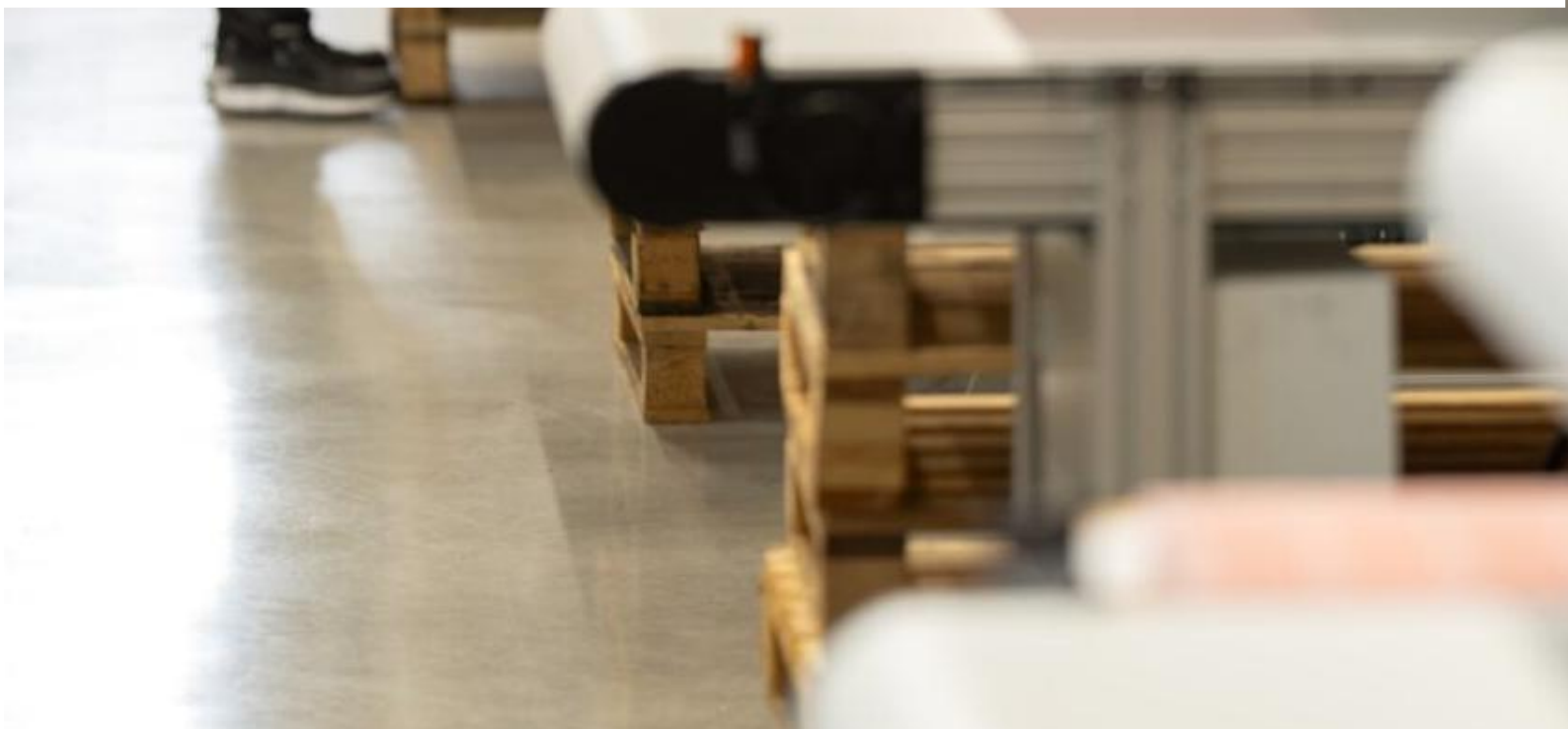




SUSTAINABILITY REPORT 2025



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HOLSBYBRUNN
VETLANDA



FOUNDED IN 1937



FINANCIAL

- Turnover 280 000 tsek
- Result 16 000 tsek



CLIENTBASE

- Automotive
- Telecom

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!

CEO'S WORD

During 2025, the global market environment has continued to be shaped by uncertainty and rapid change. Ongoing geopolitical tensions, fluctuating energy prices, and a cautious European economy have all affected industrial investments and demand. At the same time, the manufacturing industry is undergoing a significant transformation driven by technological development, sustainability requirements, and increasing global competition. In particular, the European automotive sector continues to face major challenges in maintaining competitiveness while transitioning toward electrification and more sustainable production methods.

For HMAB, 2025 has been a year of continued development and strategic investments. The completion of our new 3,000 square meter production facility marks an important milestone in our long-term growth journey and strengthens our ability to meet future customer demands with increased flexibility, efficiency, and capacity. We see continued opportunities in a market where shorter product life cycles and changing customer requirements place high demands on adaptability and innovation. During the year, we have also successfully expanded into new markets and customer segments, including the defense industry. New orders within the defense sector represent an important step in broadening our business portfolio and strengthening our long-term stability. We see this as a result of our strong technical expertise, high quality standards, and ability to meet demanding customer requirements in industries where reliability and precision are critical.

Sustainability remains a central part of our strategy and business development. We are convinced that long-term profitability and responsible business practices go hand in hand. During the year, we have continued to strengthen our sustainability efforts by integrating climate and environmental considerations more closely into our operations and decision-making processes. Our focus remains on reducing climate impact throughout the value chain, with particular attention to material sourcing, energy efficiency, and transportation.

We continue to work actively toward our ambition of contributing to a more circular society with as little negative climate impact as possible. Recyclable materials and resource-efficient production are becoming increasingly important, both for our customers and for society as a whole. We also see growing demand from customers and partners for transparency and measurable sustainability performance, which further drives our development in this area.

