

The background of the entire page is a close-up photograph of several blue, circular components, possibly electronic or mechanical, arranged in a grid-like pattern. These components have a textured, slightly worn appearance. In the background, there are out-of-focus green and white bokeh lights, creating a vibrant, high-tech atmosphere.

Sustainability Report **2024**

VAN LEEUWEN



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Introduction



“We are
committed to
a sustainable
way of working
and we apply the
**highest ethical
standards** to
our people,
customers and
suppliers.”

Message from the Management Board

With a history dating back more than a hundred years, Royal Van Leeuwen takes responsibility for carrying out its business operations and growth plans in sustainable ways with respect for the environment. The concern for our climate, the environment, our people, and society is in our DNA. Continuity is a core value for us as a family business. We feel responsible for the next generation, within as well as beyond the company's boundaries. We work on our sustainability objectives with due consideration to the entire value chain, from mill to customer.

These objectives concern diverse topics, for instance energy consumption and renewable energy, safety, and diversity and inclusion at the workplace. We are committed to a sustainable way of working and we apply the highest ethical standards to our people, customers and suppliers.

We want to take a leading position in the value chain when it comes to doing business in a sustainable way, for our partners and our employees. Our aim is to be the greenest pipe and tube distributor in the world by 2030.

We are proud to present to you our Sustainability Report 2024. It provides detailed information on our sustainability strategy, efforts and results. One of our sustainability highlights in 2024 is the launch of own brand

for CO₂-reduced steel pipe and tube products, called Van Leeuwen Impact. We also managed to increase the percentage of electricity from renewable sources from 59.6% in 2023 to 87.7% in 2024. We keep investing in solar panels on our roofs. Towards the end of 2024, close to 17,000 solar panels as installed provided 7.8 million kWh capacity. After an assessment of our sustainability performance, Van Leeuwen has been awarded the EcoVadis silver medal, meaning we are among the top 15% of sustainable companies rated by EcoVadis.

The care for our people is and will always be an important part of our strategy, including raising awareness about sustainability at the workplace. In 2024, Van Leeuwen organized its first-ever Sustainability Week, during which every branch around the world took part in local sustainability initiatives. Safety is also an important topic. For the second time, Van Leeuwen organized a global Safety Day, in April 2024.

We hope you enjoy reading about our sustainability efforts and results in this report.

**Royal Van Leeuwen
Management Board**

**Peter Rietberg
Joop Sassen**

VAN LEEUWEN



Key figures 2024

2,247

Employees



The workforce decreased on a net basis with 222 employees compared to the previous year (2023: 2,469). Women comprise 30% of the total workforce, men comprise 70%.

8,3

Million euros
Investment in
solar panels



Up to 2024, Van Leeuwen has invested over 8.3 million euros in green electricity on its own roofs. Towards the end of 2024, we had installed close to 17 thousand solar panels with 7.8 million kWh capacity.

23.9 GWh

Energy used



The total net energy used in 2024 amounts to 23.9 GWh and compared to the previous year the energy consumption decreased with 18%. The share of renewable energy in our total electricity consumption during 2024 was 87.7% (2023: 59.6%), which is above the target we set for 2025. In 2024 we sold 3.9 GWh of renewable energy.

1,335

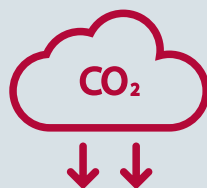
Million euros
Net sales



In 2024, the total revenue of Royal Van Leeuwen amounted to € 1,335 million (2023: € 1,621 million). The operating result amounted to € 22 million (2023: € 60 million) and the net result was € 14 million (2023: € 43 million). Solvency improved to 49.8% (2023: 46.8%).

2.8 kg

CO₂ Emissions
per ton of steel sold



Compared to our base year 2020, our own CO₂ emissions per ton steel sold have decreased with 80% from 14.4kg CO₂ in 2021 to 2.8kg in 2024.

550,000

Total volume in tonnes



The total volume decreased with 9% in 2024 compared to the previous year. This was mostly driven by a lower level of stock sales and a higher volume shipped directly from the mills, compared to 2023.

This is Van Leeuwen

More than tubes

We are proud of the milestone we reached in 2024: our one hundred years of existence. Our long history is one of the strongest building blocks of our company. We have developed our pipes and tubes specialism and our extensive network over many years. On the basis of this global network, our 2,247 committed and driven employees devote their efforts to the customer, inspired by the pipe and tube profession and everything related to this: the pipe and tube products, services, processing, and the pipes and tubes that find their way into such a wide range of applications. This mission gives Van Leeuwen its strength and ensures we are top of mind for many customers. Our long history in which we have built our expertise and our experience, contributes to develop a sustainable, innovative course which enables us to care for generations to come. In this way we connect the past with the future and make our customers' dreams a reality yesterday, today and tomorrow.

Our history

Piet van Leeuwen started trading in steel pipes and iron in 1924 in Zwijndrecht, the Netherlands. Thanks to his entrepreneurship, he expanded his company into a highly successful organization. A century later, Van Leeuwen has grown into a globally operating distribution company. The first foreign branch was founded in 1947 in Belgium, after which the European network was developed. In the 1970s and 1980s, global expansion followed with branches in North America, Asia and Australia. In the present century, organic growth and strategic acquisitions

have led to new branches and expansions in the Middle East, China and Central Europe. The 2019 acquisition of Benteler Distribution, provided Van Leeuwen with access to important new markets in Europe.

Van Leeuwen today

Through our global network, we provide our extensive portfolio of steel pipes, pipe and tube products and specialized services to customers in numerous markets. Ranging from mechanical engineering to pipelines, from civil engineering and construction to the automotive industry, and from the process and energy segment to the hydraulic sector. Our local specialists have extensive knowledge of products and customer applications. This, together with our elaborate international network of suppliers, makes us a strong partner.

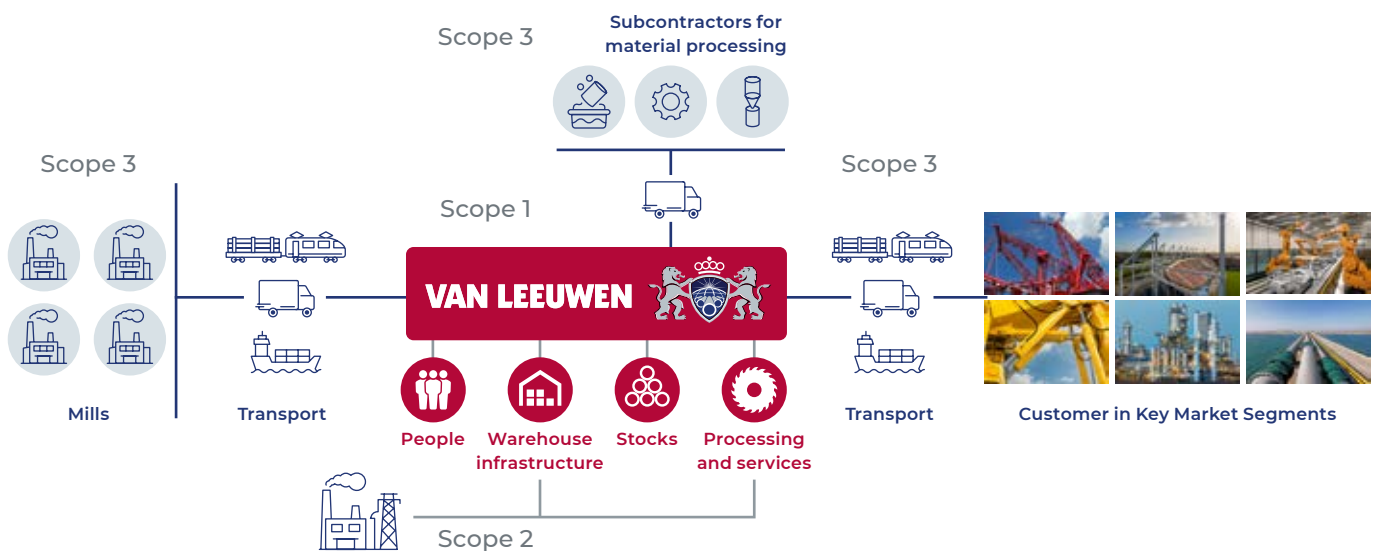
Our customers can count on a large stock availability and high service level. From an elaborate product portfolio, we supply steel pipes and tubes, hollow sections, fittings, flanges and bar steel of any desired quality and standard, in carbon steel as well as stainless and alloyed steel. We offer every conceivable custom material treatment. We provide inspections and material testing, custom packaging, markings, documentation, customer-dedicated storage and express deliveries. In addition, we specialize in project management: our teams, specifically composed for each project, manage the distribution chain for projects worldwide. We comply with all requirements relating to quality, safety and sustainability.



