



2025 Sustainability Report

Øyvind Vindenæs | HSSE & Quality
Ingvild Formol | Sustainability & Environment

Key Events 2025

Sustainability Related

Q1

Safety

HMH Warehouse in Kristiansand marked 500 Working Days without LTIs



Q2

Energy Management

ISO 5001:2018 in Erkelenz. This will enhance efficiency, cost saving and environmental responsibility



Q3

Waste Management

Multiple sites are stepping up waste reduction—for example eliminated plastic cups.



Q4

Making a Difference

At HMH, we give back to the communities. These donations reflect our commitment to social responsibility.



Key Figures 2025

ESG Related

47
Nationalities

5,8%
Voluntary Attrition

2271
Total Employees
(incl. contractors)

8
Whistleblower
cases

9596
CO2 Emissions tons

73%
Recycling Rate

91%
Conducted Code of
Conduct course

16
TRI

17/83
Gender % (W/M)

Message from the CEO

What We Build Together

For HMH, 2025 has been a year of execution and maturity. Building on the work of consolidation, we have continued strengthening HMH as one unified company—aligning our teams, simplifying how we operate, and sharpening our focus on safety, quality, delivery, and performance. To be honest, this work is not always easy, but it is essential. A stronger HMH is the foundation for value creation for customers, employees, and shareholders.

Our purpose remains to deliver safe and reliable equipment and solutions to the energy industry. Safety is our most important value, and it is the standard by which we measure ourselves—every day, in every location. We also work on improving efficiency in how we design, manufacture, and service our equipment. These improvements matter: higher efficiency drives productivity for our customers and supports reduced environmental impact through less waste, lower energy use, and smarter operations across the lifecycle of our products.

Sustainability at HMH is about how we operate and how we deliver—safely, reliably, and with integrity. We recognize our industry's environmental impact, and we take responsibility by continuously improving efficiency in our operations and in the solutions we provide to customers.

Our success depends on our people, and I want to sincerely thank every employee for the professionalism, strength, and dedication you bring to HMH every day. Your work—keeps our customers running and our company moving forward.

Strong governance is the foundation of everything we do. We remain committed to high standards of integrity, transparency, and accountability. Ethical conduct, compliance, and responsible business practices are not simply requirements—they are essential to maintaining trust with our customers, partners, and stakeholders. In a world where expectations for integrity, transparency, and accountability are high, we believe doing the right thing creates long-term value.

Looking ahead, we will continue to evolve with the changing needs of the world and the industries we serve. The path forward requires realism, innovation, and discipline: realism about the scale of energy demand, innovation to improve performance and reduce impact, and discipline to deliver safely and responsibly.

HMH is committed to being a dependable partner—focused on solutions that work today while building the capabilities needed for tomorrow. That is what we build together.



CEO Eirik Bergsvik

Environmental Responsibility

At HMH, environmental sustainability is integrated into how we plan and execute work. Our HSSE Policy underscores the importance of reducing our carbon footprint and minimizing waste and harm, highlighting our collective responsibility to care for the environment and ensure the safety of all.

The "Manage Environment" sub-process is a vital component of our HSSE framework, providing the necessary procedures, tools, and documentation to guide our environmental initiatives. In support of our ESG strategy, we implemented the ISO 14001:2015 Environmental Management Systems in 2021, with most of our business units certified.

During 2025, we strengthened our waste-management performance through increased focus on prevention, improved segregation and handling practices, and greater employee awareness. These efforts contributed to a higher share of waste being recycled and a meaningful reduction in overall waste generated and CO2 emission across our operations.

HMH remains dedicated to reducing our environmental footprint and continuous improvement.

Environmental Figures

CO2 Emissions (metric tonnes):	9596
Total Waste (metric tonnes):	5329
Waste Recycling (%):	73



Find more details in the quarterly reports [here](#)

Social Responsibility

At HMH, social responsibility is grounded in our commitment to respect and promote internationally recognized human and labor rights. We align with global conventions such as the UN Declaration on Human Rights and the ILO Declaration on Fundamental Principles.