At the same time, we believe sustainability is not only about environmental responsibility, but also about people and local communities. As a company rooted in Holsbybrunn and Vetlanda, we want to contribute positively to the regions where we operate. Through continued engagement in local initiatives, schools, and associations, we aim to strengthen both community development and future competence supply. Our employees remain our most important asset. During the year, we have continued investing in competence development, leadership, and employee engagement. We believe that a strong and inclusive company culture is essential in order to successfully navigate a rapidly changing industry and maintain long-term competitiveness.

Looking ahead, we remain optimistic about the future despite continued uncertainty in the global economy. With a strong organization, modern production capabilities, diversified markets, and committed employees, we are well positioned to continue developing alongside our customers and contribute to the green industrial transition.

Together, we will continue building a sustainable and competitive future for HMAB. / **Mikael Fasth**

OUR GOALS

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.

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 110, and turnover from 39 million to 280 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 have conducted a stakeholder dialogues and risk analysis to define our main sustainability issues. This work is presented in the rest of the report.

Our main sustainability issues

Through stakeholder dialogue and risk analysis, we identified our material sustainability issues. Stakeholder input was collected via a questionnaire developed with a third party, covering social, economic, and environmental aspects. The results were compiled in a workshop, balancing stakeholder priorities with our level of impact.

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

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.

The background of this section is a photograph of a wooden pallet. A semi-transparent white rectangular box is overlaid on the center of the image, containing text. The pallet has a visible 'EPAL' logo on one of its wooden slats.

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



RISK ANALYSIS



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 2025, we have successfully reduced our Scope 1 emissions by 18%, bringing us closer to our 2030 target.

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

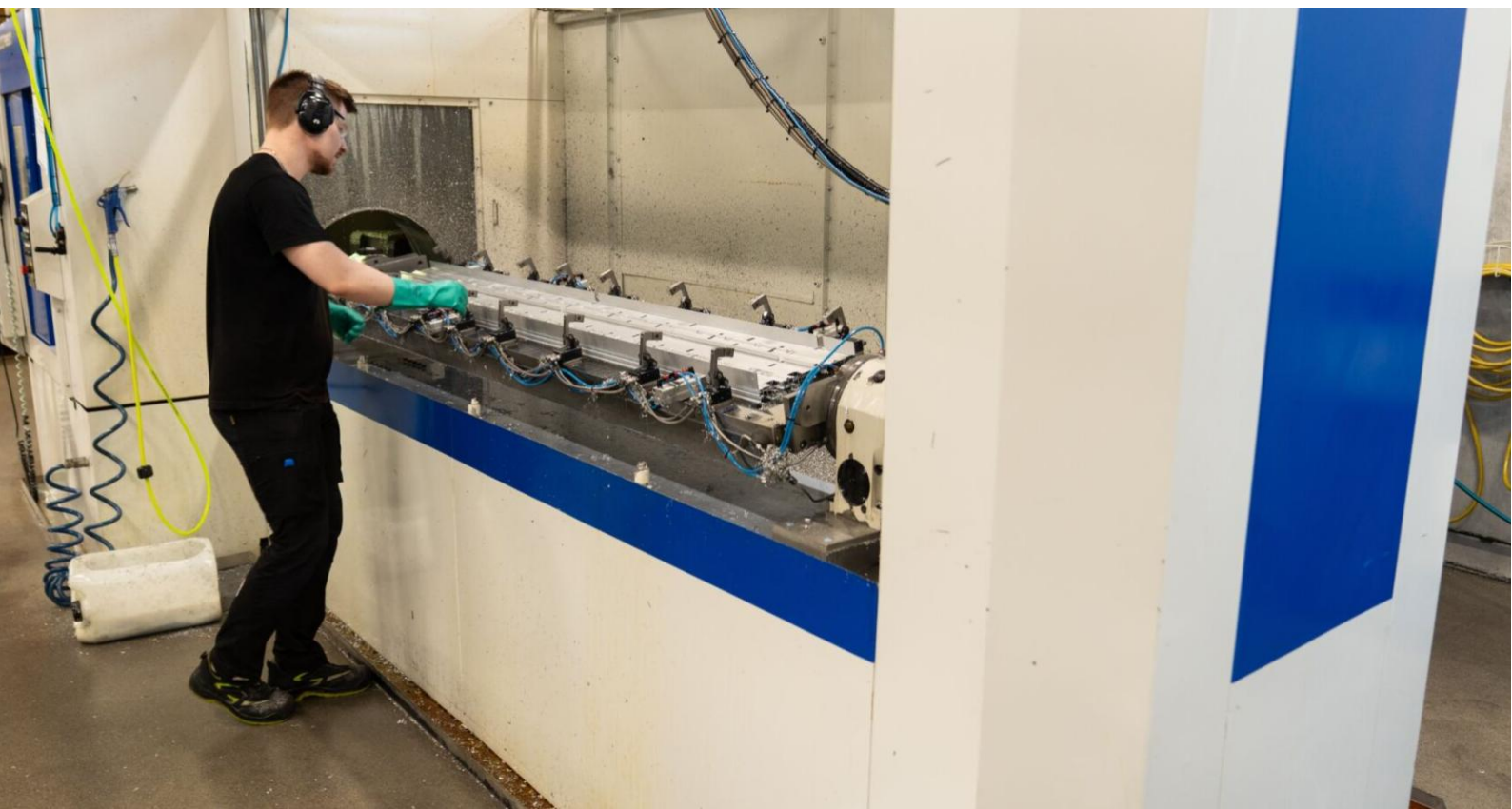
As of 2025, 24% of employees at our facilities are women. We are actively working on initiatives to support gender diversity and inclusion in our workplace to reach our goal of 30% women.