Our value chain

Value chain

Van Leeuwen plays an important role as partner in the value chain, connecting suppliers, subcontractors and customers in various market segments.



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At Van Leeuwen, we bring customers and suppliers together through a strong and reliable network. As a key player in the value chain, we are committed to driving sustainability at every level of our operations. We focus on designing efficient processes and on using resources responsibly to minimize our environmental impact.

Our commitment to sustainability is reflected in the choices we make — from low-carbon steel and renewable energy sources like solar and green power, to biofuels, electric transport, and waste reduction.

People are at the core of everything we do. Whether it is about our customers, our suppliers, or our dedicated employees — we believe sustainable progress begins with strong, human connections.

Sustainability management



Sustainability strategy

As an internationally operating family business, we aim to be an economically healthy company. At the same time, we assume our responsibility for the environment, people and society. Only by treating the world and one another with due care, can we pass on the baton to new generations and help keep the earth livable. This is why we are carrying out our business operations and implementing our growth plans increasingly more sustainably. By 2030, we aim to be the global leader in sustainable pipe distribution.

We aim to be frontrunners when it comes to doing business within the value chain in sustainable ways. At the same time, we create a comfortable and sustainable workplace for our people. Van Leeuwen assumes its responsibility in limiting global warming. Our top priority for the coming years therefore is to work on developing carbon-neutral business activities, with the aim of being the most sustainable pipe and tube distributor in the world by 2030.

Our sustainability strategy is based on the UN Sustainable Development Goals ('SDG'). We believe we can influence our impact the most on the 7 goals as listed below.



Good Health and Well-being (SDG 3)



Gender Equality (SDG 5)



Responsible Consumption and Production (SDG 12)



Climate Action (SDG 13)



Affordable and Clean Energy (SDG 7)



Decent Work and Economic Growth (SDG 8)



Partnerships for the goals (SDG 17)

We have further defined how we can contribute to these, and have defined performance measures and targets that we want to achieve. The key focus of our 2022-2025 strategy is how we can create value in sustainable ways, now and in the future. The strategy is based on four themes: Climate Action, People, Growth, and Partners & Suppliers. We make our sustainability objectives measurable as much as possible throughout the entire value chain. Per theme we have established the following priorities:



Sustainability Week

Long term value drivers	Van Leeuwen priorities	Key performance indicators	Ambition 2025
Climate Action Reducing our carbon footprint throughout the entire value chain	Change to renewable sources of energy	- Share of renewable energy - Scrap, wood, slings recycled	- 75% from renewable sources - 100% recycled
	Circularity in operations for steel scrap, slings and wood. Reduce waste, water consumption and paper	- Waste separated	- 80% of waste separated - Target setting in progress
	Reduce CO ₂ emissions	- Fossil free transports - Reduction of CO ₂ emissions Scope 1 & 2 - Percentage of new electric lease cars in the company fleet	- 50% of transports fossil free - Net zero by 2030 - 70% of new lease cars electric
People Sustainable and motivating workplace for our employees	Ensure a safe place to work	- Injury frequency (IFR) - Percentage sick leave	- Below 6 - Below 4%
	Create a great place to work where people can thrive, develop and innovate every day	- Talent metrics - Employee turnover percentage - Net Employee Promotor Score (eNPS)	- 70% internal promotions - Below 15% - eNPS of 20
	Offer people equal opportunities independent of gender, race or background to achieve equal representation in the organization	- Gender metrics - Gender salary comparison	- 67/33 distribution male/female - No gender gap
Growth Financially healthy and sustainable business growth	Support the community by charity donations	- Charity donation	- Significant
	Ensure decent job content	- Net Employee Promotor Score (eNPS)	- eNPS of 20
	Ensure business ethics	- Code of Conduct implemented - Harassments and Fraud cases	- 95% - 100% of cases reported
Partners & Suppliers Working together with our partners on sustainability	Minimize Scope 3 footprint through commitment and excellent cooperations with suppliers & partners	- Sustainability KPI's in our supplier audits - % CO ₂ emissions per ton steel	- 100% - Reduce CO ₂ emissions for 10 key suppliers with 30% by 2030
	Responsible sourcing & supply chain management	- Secure business ethics and due diligence in value chain	- 80% of sourcing covered by Supplier Code of Conduct or equivalent



Management of material topics

Our structured materiality assessment process is led by the Corporate Sustainability Team, in consultation with internal stakeholders, including senior management, operational teams, sustainability consultants and external stakeholders such as customers and industry partners.

The Executive Board is leading the sustainability strategy, for which the different topics are assigned to different corporate directors. The topic of climate change mitigation and reduction of energy consumption is covered by the Corporate Director Supply Chain. We have set specific, measurable targets such as achieving 75% renewable energy by 2025 and carbon neutrality by 2030. Van Leeuwen has clear policy commitments, including a Renewable Energy Transition Policy and Carbon Neutrality Roadmap. These aim to minimize environmental impact by optimizing energy use and reducing emissions in our operations.

Our action plans to reduce emissions include investments in solar energy, the integration of electrical and hybrid vehicles into our fleet, and the improvement of energy efficiency in our facilities. The Executive Board ensures that adequate financial and human resources are allocated to support these initiatives and meet the established sustainability targets.

The Corporate Sustainability team works closely with the Operations teams to set and monitor targets related to climate change mitigation and energy. Progress is measured through key performance indicators, such as greenhouse gas emissions per ton of production, energy consumption rates, and the percentage of renewable energy in our overall energy mix.

Progress on these material topics is reviewed regularly during bi-monthly cross-functional sustainability team meetings. We bring together representatives from finance, operations, and sustainability teams to review updates, address challenges, and make necessary adjustments to ensure we remain on track to meet our goals. The progress is also reported to the Executive Leadership Team and included in our annual sustainability reports.

