to constantly improve and develop are important parts for us. But we also have goals that we work towards to improve and grow bigger as a company.

GOAL 1	<i>Be the customer's first choice</i> - Quality should be an essential reason for our customers to buy. Therefore, we work to ensure that each delivery is a good reference for future business.
GOAL 2	<i>Always put the customer in focus</i> - To increase customer satisfaction, we work with continuous improvements at all levels. As a minimum, we always comply with laws, regulations, standards and contractual requirements.
GOAL 3	<i>Setting challenging goals and driving continuous improvement</i> - We have a high ambition and set challenging goals regarding our customers' satisfaction and the quality of our products. We monitor our performance and constantly improve our working methods to meet the changing needs and requirements of customers, stakeholders and society. In our improvement work, we work to create value for the customer in a way that is cost-effective for us.
GOAL 4	<i>Ensure high competence</i> - We have the competence required to meet the needs of customers and society to achieve our goals. We ensure the competence and conditions of our employees and the organization through training and systematic learning from our own and others' experiences. Employees are given the necessary conditions and insight into the importance of quality in order to achieve the goals that are set.

OUR STAKEHOLDERS

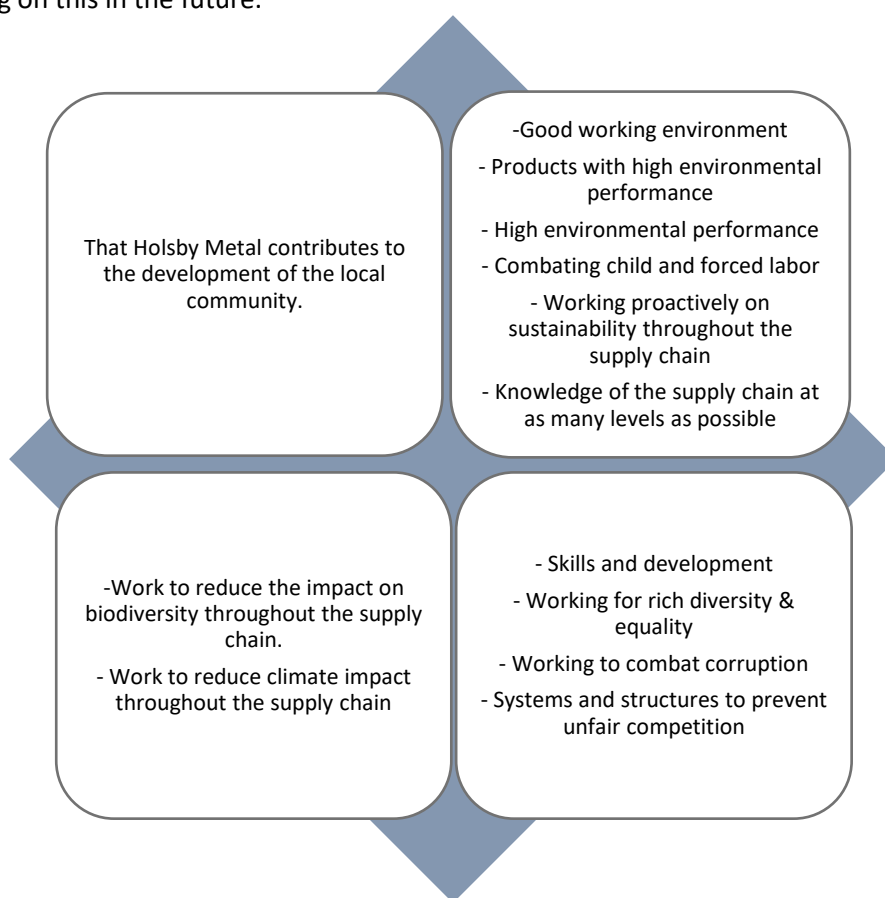
We conducted a stakeholder dialogues and risk analysis to define our main sustainability issues. This work is presented in the rest of the report.

Stakeholder group	Explanation	Dialogue	Expectations
Customers	Our 120 customers, mainly in the automotive, telecom and HVAC industries.	Website, regular contact via email, phone, customer portal	Good quality with affordable products and services that meet customer-requirements.
Employees	Our 100 employees at our Holsbybrunn & Vetlanda sites	Regular appraisals, staff meetings, improvement reports	Attendance and health. Want to take pride in working in a responsible and sustainable company. Specific interests are environmental improvements, safe working environment, development opportunities and gender equality.
Owner	The decision-makers	Financial reports	Acting responsibly and improve in terms of profitability, efficiency, innovation, environment, health and safety and product quality.
Suppliers	Our suppliers, in particular the strategically important ones located mainly in Sweden and Europe.	Visits to our strategically important suppliers, daily contact by email and phone	Deliveries that affect end customers. Interested in which sustainability issues we prioritize so that they in turn can meet our requirements and expectations.
Authorities	Laws, guidelines and rules from authorities	E-mail, legal requirements	Different requirements and expectations regarding the environment, responsible marketing, openness, transparency and social responsibility.
The local community	Local engagement, cooperation and support	Social media, telephone	Responsible employer & business activities
Lenders	A prerequisite for us to run our business	Regular meetings	Long-term cooperation and good relations
Competitors	Industry peers for collaboration and support	Media	Responsible business practices

OUR MAIN SUSTAINABILITY ISSUES

Through a stakeholder dialogue and risk analysis, we have identified our material sustainability issues. The stakeholders have been based on a questionnaire that we developed together with a third party. The data includes issues in social, economic and environmental sustainability that each stakeholder group has had to take a position on based on our business. In a workshop, we have then compiled the results according to the diagram below, where we have kept in mind how important each issue has been for our stakeholders, and how much impact we as a company have to work with these. Issues in the upper right corner are the highest priority, where we have currently chosen to focus on four issues.

Regarding the other three issues, which all fall within the supplier work, we started this systematic work in 2021 and will continue working on this in the future.



Materiality issues

That Holsby Metall AB has a good working environment that provides conditions for good health for employees and offers safe working conditions in its own production facility.

That Holsby Metall AB has a long-term good economy that ensures the future and continuous development of the business and that we contribute to sustainable social development.

That Holsby Metall's products have a high environmental performance (that they have high quality, long life, do not contain harmful substances, have low climate impact by being weight efficient, and that they can be included in the circular cycle)

The environmental performance of its own production facility is high (low impact in terms of emissions, low climate impact and high energy and resource efficiency).