- **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.

- **Safety** Our ambition is zero serious accidents, supported by proactive risk identification.

During the year, no serious accidents occurred. Safety observations (target ≥ 25 annually) remain a key preventive measure and contribute to a safer workplace.



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 aims to provide products with strong sustainability performance that contribute to a more circular economy. Our products are designed to follow a circular path throughout their lifecycle:

1. Raw material sourcing

We primarily source our raw materials from suppliers in Sweden and Europe. The materials mainly consist of aluminum, copper and copper alloys. To reduce our environmental impact, we are continuously working to increase the share of recycled content in the raw materials we purchase.

2. Transportation of materials

Transportation of incoming materials is arranged by our suppliers. While logistics are an essential part of our value chain, they also present challenges, particularly regarding transport efficiency and packaging optimization, where we currently have limited control.

3. Production and manufacturing

The raw materials are delivered in long sections and processed in our facilities through cutting, pressing, heating and forming operations. Residual material from production is collected and recycled through remelting, ensuring that valuable resources are retained within the loop. Other waste streams are carefully sorted and handled in accordance with internal policies and regulatory requirements to ensure safe and responsible disposal.

4. Distribution to customers

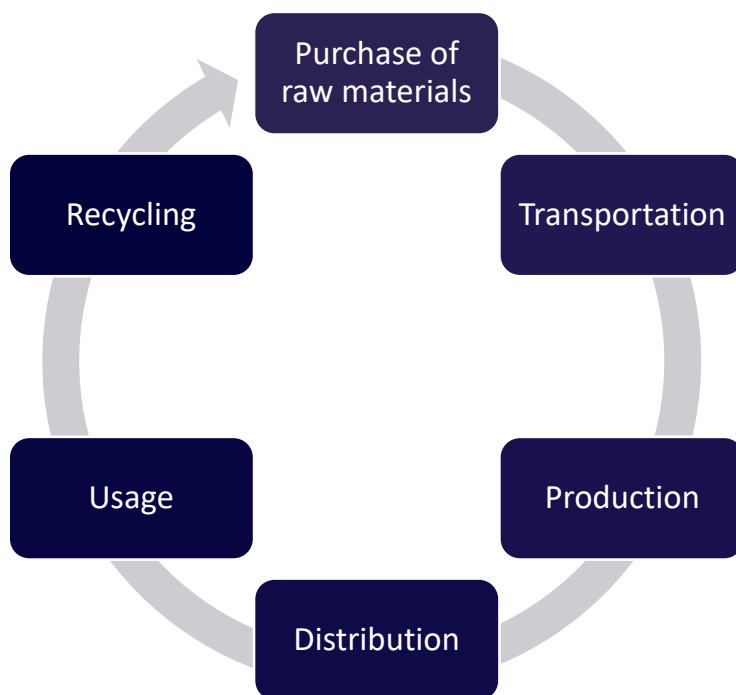
Transportation of finished products is managed by our customers. This means that downstream logistics are largely outside our direct control, although we strive to maintain dialogue with customers regarding efficient and sustainable transport solutions.

5. Product use phase

Our products are primarily used within the automotive, telecom and plumbing industries. Due to their durability and quality, many of our products have a lifespan that often exceeds that of the end product in which they are installed, contributing to resource efficiency over time.

6. Recycling and circularity

At the end of their lifecycle, our products are typically recycled through remelting and reintroduced into new production cycles. This enables the materials to be reused repeatedly, supporting a circular economy and reducing the need for virgin raw materials.



Responsible sourcing and supplier engagement

When assessing new suppliers, we apply our Code of Conduct as a fundamental requirement. All new suppliers must undergo a formal approval process before being onboarded. This is followed by ongoing monitoring and regular follow-ups, coordinated by our purchasing department to ensure continued compliance and performance.

Our supplier base is relatively concentrated, with the majority of our materials sourced from two key suppliers located in Sweden and Northern Europe. We strive to build long-term, collaborative relationships and to strengthen sustainability efforts throughout the value chain. At the same time, we recognize that there is further potential to develop our approach and take a more active role in driving sustainability improvements.

Currently, our supplier evaluations are based on our Code of Conduct principles, as well as criteria related to product quality and delivery reliability. Going forward, we aim to expand these criteria to include more structured sustainability requirements. By doing so, we intend to strengthen sustainability performance across the supply chain and create clearer expectations for our suppliers, while also using our Code of Conduct as a tool to positively influence their practices.

Although we are a relatively small company, we believe that we can contribute to positive change within our supply chain. Together with other customers, we can reinforce the importance of sustainability by communicating clear expectations and engaging in constructive dialogue with suppliers.

To support this development, we will monitor progress through a set of key indicators. These include the proportion of significant suppliers that:

- set sustainability requirements for their own suppliers,
- use at least 25% recycled material in their products, and
- report the carbon footprint (CO₂ emissions) of the products we purchase.



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 widely recognized definition when discussing sustainability. While sustainability is often associated with environmental and climate-related issues, it encompasses much more. Sustainability is commonly described through three interconnected dimensions: **environmental, social and economic sustainability**.

Environmental sustainability

Environmental sustainability forms the foundation for the other two dimensions of sustainability. It focuses on protecting ecosystems and ensuring the long-term capacity of the planet to support life and human activity. For Holsby Metall, this means both managing and reducing the environmental impact of our operations and value chain, as well as safeguarding access to resources. We aim to promote what we refer to as **“simple sustainability”**—a system where materials are reused and recycled in continuous loops, supported by the use of renewable energy and fuels.

