CREATING VALUE EVERY DAY

STENA METALL ANNUAL REVIEW &
SUSTAINABILITY REPORT 2023/2024

STENA

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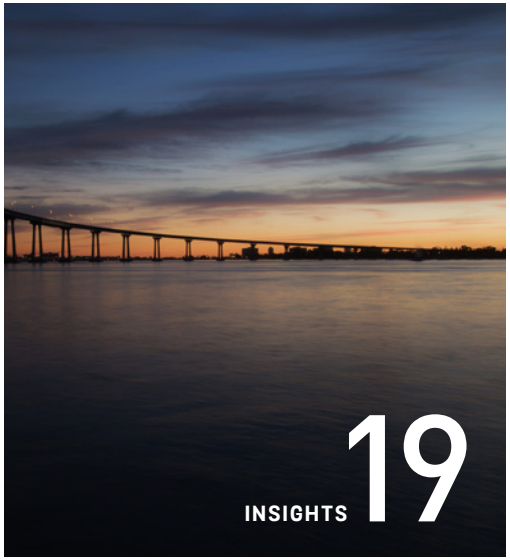


Cover photo:
Operator Branemir Balen handles raw material at the Stena Aluminium branch in Älmhult, Sweden.

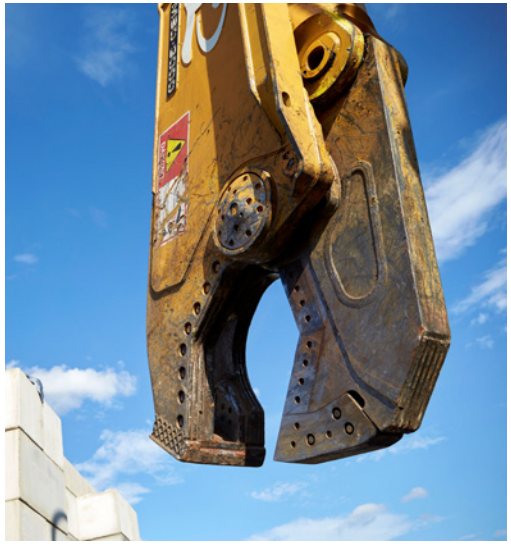
Scan the QR code to visit our webpage, where you will find the digital Annual Review & Sustainability Report with links for further reading, as well as the Annual Report for detailed information on Stena Metall's financial results.

STENA METALL IN BRIEF

The core focus of Stena Metall is to utilize and refine resources that would otherwise be thrown away and lost. By working in close collaboration with customers and partners to achieve more efficient and smarter use of resources, Stena Metall has become an important partner in sustainable industrial solutions.

Stena Metall has evolved from a local scrap dealer to an international group of companies that operates through three subgroups in around 200 locations across nine countries. With strong market positions, smart customized solutions as well as a focus on innovation and collaboration, the people of the companies within the Group create value for customers, end-customers, and society, by offering a diverse range of services. These include recycling and reuse, design and resource management, and secure destruction and sustainable disposal of confidential materials. The Group also produces aluminium alloys from recycled materials and supplies steel products. In addition, the supply of marine fuels and full-service marine solutions, as well as a circular solution to purify and refine hazardous waste from waste-to-energy plants, is offered by the companies within the Group.

Stena Metall also engages in financial operations. Since 2018, Stena Metall has issued three green bonds, which offer opportunities to invest in projects with a clear sustainability profile. Stena Metall is part of the Stena Sphere, one of the largest family-owned business spheres in Sweden, consisting of three parent companies: Stena AB, Stena Metall AB, and Stena Sessan AB.



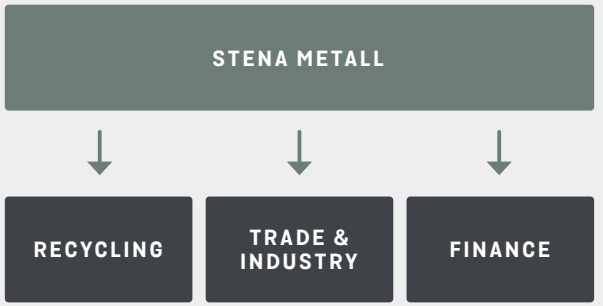
41,620
NET SALES MSEK

4,407
EMPLOYEES

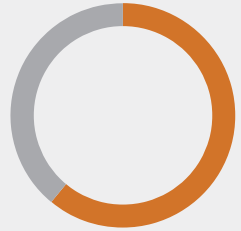
5,805
AVOIDED CO_2 EMISSIONS, THOUSAND TONNES[1)]

[1)] Calculations for avoided CO_2 emissions are based on the differences in energy consumption to produce recycled raw materials compared with the equivalent materials extracted as virgin raw materials.

STENA METALL SUBGROUPS



NET SALES SHARE OF GROUP[2)]



[2)] Stena Metall Finans' revenues are accounted for as other revenues and are therefore not included in Stena Metall's total net sales.

RECYCLING

STENA RECYCLING

Stena Recycling is one of Europe's leading recycling companies, offering comprehensive solutions in recycling and circular services. By keeping resources in the loop, Stena Recycling stimulates sustainable value chains and contributes to the transition to a circular economy.

→ *Read more on page 33*

TRADE & INDUSTRY

STENA ALUMINIUM

Stena Aluminium is a leading producer of customized aluminium alloys that provides the automotive and engineering industries with components based on fully recycled aluminium.

→ *Read more on page 41*

STENA STÅL

Stena Stål supplies a wide range of high-quality steel products to customers mainly in Sweden. The company has close collaborations with leading steel producers.

→ *Read more on page 42*

STENA OIL

Stena Oil is Scandinavia's leading supplier of marine fuels and provides full-service marine solutions for shipping companies operating in the Skagerrak and Kattegat straits, the Baltic Sea, and the North Sea.

→ *Read more on page 43*

STENA CONFIDENTIAL

Recycling materials containing sensitive information requires specialist knowledge. With expertise in both security and recycling solutions, Stena Confidential can ensure a secure, traceable, and circular destruction of confidential materials.

→ *Read more on page 44*

HALOSEP

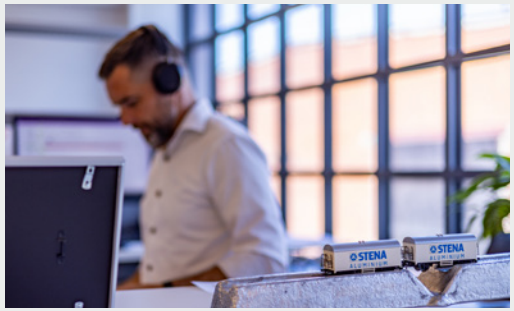
HaloSep offers a circular solution to purify and refine hazardous waste from waste-to-energy plants. These plants supply heat and electricity for homes, and HaloSep's technology is part of transforming the waste generated in the process into valuable resources to be returned to society.

→ *Read more on page 45*

STENA NEW VENTURES

Stena New Ventures finds and develops ventures of the future to drive sustainable development and transformation by offering innovative solutions in materials and recycling.

→ *Read more on page 46*



FINANCE

STENA METALL FINANS

Stena Metall Finans serves as Stena Metall's in-house bank, responsible for the Group's funding activities. With continuous development of stable and efficient ways of managing liquidity and financial risks, as well as financial assets management, Stena Metall Finans strives to contribute to the Group's results.

→ *Read more on page 47*

THE STENA METALL STORY

> *Stena Metall has taken strong market positions through a journey of extensive growth, with new types of services, acquisitions, organic growth, and geographic expansion.*
>
> Kristofer Sundsgård,
> President and CEO, Stena Metall

CARING FOR RESOURCES

The global challenge of shifting to more sustainable societies requires fundamental changes in the way resources are produced, consumed, and managed. Current and future challenges need to be met with new solutions. One effective way of reducing environmental impact is to use recycled raw materials in production rather than extracting and processing virgin raw materials. Stena Metall is part of promoting the circular economy by working closely with customers and partners to achieve a more efficient, smart, and sustainable use of resources.

→ *Find out more about Stena Metall's role in the circular economy on page 18*

A HERITAGE TO CHERISH

Stena Metall was established in 1939 by Swedish entrepreneur Sten A. Olsson who turned waste into business opportunities. The local scrap dealing activity in Gothenburg, Sweden, was the start of the Stena Sphere which today consists of various global businesses. The Olsson family ownership and values remain, and the entrepreneurial spirit of Sten A. Olsson continues to drive the creation of sustainable solutions for more efficient resource management.

→ *Explore the history of Stena Metall*

THE STENA METALL STORY

STRONG MARKET POSITIONS

Over the years, Stena Metall has evolved into an international group of companies that operate as stand-alone businesses empowered by delegated business acumen. Through a journey of extensive growth, with new types of services, acquisitions, organic growth, and geographic expansion, Stena Metall has taken strong market positions as an important partner in industrial solutions within the circular economy.

→ *Learn more about the companies of Stena Metall*

CREATING LONG-TERM VALUE

Alongside recycling and reuse services, Stena Metall offers a range of products including raw materials, steel products, marine fuels, and aluminium alloys, which are supplied to customers worldwide. By addressing resource scarcity, waste generation, and environmental challenges Stena Metall's products and services create value that benefits everyone: customers, their customers, the environment, and society at large.

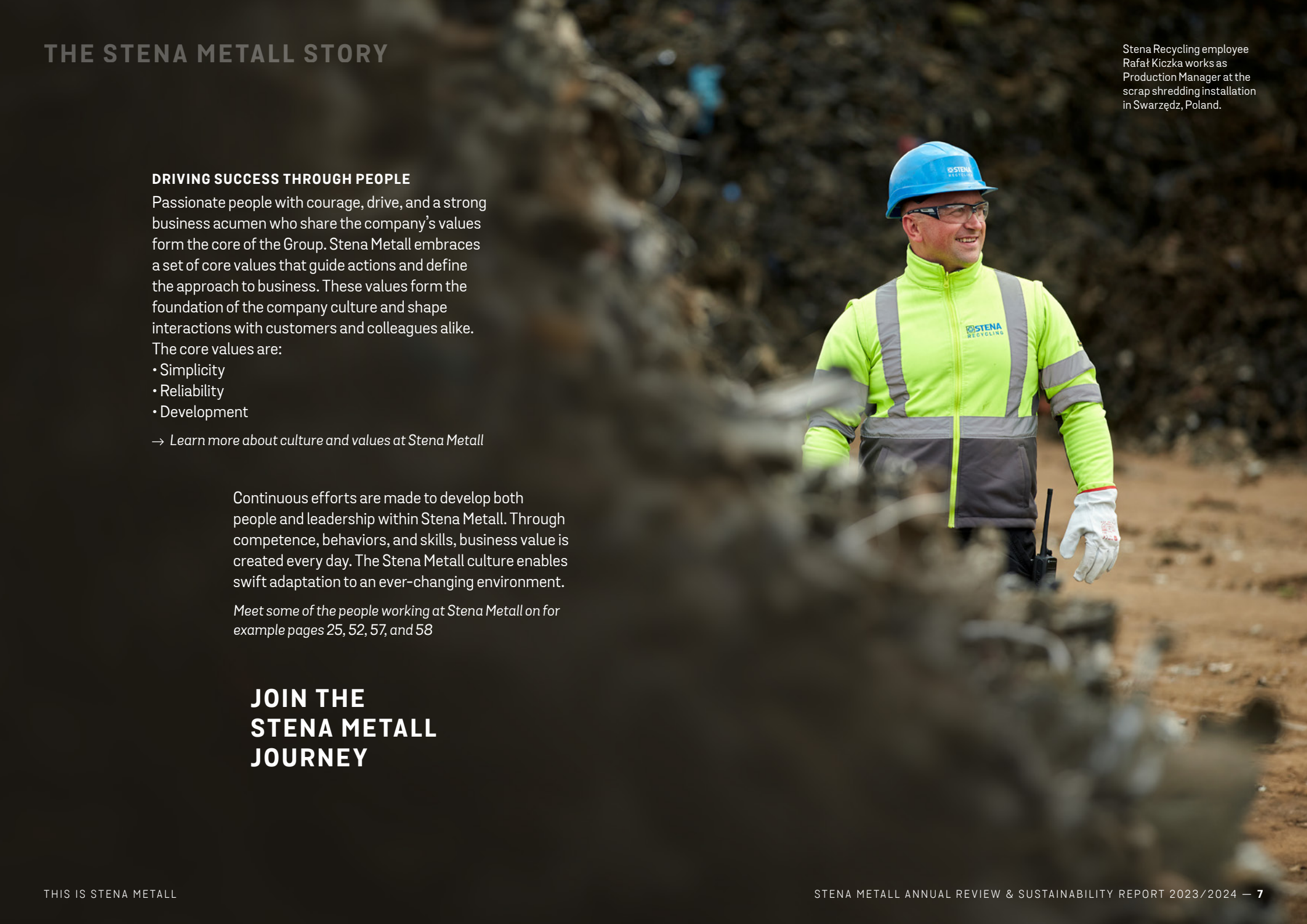
→ *Learn more about Stena Metall*

THE BENEFITS OF VALUE NETWORKS

When companies shift focus from value chains to value networks, opportunities of transitioning to a more circular economy arise. In traditional value chains, each participant focuses on solving problems for the next in line. In value networks, in which value is created by crossing multiple value chains, stakeholders find solutions together.

With a vast number of different types of customers and partners, Stena Metall can provide platforms for tackling challenges collectively through value networks. Different perspectives and joint efforts in value networks bring resource and cost efficiency, as well as increased business potential and competitive advantages in the market.

→ *Explore some of Stena Metall's partnerships on page 26*



Stena Recycling employee Rafał Kiczka works as Production Manager at the scrap shredding installation in Swarzędz, Poland.

DRIVING SUCCESS THROUGH PEOPLE

Passionate people with courage, drive, and a strong business acumen who share the company's values form the core of the Group. Stena Metall embraces a set of core values that guide actions and define the approach to business. These values form the foundation of the company culture and shape interactions with customers and colleagues alike. The core values are:

- Simplicity
- Reliability
- Development

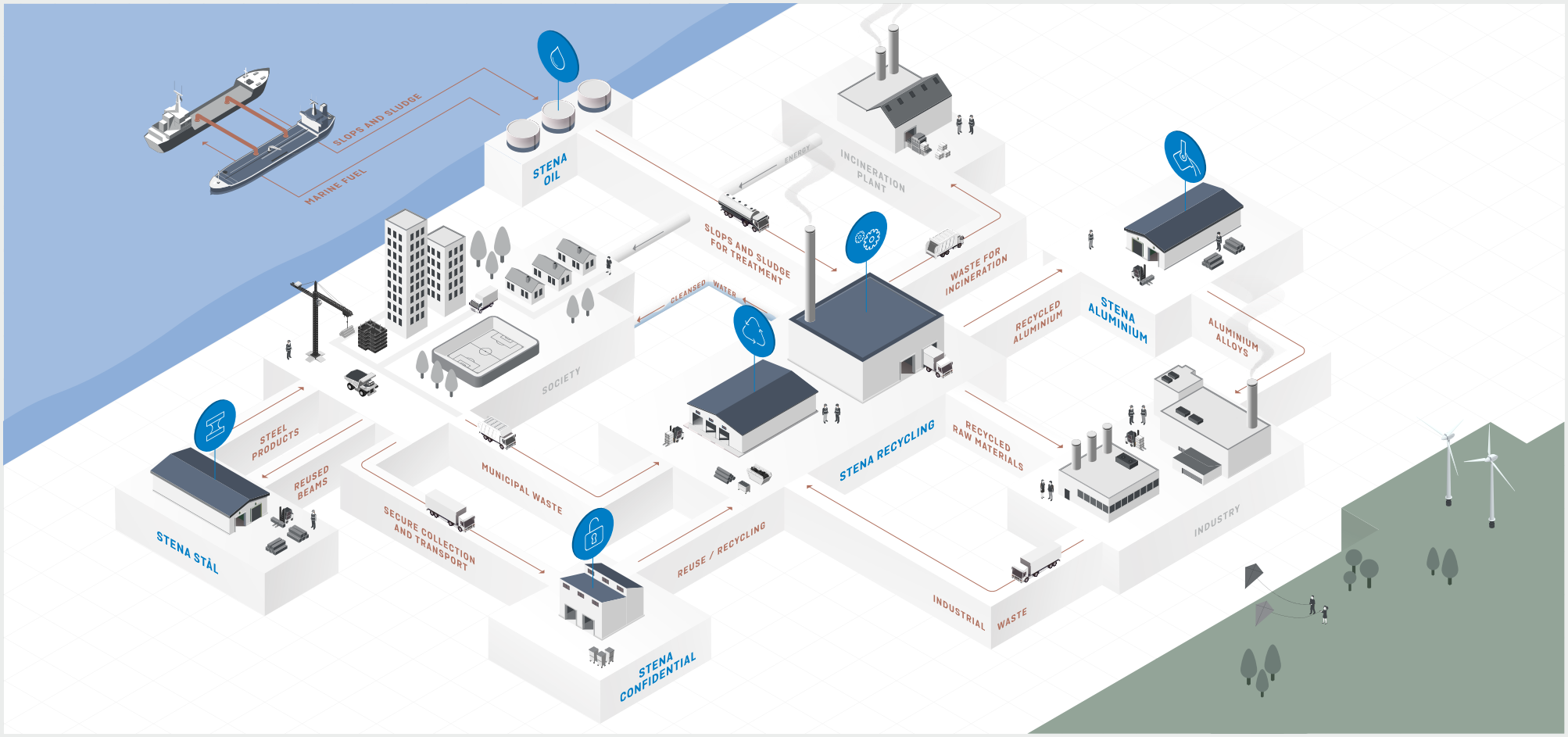
→ *Learn more about culture and values at Stena Metall*

Continuous efforts are made to develop both people and leadership within Stena Metall. Through competence, behaviors, and skills, business value is created every day. The Stena Metall culture enables swift adaptation to an ever-changing environment.

Meet some of the people working at Stena Metall on for example pages 25, 52, 57, and 58

JOIN THE STENA METALL JOURNEY

STENA METALL IN SOCIETY Creating value – every day



Stena Recycling offers circular solutions by processing various types of waste and converting it into recycled raw materials used by the manufacturing industry to make new materials and products. Unrecyclable waste is sent to incineration plants to generate heat that provides energy for society.

Stena Aluminium produces customized premium-quality aluminium alloys based on fully recycled aluminium, mainly delivered from Stena Recycling. The alloys are primarily used in the automotive and engineering industries. They can be delivered both as ingots and as liquid aluminium with lower CO_2 impact as they then do not have to be re-melted.

Stena Stål is a steel product supplier. In addition to the standard product range, quality-assured reused beams are also offered. These are collected by Stena Recycling and rigorously tested to meet load-bearing standards, promoting sustainability in construction projects.

Stena Oil supplies marine fuels and assists in removing vessels' contaminated water and oil residue. This so-called slops and sludge is treated by Stena Recycling after which the water can be returned into the water cycle, while the extracted oil is repurposed as an alternative fuel source.

Stena Confidential specializes in confidential services. Sensitive material is collected and handled in a secure and traceable process leaving no unwanted traces of confidential information behind. Once sensitive data has been wiped, the physical materials are introduced into the circular economy.

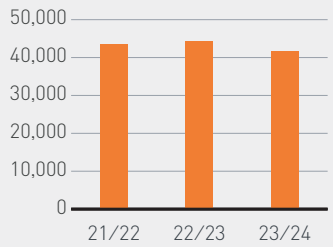
→ *Watch video*

HIGHLIGHTS 2023/2024

Stena Metall's financial year 2023/2024 has been characterized by challenging markets. Despite this, the Group performed well and presents earnings that are higher in comparison to last year, as well as high in a historical perspective.

Birgit S. Hansen, Mayor of the Municipality of Frederikshavn, and William Olsson, Member of the board of Stena Metall at the inauguration of Stena Oil's new marine fuel terminal in Frederikshavn, Denmark on May 14, 2024.

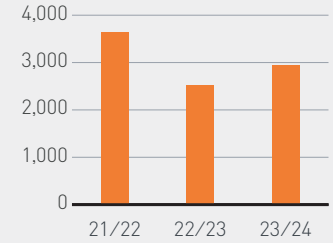
NET SALES, MSEK



41,620
NET SALES, MSEK

2,946
EBITDA, MSEK

EBITDA, MSEK



- Stena Metall Group reported an EBITDA of SEK 2,946 million (SEK 2,530 million) and an EBT of SEK 1,334 million (SEK 1,118 million).
- Business area Recycling delivered a strong full-year result despite lower volumes within some waste streams.
- Business area Oil continues to show strong earnings. The new terminal in Frederikshavn will give a better operational set-up and support the marine sector's green transition.
- Business area Steel have seen notably reduced demand throughout the year, especially from customers within the construction sector.
- The shareholding of Northvolt AB has been adjusted with SEK -300 million based on the current development of the company. The adjustment is non-cash affecting and is accounted for in Other Comprehensive Income.
- After the end of the financial year, Stena Recycling Finland has signed an agreement to divest its pallets business. The completion of the transaction needs approval from the Finnish Competition and Consumer Authority. The transaction will have a positive effect on the Group's cash flow.

CEO COMMENT | KRISTOFER SUNDSGÅRD, PRESIDENT AND CEO

POSITIVE MOMENTUM IN CHALLENGING MARKET CONDITIONS

Stena Metall has performed well despite tough conditions. Strategic investments, strengthening relationships with customers and partners, and a clear focus on the business, keep the Group well-positioned for current and future opportunities.

Kristofer Sundsgård, President and CEO, Stena Metall, visiting the Stena Recycling Tingstad branch in Gothenburg, Sweden.

HOW WOULD YOU SUMMARIZE THE YEAR 2023/2024?

The year was characterized by a challenging market where Stena Metall achieved a good result. The Group reported EBITDA of SEK 2,946 million, compared to SEK 2,530 million in the prior financial year.

Stena Recycling started the year with lower inbound volumes. However, there was a recovery in both volumes and financial performance in the latter part of the year, and several agreements with new customers were signed. Focus has been on continued high investment levels to position Stena Recycling to grasp new opportunities and support future demands. Stena Recycling is investing in battery centers in some home markets for the collection and treatment of high-energy batteries. At the Stena Nordic Recycling Center in Halmstad, Sweden, investments in the Battery Recycling Center, that was inaugurated in March 2023, continue along with investments in a new aluminium center.

The situation has been tougher for some of the Trade & Industry companies. The European market for aluminium alloys has been characterized by overcapacity and an imbalance between raw material costs and current market prices on alloys, which has had a negative effect on Stena Aluminium's earnings. Efforts to streamline production continued during the year with good results.

Stena Stål has had lower volumes and margins, mainly because of lower activity in the construction sector. During the year, activities to reduce costs to compensate for the decrease in volume were implemented.

Stena Oil performed well with lower market volatility than the previous year. Several tenders were won in the first half of the financial year, combining Stena Oil's existing logistics setup in the Southern Baltic sea region with a new market entry into the Stockholm ferry fuel market. In January, operations at the new Marine Fuels Terminal in Frederikshavn, Denmark started, enabling Stena Oil to enhance efficiency.

Despite the challenges we faced, the investment levels in the business remained high. In total, the Group invested SEK 1,859 million, compared to SEK 1,778 million the previous year.

> *We want to be a part of and support our partners in the ongoing transition to a circular economy."*
>
> Kristofer Sundsgård,
> President and CEO, Stena Metall

HOW HAVE THE MARKET CONDITIONS IMPACTED STENA METALL DURING THE YEAR?

The continued geopolitical uncertainties around the world affect the economic situation in our markets. Inflation and interest rates still on elevated levels have affected our business negatively.

Stena Metall had clear positive momentum in the second part of the financial year with improved margins and earnings. Volumes in parts of the business have been trending downwards. However, our broad customer base and wide geographical market, together with our operating model of working closely with our customers through delegated business acumen, have once again proven successful.

WHY IS IT IMPORTANT FOR THE BUSINESSES OF STENA METALL TO INCORPORATE SUSTAINABILITY INTO THEIR STRATEGIES? WHAT ACTIONS HAVE BEEN TAKEN?

Sustainability is an important part and one of the cornerstones of our business. The three key sustainability areas – Care for the environment, Care for people, and Care for sustainable business – support the Group's strategies. Care is the foundation of the culture at Stena Metall. We care for each other, for our customers, for resources, and for society. When we care, we act in a more sustainable way.

Stena Recycling is one of the first European recycling and waste management companies to receive approval on its greenhouse gas reduction targets from the Science Based Target initiative (SBTi). This includes both near-term and net-zero targets. Stena Stål has also committed to setting climate targets in line with SBTi. The Group has issued three Green Bonds to support investments in projects with a clear sustainability profile.

Stena Metall makes a difference by offering leading material and product solutions through recycling, processing, and services. The past year we continued to make progress.

IN WHICH WAYS DO THE STRONG CULTURAL VALUES OF STENA METALL CONTRIBUTE TO THE DEVELOPMENT OF THE GROUP?

Our core values – simplicity, reliability, development – are the foundation of our culture and business. These shape how we act towards our customers and towards each other within the Group.

During the year we launched a Diversity & Inclusion program that focuses on equal opportunities. We promote diversity and inclusion because we want to ensure equal opportunity for everyone and aim to mirror the society we operate in. A workforce with diverse backgrounds creates a dynamic, creative organization that can offer high-quality products and services.

GOING FORWARD, HOW WILL STENA METALL CONTINUE TO GROW AND DEVELOP?

Our ambitions are to have a leading market position in all our companies, to have high customer satisfaction and a growing number of customers, and to reach our financial targets.

We want to be a part of and support our partners in the ongoing transition to a circular economy.

Our delegated business acumen, which empowers the organization to make decisions close to the customers and operations, enables us to create value. Our operating model will continue to serve us and our customers well.

Several industries are undergoing major transformations. However, in some sectors, such as green steel, lithium-ion batteries, and electrification, there are signs that developments are likely to take longer than first anticipated. A key success factor is that we can continue to support our customers in their transformation journeys. Another important factor going forward is to continue investing in the business to constantly evolve and stay ahead.

MARKET ENVIRONMENT

TRENDS AND DRIVERS

The demand for circular solutions requires awareness, dedication, and commitment. The circular transition of society presents cultural, legal, technical, and economic challenges, but it also provides great opportunities. With an innovative approach to circular solutions, the full potential of this evolution can be unlocked.

The annual extraction of the Earth's resources has more than tripled since 1970, from 30 billion tonnes to 106 billion tonnes per year, according to the Global Resource Outlook report 2024 conducted by the International Resource Panel at the request of the UN Environment Assembly. How resources are managed is critical to achieve the United Nations' Sustainable Development Goals, which identifies 17 key areas where people need to work for change to achieve sustainable societies in the long run.

As the climate continues to change and resources become scarce, consumers need to adapt while companies must navigate these challenges. Technological progress and changing regulations make proactive measures even more necessary. In this dynamic landscape, companies and stakeholders that embrace innovative thinking are better equipped to adapt, and even to thrive.

RETHINKING PRODUCTION AND CONSUMPTION

The shift from linear value chains to circular value networks requires challenging the status quo and reevaluating the old production and consumption systems. These have dominated societies for decades and led to a "take-make-waste system".

For example, the electrification and transition to renewable energy will lead to an increasing demand for minerals. These include copper, lithium, cobalt, and graphite for electric vehicles, as well as boron and rare earth minerals for wind turbines. The recycling of materials like magnets containing rare earth minerals is crucial since only a small percentage of these vital minerals are currently being recycled.

Finding new and creative solutions to better use the resources already in circulation demands creativity, innovation, and the courage to drive change.

SEIZING OPPORTUNITIES IN A TURBULENT ENVIRONMENT

The main trends that impact our society and businesses include evolving consumer behavior, demographic changes, resource scarcity, and stricter legislation, as well as digitalization and rapid technological development. Global warming has increased awareness about climate change and put more attention on topics related to sustainability. Economic uncertainty, volatile markets, and geopolitical instability have also affected businesses.

During the last decades, the raw materials logistics chain has become more complex. Russia's invasion of Ukraine, uncertainty about China's economy, and conflicts in the Middle East have accelerated this complexity. Value chains are being regionalized again, i.e., many companies are moving production and sourcing back to their home markets. This increased regionalization in the world leads to more protectionist legislation with, for example, trade barriers as a consequence.

Demographic changes and resource scarcity underscore the importance of effective resource management. Circular business models which emphasize reuse, recycling, and sustainable practices are alternatives to extracting virgin materials. These trends shape industries and drive innovation in resource optimization.

Stena Metall has a unique opportunity to contribute to a sustainable development. The stricter regulations promote environmentally responsible practices, encourages recycling, and strengthens sustainability efforts. Consumers, suppliers, partners, and investors demand more sustainable alternatives. Stena Metall gains from these trends by providing new raw materials from recycling and developing innovative solutions and valuable partnerships, with continued financial discipline and focus on value creation.

POPULATION GROWTH

HOW THE CHANGES OCCUR

- In 1900, there were about 1.6 billion people on the planet. Today, there are 8.1 billion of us. By 2100, the United Nations (UN) estimates the global population will reach 10.4 billion.
- More people consume more resources, which puts pressure on ecosystems and limited natural resources. The annual extraction of the Earth's resources has more than tripled since 1970, and at the current pace, material extraction will increase by another 60 percent by 2060, according to Global Resource Outlook (GRO) 2024.
- An increasing population, with declining resources, threatens current prosperity and the welfare of future generations, according to the UN.

HOW IT AFFECTS CUSTOMERS

- There is increasing pressure to reduce negative impacts on the environment and the use of resources, including land management to secure biodiversity. End-users demand more accountability, quality-assured reuse, repair, and remanufacturing of products.
- Reducing raw material dependency becomes vital. Practices like design for circularity and using recycled raw materials improve efficiency and reduce the use of virgin raw materials.
- Challenges with resource scarcity are addressed with circular business models, sustainable sourcing, and better materials management.
- A rise of new legal requirements, not least from the EU, for increased recycling and usage of recycled raw materials in new products aim to reduce dependency on virgin raw materials.

HOW STENA METALL ACTS

- Stena Metall promotes circular value networks, including guidance on responsible resource use, logistics, and recycling.
- Stena Metall turns waste into valuable resources by expanding the offering of certified recycled materials, circular services, design, and resource management.
- Stena Metall develops new business models to enable customers to climb the waste hierarchy and increase the 5 R's: reuse, recycle, reject, repair, and reduce. These acts help to reduce the stress on natural resources and biodiversity.