SUSTAINABILITY FOR US

We are aware that we have an impact on our environment and therefore we take our responsibility to protect our planet, our society and our employees. The overall goal is to be part of the development in a more sustainable direction and to run our own business in a sustainable way. For us, active sustainability work and a strong commitment to society mean long-term profitability.

Until today, we have had a strong focus on the environmental aspect of sustainability. In accordance with the company's vision and policies, Holsby Metall's strategic priority is to develop sustainable aluminum products and solutions that are characterized by low climate impact, circularity, resource efficiency and responsible sourcing and production.

Now we want to broaden the concept of sustainability and weave in the social and economic aspect further.

Sustainable products

In 2024, we developed a method that enables us to perform emissions calculations for each individual product. This advancement allows us to offer our customers tailored calculations based on their specific requirements.

Aluminum is a circular material that can be recycled an infinite number of times without losing its original properties of lightness, conductivity, formability, durability and impermeability. These characteristics make aluminum an important resource for a circular economy, and an essential material that supports key industries, such as transport, construction, packaging and renewable energy technologies, in achieving their climate goals.

Brass is also a material with many uses and opportunities, which is also part of the circular cycle as it can be recycled again and again. The global trend towards more sustainable development and the transformation to a more circular and resource-efficient economy means that Holsby Metall's customers are increasingly aware of the importance of using sustainable materials.



SIMPLY SUSTAINABILITY

- Sustainable products through recycled materials
- Social sustainability for our employees, we strive towards a workplace with good working conditions, equal opportunities and a safe working environment
- Promote sustained, inclusive and sustainable economic growth, full and productive employment

All in line with The global goals, implemented by FN in 2015

THE GLOBAL GOALS



We all know that we face big challenges in today's world: poverty, hunger, inequality and climate change are just some of the issues we need to address urgently. Big challenges need bold action to overcome them, and that is where the Global Goals come in. They are a plan agreed to by all world leaders to build a greener, fairer, better world by 2030, and we all have a role in achieving them.

The Global Goals, adopted by UN member states in 2015, help us define the way forward. All 17 goals are equally important, and no goal should be achieved at the expense of another. All actors in society need to take responsibility for achieving the SDGs by 2030. Holsby Metall has selected the goals that we believe are most relevant to us at the moment and where we see that we can contribute a little extra.

Good work and economic growth

We contribute to Goal 8 by being affiliated to collective agreements, which safeguards our working conditions. Furthermore, we conduct continuous employee interviews and employee surveys. We follow our equal treatment plan in our code of conduct. We also carry out salary surveys and systematic work environment management. Our profitable business secures future jobs, which is also reflected in our investments to ensure efficient operations. Automated solutions increase our competitiveness.

Materiality issue: Good working environment, long-term good economy



Fighting climate change

We are focusing on what we can do: gradually replacing our internal car fleet with more environmentally friendly alternatives. The switch from LPG ovens to induction ovens results in lower emissions. We have calculated our climate footprint to more clearly see which emission sources we should primarily focus on. Our facility is powered by 100% fossil-free electricity, which further contributes to goal number 13.

Materiality issue: High environmental performance in our own production, facility & products



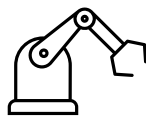
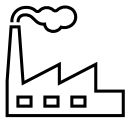
Sustainable consumption and production

By supporting our customers in the product development phase, we streamline the product in question and reduce resource management. We offer simulation of the hot pressing process, which helps us to detect errors/defects in time and save resources. We are gradually replacing LPG ovens with induction ovens, which in the long run contributes to more sustainable production. At present, we reuse the heat generated by the ovens to heat the premises. Our production-based waste is 100% recyclable and part of the circular cycle.

Materiality issue: High environmental performance in our own production, facility & products



RISKANALYSIS



At Holsby Metall we work with risk analysis from several perspectives, some examples are risks linked to quality, work environment, and supplier and business risks. The risk analyses are revised annually. Down below we show the risks that received the highest rating in the current risk analysis, as well as how we manage these risks. Our supply chain is largely located in the Nordic region and Europe, whereby the focus for risks has mainly been internal.

However, to a lesser extent, risks in the supply chain have also been included. We are aware that there is potential to develop the risk assessment of sustainability risks in the supply chain. We intend to work further on this within the framework of our continued development of our sustainability work, where we will focus on the supply chain.

Hot pressing & CNC operation is our two main processes and with this comes risks. Breakdown or failure of machinery equipment, guards installed, accident due to handling errors, oil in cooling water and oil leakage are just a few that we identified. To avoid this we execute risk assessments, preventative maintenance and periodic checks on the machines. We also have continuous contact with services companies to do follow-ups and training and education for our staff.

When it comes to our **facilities**, we also identified a couple of risks. Non-planned interruptions such as machine breakdowns, electricity, lack of water etc. As part of our plan to prevent this we have monthly checks of the facilities, the ability to move the production within the company from one site to another and the possibility to order overtime in production if needed.

We buy our **raw materials** from different suppliers in the Norwegian region and Europe. By doing that we prevent shortage of materials in production and by using different suppliers, we reduce the impact if one of the suppliers are unable to deliver as planned.

Another risk factor that we found to be influential is **our staff**. They are our greatest asset and most important resource of our company but the social aspect also post as a threat. Serious accidents, sickness, discriminatory treatment and safe work environment are all examples of different aspects that we work towards. Which is why we see it as extremely important to strive for a workplace that has good working conditions, equal opportunities and a safe working environment.

OUR SUSTAINABILITY GOALS

We are committed to creating a more sustainable and inclusive future. Here is an overview of our key sustainability goals and the progress we've made so far:

- **Increase the share of recycled materials to at least 25% by 2030**

We've made good progress on this and continue to work closely with our suppliers to increase the use of recycled materials across our operations.

- **Reduce Scope 1 emissions by 35% by 2030**

By the end of 2024, we have successfully reduced our Scope 1 emissions by 26%, bringing us significantly closer to our 2030 target.

- **Increase the share of women working at our facilities to at least 30% by 2030**

As of 2024, 22% of employees at our facilities are women. We are actively working on initiatives to support gender diversity and inclusion in our workplace to reach our goal of 30% women.

- **Achieve at least an 80% response rate in our annual employee survey**

We consistently meet this goal, with response rates above 80% year after year. Our employees are highly engaged and eager to contribute their feedback to help improve our workplace.

- **No serious accidents at our sites**

Fortunately, we have not experienced any serious accidents in recent years. While minor incidents have occurred, we continue to prioritize safety and are committed to preventing serious accidents through proactive measures.