We engage regularly with our stakeholders to receive feedback on our approach to climate change mitigation and energy management. Any concerns related to these topics can be raised through our internal grievance mechanisms or directly with the Corporate Sustainability Team. In line with our commitment to continuous improvement, we regularly evaluate the effectiveness of our management approach, ensuring that it remains aligned with industry standards and stakeholder expectations.



“As a **family business**, we consider it extremely important to pass on our company to the next generation in the **best possible shape** and we aim to take our responsibility for a sustainable way of doing business. **Our sustainability policy** touches on every aspect of our business and we are proud to be making **solid progress** on all of our chosen themes.”

Caroline van Nieuwkerk,
Executive Director HR and Sustainability

Organization & Governance

Sustainability organization

All Van Leeuwen regions worldwide are committed to our sustainability strategy, and have their own sustainability officer. A dedicated sustainability team ensures that all actions and initiatives are globally rolled out. By sharing knowledge and best practices within our organization, we are able to accelerate sustainability initiatives. In this respect we can benefit from the size of our company and make increasingly larger steps over the coming years.

Governance structure

The Executive Board of Van Leeuwen is responsible for the execution of climate-related activities and the sustainability agenda. Within the Executive Board, sustainability and people are part of the portfolio of Executive Director Caroline van Nieuwkerk, who leads the cross-functional Corporate Sustainability Team.

Management Board

The Management Board, consisting of the Chairman of the Management Board and the CEO, is responsible for Van Leeuwen's strategic direction. The CEO is directly involved in the sustainability agenda, driving our strategic goal to become the greenest pipe and tube distributor. The Management Board sets the strategy and is ultimately responsible for meeting Van Leeuwen's sustainability commitments.

The Management Board monitors the company's progress in ensuring employee safety and minimizing environmental impact. During periodic meetings with the Supervisory Board, sustainability initiatives are discussed, among other topics. Additionally, the Audit Committee of the Supervisory Board reviews the sustainability report as part of the annual review process. The Management Board plays a key role in the dialogue with important stakeholders, both within the company and externally, including executive representatives from customers and key suppliers.

Supervisory Board

The Supervisory Board is responsible for supervising of and monitoring the Management Board. The Supervisory Board determines the remuneration package of the members of the Management Board. The members of the Supervisory Board are appointed by the general meeting of the shareholders.



Management changes at Royal Van Leeuwen as of April 9, 2025

At the General Meeting of Shareholders of April 9, 2025, Peter Rietberg stepped down as Chairman of the Management Board of Royal Van Leeuwen. He will continue to be connected with the company as shareholder.

Joop Sassen has been appointed Chairman of the Management Board of Royal Van Leeuwen effective April 9, 2025. He started working at the company in 1992 and has been a member of the Management Board and CEO of Van Leeuwen since 2007.

Hans Weerstra and Vincent Geerts were appointed as members of the Management Board effective April 9, 2025. Hans Weerstra started working at Van Leeuwen in 1999 and prior to this he was a member of the Executive Board. Vincent Geerts started working at Van Leeuwen as CFO in 2021 and prior to this he was also a member of the Executive Board. From April 9, 2025, there is no longer an Executive Board in addition to the Management Board.

Caroline van Nieuwkerk, responsible for HR and sustainability, and Torsten Beer (strategy, productivity improvement & digitalization) will remain in their roles as Executive Directors.

Executive Board

The Executive Board is involved in the daily business activities and responsible for the execution of the strategy, including taking the necessary actions to realize the sustainability strategy. The Executive Board consists of five members, including the CEO, CFO and three general members. Each member of the Executive Board has a specific focus area.

Cross-functional Corporate Sustainability Team

The cross-functional team consists of corporate directors from procurement, supply chain management, finance, compliance, marketing, HR and corporate communications. Each member of the team is responsible for their respective area in the sustainability agenda and during bi-monthly meetings the progress and the actions to be taken are discussed.

Stakeholder dialogue

Van Leeuwen is in regular contact with its stakeholders. As part of this dialogue, we like to understand what the material topics are for our stakeholders and Van Leeuwen's impact in these. By building a solid understanding of our stakeholders, we are able to take the right actions and deliver on expectations.

Stakeholder overview

Our engagement with our key stakeholders, the purpose of those engagements, and their outcomes.

Key stakeholders	Engagement and purpose	Outcome
Customers	We are in continuous dialogue with our customers to add value and to respond to demand.	<ul style="list-style-type: none"> Carbon footprint & energy SBTi validated targets Responsible value chain incl. human rights Waste & water management Plan to move away from fossils (incl. business)
Suppliers	Meetings & dialogues	<ul style="list-style-type: none"> Decarbonization Responsible value chain Anti-corruption
Logistic partners	Meetings & dialogues	<ul style="list-style-type: none"> Decarbonization Responsible value chain Anti-corruption
Employees	<ul style="list-style-type: none"> - Employee Engagement Survey - Global performance cycle - Workers' council meeting 	<ul style="list-style-type: none"> Health & safety Employee engagement Skills development Social dialogue
Shareholders	Meetings & dialogues	<ul style="list-style-type: none"> Healthy business & care for next generations
Banks & financial institutions	Meetings & dialogues	<ul style="list-style-type: none"> Carbon footprint Targets & plans Risk management

Climate action



As a distribution company, reduction of our own greenhouse emissions and transitioning to renewable energy sources are elements where we can make a significant impact in addressing climate change.

We therefore focus on the reduction of emissions across our value chain, targeting key areas such as energy consumption, transportation, and process optimization. We believe that mitigating our carbon footprint and enhancing energy efficiency are essential to achieving long-term sustainability and contributing to global climate goals. We have ambitious targets,

including reaching 75% renewable energy by 2025 and striving for carbon neutrality by 2030. Our initiatives are designed not only to meet regulatory demands but also to future-proof our operations, ensuring that we remain a responsible and resilient organization in the face of evolving climate challenges.

We measure our performance on reducing our own carbon footprint, focusing on Scope 1 and 2 emissions. We are currently developing our approach for obtaining data on the Scope 3 emissions. We are on track to have the full reporting of Scope 1 (controlled direct) and Scope 2 (procured indirect) related performance indicators in place for 2025.

Van Leeuwen priorities	Key performance indicators	Ambition 2025	Progress 2024
Change to renewable sources of energy	Share of renewable energy	75% from renewable sources	We increased electricity from renewable sources from 59.6% in 2023 to 87.7% in 2024. We are working further on reducing our fossil fuel consumption of other sources of energy.
Circularity in operations for steel scrap, slings and wood Reduce waste, water consumption and paper	Scrap, wood, slings recycled	100% recycled	To be developed – currently no measurement in place
	Waste separated	80% of waste separated	To be developed – currently no measurement in place
	Fossil free transports	50% of transports fossil free	At our main hub in Zwijndrecht we switched to biodiesel for our domestic transports; in Switzerland we put our first electric truck into operation; see next page for other progress
Reduce CO₂ emissions	Reduction of CO ₂ emissions Scope 1 & 2	Net zero	Scope 1 & 2 emissions reduced to 1.564 kg in 2024
	Percentage of new electric lease cars in the company fleet	70% of new lease cars electric	New electric lease policy implemented in Europe and further initiatives are being developed

Climate change



During 2024 we made several green investments, for example in Switzerland we put our first electric truck into operation, enabling us to have emission free deliveries to our customers.

