

SUSTAINABILITY

2024-2025



Uddeholm Real actions™ | 2030

- Uddeholm's production and products are fossil-free, based on Scope 1 and 2.
- Our workplace is characterised by the equal value of all people and sustainable growth through empowerment and engagement.
- Our products provide customers worldwide with the conditions they need to reach their sustainability goals.

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WELCOME TO 2030

The year is 2030, and everything appears to be the same in our field of activity. But there's a lot that's different. Everything is better. Uddeholm is fossil-free.

You can't see the biggest improvement, but it's still there. It's everywhere. In every part of our production. Today, all Uddeholm products are fossil-free, regardless of their product name or dimensions. Uddeholm is fossil-free, and this enables our customers to reduce their fossil CO₂ emissions and achieve their sustainability goals.

We reduced our fossil CO₂ emissions through Uddeholm Real actions™, mainly through the use of fossil-free gases and energy efficiency investments such as the electrification of furnaces. We also made revolutionary progress when we implemented a net-zero emissions production month several years ago: no emissions from combustion, just pure tool steel. It's that simple. This is nothing new for us. For more than 60 years, we have been ahead of our time.

Another change not visible to the naked eye is that Uddeholm's production now runs on 100% fossil-free energy. Today, we serve as an example to other industries that also want to reduce their emissions and increase their energy efficiency through the use of fossil-free energy gases and innovative control technologies.

You see forklifts and internal transport, and everything may seem to be just as before, but there are big differences. All Uddeholm's internal transport is now 100% fossil-free. The age of fossil CO₂ emissions is in the past.

You meet people, of course, all with different backgrounds and from different circumstances, but all with their own unique value. The people you see exude a sense of pride and empowerment, and they're engaged in their work, which they approach methodically and safely. AI and automation have been integrated into our processes, and they guide and support us in our decision-making. Another thing that strikes you is how everyone you meet greets you. You feel seen, acknowledged, and welcomed. It feels like you're part of something bigger. You're a part of Uddeholm.

We have a sustainable value chain, where alongside our suppliers we have set challenging shared goals and activities. We have had the courage to create new value chains, to accelerate the development and reduction of fossil CO₂ emissions within Scope 3. This is our responsibility, which we take every day.

Offering our customers a sustainable fossil-free product, through tooling solutions that give our customers increased tool life, increased productivity and higher quality of end products, is a matter of course. We make our customers more competitive, every day. That is our promise.

Our drive and our vision to shape the world alongside the global manufacturing industry, today and for future generations, has helped us in our work and in our endeavours. There have been challenges, of course. There always are when we're going to make the world a better place. But now, in 2030, we can proudly say that we have made serious progress in our sustainability journey.

Pär Emanuelsson, Managing Director Uddeholm

Gold medal for Uddeholm

Each year the voestalpine High Performance Metals Division honours the winners of the Improvement Awards. Once again, Uddeholm won gold in the category CIP Environment. As if that wasn't enough, we have now won gold three years in a row in the category CIP Environment.

We are very proud of these awards. By joining forces globally and with the help of Uddeholm Real actions™, we are once again demonstrating that we are best in class and that we strive to be at the forefront. We would like to take this opportunity to thank everyone for their contribution and commitment to creating a better tomorrow, today.

1

CIP Environment
2022

1

CIP Environment
2023

1

CIP Environment
2024

OTHERS MONITOR

Our Sustainability work

Everyone in Uddeholm is responsible for Uddeholm’s sustainability work. We are equally responsible. We see this as an opportunity and we embrace this responsibility every day in all areas of our operations. Naturally, we also follow up on our sustainability work and sustainability goals. In addition, Swedish authorities carry out regular checks on our operations – something that we welcome, value, and see as only natural.

We monitor the sustainability work, guidelines and laws of other bodies and organisations: UN, ISO, Green House Gas Protocol (GHG), Responsible Steel, Paris Agreement, Green Deal, EU, Sweden’s Climate Goals, Swedish legislation, inSPire, and some of them monitor us. Others also monitor what we say and do through a third-party audit, such as Swedish authorities.

UDDEHOLM’S THIRD-PARTY AUDITS VIA ISO-CERTIFICATION:

Certified for 30 years to the ISO 9001 quality standard
Certified for 20 years to the ISO 14001 environmental standard

ISO certification entails compliance with a set of regulations known as a standard within a specific area drawn up by the ISO (International Organization for Standardization). The purpose of an ISO certification is to continually develop operations to make them better. The fact that a company has been awarded ISO certification means that a management system has been implemented in the company. A management system is a tool for planning, managing, checking, following up and evaluating the work of the organisation. Using the management system, the senior management ensures

that the operation is run in accordance with established procedures that support the employees in their day-to-day work. Gaining ISO certification means that the company undergoes an independent third-party review to demonstrate that it complies with the requirements in the standards for which the company has opted to seek certification. Following an approved inspection, a certificate is awarded as evidence that the requirements for the ISO standard have been met. Subsequent audits are conducted annually to check continued compliance with the requirements.



ISO, INTERNATIONAL ORGANIZATION FOR STANDARDIZATION
ISO certification means compliance with a set of rules, or standards, in a specific area that have been developed by the International Organization for Standardization. Uddeholm is third-party audited for the following ISO certifications: ISO 9001 since 1992; ISO 14001 since 2002; and ISO 45001 since 2021 (previously OHSAS 18001 since 2014), and ISO 50001 since 2013.



CONFLICT MINERALS ACCORDING TO DODD FRANK ACT
Uddeholms AB will follow the guidelines according to the latest revision of the Dodd-Frank Wall Street Reform and Consumer Protection Act, H. R. 4173, Section 1502. All suppliers of potential conflict minerals will be contacted and informed that Uddeholms AB does not accept material which has its origin in the concerned areas. Uddeholms AB will not intentionally purchase any conflict minerals from the Democratic Republic of Congo or adjoining countries covered by the act.



CDP CLIMATE CHANGE
The CDP Score Report allows companies to understand their score and indicate which categories require attention to reach higher scoring levels. This enables companies to progress towards environmental stewardship through benchmarking and comparison with peers to continuously improve their Climate Change governance. Investors will additionally receive a copy of the CDP Score Report upon request. CDP score for voestalpine: A-.



CDP WATER SECURITY
The CDP Score Report allows companies to understand their score and indicate which categories require attention to reach higher scoring levels. This enables companies to progress towards environmental stewardship through benchmarking and comparison with peers, in order to continuously improve their Water governance. Investors will additionally receive a copy of the CDP Score Report upon request. CDP score for voestalpine: B.



SCIENCE BASED TARGETS
The Science Based Targets initiative has validated that the corporate greenhouse gas emissions reduction target(s) submitted by voestalpine have been deemed to be in conformance with the SBTi Criteria and Recommendations (version 4,2). The SBTi's Target Validation Team has classified the company's target ambition for scope 1 and 2 and has determined that it is in line with a well-below 2°C trajectory.