- **At least 25 safety observations annually to help prevent serious accidents**

This is a key part of our safety work. Regular observations are submitted by employees and play a vital role in identifying risks and preventing accidents before they happen.

OUR JOURNEY TO NET ZERO

At Holsby Metall, we are committed to contributing to a sustainable future by actively reducing our climate impact. We support the goals of the Paris Agreement and view the transition to net-zero emissions as a strategic priority for our business.

Our goal is to achieve net-zero greenhouse gas emissions across our entire value chain by 2040. This target includes emissions within Scope 1 (direct emissions), Scope 2 (purchased energy), and Scope 3 (indirect emissions such as transportation and supply chain). Our targets will be based on established and science-based guidelines in accordance with the Greenhouse Gas Protocol.

To reach this goal, we will:

- **Map and analyze our emissions across all three scopes**
- **Implement energy efficiency measures and transition to fossil-free energy**
- **Collaborate closely with our suppliers and customers to reduce emissions throughout the value chain**
- **Monitor progress through measurable targets and transparent reporting**

We firmly believe that, together with our customers and partners, we can make a real difference and contribute to a climate-neutral industry.

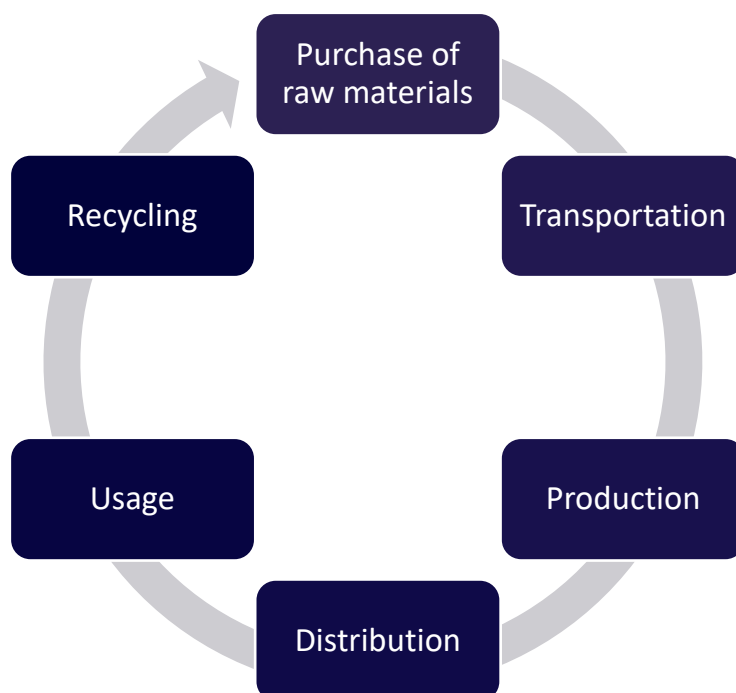
RESPONSIBLE BUSINESS

Working to reduce our own negative impact on the environment is of course something that we strive towards. Our ISO 14001 environmental management system helps us to work systematically, with our environmental policy providing the basis for our work. ISO 14001 certification involves regular external audits, which give us valuable input and help us evaluate our work.

Materials

Holsby Metall wants to offer the customer products with sustainability performance that contribute to a more circular economy. Our product follows a circular path in its life cycle:

1. **Purchase of materials:** We purchase materials, mainly from Sweden and Europe. The raw material comes to us in the form of aluminum, copper and copper alloys. Our ambition is to gradually increase the proportion of recycled material in purchased raw materials.
2. **Transportation:** The supplier arranges the transportation of materials to us. The transportation of goods is identified as a challenge for us, as we cannot control the degree of packing.
3. **Production & manufacturing:** The material is delivered to us in long lengths, which are then cut, pressed, heated and processed in our plant. Leftover material is recycled by remelting. Other scrap and waste is sorted and disposed of according to our policies and guidelines to ensure proper handling.
4. **Distribution:** Our customers are responsible for the transportation of our products on their own.
5. **Usage:** The product is mainly used in the automotive, telecom and plumbing industries. Many times, the products we manufacture have such a long lifespan that they outlive the end product by a good margin.
6. **Recycling:** When our customers products are used, our products are recycled by remelting and then turned into new products.



Responsible sourcing of materials

When assessing new suppliers, we always refer to our Code of Conduct. When a new supplier is assessed, they must be approved by us. This is followed by regular follow-up, which is the responsibility of our purchasing department. As for our existing suppliers, we mainly buy materials from two suppliers, one based in Sweden and the other in Northern Europe. We want to build long-term relationships and strengthen sustainability work throughout the chain, but we see that we have the potential to develop this work and take more responsibility.

Our assessment and follow-up is currently based on the above ten principles, as well as on criteria relating to quality and delivery reliability. In the future, the goal is to expand the criteria to include sustainability. In this way, we strengthen sustainability performance throughout the chain, and with our Code of Conduct as a basis, we can help to influence the work of our suppliers.

Even as a relatively small player, we believe that we can have a positive impact on our supply chain, especially when we, together with many others, communicate the importance of sustainability with our suppliers. Going forward, we will keep monitoring the progress by measuring the proportion of significant suppliers who set sustainability requirements for their suppliers, have at least 25% recycled materials in their products and report the Co2 emissions of the products we buy from them.



We see a positive trend in the number of significant suppliers working actively on sustainability.

OUR SUSTAINABILITY WORK

"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs", is a common expression we often hear when talking about sustainability. Sustainability is often associated with environmental and climate questions but it is so much more than that. Sustainability can be separated into 3 different groups: Ecological, Social and Economical sustainability.

Environmental sustainability

Ecological sustainability is the frame for the other two components of sustainability: social and economic sustainability. Ecological sustainability involves the earth's ecosystem and the long-term maintenance of its desired functions.

For us, the issue is both about managing and reducing the footprint that we as a company cause in our value chain, but also about our resource availability. We would like to call it Simply sustainability; resources that can be recycled and reused again and again, combined with the use of renewable energy and fuels.