INCREASED AWARENESS ABOUT CLIMATE CHANGE

HOW THE CHANGES OCCUR

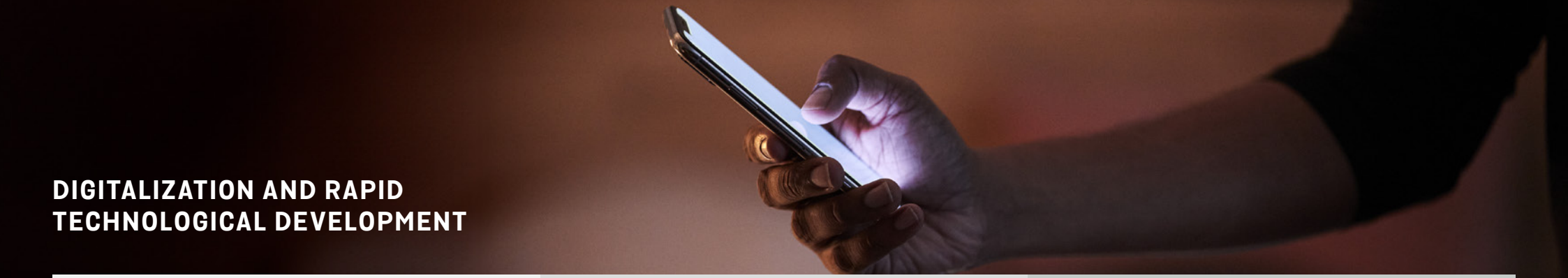
- People have plenty and varied sources of information about climate change and its causes, including media coverage, scientific research, schools, climate activists, and influencers. This shapes public opinion and makes sustainability crucial for businesses.
- Individual experiences, like extreme weather, make climate change personal and relevant.
- The shift towards renewable energy sources promotes climate change awareness.
- Politicians keep climate change high on the public agenda. New laws and regulations to support the transition to a circular economy and sustainable development include the European Circular Economy Action Plan, the Raw Materials Initiative, and updated battery legislation.

HOW IT AFFECTS CUSTOMERS

- Consumers demand more sustainable products and solutions that enable a circular economy. Circular business models that enhance waste management and circular materials which lowers CO_2 emissions thereby become more important.
- Future business models address challenges related to critical raw materials, including battery waste.
- Companies set ambitious goals like carbon neutrality. They therefore adopt more sustainable practices, use more renewable energy, and improve their supply chain management.
- New regulations regarding sustainability change how companies operate. They must improve transparency, traceability, and efficiency in the life cycle of their products.
- There is a greater need for collaboration and innovation. Some traditional businesses are disrupted.

HOW STENA METALL ACTS

- Stena Metall improves the offering of circular services, design, and resource management.
- Recycling and reuse services are continuously expanded, which means that the production of circular raw materials from recycled materials and products is increased.
- Offers for supply chain traceability to measure impact are expanded. Progress is communicated to customers and the public.
- Collaborations and joint development projects with for example customers, suppliers, universities, non-governmental organizations (NGOs) and the public sector are increasing over time.
- Stena Metall improves not only customer offerings, but also its own operations. Efficiency is increased and innovation encouraged.



DIGITALIZATION AND RAPID TECHNOLOGICAL DEVELOPMENT

HOW THE CHANGES OCCUR

- Digital transformation encourages new ideas and new business models.
- Rapid digitalization and technological development lead to increased transparency and a faster exchange of information.
- Digital sharing services are more popular, enabling more efficient use of resources.
- High demand for innovative technology could lead to shortages of raw materials, such as cobalt and other rare metals used in batteries and electronics.
- New technologies, such as automation and artificial intelligence (AI), change how people work and which skills are needed in the workforce.
- The rise of AI magnifies the problems and emphasizes the risks of misinformation and disinformation. The speed and scope of falsified information increase while, at the same time, people's evaluation of facts decreases.

HOW IT AFFECTS CUSTOMERS

- Seamless digital integration changes the user experience and thereby raises expectations. This increases the demand for satisfactory offers.
- Faster and more accurate information help customers to make better decisions.
- Digitalization improves efficiency and quality. Continuous tech adaptation becomes the norm.
- Potential material shortages cause uncertainty in business plans and markets.
- As the demand for digital services increases, the competition for skilled professionals grows. Some skills might be hard to find, so nurturing internal talent and partners becomes more important.
- Misinformation and disinformation can have significant implications for companies, including financial impact, operational disruptions, legal and regulatory risks, damaging brand equity and marketing, and harming consumer trust and loyalty, as well as affecting employee morale and productivity. Companies must proactively address misinformation and disinformation to mitigate risks connected to falsified information.

HOW STENA METALL ACTS

- Stena Metall invests in digital transformation by new customer offerings and business models, and by new internal processes and digital platforms that will have a positive effect on customers.
- Stena Metall offers new tools, enabled by digitalization, with the target to improve the customer experience and create new business.
- Efficiency, quality, and customization are improved with the help of new technology. For example, the use of big data and new analytics tools throughout the value chain simplifies traceability and reporting.
- Stena Metall works to provide a good working environment and to be an attractive employer. Focus is on people, especially career development and continuous learning.
- Stena Metall leverages advanced technology to detect false information in digital communications, focusing on fraud and phishing. There is also an information security training program which includes lessons in critical thinking to empower employees with the skills needed to discern truth in the digital realm.
- To take advantage of rapid digital and technological developments, Stena Metall is actively working in the field of Industry 4.0. The program aims to drive towards more data-driven decisions, predictive maintenance, and production planning as a key piece of the circular puzzle.

RAW MATERIAL SCARCITY

HOW THE CHANGES OCCUR

- Population growth and economic development increases demand for resources.
- The electrification of society causes an increased demand for specific metals and minerals.
- Some key resources are controlled by only a few countries, artificially impacting supply negatively.
- Customer and regulatory requirements due to climate change and increased focus on sustainability result in increased demand for raw materials from recycling, which in turn can create a shortage situation.

HOW IT AFFECTS CUSTOMERS

- To meet the United Nations's Sustainable Development Goals (SDGs) material use must change and resource intensity must be reduced.
- The prices of raw materials fluctuate, and availability becomes more uncertain, partly due to geopolitical tensions. Competition to access essential raw materials increases.
- Businesses, states, and federations use regionalization to ensure access to materials throughout the value network.
- Demand rises for recycled raw materials of the right quality as well as alternative resources, and for solutions that require less energy, less material consumption, and reduces waste and over-consumption.
- To address raw material shortages, and to accelerate the transition from linear to circular material flows, customers seek to increase the lifespan of products by refurbishing, reusing, and extending the life of their products.

HOW STENA METALL ACTS

- Stena Metall provides circular raw materials of the right quality from recycled materials and products.
- Stena Metall invests in advanced recycling technologies to recover and refine metals and minerals from discarded products more efficiently. In addition, the recycling capacity for items such as plastic and batteries is expanded to meet increasing demand.
- Innovative circular solutions are continuously developed and promoted to raise awareness about the environmental benefits of reusing, refurbishing, and recycling materials.
- New business models to increase circularity are built in efficient ways by engaging in new forms of collaborations.

SUPPORTING THE CIRCULAR ECONOMY

The transition to a circular economy requires new ways of thinking and working in how resources are produced, consumed, and managed. Through an active role in the circular economy, Stena Metall aims to address environmental challenges such as resource scarcity and a "take-make-waste society".

In many ways, a circular economy is better than a linear one.

The circular economy is a model for production and consumption that minimizes waste and recirculates materials. In a circular economy, the focus is on maintaining the value of materials for as long as possible through multiple uses. Ways to advance circularity include reducing unnecessary consumption, extending the lifespan of products, refurbishing items, and recycling materials.

The traditional linear production model involves extracting resources to manufacture products and then discarding them at the end of their useful life. This old model increases the risk of resource scarcity, is wasteful, and is highly inefficient, resulting in significant value loss. To increase their sustainability efforts companies must re-evaluate their business models, moving away from the linear approach and embracing circular strategies such as product longevity, repairability, and recycling.

Keeping limited natural resources and valuable materials in circulation through reuse and recycling can be much more beneficial to the environment than extracting and processing virgin raw materials. In this way the transition towards a circular economy is a critical part of building a sustainable society.

EXPERTISE AND NETWORKS DRIVE SUSTAINABLE PRACTICES

Cooperation, collaboration, and partnerships are necessary to manage the transition to a circular economy where resources are used more efficiently. The shift to circular value networks requires challenging the status quo and finding new and creative solutions. It is about being innovative, thinking circular from the start, and designing processes and value networks in completely new ways. By tackling the challenges together, they can be turned into value-adding opportunities including stronger customer offerings.

Stena Metall uses its extensive network and expertise to promote positive change and contribute to the transformation of industries towards a more sustainable future.

Stena Metall is dedicated to actively contributing to the development of the circular economy in collaboration with customers and partners. The Group offers services, consulting, technologies, and products as circular solutions that use resources more efficiently and intelligently. Thereby value is created for everyone: customers, end-customers, the environment, and society.

→ *Read more online*

The purpose of Circular Voice is to gain consumer insights relevant to companies and other stakeholders striving for circularity.

Sustainability communications in focus

For the third year in a row, Stena Recycling has conducted the Circular Voice survey, asking 5,000 consumers in Poland, Finland, Denmark, Norway, and Sweden about their behavior and attitudes towards sustainability.

This year's survey included, among others, questions about how consumers feel about companies' sustainability communication. The results show that while many people are interested in companies' sustainability efforts, relatively few trust the information they are being given. Another key takeaway is that consumers are calling for more and clearer information from companies.

"*Transparency and openness about challenges and problems build more trust than trying to appear perfect. If companies want consumers to make active and sustainable choices, consumers need to believe that those choices actually make a difference*," says Ulf Arnesson, Executive Director, Business Development at Stena Recycling.

→ *Read the survey*

INSIGHTS

The transition of the steel industry

The traditional production of steel is the largest industrial contributor to carbon dioxide emissions, accounting for between 7 and 9 percent of the total global CO_2 emissions. Europe is currently in the process of shifting from traditional coal and iron ore-based blast furnace production towards less polluting electric furnace-based production processes. This shift means that recycled steel will remain in the European market to a larger extent.

The growing interest in "green steel" is driven by increased customer demand, new legal requirements, and growth in sustainable investments. As an expert in scrap and circularity, Stena Metall plays a big role in the transition of the steel industry.

"Steel is one of the most recycled materials in the world. Since the early days of Stena Metall, we have been part of this value chain and supplied the steel industry with ferrous scrap."

Mattias Rapaport, Managing Director,
Stena Metal International

The modern steel industry

The global steel industry is becoming more sustainable. This is good news, as the industry emitted about 3.6 Gt of CO_2 in 2022, equivalent to between 7 and 9 percent of the world's CO_2 emissions, according to the World Steel Association.

The demand for more sustainable steel is part of the broader development and thus ultimately comes from the public. This manifests itself in consumers wanting more sustainable steel products, pressure from investors and nongovernmental organizations, and especially in tighter regulation from governments.

Purchases of green steel largely come from companies who have set their own decarbonization targets. The transportation and mobility industry is the biggest buyer of green steel, including automotive, heavy transport, and shipping. Other major buyers include companies in heavy industry, service and trade, energy, and appliances.

STEEL'S SUSTAINABLE TRANSITION

The European Green Deal and other CO_2 reduction targets are the main drivers of sustainability in the European steel industry. The European Green Deal includes potential carbon tariffs, which are being considered in long-term planning.

Companies are working to become more sustainable, but the roadmaps can vary. Many steel companies have a goal of carbon neutrality by 2050, which matches the aim of the European Green Deal. The European Steel Association Eurofer counts at least 60 major low-CO_2 projects across Europe which could cut CO_2 emissions by one-third by 2030.

One important way to make steel more sustainable is to change the production process. Traditionally, most CO_2 emissions in steelmaking have come from the use of coal and coke to remove oxygen from iron ore. A new method involves a direct reduction process using green hydrogen, meaning hydrogen produced with renewable energy. In this way, steel will be produced with virtually no CO_2 emissions. Companies in the Nordic region have been at the forefront of this innovation.

Steel is also one of the most recycled materials in the world. In the EU, about 80 percent of scrap comes from obsolete materials, 13 percent is leftovers from making products, and 7 percent comes from waste and errors during steel production. Obsolete materials are most important, but they are also most problematic as they need to be collected, sorted, and processed. Many products consist of steel combined with plastics, fibers, and coatings, which could impact their use in new steel production.

WHAT IS GREEN STEEL?

"Green" relates to environmental protection but lacks a universal definition. This also applies to green steel. There is no single industry standard, government regulation, or certification body as to what is green steel and what is not.

A product or service described as green, is designed, produced, or operated in ways that aim to minimize harm to the environment. A common definition of green steel is steel with a lower carbon footprint compared to traditional methods, which can be achieved by:

- Using recycled steel in low-emission electric-arc furnaces.
- Replacing coke with green hydrogen.
- Reducing emissions in coal-based production.
- Lowering emissions in logistics and transport.
- Using renewable energy in production.
- Future innovations like iron ore electrolysis or pyrolysis carbon capture and storage.

While there is currently no standard or label for green steel, this is likely to change as the industry becomes more aware of CO_2 emissions.

INSIGHTS

"We are an enabler in the transition of the steel industry."

Mattias Rapaport is Managing Director for Stena Metal International which conducts global trade in ferrous, non-ferrous, and stainless scrap that has been collected and processed by Stena Recycling in various markets.

IN WHAT WAYS IS THE STEEL INDUSTRY PUSHED IN A MORE SUSTAINABLE DIRECTION?

With reducing CO_2 emissions high on the agenda, the customer demand for more sustainable steel products is increasing. Regulations are putting a price on carbon emissions, which will put a financial penalty on steel produced with coal compared to more sustainable 'green steel' produced with less CO_2 emissions. There is a huge supply of steel which can find new life via recycling and circular solutions. According to EuRIC, the European Recycling Industries' Confederation, using steel scrap instead of virgin ore can reduce CO_2 emissions by 58 percent, air pollution by 86 percent, and water pollution by 76 percent.

HOW CAN STENA METALL HELP CUSTOMERS IN THEIR SUSTAINABILITY EFFORTS?

Not all scrap is equal: while waste from steel production can be placed back into the process relatively easily, post-consumer scrap generally needs sorting, treating, and processing before it can be turned into new steel for new products. Stena Metall's expertise in fast and efficient treatment and recycling makes it a preferred partner for steel companies in the circular transition. We make sure our recycling processes are efficient by maximizing recovery and minimizing losses. We optimize logistics to lower emissions and wait times.

WHAT IS STENA METALL'S ROLE IN THE CIRCULAR TRANSITION OF THE STEEL INDUSTRY?

Our core business is handling scrap, so we are an enabler for this aspect of the transition in steel. Most production in Europe still uses virgin materials. The secondary route uses scrap steel in electric arc furnaces and makes up about 40 percent of European production, a figure that will increase in the coming decade. This is where the Stena Metall companies play a big role, because we are experts in scrap and circularity. Having long relationships with companies that supply and demand scrap steel means that Stena Metall is well-positioned as demand for scrap soars. This is a great opportunity for us, but we need to continue investing in ourselves to be enablers of the green transition.

By using steel scrap instead of virgin ore we can enable

58%
less CO_2 emissions

86%
less air pollution

76%
less water pollution

Mattias Rapaport, Managing Director, Stena Metal International

SSAB port in Oxelösund. Photo: SSAB

GreenCoat coli package. Photo: SSAB

SSAB fossil-free steel mill in Luleå. Photo: SSAB

3.6 Gt

CO_2 emitted by the steel industry in 2022

SSAB – a global leader in the transition

SSAB is a Nordic steel company that aims to revolutionize the steel industry by largely eliminating fossil carbon emissions from the steelmaking process.

The company has established itself as a frontrunner in the transition of the steel industry by developing two unique types of steels: SSAB Fossil-free™ and SSAB Zero™.

SSAB Fossil-free™ steel is based on virgin iron ore and uses fossil-free hydrogen instead of coke as the reducing agent, resulting in water as the by-product instead of CO_2 emissions. SSAB Zero™ is based on recycled scrap and produced with fossil-free electricity and biogas. Both types of steels have virtually zero fossil carbon emissions in steelmaking and energy used.

To enable fossil-free steelmaking at scale, SSAB is now transforming its Nordic production system. Electric arc furnaces will replace the company's blast furnaces in Luleå and Oxelösund, Sweden and be fed with a mix of recycled scrap and fossil-free sponge iron as the raw material.

"*It is important that SSAB have a trusted and reliable supplier in their home markets, and we have the ability to supply them with ferrous scrap in their shift to electric arc furnaces*," says Jens Björkman, Head of Ferrous Sales at Stena Metal International.

Stena Metal International will help secure the supply of scrap needed by SSAB for this shift in production technology. The parties intend to work together to develop a ferrous scrap value chain involving both sourced scrap and circular flows between SSAB and its customers.

"*We've enjoyed a tight cooperation with SSAB for a long time and we are pleased they chose us as a partner in their transformation. We are jointly developing a circular solution, where scrap is collected, processed, and handled by Stena Recycling, and then brought to SSAB for re-melting*," says Jens Björkman.

> *"Scrap will become a cornerstone of SSAB's Nordic business and our partnership with Stena Metal International will help secure the tonnage we need to serve our customers."*
>
> Rickard Dreimanis, Vice President Procurement and Supply Chain, SSAB

INSIGHTS

"The change in the steel industry is accelerating."

Thomas Larsson is Manager for Product and Customer Segments at Stena Stål. His team's job is not to simply react to customer demand, but to actively work with them to develop better and more sustainable solutions.

HOW IS THE MODERN STEEL INDUSTRY EVOLVING?

The change in the steel industry is accelerating. The quality and price of steel are still important, but today customers also want more sustainable steel.

HOW CAN STEEL BE MORE SUSTAINABLE?

We must reuse, recycle, and produce new steel with less CO_2 emissions. A combination of all these solutions is necessary. We help customers get exactly what they need by offering a variety of solutions. For example, Stena Stål offers quality-assured steel beams for reuse. These come from dismantled buildings, are tested and verified, and are perfectly good to use again. According to Stena Stål's third-party audited Environmental Product Declaration for reused steel beams, these can lower carbon dioxide emissions by over 95 percent compared to producing new steel beams.

95%

lower carbon dioxide emissions by reused steel beams compared to producing new ones

WHAT RECYCLED STEEL IS AVAILABLE?

One innovative product which is offered by Stena Stål is SSAB Zero™, which is based on recycled steel produced with fossil-free electricity and biofuels. This is great quality steel, competitively priced, and produced with virtually no fossil CO_2 emissions. But even if the world recycled all old steel, we would still not have enough to meet the demand.

Thomas Larsson, Manager for Product and Customer Segments, Stena Stål

IF WE NEED NEW STEEL, HOW CAN IT BE PRODUCED MORE SUSTAINABLY?

We will also offer SSAB's Fossil-free™ steel, which is made using the HYBRIT® technology. Instead of using coking coal in the steelmaking process, the HYBRIT process uses hydrogen produced with fossil-free energy. Stena Stål will be among the first external distributors of this steel when it is planned to become available in 2026. In the future, SSAB will create steel based on both recycled material and virgin iron ore produced with fossil-free hydrogen. We have collaborated with SSAB for many years, and it is great that we continue to work together.

WHAT ABOUT THE FUTURE?

Currently the focus is on steel with lower CO_2 emissions, but this is only the beginning. In the next phase customers will be interested in other aspects of sustainability, such as biodiversity. We actively work with our customers to improve and drive this evolution. Partnerships are extremely important and we have many unexplored possibilities. The Nordics are the world leaders but we must do more.

Photo: SSAB

"Together with Stena Stål, we are contributing to reduced carbon dioxide emissions when we introduce fossil-free steel to the Swedish market. We are together building fossil-free value chains all the way to the end customer."

Matts Nilsson, Head of Sales Sweden & Norway, SSAB

New circular solution developed with partners

Stena Aluminium collaborates with partners in the EU-funded RecAL project to turn hazardous aluminium waste into useful products.

When aluminium is produced, salt is added to prevent oxidation of the metal. Later, this combination of salt and oxides is removed as salt slag waste. Stena Aluminium is working with the metals research institute Swerim and the British technology-based aluminium company Altek Europe to turn salt slag into products for the steel and aluminium industries.

"*In the old days salt slag ended up in landfills, which is not optimal for the environment and is a waste of a valuable resource,*" explains Benjamin Brash, Technical Sales Specialist at Stena Aluminium. "*We are developing a way to turn this waste into two premium products.*"

CLEAR FINANCIAL AND ENVIRONMENTAL BENEFITS

The project is part of RecAL (Recycling technologies for circular ALuminium), a four-year EU-funded Horizon project to upgrade Europe's aluminium industry and make it more circular and sustainable. Nineteen partners, including Stena Aluminium, are involved.

During a week at Swerim's Luleå facilities, experts from Stena Aluminium, Swerim, and Altek Europe tried out a process to superheat the salt slag to 1,600 degrees, treat, and separate it. The salt dust was treated so it can be used again in aluminium production. The oxide slag was processed so it can be used as an ingredient in the steel industry. Adding the pre-melted oxide slag generates a more consistent steelmaking slag which ensures the steel quality.

"*There are few facilities in Europe that can handle salt slag. We need to increase capacity,*" says Ola Falk, Manager Process Development at Stena Aluminium. "*There are clear financial and environmental benefits of recycling this slag locally.*"

NEXT STEP: CLOSING THE LOOP

The test proved the process works. Now the challenge is to take the lessons learned and to generate a functional salt from the salt dust, and thereafter scale the process up to an industrial level.

Swerim will continue experimenting with the treated slag to optimize it as a product for industry, while Altek Europe will evaluate the salt dust and design a suitable unit for salt re-crystallization in their UK laboratory.

The partners plan to meet again in a few months. The next step a year from now is to tie the project together and close the loop, treat the salt dust and re-crystalize the salt at Swerim in a pilot scale, and later make a proper evaluation of the recovered salt at a Stena Aluminium facility.

"*These partnerships to make products out of waste show how the metal industries are evolving. By using excess and recycled materials, companies can make great quality products while reducing the use of virgin raw materials,*" ends Benjamin Brash.

Gigi Nicolson from Altek Europe, Benjamin Brash and Ola Falk from Stena Aluminium, Ulf Sjöström from Swerim and Adele Forrest from Altek Europe participated during the intensive trial week. Photo: Swerim

Technician in protective clothing controls the process where the purified slag is heated to 1,600 degrees. Photo: Swerim

Andreas Kronqvist is Plant Manager of the new Aluminium Center at SNRC.

New facility meets market demand for recycled aluminium

A new modern facility ensuring Stena Recycling's ability and capacity to meet the growing industry demand for recycled aluminium has been established at Stena Nordic Recycling Center (SNRC) in Halmstad, Sweden.

Aluminium's low weight and strength make it a sought-after material in the green transition, and the use of recycled material enables reduced carbon dioxide emissions. The new aluminium center means that Stena Recycling can more effectively meet the shift that is taking place in the industry with increased demand for pure alloys, large volumes, and traceability.

In recent years, aluminium recycling has taken place in smaller formats at several of Stena Recycling's branches. The new facility at SNRC will receive aluminium from several of Stena Recycling's markets. Much of the recycled raw material goes, as before, to Stena Aluminium in Älmhult, Sweden.

The investment, which is part of the Stena Recycling's strategy to develop its leading position in recycled raw materials, significantly increases the ability to provide customers with high-value raw materials.

"*We have a fantastic position in the market that we must protect, but at the same time we must develop our operations to future-proof our business. Our new aluminium center gives us every opportunity to do so,*" says Carl Sverrung, Head of Non Ferrous Metals at Stena Metal International.

Operations at the new aluminium center at SNRC started in September 2024. The 12,000 square meter facility includes a shredder, a new press, and advanced sorting equipment.

"*This is a facility with modern shredding and sensor sorting technology. This, together with our employees' material expertise, guarantees a qualitative result,*" says Andreas Kronqvist, Plant Manager.

"It feels good to be involved in turning scrap into new materials every day."

Oskar Rundberg is an operator at Stena Aluminium's smelter in Älmhult, Sweden. He has held his position for a year.

HOW COMPLICATED IS RECYCLING ALUMINIUM?

It takes years to learn how to manage all the elements of the process. I learn something new every day. I am curious so it suits me. I also like that you are encouraged to come up with ideas for improvements.

WHAT HAPPENS TO THE ALUMINIUM SCRAP PEOPLE RECYCLE?

There is a melting part and a casting part. Before the aluminium scrap is melted down, it is first sorted by quality. Some materials are then pressed together to optimize the process in the melting furnaces.

WHAT DO YOU LIKE THE MOST ABOUT YOUR WORK?

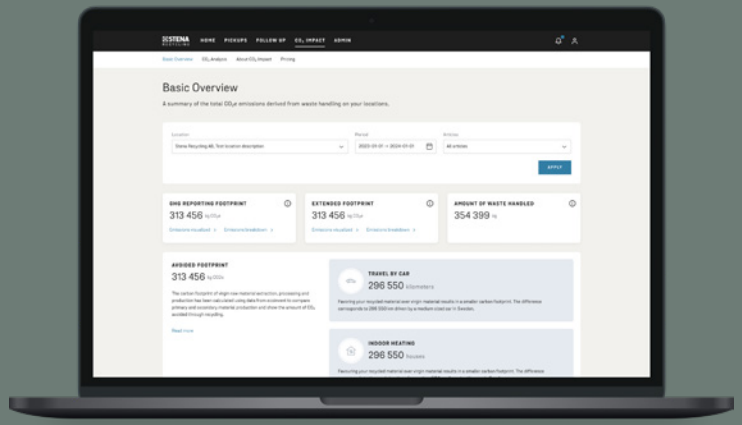
It feels good to be involved in turning scrap into new materials every day. And I have the best colleagues. We have fun together and we know we can rely on each other.

→ *Watch video*

PARTNERSHIPS

TACKLING CHALLENGES TOGETHER

Collaboration through partnerships in value networks is necessary to manage the transition to a circular economy where resources are used more efficiently. When innovatively tackled together, the challenges of thinking circular from the start and designing processes and value chains in completely new ways can be turned into value-adding opportunities, including stronger customer offerings. The following pages present some examples of projects where Stena Metall has challenged the status quo and found new solutions that create value and promote a sustainable development.



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MAXIMIZING RESOURCES WITH A CIRCULAR STEEL SOLUTION

To improve the value of products and services, as well as becoming more sustainable, businesses need to work together. A collaboration between SKF, Ovako, and Stena Recycling is a good example of how to recycle manufacturing residues and return them to production in a circular process that is good for business and the environment.

The image is retouched to visualize the collaboration between SKF, Ovako and Stena Recycling.

SKF creates steel bearings for a wide variety of applications. Residual material from SKF's manufacturing is collected, sorted, and quality assured by Stena Recycling, who in turn sends the material to the smelting company Ovako that uses it to create steel for new products. This reduces the need for primary alloys and avoids having to dig deeper into the earth's crust for virgin material, bringing steel one step closer to circularity.

"The advantage is that the recycled steel is a known material for us; we have manufactured it ourselves. If it arrives sorted, we can directly recycle it into new engineering steel," says Mikael Bror, Purchasing Manager Raw Materials at Black Bar, Ovako.

Ovako, the steel producer with the lowest CO_2 footprint in Europe, annually turns about 2,500 tonnes of residual products from SKF into new high-quality engineering steel used in energy, transportation, manufacturing, agriculture, and other applications. Stena Recycling has overall responsibility for SKF's waste solutions, recovering 3,000 tonnes of metal and 3,000 tonnes of oils and emulsions from SKF every year.

"Cooperation is a strength when it comes to developing solutions. Through our understanding of the customers' needs, we can put these into practice in the best way in the value chain," says Fredrik Lyckesvärd, Head of Business Area Ferrous at Stena Recycling.

THREE SIDES TO A CIRCLE

The cooperation has been going on for a long time and has been gradually refined, thanks to a common ambition to reduce the climate impact as much as possible.

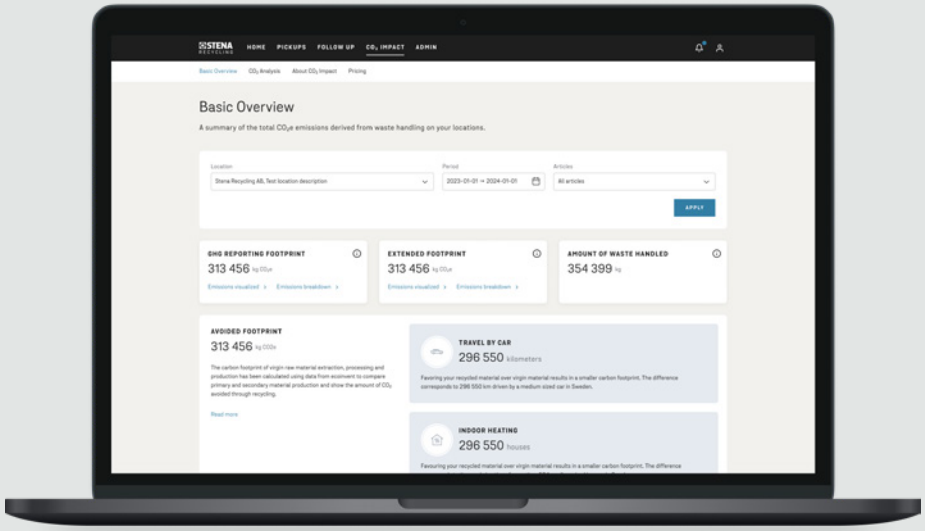
"Through this collaboration, we have reduced our climate footprint, which has contributed to us having net-zero emissions in our production unit in Gothenburg," says Johan Wiksfors, Key Account Manager, Reliability Engineering at SKF. *"For us, it simply means making better use of our resources and ultimately reducing our need for new steel."*

The basis of the work is to sort as close to the source as possible and to send the recycled material directly for reuse. Nearly 100 percent of grinding dust and chips and over 90 percent of production scrap are recycled.

"Nowadays, there is a huge demand for smart circular solutions," says Fredrik Lyckesvärd. *"Our long experience and high competence in recycling, as well as our ability to deliver process-critical raw materials, means we can help our customers with solutions that speed up the circular transition."*

EMPOWERING SUSTAINABILITY EFFORTS WITH DIGITAL SERVICES

Stena Recycling's first digital add-on service, CO_2 Impact Plus, gives customers the ability to take actions to improve their sustainability efforts by providing data on the CO_2 emissions in their value chain.



In recent years, Stena Recycling's inbound customers have voiced a clear need for support in their transition from a linear way of thinking and operating to a more circular way. The shift in customer demands is closely tied to increased laws and regulations, but also an increased interest in and commitment to climate related issues.

An area of most interest to customers is to understand how much greenhouse gas emissions are released from what is produced, consumed, and recycled. CO_2 emissions, which most often is the largest part, are of special interest as more and more companies need to report scope 3 emissions from their value chain due to their commitments to the Science Based Targets initiative (SBTi).

ENABLING DATA-DRIVEN STRATEGIC DECISION-MAKING FOR SUSTAINABILITY AND BUSINESS IMPROVEMENTS

Stena CO_2 Impact is a new digital service from Stena Recycling that provides customers with information and analysis on how their waste management affects the climate. A customer of Stena Recycling can easily access the data they need through the online customer portal.