Social sustainability

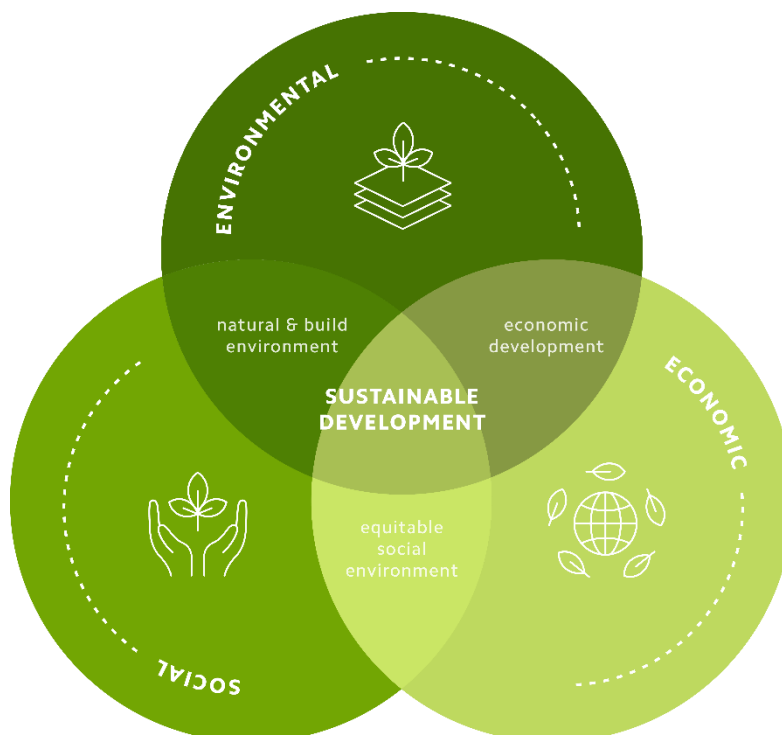
Social sustainability addresses the conditions under which people live and work, including aspects such as health, safety, inclusion, education, equality and opportunities for development. It also considers how these conditions are distributed across society.

For us, social sustainability includes creating a safe and inclusive workplace for our employees, as well as contributing positively to the communities in which we operate. This involves engaging in local initiatives and supporting community organizations.

Economic sustainability

Economic sustainability focuses on long-term value creation and responsible business practices. It involves ensuring that economic growth supports—not undermines—environmental and social sustainability.

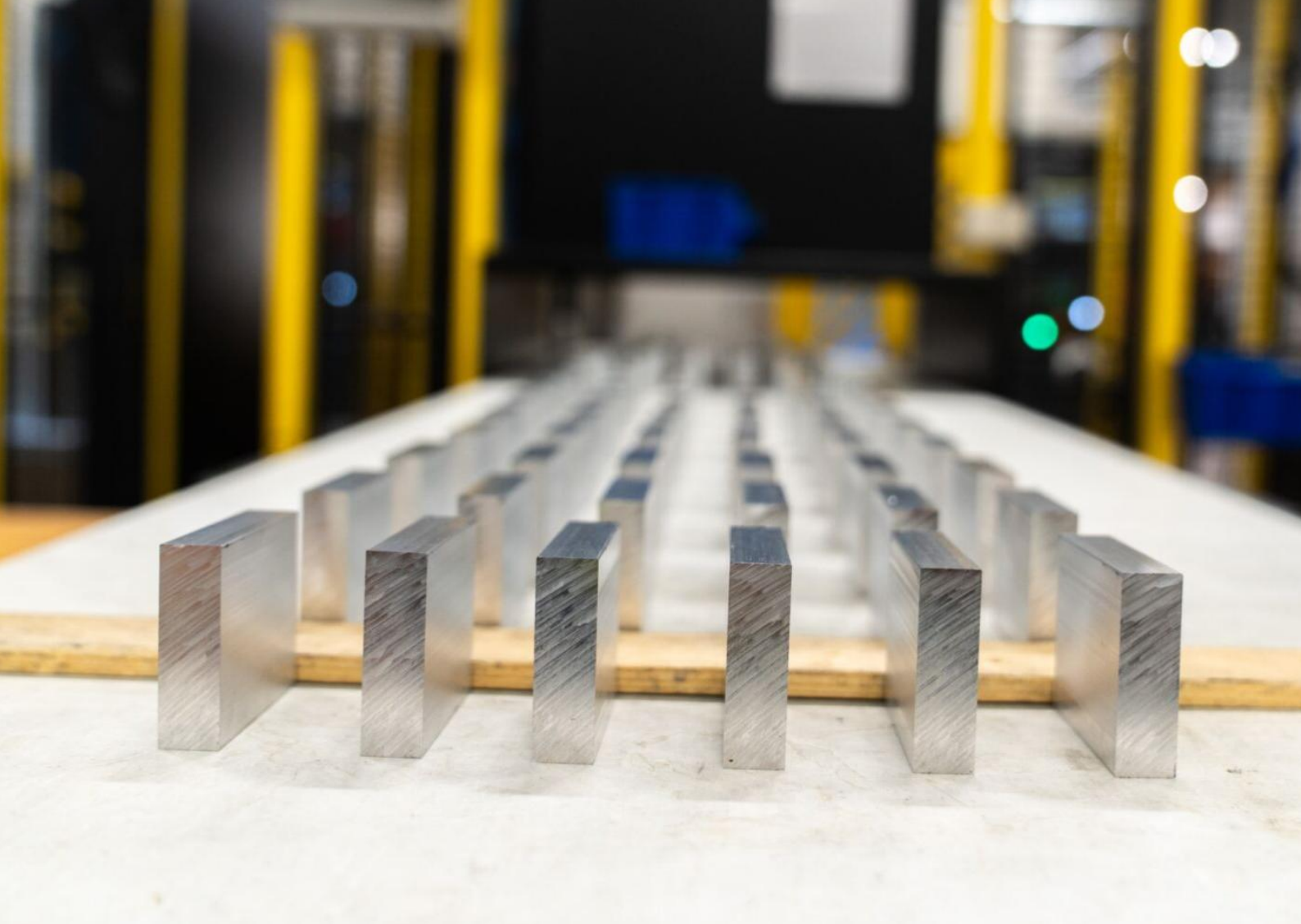
This includes developing efficient and resource-conscious business models, while maintaining profitability and competitiveness over time.