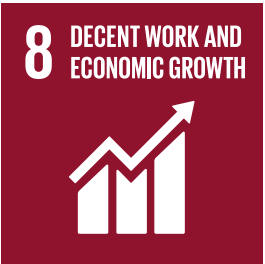
inSPire
inSPire is the sustainability framework within voestalpine High Performance Metals, with the vision to integrate all elements of sustainability into our daily operations to warrant long-lasting results for present and future generations.



Starting from the UN Sustainable Development Goals, we are actively involved in creating sustainable development. We want to live in a way that allows future generations to have the same opportunities as us. The UN SDGs are the most ambitious sustainable development agenda ever adopted by the world’s countries, and shall be achieved by 2030.

Uddeholm has conducted a materials analysis and has selected the SDGs that are most important for our business and where we have the greatest impact. The six target areas we have chosen to focus on are the core of our strategy and our sustainability work:

| | |
|----------|--|
| 13 | Climate Action - the SDG that challenges us the most. |
| 9, 12 | Industry, Innovation & Infrastructure and Responsible Consumption & Production. Two goals that identify the circular industry, but also incorporate a sustainable business strategy. |
| 3, 8, 10 | Three fundamental goals that focus on people: Good Health & Well-being, Decent Work & Economic Growth and Reduced Inequalities. |



THE ROAD TO FOSSIL FREEDOM

Uddeholm will be the market’s preferred choice by delivering sustainable tool solutions that make customers more competitive. In addition, Uddeholm’s products will have the lowest climate footprint on the market and will help customers to minimise their environmental impact.

Uddeholm has already begun the journey to manufacture and deliver a fossil-free tool steel. Our production system and geographical location make us ideally placed to lead this development. We divide this goal into three steps:

2030

Fossil-free production and a substantially reduced carbon footprint from our distribution

2035

Climate-neutral value chain

2040

Climate-neutral life cycle

Uddeholm Real actions™

Uddeholm has reduced fossil CO₂ emissions
by 70% since 1990. We call it
Uddeholm Real Actions™

1961

Sustainability is not a new
concept for us. Since 1961,
we have used an electric arc
furnace in our steelworks.

2012

Change of oil and propane to
liquefied natural gas
(LNG, 20% less fossil CO₂)

2018

Uddeholm's production was
powered over two days by LBG.

2021

We held a climate-neutral week
and became the first company
in the world to produce a
climate-neutral tool steel.

2022

Up to 30% of the annual LNG
volume was replaced with
fossil-free LBG. Along with the
electrification of furnaces, this
reduced fossil CO₂ emissions
by 30%.

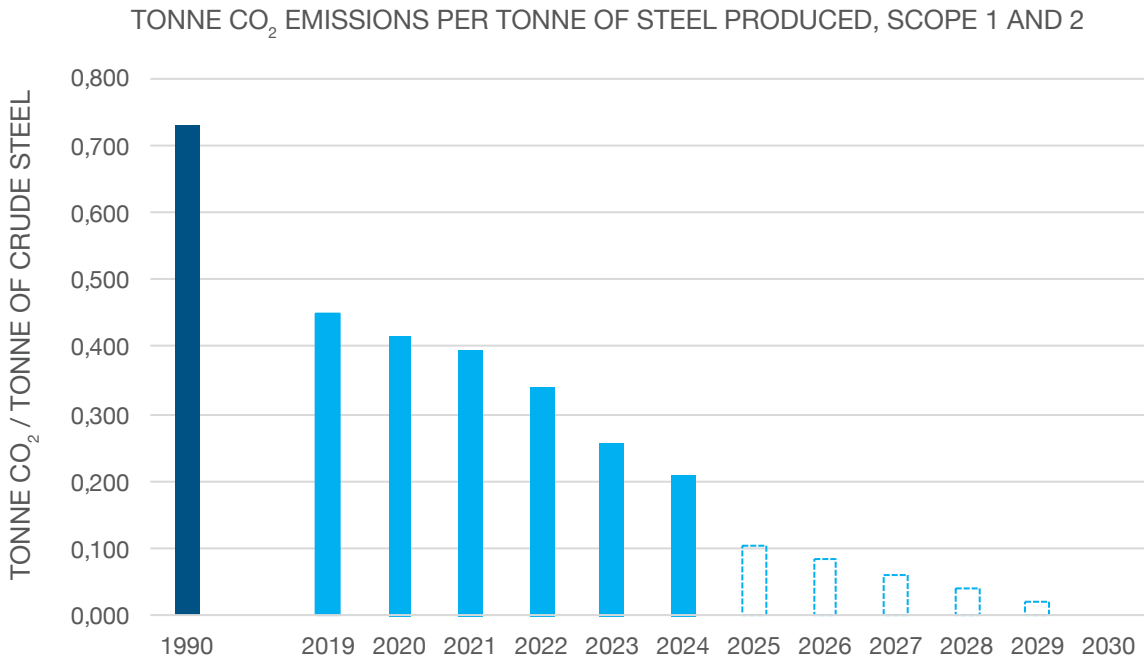
2024

Up to 50% of the annual LNG
volume was replaced with fossil-free
LBG. Energy efficiency investments
reduced fossil CO₂ emissions with
4 000 tonnes. We also completed a
Net Zero month.