With a simple click it is also possible to upgrade and subscribe to the "plus version", Stena CO_2 Impact Plus, which makes it easy for customers to track and understand their carbon footprint. This includes the results of all parts of the process, such as the transport and treatment of different types of materials. Customers receive a detailed breakdown of CO_2 emissions derived from waste handling which they can use in reporting, marketing, improving operations, and developing new solutions. Because kilograms of CO_2 can be hard to visualize, the CO_2 Impact Plus service also provides comparisons, such as how much CO_2 is emitted by heating houses or driving passenger cars.

CO-DEVELOPED WITH CUSTOMERS FOR A BETTER UNDERSTANDING OF THEIR NEEDS

The new digital service was co-developed with ten of Stena Recycling's largest and most diverse customers. It is progressively rolled out in Sweden, with plans to expand to the rest of the Nordics and beyond. Additionally, more sustainability insight services are on the drawing board.

The pilot study of the service was done to fully understand customer needs. One participant was the industrial technology company Siemens Energy. They follow the Science Based Targets initiative to make sure their goals are in line with climate science and the Paris Agreement.

"*Sustainability is a top priority for Siemens Energy. We need to have accurate measurements to improve performance,*" says Christina Skoglund, Sustainability Engineer at Siemens Energy. "*I like how the data in the service is presented visually on the dashboard, and how easy it is to export into our own systems for analysis and reporting.*"

CO_2 Impact Plus has showed Siemens Energy that transportation is the biggest source of emissions in their waste handling.

"*The information we receive can help us to set targets and improve the process together with Stena Recycling. We are happy to have been part of this,*" says Christina Skoglund.

The Stena CO_2 Impact Plus service has been quality reviewed by a third party, RISE – Research Institutes of Sweden, to ensure the processes are scientifically accurate and comply with best practices.

Christina Skoglund, Sustainability Engineer, Siemens Energy. Photo: Siemens Energy

Photo: Siemens Energy

WHAT IS CO_2 IMPACT?

Stena CO_2 Impact is a digital reporting service that makes companies more aware of how their waste management affects the environment by providing access to high-quality climate footprint data from the waste processes.

The digital service has a basic level with aggregated data that every customer to Stena can access through the customer portal. A subscription upgrade to the Plus level gives customers more details and visualizations. A customer with a Stena CO_2 Impact Plus subscription gets online access to:

- Valuable insights for their business and sustainability decisions in line with expected stricter legal requirements.
- Detailed primary calculated data on the amount of CO_2 their waste generates retrieved from Stena Recycling's facilities.
- Access to advanced analyses, item-level breakdowns, and comparisons to better understand where emissions occur and how they can be reduced.
- Easy download of data and attractive, uncomplicated presentation material that can be used to meet customers' expectations.
- The possibility to identify opportunities for new circular solutions, together with Stena Recycling.

Calculations of avoided carbon footprint are also included in the service, which is a general comparison of the difference between emissions from the production of primary (virgin) raw materials and emissions from secondary raw materials made from recycled materials.

TAKING CARE OF SENSITIVE MATERIAL IN SECURE, TRACEABLE, AND CIRCULAR WAYS

As society becomes more and more digitalized the amount of sensitive information grows, and so does the need for safe handling and destruction of confidential information. Stena Metall's newly established company Stena Confidential aims to be customers' first choice for secure and traceable destruction and recycling of confidential materials.

Organizations, nonprofits as well as companies in the public and the private sector deal with a variety of confidential materials ranging from documents to electronic devices, uniforms, products, prototypes, and regulated personal data. EU rules, local regulations, industry standards, and company policy might all impact how this sensitive material is managed.

Stena Confidential provides a needed solution for organizations to securely track and destroy materials and protect their valuable intellectual property rights, whilst also offering efficient logistics solutions that contribute to lower CO_2 emissions.

"We see an increasing demand for confidential services due to more complex legislation, and a growing need for organizations to ensure their information security. Customers want higher security and better traceability, and they want us to do this in the most sustainable way," says Linus Larsson, Managing Director of Stena Confidential.

Stena Recycling has been working with confidential services for over 20 years. To take the next step in meeting customers' requirements, this business is now being developed under a separate brand where even more services linked to security can be added.

"Through continued cooperation with Stena Recycling, we can help customers find circular solutions for shredded materials. We strongly believe that we have the right conditions to take a position in this market," says Linus Larsson.

CREATING CUSTOMIZED SOLUTIONS

Stena Confidential works with customers to develop solutions that fit their specific needs. The newly established company launched in Sweden, Norway, and Denmark in January 2024. Operations began in Finland soon after, with the Polish market next in line. Customers range from those with the absolute highest security demands, like governments, the police, and the military, to small businesses with no information connected to national security but which instead has information connected to personal private data or business sensitive information.

"As security experts, we create customized solutions adapted to the needs of different businesses. We collect and handle sensitive material with the utmost care until the information is completely deleted and the physical material is recycled and refined," explains Linus Larsson.

Innovative digital tools are also used, such as tracking waste bins with Internet of Things solutions so the customer always knows the status and location of their materials.

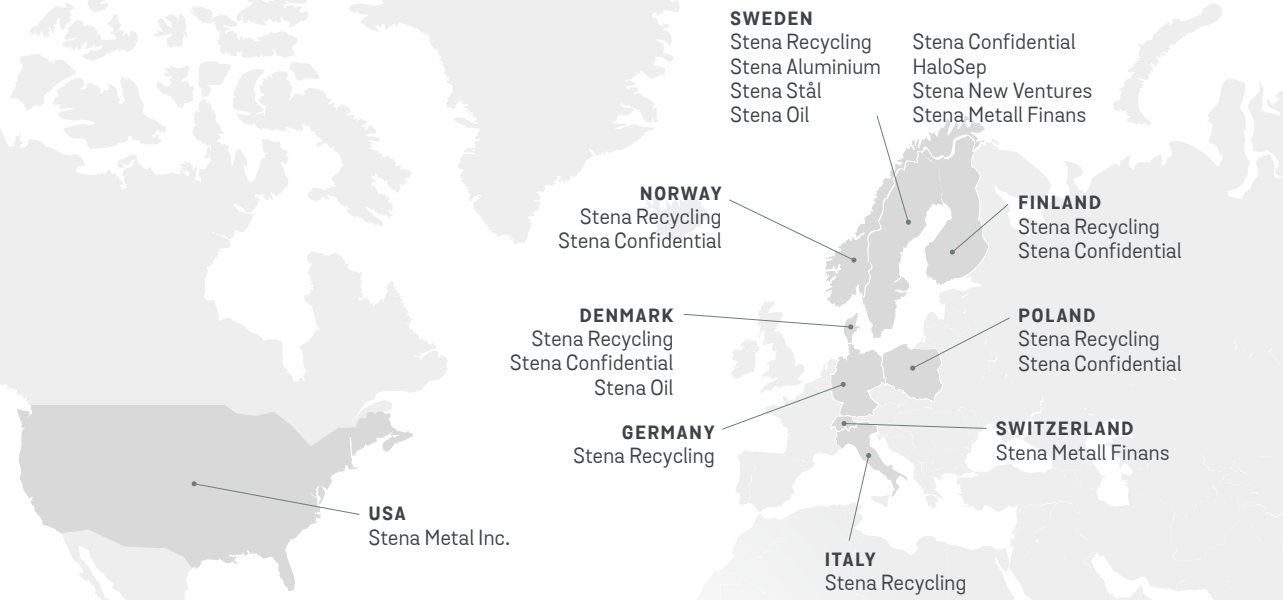
"To build our position, we put a lot of resources into product development of our services with a focus on digitalization. Through this, and by gathering our offer under one brand, we create a very strong range of products and services," Linus Larsson ends.

Linus Larsson, Managing Director, Stena Confidential

BUSINESSES

OVERVIEW

Stena Metall creates value by focusing on recycling, delivering services and products for companies within industry and trade, and ensuring sound financial management. Through smart and customized solutions, a strong focus on innovation, collaborations, and partnerships, value is created not only for partners and customers but also for society at large. Stena Metall consists of three subgroups: Recycling, Trade & Industry, and Finance.



RECYCLING

Stena Recycling operates in Sweden, Denmark, Poland, Norway, Finland, Italy, and Germany, and has sales operations in the US.

CORE BUSINESS

- Operating in key industries such as automotive, manufacturing, municipalities, retail, transport and logistics, and energy.
- Reliable waste collection services, innovative reuse services, and advanced recycling on an industrial level.
- Comprehensive recycling solutions and circular services, which play a key role in the transition to a circular economy.

NET SALES SHARE OF GROUP

61%

TRADE & INDUSTRY

Trade & Industry consists of six companies: Stena Aluminium, Stena Stål, Stena Oil, Stena Confidential, HaloSep, and Stena New Ventures.

CORE BUSINESS

- Trading of products and services within marine fuels, steel, metals, recycling products, and confidential materials.
- Key industries include automotive, industrial, manufacturing, construction, shipping, municipalities, and retail.
- Early-stage investments connected to the above mentioned products and services.
- All companies operate with a common ambition to contribute to the green development within each respective business.

NET SALES SHARE OF GROUP

39%

FINANCE

Stena Metall Finans operates in Sweden and Switzerland.

CORE BUSINESS

- Internal banking
- Financial investments
- Captive solutions
- Risk management
- Group financial advisory

Stena Metall Finans' revenues are accounted for as other operating income and are therefore not included in the Stena Metall's total net sales.

STENA RECYCLING

CIRCULAR SOLUTIONS FOR SUSTAINABLE INDUSTRIES

25,427	61.1%	3,975
NET SALES MSEK	SHARE OF GROUP	EMPLOYEES

Stena Recycling is one of Europe's leading recycling companies, offering comprehensive solutions in recycling and circular services. By keeping resources in the loop, Stena Recycling stimulates sustainable value chains and contributes to the transition to a circular economy.

The objective of Stena Recycling is to contribute to a world where nothing goes to waste. In collaboration with customers, the circular economy is accelerated by encouraging a revaluation of waste management, product design, and the use of recycled or end-of-life products.

Every year, Stena Recycling collects and recycles more than six million tonnes of waste and end-of-life products from more than 100,000 customers in various industries, such as manufacturing, automotive, retail, energy, transport, logistics, and municipalities.

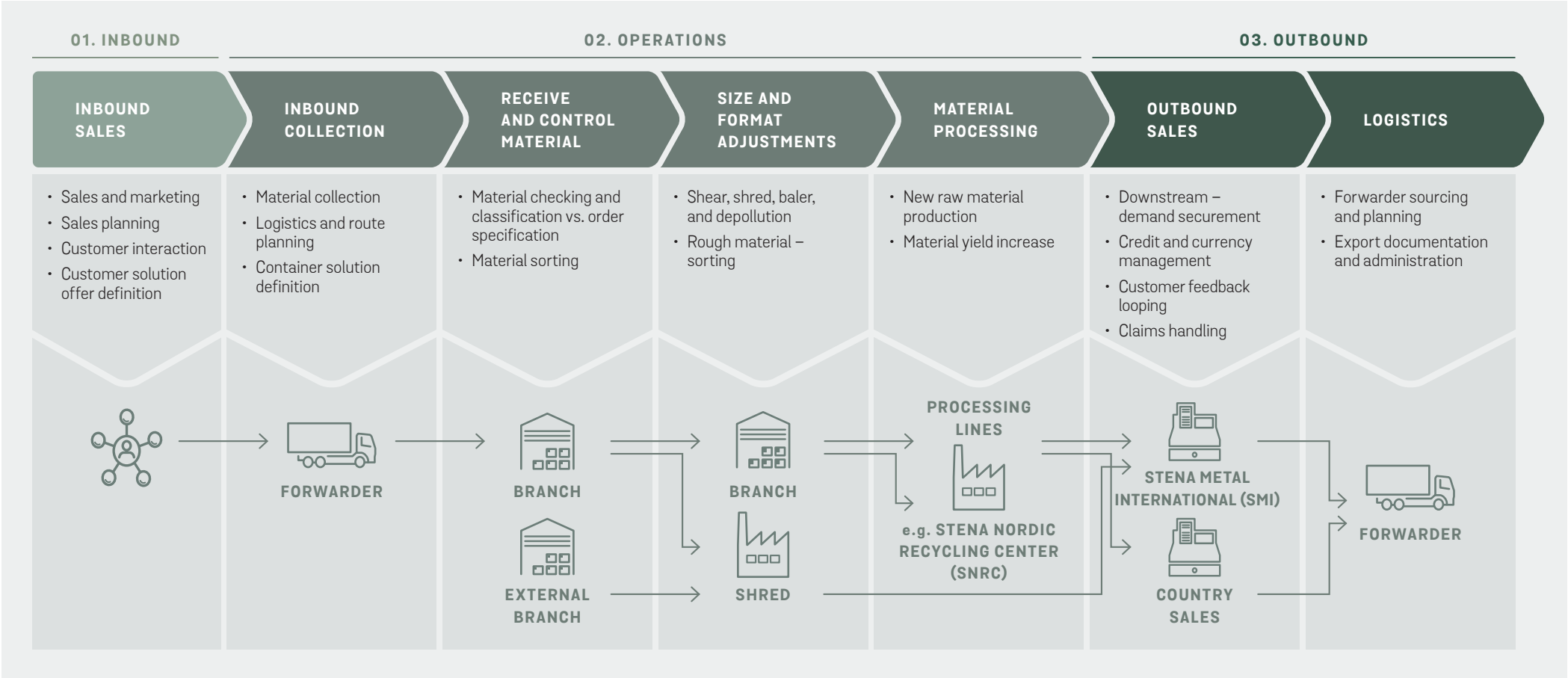
Operations are conducted in Sweden, Denmark, Poland, Norway, Finland, Italy, and Germany, where materials from several other European countries also are recycled. In addition, sales operations are conducted through Stena Metal International, which is responsible for global trade in ferrous, non-ferrous, and stainless scrap volumes collected and processed by Stena Recycling in different markets. Stena Metal International has its head office in Sweden, and a sales office in the US.

Besides recycling and refining products and waste materials, Stena Recycling offers expertise in circularity through its international consulting business Stena Circular Consulting. Stena Circular Consulting supports customers in their development towards circular business models that deliver environmental and business value.

→ *Read more online*

VALUE CREATION

Stena Recycling's core business is the collection of industrial waste material that arises from both operations and production, from which recycled raw materials for new products or new energy is produced. The process for value creation is defined by a number of steps from inbound to outbound sales, and logistics services.



HIGHLIGHTS 2023/2024

STENA RECYCLING SWEDEN

Partnership with Coop expanded

Stena Recycling Sweden is expanding a long-time relationship with Coop, one of Sweden's largest grocery chains. A two-year agreement covers Coop's new 110,000 m^2 warehouse. Cooperation with Coop Väst, the second-largest group of stores within Coop, has been expanded, generating about 13,000 tonnes of recyclable material annually.

New CO_2 reporting service launched

The new digital service CO_2 Impact Plus, which helps companies understand and take action on their emissions from waste management, has been co-developed with customers. It is progressively rolled out in Sweden, with plans to expand to the rest of the Nordics and beyond.

→ *Read more on page 28*

Hub service helps shopping malls

Stena Recycling Sweden has developed a new hub concept in the Skärholmen Centrum shopping center in Stockholm, Sweden. The new service helps tenants with coordinating, sorting, and recording the material they recycle, improving transparency, sustainability, and safety.

A unique circular value chain for steel

A new partnership turns unused steel into new products. Residual steel left over from producing roller bearings at SKF is collected, sorted, and quality assured by Stena Recycling Sweden, which ships the materials to the smelting company Ovako. From there, the steel goes to metalworks around the globe for a new life.

→ *Read more on page 27*

New hard plastic processing line opened

The new hard plastic line in Lanna, Sweden, can process 15,000 tonnes of material annually. The old plastic is sorted and processed into new raw materials. In general, each kilogram recycled saves two kilograms of carbon dioxide emitted, compared to using virgin materials.

Andreas Veije, Head of Production Area Plastic at Stena Recycling Sweden; Tobias Narvinger, Managing Director of Stena Recycling Sweden; and Anki Hansson, Värnamo Enterprise Manager pushing the start button for the new hard plastic processing line in Lanna, Sweden.

Three large contracts for three nuclear power plants

Stena Recycling Sweden will handle about 70,000 tonnes of material from the demolition of the Barsebäck, OKG, and Ringhals nuclear power plants.

Circular transformer oil for the electrical industry

Stena Recycling Sweden collaborates with Nynas in a circular solution that has been awarded a quality mark in the form of International Sustainability & Carbon Certification (ISCC) Plus certification. Via a European network, Stena Recycling Sweden collects discarded transformer oil from decommissioned electrical transformers and other utility equipment, pre-treats it, and then delivers it to Nynas, where the oil is used as a raw material in the production of new circular transformer oil. This oil reduces GHG emissions by over 70 percent compared to virgin oil.

HIGHLIGHTS 2023/2024

STENA RECYCLING DENMARK

Acquisition of hazardous waste specialist

In April 2024, Stena Recycling Denmark aquired MV Farligt Affald A/S, a Jutland-based hazardous waste company. This strategic acquisition brings Stena Recycling Denmark closer to the Jutland business community and provides an opportunity for synergy with Stena Oil and Stena Recycling's treatment facilities in Sweden.

First aerosol facility opened

In February 2024 the new aerosol facility opened, being the first of its kind in Denmark. It increases the capacity to recycle aerosol cans from 700 to 1,800 tonnes. The gas is collected and compressed for use as energy, and the metal is separated and pressed into briquettes for recycling.

Multi-year agreement with Novo Nordisk

In April 2024, Stena Recycling Denmark signed a three-year customer agreement with the country's largest company, Novo Nordisk. The agreement covers all of the pharmaceutical company's 18 Danish locations.

Pilot with Vestas to recycle wind turbine blades

The ongoing collaboration with Vestas includes a new pilot project to recycle wind turbine blades. The project received significant recognition from political, industrial, and royal circles, and won the JEC Innovation Composite Award in March 2024. The goal is to turn epoxy-based composite materials from wind turbine blades into new raw materials in a circular solution, potentially encompassing industries beyond wind energy.

Leif Ole Meyer, Senior TS&D Manager, Olin Corporation; Troels Skydstrup, Professor, Center Director of the Chem, Aarhus University; Søren Hack, Senior Project Manager (incl. CETEC), Danish Technological Institute; Mie Elholm Birkbark, Specialist, Materials and Sustainable Scaling, Vestas Wind Systems; Louise Drue Andersen, Wind Segment Manager, Stena Recycling Denmark; Helle Svendsen, Director/Center Manager, Product and Material Chemistry, Danish Technological Institute; and Allan K. Poulsen, Head of Materials and Sustainable Scaling, Vestas Wind Systems. Photo: Vestas Wind Systems A/S.

New partner to Region Sjælland

Stena Recycling Denmark has been selected as a partner to Region Sjælland, which includes 17 Danish municipalities, for a five-year period, with the possibility of a two-year extension. This is a total waste management agreement covering more than 40 locations: all hospitals, ambulance bases, emergency and health centers, psychiatry, and hospital pharmacies as well as all administration, purchasing, logistics, and production. It includes all recyclable fractions: combustible, confidential, clinical risk waste, and hazardous waste. The choice of Stena Recycling Denmark as a new partner was based on attractive price and the highest environmental score.

Supporting a major infrastructure project

Stena Recycling Denmark has signed a four-year agreement with Femern Link Contractors (FLC) that is responsible for designing and constructing the world's longest immersed tunnel for cars and trains being built between Denmark and Germany. Already receiving between 800–1,000 tonnes of materials every month, the new agreement means collaboration on several of FLC's fractions, where iron, hazardous waste and WEEE are the largest. Wood, concrete, and bio-waste will also be handled. Logistics, processes, and methods along with data were some of the reasons why FLC chose to replace their previous partner with Stena Recycling.

HIGHLIGHTS 2023/2024

STENA RECYCLING POLAND

Championing circular concepts

Stena Recycling Poland has established webinars, published an e-book, developed business reports, and partnered with major institutions to promote circularity to the Polish business community.

Awards and recognitions

The company won several important awards, including the "Eagles of Rzeczpospolita" award from Poland's largest business magazine. Stena Recycling was also recognized for the implementation of circular solutions while the Wschowa recycling center was commended for its processing technologies.

Turning old plastic film into new products

Many industries use Low-Density Polyethylene (LDPE) film, but it often ends up in landfills. The new service "Re:work your LDPE" enables customers to recover and recycle LDPE into new bags.

Major investments

The cable recycling center in Trzebieńczyce is being modernized. The existing line will be replaced with triple capacity of 900–1,000 tonnes per month. The existing screening line in Swarzedz has been upgraded to increase capacity and material recovery from shredded heavy fraction and to increase automation. At the Szczecin branch new storage halls were completed, including new infrastructure. Solar panels will not only power the warehouses, but also the administrative building and other equipment.

Removing an illegal hazardous waste dump

Stena Recycling Poland won a public tender to clean up an illegal hazardous waste dump in Targówek. The project involved close collaboration with public officials and safety agencies and generated significant media attention. More than 350 tonnes of hazardous materials were disposed of in less than a month, despite difficult winter conditions.

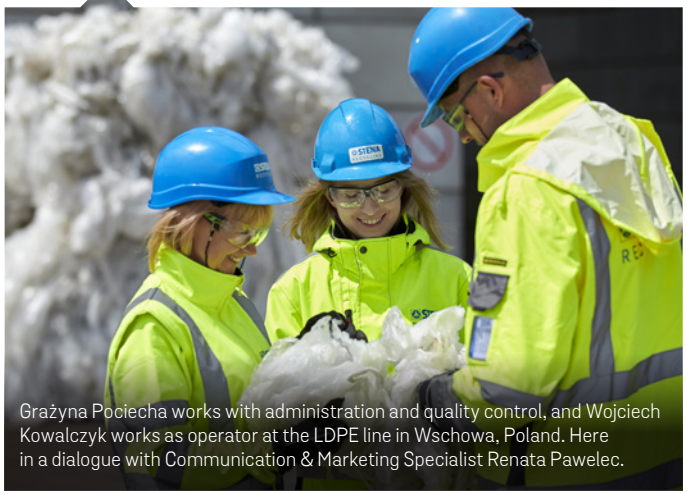
STENA RECYCLING NORWAY

Investment in electric vehicle (EV) battery recycling

A new high-energy battery branch at Ausenfjellet, outside Oslo, has been built. The branch will repair batteries for a renewed life, or prepare them for recycling at Stena Nordic Recycling Center (SNRC) in Halmstad, Sweden. As Norway is the largest EV market in the world per capita, there is high demand for EV battery recycling. Stena Recycling Norway's investment in a new battery branch has received funding from Enova, a Norwegian state-owned organization realizing projects that contribute to Norway meeting its climate commitments and transitioning to a low-emission society.

Deepened focus on offshore solutions

Stena Recycling Norway is offering the offshore industry a range of waste management services, ranging from recycling of decommissioned equipment to sustainability reporting. Norway is a world leader in offshore oil and gas, and is expanding within subsea telecom and offshore wind farms.



Grażyna Pociecha works with administration and quality control, and Wojciech Kowalczyk works as operator at the LDPE line in Wschowa, Poland. Here in a dialogue with Communication & Marketing Specialist Renata Pawelec.

Warehouse workers for hazardous waste Przemysław Kaczmarek and Adrian Kusyk from the Warsaw branch were involved in the challenging work of removing the illegal hazardous waste dump in in Targówek, Poland.

HIGHLIGHTS 2023/2024

STENA RECYCLING NORWAY

New life for iconic building

The old Schibsted printing house in central Oslo is moving into new modern facilities. Stena Recycling Norway dismantled old equipment and materials, including 2,300 tonnes of metals and 25 tonnes of hazardous waste. This material will be treated and given a new life as raw materials, while the old building will also have a new life as a youth center.

New partnership with Morrow Batteries

Stena Recycling Norway is partnering with Morrow Batteries to build a circular value chain for batteries. Production waste from Morrow's Arendal factory will go to Stena Recycling's new facility for battery recycling in Halmstad, Sweden for treatment, so the recovered material can be used to produce new batteries.

Circular battery partnership with Beyonder

Stena Recycling Norway and the battery technology company Beyonder have entered a circular partnership agreement for battery production waste. Under the agreement, Stena Recycling will assist Beyonder in establishing proper handling procedures for relevant production waste from Beyonder's research and pilot branch in Sandnes, Norway. The waste will be managed at Stena Recycling's new battery recycling facility in Halmstad, Sweden, enabling the recovery of materials from battery cells to be used in the production of new batteries with a high recycling rate. The goal is to create a sustainable battery value chain that lays the foundation for Beyonder to produce the next generation of environmentally friendly and energy-efficient battery cells.

Enhancing the circularity of plastic waste

In a collaborative project between TOMRA and Plastretur, Stena Recycling Norway will become the operating partner for the new state-of-the-art plastic sorting branch in Holtskogen, Norway. When in full operation, the branch will be able to sort 90,000 tonnes of plastic each year, making it Norway's largest plastic sorting branch. This marks an important milestone in Stena Recycling Norway's commitment to the circular economy and innovative plastic recycling.

Lars Christian Bacher, CEO of Morrow; Stina Torjesen, Sustainability Director at Morrow; Christian Lian, COO Stena Recycling Norway; and Marcus Martinsson, Product Area Manager Batteries at Stena Recycling Group.

Øyvind Sandve, Business Development Manager at Stena Recycling Norway and Lise Helen Stråbø, Director Supply Chain management at Beyonder.

Arve Ryan, acting project manager TPRF; Joachim N. Amland, SVP Head of TOMRA Feedstock; together with Senior Advisor Max Trandem, Production Director Snorre Kolseth, MD Ragnhild Borchgrevink and Sales & Marketing Director Fredrik Eide Aass from Stena Recycling Norway.

HIGHLIGHTS 2023/2024

STENA RECYCLING ITALY

Acquisition expands aluminum focus

The Pyreco acquisition has been completed, making it Stena Recycling Italy's fourth facility. The 12,000-square-meter facility improves aluminum sales, expands the company's capabilities in the Italian market, and increases cooperation with other Stena Metall companies.

Branch developments to serve customers better

In the Carpi branch, plans are underway to treat batteries and photovoltaic (PV) panels. Glass from PV panels can become raw material for concrete. At the Cavenago branch, a new washing machine line has been installed. The branch in Angiari is expanding to handle additional volumes, including rainwater treatment.

Plastic branch fully operational

The new plastic branch, launched late in 2022, is now running at full capacity. Sales channels for polypropylene/polyethylene (PP/PE) and polystyrene (PS) have been established, while work is ongoing to find the correct balance of price and quality demands for acrylonitrile butadiene styrene (ABS).

Fashion industry chooses recycled plastic

At the Angiari branch, plastic pellets are made from old refrigerators and cooling appliances. After wet and dry separation, the mixed PS flakes are sorted by color. The white flakes are used for the granules out of which a customer then produces hangers for a well-known brand within the fashion industry. This partnership creates opportunities for Stena Recycling to become a post-consumer recycled plastic supplier also for other high-end luxury brands.

New cooperations

Stena Recycling Italy has renewed the partnership with a large Waste Electrical and Electronic Equipment (WEEE) collection scheme for additional volumes and is helping another collection scheme to find a use for recycled plastic in new appliances. Cooperation has also begun with an environmental charity and a trade school to share good practices and knowledge.

Madou Keita and Kassim Coulibaly work as solar panel treatment operators at Stena Recycling's branch in Carpi, Italy.

HIGHLIGHTS 2023/2024

STENA RECYCLING FINLAND

Encore merger improves offering

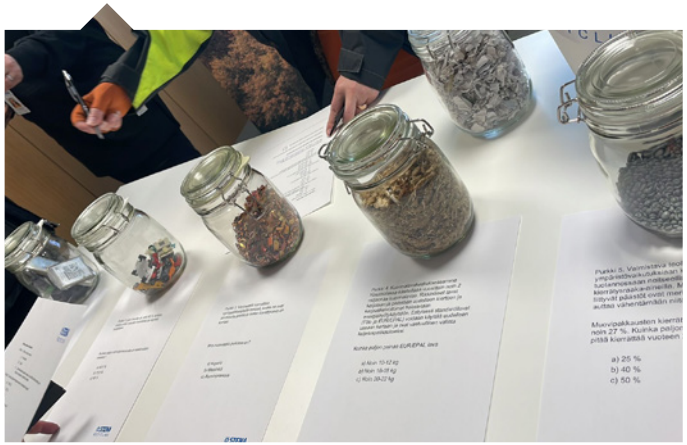
Stena Recycling Finland completed the merge with the aquired company Encore Environmental Services (Encore Ympäristöpalvelut) in August 2024. This has expanded the offering of recycling and total waste management services and gained the company additional customers in the Finnish market.

Renewable energy use increases

From the beginning of 2024, Stena Recycling Finland has only used certified renewable electricity in Finland. This reduces greenhouse gas emissions in scope 1 and 2 by about 24 percent compared to 2023. Further plans include increasing biofuels in transportation and the electrification of working machines.

New branch opened in Finland's capital region

A new branch was opened in Espoo, Finland's second largest city and home to many of the country's largest industrial and technology companies. The new branch strengthens the company's position in the recycling of metals, end-of-life vehicles, electronics, and hazardous waste.



STENA RECYCLING GERMANY

Working with an association of recyclers

Stena Recycling Germany has started a collaboration with e.punkt, an association of experienced lithium-ion battery transporters and recyclers that creates a nationwide collection network and a joint location for battery treatment. Being part of e.punkt will expand Stena Recycling Germany's reach and allow additional value to be provided to more customers.

New branches planned

Discussions are ongoing to secure a strategic position for the establishment of new Stena Recycling branches in Germany, with a focus on batteries.

STENA METAL INTERNATIONAL

Increased push to lower emissions

As the link to customers for recycled ferrous and non-ferrous metal scrap, Stena Metal International collaborates actively with customers and the recycling operations of Stena Recycling to adopt operations and recycling techniques for the demands of the future. The iron-ore based steel industry will have an increased demand for refined steel scrap of specified qualities. The aluminium industry is focused on using refined aluminium scrap for replacing primary aluminium in the production of semi-finished products and alloys. The copper industry is working in the same direction when it comes to using recycled copper in the production of semifinished products and alloys. The general trend is to reduce CO_2 emissions in the value chain, primarily by an increased use of recycled scrap, and Stena Metal International plays a vital role in this green transformation of the ferrous and non-ferrous metal industry.

→ *Read more on page 21*

A PREMIUM SUPPLIER OF RECYCLED ALUMINIUM

1,748	4.2%	91
NET SALES MSEK	SHARE OF GROUP	EMPLOYEES

Stena Aluminium is a leading producer of customized aluminium alloys that provides the automotive and engineering industries with components based on fully recycled aluminium.