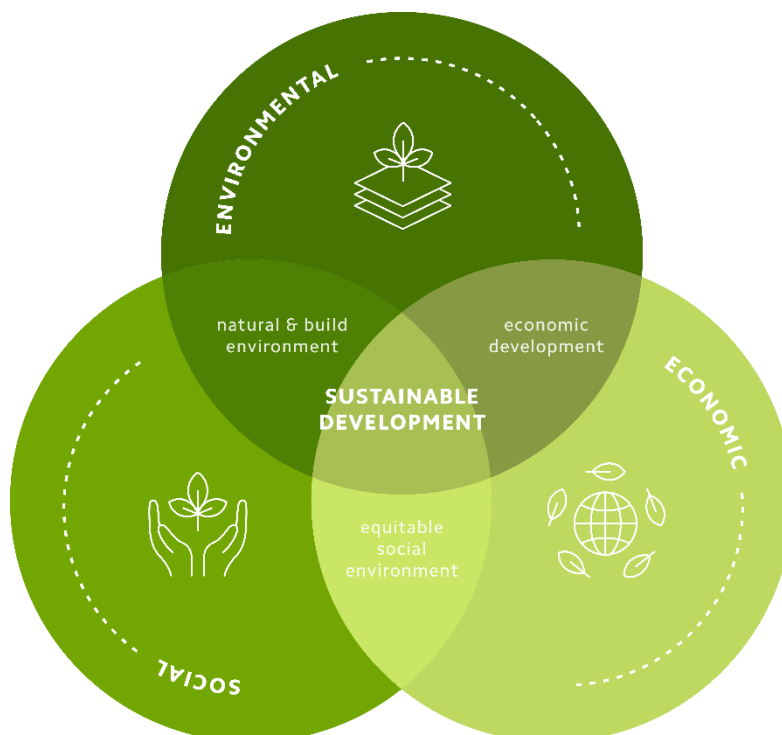
Social sustainability

Social sustainability handles questions about the conditions of life of people in society, such as health, safety, inclusion, education, justice and empowerment, and the possibilities to improve them. In addition to the individual perspective, it is about how these living conditions are distributed among people in the society.

For us, social sustainability also includes contributing to the municipality and society, by being involved in local projects and sponsoring local organizations.

Economic sustainability

Economic sustainability revolves around the long-term economic aspects. This involves ensuring that the economic system and growth do not stand in the way of ecological and social sustainability, and finding new, fair and resource-efficient business models.



ENVIROMENTAL SUSTAINABILITY

The climate calculation has been carried out as part of Holsby Metall's sustainability strategy. The result generates knowledge about our climate impact and thus helps us to choose the right measures to reduce our climate impact. Climate calculations and reporting are carried out in accordance with the ISO 14 064 standard.

The guidelines for climate calculation were originally established as the GHG protocol (Greenhouse Gas Protocol) and were adopted as an ISO standard in 2006. Thus, the GHG Protocol and ISO 14 064 contain the same guidelines for conducting climate calculations and are the most widely used international accounting standard for climate calculations.

	2024	2023	2022	2021
Scope 1	163 878 kg CO ₂ -e	199 563 kg CO ₂ -e	203 714 kg CO ₂ -e *	223 943 kg CO ₂ -e
Scope 2	70 617 kg CO ₂ -e	69 731 kg CO ₂ -e	65 241 kg CO ₂ -e	57 427 kg CO ₂ -e
Scope 3	11 505 483 kg CO ₂ -e	11 991 912 kg CO ₂ -e	11 975 093 kg CO ₂ -e *	11 509 244 kg CO ₂ -e
Total	11 739 978 kg CO ₂ -e	12 261 206 kg CO ₂ -e	11 410 590 kg CO ₂ -e	11 790 615 kg CO ₂ -e

Purchased materials accounted for by far the largest amount of CO₂ emissions in Scope 3, accounting for 98% of emissions in 2024. Waste accounted for 2% and freight transport and business travel accounted for less than 1%. Emissions from freight transport refer only to the freight transport we have control over, transport paid for by our suppliers and customers is not included. Note that purchased materials include both aluminum and brass.

Reusing materials is an effective way to reduce the impact and thus also the emissions from material purchases. Therefore, we have set a target of 25% recycled material in purchased raw materials by 2030. It is complex to predict the future availability of recycled materials. Our hope is to be able to revise and raise the ambition in the future. The important thing right now is to start measuring the proportion of recycled material so that we know our current situation and can work to improve it.

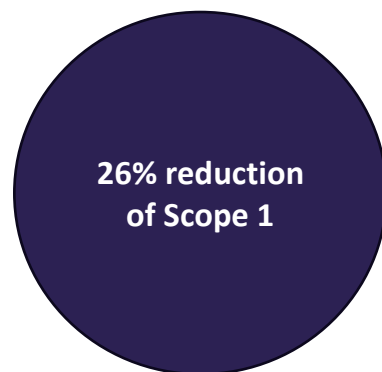
Scope 1

	2024	2023	2022	2021
Heat production	160 631 kg CO ₂ -e	194 329 kg CO ₂ -e	230 914kg CO ₂ -e	214 995 kg CO ₂ -e
Vehicles	3 247 kg CO ₂ -e	5 234 kg CO ₂ -e	6 500 kg CO ₂ -e	8 948 kg CO ₂ -e

Although Scope 1 accounts for only 2% of our carbon footprint, it is of great interest that we review the basis for these figures. Scope 1 is the area in which we have a direct impact; here we have the power to change and improve the most.

Of the total emissions, 98% comes from our heat production (LPG). The remaining 2% corresponds to emissions from our own vehicles and relates to gasoline and diesel. It is worth noting that the small share of emissions from our own vehicles is largely due to the company's partial use of electric vehicles. Since the vehicles are charged at the company's charging stations, any emissions from this electricity fall under Scope 2.

By 2030, our goal is to reduce Scope 1 emissions by 35%. We are pleased and proud to report that in 2024, we achieved a significant reduction, with emissions decreasing from 223,943 kg CO₂ to 163,878 kg CO₂ — a remarkable 26% reduction. This achievement demonstrates that our efforts are moving in the right direction and that we are making meaningful progress toward our long-term sustainability goals. We are excited about the continued impact of our initiatives and remain committed to further reducing our emissions in the years ahead.