A SUSTAINABLE PLAN

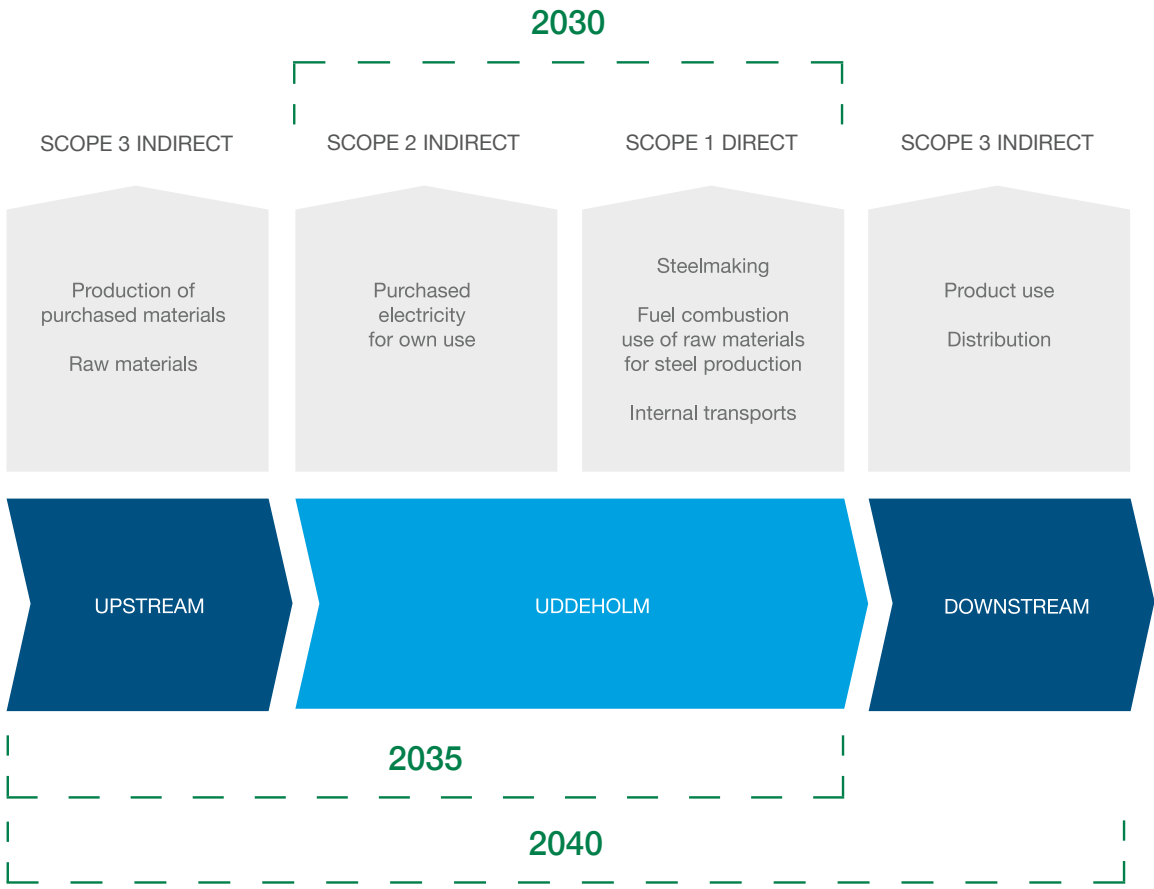
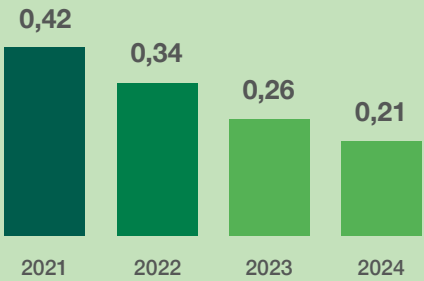
Reduce Fossil CO₂ emissions and reach net zero by 2030

For several decades, Uddeholm has been working on a long-term plan to reduce fossil carbon dioxide emissions. Since the base year 1990, Uddeholm’s fossil-based CO₂ emissions have fallen by more than 70%. Since 2019, we have halved emissions. But the journey doesn’t end there. Today, Uddeholm has low levels of fossil CO₂ emissions, but we have taken on the challenge of completely eliminating the need for fossil-based resources. By 2030, Uddeholm will be down to zero for fossil CO₂ emissions, Scope 1 and 2.



TONNES OF FOSSIL-BASED CO₂ PER TONNE PRODUCED

Uddeholm has a comprehensive and ambitious plan to reduce fossil CO₂ emissions, by gradually replacing the use of natural gas with fossil-free gas, and by electrifying our furnaces with fossil-free electricity. Uddeholm has cut its fossil CO₂ emissions by 50% per tonne of steel produced compared to 2020, Scope 1 and 2.



SCOPE 1 - 2 - 3

It is important to have an awareness of the entire value chain, from raw material extraction up to the point when the product has been fully used and is going to be scrapped. At Uddeholm, we use the GHG Protocol, with its definitions of life cycle elements labelled in scopes, to define our fossil carbon footprint.

- Scope 1 relates to direct emissions from the company’s own facilities.
- Scope 2 relates to emissions from purchased electricity and heating.
- Scope 3 relates to indirect greenhouse gas emissions, in addition to purchased energy, that take place outside of the operation’s boundaries. The greenhouse gas emissions in Scope 3 are divided into ‘upstream’ and ‘downstream’ greenhouse gas emissions, depending on whether they take place before or after our own operation in the chain.

INTERNAL TRANSPORT

More than 50% of Uddeholm’s internal transport operations are fossil-free and use fossil-free electricity or renewable fuel. There are a total of 154 mobile vehicles, of which 90 run on diesel with the remaining 64 being electric. The diesel that Uddeholm has purchased since 2018 contains 42% renewable fuel, being mixed with HVO100 and RME. CO₂ emissions from internal transport have thus been reduced by 42%. Internal transport represents about 4% of total fossil CO₂ emissions for the business.

4000

In 2024, Uddeholm reduced fossil CO₂ emissions by 4 000 tonnes

CIRCULAR ECONOMY

Efficient resource management

The best raw material is the material that is recycled over and over again. A circular economy is the exact opposite of a linear economy. Instead of manufacturing, purchasing and scrapping items, everything that has been manufactured is used for as long as possible. When the items are eventually spent, as much as possible is reused and recycled. A circular economy is based on circularity, which involves optimising economic and environmental values, primarily by reusing materials, but also recycling them.

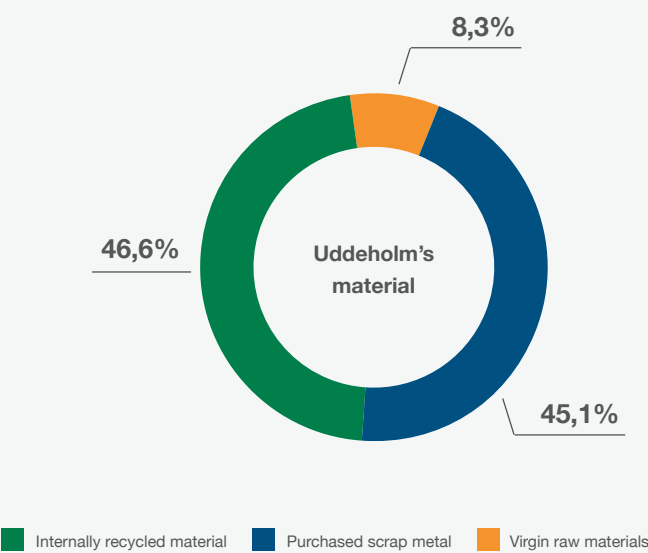
Humans have been mining and processing metals for around 9,000 years. Steel constitutes society’s most recycled and recirculated construction material. It can be recycled and used time and time again. Steel forms part of a cycle in which just about everything can be recycled. In the case of scrap-based manufacture, scrap that has been discarded in an earlier stage is

reused. Around a third of the world’s steel production is based on recycling and scrap-based processes. Electric arc furnaces, which require electric energy, are primarily used to melt the steel scrap. When using scrap as the raw material, the specific energy consumption, calculated in kWh per tonne of produced steel, is only one-fifth of that required for ore-based steel manufacture.

But we are not only good at our core business (based on recycling). The production process gives rise to almost 30,000 tonnes of waste products. Most of the falling waste products such as slag, brick and oxide scale are reused. Only a small part goes to landfill. How have we managed this? Through long-term cross-functional work in the plant and also with society, with careful sorting and knowledge of the properties of the products.

RECYCLED MATERIAL

Uddeholm’s products consist of recycled material. Recycled input material helps us to avoid virgin material, which means we are conserving the planet’s natural resources.