Our efforts extend across our value chain, where we strictly prohibit child and forced labor and prevent human rights violations. We hold our suppliers to the highest ethical standards, requiring comprehensive health, safety, environment, quality, integrity, and human rights compliance.

Workforce safety is central to our culture and how we operate—because what matters most is that everyone comes home safe every day. We promote a safety mindset where employees are empowered to speak up, intervene, and stop work when conditions are unsafe. Through training, clear communication, and continuous improvement, we work to reduce risk, protect wellbeing, and apply consistent safety expectations across all locations and activities.

Diversity and inclusion are integral to HMH's culture and long-term performance. As a multicultural organization, we value diverse perspectives, promote fair access to opportunity. We will continue to strengthen our culture and practices so every person at HMH feels respected, included, and able to do their best work—safely, every day.

Social Figures

Employees:	2271
Female/Male (%):	17/83
Nationalities:	47
Fatalities:	0
TRI:	16



Find more details in the quarterly reports [here](#)

Governance Responsibility

Strong governance underpins how HMH operates and how we maintain trust with customers, suppliers, investors, and our people.

HMH's Code of Conduct is the key governing document which describes the ethical principles that guides our business operations. They provide the framework for responsible and integrity-driven actions across HMH.

HMH expect everyone within our organization, as well as our business partners, to adhere to these principles.

Speaking up is essential to a strong governance culture. Reporting suspected misconduct or potential breaches is both a right and a responsibility, and we encourage timely reporting when concerns arise. HMH is committed to handling reports responsibly and to maintaining an environment where concerns can be raised in good faith.

Our continued success is grounded in high standards of business conduct and a shared commitment to doing what is right—toward our customers, suppliers, communities, and each other—every day, everywhere we operate.

Governance Figures

Whistleblowing reports	8
Transparency Act Requests	0
Code of Conduct e-learning	91%



Find more details in the quarterly reports [here](#)

HNH





Copyright and Disclaimer

Sustainability Report Disclaimer

This HMH Sustainability report includes and is based on information, figures and statistics provided by all HMH locations and may not be complete or accurate. Accordingly, the reader should not rely solely on information provided in the Sustainability report and may consider to seek addition information as necessary. To the extent the report contain forward-looking statements, it is emphasized that such statements are subject to uncertainties that may cause the actual results to differ. HMH is making no representation or warranty, expressed or implied, as to the accuracy, reliability or completeness of the Sustainability report, and neither HMH nor any of its directors, officers or employees will have any liability to you or any other persons resulting from your use.

Copyright

Copyright of all published material including photographs, drawings and images in this document remains vested in HMH and third-party contributors as appropriate. Accordingly, neither the whole nor any part of this document shall be reproduced in any form nor used in any manner without express prior permission and applicable acknowledgements. No trademark, copyright or other notice shall be altered or removed from any reproduction.

Disclaimer

This Presentation includes and is based, inter alia, on forward-looking information and statements that are subject to risks and uncertainties that could cause actual results to differ. These statements and this Presentation are based on current expectations, estimates and projections about global economic conditions, the economic conditions of the regions and industries that are major markets for HMH (including subsidiaries and affiliates) lines of business. These expectations, estimates and projections are generally identifiable by statements containing words such as "expects", "believes", "estimates" or similar expressions. Important factors that could cause actual results to differ materially from those expectations include, among others, economic and market conditions in the geographic areas and industries that are or will be major markets for HMH's businesses, oil prices, market acceptance of new products and services, changes in governmental regulations, interest rates, fluctuations in currency exchange rates and such other factors as may be discussed from time to time in the Presentation. Although HMH believes that its expectations and the Presentation are based upon reasonable assumptions, it can give no assurance that those expectations will be achieved or that the actual results will be as set out in the Presentation. HMH is making no representation or warranty, expressed or implied, as to the accuracy, reliability or completeness of the Presentation, and neither HMH nor any of its directors, officers or employees will have any liability to you or any other persons resulting from your use.

HMH consists of many legally independent entities, constituting their own separate identities. HMH is used as the common brand or trademark for most of these entities.