Scope 2

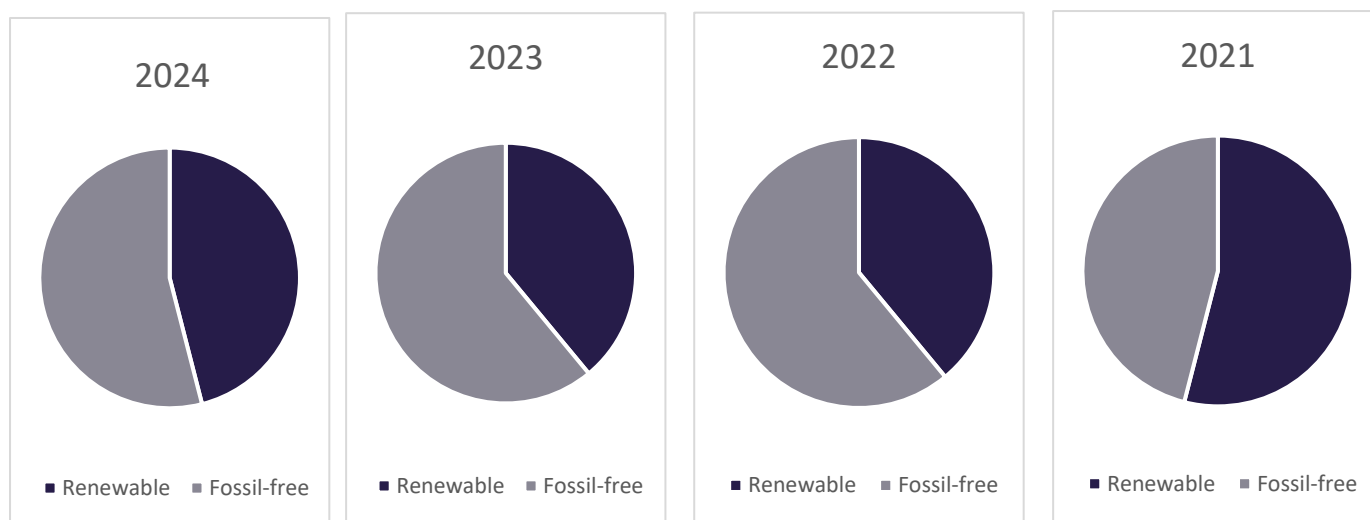
Scope 2 consists of emissions from two sources; purchased electricity (nuclear & renewable) which was 78% of the total emissions and purchased district heating which corresponded to the remaining 22%. The reduction in heat is due to the fact that we have come up with ways to use the heat emitted from the ovens. This is to take care of the energies already present in our production.

	2024	2023	2022	2021
Electricity	55 665 kg CO ₂ -e	53 701 kg CO ₂ -e	46 760 kg CO ₂ -e	42 518 kg CO ₂ -e
District heating	14 952 kg CO ₂ -e	16 030 kg CO ₂ -e	18 481 kg CO ₂ -e	14 909 kg CO ₂ -e

Energy

Our business is energy-intensive, so it is important for us to work actively to reduce the impact of our energy use. A few years ago, we changed electricity suppliers to move towards 100% fossil-free electricity. We promote renewable energy, which currently accounts for 96% of our consumption. The remaining 4% consists of energy from nuclear power, which is defined as fossil-free. However, we are continuously reviewing the possibility of moving to more renewable energy.

Furthermore, we continuously strive to increase energy efficiency and choose the best available technology when investing in new equipment and machinery. We recycle the excess heat from our gas ovens, which results in not having to heat our premises with additional energy.



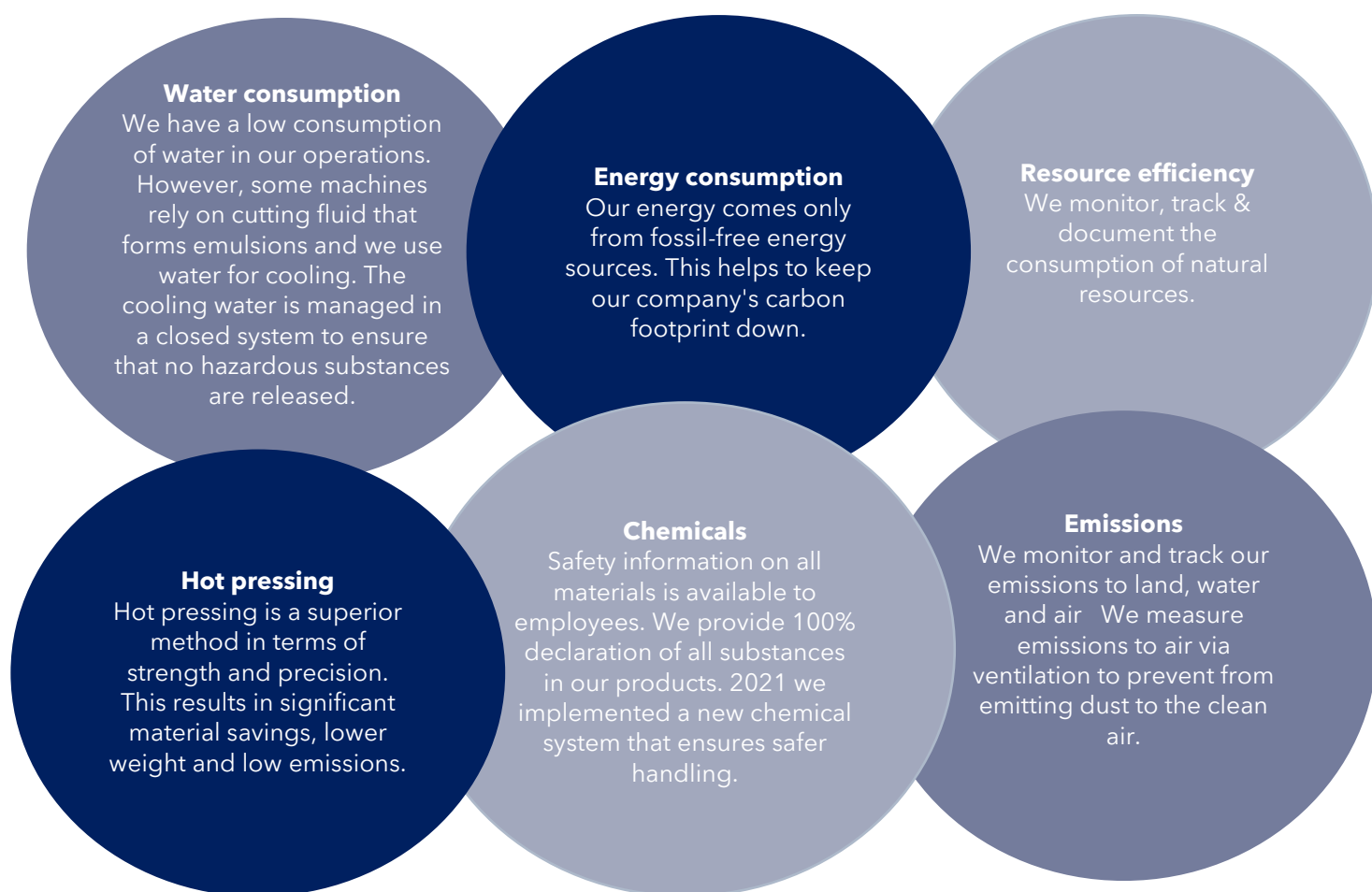
Scope 3

In Scope 3 we find the largest share of emissions, as much as 97%. Below is a breakdown of the emission sources for Scope 3. Emissions from freight transport refer only to the freight transport we have control over, transport paid for by our suppliers and customers is not included. Note that purchased materials include both aluminum and brass.