RECYCLED SHARE AND FOSSIL FOOTPRINT

Figures are externally audited according to ISO14040/44 and GHG protocol

| Steel grade | Scrap rate | kgCO ₂ e/t | Scope 1 | Scope 2 | Scope 3 |
|--------------------------|------------|-----------------------|---------|---------|---------|
| Uddeholm UHB 11 | 98,56 % | 747 | 223 | 0 | 524 |
| Uddeholm Viking | 98,28 % | 1784 | 440 | 0 | 1344 |
| Uddeholm Formax | 97,78 % | 1553 | 461 | 0 | 1092 |
| Uddeholm Arne | 97,66 % | 1151 | 234 | 0 | 917 |
| Uddeholm Impax Supreme | 97,55 % | 1586 | 524 | 0 | 1062 |
| Uddeholm Rigor | 96,89 % | 1349 | 386 | 0 | 963 |
| Uddeholm Bure | 96,21 % | 2862 | 820 | 0 | 2042 |
| Uddeholm Calmax | 96,17 % | 1916 | 516 | 0 | 1400 |
| Uddeholm Skolvar | 96,12 % | 4868 | 547 | 0 | 4321 |
| Uddeholm Orvar 2M | 95,93 % | 1633 | 166 | 0 | 1467 |
| Uddeholm Vidar 1 ESR | 95,42 % | 1536 | 342 | 0 | 1194 |
| Uddeholm Nimax | 95,06 % | 1547 | 182 | 0 | 1365 |
| Uddeholm Nimax ESR | 94,99 % | 2568 | 239 | 0 | 2329 |
| Uddeholm Formvar | 94,21 % | 1319 | 328 | 0 | 991 |
| Uddeholm Orvar Supreme | 94,11 % | 2290 | 324 | 0 | 1966 |
| Uddeholm Sleipner | 94,07 % | 1877 | 441 | 0 | 1436 |
| Uddeholm Sverker 21 | 93,82 % | 1802 | 399 | 0 | 1403 |
| Uddeholm Mirrax ESR | 90,11 % | 3059 | 295 | 0 | 2764 |
| Uddeholm Sverker 3 | 90,00 % | 2568 | 984 | 0 | 1584 |
| Uddeholm Tyrax ESR | 89,95 % | 2647 | 337 | 0 | 2310 |
| Uddeholm Vidar Superior | 89,66 % | 3248 | 345 | 0 | 2903 |
| Uddeholm Caldie | 88,70 % | 3969 | 422 | 0 | 3547 |
| Uddeholm Dievar | 88,24 % | 3371 | 385 | 0 | 2986 |
| Uddeholm Idun | 88,02 % | 5908 | 1380 | 0 | 4528 |
| Uddeholm Mirrax 40 | 88,02 % | 3853 | 307 | 0 | 3546 |
| Uddeholm QRO 90 | 87,84 % | 2760 | 415 | 0 | 2345 |
| Uddeholm Unimax | 87,84 % | 4115 | 489 | 0 | 3626 |
| Uddeholm Ramax HH | 87,35 % | 2800 | 274 | 0 | 2526 |
| Uddeholm Stavax ESR | 86,21 % | 3404 | 550 | 0 | 2854 |
| Uddeholm Vanadis 23 | 85,00 % | 6816 | 121 | 0 | 6695 |
| Uddeholm Vanadis 4 Extra | 85,00 % | 6126 | 127 | 0 | 5999 |
| Uddeholm Vanadis 30 | 80,00 % | 9413 | 111 | 0 | 9302 |
| Uddeholm Vanadis 8 | 80,00 % | 12560 | 135 | 0 | 12425 |
| Uddeholm Corrax | 75,00 % | 5443 | 171 | 0 | 5272 |
| Uddeholm Elmax | 75,00 % | 7957 | 130 | 0 | 7827 |
| Uddeholm Vanadis 60 | 70,00 % | 16313 | 128 | 0 | 16185 |

CLOSED LOOP

Uddeholm already works according to the closed loop principle, whereby we buy back discarded tools from our customers. Repurchasing scrapped tools is a challenging task, which requires us and our customers to be able to define the different grades of steel from which each tool is made. These steel grades then need to be sorted, sometimes after dismantling, before they can be returned to the circular ecocycle. At Uddeholm, we work purposefully to enable an ever higher proportion of recycled scrap, and this is done together with our customers, sales companies and external scrap operators.