In Switzerland we also installed solar panels on the roof, providing clean energy to charge the electric truck and our operations. In addition to above, solar panels have been installed in Canada and Malaysia. We have switched to renewable energy contracts in Germany, the United Kingdom, Czech and Hungary. In Denmark we have changed part of our gas burned on site to biogas, further reducing our Scope 1 and 2 CO₂ emissions.

The share of renewable energy in our total electricity consumption during 2024 was 87.7% (2023: 59.6%), which is above the target we set for 2025. The share is calculated based on our energy consumption and does not take any overcapacity in the energy

generated by our solar panels. Our solar installations have an estimated annual output of 7,800 MWh with an estimated overcapacity of 3,000 MWh, supporting our long-term goal of energy independence and carbon neutrality.

We made big steps towards reducing our impact on the climate and will continue to do so. In 2024 we invested in our policies and procedures, and this was recognized by EcoVadis and rewarded with a silver medal. In addition, in 2024 we committed to the Science Based Targets Initiative ('SBTi') and the United Nations Global Compact ('UNGC'). We believe that both initiatives are an important part of our strategy. SBTi will provide science-based validation of our decarbonization targets, and we are now in the process of setting those targets. We are in the process of determining our best approach for improving circularity in our operations and with our direct suppliers. Based on our internal discussions we put priority on reducing our CO₂ emissions.

(in MWh)	2024	2023	2022
Fossil fuel consumption			
Natural gas	4,531	5,223	6,227
Diesel	3,580	3,932	4,244
Petrol	791	824	570
Oil	281	484	660
LPG	142	191	194
Total fossil fuel consumption	9,325	10,653	11,895
Share of fossil fuels in total energy consumption, %	34%	33%	33%
Renewable fuel consumption			
Biodiesel	282	232	-
Total renewable fuel consumption	282	232	-
Share of renewable fuels in total energy consumption, %	1%	1%	0%
Electricity and heat consumption			
Electricity, from renewable sources	15,693	12,669	13,725
Electricity, from other sources	2,194	8,592	10,074
Heat, purchased	240	246	416
Total electricity and heat consumption	18,127	21,507	24,215
Share of electricity and heat consumption in total energy consumption, %	65%	66%	67%
Share of renewable energy in total electricity and heat consumption, %	87%	59%	57%
Electricity and heat sold			
Electricity, sold	3,864	3,362	-
Total electricity and heat sold	3,864	3,362	-
Total energy consumption, gross	27,734	32,392	36,110
Net total energy consumption (deduction for electricity sold)	23,870	29,030	36,110

The information in the table has been converted to MWh based on information reported in different units.

Energy consumption

We have collected energy consumption data for each type of energy source (both renewable and non-renewable) used by Van Leeuwen over the past three years. It includes fuel use for transportation and machinery, electricity consumption, and district heating and cooling.

Transition to Renewable Energy: In 2024, 87.7% of our total electricity consumption came from renewable sources, an improvement compared to 59.6% in 2023 and 57% in 2021. This achievement was driven by investments in renewable energy infrastructure and solar power generation. Our solar installations have already yielded 7,226 MWh in sold electricity at the end of 2024, supporting our long-term goal of energy independence and carbon neutrality.

Reducing Fossil Fuel Consumption: We are steadily decreasing our reliance on fossil fuels across our operations. The introduction of HVO biofuels in 2023 marks a key step towards reducing the use of conventional diesel and fuel oils. Additionally, our use of natural gas has dropped significantly, thanks to energy efficiency measures and process optimization.

Energy intensity reduction Initiatives: Our energy efficiency projects have resulted in reductions in heating, cooling, and machinery energy consumption. These efforts are contributing to significant reductions in natural gas consumption, while hybrid and electric vehicles in our fleet have improved fuel efficiency. Our energy footprint and energy intensity are low and amount for 2024 to 0.043 MWh per ton steel sold. The energy intensity decreased with 23% compared to 0.056 MWh per ton steel in our base year 2020.



Our roadmap for decarbonization

- **75% Renewable Energy by 2025:** We partially achieved this goal in 2024 through investing in solar power, adopting biofuels, and securing green electricity from certified providers.
- **Carbon Neutrality by 2030:** We are committed to achieving carbon neutrality by 2030, targeting both Scope 1 and Scope 2 emissions through renewable energy and efficiency measures.
- **Zero Fossil Fuels by 2035:** By 2035, we plan to phase out all fossil fuels, transitioning fully to electric and biofuel-powered fleet and machinery, with buildings powered entirely by renewable sources.



EcoVadis Silver medal

We made significant steps towards reducing our impact on the climate. After an assessment of our sustainability performance, Van Leeuwen was awarded the EcoVadis silver medal, meaning we are among the top 15% of sustainable companies rated by EcoVadis. In addition, in 2024 we committed to the Science Based Targets Initiative ('SBTi') and the United Nations Global Compact ('UNGC'). SBTi will provide science-based validation of our decarbonization targets. We are in the process of determining our best approach for improving circularity in our operations and with our direct suppliers.

Emissions

The key initiatives driving our emissions reduction strategy are:

Shift Toward Renewable Energy: Solar energy is now an integral part of our energy mix, and we are continually expanding our capacity to generate and utilize solar power. We are investing in green electricity on our own roofs, previously in the Netherlands, Germany, Romania, Denmark and Australia, and in 2024 in Switzerland, Canada and Malaysia. When solar energy is not an option, we will switch to green energy contracts. We have switched to renewable energy contracts in Germany, the United Kingdom, Czech and Hungary. In Denmark we have changed part of our gas burned on site to biogas. Next steps will be taken to also transition to renewable energy in North America and increase our share of renewable energy in Australia.

Fleet Efficiency and Biofuel Integration: The gradual transition of our vehicle fleet from traditional diesel and petrol vehicles to more energy-efficient electric, hybrid and biofuel-powered models is also contributing to our emissions reductions. The introduction of HVO biofuels in 2023, as well as the electric truck in our fleet in Switzerland, represents a key step toward lowering our reliance on fossil fuels in transportation.

Energy Efficiency Projects: We have implemented a series of energy efficiency measures across our operations, including optimizing heating, cooling, and gas use at our locations. These initiatives have led to a consistent reduction in natural gas and fuel oil consumption, significantly decreasing both Scope 1 and Scope 2 emissions.

GHG Intensity Reductions: Our carbon intensity (CO₂ per ton sold) has decreased substantially from 14.7 kg/ton in 2020 to 2.8 kg/ton in 2024, reflecting our commitment to sustainable growth. This has been achieved without compromising production capacity, highlighting the effectiveness of our energy and emissions management strategy.

GHG Direct emissions (Scope 1)

The Scope 1 emissions reported in this category include the emissions from direct sources and within our control. Examples of these emissions include those from our own factories and facilities, refrigerant leakage, company-owned trucks and equipment, and car journeys using company-owned vehicles. As a distribution company, transport by sea, road, and rail is at the core of our daily operations. These services are mostly provided by our logistics partners and therefore fall under Scope 3 emissions. We own and operate a fleet of trucks and our Swiss location is having the largest owned fleet. To reduce the CO₂ emissions, Van Leeuwen has purchased an electrical truck in Switzerland, marking the first step toward transitioning the entire Swiss fleet to electrical vehicles.