	2024	2023	2022	2021
Purchased materials	10 946 123 kg CO ₂ -e	11 460 148 kg CO ₂ -e	10 571 717 kg CO ₂ -e	10 822 926 kg CO ₂ e
Freight transportation	35 683 kg CO ₂ -e	28 207 kg CO ₂ -e	12 240 kg CO ₂ -e	17 442 kg CO ₂ e
Production waste	523 677 kg CO ₂ -e	485 193 kg CO ₂ -e	559 680 kg CO ₂ -e	668 876 kg CO ₂ -e

Waste

Holsby Metall works to reduce waste in all stages of production, as we focus a lot on doing the right thing from the beginning. An example of this is that the amount of faulty products is only 0.7%. Of the small amount of waste generated, it is handled locally.



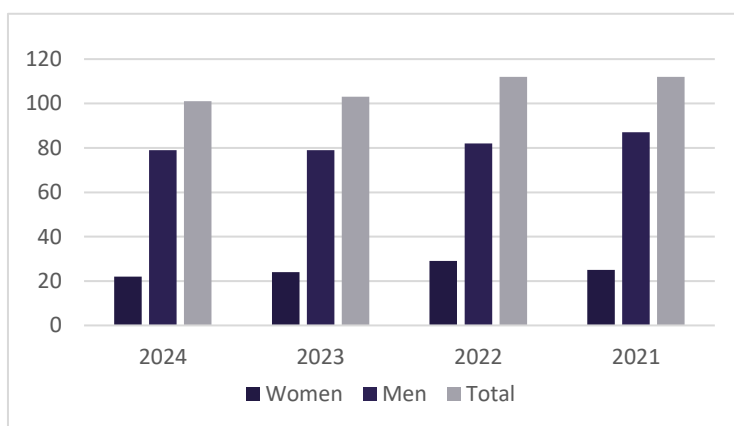
SOCIAL SUSTAINABILITY

For us at Holsby Metall, our employees are our greatest asset and most important resource. We want to attract and retain talent, which is why we see it as a matter of course to strive for a workplace that has good working conditions, equal opportunities and a safe working environment.

We see diversity as a strength, where teams develop and learn from each other. Our company recruits and provides employees with equal opportunities and treatment regardless of gender, marital status, ethnic or national origin, sexual orientation, transgender identity, religion, political opinion, age or disability. We work proactively to eliminate all forms of discriminatory treatment of employees, through continuous employee surveys and the whistleblower function.

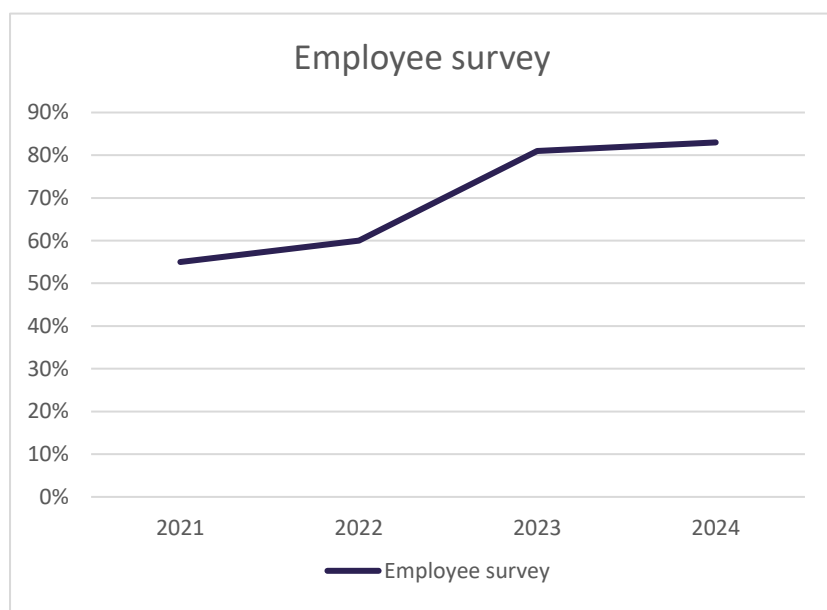
Like other companies in our industry, we face the challenge of gender equality.

In order to reach our goal of 30% women in our workforce by 2030, we are committed to continuing our efforts to encourage more women to apply for our positions. Currently, we are at 22%, and we are determined to keep progressing toward our target. We are actively working to highlight how our roles are well-suited for women and challenging the myth that only men work in industry. By fostering a more inclusive and diverse work environment, we believe we can attract more women and make a lasting impact on gender equality within our industry. From a long-term perspective, we want more girls and young women to be exposed to the technology industry, which is why we are involved in and contribute to various school initiatives that focus on this very thing.



Employee survey

Every year, we conduct an employee survey, giving all our employees the opportunity to share their thoughts about our workplace, including aspects such as job satisfaction, development opportunities, and their satisfaction with



their work group and leaders. We encourage all employees to participate and make their voices heard, both through this annual survey as well as through ongoing feedback throughout the year. We now have a very positive trend - From 55% in 2021 to 83% in 2024, the response index has steadily increased each year. Through these surveys, we identified an area requiring further attention: ensuring a safe workplace, both physically and psychologically. While the results were overwhelmingly positive and nothing alarming was found, we are committed to addressing this area to ensure continuous improvement.