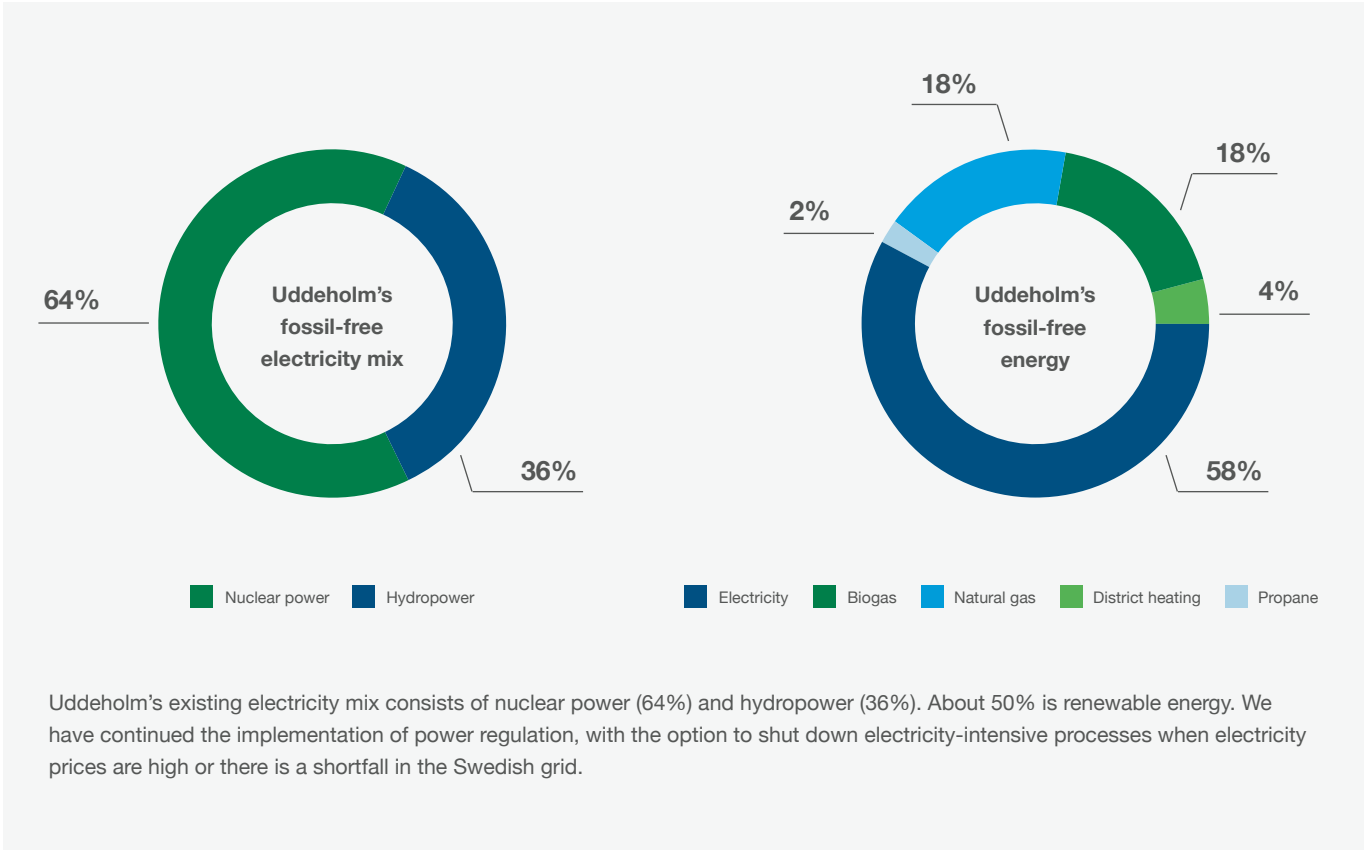
91,7%

Average percentage of recycled materials for Uddeholm products

THE BEST ENERGY IS THE ENERGY NEVER USED

A reduced carbon footprint and smart energy use go hand in hand. Increased awareness of energy use, impacting factors and resource-efficient energy use are and must be a matter of course going forward. The types of energy used today in Uddeholm are electricity, LPG, natural gas, biogas and district heating. Electricity and the majority of the district heating come from

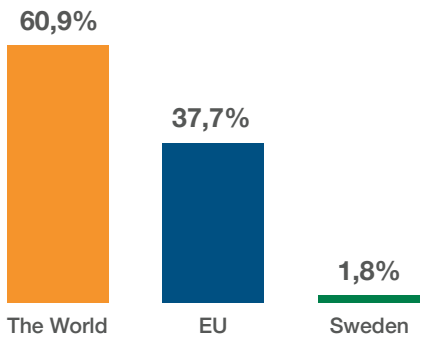
fossil-free sources. The natural gas and the small amount of LPG used are of fossil origin, which we are endeavouring to minimise, with a view to complete substitution in the long term. Since April 1, 2023, 50% of fossil natural gas has been replaced with fossil-free biogas, which has significantly reduced fossil CO₂ emissions from operations.



FOSSIL-FREE ELECTRICITY

The fossil-free electricity mix that is supplied to Uddeholm comes from Nordic power stations. Fossil-free electricity represents a unique advantage for Sweden and the other Nordic countries.

Share of electricity generation with fossil fuels 2021–2022
Source: ekonomifakta.se



100%

of Uddeholm's electricity is fossil-free

80%

of Uddeholm's energy is fossil-free

17,9 GWh

17,9 GWh energy efficiency

NET ZERO PRODUCTION

Embrace a fossil-free tomorrow - today

We have applied Uddeholm Real Actions™ by replacing fossil LNG with fossil-free hydrogen and biogas, and propane with bio propane. We have implemented a unique gas mix solution for which we have applied for a global patent. With our solution, customers can now take the next step towards net zero products and components.

Through innovation, collaboration and optimization of the division's resources, we have gradually pushed the boundaries of what is possible in the steel industry, and now we have taken the next groundbreaking step in our sustainability journey.

The hydrogen trial was an important step towards fossil-free production. The hydrogen test also evaluated an innovative gas blending system where we mixed biogas and hydrogen to assess the potential of fossil-free hydrogen as a fuel, with water vapour as the only emission.

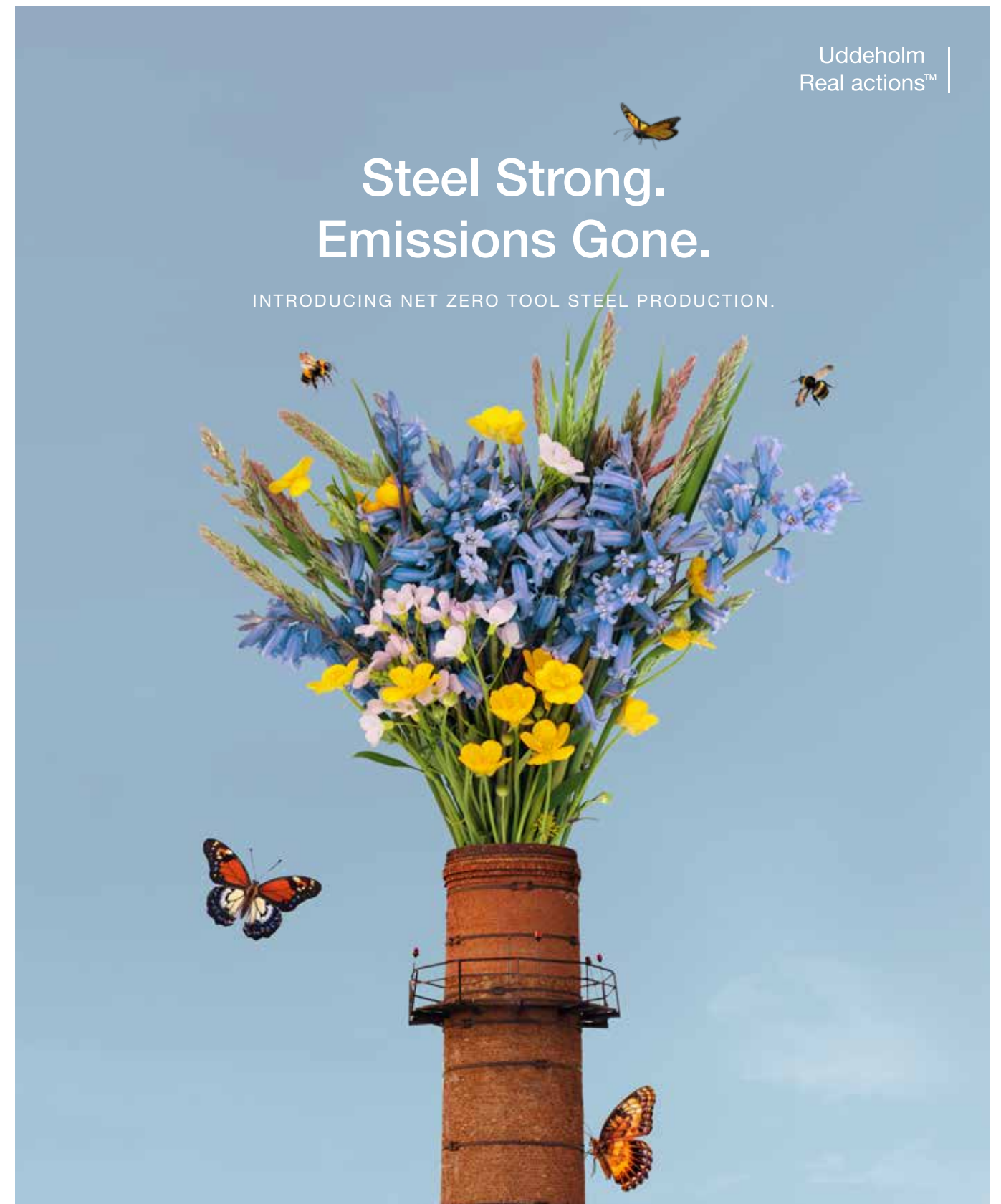
The gas blending system is unique and has never been tested anywhere else in the world before. The system allows different types of fuel gases to be mixed in heat treatment furnaces. The innovation lies in the ability to flexibly mix several different fossil-free energy gases in a single system and to control the composition of the mix in real time. This enables a faster transition to fossil-free energy without the risk of being hindered by a technology choice that locks us into a specific fuel gas.