Aluminium is a highly recyclable material, which makes it suitable for circular products. Out of all aluminium ever produced, 75 percent is still being used. Using recycled aluminium saves up to 95 percent of the energy needed for primary aluminium production.

Stena Aluminium is one of northern Europe's leading producers of premium-quality aluminium alloys based on recycled aluminium. Customers are mainly foundries based in northern Europe. Most of the alloys produced are used for components in the automotive and engineering industries. In addition, Stena Aluminium offers customers technical support, advisory services, and training in metallurgy, engineering design, and business solutions.

To be a sustainable business partner, Stena Aluminium has invested extensively in its operations to achieve an efficient, environmentally sound production process as well as handling of raw materials and waste.

→ *Read more online*

Stena Aluminium's alloys can be delivered both as ingots and as liquid aluminium. As the customers do not have to re-melt the alloys, liquid aluminium saves significant amounts of energy.

HIGHLIGHTS 2023/2024

PARTNERSHIP WITH GRÄNGES LOWERS EMISSIONS

Stena Aluminium has partnered with the company Gränges for a new Remelt Scrap Ingots project. It supports both companies in reducing their CO_2 emissions by increasing the share of recycled materials at Gränges and by reducing the share of alloy elements at Stena Aluminium.

STENA ALUMINIUM JOINS CIRCULARITY HUB

By joining the EU-supported project RecAL (Recycling technologies for circular ALuminium), Stena Aluminum helps to advance recycling and digital technologies for a circular aluminium economy. The ground-breaking project, which brings together 19 partners from nine European countries and has secured significant backing by European Union funding, intends to revolutionize aluminium recycling in Europe.

→ *Read more on page 24*

NEW HVO TANK INSTALLED

Hydrotreated vegetable oil (HVO), a renewable diesel, is now being used to fuel machines at Stena Aluminium. A new truck was the first vehicle powered by this fuel that emitts less CO_2 emissions.

HIGHLIGHTING THE CLIMATE IMPACT OF ALUMINIUM ALLOYS

A Life Cycle Assessment (LCA) of Stena Aluminium's main product groups has been made to highlight the variation in climate impact between different alloys. The assessment covers cradle to gate, from raw material extraction to the casting of the finished ingots. The result shows the variation in climate impact due to alloy composition and illuminates where actions to reduce the climate impact should be taken.

A RELIABLE PARTNER FOR HIGH-QUALITY STEEL

2,086	5%	240
NET SALES MSEK	SHARE OF GROUP	EMPLOYEES

Stena Stål supplies a wide range of high-quality steel products to customers mainly in Sweden. The company has close collaborations with leading steel producers.

With a customer-centric approach, Stena Stål provides steel and aluminium products to construction and industrial companies with high accessibility and service levels, through local distribution centers geographically spread all over Sweden. The wholesale business includes products such as beams and reused beams, bars, pipes, rebar, sheet metal, stainless steel, aluminium, and special steel. In addition, pre-treatments and adaptations of steel products according to customer-specific needs are carried out in-house or together with selected partners.

Stena Stål supports customers in strengthening their product offerings through expertise in materials, a broad product range, and a customer-centric approach. In its sustainability efforts, Stena Stål has committed to set climate targets in accordance with the Science Based Targets initiative.

→ *Read more online*

Faster, bigger, and better with GROW. Improving delivery performance with an upgraded production line and enhanced processing capabilities in Västerås, Sweden.

HIGHLIGHTS 2023/2024

MEETING CUSTOMER DEMANDS BETTER WITH GROW

GROW, a new modern production line in Västerås, Sweden, will offer customers faster service, increased capacity, and more flexible solutions. The state-of-the-art line provides even more efficient, precise, and versatile operations.

THE FIRST TO ISSUE ENVIRONMENTAL DECLARATIONS FOR RECYCLED BEAMS

Stena Stål customers can use Environmental Product Declarations (EPDs) to monitor, report, and act upon their operations. The EPD is now extended to also include reused beams, which Stena Stål is first on the Swedish market to offer. Reusing steel beams significantly reduces the climate impact of construction projects. It can save up to 95 percent of CO_2 emissions compared to using new scrap-based steel.

→ *Read more on page 51*

NEW TOOL FOR CUSTOMERS

The new tool CO_2 Sustainability Report tells customers the CO_2 impact of the materials they purchase. They can use this information for their own reporting and to take actions to improve their sustainability work. The service is part of the online tool where customers can get other information, such as invoices and material certificates.

SUPPORTING MARINE FUEL SOLUTIONS

12,202	29.3%	21
NET SALES MSEK	SHARE OF GROUP	EMPLOYEES

Stena Oil is Scandinavia's leading supplier of marine fuels and provides full-service marine solutions for shipping companies operating in the Skagerrak and Kattegat straits, the Baltic Sea, and the North Sea.

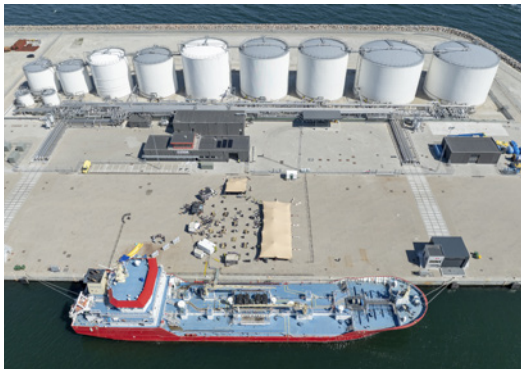
Stena Oil sells marine fuel for shipping companies around the world. Skilled trading and operations staff, and modern long-term time-chartered bunker tankers and terminal operations, make efficient deliveries possible around the clock. Focusing on customer satisfaction and sustainability in a long-term perspective, Stena Oil also offers additional services such as removal of a vessel's slops. These are purified by Stena Recycling and can be returned into the water cycle. The oil that is extracted from the wastewater is used for production of an alternative fuel – turning waste into a valuable resource.

Committed to continuing to support the development towards a more sustainable future for the shipping industry, Stena Oil develops innovative solutions that simplify customers' day-to-day tasks and reduce their operating costs. Stena Oil will offer customers a cost-efficient supply of new biofuels products that will enable customers to meet environmental regulations.

Stena Oil has an oil spill response actions agreement with The European Maritime Safety Agency (EMSA). The company is committed to, at short notice, providing vessels and equipment to battle oil spills at sea in Scandinavian waters and in the southern parts of the Baltic Sea.

→ *Read more online*

Stena Oil's new marine fuel terminal in Frederikshavn, Denmark, was inaugurated on May 14, 2024.



HIGHLIGHTS 2023/2024

NEW TERMINAL INAUGURATED

In May 2024, Stena Oil's new terminal in Frederikshavn, Denmark was inaugurated. With a capacity of 75,000 cubic meters, it is specifically designed to be a flexible terminal prepared for the transition of the marine fuel market. The terminal can handle multiple types of fuels, including biofuels, and its strategic location allows fast and efficient service for domestic and international customers.

→ *Read more online*

FIRST EVER BIOFUEL BUNKERING OPERATION

Customers are increasingly looking for different fuel alternatives to conventional bunker fuels for their vessels to navigate with a much lower carbon footprint. In October 2023, Stena Oil showed its capabilities by bunkering biofuel to Dalaro Shipping's vessel Oslo Wave 3 in Gothenburg, Sweden. The biofuel was 25 percent rapeseed methyl ester and 75 percent marine gasoil and reduced GHC emissions by about 20 percent compared with conventional fuel.

→ *Read more online*

EXPANDING FLEET WITH A NEW AND FLEXIBLE TANKER

Brisen, a newly built 2,000-tonne chartered bunker tanker, was delivered in July. This multi-purpose tanker can handle various types of fuel, such as green methanol and bio-blends, which are growing in demand due to new European regulations. The new bunker tanker, combined with the new Frederikshavn terminal, bring Stena Oil's products and services closer to the customers.

REMAINING A TRUSTED PARTNER TO RESPOND TO ENVIRONMENTAL INCIDENTS

Stena Oil has signed three new agreements with the European Maritime Safety Agency to clean up oil spills. In the first, Stena Oil maintains an oil spill recovery vessel to help nations in the Baltic area within 24 hours of their request. The second contract has the company maintain equipment at Frederikshavn, Denmark, ready to be sent elsewhere in the EU when needed. In the third contract, Stena Oil keeps a large tanker on standby for major incidents. This tanker can pump out recovered oil from smaller recovery vessels.

STENA CONFIDENTIAL

SECURE DISPOSAL OF CONFIDENTIAL MATERIALS

Recycling materials containing sensitive information requires specialist knowledge. With expertise in both security and recycling solutions, Stena Confidential can ensure a secure, traceable, and circular destruction of confidential materials.

Stena Confidential provides a seamless and responsible disposal process of all kinds of items, from ordinary packaging to confidential documents. Using innovative solutions, it is also possible to dispose of sensitive materials that have been fused with non-hazardous materials.

Stena Confidential collects and disposes of customers' sensitive materials until the information is completely deleted. The physical material is either reused or recycled in a way that best suits the respective device or material. The confidentiality of information is of utmost importance, and rigorous routines are implemented to ensure that the correct information is carefully and irreversibly destroyed during the process, meeting each customer's unique disposal needs.

With emphasis on both security and environmental responsibility, Stena Confidential is committed to handling every disposal with the highest standards. Reusing, refining, and recycling methods are employed to maximize the potential of each used material, reducing strain on finite natural resources, while well-established logistics solutions help to reduce CO_2 emissions.

→ *Read more online*

HIGHLIGHTS 2023/2024

SERVICE LAUNCHED SUCCESSFULLY

Stena Confidential is a new company formed to securely collect, transport, destroy, and dispose of confidential materials. Major investments have been made in product development of services with a focus on digitalization. Additionally, the new Enterprise Resource Planning (ERP) platform brings improved efficiency and reliability to customers.

COLLABORATION WITH STENA RECYCLING

Stena Confidential works with Stena Recycling to serve customers even better. Destruction of materials can be on site or at Stena Confidential's facility, and the small fragments can then be separated for recycling into new products or used as a source of energy.

COMPREHENSIVE OFFERING

Stena Confidential is offering more solutions for customers with stringent security and sustainability requirements. This can include handling customer products, branded material, work clothes, robots, and prototypes. A unified offering is available in all of Stena Confidential's markets.

EXTRACTING VALUABLE RESOURCES FROM HAZARDOUS WASTE

HaloSep offers a circular solution to purify and refine hazardous waste from waste-to-energy plants. These plants supply heat and electricity for homes, and HaloSep's technology is part of transforming the waste generated in the process into valuable resources to be returned to society.

A challenge in production of district heating and electricity through waste incineration is the large volume of hazardous waste, known as fly ash and scrubber fluid, that arises from cleaning the flue gases. The hazardous waste has traditionally been transported to specific landfill sites, especially disused mines. This is a costly and unsustainable solution where a large amount of resources are lost.

HaloSep's patented technology makes it possible to purify and refine this hazardous waste and convert it into valuable resources such as mineral and metal fractions, and salt water. In addition, HaloSep provides an on-plant solution that can be built locally at a waste-to-energy plant. It can also be placed at a site where fly ash from several smaller plants is gathered. Thereby, cost and emissions related to long-distance transport and export of hazardous waste is avoided.

→ *Read more online*

HIGHLIGHTS 2023/2024

CIRCULAR USAGE OF FLY ASH AND SALTS

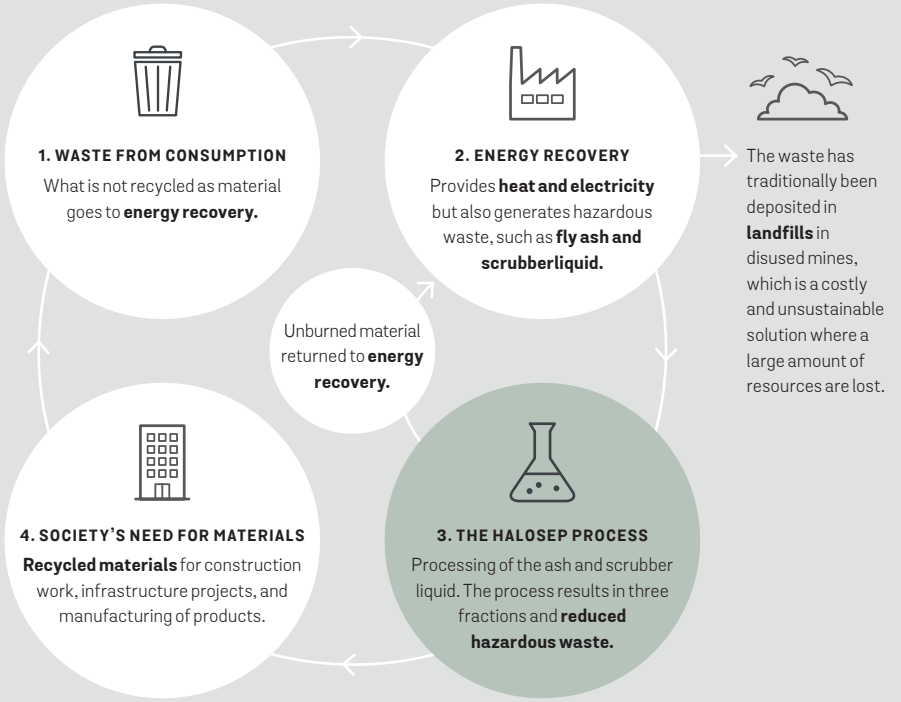
Achieving the goal of transforming hazardous materials into non-hazardous materials in fully circular applications has taken a step forward. New methods and applications to use the output from HaloSep's process in circular solutions have been explored and tested. Treated ash and extracted salts may be transformed from hazardous into non-hazardous materials. Both the technology and regulations are being reviewed.

EXPANDING TECHNOLOGY REACH

Efforts have been made to expand the potential customer base of HaloSep to include all types of waste-to-energy plants.

A new concept allows the HaloSep's process to integrate with not only wet flue gas treatment systems, but also dry and semi-dry systems. Also, a new process component, a Zero Liquid Discharge (ZLD) solution, has been evaluated. This enables the circular recovery of salts and water and further broadens HaloSep's market opportunities.

HOW THE HALOSEP PROCESS WORKS



INVESTING IN NEW BUSINESS OPPORTUNITIES

Stena New Ventures finds and develops ventures of the future to drive sustainable development and transformation by offering innovative solutions in materials and recycling.

Stena New Ventures makes investments which leverage the Group's circular expertise and promote new solutions. New business opportunities are identified and developed based on ideas both within Stena Metall and through collaboration with, or investment in, start-up companies. This may be a customer need that requires a new approach or a completely new business concept.

Stena New Ventures is continuously searching for promising Nordic start-up companies that will benefit from Stena Metall's core competences and have a clear potential for significant growth and for taking a new position in a defined market segment. Incubators at different universities, as well as networking and engaging with others, are ways for Stena New Ventures to identify business opportunities for collaboration with start-ups.

→ *Read more online*

The Catifa Carta chair, made from PaperShell material, was one of the biggest hits at the 2024 furniture fair Salon del Mobile in Milan, Italy.

HIGHLIGHTS 2023/2024

NEW USES FOR WOOD COMPOSITE MATERIALS

PaperShell AB creates paper-based materials which can be used in many industries such as sports, construction, and automotive. In collaboration with global design brand Arper, PaperShell showcased the use of circular material by reinventing a classic for a new era of conscious design when transforming the iconic Catifa 53 chair into Catifa Carta.

BETTER WATER TESTING IN INDUSTRIAL APPLICATIONS

Spec Imaging AB uses spectrometry to analyze turbid waters, such as in wastewater treatment, but it can also be used in other applications. The solution can give a precise result without diluting the liquid, potentially saving time, using less chemicals, and lowering emissions.

SOFTWARE AND AUTOMATION TO IMPROVE EFFICIENCY

M2M Solutions AB is an Internet of Things and automation specialist, which collaborates with Stena Confidential to track and manage waste containers.

CLEANING UP MERCURY

Atium AB uses electricity to remove mercury, which can be a much more precise and efficient method compared to carbon filters. Atium's solution can be used in industrial applications like mining, while in Sweden it has been used to remove mercury from material captured from old dental fillings.

INVESTMENTS AND MANAGEMENT OF FINANCIAL RISKS

Stena Metall Finans serves as Stena Metall's in-house bank, responsible for the Group's funding activities. With continuous development of stable and efficient ways of managing liquidity and financial risks, as well as financial assets management, Stena Metall Finans strives to contribute to the Group's results.

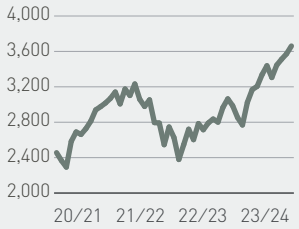
Stena Metall Finans is responsible for all Group funding and to ensure that the desired liquidity situation within Stena Metall is sufficient. Stena Metall Finans is active in the market and is always striving for the best funding options available. Different types of funding instruments are used: Revolving Credit Facilities (RCF) and Green Bonds, as well as other bilateral and multilateral bank engagements. The liquidity situation is constantly monitored, and the best possible funding structure is sought after and maintained.

The financial portfolio consists of financial assets with different risk, time, and geographical exposures, all to find the desired risk level and increase diversification. The financial assets held by Stena Metall Finans are publicly traded shares, hedge funds (with no or low correlation to the stock markets), Private Equity funds, bonds, and non-listed shares.

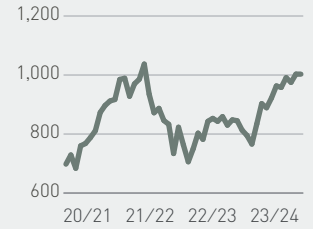
→ *Read more online*

Per Ståhl, Asset Manager and Johanna Nevalainen, Accountant both work at Stena Metall Finans' headquarter in Gothenburg, Sweden.

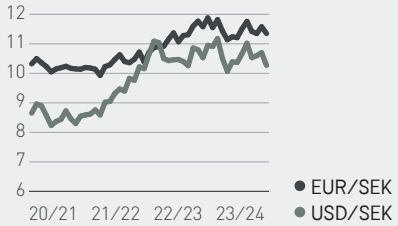
MORGAN STANLEY WORLD INDEX, USD



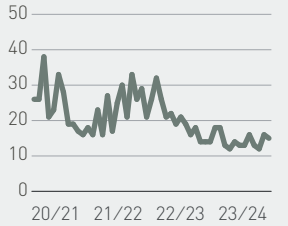
STOCKHOLM STOCK EXCHANGE OMXS30 INDEX



EXCHANGE RATE MOVEMENTS



VIX, VOLATILITY INDEX



HIGHLIGHTS 2023/2024

EXPANEDED GREEN REVOLVING CREDIT FACILITY (RCF)

Stena Metall Finans has expanded the current Green RCF from SEK 600 million to SEK 1 billion, also adding one additional bank to the bank syndicate. The new RCF is yet another part of Stena Metall's green financing scheme, including both Green Bonds and Green term-loans. The Stena Metall Group's overall green financing now sums up to more than SEK 4 billion. In collaboration with four banks, the unique RCF can finance working capital; inventory and accounts receivable from the recycling of materials that are being upcycled and moved upwards in the waste hierarchy.

→ *Read more about the waste hierarchy on page 51*

SUSTAINABILITY REPORT

ABOUT THE REPORT

This is Stena Metall's eighth annual Sustainability Report. The previous report was published in November 2023. The report describes the Group's sustainability management during the 2023/2024 financial year and concerns Stena Metall AB and its subsidiaries. The reporting period is the same as for the Group's financial reporting. In case of exclusions in the reporting for certain subsidiaries, this is disclosed in the footnotes. The Group's operations are located at around 200 sites in nine countries.

The Sustainability Report complements the Group's financial information by describing the Group's ambitions, strategy, governance, risks, and assessment of opportunities from a sustainability perspective. The Group publishes a Sustainability Report once a year and reports in accordance with the GRI 2021 Standards, as well as its own indicators. Stena Oil is the only company in the Group that reports with the GRI 11, Oil & Gas Sector standard. A full GRI index can be found on pages 87–91.

During the financial year, the existing materiality analysis was reviewed in order to be compliant with the requirements in GRI 2021, as well as to ensure that the most significant issues continue to be prioritized in sustainability management. No changes were identified. The Group also refers to the UN Sustainable Development Goals and uses the GHG Protocol to calculate emissions. Since 2022, Stena Metall is also a participant of the UN Global Compact.

This Sustainability Report has been prepared in accordance with the Swedish Annual Accounts Act, Chapter 6. It is submitted by the Board of Directors of Stena Metall AB. According to a decision by the Board of Directors, the report will be audited with limited assurance, by an independent, external party. The report, including the statutory Sustainability Report, is presented on pages 48–91. The business model is described on page 4. Environmental issues are described on pages 50–55, social issues on pages 56–60, and human rights and anti-corruption on pages 61–62. Sustainability risks for all areas are reported on pages 68–69, and key figures on pages 71–86. Unless otherwise stated, the information refers to all of Stena Metall, including subsidiaries. A list of all subsidiaries can be found on page 96.

STRATEGIC SUSTAINABILITY WORK

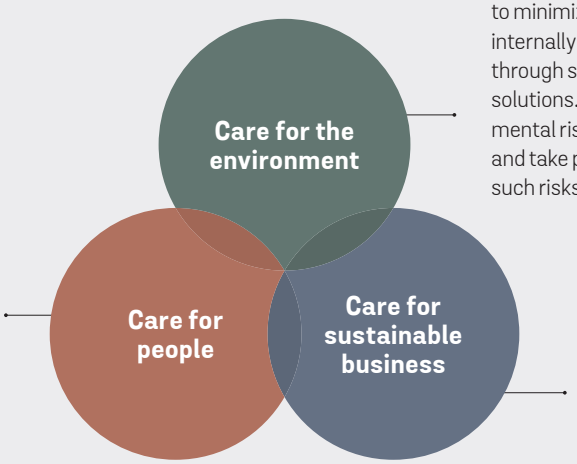
Stena Metall works closely with customers and partners to use resources smarter and more efficiently. Value is created by focusing on recycling, delivering services and products for trade and industry, and ensuring sound financial management. The circular products and services the companies within Stena Metall provide, contribute to the development of the circular economy. The Group has a broad approach to sustainability: Care for the environment, Care for people, and Care for sustainable business. Within all three areas, Stena Metall strives to minimize negative impacts and continue to increase the positive impacts of the business.

Care is the foundation of the culture at Stena Metall. We care for each other, for our customers, for resources, and for society. When we care, we act in a more sustainable way.

Kristofer Sundsgård,
President and CEO, Stena Metall

THREE SUSTAINABILITY AREAS

The three areas Care for the environment, Care for people, and Care for Sustainable business support the Group's sustainability work.



CARE FOR PEOPLE

Together in the Group, the people build a safe and engaging working environment, with care and inclusion as drivers. The aim is to create a culture driven by engagement and a strong business acumen. Stena Metall continuously strives to develop the Group's people and leaders and enable them to create value and grow within the organization.

CARE FOR THE ENVIRONMENT

Stena Metall supports the transition towards a circular economy by collaborating with customers and business partners to increase circularity in society. Stena Metall also aims to minimize the Group's climate impact, both internally and throughout the value chain, through sustainable practices and innovative solutions. Stena Metall assesses the environmental risks that could occur in its operations and take precautionary measures to prevent such risks.

CARE FOR SUSTAINABLE BUSINESS

Stena Metall conducts business in a responsible way, in accordance with the values stated in the Group's Code of Conduct. The Group also engages in dialogue with suppliers, customers, and business partners to promote sustainable value chains, with consideration for people, the environment, and sound business principles.

THE UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS

Stena Metall's work is aligned with the UN Sustainable Development Goals (SDGs). The contributions made by the Group's operations to achieve the goals have been mapped with the SDGs. In March 2022, the Group became a signatory of the UN Global Compact. This commitment reflects the company's ongoing efforts to adopt socially and environmentally responsible strategies, while providing regular reports on their implementation and progress.

→ *Read more online*

THE GLOBAL GOALS

WE SUPPORT UN GLOBAL COMPACT

CARING FOR RESOURCES IS CENTRAL TO THE BUSINESS

Caring for resources is fundamental for the Group. It is central to the business concept, in how it creates value for customers, how the Group conducts internal operations, and how it affects investments.

→ *Read more online*

Stena Metall strives to preserve the value of materials and products, reduce waste, and increase circularity. The Group's commitment to care for the environment includes working to reduce carbon emissions and to prevent pollution.

Collaboration with customers and partners is essential to promote a more circular economy in society. Progress is made through sharing knowledge, highlighting good examples, adopting new technologies and methods, and research and development.

RECYCLING AND WASTE MANAGEMENT

Stena Metall is committed to waste management practices that improve resource efficiency and reduce negative environmental impact. The Group follows the waste hierarchy, as defined by the EU, to preserve as much material value as possible. In order of priority, the hierarchy is: waste prevention, reuse, material recycling, bioprocessing, energy recovery, and lastly, landfill as the least preferred option.

The goal is to continually elevate waste management practices, moving towards the higher levels of the hierarchy. This approach ensures that as much material value as possible is retained within the circular economy, benefiting both the economy and the climate.

Examples from the companies:

- Stena Recycling Denmark has reduced the amount of mix plastic sent to incineration by 15 percent and has a target to send zero waste to landfills from the shredder line.
- Stena Recycling Italy has invested in a branch to produce pellet and flakes from plastic types, such as PS, ABS, and PP/PE.
- Stena Recycling Italy has acquired a new branch that treats aluminium fractions and sells end of waste products to foundries (with the certification of 333/2011 for aluminium products).

UN SUSTAINABLE DEVELOPMENT GOALS

6.3 — Improve water quality and wastewater treatment, and increase reuse

6.4 — Increase water-use efficiency and ensure freshwater supplies

7.3 — Double the rate of improvement in energy efficiency

8.2 — Achieve higher levels of economic productivity through diversification, technological upgrading and innovation

8.4 — Improve global resource efficiency in consumption and production

9.4 — Upgrade infrastructure and retrofit industries to make them sustainable

11.6 — Reduce the adverse per capita environmental impact of cities

12.2 — Achieve the sustainable management and efficient use of natural resources

12.4 — Achieve the environmentally sound management of chemicals and all wastes throughout their life cycles

12.5 — Substantially reduce waste generation through prevention, reduction, recycling, and reuse

13.3 — Improve education, awareness-raising, and human and institutional capacity on climate change mitigation

17.17 — Encourage and promote effective public, public-private, and civil society partnerships

STENA METALL'S CONTRIBUTION

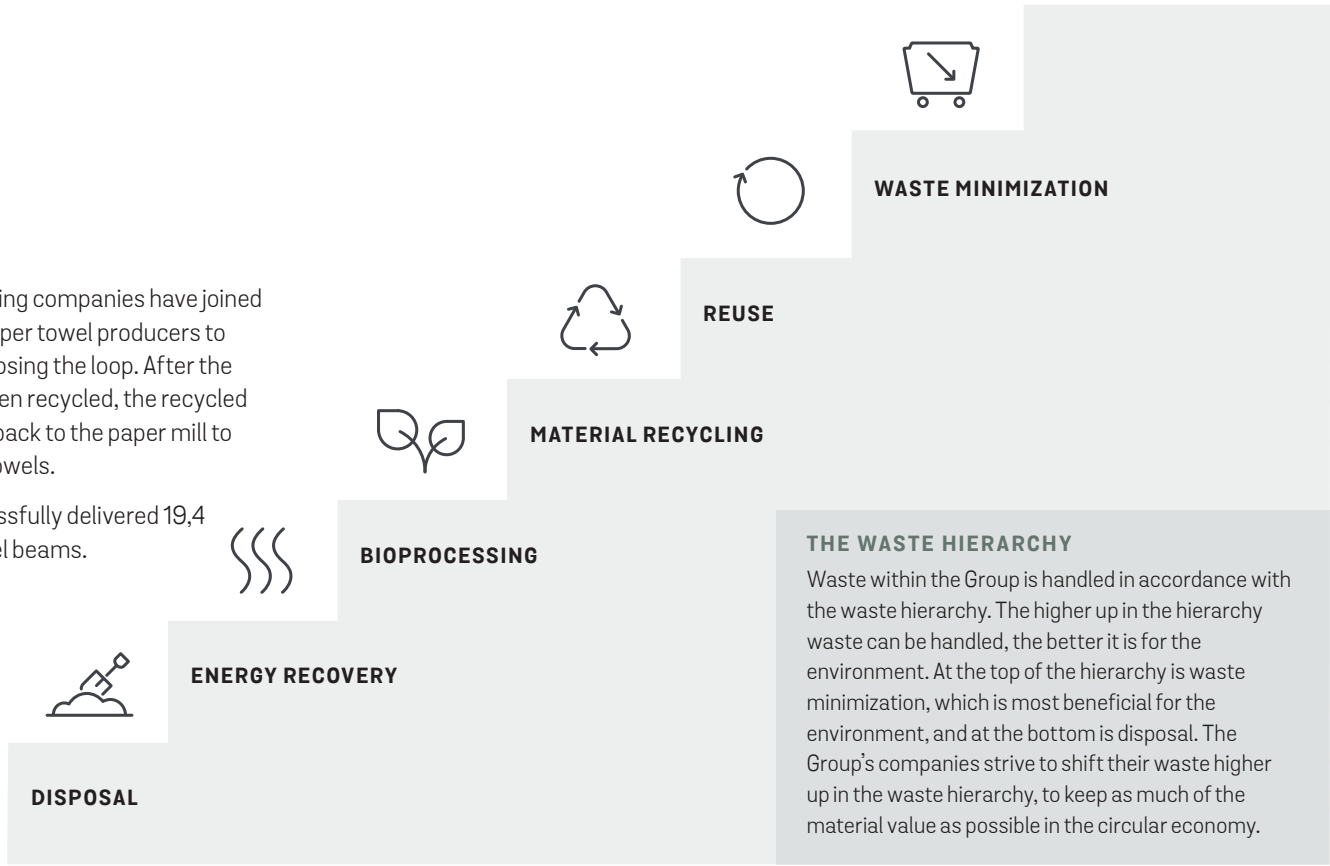
- Several of the companies in the Group have circularity at the core of their business offerings. Circular materials often have a significantly lower climate impact than the production of virgin raw materials.
- Stena Recycling continuously works to offer the best possible solutions for customers' waste management, and to move waste upwards in the waste hierarchy.
- Active work with reduced energy consumption and climate impact is conducted throughout the Group. The Stena Recycling companies have set climate targets in accordance with the Science Based Targets initiative, and Stena Stål has set a commitment to do the same.
- Stena Recycling's operations include efficient wastewater treatment processes to cleanse and recycle water.