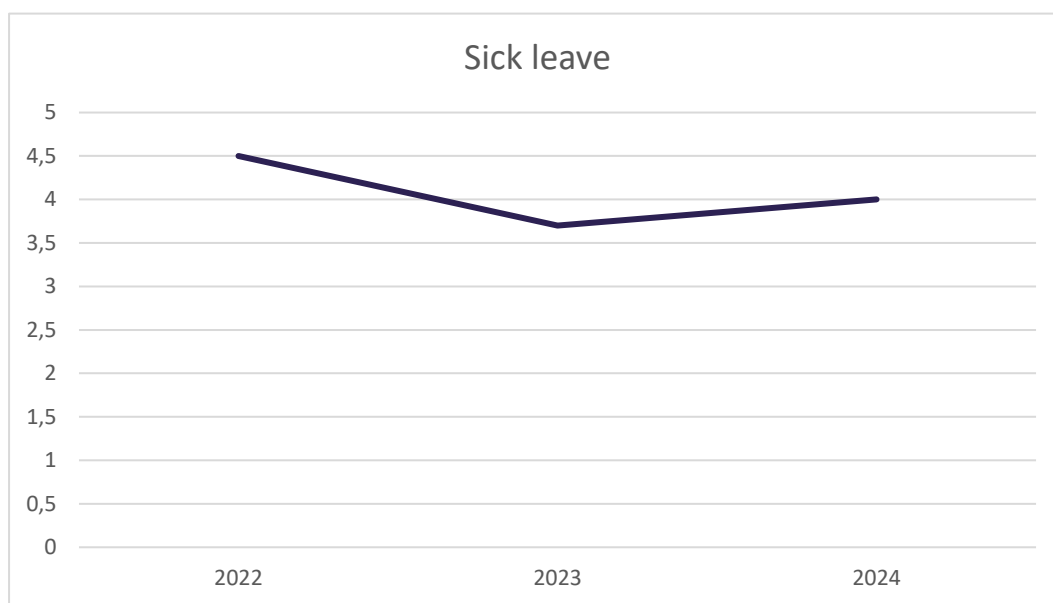
Health & safety

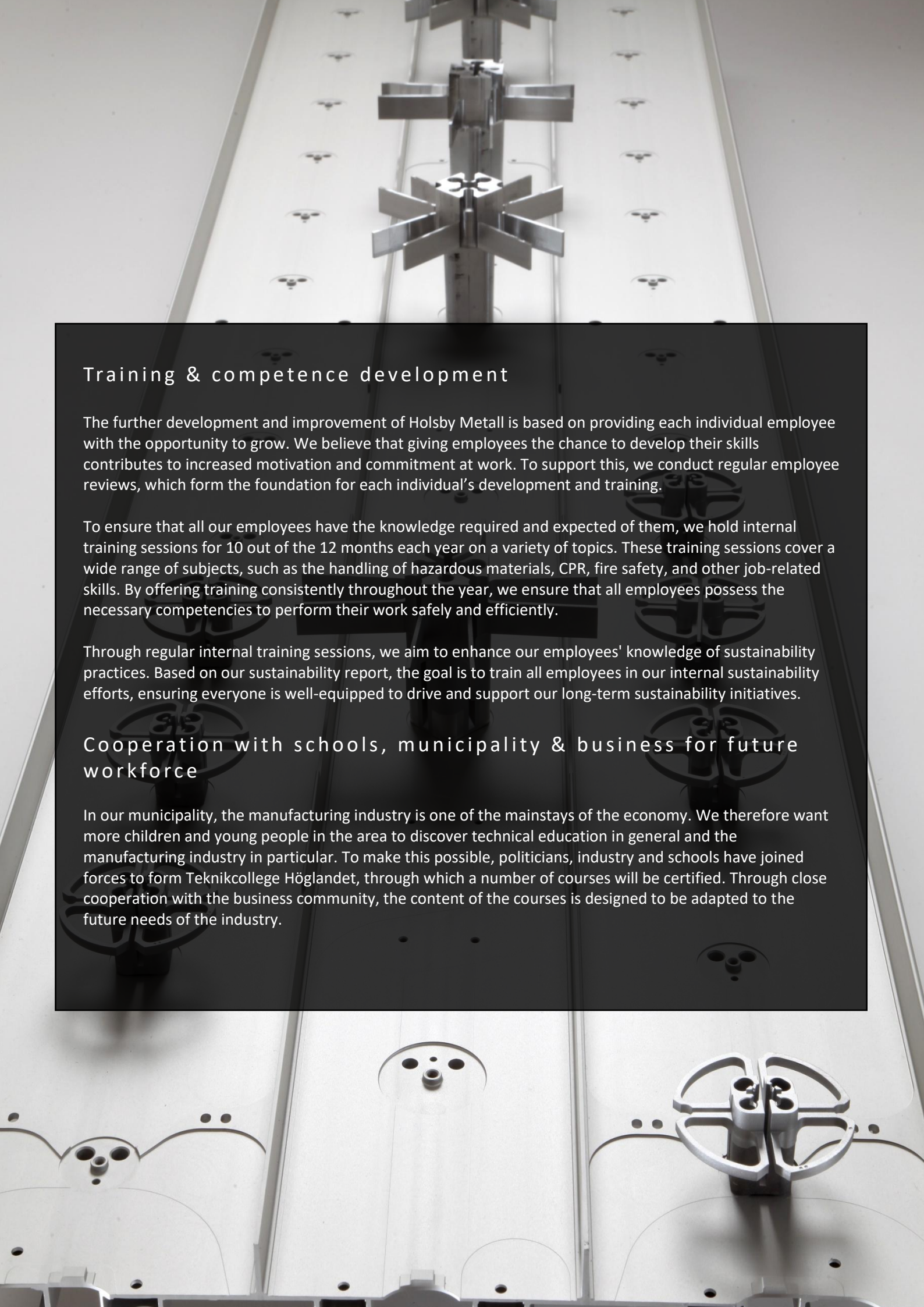
"The work environment is important in many different ways. It is important that everyone feels that they are part of the team and enjoy working with us. If you feel good, it is easier to perform your tasks and contribute to a pleasant atmosphere."

To ensure the safety of our employees and the integrity of our workplace, we conduct annual safety inspections at our site. In parallel, we implement strategic work environment management (SAM), which involves systematically managing and categorizing risk observations. We encourage all staff to submit their observations, as they play a critical role in helping us prevent accidents before they occur.

In 2024, we regret to report that an accident took place at our premises. We treat this incident with the utmost seriousness and remain fully committed to safeguarding the well-being of everyone involved in our operations. As part of our continuous efforts to enhance workplace safety, we are regularly reviewing and strengthening our safety protocols to prevent future incidents and ensure a secure working environment for all employees. We urge all team members to submit as many observations as possible to help proactively prevent and mitigate potential risks. In terms of employee health, Holsby Metall is dedicated to promoting a healthy work-life balance. We provide wellness grants and organize a variety of internal activities aimed at supporting physical and mental well-being. These initiatives are highly valued by our staff and contribute to a positive workplace culture.