Because the gases we mix are fossil-free, the result is a so-called net zero product: a steel in which measures have been taken to offset the amount of greenhouse gas emissions, such as carbon dioxide (CO₂), with measures that remove or neutralize the equivalent amount.

"During 2024 we applied Uddeholm Real Actions™ by running a net zero production month. No combustion emissions, just pure tool steel. It's that simple. This is nothing new to us. For more than 60 years we've been ahead of our time. And now we're taking the next step. Our goal is fossil-free production by 2030, at the latest."

Steel Strong. Emissions Gone.

INTRODUCING NET ZERO TOOL STEEL PRODUCTION.



We're applying Uddeholm Real Actions™ by running net zero production. No combustion emissions, just pure tool steel. It's that simple. This is nothing new to us. For more than 60 years we've been ahead of our time. And now we're taking the next step. We're replacing fossil LNG with fossil free hydrogen and bio-

gas. The propane we use is now bio-propane. Internal transportation runs on HVO100 and fossil-free electricity. With Uddeholm Real Actions™ we have reduced our fossil CO₂ emissions significantly over the years. Our next goal is fossil-free production by 2030, at the latest.

100% COOLING WATER RETURN

Uddeholm borrows 11 million cubic metres of water to cool its processes. 9 million cubic metres of water are borrowed and returned without having had any direct contact with Uddeholm's production processes. The remainder is purified before being

returned to lake Värmullen. Before returning the water we test it meticulously. Every day, more than 30 water samples are taken.

We return all the cooling water, as clean as when we borrowed it.

11

Uddeholm borrows 11 million cubic metres of water to cool its processes.

9

9 million cubic metres of water are returned without having had any direct contact with the production processes.

30

The remaining water is purified and tested before return. Every day, more than 30 samples are taken.

ZERO WASTE

Uddeholm started sorting its slag 20 years ago. Sorting is done according to inherent characteristics and possible reuse or recycling.

Our largest residual product fraction is slag. It is divided into various categories depending on its properties. We reuse one fraction as a slag former in the electric arc furnace, but it is predominantly used by Hagfors Municipality as building material at its Holkesmossen landfill site as a top surface - rather than purchasing virgin material.

But slag is not the only residual product to be reused. Uddeholm now makes use of residual products in various ways. We place great emphasis on not sending residual products to landfill. Slag is an excellent material. All reuse complies with the law including contact with the relevant authorities.



THE UDDEHOLM BRAND

100%
success

Uddeholm has a portfolio of registered trademarks. These trademarks give us the freedom to promote our brands, prevent other parties from using our trademarks. From time to time, we discover unauthorized use of our trademarks, which we take very seriously. Over the years, Uddeholm has successfully stopped approximately 4000 cases of trademark infringement, which has limited the damage and prevented competitors from taking advantage of our intellectual property rights.

In 2024 alone, Uddeholm succeeded in shutting down all detected trademark infringements. The success rate was 100% of the cases addressed that year. Some of

the infringements we detected were very challenging, as the counterparties were direct competitors of ours, used Uddeholms trademarks to a relatively large extent. One example of this was a European competitor who used the CORRAX trademark on their website to market an AM product for 3D printing. Following legal discussions, the competitor ceased using the CORRAX trademark. They also undertook not to infringe our intellectual property rights again.

Uddeholm has 507 active trademark registrations around the world, so it is of the utmost importance that we work together to create, maintain and proactively work to protect our shared trademarks.

MORE THAN 300 GLOBAL PATENTS

In order to make our customers more competitive, we need to be a product leader within high-performance tool steel and to understand the development of the manufacturing industry. In addition, it is necessary for us to be innovative and to demonstrate a high degree of entrepreneurship. We consistently offer greater value than our competitors, and we are perceived as a complete partner possessing considerable understanding, knowledge and expertise as regards our customers' business areas. With more than 300 global patents, we protect our innovation power, knowledge, and ensure quality.

100%

100% Shut down
trade mark infringement

+300

More than 300
global patents

507

Active brands
worldwide



A SUSTAINABLE WORKPLACE



123

Total new employees

28

Newly employed women (22,8%)

95

Newly employed men (77,2%)

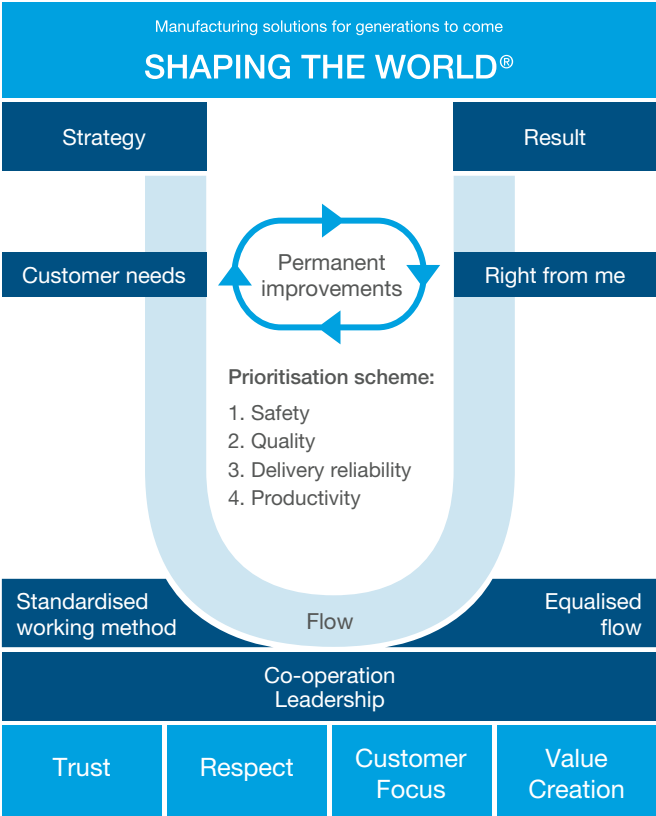
Uddeholms success depends on its employees, who contribute their expertise, experience and commitment. We are keen to find ways in which individual development goes hand in hand with the company’s sustainable development. At Uddeholm, we recognize that diversity is a strength and a prerequisite for development and success.