ENVIROMENTAL SUSTAINABILITY

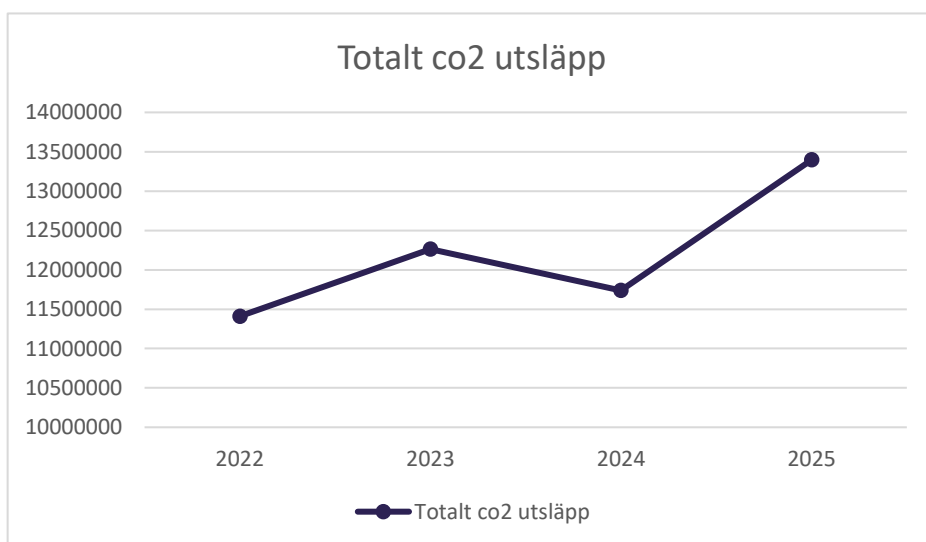
The climate calculation has been carried out as part of Holsby Metall's sustainability strategy. The result generates knowledge about our climate impact and thus helps us to choose the right measures to reduce our climate impact. Climate calculations and reporting are carried out in accordance with the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

Purchased materials accounted for by far the largest amount of CO₂ emissions in Scope 3, accounting for 98% of emissions in 2025. 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.

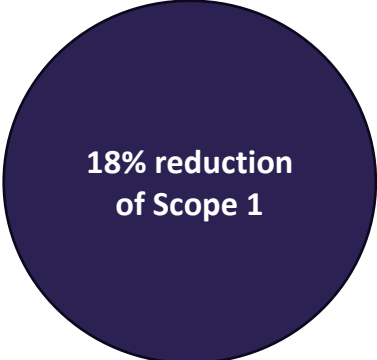
Scope 1

	2025	2024	2023	2022
Heat production	183 570 kg CO ₂ -e	160 631 kg CO ₂ -e	194 329 kg CO ₂ -e	230 914kg CO ₂ -e
Vehicles	5 815 kg CO ₂ -e	3 247 kg CO ₂ -e	5 234 kg CO ₂ -e	6 500 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 2025, we achieved a significant reduction, with emissions decreasing from 223,943 kg CO₂ to 183 570 kg CO₂ — a remarkable 18% 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.



**18% reduction
of Scope 1**

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.

	2025	2024	2023	2022
Electricity	54 296 kg CO ₂ -e	55 665 kg CO ₂ -e	53 701 kg CO ₂ -e	46 760 kg CO ₂ -e
District heating	18 396 kg CO ₂ -e	14 952 kg CO ₂ -e	16 030 kg CO ₂ -e	18 481 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.