CIRCULAR TRANSITION

In a linear economy, products are mainly manufactured from finite natural resources. They are ultimately destined to become waste because of the way they are designed and manufactured. After being used they typically end up in landfills. In a circular economy and the circular transition, worn-out products are being repaired, refurbished, and reused in new applications – or recycled into high-quality raw materials for use in new products.

Examples from the companies:

- Stena Recycling Sweden has a partnership with the industrial company SKF which ensures that wooden pallets are reused instead of being sent to energy recovery. This is done through repairing and reconditioning. During the year 19,000 pallets have been reused.
- Several Stena Recycling companies have joined a partnership with paper towel producers to reuse used towels, closing the loop. After the paper towels have been recycled, the recycled mass is transported back to the paper mill to become new paper towels.
- Stena Stål has successfully delivered 19,4 tonnes of reused steel beams.



THE WASTE HIERARCHY

Waste within the Group is handled in accordance with the waste hierarchy. The higher up in the hierarchy waste can be handled, the better it is for the environment. At the top of the hierarchy is waste minimization, which is most beneficial for the environment, and at the bottom is disposal. The Group's companies strive to shift their waste higher up in the waste hierarchy, to keep as much of the material value as possible in the circular economy.

Leading the way with environmental declarations for reused beams

Stena Stål has taken another step in its efforts to offer customers sustainable products and services by including reused beams in their Environmental Product Declarations (EPD).

EPD provides reliable and comparable information on the environmental impact of products and gives customers a solid foundation for activities such as procurement, environmental certifications, and sustainability reports. Stena Stål has presented the first EPD for reused steel beams on the market.

"We are proud to be the first company in Sweden to offer reused beams for load-bearing structures in construction. We believe this business will grow in the future as it is a good way to reduce the climate impact in various construction projects," says Christoffer Muhl Pollari, Specialist in Reuse, Stena Stål.

INNOVATION AND EDUCATION

Entering research and innovation projects as well as educational projects are important to Stena Metall. Students from all levels of education are reaching out to Stena Metall to gain insights and understanding of the companies within the Group.

Examples from the companies:

- Stena Aluminium is part of RecAL (Recycling technologies for circular ALuminium), which is a ground-breaking project dedicated to revolutionizing aluminium recycling in Europe. The project develops advanced recycling and digital technologies. This data-driven initiative has secured significant backing with European Union funding of €10.6 million from the Horizon Europe program and brings together 19 partners from 9 European countries, coordinated by AIT-LKR.

→ *Read more on page 24*

- Stena Recycling Italy has launched two EU NextGeneration projects. One project aims to develop processes for producing glass silicate from photovoltaic panel glass, while the other focuses on recovering PC-ABS polymers from heavy plastic in brominated fractions that are destined for incineration.

Initiatives are also taken together with customers to educate their employees about waste, recycling, and sorting. The companies within the Group are constantly spreading their knowledge base dedicated to the customers on the circular economy and circular transition.

Examples from the companies:

- Stena Recycling Poland has published five e-books, inaugurated a new Circular Leader training, and continued to publish a frequent newsletter which reaches nearly two thousand recipients. They are also a partner in the new expert platform GOZ2030, which brings together partners from various industries in Poland and aims to develop practical guidelines and tools that will support Polish businesses in their transformation.
- Stena Recycling Finland is integrating with important stakeholders to share knowledge about circular economy. In August 2024 they arranged an innovation day together with other companies to find future ways of creating more value and support circular businesses.

STRIVING TO REDUCE THE CLIMATE FOOTPRINT

The private sector plays an important role in addressing climate change and reducing emissions. Stena Metall continuously works to support the transition to a sustainable society by reducing its energy use and carbon dioxide emissions. The Group follows the Greenhouse Gas (GHG) protocol for reporting emissions, which include emissions from its own operations (scope 1) and purchased energy (scope 2). The primary sources of emissions in scope 1 and 2 are combustion from diesel and Liquefied Petroleum Gas (LPG) fuels, as well as purchased electricity. Diesel is mainly used as fuel for working machines and transportation, while LPG is mostly used for

"Contributing to a more sustainable tomorrow is the most stimulating aspect of my job."

Lotten Ruff works as Manager IT domain & collaboration at Stena Metall IT, which employs close to 200 people. She leads a newly formed team tasked with coordinating and supporting the digital transformation of all businesses of Stena Metall.

HOW DOES STENA METALL WORK TO SUPPORT SUSTAINABLE BUSINESS THROUGH DIGITALIZATION?

Among other things, Stena Metall develops solutions within recycling and waste management, which are based on customer data and extensive knowledge of materials and recycling processes. Within IT, we work closely with all the companies in Stena Metall to help digitalize their businesses. I like to say that we digitalize their visions. We help them set strategies and stay on top of what goes on around them. We find scale within our group and leverage good solutions and evolve them.

WHAT DO YOU LIKE MOST ABOUT YOUR WORK?

An important and stimulating part of my job is to be out in the field, to understand the people in our operations and their needs, and help enable their business.

WHAT IS IT LIKE WORKING AT STENA METALL IT?

Stena Metall is a big group of companies. When I joined IT, I did not expect this high sense of urgency. It is a fast-paced environment, and we face new challenges every day, making us constantly evolve and learn new things. There are so many competencies within all fields. It is very rewarding being a part of an environment like that. At Stena Metall you will never get bored. We are always up to something, usually a lot of things.

→ *Watch video*

smelting at Stena Aluminium, and to some extent, for working machines. Electricity powers facilities, machinery, and vehicles.

A full scope 3 inventory has been initiated for all companies in the Group, with the ambition to set up processes for scope 3 reporting during 2024/2025.

SCIENCE BASED TARGETS INITIATIVE (SBTi)

In 2023, Stena Recycling received approval from the SBTi on its targets for reducing emissions in scopes 1, 2, and 3. These SBTi commitments apply to Stena Recycling's companies in all markets.

The science-based targets set by Stena Recycling are to reduce greenhouse gas emissions (GHG) from own operations (scope 1 and 2) 50 percent by 2030 from 2021 as base year, and to reduce absolute scope 3 GHG emissions from purchased goods and services, upstream transportation, and downstream transportation by 25 percent within the same timeframe.

The roadmap to achieve these goals includes reducing emissions from working machines and trucks through electrification and sustainable fuels, transitioning to fossil-free electricity, optimizing the logistics chain, and working with transport providers to find more carbon-efficient solutions. In addition to the 2030 targets, Stena Recycling has received approval from SBTi on its net-zero strategy targets. Stena Recycling commits to reducing absolute scope 1 and 2 GHG emissions by 90 percent by 2050 from the 2021 base year. Stena Recycling also commits to reducing absolute scope 3 GHG emissions by 90 percent within the same timeframe. Stena Stål has committed to set climate targets in line with the SBTi.

→ *Read Stena Recycling's Climate Impact Report 2023*

CO_2 EMISSIONS DEVELOPMENT

During 2023/2024, absolute carbon dioxide emissions in scope 1 and 2 for Stena Metall decreased by 14 percent compared with the previous year. The decrease is mainly explained by a bigger share of purchased renewable electricity within the Group. For more information, see page 72.

INCREASING USE OF RENEWABLE ENERGY SOURCES

The SBTi commitment has encouraged a change in energy sources from fossil to fossil-free or renewable energy sources, which is an important means to reduce CO_2 emissions. The majority of the Group's branches run on electricity from renewable sources. In total, 80 percent of the electricity purchased by the Group was defined as coming from renewable sources.

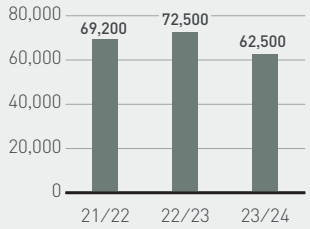
Examples from the companies:

- Since 2021, all Swedish-based companies in the Group purchase electricity produced from renewable hydropower.
- Since 2024, Stena Recycling Norway and Stena Recycling Finland purchase electricity from renewable energy sources.
- Solar panels have been installed at the Stena Recycling Italy's branch in Angiari.
- Stena Recycling Poland has installed solar panels in the Szczecin branch, which deliveries energy to the offices and the machines.
- Stena Recycling Denmark is replacing oil and gas boilers with district heating and heating pumps.

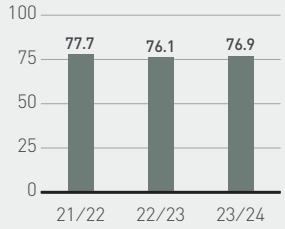
QUICK FACTS

The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science, limiting global warming to 1.5 degrees. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050. The initiative is a collaboration between the environmental reporting platform CDP, the United Nations Global Compact, World Resources Institute (WRI), the World Wide Fund for Nature (WWF), and one of the We Mean Business Coalition commitments.

TONNES OF CO_2 SCOPE 1 AND 2



RECYCLING RATE, % (REUSE, RECYCLING AND BIOTREATMENT)



AVOIDED CO_2 EMISSIONS, THOUSAND TONNES[1)]

5,805

[1)] Calculations for avoided CO_2 emissions are based on the differences in energy consumption to produce recycled raw materials compared with the equivalent materials extracted as virgin raw materials.

ENERGY EFFICIENCY AND ELECTRIFICATION

An important way to decrease carbon emissions is to reduce and optimize energy consumption, as well as shift from diesel to electricity or renewable fuels.

Examples from the companies:

- At Stena Stål in Kalmar, Sweden, old windows have been replaced and ceiling fans have been installed for better heat circulation and to increase the energy efficiency in the building.
- During winter at the Stena Recycling branch Nokia in Tarvasjoki, Finland, scales are only heated when necessary and for a shorter time.

TRANSPORT

Transport accounts for a significant share of the Group's total climate impact. Measures to reduce transport-related climate impact include route optimization, using transport which is less emission-intensive like rail freight, and working with transport suppliers to find more efficient solutions. Measures also include switching to the renewable fuel HVO100, which is produced from vegetable oils sourced from secondary resources.

Examples from the companies:

- Stena Aluminium is using HVO instead of diesel in new vehicles.
- Stena Recycling Sweden has invested in fossil-free machines and vehicles. This includes trucks and service vehicles powered by electricity or biogas, and electric forklifts and material handers.
- Stena Recycling Norway's branch Alnabru has reduced the mileage of trucks from 552 km to 4.6 km annually by moving the weighing scale closer to the operations.
- In Stena Recycling Norway, all new company cars must be electric. The goal is to have 100 percent electric forklifts by 2030.
- Stena Recycling Denmark has invested in equipment that compresses iron scrap before shipment for further processing, leading to estimated CO_2 savings in scope 3.
- Last year, Stena Oil received ISCC EU and ISCC Plus certifications. The qualification allows for buying and selling of biofuel, supported by proof of sustainability, in compliance with the Renewable Energy Directive (EU) 2018/2001 (RED II). This financial year, the first biofuel bunkering was carried out.
- Stena Oil's new terminal in Frederikshavn, Denmark has officially opened. The strategic location allows Stena Oil to be closer to its customers, improve efficiency, and reduce emissions.
- Stena Stål has implemented its first fully electric crane truck as part of its mission for fossil-free steel distribution. The crane truck is a Volvo FM 6x2, produced from fossil-free steel by SSAB, and operated in collaboration with M4-Gruppen.

WATER TREATMENT AND CONSUMPTION

In recycling operations, water is used for cooling shredders, dust control, cleaning equipment, and density separation of waste fractions. Water is also used for the cooling processes in aluminium smelting. Initiatives to reduce water consumption include using rainwater to decrease reliance on municipal water.

Truck drivers drive savings

Stena Recycling Denmark has reduced emissions by 18 percent from its own trucks during the last four months of 2023, compared to the same period the previous year.

The savings are found in a combination of more efficient route planning and driving behavior. The initiative started in spring 2023 and the impact was visible in data from the end of 2023.

"*We are proud of a reduction of this size, which has happened because of the good cooperation we have throughout the organization*," says Rebecca Skjødt, Head of Sustainability at Stena Recycling Denmark.

It is key to let the input from the drivers be the guideline, and continuously follow up on the driver data from the logistics administration. All data has been collected in the fleet system Volvo Connect, and the drivers can access live data on a mobile app. Based on the drivers' own suggestions, the company has focused on lowering the top speed, avoiding idling, having slower acceleration and deceleration, and using the truck's on-board computer more.

"*The success is due to the focused effort and the attention we give it at all levels*," says Bjarne Vogsen, driver for Hazardous Waste at Stena Recycling Denmark.

Bjarne Vogsen transports hazardous waste in Vissenbjerg, Denmark.

Stena Metall is not a major user of water compared to its size, and water use was not identified as a material topic in the latest materiality analysis. Companies within Stena Metall have a positive impact related to water. Stena Recycling's operations include collection and treatment of wastewater from customers, ensuring pollutants are removed before returning the water to the hydrologic cycle. Stena Oil offers disposal of slops and other oily waste. When HaloSep converts hazardous fly ash waste, the salt water is used as road salt or in other industrial use.

BIODIVERSITY

The Group's operations have an impact on biodiversity in different ways, but the impact is mainly indirect in the value chain. Biodiversity was not identified as a material topic in the latest materiality analysis.

The indirect impacts on biodiversity from Stena Metall are both positive and negative. All companies in the Group are reliant on resources such as machinery, buildings, and equipment made from natural resources which, when extracted, can impact biodiversity. This also concerns the products sold by Stena Stål and Stena Oil.

The Group also has an indirect positive impact through circular operations. By recycling or reusing products, materials, and components, the need to extract new resources is reduced and the associated pollution and displacement of natural habitats can be avoided. Through responsible waste management operations, waste is prevented from ending up in nature, where it could have a negative impact on biodiversity. The positive effect of recycling and circularity on biodiversity needs to be considered on a large scale, and as a single operator Stena Metall has limited influence. But by providing circular solutions the Group is part of the solution, however modest the contribution may be in the bigger picture.

Stena Oil turns waste into valuable resources by assisting in handling vessel waste, so-called slops and sludge. The contaminated water is cleaned in Stena Recycling's water treatment facilities and can be returned into the water cycle. The extracted oil is used in the production of an alternative fuel.

CARE FOR PEOPLE

BUILDING A SAFE AND ENGAGING WORK ENVIRONMENT

Stena Metall uses care and inclusion to build a safe and engaging working environment. The ambition is to create a culture driven by engagement and strong business acumen. The goal is to develop the leaders and employees of the Group, enabling them to create value and grow within the organization.

→ *Read more online*

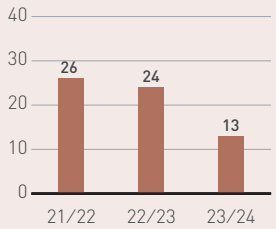
The Group's commitment to caring for people is an important aspect of the sustainability approach. Long-term prosperity and development require passionate people who possess the right skills. The culture in Stena Metall is built on a delegated business acumen, shared values, and a focus on continuous professional development.

At the core of Stena Metall's culture are the three values: simplicity, reliability, and development. These principles, along with the Code of Conduct, guide every aspect of the Group's activities. The culture is strongly rooted in a belief in delegated business acumen, which encourages a sense of personal responsibility and commitment among

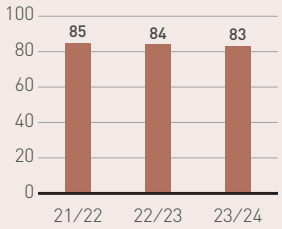
The way we drive business is through our people. Everyone is encouraged to use their passion and potential to take action. It starts with everyone of us. Together, we create sustainable value."

Maria Lindqvist, Chief Human Resources Officer, Stena Metall

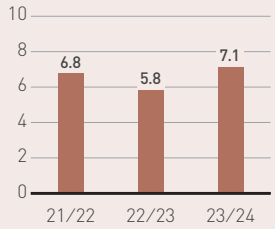
EMPLOYEE NET PROMOTER SCORE



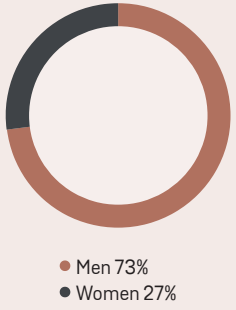
LEADERSHIP INDEX



ACCIDENT FREQUENCY (LTIF)



BREAKDOWN OF EMPLOYEES, %



UN SUSTAINABLE DEVELOPMENT GOALS

3.4 — Prevent non-communicable diseases and promote mental health and well-being

5.5 — Ensure women's full and effective participation and equal opportunities for leadership

8.8 — Protect labor rights and promote safe and secure working environments for all workers

STENA METALL'S CONTRIBUTION

- Stena Metall has well-established safety policies and procedures to create the safest possible workplace for all employees and workers.
- The Group works to achieve a more even gender balance in its operations, management positions and production sites, where women are underrepresented.
- Health and well-being among employees are promoted in a number of ways, including healthcare benefit allowances and other health-related benefits. There are also preventive procedures against alcohol, drug, and gambling addictions.

employees, enabling them to make decisions and quickly adapt to change.

The goal of the People and Culture strategy is to establish a common direction and a more harmonized approach within the organization. By attracting and engaging people, promoting learning and development, and reinforcing the value-based culture, the Group aims to create a strong foundation for all employees.

SYSTEMATIC HEALTH AND SAFETY MEASURES

At Stena Metall, building a safe and secure working environment emphasizes the care of people. It is a fundamental focus, starting with leadership and including the entire organization. The Group works continuously to limit safety-related risks and prevent accidents.

A shared Group safety framework is implemented across the companies, incorporating systematic health and safety measures, risk identification, and continuous follow-up. Most of the companies are also certified in accordance with the ISO 45001 standard for occupational health and safety.

Throughout the financial year, there was an increase in Lost Time Incidents (LTIs), which led to an increase in accident frequency from 5.8 to 7.1. The increase in LTI can be explained by the acquisition of Encore in 2022. LTI for Encore is included in the external sustainability reporting for the first time 23/24, this is due to the integration process of the company to Stena Recycling Finland. Number of Lost Time Injuries increased from 47 to 61 compared to the previous year. Each individual accident is investigated thoroughly, following procedures to examine the root cause of the accident. The process includes finding ways to prevent similar accidents in the future and follow-up on the implementation of such measures.

An aggregated analysis of reported accidents and near misses is conducted, serving as the foundation for the safety strategy. Key elements of this strategy include comprehensive onboarding processes, visible and strong leadership, the implementation of stable systems based on best practices, improvements in the physical work environment, and hands-on coaching and support.

→ *Read more online*

DIVERSITY AND INCLUSION

In order to continue to drive development in the industry, it is important to Stena Metall that employees feel encouraged to contribute with different perspectives, ideas, ways of thinking, and backgrounds to reflect the society Stena Metall operates in. The aim is to create an inclusive culture and work environment that promotes belonging for all individuals. Measures taken to achieve this are an inclusive recruitment process, fair working conditions, equal opportunities for personal development, work-life balance, fair compensation practices, and zero-tolerance of harassment.

Stena Metall actively promotes equality, inclusion, and diversity. This involves increasing awareness of unconscious bias and preventing discrimination. The aim is to respect fundamental rights and leverage the creativity and added value that arise from diverse interactions, creating a

"Involving people is key in a safety culture."

Iwona Korniluk works as a Branch Manager in Suwałki at Stena Recycling Poland. The branch has not had any accidents for over 12 years.

WHAT IS MOST IMPORTANT WHEN CREATING A SAFE WORKPLACE?

It is important to involve your people to establish a safety culture. Sharing responsibility for safety builds a strong commitment from the entire team in all areas. Workplace safety keeps people focused on doing their jobs and achieving set goals. To reach our goals, good communication within the team is key. We meet regularly to discuss safety issues and our daily operations. I try to improve working practices at our branch, but also give others space to act independently and propose their solutions.

WHAT IS THE BEST PART OF YOUR JOB?

The best part of my job is that I can contribute to change the world for the better: through our educational activities and raising awareness about recycling among customers or the local community, and through our efforts to close the loop of raw materials.

→ *Watch video*

dynamic organization capable of delivering high-quality products and services. During the year online Diversity & Inclusion awareness webinars available to all employees have been held.

Guided by the Group's common People and Culture strategy, the companies set their own targets and activities to increase diversity and inclusion. For instance, to minimize the influence of preconceptions in recruitment, Stena Recycling Sweden uses anonymization of job applications in the recruitment process. Initial selection steps do not reveal names, genders, or ages, ensuring that selection is based only on competence and suitability. The targets for Stena Recycling Sweden are that 35 percent of managers and 15 percent of production workers should be women by 2026, and that the diversity among employees should reflect the overall diversity in society. Currently, 26 percent of managers and 13 percent of production workers are women, compared with 26 percent and 11 percent the previous year. Stena Recycling Denmark has set a goal for 2024/2025 to have 30 percent female managers, 50 percent female office staff, and 10 percent female production workers. Stena Recycling Italy is adapting its facilities to attract female production workers by for example building new changing rooms. Stena Recycling Poland have joined the Diversity Charter coordinated by the Responsible Business Forum.

ATTRACT AND ENGAGE EMPLOYEES

Stena Metall focuses on attracting and engaging passionate people who align with the Group's values, possess strong business acumen, and demonstrate courage and drive. Continuous development of people and leadership is a priority, making use of their competences, behaviors, and skills to create value in everyday operations.

WorkDay was launched during the year. It is a tool to harmonize all people processes and manage key figures in the Group. WorkDay has made it possible to also launch a Learning Hub for all people in the Group.

All companies in the Group conduct the employee survey @Stena twice a year, giving insights into employee engagement and workplace perceptions. This dynamic process allows employees to provide feedback and suggestions to improve their work environment. It measures how employees feel about aspects such as the organizational and psychosocial working environment, leadership, commitment, and Employee Net Promoter Score (eNPS), showing which degree employees would award the company as an employer. In 2023/2024, the eNPS score was 13, compared to 24 the previous year, part of the decrease could be due to organizational changes.

The level of commitment remains on a high level and for the fourth year in a row Stena Metall was one of the three finalists as "Employer of the Year" in the construction, manufacturing, and industrials category at the Brilliant Awards – an annual award solely based on data from 230,000 responses from employees in 240 companies from 70 countries. The award is given to organizations that have created a work environment with many highly engaged employees.

All companies in the Group have a dialogue with and are engaged in schools and universities. This helps the Group recruit talent but is also important for social sustainability. The aim is to attract and recruit passionate and competent people who share the Stena Metall values.

"I learn new things every single day."

Fabrice Angelini is an IT delivery lead and systems specialist at Stena Metall IT. He oversees the delivery of Microsoft Business Central applications and handles compliance and adaptation issues.

WHAT IS IT LIKE WORKING AT STENA METALL?

Stena Metall is built for the future. We have a great work environment, and we genuinely care about each other. No one is left alone, there is always someone to ask. I try every day to be a good colleague and contribute with a good atmosphere and to help.

YOU JOINED STENA METALL IN 2004. WHAT ARE YOUR THOUGHTS ABOUT YOUR TIME HERE SO FAR?

I did not expect to still be here 20 years later, but my job is very stimulating, and the growth of IT has been tremendous the last couple of years. I learn new things every single day. It is also satisfying to deliver something that will enhance our business.

→ *Watch video*

TALKING TO THE YOUTH

Several ongoing projects involve and teach children and younger generations about waste, waste treatment, and sustainability.

Examples from the companies:

- Stena Recycling Poland has launched a fairytale in the form of an audiobook together with the Zaczytani Foundation. The audiobook is called Whose is this garbage? and is for children aged 7–10. The aim is to explain to children where waste comes from with help from the forest animal characters of the audiobook. The voices of the animals are played by employees from Stena Recycling Poland.
- Stena Recycling Norway is sponsoring the Norwegian Scout Association (NSF). The contribution helps increase knowledge about sustainability and recycling among the younger generation all over Norway. Last year, the contribution, among other things, resulted in an e-learning program for children and the younger generation about waste and waste management.

CARE FOR POTENTIAL – INTERNATIONAL TRAINEE PROGRAM

Stena Metall holds a new round of the Care for Potential trainee program, with 13 positions for 2024/2025. The purpose is to attract and recruit new people with potential and strategically important key competencies. In 2022, 14 trainees from different countries underwent an extensive training program. After completing the program in September 2023, they were transitioned into roles where they, based on their individual skills, competencies, and ambitions, could add the most value to the business and contribute to our future success. During spring 2024, the program scope was extended from Stena Recycling to all of Stena Metall, enabling more cross-functional collaborations and knowledge sharing.

There was significant interest in applying for Care for Potential. From around 290 applications, the recruitment team identified 14 promising trainees from different countries where Stena Recycling operates. September 2023 marked the end of a successful program when the conclusion week was held at the headquarters in Gothenburg, Sweden.

"It has been so much fun and inspiring to follow their journey and see how all 14 trainees have approached this program with high ambitions, helping each other and delivering fantastic results," says Kristoffer Gutling, Learning Business Partner and Program Responsible for Care for Potential.

A culture in which people develop and prosper

Some highlights from the year.

1. UN WORLD DAY FOR SAFETY AND HEALTH AT WORK

Health and safety are of the highest priority at Stena Metall. Through the daily work, the employees influence their own and their colleagues' working environment. The annual UN World Day for Safety and Health at work was highlighted by a week of working with various safety and health dilemmas in which all employees together in their teams stopped and reflected on the criticalness of everyday choices and behaviors.

2. STENA METALL SPOTLIGHT – TO INCREASE KNOWLEDGE AND ENGAGEMENT

Live news broadcasts to all employees on a regular basis with interactivity, a journalistic approach, and a high tempo increase the knowledge, empower the sense of Group belonging, stimulate to increased engagement, and highlight the culture and values in the Group.

3. TOOL HELPS DEVELOP LEADERS FOR THE FUTURE

What does it mean to be a leader at Stena Metall? A new leadership profile for the Group explains leadership and helps guide them by setting clear expectations and clearly communicating what it means to be a leader at Stena Metall.

4. THE SUSTAINABILITY WEEK

Sustainability is part of operations every single day, but during one specific week per year the Group highlights how all employees are an important part of the company's sustainability performance. There are articles, interviews, dilemma discussions, presentations – and fun activities!

5. WEBINARS TO IMPROVE DIVERSITY AND INCLUSION

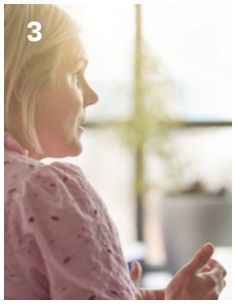
A Group common approach to diversity and inclusion was created during the year. Connected to the approach, objectives were set which are regularly monitored by the Group Management team. Activities have been initiated, for example a webinar series in partnership with Mitt Liv, a Swedish-based organization working to promote an inclusive labor market that values diversity.

6. FOCUSING ON EMPLOYER BRANDING

A Group common Employer Value Proposition and concepts were developed to attract and recruit the right people.

7. GÖTEBORGSVARVET

For many years, Stena Metall has sponsored the employees who take part in Göteborgsvarvet, the largest half marathon in the world with a racecourse throughout the streets of Gothenburg, Sweden. In 2024, 60 runners from the Group participated, mostly from Sweden but also a few colleagues from Norway. Colleagues, families, and friends gathered at the Stena Metall tent.



RESPONSIBILITY AND COLLABORATION FOR A BETTER FUTURE

Stena Metall aims to be an open, accessible, and responsible actor with a high level of expertise in resource management and circular flows. Operations are conducted with consideration for individual well-being, environmental impact, and sound business principles. The Group works with suppliers, customers, and partners to promote sustainable value chains. Through these efforts, Stena Metall strives to contribute to a better future for both customers and society.

→ *Read more online*

CLEAR GUIDELINES FOR DAY-TO-DAY WORK

Stena Metall believes it is important to do business in a responsible way and align with the values outlined in the Code of Conduct. The Group's commitment to responsible business practices extends across all companies and markets, working to create value for customers and stakeholders. This commitment is rooted in a strong corporate culture built on solid business principles, guided by the Group's values: simplicity, reliability, and development. Stena Metall aims to be environmentally and socially responsible, as reflected in the internal Code of Conduct.

CODE OF CONDUCT

The internal Code of Conduct is a comprehensive guide for the Group's interactions with stakeholders. It also determines its policies on human rights and business ethics. The internal Code of Conduct applies to all companies within Stena Metall and has been approved by the Board of Directors.

The internal Code of Conduct is given to all employees in their local languages. It forms an integral part of the onboarding process of new employees and is supplemented by an e-learning course. In 2022, the internal Code of Conduct underwent a thorough revision, including an update of the course and a revision of the data collection process to better judge its impact. During the financial year, a new HR system has been implemented within the Group. The new system will make it easier to track progress, follow up on e-learning, and ensure the data is more accurate.

→ *Read more online*

SUSTAINABLE VALUE CHAIN

Stena Metall maintains robust relationships with suppliers and other business partners, governed by the Business Partner Code of Conduct. The Business Partner Code of Conduct is aligned with the expectations outlined in the Group's internal Code of Conduct, but specifically addresses external suppliers and partners.

During the reporting year, the implementation of the partner code progressed, including continued self-assessment for indirect suppliers. This system offers several benefits, including streamlined processes for supplier risk assessment, as well as an overview of identified risks. The assessment evaluates sustainability performance concerning environmental, social, human rights, quality, and governance aspects.

Example from the companies:

- Stena Recycling Poland has adopted the Stena Recycling Poland 2025 Sustainable Supply Chain Program. The program was created by engaging employees responsible for purchasing in various parts of the business, analyzing the status of the suppliers, and already existing documents regarding purchasing policy. On this basis, a plan was created that includes the classification of suppliers in terms of sustainability, and the actions addressed with suppliers to help them adapt to requirements and the new challenges related to the transformation of the business to sustainable development.

UN SUSTAINABLE DEVELOPMENT GOALS

8.8 — Protect labor rights and promote safe and secure working environments for all workers

16.5 — Substantially reduce corruption and bribery in all their forms

17.17 — Encourage and promote effective public, public-private, and civil society partnerships

STENA METALL'S CONTRIBUTION

- Based on the Code of Conduct and the Business Partner Code of Conduct, Stena Metall works to promote sustainable business conduct, both internally and in the value chain.
- An anonymous whistleblowing system gives all employees the ability to report any perceived violations of the Code of Conduct without fear of retaliation.
- Stena Metall participates in a number of partnerships to promote sustainability and circularity, both within the Group and in collaboration with other stakeholders.

The initial scope for the self-assessment concerned the Group's most significant suppliers, those whose contracts are managed at Group level. The implementation of the self-assessment will continue, focusing first on larger and more substantial suppliers.

HUMAN RIGHTS

In addition to the Group's Code of Conduct, Stena Metall has a human rights policy which sets out the Group's position and ambitions. The policy is based on the International Labour Organization's (ILO) eight core conventions setting out fundamental principles and rights at work. Stena Metall also supports and respects the UN Declaration on Human Rights and the ILO's International Program on the Elimination of Child Labour (IPEC).