Our values, summarized in the keywords Trust, Respect, Customer Focus and Value Creation, provide us with a shared understanding of our values and how they influence behavior. These values support us in developing the organization and thereby improving the company’s results. We encourage our desired behaviors through concrete activities such as pulse meetings, which contribute to security and inclusion when we trust each other and want the best for each other. Put simply, this is the spirit of Uddeholm.

We work according to Uddeholms employee principles - acting according to our values, following standards, collaborating, and contributing to improvement work. These principles are clearly linked to an employee’s two core tasks: performing their role and making improvements. An effective business is founded on everyone pulling in the same direction and having a shared understanding of the desired results.

Inclusive employee collaboration is important to Uddeholm. It’s about the team being more important than the individual. Where we all feel a sense of involvement and pride. Where we work safely and systematically. It is a place where the team owns its results, and where all members actively work to improve them.

It is our teamwork, our values, our history, our knowledge and our high-quality products that accompany the Uddeholm name throughout the world. And that is all of us, together. We are all employees who feel proud, valued and welcome. It feels like we are part of something bigger.



we are

Uddeholm



17,5%

Female employees

22%

Female managers

WE CHOOSE SAFETY

Safety always comes first. We operate in a way that prioritises safe working practices and where we care about each other’s safety. We have a zero accident vision.

- We build a corporate culture on our values (Respect, Trust, Customer Focus, and Value Creation), and these shall characterise our conduct in all situations.
- We actively work to ensure that human rights are not violated.
- We contribute to a fair and inclusive society.
- Our personnel are confident that Uddeholm highlights aspects of social sustainability in decisions related to the working environment. We work preventively with our physical and mental health.

LTIFR - LOST TIME INJURY FREQUENCY RATE

| 2018/19 | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|---------|---------|---------|---------|---------|---------|---------|
| 10,2 | 6,0 | 5,0 | 7,3 | 4,1 | 2,3 | 1,5 |

PARENTAL LEAVE

| | |
|-------------------------|------|
| Parenting days in total | 3580 |
| Parenting days men | 2221 |
| Parenting days women | 1359 |

FLOORBALL AND HOCKEY FRIDAY

The Uddeholm Floorball Cup at the Uddeholm Arena is open to Uddeholm employees. A total of eight teams, comprising 80 participants, took part in the tournament. This was decided through group play, followed by playoffs. The first stage was very close, with the playoff teams only being decided in the final seconds of the last group match. Congratulations to Warehouse/Dispatch, the winners of this year’s Floorball Tournament!



Uddeholm hockey means a lot to many people. Hockey on Fridays has been around for many years, with a group of Uddeholm employees still meeting once a week at the Valhall ice hockey arena in Hagfors. Every Friday at 2:30 p.m., the team is on the ice, changed and ready for the match.

This year, new uniforms featuring Uddeholms core values were purchased: Respect, Trust, Value Creation and Customer Focus. These values symbolize what Uddeholm hockey is all about: A wonderful community and a genuine Uddeholm spirit!

LONG-TERM

Value-creating collaborations

Uddeholm has strong local roots. This is nothing new, indeed we began establishing them more than 355 years ago. Since then, we have grown together with the municipality, the town and the people. We have always been in the area around Hagfors.

We were founded in the small town of Uddeholm in 1668, then operated in Geijersholm for a short time, and finally ended up in Hagfors in 1878 – where we now intend to remain. This is where our DNA is, our Uddeholm spirit, and our strong local roots.

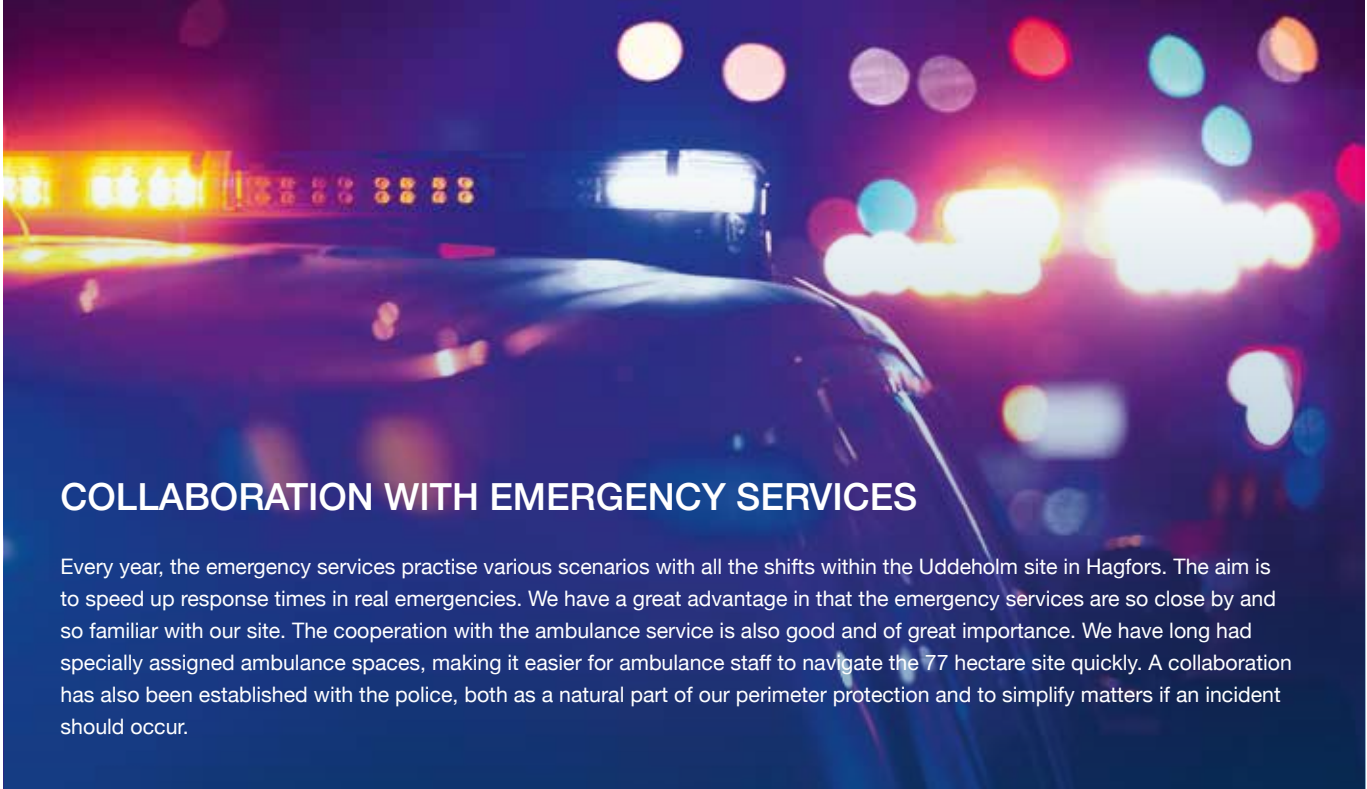


Local residents' meetings

We conduct residents' meetings with the local community, to ensure they feel like important neighbours that are up to date with the latest developments. As a company, we get first-hand information about experiences, important issues and feedback. Local residents' meetings are held 2–3 times a year with representatives from residents' associations, landlords, Hagfors Municipality and Uddeholm.