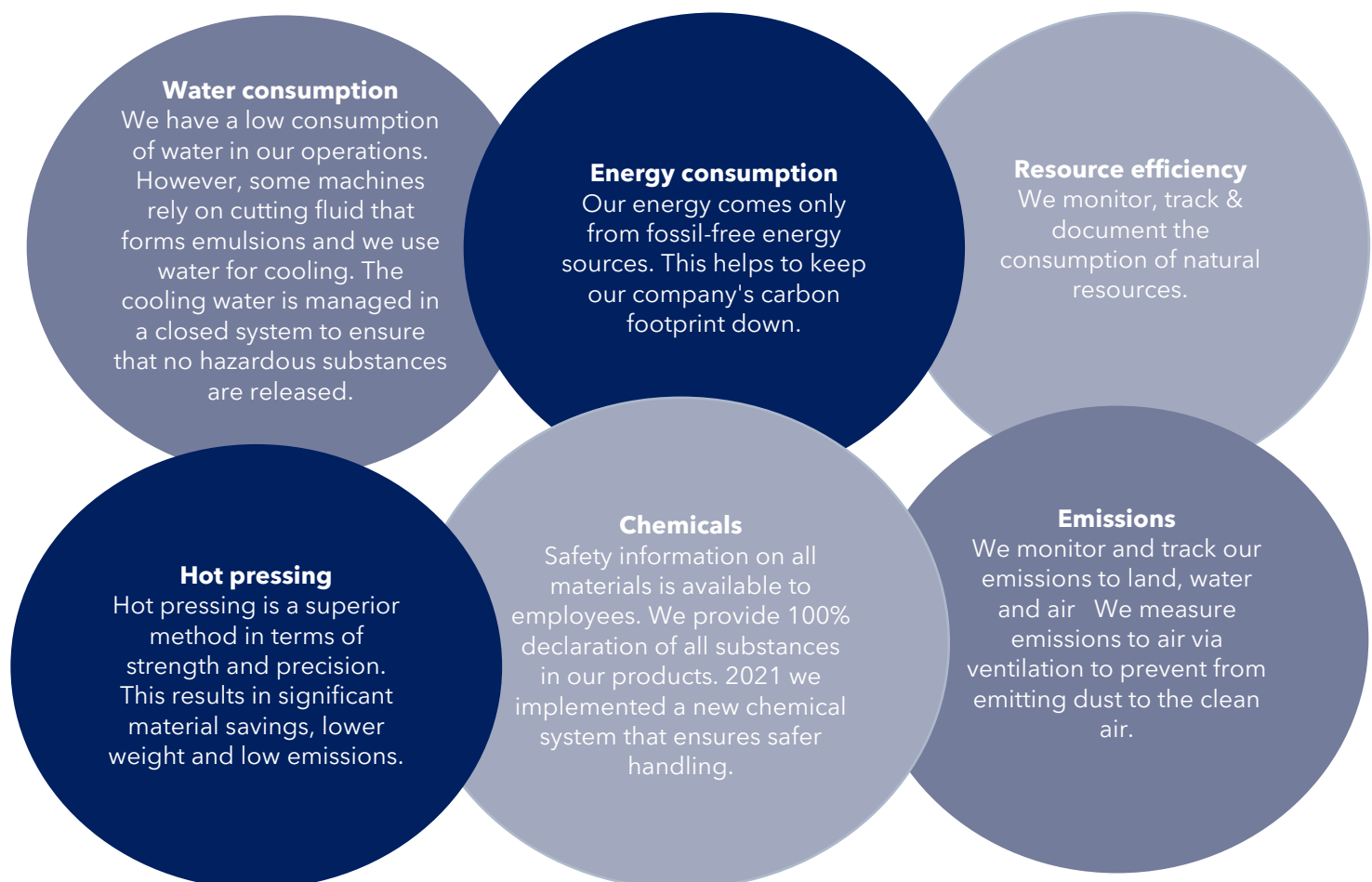
Scope 3

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.

	2025	2024	2023	2022
Purchased materials	9 934 283 kg CO ₂ -e	10 946 123 kg CO ₂ -e	11 460 148 kg CO ₂ -e	10 571 717 kg CO ₂ -e
Freight transportation	78 536 kg CO ₂ -e	35 683 kg CO ₂ -e	28 207 kg CO ₂ -e	12 240 kg CO ₂ -e
Production waste	544 195 kg CO ₂ -e	523 677 kg CO ₂ -e	485 193 kg CO ₂ -e	559 680 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.



EMISSIONS SUMMARY

Our climate calculations are based on the GHG Protocol and ISO 14064, the most widely used international standards for greenhouse gas accounting. These frameworks ensure a consistent and transparent approach to measuring and reporting our emissions.

In 2025, the vast majority of our total carbon footprint originates from Scope 3 emissions, which account for approximately 97–98% of total emissions. Within Scope 3, purchased materials, including aluminum and brass, represent by far the largest share at 98%, highlighting the significant impact of raw material sourcing on our overall environmental footprint. Waste contributes around 2%, while freight transportation and business travel together account for less than 1%.

Scope 1 emissions represent around 2% of our total footprint and mainly stem from heat production using LPG, which accounts for 98% of Scope 1 emissions. The remaining 2% comes from fuel used in company vehicles. Despite its smaller share, Scope 1 remains a key focus area, as it is where we have the greatest direct control and opportunity to reduce emissions. Encouragingly, we have already achieved a 26% reduction between 2023 and 2024 and are working towards a 35% reduction by 2030.

Scope 2 emissions, related to purchased electricity and district heating, make up a small share of total emissions. Our electricity consumption is largely fossil-free, with 96% coming from renewable sources and 4% from nuclear energy. Continued efforts to improve energy efficiency and recover excess heat from production processes further reduce our impact.

Overall, our emissions profile clearly shows that the greatest opportunity for reduction lies within **Scope 3**, particularly in the sourcing of raw materials. To address this, we have set a target to reach 25% recycled material in purchased raw materials by 2030. Increasing material circularity, together with ongoing improvements in energy efficiency and production processes, will be key to achieving our long-term sustainability ambitions.

SOCIAL SUSTAINABILITY

At Holsby Metall, our employees are our most valuable asset and a key driver of our long-term success. We are committed to attracting and retaining talent by providing a workplace with safe working conditions, equal opportunities and a strong focus on employee well-being.

We believe that diversity is a strength, where different perspectives contribute to learning, innovation and better decision-making. We ensure equal opportunities for all employees, regardless of gender, marital status, ethnic or national origin, sexual orientation, gender identity, religion, political opinion, age or disability. Through continuous employee surveys and our whistleblower function, we work proactively to identify and prevent any form of discrimination or unfair treatment.