Human rights monitoring is conducted through supplier assessments and through implementation of the Group's Code of Conduct for Business Partners in the value chain. Human rights-related risks are also mandatory to include in the Group-wide annual risk assessment, managed by the Group's Governance, Risk and Compliance function.

In addition, the sales company Stena Metal International conducts sustainability assessments downstream in the value chain. The purpose of this is to monitor potential environmental and social risks among customers in countries that rank higher on sustainability risk indexes. The level of country-specific risk is evaluated according to the Environmental Performance Index, the Business Social Compliance Initiative, and the Corruption Perceptions Index. All new customers in high-risk countries complete a self-assessment where they confirm compliance with applicable laws and requirements. They also provide information about how they work with environmental matters, social matters, and human rights.

During 2023/2024, the risk analysis of Human Rights Due Diligence was consolidated, and areas identified where the highest risks are assessed, and a plan established to better understand and mitigate the risks.

Example from the companies:

- Stena Recycling Poland is one of the first companies in Poland to have joined the Charter of Children's Rights in Business, developed by UNICEF, the UN Global Compact, and Save the Children. The Charter of Children's Rights in Business is the first comprehensive set of principles to guide companies on the full range of actions they can take in the workplace, marketplace, and community to respect and support children's rights.

ANTI-CORRUPTION

Stena Metall addresses risks related to corruption through the internal Code of Conduct and the Code of Conduct for Business Partners. Additionally, the Group has implemented an anti-corruption policy which serves as a framework for proactive preventive measures. The company has zero-tolerance to corruption, encompassing all types of bribery and unlawful payments.

If an employee discovers a violation of the Code of Conduct, values, policies, or applicable law, the misconduct can be reported anonymously via a third-party whistleblower service. The purpose of anonymous reporting is for people to bring any irregularities to attention without fearing retaliation. The whistleblower service is to be found on the Stena Metall website.

→ *Read more online*

During the previous financial year, three whistleblower cases were reported, which have all been investigated in accordance with procedures. None of the cases were related to corruption, and no other information came to light indicating any incidents of corruption within the company during the year.

UN GLOBAL COMPACT

In 2022, Stena Metall signed the UN Global Compact. The Group proved its dedication to sustainable initiatives by joining this voluntary leadership platform for the development, implementation, and disclosure of responsible business practices. Over 25,000 companies from about 170 countries support the UN Global Compact, making it one of the largest and most well-known sustainability initiatives.

At the core of the UN Global Compact are ten fundamental principles addressing human rights, labor, the environment, and anti-corruption. By effectively integrating these principles into operations, companies can establish a sustainable business culture that not only upholds the well-being of the environment and individuals, but also ensures long-term success.

Stena Metall is an active participant in the UN Global Compact and annually shares a comprehensive Communication of Progress report. This report highlights the concrete steps taken or planned in order to implement the ten principles within the organization. Furthermore, the Group measures and reports the results of its efforts.

→ *Read more online*

SUSTAINABILITY GOVERNANCE

STRUCTURE AND ROLE OF GOVERNANCE BODIES

The highest governance body in the Group is the Board of Directors, which has appointed an Audit Committee that has been delegated certain responsibilities, and a Compensation Committee to determine remuneration policies for the highest governance body and senior executives. The nomination and selection of members for the Board of Directors is based on the perspective of achieving a group with competencies relevant to the organization's operations and markets, as well as getting a composition of different perspectives and experiences that can contribute to the Board's collective competence. The Board includes an employee representative. The chair of the board is not active as an executive in the organization. The process for ensuring that conflicts of interest are prevented and mitigated is described in the Group-wide Code of Conduct, which applies to all employees within the Group, including the Board of Directors. As Stena Metall is not a publicly listed company, in the event that conflicts of interest should be discovered, these are handled internally according to the principles in the Code of Conduct but are not publicly disclosed to stakeholders. The Board is not directly tasked with general oversight of the management of the organization's impacts on the environment, people and the economy, but receive regular reports on prioritized matters within these areas. Such reports are delivered by the Head of Sustainability, Brand & Communications and from other senior managers responsible for management of specific sustainability-related impacts, e.g. the Group Compliance Officer for Safety & Security and the Head of Governance, Risk & Compliance. The reports are given when deemed demanding, but at least once a year. Certain decisions of more significant scale related to impacts on the environment, people and the economy can be escalated to the Board of Directors. The Materiality Analysis for Stena Metall is approved on a yearly basis by the audit committee, who also review and approve the Sustainability Report in advance of publication. All statements, strategies and policies related to sustainable development are approved either by senior executives, Group management, or the Board. The appropriate body of approval is decided by the Sustainability Decision Forum, see "Organization for Sustainability Work" below.

Total members Board of Directors	10
Men	7
Women	3
Executive members	0
Non-executive members	10
Independent members[1)]	7
Non-independent members	3

[1)] Defined as not directly linked to the company in ways other than through the position on the board.

REMUNERATION POLICIES

The remuneration for the highest governance body and senior executives is determined by the Board of Director's Compensation Committee, in accordance with the remuneration policy. The objective of the policy is to offer remuneration that helps to attract, engage and retain the expertise that Stena Metall needs in order to be successful in its business operations. Fundamental principles of the policy are that remuneration must be neutral in terms of gender, ethnicity, religion, disability, sexual orientation and other factors that could constitute as basis for discrimination. It should be individual and differentiated, and linked to individual performance, qualifications and contribution to the business. The remuneration should also be relevant in relation to the market, and determined based on the business and financial situation of the Group and its companies. Remuneration for the highest governance body and senior executives is composed of fixed pay and a variable component, where the latter is dependent on performance in relation to predetermined financial and individual targets. Additional benefits related to e.g. retirement, insurances and similar are determined in accordance with the remuneration policy. Due to Stena Metall not being a public company, remuneration policies and information about stakeholders' votes are not publicly available.

ORGANIZATION FOR SUSTAINABILITY WORK

The Group's sustainability work is conducted as a close collaboration between the Group-level sustainability function and the companies. The Head of Sustainability, Brand & Communications has the overall responsibility for managing follow-up of the material sustainability topics and driving shared sustainability initiatives in the Group. The Group-level coordination also facilitates communication between sustainability functions, which enables companies to inspire and learn from each other. The Group's organization for managing sustainability is based on a network structure, which consists of the Group sustainability function and sustainability coordinators in each company. The coordinators in the respective companies work closely with their CEO and with representatives for specialist areas such as HR, marketing and communications, environment, safety, and production. The coordinators also communicate regularly with the sustainability function at Group level and Head of Sustainability, Brand & Communications, who has direct access to Group management and Group functions such as R&D, property, IT, purchasing, marketing and communications, safety, and HR. The sustainability network collaborates on setting the common sustainability program for the Group as well as implementing common initiatives. The governing body for the sustainability network is the Sustainability Decision Forum, which consists of selected company managers and representatives from Group management. The Sustainability Decision Forum is convened by the Head of Sustainability, Brand & Communications. At the behest of the Sustainability Decision Forum, key decisions can also be escalated to Group management or the Board of Directors. Certain issues relating to internal control can be escalated to the Group Audit Committee.

Management system

Most of the Group's companies are certified in accordance with ISO 14001 environmental management system, ISO 9001 quality management system and ISO 45001 management system for occupational health and safety. The management systems contribute to promoting a good working environment and a systematic work approach focusing on risk management, follow-up and continuous improvement. WEEELABEX and/or Cenelec, which are standards for the management and recycling of electrical waste, are also applied for electronic recycling. Denmark has included energy management in ISO 14001.

Stena Way of Production and Branches

An important aspect of the Group's continuous improvement work is the LEAN-inspired program implemented and used in operations. The program is referred to as the Stena Way of Production (SWOP) for production facilities and the Stena Way of Branches (SWOB) for branch operations. The program is developed to correlate the organization's maturity in using different LEAN tools with development in the key operational indicators. This leads to more stable results and more sustainable operations over time, by focusing on continuous improvement and a harmonized approach.

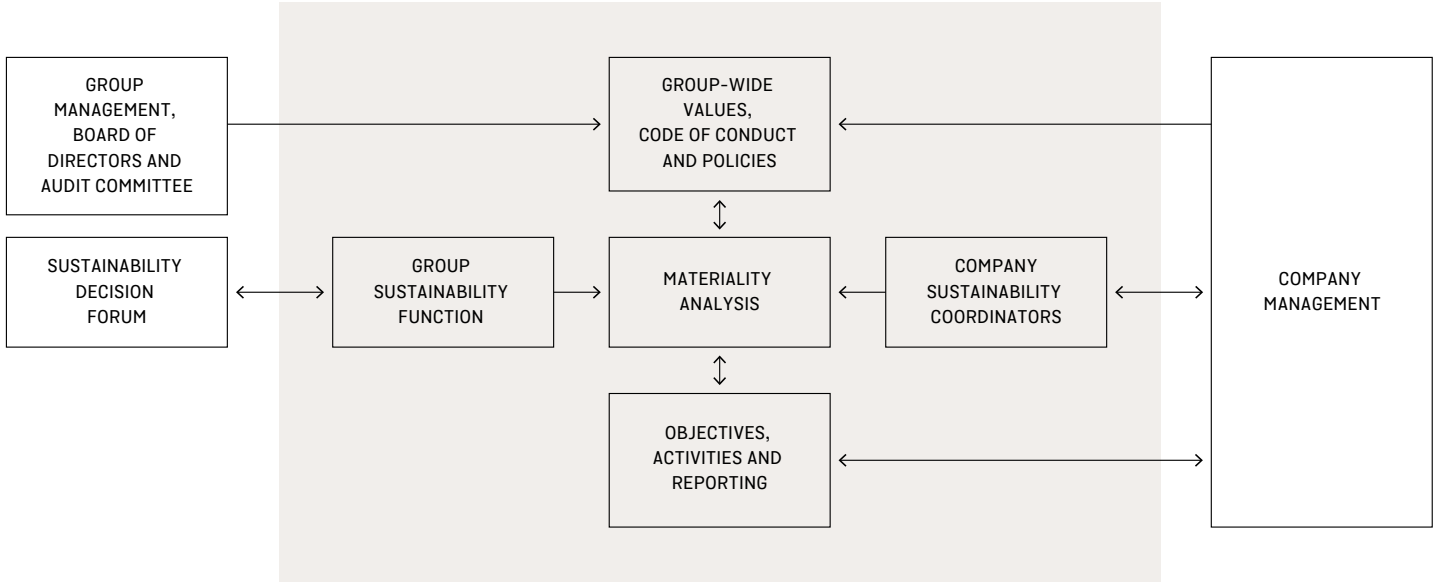
GOVERNING FRAMEWORKS AND GUIDELINES

As an addition to the applicable legislation, Stena Metall has formulated and adopted a framework that sets out guidelines for how the Group and all employees should act in relation to customers, employees and the world around us. The most important parts are presented below. The Group-wide policies mentioned are all adopted by the organization's most senior executive, except for the Code of Conduct, which is adopted by the Group's Board of Directors.

Code of Conduct

Stena Metall's Code of Conduct and core values together constitute overarching guidelines for all conduct within the company. The Group's Code of Conduct is based on the principal owner's values and the principles of the UN Global Compact. The Code of Conduct sets out the guiding principles that aim to ensure that operations are conducted in an ethically, socially and environmentally correct way. The Code of Conduct contains a commitment to respect human rights, including supporting and respecting the principles of the Universal Declaration of Human Rights as well as the International Labour Organizations' Declaration on Fundamental Principles and Rights at Work. The Code of Conduct also states that the precautionary principle should be applied. To reinforce the Group's expectations that suppliers, customers and other business partners work in line with Stena Metall's values, a Group-wide Code of Conduct for Business Partners has also been adopted. The Code of Conduct for Business Partners reflects the values and guidelines of the Group's internal Code of Conduct, but is aimed at external partners in the companies' value chains. Read more about the Code of Conduct and Code of Conduct for Business Partners on page 61–62, both are also publicly available online.

STENA METALL'S SUSTAINABILITY ORGANIZATION



Other governing policies

In addition to the Code of Conduct, there are a number of Group-wide policies that must be observed by all employees. The most relevant ones from a sustainability perspective are the Health, Working Environment and Safety Policy, the Anticorruption Policy, and the Human Rights Policy. The Human Rights Policy includes a commitment to implementing due diligence processes. Moreover, each company has its own procedures and instructions in place that complement the Code of Conduct and the Group-wide governing documents, for example in the areas of the environment, quality, and occupational health and safety. The diversity of companies in the Group necessitates specific guidelines to ensure that each part of the organization operates in accordance with the high standard expected by Stena Metall.

Communication of critical concerns

There are procedures in place for communication if an employee discovers any violations of the Group's Code of Conduct, values, policies or applicable legislation. In the first instance, employees are encouraged to talk to their manager, their manager's superior or HR. If this is not deemed appropriate, it is possible to report incidents anonymously in a whistleblower system provided by an external partner. All employees are informed of the process for reporting grievances as part of their onboarding, and the information is easily available for all employees on the Intranet and on printed posters in the workplace. The whistleblower system is also available online for external stakeholders to use. Reported cases are received by the Head of Governance, Risk and Compliance, and followed up according to established procedures, including evaluation of whether the cases need to be escalated to Group Management and the Board of Directors. No cases from 2023/2024 required escalation to Board level.

DIALOGUE WITH STAKEHOLDERS

Through a continuous and open dialogue with consideration for external expectations and stakeholder needs, Stena Metall continues to integrate sustainability into all operational areas. The most important stakeholders are the ones that are most impacted by and/or have the biggest impact on operations. Their views provide a valuable platform for developing the Group's operations, business offerings and sustainability work. During 2022/2023, the materiality analysis for Stena Metall underwent an update, which was preceded by extensive and dedicated stakeholder dialogue. The stakeholder dialogue was conducted in accordance with the process stated in GRI 2021. The purpose was to gain meaningful insight and understanding of the priorities and considerations of stakeholders in relation to the impacts of Stena Metall on the environment, people and society. The stakeholder dialogue was conducted through interviews and focus groups, and included collection of stakeholder input from board representatives, customers, employees, legal experts, and industry associations. The input gathered in the stakeholder dialogue formed the basis for the subsequent process for reviewing and updating the materiality analysis. As circular economy is one of most important topics concerning material sustainability for Stena Metall, many of the external stakeholder dialogues are centred around it. Both at EU level and at national level, there is a lot of development related to legislation regarding the environment and waste management. Stena Metall takes an active involvement in relevant matters through participation in consultation groups and responses to consultation rounds, either directly or through industry associations. This engagement aims to apply the Group's expertise and experience to improve the conditions for recycled raw materials and increased circularity.

During spring 2023, Stena Metall's first Green Bond from 2018 was reissued. The process of launching the Green Bond included significant stakeholder dialogue with investors and banks, and due to the green component of the bond, ESG-related matters were discussed in depth during the process. The Green Bond framework encompasses investments that contribute to increased circularity and was rated Dark Green by the independent analysis institute Cicero – the highest rating possible. More information about the Green Bonds is published in the annual Green Bond Report.

To provide a systematic forum for continuous employee dialogue, the employee survey @Stena is conducted twice annually. The survey is Group-wide and conducted in the fall, with a smaller follow-up session in the spring. All managers whose report directly to them employees are given access to the survey results, to enable analysis and continued development in their departments and teams.

→ *Read more about Stena Metall's Green Bonds*

Membership in organizations

The companies in Stena Metall are members of, and play an active part in, a number of forums and industry associations. These are listed below.

Organization / forum
Aluminium Danmark
Aluminium Deutschland e.V
Confindustria Verona
DAKOFA
Dansk Industri – ARI
EuRIC
European Aluminium
Finnish Car Recycling Ltd (Suomen Autokierrätys Oy) (ELV producer responsibility organisation)
Finnish Waste Management Association JHY
Forum Odpowiedzialnego Biznesu (Responsible Business Forum)
Gjuteriföreningen
Hagainitiativet
Iakvattennätverket i Avfall Sverige
Italian Recyclers association (ASSORAEE – Associazione Recupero Apparecchiature, Elettriche ed Elettroniche)
Izba Przemysłowo – Handlowa Gospodarki Złomem (Chamber of Industry and Commerce for the Economy of Scrap)
LFM30
NFFA – Norsk forening for farlig avfall
Nollis – Network of Finnish workplaces improving occupational health and safety
Norsk Industri
Norsk Returmetallforening

Organization / forum
Polish Plactics Pact (Polski Pakt Plastikowy)
Polskie Stowarzyszenie Nowej Mobilności (PSNM The New Mobility Association)
Polska Izba Gospodarki Odpadami (Polish Chamber of Waste Management)
Ref grupp Delegation för Cirkulär Ekonomi
Renare Mark
SIS TK 616 – teknisk kommitté ISO-standarder cirkulär ekonomi
Skandynawsko-Polska Izba Gospodarcza (Scandinavian-Polish Chamber of Commerce)
Stål- och Metallföreningen
Svenskt Aluminium
Technology Industries of Finland
The Finnish Scrapdealers Association
The Recycling Industries of Finland
Utvalg for gjenvinning
Återvinningsindustrierna

Dialogue with stakeholders

Stakeholder	Examples of dialogues and activities	Examples of questions important for the stakeholder groups
Banks and financial institutions	Ongoing dialogue	Financial position and profit trend
	Capital market information meetings	ESG matters and sustainability from an investor perspective
Customers, partners and suppliers	Ongoing dialogue	High recycling rates
	Digital meetings	Expertise and skills in materials and resource management
	Webinars	Good service and the right quality of materials
	Customer surveys	Safe operations and good control of risks
		Reliable waste management statistics
		Control in the value chain and traceability of materials
		Reduced climate impact
		Partnerships and interactions for circular solutions
Employees	Employee survey	Opportunity for skills and career development
	Ongoing dialogues	Wellbeing and good leadership
		Safe and secure workplace
Authorities	Consultation meetings	Environmental impact and climate adaptations from operations
	Supervision meetings	Safety and a good working environment
	Participation in reference and consultation groups	Compliance with legislation and development of legislation in relation to the circular economy
Politicians and decision-makers	Meetings and seminars	Measures for developing towards a circular economy
	Response to consultation rounds	Reduced climate and environmental impact
	Participation in reference and consultation groups	
Owner and Board of Directors	Board meetings and reports prior to meetings	Long-term profitability
	Ongoing meetings and reports	Create more satisfied customers
	Strategy meetings	Maintain good contact with the world around us
	Shareholders' meeting	Nurture growing trust
		Create more and better business

MATERIALITY ANALYSIS

Process for identification and handling of material issues

The materiality analysis forms the basis for identifying the sustainability issues that are most important for Stena Metall to focus on. It enables systematic prioritization of sustainability issues, which is crucial for effective sustainability work. The analysis is based on the economic, social and environmental impacts of the Group's operations, and on stakeholder priorities. Upcoming regulations around the materiality analysis will introduce the concept of double materiality, meaning consideration of how issues are influenced by the company, but also how the company itself is affected by development related to sustainability. In preparation of this change, double materiality has been considered in the existing risk assessment, which is reported on pages 68–69. As Stena Metall is composed of companies within different industries, the individual companies have varying impacts, challenges, opportunities and risks related to their operations. To address this matter, the materiality analyses for Stena Metall are first conducted at company level and then evaluated together to form a consolidated analysis at Group level. The results provide the Group with a strategic direction and focus for continued sustainability work. The materiality analysis was updated during 2022/2023 and reviewed 2023/2024 with no changes, according to the guidelines issued by GRI 2021. This was somewhat expected, as there had not been any significant changes to the organization compared to the previous reporting period. There have been no changes in materiality; however, new indicators have been added for 2023/2024. This is due to additional data that was previously submitted as omissions. The process for updating the materiality analysis 2022/2023 followed the steps established in GRI 2021 and started with defining the organization's context through mapping with sector-specific standards, benchmarking with other companies in similar sectors, and conducting stakeholder dialogue. The stakeholder dialogue included a review of the customer perspective, focus groups with employees, interviews with board representatives, discussions with industry organizations and bank representatives, as well as a review of industry-specific legal considerations. As a next step, actual and potential impacts were identified through workshops with several companies in the Group, to get a representation of the different industries in which the Group operates. Workshop participants were assembled to provide as wide knowledge and experience as possible, including representatives from sales, HR, sustainability/environment, economy, and other relevant functions. In addition to identifying impacts, the workshops also included an assessment of the significance of the impacts. When all workshops had been conducted, a quantitative consolidation was made based on the assessment of its significance. The quantitative analysis was then reviewed and validated through a qualitative analysis, to address any potential biases that might otherwise have occurred. The final results of the materiality analysis were validated and approved by the audit committee. During 2023/2024, steps has been taken to initiate a double materiality analysis following the process defined in the ESRS standards, which are associated with the new EU Corporate Sustainability Reporting Directive (CSRD).

PROCESS FOR IDENTIFYING MATERIAL TOPICS

The process for identifying material topics in the latest materiality analysis followed the updated GRI 2021 standard, which is based on four steps. The first step was to understand the organizations, context through analysis of the industries in which the Group operates and through stakeholder dialogue. Then, actual and potential impact were identified, assessed, and prioritized.

MATERIAL TOPICS

The table below shows the sustainability topics identified in the materiality analysis for 2023/2024. The topics that were identified as material are those that are prioritized within the Group-wide sustainability work. They are also the ones which are reported in the Sustainability report, in accordance with the requirements of GRI 2021.

CARE FOR THE ENVIRONMENT

- Circular transition
- Climate impact
- Recycling and waste management
- Energy consumption
- Emissions to water or soil

CARE FOR PEOPLE

- Health and safety
- Diversity and inclusion
- Attract and engage employees
- Learning and development

CARE FOR SUSTAINABLE BUSINESS

- Sustainable value chain
- Business ethics and Code of Conduct
- Anti-corruption

CSRD will become applicable to Stena Metall for the financial year 2025/2026.

Double materiality assessment

During 2023/2024 an ESRS inspired Double Materiality Assessment (DMA) has been conducted in preparations for CSRD. Stena Metall will report according to the CSRD framework starting from the financial year 2025/2026 and therefor will the results of the DMA not be presented or used in this report. The goal to conduct the initial ESRS inspired DMA was to learn the organisation about the process, concept, and method.

To be CSRD compliant for the 2025/2026 report, continues work will be conducted during the year. The work will, among other things, include value chain mapping, making GAP-analyses based on the results of the DMA, develop the findings in the GAP-analyses, set processes for data collection and conduct EU taxonomy analyses on relevant companies within the organization.

MANAGING SUSTAINABILITY RISKS

Systematic risk management is vital for long-term sustainable business management. Stena Metall works continuously and systematically to identify and manage sustainability-related risks within the Group. Risk analyses of sustainability-related issues are conducted within several different parts of the organization and take place both at Group level and at company level. At Group level, sustainability risks are integrated in the annual enterprise risk assessment, which covers both business-related and sustainability-related risks. Risks related to human rights and climate footprint are mandatory to assess. At company level, risks related to environmental and social matters are assessed on a more detailed level within the framework of the management systems in use, such as ISO 14001 and ISO 45001. Stena Metall's sustainability risks as presented in this report are a consolidation of the overall risks identified and consolidated through a Group-wide risk assessment process. There was no identified change to the Group's overall risk profile for the 2023/2024 financial year. However, several activities have been initiated to expand the assessment of sustainability related risks. A Human Rights Due Diligence process was initiated during last year to specifically investigate risks related to human rights matters on a more detailed level, and is in the process of being consolidated. The updated process for the materiality analysis also considered both actual and potential impacts, where the latter can be translated into risk. As the materiality analysis has been further developed during 2023/2024, with the addition of the financial risk perspective required in the double materiality analysis as defined by the ESRS standards, a more thorough update of sustainability risks is pending, following the subsequent steps and results of this process. With inspiration from and in preparation of upcoming regulations concerning the concept of double materiality, the risk description has been divided into financial risk and impact risk. Financial risk refers to the risk of a negative effect on the company's value, performance, financial result or reputation. Impact risk refers to the risk that the company has regarding a negative impact on people, society or the environment.

	Impact Risk	Financial Risk	Risk Management
ENVIRONMENT			
Emissions to land, air and water when managing waste, materials and products	At the companies' facilities and operations, industrial processes of various types are conducted that could cause emissions to land, air and water if they were not managed correctly, for example wastewater or surface water. There is also a potential risk of spills or emissions due to an accident in connection with internal and external transport operations at sea and on land.	Pollution can lead to significant consequences for the Group in terms of reputation and brand value, customer trust, monetary sanctions and loss of permits.	All companies in the Group apply the precautionary principle and comply with applicable permits and environmental legislation for their respective operations. The majority are also certified in accordance with ISO 14001. Risk surveys are conducted regularly and lead to preventive measures such as technical investments, embankments, hardstandings, training and fire prevention measures. Internal audits are conducted to ensure compliance with procedures. Systematic follow-up work is also conducted via the Stena Way of Production/Stena Way of Branches programs. Supplier assessments are conducted for external transport carriers.
Permit violations	Several of Stena Metall's operations are subject to permits, and compliance with permits is therefore a prerequisite for operational activities. Permit violations might have implications beyond the pollution cause, as it can also potentially caused harm to the surrounding community and to employees.	Environmental non-compliances can lead to costly legal processes, significant fines, loss of permits, damage to the company's brand and reputation, and negative effect on customer relations.	The Group maintains a close dialogue with authorities and continuously develops processes for storage planning, proprietary inspections and training in operations requiring permits. According to the Business Partner Code of Conduct, all business partners are required to have the appropriate permits for their operations.

	Impact Risk	Financial Risk	Risk Management
ENVIRONMENT			
Consumption of fossil fuels with climate impact	Stena Metall's operations entail GHG emissions and climate impact due to the energy consumption that takes place in areas such as production, material handling and transport. The energy comes partly from fossil fuels, which means emissions of greenhouse gases and the risk of contributing to a negative climate impact.	Companies are increasingly expected to set climate targets and minimize their emissions, and there is a risk if stakeholders do not perceive that Stena Metall is living up to its expectations or requirements related to climate impact. There is a risk of losing customers, difficulties to attract and retain employees, and reputational damage.	As they operate in different industries, the companies in the Group work independently on environmental objectives and energy efficiency improvements. Stena Recycling companies in all markets have Science Based Targets initiative (SBTi) on their climate targets, which aim to reduce scope 1 and 2 emissions by 50% by 2030 with 2021 as the base year, and to reduce scope 3 emissions by 25% within the same timeframe. Stena Recycling Group commits to reducing absolute scope 1 and 2 GHG emissions by 90% by 2050 from a 2021 base year. Stena Recycling Group also commits to reducing absolute scope 3 GHG emissions by 90% within the same timeframe. Stena Stål is commited to SBTi. Other measures related to reducing climate impact, these include energy efficiency, logistics optimization, investments in more energy-efficient machinery and facilities, as well as the transition to renewable fuels or electrical operation from fossil-free sources.
SOCIAL CONDITIONS AND EMPLOYEES			
Risks in occupational health and safety	Many of Stena Metall's employees work in a production environment where machinery and vehicles can pose safety risks. There may also be health and safety risks for employees in an office environment, primarily in the form of psychosocial aspects.	Aside from the main priority of ensuring that no individual gets hurt in the workplace, an unmitigated risk of accidents would be negative for any company. It causes an unattractive work environment that makes it harder to attract and retain employees and can also impact brand and reputation.	The Group has an ambitious, systematic program for management of safety and the working environment, with the general aim of zero accidents. The health and safety program is based on continuous risk assessments and preventive measures. All companies have set targets that are followed up quarterly. Training courses and employee surveys are conducted regularly to follow up on the working environment and employee commitment. Most of the companies are certified in accordance with ISO 45001.
ANTI-CORRUPTION			
Violations in the form of corruption and lack of business ethics	All operations face a potential risk that employees may be privy to situations that constitute corruption and that are not compatible with the Group's Code of Conduct and values.	Instances of corruption within the Group would not only be damaging to Stena Metall's reputation with stakeholders and partners but could also imply expensive legal and remediation processes.	Corruption is regulated by the countries' different legislation, and by Stena Metall conducting its own preventive work. The Group's position on anti-corruption is clearly expressed in the anti-corruption policy and Code of Conduct and is implemented with the help of an e-learning course linked to each policy. Other proactive measures include training, risk analyses and an ongoing dialogue. Efforts to systematically monitor and prevent corruption are continually evolving.
HUMAN RIGHTS			
Violations of human rights in the value chain	Stena Metall's value chains extend globally and include trading in raw materials across a large number of markets with different characteristics. Both upstream and down-stream, there may be a risk of non-compliance and substandard working conditions.	There are increasing expectations on companies to manage their value chains from a sustainability perspective. Working with companies who are found to be violating human rights is a risk that could cause significant reputational damage even if the company had no knowledge of the situation. It could also lead to loss of customer contracts, as well as making it harder to recruit and retain employees.	The Group's position on human rights is expressed in the Code of Conduct, the Code of Conduct for business partners and the human rights policy. The companies have been working on supplier assessments for many years, and the process is being reviewed and further developed in 2023/2024. Continued development work is also underway in the process of implementing the Code of Conduct both upstream and downstream in the value chains. During 2022/2023, a Human Risk Due Diligence process was developed and initiated, and a first screening of risks was conducted with the companies in the Group. The Group will continue to develop and work with the Human Risk Due Diligence process.

ACCOUNTING PRINCIPLES

The sustainability report is prepared and presented according to account principles like variability, accuracy, clarity and comparability. The accounting principles are partly based on GRI's framework but are adapted to Stena Metall's conditions on the basis of the materiality analysis.

A group shared SaaS system is used to collect and answer Stena Metall's material questions. The system supports continuous reporting, follow-up as well as data validation. Each company within the Group reports according to the Group's definitions and routines for sustainability reporting.

STRUCTURE FOR SUSTAINABILITY REPORTING

The sustainability reporting covers Stena Metall, including Stena Metall AB and all its subsidiaries. There is no difference between the entities included in the financial reporting and sustainability reporting. In case of mergers, acquisitions, or divestments, the ambition is to update the reporting accordingly as soon as reasonably possible after the date that the organizational change comes into force. For acquisitions and mergers, there may be a transition period before the reporting for the new entity is fully in place, due to the extensive process of the organizational change. The approach for consolidation is the same for all GRI-disclosures and all material topics.

Restatements of information

In case of restatements of information from previous years, these are documented in the notes for the material topic concerned, including the reason for the restatement and the effect it causes. Notable restatements from last year are that retroactive corrections of calculations have been made for some of the reported KPIs, mainly for direct CO_2 emissions, avoided CO_2 emissions, and energy consumption. All restatements of information from last year's report are documented in the notes for each respective KPI.

ENERGY CONSUMPTION AND CO_2 EMISSIONS

The Stena Metall Group reports energy consumption for scope 1 and scope 2. Scope 1 covers direct consumption by the companies in the Group and includes fuel consumption from production facilities, owned vehicles and emissions from landfill, composting and gas leakage. Scope 2 covers indirect consumption from purchased electricity and heating. The consumption for each type of fuel is then converted to kWh and to CO_2 emissions, by using energy factors and emission factors respectively. CO_2 emissions in scope 1 and 2 follow the reporting principles of the GHG Protocol.