Our processing activities require the use of a wide range of machinery, such as cutting, bending, and laser machines. Furthermore, our warehouse activities require transport machines like terminal tractors and heavy lifting equipment. To reduce CO₂ emissions of our own machine park, we continue to invest in HVO biofuels, transition to electrical machines where possible, and we make sure that our purchased energy is mainly coming from renewable sources (see Scope 2 for more details).

(CO ₂ measured in tons)	2024	2023	2022
Diesel to owned trucks	616	657	632
Diesel to owned machines, forklifts etc.	143	186	271
Fuel oil	62	107	146
LPG	30	40	41
Refrigerants	42	121	73
KM for owned diesel cars	193	202	225
KM for owned petrol cars	149	154	112
KM for owned hybrid cars	6	7	
Gas burned on site	276	451	464
Direct emissions	21	22	20
Scope 1	1,538	1,947	1,983
Natural gas	737	756	946
District heating and cooling	144	146	248
Electricity - non-renewable	785	4,189	4,818
Electricity - overcapacity	-1,640	-1,485	-7
Scope 2	26	3,606	6,004
Total CO₂ for Scope 1+2	1,564	5,553	7,987
Tons sold	550,117	604,024	613,706
CO₂ per ton sold	2.8	9.2	13.0

Scope 1 also includes emissions from company-owned vehicles used for our employee business travel. To minimize these emissions of our own car fleet, we are shifting from combustion engine vehicles to hybrid and electric ones. Additionally, electrical charging stations have been installed at many of our locations. The direct emissions arise primarily from fuel use in owned trucks, machinery, and gas burned on-site. Refrigerant emissions and other direct emissions also contribute to Scope 1. The data shows a significant reduction in direct emissions between 2021 and 2024.

The following are the key contributors to Scope 1 CO₂ emissions in 2024:

- **Diesel for trucks and machinery:** 759 tons (616 tons for trucks, 143 tons for machinery), accounting for 49% of our Scope 1 emissions.
- **Mileage by owned vehicles:** 348 tons (193 tons from diesel cars, 149 tons from petrol cars), accounting of 23% our Scope 1 emissions.
- **Gas burned on site:** 276 tons (616 tons for trucks, 143 tons for machinery), accounting for 18% of our Scope 1 emissions.

GHG Indirect emissions (Scope 2)

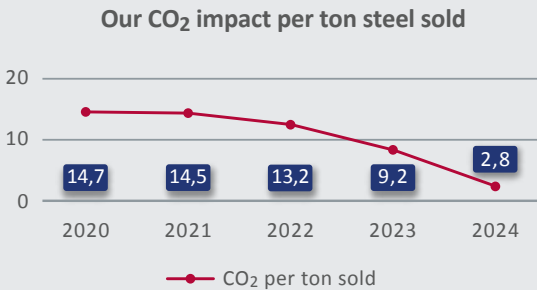
Scope 2 emissions primarily stem from the use of non-renewable electricity and natural gas. There is a clear reduction in Scope 2 emissions since 2021 due to increased use of renewable energy and solar power. The following are the key contributors to Scope 2 emissions in 2024:

- **Natural gas (kWh equivalent):** 785 tons CO₂, accounting for 47% of our gross Scope 2 emissions.
- **Electricity (non-renewable):** 737 tons CO₂, accounting for 44% of our gross Scope 2 emissions.
- **Solar energy overcapacity (gained energy):** -1,640 tons CO₂ (indicating a negative CO₂ impact, meaning solar energy offsets practically our total Scope 2 emissions).

GHG Emissions intensity

The organization’s emissions intensity per ton sold has been reduced significantly over the past four years, showing progress in decoupling emissions from production growth. The actual GHG emissions out of the Scope 1 and Scope 2 amounted in 2024 to 1,564 tons of CO₂ and showed a significant decrease compared to our base year 2020 at 9,763 tons of CO₂. To be able to compare the GHG emissions we calculate the kg of CO₂ per ton of steel sold. In 2021 the GHG emission per ton of steel sold amounted to 14.5kg of CO₂. In 2024 this dropped further to 2.8kg of CO₂ per ton of steel sold.

The GHG emissions calculations include a special item around the overcapacity from our solar panels returned to the grid. The overcapacity amounts to 3,864MWh which is the equivalent of 1,640kg of CO₂. This equivalent counts as compensation and is lowering the total CO₂ emissions of the Van Leeuwen group. Excluding this offsetting, the total GHG emission would have been: 3,204 tons of CO₂ / 5.8kg of CO₂ per ton of steel sold. The reduction in CO₂ per ton steel sold reflects our organization’s efforts to reduce both direct and indirect emissions while maintaining production levels.



Emissions Reduction Achievements

Our company has achieved a clear reduction CO₂ emission from our own operations, in both Scope 1 and Scope 2 emissions. The CO₂ (in kg per ton sold) was reduced with 81% between 2020 and 2024. Most notably, our Scope 2 CO₂ emissions have been reduced from 8,081 tons in 2021 to 26 tons in 2024, a reduction of 99% since 2021, mainly due to:

- **Increased use of solar energy:** Solar panel installations provided 1,640 kWh of surplus energy in 2023, significantly reducing Scope 2 emissions.
- **Reduction in natural gas consumption:** Natural gas emissions (Scope 2) decreased from 1,425 tons CO₂ in 2021 to 902 tons CO₂ in 2023.

Resource use and waste management

Van Leeuwen is committed to become the greenest pipe and tube distributor and this involves integrating circular economy principles into its operations to minimize waste and resource consumption. One of our key targets is to enhance circularity in our operations by focusing on the reuse of packaging and recycling of materials such as steel scrap, slings, and wood, while also reducing waste, water consumption, and paper usage.

We are laying the groundwork for a circularity program that will reduce the environmental impact of our operations. This program will focus on improving our systems for collecting and recycling steel scrap generated from our operations. Our goal is to maximize the circularity of scrap steel, as input into the production cycle. We are also working with partners and recycling facilities to explore innovative methods for maximizing the value of scrap materials and ensuring compliance with environmental regulations.

For materials such as slings and wood, which are essential in our logistics and packaging processes, we aim to implement systems that promote reuse, reducing the need for new resources and minimizing waste. We are exploring options for material recovery, refurbishment, and recycling to extend the lifecycle of slings and wood within our operations. Van Leeuwen is also committed to reducing overall waste generation by reviewing our current waste streams and identifying areas where materials can be reduced, reused, or recycled more efficiently.

In addition to solid materials, we focus on reducing water consumption in our operations. This includes developing strategies to minimize water use, particularly in cleaning or cooling processes. We are exploring water recycling systems and other water-efficient technologies to improve our management practices. Furthermore, as part of our digital transformation, we are working to significantly reduce paper consumption across all offices and operations, encouraging digital documentation and promoting a paperless work environment where feasible.

Sustainability Week

In 2024, Van Leeuwen organized its first-ever Sustainability Week, during which every branch around the world launched local sustainability initiatives. Trees were planted, healthy lunches were reserved, hikes were organized, and litter was collected. It was a great and hands-on way to raise awareness among employees about sustainability and the positive impact each individual can make. This initiative will be continued in 2025 with the introduction of a dedicated Sustainability Day.