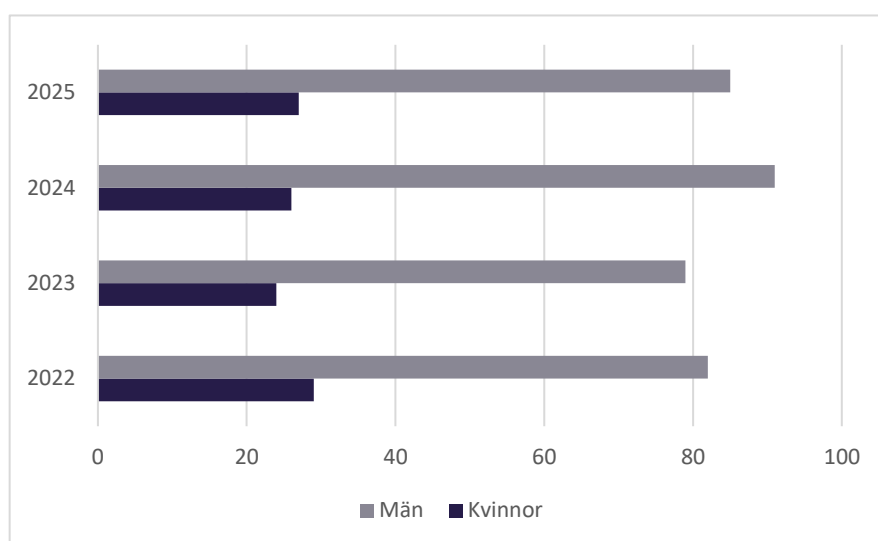


Like many companies in our industry, we face challenges related to gender balance. However, progress is being made. The current share of women in our workforce is 24%, representing a significant improvement compared to previous years. To achieve our long-term target of 30% women by 2030, we are committed to continuing our efforts to attract more women to our organization. We actively work to highlight that our roles are well-suited for a diverse workforce and challenge outdated perceptions of the industry. By fostering an inclusive culture, we aim to strengthen our ability to attract and retain female talent.

From a long-term perspective, we also see the importance of inspiring future generations. We engage in school initiatives and activities aimed at increasing interest in technology and industry among girls and young women, contributing to a more balanced and inclusive workforce in the future.

Local community engagement

As a company, we live and operate in the same community where our employees and stakeholders are based. This creates a strong sense of responsibility and commitment to contributing positively to local development. We actively engage with schools, sports clubs and other community initiatives, supporting activities that promote education, health and social well-being. Through these efforts, we aim to strengthen the local community, foster long-term relationships and create value beyond our core business.

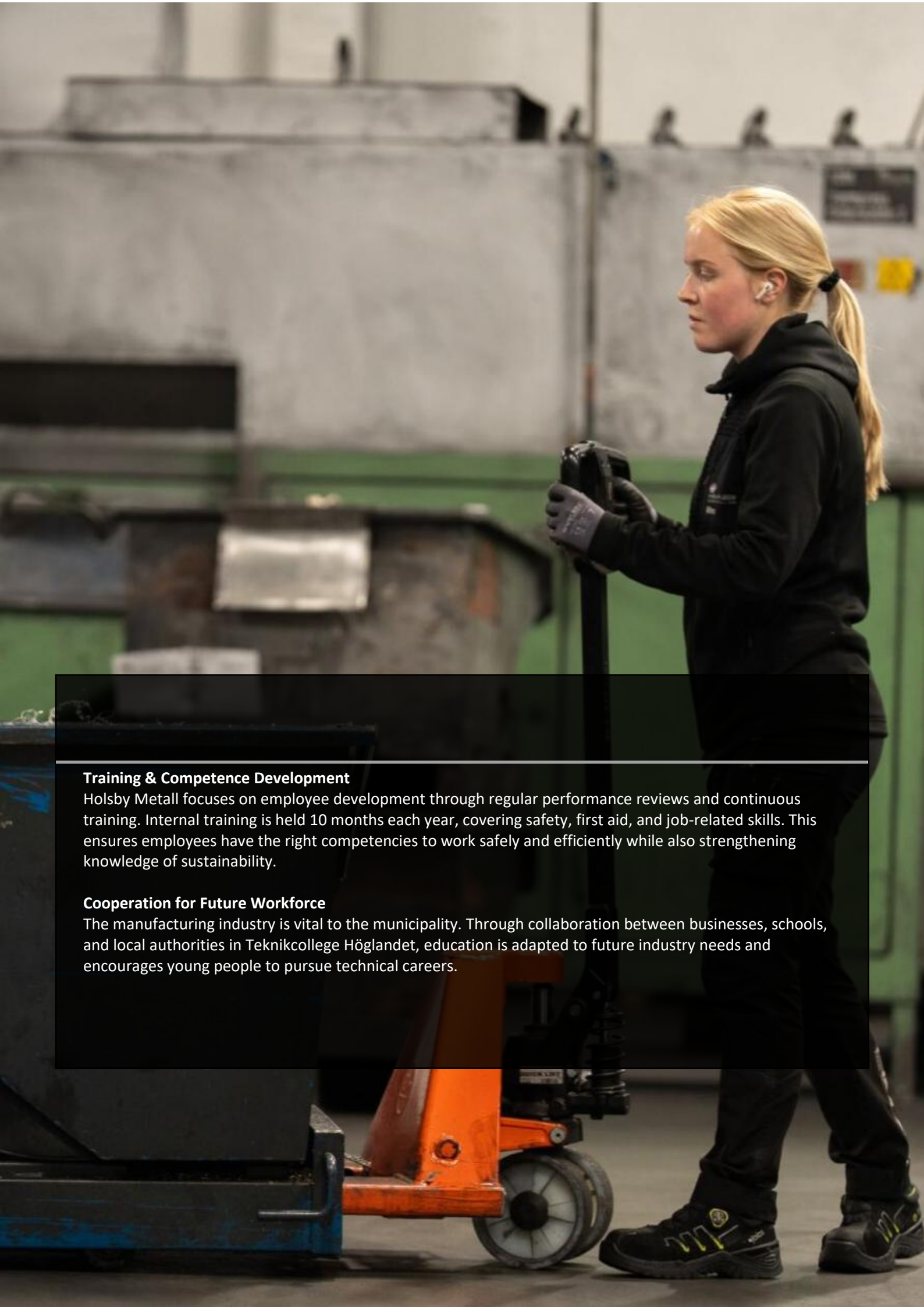


Health & safety

A positive work environment is essential for both individual well-being and overall performance. We strive to create a workplace where everyone feels included, valued and part of the team. When employees feel safe and engaged, it contributes not only to better performance but also to a strong and supportive workplace culture.