Emissions data for scope 1 and 2 are collected three times a year. The consolidation approach for emissions in both scope 1 and 2 are operational control and scope 2 calculations are made based on the market-based method.

EMPLOYEES AND WORKERS

Employees include all persons with a valid employment contract. Employees are reported based on the headcount at the last day of the reporting period. There are no significant variations in the number of employees during or between reporting periods. The FTE method is used for compiling data for workers who are not employees, and it is calculated as an average across the reporting period. There are no significant fluctuations in the amount of non-employee workers.

Sick leave hours are calculated by dividing the sick leave hours with the scheduled hours to work and by rolling 12 months.

The percentage of new hires and employee turnover is calculated by dividing new hires and employee turnover with the total headcount.

Oskar Ysander is Deputy Managing Director for Stena Metall Finans.

CARE FOR THE ENVIRONMENT

CIRCULAR TRANSITION

Management approach, GRI 3-3

A significant part of the Group's operations involves recycling or the reuse of material resources. Circularity relies on collaboration and shared knowledge about the product's properties and use throughout its entire life cycle, with several parties that contribute expertise about each part of the value chain. Dialogue with customers and other stakeholders is therefore essential to achieve as much efficiency as possible in the circular solutions. Follow-up is conducted using factors such as the waste's recycling rate and distribution in the waste hierarchy. Several of Stena Metall's subsidiaries conduct operations with a positive contribution to circularity. The Stena Recycling companies contribute with the most significant impact, providing circular solutions and waste management services to over 100,000 customers. The recycled products include ferrous and non-ferrous metals, electronics, plastic, paper and mixed waste. The recycled raw materials are sold to steel mills, paper mills and other customers for use in the manufacture of new products. Stena Recycling also has a consulting business that supports companies in their development of sustainable circular solutions that provide both environmental and business value. A circular approach is also prevalent in other companies in the Group; Stena Aluminium's alloys are based on 100 percent recycled aluminium, and HaloSep treats fly ash, turning it from hazardous waste into non-hazardous fractions, which include salt and metals.

Enabling the circular economy

The impacts of Stena Metall in relation to the circular economy occur mainly in the value chain, or even in customers' value chains. Impacts from circularity need to be considered in relative terms, for instance by comparing with a situation where virgin resources had been used instead. Positive impacts associated with improved circularity of resources are reduced climate impact in comparison to virgin resources, and reduced need for extraction of new resources. As circularity is dependent on collaboration throughout the value chain, it is difficult to pinpoint exactly where the impact takes place, and positive impacts from improved circularity are attributable to all parties involved in the value chain. For example, customers whose waste is taken care of and recycled by Stena Recycling aim to minimize the negative impact of their waste. On the other end of the value chain, customers who choose to purchase recycled materials reduce the negative impact of their purchased goods and services compared to if virgin resources would have been bought instead. This can also be applied to Stena Aluminium, as they only buy recycled aluminium instead of virgin material. Measures to reduce negative impacts related to circularity for Stena Metall companies are mainly to lower climate impact from the operations and prevent any risk of pollution. Positive impacts are propelled mainly by increased recycling and material efficiency, development of new circular services, and collaboration initiatives which aim to improve circularity of resources.

Stena Aluminium produces customized aluminium alloys made entirely from recycled material, which can be delivered both as ingots and as liquid aluminium.

CLIMATE IMPACT

Management approach, GRI 3-3

Reducing greenhouse gas emissions and climate impact is a global challenge, affecting all levels of society, from governments to individuals. Failure to combat climate change presents significant risks of causing serious damage, both from the human perspective and for destruction of economic value. The private sector has an important role to play in reducing emissions, both from operations and from the value chain. The main sources of emissions for Stena Metall are combustion of diesel and LPG, and purchased electricity. Efforts to reduce the climate footprint include measures to improve energy efficiency and reduce consumption, as well as replacing fossil fuels with renewables or electricity, and increasing the percentage of fossil-free electricity. Emissions are reported at Group level for scope 1 (fuel consumption and other internal emission sources) and scope 2 (electricity and district heating). Emissions data for scope 1 and 2 are collected three times a year and follow the principles of the Green House Protocol. The consolidation approach for emissions in both scope 1 and 2 are operational control and scope 2 calculations are made based on the market-based method. The results are followed up to identify where and how improvements can be made. Mapping of scope 3 emissions has been conducted in all companies, including headquarter companies. During 2023/2024 quality assurance of the scope 3 mapping has been conducted and internal reporting has been initiated. The aim is to report scope 3 in the 2024/2025 report. Stena Recycling companies have climate targets, which has been approved by the Science Based Targets initiative. Near-term target is to reduce CO2 emissions by 50 percent in scopes 1 and 2, and by 25 percent in scope 3 by 2030 from 2021 as a base year. The long-term target is to reduce absolute scope 1 and 2 GHG emissions by 90 percent by 2050 from a 2021 base year. Stena Recycling also commits to reduce absolute scope 3 GHG emissions by 90 percent within the same timeframe. Stena Stål has also committed to set emissions reduction targets in accordance with the Science Based Targets initiative. Since value chains are shared with customers, who often also have ambitious climate targets, there is a mutual interest in reducing emissions. This has led to the development of a CO_2 data tool for Stena Recycling's customers, which has started to be rolled out during 2023/2024. By providing services within recycling, circularity and reuse, the Group also contributes with a positive impact on the climate, as recycled and reduced resources reduce the need for energy-intensive extraction of virgin resources.

Direct (scope 1) GHG emissions, GRI 305-1
Energy indirect (scope 2) GHG emissions, GRI 305-2
(tonnes CO_2)

	2023/2024	2022/2023	2021/2022
Direct emissions (scope 1)[1)]	48,300	48,900[3)]	45,700[3)]
Indirect emissions (scope 2)	14,200	23,600	23,500
TOTAL CO_2[2)]	**62,500**	**72,500**	**69,200**

1) Fuels: LPG, natural gas, diesel, heating oil, petrol, vehicle gas. Scope 1 emissions for HVO100 fuel have been retroactively added to 2020/2021 as they were first calculated for 2021/2022. Scope 1 emissions from other sources: leakages from landfill, composting, biological processes, refrigerants and gas leakage.

2) Scope 1 and 2 emission factors originate mainly from DEFRA and Energimyndigheten.

3) Figures have been retroactively recalculated due to improvements in data accuracy.

	2023/2024	2022/2023	2021/2022
Total Biogenic Direct emissions (scope 1)[4)]	7,900	N/A	N/A

4) Biogenic emissions were reported for the first time in 2023/2024, whereby reference data for previous years is not available.

Avoided CO_2 emissions compared with virgin raw material (tonnes CO_2)[5)]

	2023/2024	2022/2023	2021/2022
TOTAL CO_2	5,805,102	5,948,128[6)]	5,692,445[6)]

5) Calculations for avoided CO_2 emissions are based on the differences in energy consumption to produce recycled raw materials compared with the equivalent materials extracted as virgin raw materials. The factors for differences in emissions between virgin and recycled raw materials are determined for each material type through the available industry information and internal calculations. Stena Aluminium is also part of the value chain that processes recycled material into new raw materials and therefore contributes to the avoided emissions. However, since it is not possible to separately report the avoided emissions between stages of the same value chain, there is no direct reporting of avoided emissions from Stena Aluminium. This is to avoid double reporting, since its avoided emissions are shared with those of Stena Recycling.

6) Figures have been retroactively updated due to improvements in data accuracy and updated emissions factors for Stena Recycling Sweden.

AIR EMISSIONS

Management approach, GRI 3-3 – GRI 11 Stena Oil

Combustion of Marine Gas Oils charted vessels results in air emissions that have negative impacts on air quality and human health. Stena Oil charters three vessels by OljOla, all three vessels are certified by Clean Ship Index. Clean Shipping Index is an independent and holistic labelling system of vessels' environmental performance and helps Stena Oil and OljOla to measure and work with mitigating actions to reduce air emissions. The index gives guidance and education on how to improve the scoring and reduce the air emissions.

During 2023 one vessel was substantially upgrade by installing new main- and auxiliary engines. All fitted with selective catalytic reduction (SCR), compliant with IMO Tier III. The new engines with SCRs will help to reduce CO_2 and NO_X emissions. The vessels charted by OljOla are all certified with Clean Shipping Index with the environmental performance 5 for one vessel and 3 for the other two.

Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions, Stena Oil, GRI 305-7 (GRI 11.3.2) [1)]

	2023/2024	2022/2023	2021/2022
NO_X (tonnes)	127	N/A[2)]	N/A
SO_X (tonnes)	3	N/A	N/A
CH_4 (tonnes)	0.3	N/A	N/A
Particulate matter (tonnes)	2	N/A	N/A
Volatile organic compounds (VOC) (m^3)	991,106	N/A	N/A

1) Air emissions represent consumption of marine gas oil for vessels and covers about 70% of total shipments.

2) Air emissions were reported for the first time in 2023/2024, whereby reference data for previous years is not available.

Calculation methods and emissions factors originate from International Maritime Organisation (IMO), Fourth Greenhouse Gas Study 2020.

ENERGY CONSUMPTION

Management approach, GRI 3-3

Stena Metall's operations consume energy mainly from diesel, LPG and purchased electricity. A high energy consumption contributes to negative environmental impacts, whereas efforts to reduce and make energy use more efficient provides a positive contribution to mitigating climate impact. Since energy prices and the risk of grid capacity constraints have been increasing due to geopolitical factors, there are also economic benefits and positive societal impacts associated with reduced energy consumption. The Group strives to reduce its energy consumption through a transition to using more energy-efficient equipment and optimizing processes and transports. Energy consumption is reported at Group level for scopes 1 and 2, which includes consumption of fuel for internal operations and from purchased electricity and district heating. It is also followed up and managed locally by the companies, since there is a significant variation in energy consumption and fuel type depending on a company's operations and geographical location. For the Stena Metall companies committed to SBTi , the commitment indirectly include management and follow-up of energy consumption, since energy efficiency and reduced consumption are important measures to reduce the climate footprint.

Energy consumption within the organization (MWh), GRI 302-1

	2023/2024	2022/2023	2021/2022
Fuel			
Non-renewable[1)]	185,400	195,900[2)]	189,200[2)]
Renewable[1)]	25,000	21,000	18,000
TOTAL	**210,400**	**216,900**	**207,200**
Electricity			
Origin-labeled hydro power, wind power and bio power	128,700	102,000	96,900
Residual mix	32,000	54,900	52,300
TOTAL	**160,700**	**156,900**	**149,200**
District heating			
District heating	18,300	12,600	12,800
TOTAL	**18,300**	**12,600**	**12,800**
TOTAL ENERGY CONSUMPTION [3)]	**389,400**	**386,400[2)]**	**369,200[2)]**

1) Renewable fuels include HVO, wood pellets, biogas and RME. Reporting of renewable fuels previously included emission reduction-liable diesel and petrol. These have been redefined as non-renewable fuels as they contain fossil components, and subsequent recalculations have been made for 21/22.

2) Figures have been retroactively recalculated due to improvements in data accuracy.

3) Cooling and steam consumption are not applicable and therefore not included in the energy consumption reporting. The same applies to electricity, heating, cooling, and steam sold.

Energy consumption from use of marine gas oil in ships chartered by Stena Oil was, in 21/22, determined to belong in scope 3, and is not reported within this scope.

EMISSIONS TO WATER OR SOIL

Management approach, GRI 3-3

The risk of emissions to water and soil at Stena Metall's facilities is twofold: there is a risk of accident or spills, and there is risk of impact due to run-off rainwater and surface water. Both hazardous and, non-hazardous waste is handled at Stena Metall facilities and, if incorrectly managed, there could be a risk of spills and emissions to water and soil. The impact risk exists both at internal sites and during transport. Environmental risk analyses and applicable legislation determine what preventive measures are taken to avoid any negative impacts to the water and soil. Environmental management is generally conducted at company level, within the framework of ISO 14001. The performance is followed up on an ongoing basis, within the framework of the management system, which includes risk analysis. Run-off rainwater and other surface water can result in negative environmental impacts locally. Emissions to water and soil through spills are preventable with proper procedures and management, and the goal is that this type of emissions is zero. Surface contamination due to run-off water is not entirely preventable; each facility is licensed for a certain amount of emissions annually. If no extenuating events take place, this amount should not be exceeded. The Group also has a positive impact within this material topic, as Stena Recycling operations include collection of contaminated water, which is processed in water treatment facilities in order to be cleaned and returned to the ecocycle.

Prevention and mitigation of emissions to water or soil

Stena Metall's facilities manage various types of materials that could lead to contaminants being emitted into soil and water where there is a run-off of rainwater and other surface water, resulting in a negative environmental impact. There are a number of measures to prevent this, including cleaning of rainwater, stormwater filters, procedures for storage and cleaning, and hardening of surfaces. The type of measures taken at each facility are based on an environmental risk analysis and designed in line with applicable legislation and licensing requirements.

During 2023/2024 preventive actions has been taken to further prevent emissions to water or soil. In Norway a new system for measuring and sampling stormwater in Skien and Stena Recycling Sweden has developed a guide to prevent and counteract elevated levels in stormwater. Continuous construction has also taken place and among other things has new roofs been installed, concrete of the production area and more waste being handled indoors.

Steps have also been taken in monitoring and follow up. Stena Aluminium has installed a new gas analyser system for continuous emissions measuring.

Significant spills, GRI 306-3

	2023/2024	2022/2023	2021/2022
Number of significant spills	3	3	N/A

	2023/2024	2022/2023	2021/2022
Volume of significant spills (m^3)	116	161	N/A

Three spills occurred during the year, two in Stena Recycling Finland and one in Stena Recycling Sweden. The spills in Finland occurred in Oulu and Kuopio, both cases concerned wastewater from fires at the branches. After the fire at Oulu, 100 m^3 of firefighting wastewater was recovered from site and tested for impurities which were not over the limits and could be discharged into the sewage system. The fire at Kuopio resulted in 150 m^3 firefighting wastewater from which 12 m^3 was recovered from the site and delivered to a third party for wastewater treatment. Rest of the wastewater was discharged in sewage system with the permission of environmental authority. Firefighting wastewater collection systems are used on the branches.

One spill occurred in Stena Recycling Sweden at the Luleå site. During the unloading of oil-contaminated water, 4 m^3 leaked onto the spill plate and asphalt, flowing towards the nearest gate and froze. Frozen parts were scraped up and the waste was handled in the sludge reception. Water entering the oil separator well was collected and treated. Significant spills were reported for the first time in 2022/2023, whereby reference data for previous years is not available.

ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT

Management approach, GRI 3-3 – GRI 11 Stena Oil

Process safety management is about keeping hazardous substances in pipes, tanks and vessels so they do not cause harm to people or the environment. It starts with designing and building projects and is implemented throughout the life cycle of the facilities to ensure they are operated safely, well maintained and regularly inspected. Stena Oil follows the Groups guidelines and policies. Process safety applicable to the management of *emissions to water or soil* as well as *health and safety*. For further information about process safety management see sections *emissions to water or soil and health and safety*.

Tier I & II process safety events, Stena Oil, GRI 11.8.3

During the year zero tier I or tier II has accidents occurred.

RECYCLING AND WASTE MANAGEMENT

Management approach, GRI 3-3

Waste management is one of the Group's core operations, and governance related to waste management is integrated into the overall business management for the recycling companies. Follow-up is conducted using factors such as the waste recycling rate and distribution in the waste hierarchy. Recycling rates for end-of-life vehicles and for recycling electronics are set in line with the applicable EU directives, where Stena Recycling ensures minimum recycling rates of 95 percent for vehicles and 80 percent for electronics. Research, innovation and investment in recycling technologies continuously contribute to the development of processes and moving material up the waste hierarchy. This preserves as much material value as possible. Collaborations in the value chain are essential for efficient waste management, and all parties involved have an important contribution – the upstream party who sorts and recycles its waste, the recycler, and the downstream customer who opts to buy recycled resources. Knowledge sharing in the value chain is also an important part of creating efficient waste management operations with as high recycling rates as possible.

Waste generation and significant waste-related impacts, GRI 306-1

Management of significant waste-related impacts, GRI 306-2

Stena Metall manages waste in two different respects, but mainly in its recycling operations, where customers' waste is processed for recycling. Internal waste also arises within the Group's operations and processes. In recycling operations, the internal waste flows are managed together with customers' waste. By striving for greater efficiency in Stena Metall's processes, the recycling rate of waste for both customers and internal procedures increases. Internal waste within the Group consists mainly of various residual products in manufacturing, such as complex residual flows from the fragmentation process or slag from aluminium smelting. Circularity forms the basis of Stena Metall's recycling operations. This entails striving to make the best use of recycled resources as presented in the waste hierarchy in order to preserve as much material value as possible. In cases where waste originating within the Group is managed by a third party, the waste must be managed in accordance with applicable laws and regulations. Waste-related data is managed in the business system for recycling operations and through information from suppliers for other companies in the Group.

Waste generated (tonnes), GRI 306-3

Summary per fraction	Generated waste	Waste for recycling	Waste for disposal
Ferrous	2,389,547	2,285,692	103,854
Non-ferrous metals	217,218	214,994	2,223
Electronics	110,246	96,071	14,174
Paper	1,317,875	1,313,195	4,680
Plastic	230,958	210,460	20,498
Hazardous waste	346,041	166,625	179,416
Other waste	1,602,941	534,396	1,068,544
TOTAL 23/24	**6,214,824**	**4,821,433**	**1,393,391**
TOTAL 22/23	**6,320,377**	**4,810,333**	**1,510,044**

Waste diverted from disposal (tonnes), GRI 306-4

	Onsite	Offsite	Total
Non-hazardous waste			
Reuse	90,833	11,719	102,553
Material recycling	3,185,776	1,220,286	4,406,062
Biotreatment	9,634	109,713	119,347
Other recycling	9,667	27,647	37,314
TOTAL 23/24	**3,295,911**	**1,369,365**	**4,665,276**
TOTAL 22/23	**3,355,970**	**1,344,600**[1)]	**4,700,570**[1)]
Hazardous waste			
Reuse	99	192	291
Material recycling	66,707	77,976	144,683
Biotreatment	2	691	693
Other recycling	1,047	4,711	5,758
TOTAL 23/24	**67,855**	**83,570**	**151,425**
TOTAL 22/23	**46,795**	**63,262**[1)]	**110,057**[1)]

Waste directed to disposal (tonnes), GRI 306-5

	Onsite	Offsite	Total
Non-hazardous waste			
Incineration with energy recovery	31,240	1,034,277	1,065,517
Incineration	0	3,534	3,534
Landfill	19,423	167,582	187,006
Other disposal	0	6,741	6,741
TOTAL 23/24	**50,663**	**1,212,134**	**1,262,797**
TOTAL 22/23	**64,434**	**1,254,885**[1)]	**1,319,319**[1)]
Hazardous waste			
Incineration with energy recovery	10,030	103,540	113,570
Incineration	0	14,952	14,952
Landfill	60	31,096	31,156
Other disposal	0	20,381	20,381
TOTAL 23/24	**10,090**	**169,969**	**180,059**
TOTAL 22/23	**9,902**	**178,031**[1)]	**187,933**[1)]

Recycling rate	2023/2024	2022/2023	2021/2022
Recycled material, total volume (tonnes)[2)]	4,816,700	4,810,626[1)]	4,605,127
Recycling rate[3)]	76.9%	76.1%	77.7%

[1)] Figures have been retroactively recalculated due to incorrect deduction for off-site data.

[2)] Recycled material is defined as the waste that has been sent for reuse, material recycling or biotreatment.

[3)] The recycling rate is defined as the percentage of recycled material (as defined in Note 1 above) through total processed material (the sum of GRI 306-4 plus 306-5).

CARE FOR PEOPLE

EMPLOYEES AND WORKERS

Employees, GRI 2-7

	Total	Sweden	Norway	Denmark	Finland	Poland	Italy	Germany	USA	Switzerland [1]
Permanent employees – Men	3,210	1,806	253	316	259	349	223	3	1	0
Permanent employees – Women	1,180	674	70	104	96	201	32	2	1	0
Permanent employees – Total	4,390	2,480	323	420	355	550	255	5	2	0
Temporary employees – Men	214	80	17	3	15	91	8	0	0	0
Temporary employees – Women	105	36	4	3	4	52	6	0	0	0
Temporary employees – Total	319	116	21	6	19	143	14	0	0	0
Full time employees – Men	3,336	1,830	259	310	266	437	230	3	1	0
Full time employees – Women	1,238	686	70	99	98	253	31	0	1	0
Full time employees – Total	4,574	2,516	329	409	364	690	261	3	2	0
Part time employees – Men	83	56	11	9	2	3	1	1	0	0
Part time employees – Women	45	24	4	8	1	0	7	1	0	0
Part time employees – Total	128	80	15	17	3	3	8	2	0	0
Non–guaranteed hours employees – Men	6	0	0	0	6	0	0	0	0	0
Non–guaranteed hours employees – Women	1	0	0	0	1	0	0	0	0	0
Non–guaranteed hours employees – Total	7	0	0	0	7	0	0	0	0	0

[1] Non-employee workers only

The methodology for compiling GRI 2-7 is based on headcount at the last day of the reporting period. There are no significant variations in the number of employees during or between reporting periods.

Workers who are not employees, GRI 2-8

	2023/2024	2022/2023	2021/2022
Number of workers who are not employees	528	530	N/A

Workers who are not employees are only included to a significant extent for operations in Sweden and Poland. The main types of work performed are filling in as interim employees to cover vacancies, peaks or special competences, for instance within IT. The FTE method is used for compiling data for workers who are not employees, and it is calculated as an average across the reporting period. There are no significant fluctuations in the amount of non-employee workers. GRI 2-8 was reported for the first time in 2022/2023 whereby reference data for 2021/2022 is not available.

Collective bargaining agreements, GRI 2-30

The percentage of employees covered by collective bargaining agreements is 78 percent. Poland, Germany, parts of Norway and parts of Denmark are not covered by collective bargaining agreements. Terms are equal to collective bargaining agreements or country legislation.

HEALTH AND SAFETY

Management approach, GRI 3-3

Occupational health and safety is a highly prioritized area for Stena Metall. Many of the Group's employees work in a production environment where heavy machinery and moving vehicles can pose physical safety risks. Organizational and social working environment issues are also an important part of working environment management for all employees. The ambition is to minimize all work-related accidents and injuries, and provide a safe working environment for all. All companies also have internal objectives related to safety management, which are followed up at the quarterly Board meetings. Safety training is required for all new employees, both production and office workers, but is much more extensive for production workers and adapted to the circumstances of their working conditions. Employees also perform Safety Walks where they are encouraged to observe their surroundings, taking note of any breaches of health and safety procedures that they observe in the surrounding area. Any breaches are then logged and followed up centrally. The same goes for accidents; they are carefully described and entered into a central system where they can be followed up to ensure similar accidents are prevented in the future, at all sites and for all subsidiaries. Fostering a safe environment where all employees are aware of procedures and support each other carrying them out is also an opportunity to create a working place that attracts competent personnel and makes them want to stay. Once a year on April 28, Stena Metall celebrates World Day for Safety and Health at Work, where colleagues get together in their working groups and reflect on hypothetical safety challenges they might face during their working day. Recognizing that these are issues which should be raised and discussed openly is an important step in enabling employees to speak up when they see something that does not live up to the expected standard. There is an ongoing internal initiative to encourage managers and team leaders to report accidents into the central system, GMS, as soon as they happen. This enables better and timelier follow-up centrally. During covid, the Group saw a rise in accidents that caused injury requiring time off work. This has since been attributed to unsatisfactory compliance with established procedures, due to less permanent and stable teams. Many lessons have been taken from this experience, and managers have been made aware of the problem, and further trained and encouraged to address this within their respective teams.

Occupational health and safety management system, GRI 403-1

Worker participation, consultation and communication on occupational health and safety, GRI 403-4

The overall objective for Stena Metall's work in the area of health and safety is to create a safe working environment for the Group's employees and other people who visit the facilities. The work is conducted as a minimum, in line with current legislation in the countries in which the Group operates. Occupational health and safety issues are primarily driven by the Group's Safety Management System, which consists of a set of common directives that are established for all subsidiaries. Stena Metall's Health, Safety and Work Environment Policy forms the basis of the system and is implemented through a number of activities to identify, prevent and mitigate risks in an effort to continuously improve the working environment. Most of the Group's subsidiaries are also certified in accordance with ISO 45001. Stena Metall's Safety Management System applies across the entire Group, and covers all employees in all work-related situations, including when traveling and during external visits, as well as all persons in environments controlled by Stena Metall. All companies work actively to promote cooperation between company representatives and employee representatives in the development of workplace safety. Participation and involvement of the companies is a key issue in occupational health and safety work. Safety is established as the first item on the agenda for most recurring meetings in the Group's companies, including departmental meetings, with the aim of promoting and encouraging employee engagement.

Worker training on occupational health and safety, GRI 403-5

All new employees of Stena Metall must undergo mandatory e-learning to be trained in the basic safety principles and procedures within the Group. Other safety training is provided depending on the type of work the employee is to perform, for example procedures linked to a specific location, machine or process. This applies regardless of whether they are an employee at Stena Metall or a hired consultant.

Occupational health services, GRI 403-3
Promotion of worker health, GRI 403-6

Stena Metall has several types of activities aimed at promoting employee health. These may differ from company to company, but include benefits such as the possibility of health insurance through the employer, wellness allowances, and contributions from the company to participate in exercise programs and similar. Stena Metall also has an alcohol, drug and gambling policy designed to prevent such issues, and which clarifies the Group's obligations concerning investigations and rehabilitation.

Preventing health and safety impacts from products and services, GRI 403-7

Stena Metall's customers are companies, often industrial companies, with good knowledge of safe conduct in relation to the products and services provided by the Group. Stena Metall's internal safety procedures and requirements, for example regarding loading and unloading at the customer's premises, contribute to reducing safety risks in the value chain. Another

important factor for safety in the value chain is the procedures for quality control, as impurities in recycled raw materials, for example, can constitute a safety risk. All customer complaints are followed up in the Group's management system, and there are special procedures in place for incidents where there has been an aspect of risk to health and safety. Stena Metall's Code of Conduct for business partners expresses an expectation for all business partners to promote a safe working environment by preventing accidents and striving for continuous improvements in the working environment.

Hazard identification, risk assessment and incident investigation, GRI 403-2

Risk analyses are conducted at multiple levels in the Group, including both company-wide, comprehensive risk assessments and more specific, limited ones for certain equipment, locations or activities. The safety manager in each company is responsible to ensure that risk assessments are conducted in accordance with the Group's directives. This includes procedures, methods and training for everyone involved in the process. The risk assessments form the basis of prioritization for preventive measures in the working environment. In addition to the more extensive risk analyses, employees are also encouraged to conduct their own risk check before starting work. This is called "Take 5" or "STARK", i.e. Stop, Think, Act, Report and Communicate any hazards and risks. All employees are also encouraged to regularly conduct so-called "Safety Walks", a simple inspection round of a specific area, which includes a dialogue with those working in the area and reporting any identified risk elements. All accidents, incidents and deviations must be reported in the Group's management system. Employees or consultants who do not have access to the management system must report via their work supervisor. The reported cases undergo a clearly structured investigation and action process, which also includes follow-up of the implemented measures and an evaluation of their effect. Employees are expected and encouraged to become involved by contributing to a safe and secure working environment and to assume responsibility for their own safety, which includes moving away from any situation deemed to pose an imminent danger or health risk. There must be no reprisals taken against employees who highlight a health and safety risk, and in the unlikely event of this, there are procedures in place for escalating cases in which the Group's anonymous whistleblower system is of the highest order.

Workers covered by an occupational health and safety management system, GRI 403-8

Most of the Group's companies are certified in accordance with ISO 45001. All certified companies undergo an internal audit of their management system and are third-party audited by an external auditor. A majority of employees are subject to ISO 45001 or another third-party audited working environment standard. A large part of those employees who are not subject to such standards are employees at the head office in Sweden whose working environment involves a lower level of physical risk, and where the working environment legislation forms the basis for promoting health and safety in the working environment.

Work-related injuries, GRI 403-9

	2023/2024[6]	2022/2023	2021/2022
Accident frequency LTIF [1]	7.1	5.8	6.8
Number of Lost Time Injuries (LTI)[2]	61	47	51
Lost Time Injuries distributed by category:			
Slips and trips (same hight)	19	10	10
Hit by/walked into	9	8	7
Cut, puncture, scrape	5	3	7
Caught in, under or between objects, crushing	9	9	9
Overextertion, strain	8	3	5
Fall from height	6	5	3
Hit by falling object	3	6	5
Explosion or burn injury	1	—	1
Exposure, chemical	1	—	—
Collision, vehicle involved	—	1	3
Exposure, noise	—	1	—
Exposure, vibration	—	1	—
Assault or violent act[3]	—	—	1
Of which serious accidents[4]	—	—	—
Of which deaths	—	—	—
TOTAL NUMBER OF WORK-RELATED RECORDABLE INJURIES (TRI)[5]	**121**	**118**	**103**

[1] Number of personal injuries resulting in sickness absence per million hours worked.

[2] Refers only to in-house employees, non-contracted staff. LTI=Lost Time Injury. For analysis related to the increase, see the paragraph "Systematic Health and Safety Measures" on p. 57.

[3] In this incident, a Stena truck-driver in Poland was accused by a third party off orcing a cyclist off the road. The driver was then attacked by the third party. The truck was equipped with a camera which showed that the Stena driver had no part in the accident. Threats to Stena Metall's employees' personal safety are taken very seriously. Cameras are used in Stena Metall's vehicles when possible, and no cash is handled at our facilities.

[4] Refers to accidents in which the victim has not recovered or is not expected to recover within six months of the accident.

[5] TRI=Total Recordable Injury, includes LTI + RWC (Restricted Work Cases) + MTC (Medical Treatment Cases).

[6] During 2022 Stena Recyclig Finland acquired Encore. Work-related injuries for Encore are included in the external sustainability reporting for the first time 23/24, this is due to the integration process of the company to Stena Recycling Finland.