People



To achieve our strategic goals and to continue to be a globally leading specialist in steel pipes and tubes, we rely on a large team of skilled and driven professionals. Our People Strategy is focused on the development of our people and on embedding a learning culture. By driving people development through a structured approach and digitalization, we continue to contribute towards the strategy of our company. Van Leeuwen aims to be an attractive employer, now and in the future.

Van Leeuwen priorities	Key performance indicators	Indicative target 2025	Progress 2024
Ensure a safe place to work	Injury frequency (IFR)	Below 6	IF rate of 9.0, above the 2024 target of 8
	Percentage sick leave	Below 4%	4.2% (average over 2024)
Create a great place to work where people can thrive, develop and innovate every day	Talent metrics	70% internal promotions	During 2023 and 2024 the foundation has been built in the job grading project, that will enable us to track internal promotions
	Employee turnover %	Below 15%	16.06%
	Net Employee Promotor Score (eNPS)	eNPS of 20	eNPS of 7
Offer people equal opportunities independent of gender, race or background to achieve equal representation in the organization	Gender metrics	67/33 distribution male/female	At the end of 2024 the male/female distribution was 69/31
	Gender salary comparison	No gender gap	During 2024 and 2025 the foundation is built to start measuring the gap

Through our people processes HR can support the business in online learning (including various required learnings on compliance and IT security), a standardized recruitment process and a performance management cycle for all levels of employees across Van Leeuwen globally. Van Leeuwen's people agenda with focus on performance management, succession management, leadership and critical capabilities enables HR to create business value. In 2024 HR key performance indicators (such as headcount, turnover, gender distribution, hires and terminations, open positions and absence rates) were tracked and shared through a monthly HR Dashboard. This dashboard is shared and discussed with regional managing directors to identify actions and improvements. As 2024 required a strong focus on control of operating expenses, a weekly FTE trend report was delivered, showing the weekly balance of hires and terminations to track progress against (revised) FTE budgets.

Van Leeuwen is an equal opportunity employer. We continue to actively promote and monitor a balanced level of gender, age, tenure and cultural diversity across our company and have embedded a proactive, consciously inclusive recruitment

process to achieve more diverse teams in the long term. The composition of the Management Board and Executive Board has not changed this year and consists of five male members and one female member. The Supervisory Board consists of 1 female and 4 male Board members. Globally across our total population our gender distribution is 69% males and 31% females. This is close to our 2025 gender target of 67%/33%.

In 2024, a Diversity, Equity and Inclusion policy has been implemented, which outlines clear responsibilities for managers and employees on diversity topics and also provides guidance on communication around DEI topics and practices.

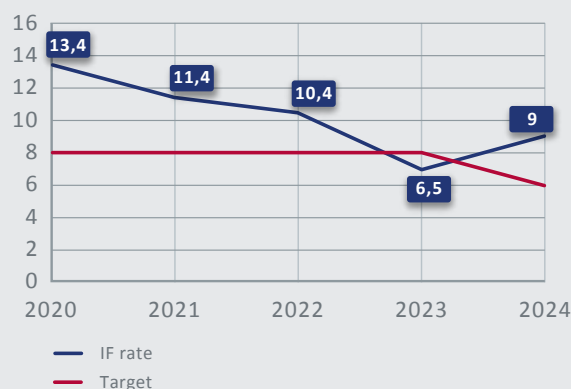
Overall, 2024 was a challenging year in which our strong basis of HR systems and processes supported HR to create added value for the business, fact-based and data-driven, and to support our leadership and employees in the ongoing journey of our People Strategy, towards creating a mindset of belonging, and thus continue to attract, retain and develop a pipeline of outstanding talent with the skills we need for the future.



Safety a must



IF-rate development 2020-2024



A safe working environment for our employees, as well as the safety of our visitors, are our top priority. We consider this as much more than complying with local regulatory requirements or obtaining ISO 45001 certification. We take the necessary steps to set the right environment and safety culture to prevent accidents from occurring. Following our safety protocols is a prerequisite for entering our locations and safety is the responsibility of every employee, from warehouse worker to CEO.

Safety is imbedded in the Van Leeuwen global management system and the Safety, Health, Environment & Quality ('SHEQ') manual. Our SHEQ manual includes the relevant policies and has been formally approved by the CEO and Executive Board. The Corporate Director Supply Chain is responsible for the application of the SHEQ policy across our group of companies.

All the Van Leeuwen locations are required to perform safety awareness activities on a frequent basis. The safety program is based on "The 12 life-saving rules". The activities consist of interactive discussions during the daily kick-off meeting, frequent training based on the safety toolbox and communication/discussion about lessons learned from other locations. All accidents are centrally registered in a monitoring tool and evaluated with the locations. Annually, in April the steel safety day is held at every location to focus extra on safety and how to further strengthen our safety culture.

To further embed safety in our way of working and emphasize the importance also at the executive level, periodic safety walks are performed by management and the observations are documented in checklists. Safety audits are performed on a regular basis and management of all our companies is required to report on safety, as part of the period reporting to the Executive Board.

Injury frequency rate

It is our ambition to prevent all work-related accidents from happening, as it is a fundamental right for our employees to work in a safe environment. We take the necessary steps to equip our staff and visitors with relevant instructions and PPE. We execute risk assessments and define actions when the circumstances require action. Our number 1 KPI is the injury frequency. We measure the IF rate as the number accidents per one million of hours worked. The severity of the injuries varies from bruised fingers to potential disability, and no fatalities have been recorded in the history of the company. Unfortunately, in 2024 there was an increase in the IF rate from 6.5 in 2023 to 9.0 in 2024. In particular in the first half of 2024, the IF was higher than the previous year. Based on this increase, we defined a new approach to safety and intensified our actions. In the second half of 2024, there were improvements and we eventually returned to the 2023 level. Based on the first months of 2025, we see that the positive trend continues due to the actions that have been initiated. It is therefore expected that we will achieve a lower IF rate in 2025 than in 2023 and 2024. For 2025, the IF target at group level is 6.0.

Our people



Key initiatives of the Van Leeuwen people agenda 2024-2027

- Drive people development, efficiency and compliance through structured processes and digitalization
- Accelerate global leadership and local management capabilities through focused development
- Ensure the use of consistent processes to attract, retain and develop a pipeline of outstanding talent with skills we need for the future
- Enable a continuous learning and innovative environment and create a culture of belonging
- Address organizational capability and skills building for different target groups

People strategy

The aim is to create business value with the people agenda. Our performance management and succession management processes, combined with a strong focus on leadership critical capability development will help Van Leeuwen to deliver on the business strategy. We strongly believe that motivated employees, who take pride in their work and enjoy performing their tasks, are at the core of our continued success. This is why we continue to invest in the development of our people at all levels. Our 2,247 employees work across 70 sites in 32 countries. Of the total workforce, 31% are women and 69% are men. Our employees represent 58 different nationalities and bring with them diverse cultural backgrounds, religions, customs and habits.

Our initiatives on the strategic people agenda support our company ambitions and help our people navigate in a constantly changing world. We stand for a culture where open and honest communication is key and where individuals have the freedom to be their best selves and have a sense of belonging. It is essential that employees understand their role and contribution, and that they are valued for their efforts. Sharing information, providing direction and clarity, and having the right conversations are key to this.