Close collaboration with local authorities and businesses

We stand strong together with local authorities and the municipality of Hagfors through a long and respectful co-operation. The same applies to companies and organisations that operate within Hagfors Municipality. Many are also valued suppliers to Uddeholm.



COLLABORATION WITH EMERGENCY SERVICES

Every year, the emergency services practise various scenarios with all the shifts within the Uddeholm site in Hagfors. The aim is to speed up response times in real emergencies. We have a great advantage in that the emergency services are so close by and so familiar with our site. The cooperation with the ambulance service is also good and of great importance. We have long had specially assigned ambulance spaces, making it easier for ambulance staff to navigate the 77 hectare site quickly. A collaboration has also been established with the police, both as a natural part of our perimeter protection and to simplify matters if an incident should occur.

70%

of the part-time firefighters in Hagfors work at Uddeholm

A total of 20 part-time fire-fighters are attached to Hagfors fire station. 14 of them work at Uddeholm, which we see as a great advantage. They keep a very close eye on our processes, and are an excellent resource if an incident should occur.



CHARGE YOUR EV IN HAGFORS

At Uddeholm we are committed to minimising environmental impact, from the broader perspective down to the finest details. As sales of electric vehicles increase, so too does the need for charging stations. To enable EV charging for residents of Hagfors and visitors to Uddeholm, we have installed 12 charging stations.



We invest in Hagfors Municipality

Sponsorship is an important part of our local engagement and presence. We sponsor sports and culture. Women and men. Children and youth. The common factor for our sponsorship recipients is that they are based in Hagfors Municipality.



TEKNIKKOLLEGE

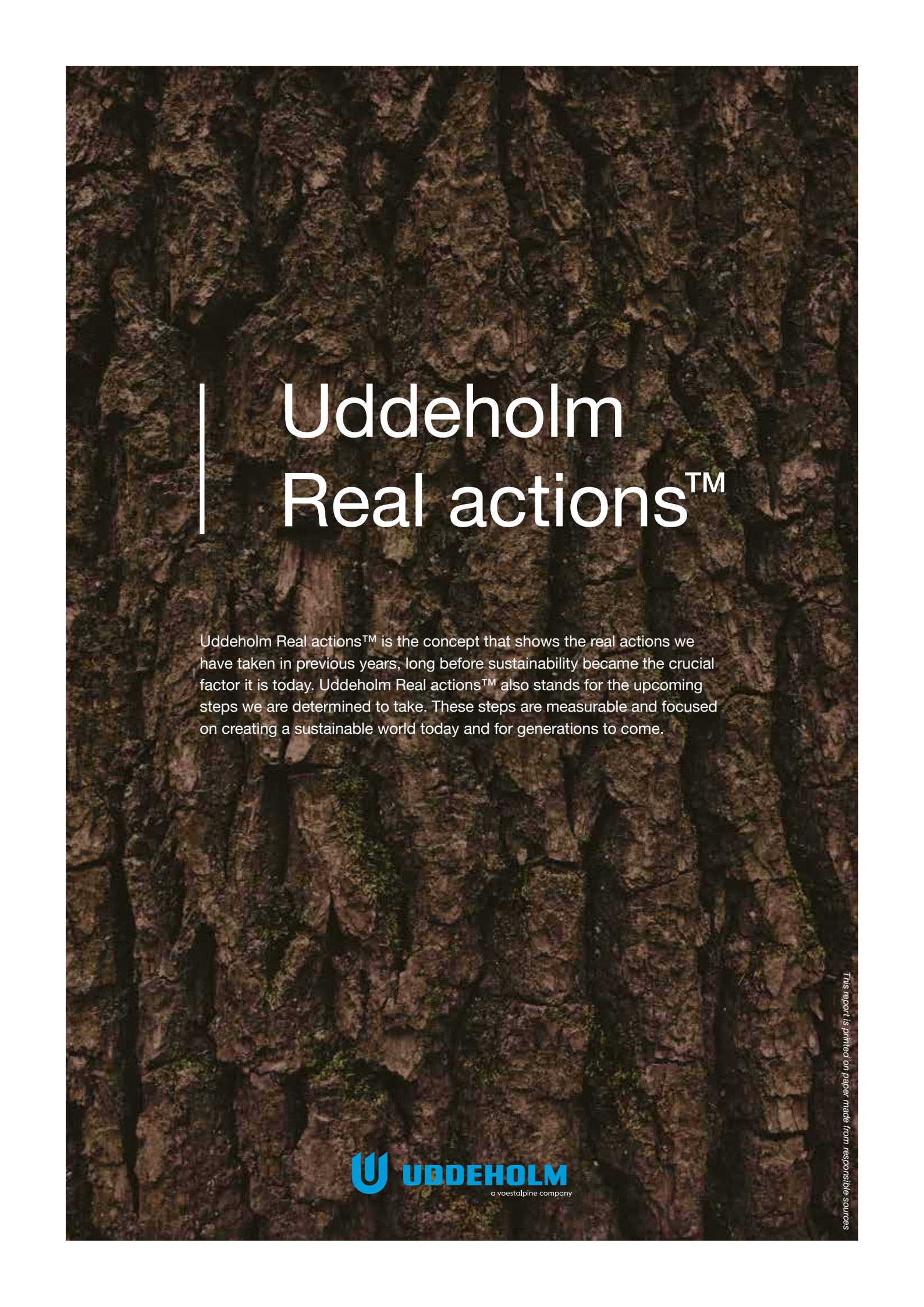
Teknikcollege is a technical college collaboration between technology companies in Hagfors and Munkfors municipalities, and Älvstrand high school in Hagfors. It is for students on the technology, industrial engineering, science, and electricity and energy programmes.

Manufacturing solutions for generations to come

SHAPING THE WORLD®

Uddeholm manufactures steel that shapes products found everywhere in our everyday lives. We are shaping the world, and we want to shape it in a sustainable manner that is fair to both people and the environment. This will enable us to continue shaping the world, now and for generations to come. Products such as cars, computers, televisions, mobile phones and

packaging all have their origins in tool steel. More than 100 000 customers in over 90 countries purchase tool steel from Uddeholm. Uddeholm's history began far back in 1668. Since 2007 Uddeholm has been part of the publicly listed steel group voestalpine AG based in Linz, Austria, with circa 55 000 employees.



| Uddeholm Real actions™

Uddeholm Real actions™ is the concept that shows the real actions we have taken in previous years, long before sustainability became the crucial factor it is today. Uddeholm Real actions™ also stands for the upcoming steps we are determined to take. These steps are measurable and focused on creating a sustainable world today and for generations to come.