Sickness absence
(Absenteeism due to illness in relation to expected hours worked)

	2023/2024	2022/2023	2021/2022
Office workers	2.1%	2.2%	2.1%
Production workers	5.8%	6.3%	6.2%
All employees	3.9%	4.2%	4.3%

DIVERSITY AND INCLUSION

Management approach, GRI 3-3

Research has found that gender equality and diversity generate increased profitability through improved customer understanding, increased well-being, lower sickness absence, better decision-making, and increased innovation and creativity. Proactive work for a diverse and inclusive workplace is therefore important, not only from the individual perspective, but also for long-term economic prosperity. Many of the operational areas in which Stena Metall is active are heavily industrial and traditionally male-dominated; this makes diversity and inclusion an especially important topic. In the pamphlet "Principles, Convictions and Basic Values for Stena Metall AB", Dan Sten Olsson highlights the importance of diversity by stating that "Diverse abilities and backgrounds create good teams". Stena Metall's policy on equal treatment and anti-discrimination is also set out in the Code of Conduct. Governance and learnings within diversity and inclusion takes place at company level, but is also covered by the People strategy developed within the Group. Employee perception of diversity and inclusion is included in the Group-wide employee survey @Stena, which is conducted twice a year. The survey is followed up by every manager with staff responsibility. The survey provides important learnings, both on Group level and to managers, and aims to continuous improvements. People and Culture has also been introduced as a standing item on the agenda at Group Board meetings. Among other things, KPIs for diversity and inclusion will be brought to the Board's attention. In addition, a cross functional focus group for diversity and inclusion has been launched with the aim of promoting learning and engagement within these topics. During 2023 a webinar series in eight parts on different aspects of diversity and inclusion was broadcasted in cooperation with Mitt Liv. The sessions were recorded and are available to all employees. While there are no group-wide goals set for diversity, gender and age-dispersion among different employee groups is tracked and followed up annually.

Diversity of governance bodies and employees, GRI 405-1

	2023/2024	2022/2023	2021/2022
Distributed by:			
Women	31%	23%	24%
Men	69%	77%	76%
Distributed by:			
Age < 30 years	0%	0%	0%
30–50 years	49%	48%	40%
>50 years	51%	52%	60%

Refers to Boards of Directors of Group and subgroups, as well as management teams for the Group and subgroups, subsidiaries and IT functions.

Percentage of office worker employees	**48%**	**51%**	**49%**
Distributed by:			
Women	46%	45%	44%
Men	54%	55%	56%
Distributed by:			
Age <30 years	9%	9%	11%
30–50 years	58%	61%	59%
>50 years	34%	30%	30%
Percentage of production worker employees	**52%**	**49%**	**51%**
Distributed by:			
Women	9%	9%	9%
Men	91%	91%	91%
Distributed by:			
Age <30 years	15%	16%	17%
30–50 years	50%	48%	49%
>50 years	34%	36%	34%

ATTRACT AND ENGAGE EMPLOYEES

Management approach, GRI 3-3

Stena Metall's ability to identify, develop, attract and retain the right employees, with the right skills and commitment, is crucial for the Group's continued success. In addition to the relevance for the Group, by striving to provide attractive and stimulating workplaces, the Group also aims to create a positive impact for the people working in the operations. Work is conducted on a continuous basis to ensure an attractive offering to employees. This is achieved partly by offering market terms and conditions of employment and benefits, and also by offering good opportunities for ongoing skills development and a stimulating, safe and healthy working environment. In addition to external recruitment, work is also conducted to enable internal mobility and career development. Employee satisfaction is followed up by the Group-wide @Stena survey, which is conducted twice a year. Each manager with responsibility for staff receives the results to be able to follow up in each department. Monitoring employee engagement is also covered by the People strategy developed within the Group. During the financial year 2024/2025, new trainees started the trainee program which allows promising young people to learn about Stena Metall and show how the Group works to enable a better future. The program has been developed for mutual benefit; the participants get important experiences and a solid start to their careers, and Stena gets to partake of the skills and passion of the trainees, with the goal of seeing many of them employed within the Group at the end of the program. In addition to this, many of the companies within the Group engage with university students, both to educate and showcase career opportunities.

Attract and engage employees

	2023/2024	2022/2023	2021/2022
Employee Survey @Stena			
Organizational and social working environment (index 0–100)	79	80	79
Leadership (index 0–100)	83	84	85
Engagement (index 0–100)	83	85	85
Employee Net Promoter Score (eNPS)	13	24[1)]	26[1)]

[1)] Figures have been retroactively updated to reflect the May data.

The Employee Net Promoter Score is measured on a scale from –100 to 100. The most recent available figures are used. Engagement and eNPS were updated in May 2024, Organizational and social working environment and Leadership in November 2023.

New employee hires and employee turnover, GRI 401-1

New employee hires	Total	Sweden	Norway	Denmark	Finland	Poland	Italy	Germany	USA	Switzerland
Men <30	146	80	8	17	26	13	2	0	0	0
Men 30–50	231	112	21	27	16	38	17	0	0	0
Men >50	93	40	4	26	12	9	2	0	0	0
Women <30	54	34	6	2	0	9	3	0	0	0
Women 30–50	82	42	2	14	4	17	3	0	0	0
Women >50	31	9	4	11	3	2	2	0	0	0
TOTAL	**637**	**317**	**45**	**97**	**61**	**88**	**29**	**0**	**0**	**0**

Employee turnover	Total	Sweden	Norway	Denmark	Finland	Poland	Italy	Germany	USA	Switzerland
Men <30	96	51	1	10	24	10	0	0	0	0
Men 30–50	234	129	8	32	22	38	5	0	0	0
Men >50	162	86	11	31	12	17	4	0	1	0
Women <30	30	23	0	0	2	5	0	0	0	0
Women 30–50	97	68	2	10	4	12	0	1	0	0
Women >50	50	29	0	8	3	8	2	0	0	0
TOTAL	**669**	**386**	**22**	**91**	**67**	**90**	**11**	**1**	**1**	**0**

Total new employees during the year were 637, which corresponds to 13.5 percent of the total headcount. Employee turnover for the year amounted to 669, corresponding to 14.2 percent of the total headcount.

LEARNING AND DEVELOPMENT

Management approach, GRI 3-3

The appropriate competence and the opportunity for skills development are important both for maintaining and developing organizational knowledge within the Group, as well as for the individual's wellbeing and commitment. The type of training that is relevant varies greatly depending on the employee's role and function within the organization. Learning and training is based at an organizational level on skills surveys where needs are identified and at an individual level on the plans reviewed in connection with employee appraisals, however training in relevant areas is addressed on a continuous and ad hoc basis through dialogue between employees and managers. Learning and development is also covered by the People strategy developed within the Group. There is a new Learning and Development team dedicated solely to the continuing development of all employees within the Group. The team is responsible for Group training and development projects, and support the running of all internal competency development efforts.

Programs for upgrading employee skills and transition assistance programs, GRI 404-2

Within the Group, there are a number of joint programs for skills development that are applied extensively. The training courses that affect most employees are often conducted in the form of Group-wide e-learning courses, which are available in all Group languages. E-learning courses are available for areas such as the Code of Conduct, safety training, anti-corruption and the environment. Certain classroom courses are also held for larger programs, such as the "Stena Way of Leadership" course. Employees are also given opportunities to attend external training courses, provided that the content is relevant and is based on the employee's role and the needs of the organization. Indicators used to evaluate progress are connected to internal education with a focus on the execution rate. Continuous work is ongoing to strengthen the goal and target overview.

During the year Stena Learning Hub was launched. Stena Learning Hub is available to all employees and its aim is to make it easier for employees to find learning opportunities, related to the individual development needs. The hub provides training programs, self-paced trainings, inspirational material, and the possibility to learn from others. It also included mandatory trainings, such as anti-corruption, GDPR and safety educations. Stena Learning Hub is available in English and Swedish, with the aim to be available on all languages in the Group. The hub enables educational tracking and administration which in the future will contribute to valuable insights and learnings.

Initiatives for skill development are also conducted on company level. This includes training production workers in new processes and existing processes, training sales staff in relevant areas and continuous safety trainings adapted to each company and its processes. Stena Recycling Italy offers Italian and English courses to its employees as well as Excel courses on all levels.

CARE FOR SUSTAINABLE BUSINESS

COMPLIANCE WITH LAWS AND REGULATIONS

Compliance with laws and regulations, GRI 2-27

	2023/2024	2022/2023	2021/2022
Number of non-compliances that led to fines	3	12	N/A
Number of non-compliances that led to non-monetary sanctions	0	0	N/A
Total number of non-compliances	3	12	N/A

	2023/2024	2022/2023	2021/2022
Fines paid for instances that occurred in the reporting period	5,700	43,100	N/A
Fines paid for instances that occurred before the reporting period	27,000	2,600	N/A
Total fines paid during the reporting period	32,700	45,700	N/A

One of the cases of non-compliances were due to errors when filling in documentation for waste shipments. One case concerned leakage of fluids from a trailer and the last one concerned an inaccuracy during negotiation for an agreement for temporary staff. Significant non-compliances are determined based on the severity of the impact. They are defined as incidents which lead to fines of at least SEK 10,000, or to non-monetary sanctions. GRI 2-27 was reported for the first time in 2022/2023 whereby reference data for 2021/2022 is not available.

BUSINESS ETHICS AND CODE OF CONDUCT

Management approach, GRI 3-3

Conducting business in an ethical way is central to Stena Metall's approach to development and success. Ensuring that sound business ethics permeate all operations ensures not only that legal requirements are met, but also that there can be transparency in operations to the benefit of both internal and external stakeholders. Central to Stena Metall's work with business ethics is the Code of Conduct, which covers a wide range of aspects, from human rights and anti-corruption to fair competition, responsible trade and money-laundering. The Code of Conduct sets out rules for employees, both in relation to colleagues and other stakeholders and business partners. In the event of any violations, there is a procedure in place for case management and escalation in which the Group's anonymous whistleblower system constitutes the highest instance. The anonymous whistleblower system allows for the reporting of violations without fear of retaliation, encouraging transparency and accountability within the organization. There is also a Business Partner Code of Conduct to specifically govern relationships with business partners. This was created in 2021 and is being implemented gradually for the full range of suppliers and customers. In cases of unwillingness to follow the Business Partner Code of Conduct, or violations of its terms, there is a mitigation process in place where the last resort is to terminate the business relationship. In case where business partners are unwilling to follow the Code of Conduct, the mitigation process, could lead to disruptions in operations and affect business continuity.

Code of Conduct

	2023/2024	2022/2023	2021/2022
Percentage of employees who have signed the Group's Code of Conduct	86% [1]	71%	75%

Signature confirming that employees have read and understood the content of the Group's Code of Conduct. Includes in-house employees and hired staff who replace in-house employees. The relatively low figures reported are partly due to challenges with data collection and quality assurance for this particular KPI.

[1] During 2023/2024, a new HR system has been implemented, which has an impact on the data for Code of Conduct. For 2023/2024 the data only includes office workers, not production workers or employees from Stena Metal Inc and Stena Recycling Germany. The comparison with the previous year is therefore not accurate.

Whistleblowing cases

	2023/2024	2022/2023	2021/2022
Number of reports filed in the whistleblower function	3	4	2

Three separate incidents from the year have been classified as whistleblowing cases. They were all related to the working environment. Incidents have been followed up and handled according to established procedures. The cases have been closed and actions taken.

ANTI-CORRUPTION

Management approach, GRI 3-3

The negative impact of corruption cannot be overstated, as it is based on the enrichment of individuals and organizations at the expense of others. As there are many different forms of corruption, impacts are also varying and can affect both people and the environment, and, on a larger scale, society as a whole. Stena Metall's anti-corruption work is based on its Code of Conduct and the Group-wide anti-corruption policy. Based on the policy and overarching risk analysis, systematic work with anti-corruption includes training initiatives and mitigating risks of corruption by the separation of powers. There is an employee e-learning in anti-corruption, available in all languages within the Group. Individual suspicious cases are followed up according to the Group's strategy function for Governance, Risk and Compliance and any confirmed cases are also followed up annually in connection with the sustainability report. Risk of corruption exists both in internal operations and in the value chain. During the financial year, value chain risk analyses have been conducted with all companies in the Group, for different groups of business partners and including the aspect of anti-corruption. The coming financial year will see more in-depth risk analyses for groups and areas identified as high risk. Identified cases of corruption remained at zero for 2023/2024, indicating that measures taken help to prevent instances of corruption. However, occurrences of corruption can be difficult to identify, and the work with anti-corruption will continue during 2024/2025 through establishment of anticorruption procedures and trainings.

Confirmed incidents of corruption and actions taken, GRI 205-3

	2023/2024	2022/2023	2021/2022
Number of confirmed cases	0	0	0

No cases of corruption have come to light during the year through the whistleblower system or based on other information.

SUSTAINABLE VALUE CHAIN

Management approach, GRI 3-3

As a Group composed of several different types of operations, each company within Stena Metall has its own unique supply chain. With operations that range from recycling to steel and aluminium production and oil bunkering, managing sustainability in the value chain is a big task that relies on strong cooperation between Group and company. Stena Metall's materiality analysis is conducted from a value chain perspective on a company level and then aggregated to Group level so, to as great an extent as possible, value chain sustainability is incorporated into the overall sustainability approach. However, managing value chain sustainability also requires its own process. During the financial year 2022/2023, a significant project to map the value chain for each company and for its central functions was initiated. The continued process will be done in instalments and follow the process of due diligence implementation for human rights and anticorruption, with an approach based on risk analysis. Mapping the value chain is important to effectively identify actual and potential risks related to the environment, human rights, and anti-corruption which in turn allows us to act in case of any incident, and communicate effectively with the customers about risks and mitigating actions. An important tool in mitigating risk is to implement the Business Partner Code of Conduct in supplier contracts. This code was first launched in 2020, and since then, work has been ongoing to apply it as widely as possible within the Group. Stena Metal International (SMI) is responsible for much of the downstream sales of products from its recycling companies. SMI conducts sustainability assessments also downstream in the value chain, for customers in countries that rank higher on a combination of established risk indices within environmental and social issues (the Environmental Performance Index, the Business Social Compliance Initiative, and the Corruption Perceptions Index). The Group also strives to continuously improve its positive contributions to a circular value chain by focusing on innovation and development, as well as investments in new facilities and technology to meet the demand for circular solutions.

Value chain management

Stena Metall consists of several different business areas, and the value chains vary depending on the type of operations conducted. In recycling operations, the upstream chain consists of the customers for whom Stena Recycling provides waste solutions. The waste that is collected is sorted, processed and then distributed to downstream customers, who purchase the processed waste as input material for their particular production processes. Unlike a traditional value chain, there are no suppliers of direct materials, but a large number of suppliers of indirect products and services that are used in operations. For the companies in trade and industry, the value chain is more traditional, with suppliers of direct materials that are purchased by the companies for production, processing, handling and distribution, and then for resale to downstream customers (B2B). As the downstream products are primarily sold for further processing, it is very difficult to try to estimate the environmental impact from the use of the end products that are eventually manufactured, and Stena Metall's ability to address such emissions is highly limited. The environmental impact in the value chain that the Group has the highest influence over is mainly related to transport, both upstream and downstream. Upstream, recycling operations also have a significant positive environmental impact through the collection and processing of non-hazardous and hazardous waste to be returned to the circular economy or taken care of in an environmentally responsible manner. For social issues in the value chain, there is a potential impact on the working conditions and human rights of Stena Metall's customers, suppliers and other partners. Stena Metall works with environmental and social

sustainability in the upstream and downstream value chain. Since the Code of Conduct for business partners was launched it has been gradually implemented. For both direct and significant indirect suppliers, supplier assessments are conducted with regard to both environmental and social issues. Downstream, sustainability assessments are conducted for customers in countries that rank higher on a combination of established risk indices within environmental and social issues (the Environmental Performance Index, the Business Social Compliance Initiative and the Corruption Perceptions Index). The Group also strives to continuously improve its positive contributions to a circular value chain by focusing on innovation and development, as well as investments in new facilities and technology to meet the demand for circular solutions.

New suppliers that were screened using environmental criteria, GRI 308-1
New suppliers that were screened using social criteria, GRI 414-1

A self-assessment tool covering social and environmental criteria was used to screen 67 percent of new Group contract suppliers. Group contract suppliers are those who have a contract with Stena Metall, allowing companies in the Group to use them as suppliers. In addition to Group contract suppliers, each company in the Group has its own suppliers, for whom they are responsible for conducting screenings.

GRI INDEX 2023/2024

Stena Metall's GRI Index includes page references to the annual report, annual review and sustainability report. Stena Metall reports in accordance with GRI 2021. All GRI topic-specific standards are from 2016 unless otherwise stated.

GRI Standard	Disclosure	Page reference	GRI 11 Oil and Gas Sector	Comments
GENERAL STANDARD DISCLOSURES				
GRI 2 series (Universal Standards 2021)				
1. The organization and its reporting practices				
2-1	Organizational details	96		
2-2	Entities included in the organization's sustainability reporting	70, 96		
2-3	Reporting period, frequency and contact point	48, 91		
2-4	Restatements of information	70, 71–86		
2-5	External assurance	48, 92		
2. Activities and workers				
2-6	Activities, value chain and other business relationships	4, 32–47, 67, 85		
2-7	Employees	77		
2-8	Workers who are not employees	77		
3. Governance				
2-9	Governance structure and composition	63		Omission for 2-9 c. ii), iii) iv) and vii) due to information unavailable. Processes corresponding to the reporting requirements are not in place
2-10	Nomination and selection of the highest governance body	63		
2-11	Chair of the highest governance body	63		
2-12	Role of the highest governance body in overseeing the management of impacts	63		Omission for 2-12 b. and c. due to information unavailable. Processes corresponding to the reporting requirements are not in place
2-13	Delegation of responsibility for managing impacts	63		
2-14	Role of the highest governance body in sustainability reporting	63		
2-15	Conflicts of interest	63		
2-16	Communication of critical concerns	65		
2-17	Collective knowledge of the highest governance body	63		
2-18	Evaluation of the performance of the highest governance body	–		Omission for 2-18 due to information unavailable. Processes corresponding to the reporting requirements are not in place.
2-19	Remuneration policies	63		
2-20	Process to determine remuneration	63		
2-21	Annual total compensation ratio	–		Omission for 2-21 due to information unavailable. There are no established processes to calculate median salary, across all operations.

GRI Standard	Disclosure	Page reference	GRI 11 Oil and Gas Sector	Comments
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	10–11		
2-23	Policy commitments	61, 63-64		
2-24	Embedding policy commitments	61–62, 64		
2-25	Processes to remediate negative impacts	–		Omission for 2-25 due to information unavailable. Processes corresponding to the reporting requirements are not in place.
2-26	Mechanisms for seeking advice and raising concerns	64-65		
2-27	Compliance with laws and regulations	84		
2-28	Membership of associations	66		
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	65-66		
2-30	Collective bargaining agreements	77		
6. Material topics				
3-1	Process to determine material topics	67–69		
3-2	List of material topics	67		
SUBJECT-SPECIFIC DISCLOSURES				
Care for the Environment				
Circular transition				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	71		
Own KPI, E1	Enabling the circular economy	71		
Climate impact				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	72, 73	11.1.1, 11.3.1, 12.4.1	
GRI 305: Emissions 2016				
305-1	Direct (scope 1) GHG emissions	72	11.1.5	
305-2	Energy, indirect (scope 2) GHG emissions	72	11.1.6	
305-7	Air emissions	73	11.3.2	
Own KPI, E2	Avoided emissions from recycled material	72		
Energy consumption				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	73	11.1.1	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	73	11.1.2	

GRI Standard	Disclosure	Page reference	GRI 11 Oil and Gas Sector	Comments
Recycling and waste management				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	75		
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	75		
306-2	Management of significant waste-related impacts	75		
306-3	Waste generated	76		
306-4	Waste diverted from disposal	76		
306-5	Waste directed to disposal	76		
Own KPI, E3	Recycling rate	76		
Emissions to water or soil				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	74	11.8.1	
GRI 306: Effluents and waste 2016				
306-3	Significant spills	74	11.8.2, 11.8.3	
Own KPI, E4	Prevention and mitigation of emissions to water or soil	74		
Care for People				
Health and safety				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	78	11.9.1	
GRI 403: Occupational health and safety 2018				
403-1	Occupational health and safety management system	78	11.9.2	
403-2	Hazard identification, risk assessment and incident investigation	79	11.9.3	
403-3	Occupational health services	78	11.9.4	
403-4	Worker participation, consultation and communication on occupational health and safety	78	11.9.5	
403-5	Worker training on occupational health and safety	78	11.9.6	
403-6	Promotion of worker health	78	11.9.7	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	78	11.9.8	
403-8	Workers covered by an occupational health and safety management system	79	11.9.9	
403-9	Work-related injuries	57, 80	11.9.10	Reporting includes in-house employees and hired personnel acting as Stena employees. Accidents are registered and followed up for external contractors, but some other information (e.g. hours worked) is unavailable, meaning that these cannot be included in the statistics in a comparable way.
Own KPI, P1	Sickness absence	80		

GRI Standard	Disclosure	Page reference	GRI 11 Oil and Gas Sector	Comments
Attract and engage employees				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	81		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	82		
Own KPI, P2	@Stena results	82		
Learning and development				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	83		
GRI 404: Training and education 2016				
404-2a	Programs for upgrading employee skills and transition assistance programs	83	11.7.3	
Diversity and inclusion				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	81	11.11.1	
GRI 405: Diversity and equal opportunity 2016				
405-1	Diversity of governance bodies and employees	81	11.11.5	
Care for Sustainable Business				
Business ethics and Code of Conduct				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	84		
Own KPI, SB1	Employees that have signed the Group's code of conduct	84		
Own KPI, SB2	Number of confirmed whistleblowing cases	84		
Anti-corruption				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	85	11.20.1	
GRI 205: Anti-corruption 2016				
205-3	Confirmed incidents of corruption and actions taken	85	11.20.4	
Sustainable value chain				
GRI 3: Management of material topics				
3-3	Explanation of impact, management and follow-up of the material topic	85		
Own KPI, SB3	Value chain management	85		
Supplier social assessment 2016				
308-1	New suppliers that were screened using environmental criteria	86		
414-1	New supplier that were screened using social criteria	86		

TOPICS IN THE GRI 11 GAS AND OIL SECTOR STANDARD DETERMINED AS NOT MATERIAL OR WHERE OMISSION IS LEFT

Topic	Explanation
GRI 11: Oil and Gas Sector 2021	
Topic 11.1 GHG Emissions, 11.1.3, 11.1.4, 11.1.7, 11.1.8	Omission due to information unavailable. Measures and calculations for scope 3 emissions are still under development.
Topic 11.2 Climate adaptation, resilience and transition	Omission due to information unavailable. Analysis has been initated but not completed.
Topic 11.3 Air emissions, 11.3.3	Omission due to information unavailable. Analysis has been initated but not completed.
Topic 11.4 Biodiversity	Not considered material. As the activities of Stena Oil primarily consist in supplying bunker oil and marine fuel at sea, there is no significant impact on land-based biodiversity. While recognizing that the cumulative effect of the shipping industry can have an effect on biodiversity at sea, Stena Metall do not consider the impact of the operations significant enough to constitute a material topic.
Topic 11.5 Waste	Not considered as material. Activities that generate waste do not constitute a significant part of Stena Oil's operations. Part of the services provided include collecting slop and slugde from customers and delivering it to Stena Recycling for cleaning and reintroduction to the water system. This is included in the report through data collected from Stena Recycling Sweden.
Topic 11.6 Water and effluents	Not considered as material. Stena Oil's operations are not determined as having any significant water consumption.
Topic 11.7. Closure and rehabilitation 11.7.2, 11.7.3 11.7.4, 11.7.5, 11.7.6	Omission due to information unavailable. Analysis has been initated but not completed.
Topic 11.8 Asset integrity and critical incident management 11.8.4	Not considered as material. Stena Oil is not active in oil sands mining operations.
Topic 11.9 Occupational health and safety 11.9.11	Not considered as material. No numbers of fatalities as a result of work-related ill health.
Topic 11.10 Employment practices	Not considered as material. Stena Oil has very few employees in comparison with most subsidiaries of Stena Metall. The company's employment practices follow those of the Group in general, and the topic is not deemed as material to report on separately.
Topic 11.11 Non-discrimination and equal opportunity, disclosures 11.11.2, 11.11.3, 11.11.4, 11.11.6, 11.11.7	Not considered as material. Stena Oil is a small company whose policies on non-discrimination and equal opportunity follow those of Stena Metall. Several parts of this topic have not been deemed material for the Group to report on.
Topic 11.12 Forced labor and modern slavery	Not considered as material. Stena Oil does not conduct operations that constitute a high risk of forced labor and modern slavery, nor do they operate in countries with significant risk of this.
Topic 11.13 Freedom of association and collective bargaining	Not considered as material. Stena Oil does not operate in geographical areas of parts on the industry where the right to freedom of association and collective bargaining is at risk. For the total percentage of Stena Metall employees covered by collective bargaining agreements, please see page 77.
Topic 11.14 Economic impacts	Not considered as material. This is not considered a material topic since Stena Oil's operations do not significantly impact economic systems at a local, national, or global level.

Topic	Explanation
Topic 11.15 Local communities	Not considered as material. Stena Oil does not interact significantly with, or have a measurable impact on local communities. Terminals are located in strictly industrial areas.
Topic 11.16 Land and resource rights	Not considered as material. By its nature, Stena Oil's operations do not infringe on anyone's right to land or resources.
Topic 11.17 Rights of indigenous peoples	Not considered as material. Stena Oil's operations do not impact the rights of indigenous peoples.
Topic 11.18 Conflict and security	Not considered as material. Stena Oil's operations and their geographical location are not at high risk of conflict or security issues.
Topic 11.19 Anti-competitive behavior	Not considered as material. While recognizing that there is a risk of anti-competitive behavior taking place in the oil trading and shipping industry, Stena Oil's operations are centered on areas where legislation and regulations of this type of behavior is significant enough to deem this to not be a material topic.
Topic: 11.20.2 Economic impacts 11.20.2, 11.20.3, 11.20.5, 11.20.6	Not considered as material. Stena Oil is a small company whose policies on anti-corruption follow those of Stena Metall.
Topic 11.21 Payments to governments	Not considered as material. Stena Oil's geographical operations are not located in areas with any significant risk in this area.
Topic 11.22 Public policy	Not considered as material. Stena Oil is not involved in lobbying or formulating public policy.

Stena Metall reports in accordance with the GRI 2021 Standards. The sustainability report has been reviewed by an external auditor.

For own indicators, which are not defined in the GRI-framework, internal definitions and reporting requirements have been defined. These can be obtained by contacting the Group Head of Sustainability & Communications; contact information below. More details about emissions calculations are also available upon request.

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EXTERNAL ASSURANCE

AUDITOR'S LIMITED ASSURANCE REPORT ON STENA METALL AB'S SUSTAINABILITY REPORT AND STATEMENT ON THE STATUTORY SUSTAINABILITY REPORT

To the annual general meeting of Stena Metall AB, corporate identity number 556138-8371

INTRODUCTION

I have been engaged by the Board and Group Management of Stena Metall AB to undertake a limited assurance of Stena Metall AB's Sustainability Report for the year 2023/2024. The company has defined the scope of its sustainability report on page 48 in Stena Metall Annual Review & Sustainability Report. The statutory sustainability report is defined on page 48, which also constitutes the statutory sustainability report.

RESPONSIBILITIES OF THE BOARD AND GROUP MANAGEMENT

The Board of Directors and Group Management are responsible for the preparation of the Sustainability Report, including the statutory sustainability report, in accordance with the applicable criteria and the Annual Accounts Act. The criteria are described on page 87–91 of the Sustainability Report, and consists of the parts of the GRI Sustainability Reporting Standards which are applicable to the Sustainability Report, as well as the accounting and calculation principles that Stena Metall AB has developed. This responsibility also includes the internal control which is deemed necessary to establish a sustainability report that does not contain material misstatement, whether due to fraud or error.

RESPONSIBILITIES OF THE AUDITOR

My responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures I have performed and to provide a statement on the statutory sustainability report. My assignment is limited to the historical information that is presented and thus does not include future-oriented information.

I conducted our limited assurance engagement in accordance with ISAE 3000 (revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures. I have conducted our examination regarding the statutory sustainability report in accordance with FAR's recommendation RevR 12, the Auditor's Opinion on the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 have a different focus and a considerably smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The audit firm applies ISQM 1 (International Standard on Quality Management) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. I am independent in relation to Stena Metall AB according to generally accepted auditing standards in Sweden and have fulfilled our professional ethics responsibility according to these requirements.

The procedures performed in a limited assurance engagement and an examination according to RevR 12 do not allow us to obtain such assurance that I become aware of all significant matters that could have been identified if an audit was performed. The conclusion based on a limited assurance engagement and an examination in accordance with RevR 12, therefore, does not provide the same level of assurance as a conclusion based on an audit has.

My procedures are based on the criteria defined by the Board of Directors and the Group Management as described above. I consider these criteria as suitable for the preparation of the Sustainability Report.

I believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion below.

CONCLUSION

Based on the limited assurance procedures I have performed, nothing has come to my attention that causes me to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and Group Management.

A Statutory Sustainability Report has been prepared.

Gothenburg, November 21, 2024

Johan Rippe
Authorised Public Accountant
PricewaterhouseCoopers AB

CORPORATE

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President and CEO

Jonas Höglund
Chief Financial Officer

Maria Lindqvist
Chief Human Resources Officer

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CEO Trade & Industry

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Chairman

Dan Sten Olsson
Honorary Chairman

William Olsson

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Joakim Rosengren

Mårten Hulterström

Lena Olving

Anna Hallberg

Christopher Norbye

Fabrice Angelini
Employee Representative

STENA METALL – PART OF THE STENA SPHERE

BUSINESS AREA[1)]	STENA AB (PUBL)	STENA SESSAN AB	STENA METALL AB
Ferry Operations Net sales SEK 18,892 million Share of revenue 19%	Stena Line		
Offshore drilling Net sales SEK 6,210 million Share of revenue 6%	Stena Drilling		
Shipping Net sales SEK 17,240 million Share of revenue 18%	Stena Bulk Stena RoRo StenaTeknik, NMG	Concordia Maritime (96%)	
Properties Net sales 4,452 million Share of revenue 5%	Stena Property	Stena Sessan Fastighets AB	
New business Net sales SEK 8,889 million Share of revenue 9%	Stena Adactum	Scandic Hotels Group (15%) Portfolio of venture investments	
Finance/other Net sales SEK 0 million Share of revenue 0%	Stena Finans		Stena Metall Finans
Recycling and environmental services Net sales SEK 41,620 million Share of revenue 43%			Stena Metall

The Stena Sphere comprises the three parent companies wholly-owned by the Sten A Olsson family: Stena AB (publ), Stena Sessan AB and Stena Metall AB, as well as their wholly or partly-owned subsidiaries. A total of 22,000 people are employed in the Stena Sphere. Total net sales were SEK 97 billion[1)]. Net profit/loss before tax amounted to SEK 4.5 billion.

[1)] Figures refer to the period from 1 January to 31 December 2023, except for Stena Metall's figures for the period from 1 September 2023 to 31 August 2024.

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Scan the QR code to visit our webpage where you will find the digital Annual Review & Sustainability Report, along with the Annual Report.

STENA