Total workforce	2024	2023	2022
Employee category			
Total employees, headcount	2,247	2,469	2,458
Full-time, %	92%	92%	92%
Part-time, %	8%	8%	8%
Gender			
Female	31%	31%	30%
Male	69%	69%	70%
Regions			
The Netherlands	348	347	353
Outside the Netherlands	1,899	2,122	2,105
Total	2,247	2,469	2,458

People in numbers

Van Leeuwen believes that fostering a diverse, equitable, and inclusive workplace is essential for our continued success and our future. In a more traditional, industrial market, making progress on diversity requires conscious efforts and decisions to continue to build more diverse teams - culturally diverse as well as diverse in gender, age and tenure. Our focus is to ensure that during recruitment as well as during promotion discussions, building more diverse teams is an explicit discussion and decision, in order to continue to work towards a more diverse workplace.

Gender diversity

As of December 31, 2024, 20% of the Supervisory Board and 20% of the Executive Board are female. 31% of our total workforce is female, with 43% of our white-collar staff being women. Certain regions, such as Asia, Central Europe, and Southeast Europe, are leading in gender diversity, with female representation at or above 40%.

At management level, 25% of the global managers are female. In our global blue-collar workforce, 5% are women, with positive exceptions in Switzerland where 10% is female, and in Slovakia where our blue-collar population is most diverse as 37% is female.

Our focus is to ensure that during recruitment as well as during people reviews and promotion discussions, building more diverse teams is an explicit discussion and decision, to continue to work towards a more diverse workplace.

New hires

Our goal to drive towards a diverse workforce is also reflected in our new hires: 33% of new hires is female, while over 74% of all new hires is under 40 – thus driving changes compared to our existing workforce. A continued and conscious focus on the diversity of our new hires remains a key focus.

New hires	2024	2023	2022
Region			
Netherlands	40	44	55
Rest of EU	118	252	287
Asia/Middle East/Australia	28	56	33
North America	10	11	16
Totals	196	363	391
New hires by age			
below 30	43%	46%	44%
30-50	46%	44%	45%
above 50	11%	10%	11%
Totals	100%	100%	100%
New hires by gender			
Female %	33%	33%	32%
Male %	67%	67%	68%

Employee Turnover in numbers

Employee turnover	2024	2023	2022
Region			
Overall	16,4%	14.1%	13.4%
Netherlands	13,6%	11.8%	11.2%
Rest of EU	16,7%	13.8%	14.2%
Asia/Middle East/Australia	16,1%	20.9%	12.1%
North America	32,2%	19.1%	no data yet
Gender			
Female %	14,10%	17.35%	13.55%
Male %	17,40%	12.55%	13.37%



Preparing for Pay Transparency and Pay Equity Reporting

In April 2023, the EU Pay Transparency directive has been adopted. It requires member countries to pass legislation to ensure that companies with 100 or more employees will comply with rules to ensure more pay transparency, to work towards pay equity which ensures same pay for equal work. This directive will require disclosure of pay ranges for job applicants, providing information on a (gender neutral) pay increase methodology to employees. It will also require companies to assess and act on identified pay gaps.

In order to be able to comply with local legislation following the EU Pay Transparency Directive, Van Leeuwen is introducing a global grading methodology to grade all roles that are not already covered by collective labor agreements. This global grading methodology will serve as the foundation of pay equity. Simultaneously, a reward policy and local salary structures are being designed. This combination will deliver clear processes, guidance for managers, clarifications for employees and robust governance to ensure equitable reward decisions during hiring, performance cycles and promotions.

Successful implementation will require very detailed preparation with and careful communication to all stakeholders. Communication will be key for success to explain the grading methodology and reward policy to our employees, as well as to prepare our managers to make educated reward decisions and equip them for important reward discussions with their employees.

Collective labor agreements

Van Leeuwen complies with all applicable laws and regulations protecting the rights of workers to freely associate. All of our businesses globally will respect the rights of workers to freely associate, organize and bargain collectively in accordance with applicable laws and the customs of the countries in which they are employed. Where employees are represented by a legally recognized union, Van Leeuwen is committed to bargaining in good faith with the employees' freely chosen representative.

All of our companies will respect the rights of workers to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference. About 30% of our employees are covered by collective labor agreements. Such agreements are in place for example in the Netherlands, Germany, Belgium and in the Nordics region.

Van Leeuwen's commitment to Diversity, Equity and Inclusion (DEI)

Our employees are the core of our company. We value every employee as an important member of the global Van Leeuwen team. Van Leeuwen believes that fostering a diverse, equitable, and inclusive workplace is essential for our success and our future, and we are committed to supporting our employees in this journey. We encourage all employees to join us in creating a work environment that is inclusive and respectful of all individuals.

Van Leeuwen prioritizes a culture of psychological safety where everyone feels empowered to speak openly and honestly, question the status quo, seek support when needed and learn from mistakes without fear of retribution. Under our DEI policy, Van Leeuwen is committed to creating and maintaining a work environment that is free from discrimination and harassment. We will take appropriate disciplinary action against any employee who engages in discriminatory or harassing behavior, up to and including termination.

Communication guidelines

Communication is key for successfully driving towards a diverse, equitable and inclusive workplace. We commit to take the following actions around DEI communication:

- Regular, clear and transparent communication around DEI initiatives and actions
- Employee training on DEI – both formal and informal
- Feedback opportunities – enabling employees to provide input on our DEI approach
- External communication - emphasize our organization's commitment to diversity and inclusion to external stakeholders

Employee and manager responsibility around DEI

DEI is everyone's responsibility at Van Leeuwen. It requires purposeful action every day. Every employee will be trained on DEI and is responsible for taking conscious decisions and actions. Equally, managers are accountable for specific DEI responsibilities and for including and achieving DEI actions and outcomes as part of their managerial role.

Employee Engagement

In October 2024, the second Van Leeuwen Employee Engagement Survey has been held. The response rate was 81% with over 10,000 comments being provided by participating employees. The average engagement score was positive, even though slightly below last year's score. Ratings and the detailed comments on the various themes help us to again further increase employee engagement. The results are also being shared with employees, action plans are being defined and, similar to 2024, also throughout 2025 there will be continued focus and follow-up to work towards improvements and act on employee input and feedback.



The Employee Engagement Survey is now part of our annual people processes and provides a wealth of information about how our employees feel about working at Van Leeuwen. As part of the employee feedback, a management training has been developed to improve crucial communication skills as this remains a key improvement area across many locations. The first instances of this training – with actors – is well received by managers and will be rolled out to more locations in 2025.

Learning and development

Training/upgrade employee skills

Workday learning is being used globally for both IT, security and compliance trainings, as well as for more tailor-made learnings such as project management. About 75% of all enrolled trainings has been fully completed. The blue-collar population of Van Leeuwen also participates in Workday Learning programs. If they do not have access to computers at their workplace, these trainings are done in classrooms during worktime. Per location, training on specific skills related to the warehouse staff are delivered.

Performance and career development Reviews (2024)

All employees of Van Leeuwen are eligible for performance reviews. For a part of our blue-collar population, this is done by local systems based on local (union/works council) requirements.

In 2024, for over 80% of all employees performance reviews in Workday have been set up. In 2024, 80% of these employees completed a full performance cycle (goal setting, mid-year review and year-end review), including manager assessments and employee acknowledgement. Part of the performance process are questions around (career) development and career interests. Our intention is to continue to grow the percentage of coverage of Workday performance reviews.