In 2024, our total sick leave rate was 4%, which we consider to be a positive result. We are committed to maintaining this figure in the coming years and closely monitor this on a monthly basis to ensure ongoing improvement and support for our employees' health.





Training & competence development

The further development and improvement of Holsby Metall is based on providing each individual employee with the opportunity to grow. We believe that giving employees the chance to develop their skills contributes to increased motivation and commitment at work. To support this, we conduct regular employee reviews, which form the foundation for each individual's development and training.

To ensure that all our employees have the knowledge required and expected of them, we hold internal training sessions for 10 out of the 12 months each year on a variety of topics. These training sessions cover a wide range of subjects, such as the handling of hazardous materials, CPR, fire safety, and other job-related skills. By offering training consistently throughout the year, we ensure that all employees possess the necessary competencies to perform their work safely and efficiently.

Through regular internal training sessions, we aim to enhance our employees' knowledge of sustainability practices. Based on our sustainability report, the goal is to train all employees in our internal sustainability efforts, ensuring everyone is well-equipped to drive and support our long-term sustainability initiatives.

Cooperation with schools, municipality & business for future workforce

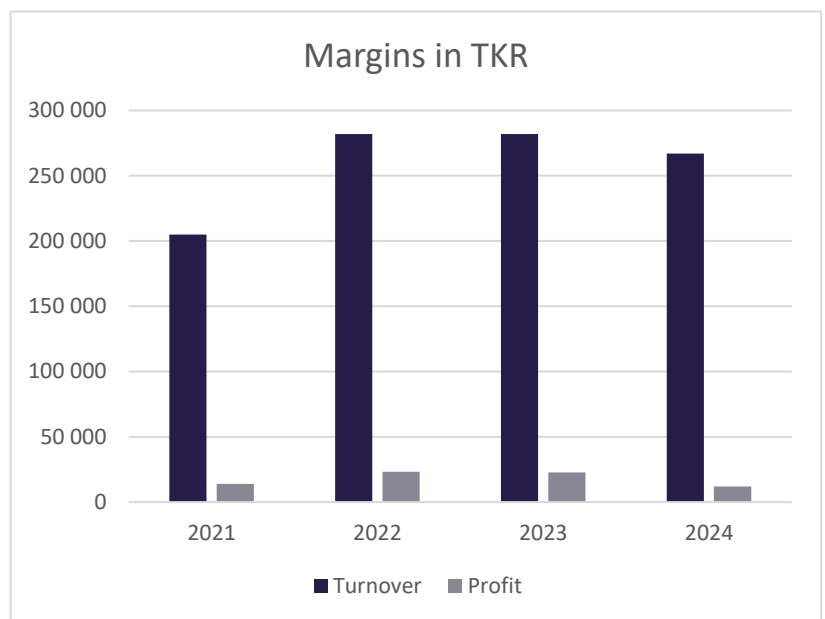
In our municipality, the manufacturing industry is one of the mainstays of the economy. We therefore want more children and young people in the area to discover technical education in general and the manufacturing industry in particular. To make this possible, politicians, industry and schools have joined forces to form Teknikcollege Höglandet, through which a number of courses will be certified. Through close cooperation with the business community, the content of the courses is designed to be adapted to the future needs of the industry.

ECONOMICAL SUSTAINABILITY

Economic

A good economy contributes to our sustainability work on many levels. Reducing our climate impact requires investment in new technology that increases our resource efficiency and reduces energy use. Good finances are a prerequisite for us in this work and enable us to allocate the right resources. By being profitable in the long term based on good business ethics, we can help combat corruption throughout our value chain and work to improve the sustainability performance of our suppliers. All these elements result in us strengthening our long-term competitiveness and continuing to be perceived as relevant to our customers.

The CEO has delegated the overall responsibility for sustainability work to the Head of Environment and Quality, to drive the issues at a more operational level. The environment and quality manager is responsible for driving and developing the sustainability work, and has also appointed a team of people from different departments. The purpose of the team is to get closer to the organization and anchor the sustainability work in daily operations. Issues are raised in management, whereupon decisions are made. There is also a parallel dialog with the CEO.



Involvement of employees

For the issues to be heard throughout the organization, Holsby Metall sees a great need to include employees in the sustainability work. Employees are included in the issues through employee appraisals, staff meetings and other communicative means such as intranet and policies.

Policies

To facilitate our work, we have defined in our policies how we want to work in the future. The policies help all employees to understand the way forward and make good choices in their daily work. The following policies are linked to our sustainability work:

- Environmental policy
- Code of Conduct - Corporate responsibility
- Code of Conduct - Supplier
- Quality policy
- Working Environment policy
- IT- and cyber security policy

THE FUTURE

Until now, much of Holsby Metall's sustainability focus has primarily been on workplace environment and environmental issues. While we made considerable strides in 2021, 2022, and 2023, 2024 has marked a pivotal year for us, not only as a time of great achievement but also as a foundation for the future. We recognize that we are still at the beginning of our sustainability journey. With the sustainability report and climate calculations as a solid starting point, we now have the tools to measure our progress, assess our improvements, and continue our development. We will revisit our key performance indicators and targets annually, adjusting them to reflect our evolving conditions and industry dynamics.

A natural next step for us is to leverage the sustainability report as a tool to further educate and engage our employees. We are committed to continuing the positive momentum we've already built through the employee survey, conducting regular surveys to gather feedback and insights from our team.

Looking ahead, we also plan to make significant strides in integrating sustainability into our supply chain. We aim to take responsibility for our entire value chain, influencing our partners to the fullest extent possible. The word "together" has always been a guiding principle for our internal work, and moving forward, we are focused on contributing to sustainable development alongside other stakeholders. To achieve this, we intend to enhance our supplier assessment process by including sustainability criteria, setting clear requirements, and implementing regular follow-ups. Our hope is to foster closer dialogues and build stronger relationships with our suppliers.

Finally, we will continue striving to be a sought-after supplier, known for our highly efficient manufacturing processes and excellent customer relationships. Should you have any questions or thoughts regarding our sustainability efforts, please do not hesitate to reach out. We look forward to working together to build a more sustainable future.



Questions about the report?

Selmir Hasagic – Quality and Environmental Manager
Malin Wirebrand – Sustainability Responsible

This report refers to 2024's numbers and is part of the management report of Holsby Metall.