To ensure a safe working environment, we conduct annual safety inspections at our sites. In parallel, we apply systematic work environment management (SAM), which involves continuously identifying, assessing and managing risks. Employee engagement is central to this process, and we actively encourage all employees to report safety observations, as these play a crucial role in preventing incidents before they occur.

Employee health and well-being are also key priorities. Holsby Metall promotes a healthy work-life balance by offering wellness benefits and organizing activities that support both physical and mental health. These initiatives are appreciated by our employees and contribute to a positive and sustainable work environment. In 2025, our total sick leave rate amounted to 4.86%, which we consider a positive outcome. We aim to maintain and further improve this level over time and monitor developments on a monthly basis to ensure early action and continued support for employee health.

A woman with blonde hair in a ponytail, wearing a black hoodie, black pants, and safety shoes, is operating an orange pallet jack in a factory. She is wearing gloves and has a small earpiece in her left ear. The background shows industrial equipment and a green wall.

Training & Competence Development

Holsby Metall focuses on employee development through regular performance reviews and continuous training. Internal training is held 10 months each year, covering safety, first aid, and job-related skills. This ensures employees have the right competencies to work safely and efficiently while also strengthening knowledge of sustainability.

Cooperation for Future Workforce

The manufacturing industry is vital to the municipality. Through collaboration between businesses, schools, and local authorities in Teknikcollege Höglandet, education is adapted to future industry needs and encourages young people to pursue technical careers.

ECONOMICAL SUSTAINABILITY

Economic

A strong financial foundation supports our sustainability efforts in several ways. Reducing our climate impact requires investments in new technologies that improve resource efficiency and lower energy consumption. Sound financial performance enables us to allocate the necessary resources to drive these improvements forward.

Long-term profitability, combined with strong business ethics, also allows us to contribute to responsible practices throughout our value chain. By maintaining high ethical standards, we can help counteract corruption and actively support the continuous improvement of our suppliers' sustainability performance. Together, these efforts strengthen our long-term competitiveness and ensure that we remain a relevant and trusted partner for our customers.

Overall responsibility for sustainability has been delegated by the CEO to the Head of Environment and Sustainability, ensuring that sustainability is integrated into daily operations. The Head of Environment and Sustainability leads and develops the sustainability agenda, supported by a cross-functional team with representatives from different departments.

This structure enables us to anchor sustainability across the organization and ensure that it is embedded in day-to-day activities. Key topics are regularly discussed at management level, where decisions are made, while maintaining an ongoing dialogue with the CEO.

Involvement of employees

We recognize that employee engagement is essential to the success of our sustainability efforts. To ensure that sustainability is integrated throughout the organization, employees are involved through regular performance appraisals, staff meetings and internal communication channels such as the intranet and company policies.

Policies

Our policies form the foundation of this work, providing clear guidance on how we conduct our business and make decisions. They help ensure consistency, accountability and a common direction across the organization. Together, these frameworks support our ambition to operate responsibly and create long-term value. Our key policies include our Environmental Policy, Codes of Conduct for both employees and suppliers, Quality Policy, Working Environment Policy, and IT and Cybersecurity Policy.



THE FUTURE

At Holsby Metall, sustainability is closely connected to where we are and how we operate. We live, work and produce in close proximity to our customers, employees and community, and we see this closeness as a strength. It creates responsibility, but also opportunity—to make a real and lasting impact.

Over the years, our sustainability efforts have primarily focused on environmental performance and workplace conditions. In 2025, we took an important step forward by strengthening our structure, increasing our knowledge and establishing a clearer foundation for future development. At the same time, we recognize that we are still at the beginning of our journey.

With our sustainability reporting and climate calculations now in place, we have improved our ability to measure, follow up and continuously improve our performance. These tools will guide us as we move forward, helping us to set relevant targets, monitor progress and adapt to changing conditions. Our ambition is to develop step by step, with steady and measurable progress.

A natural next step is to further integrate sustainability into our daily operations and strengthen awareness across the organization. By engaging our employees and building on the positive momentum already established, we aim to create a shared understanding of how each individual can contribute. Continuous dialogue and regular employee feedback will remain an important part of this process.

Looking beyond our own operations, we also see increasing responsibility in our value chain. Sustainability is not something achieved in isolation—it requires collaboration. Together with our suppliers and partners, we want to take further steps towards more sustainable materials, improved transparency and reduced environmental impact. By strengthening our requirements, deepening our dialogue and building long-term relationships, we aim to contribute to positive change beyond our own business.

Our ambition is to remain a reliable and forward-looking partner, combining efficient production with responsible practices and strong customer relationships. With a clear focus on environmental responsibility, long-term sustainability and local commitment, we will continue to develop our business—together with our stakeholders—towards a more sustainable future.

Questions about the report?

Malin Wirebrand – Environmental och Sustainability Manager



This report refers to 2025's numbers and is part of the management report of Holsby Metall.