Leadership program

Since 2022, we deliver a leadership program for our global management teams, based on four modules:

- Leading in a changing world
- Who am I as a leader
- How to lead teams
- How to bring strategy to life through our people

The aim of this program is to support our business by bringing out the best in our leaders, so that we can continue to do business in the most effective way, and inspire our people to thrive in these transformative times. This training is being rolled out by regions, targeted to be completed in 2025.

Management training

Aligned with our 2024 strategic agenda prioritizing employee development, we developed a manager training program based on insights from our Employee Engagement Survey. This training empowers managers to engage in constructive and genuine conversations with employees in any situation, focusing on optimizing communication skills to motivate, develop, and maximize team performance.

Professional actors support the sessions, helping managers practice communication techniques in realistic settings and receive valuable feedback to improve conversations with team members. The training, delivered in the local language, has been successfully implemented in several regions since 2024.



Growth



We want to be financially healthy and realize sustainable business growth for the next hundred years. Our growth strategy consists of three main priorities: supporting the local communities by charitable donations, ensuring decent job content, and business ethics.

Van Leeuwen priorities	Key performance indicators	Ambition 2025	Progress 2024
Support the community by charity donations	Charity donation	Significant	<div>- The Van Leeuwen Education Foundation, founded in 2023, selected various projects in 2023 and 2024.</div> <div>- Van Leeuwen made several charitable donations across the group</div>
Ensure decent job content	Net Employee Promotor Score (eNPS)	eNPS of 20	eNPS of 7
Ensure business ethics	Code of Conduct implemented	95%	Code of Conduct rolled out within the Group, central monitoring started up in 2024. We are on track to realize the 2025 ambition
	Harassments and Fraud cases	100% of cases reported	Speak up process implemented and communicated in 2023, followed up by continuous awareness initiatives in 2023 and 2024 as part of recurring compliance program

Supporting the community

Van Leeuwen demonstrates its involvement in local communities through various donations, sponsorships, as well as the social engagement of its employees. In 2024 too, Van Leeuwen organized various local initiatives to collect and/or donate money to good causes, for example through means of sports events or assistance to local schools.

Van Leeuwen Education Foundation

On the occasion of the company's 100th anniversary, the Rietberg family and Van Leeuwen jointly took the initiative of founding the Van Leeuwen Education Foundation in order to structurally give something back to society in return for all of the opportunities they have received. The Van Leeuwen Education Foundation aims to devote itself to promoting equal opportunity for everyone by supporting initiatives that facilitate access to quality education.

This will enable people, regardless of their background, to exploit their innate potential and thus contribute to a sustainable and inclusive society. All this is based on the notion that excellent education is the key to improving someone's opportunity for a better position in society with prospects for the future.

The Foundation will devote its efforts to creating a positive impact in the countries where Van Leeuwen has a branch. In selecting our projects, we focus on the development of people in order to reduce unequal opportunities in society and the labor market and aim for equal starting positions.

In this respect, we aim to especially focus on people in disadvantaged situations and at the margins of society. We believe that knowledge, skills and self-esteem form the basis of personal and societal development. Education is the key to achieving this goal. This can be accomplished through formal education in an educational institution, as well as through informal education, including initiatives such as training and coaching (for example, at the workplace), self-study and acquiring relevant work experience.

In 2023 and 2024, various projects have been selected in a number of countries in which we operate: IMC Weekendschool (Netherlands), Let's Read and Play (Thailand), Room to Read (Indonesia), Sommerakademie & Digital Academy (Germany), NatureWise VacationTours (Netherlands), FRCCF and Hercules Association (Romania). As a result, the Foundation is off to a great start.



Donations and sponsorships

At Royal Van Leeuwen, we are committed to giving back to society through donations and sponsorships. In 2024, we proudly adopted lionesses in both Germany and the Netherlands. Our adoption in the Netherlands supports the care of an endangered Asiatic lioness and contributes to broader conservation efforts to protect the species and their natural habitat. Van Leeuwen Malaysia took part in a charity event for Ti-Ratana, a charitable welfare organization that provides food and shelter to over 300 individuals. Colleagues from our company Heléns Rör in Sweden pedaled two bikes continuously for 12 hours in support of the Children's Cancer Foundation (Barncancerfonden).

Ensuring business ethics

Corporate culture

Within Van Leeuwen, great importance is attached to doing business fairly and transparently, as a responsibility of everyone who works for our company: in all positions, worldwide. Doing business in a non-ethical way or in a way that is not in line with applicable laws and regulations is not an option within Van Leeuwen's culture. We have set out our ethical standards in our Code of Conduct, which applies to all employees.

The Code of Conduct establishes explicit ethical guidelines to be adhered to in everything we do as a company and by everyone working in it. It includes directives for appropriate behavior, including observing human rights, and outlines Van Leeuwen's dedication to practices such as ensuring a respectful and an inclusive workplace, and implementing initiatives for doing business ethically. In addition, the Code of Conduct addresses the transparency and confidentiality of our business relationships, our anti-bribery and corruption rules and the company's aspiration to minimize its environmental footprint.

Ensuring adherence to international regulations and fair conduct toward our business partners and competitors is important for Van Leeuwen. This is why consistent respect for human rights, social responsibility, sustainability and compliance with laws and regulations are core elements in our corporate culture. This is the direct responsibility of each individual and cannot be delegated.

Code of Conduct and compliance

Compliance

With numerous supplier and customer relationships worldwide, Van Leeuwen aims to ensure integrity and responsibility within the company and in interactions with business partners, and aims to establish responsible relationships. We strive to avoid situations involving breach of international sanctions laws, potential corruption or conduct that violates antitrust rules and want to be able to act on potential violations at an early stage. To support the company and its employees with achieving this, Van Leeuwen has established a compliance program.

Focal areas of this compliance program include competition law, anti-corruption and compliance with the sanctions and foreign trade regimes relevant to Van Leeuwen. Responsibility for the further development, control and implementation of the compliance program lies with our compliance organization,



that provides employees with regular guidance and training on relevant statutory provisions as well as internal policies and procedural instructions. Van Leeuwen's compliance organization consists of the Head of Compliance, an export controls specialist and networks of local compliance, privacy and export controls representatives for all Van Leeuwen companies.

Code of Conduct, Group Directives and procedural instructions

The Code of Conduct published on our company website and intranet sets out basic rules and principles as a framework for our business activities and social engagement. All employees are called upon to contribute actively by applying and adhering to these principles and to act with integrity in everything they do for the company. In the interest of all employees and to avert damage to the company, Group Directives and procedural instructions are provided that detail permissible conduct.

Conflicts of Interest

Conflicts of interest can create situations where Van Leeuwen employees would be tempted to not act in the best interest of the company or its customers. This is why we set clear standards for the disclosure of all potential conflicts of interest, and define and take measures to prevent any harmful situations.

Anti-bribery and corruption

At Van Leeuwen we have zero tolerance for bribery and corruption and always seek to conduct ourselves ethically and with integrity in all our business dealings and relationships worldwide. We comply with all laws related to anti-bribery and corruption in all jurisdictions where we operate, including the US Foreign Corrupt Practices Act, the UK Bribery Act 2010 and the French Sapin 2 legislation. We do not engage in or tolerate any form of facilitation payment. Van Leeuwen's approach to bribery and corruption is communicated to employees through the Code of Conduct and the Group Directives. In 2024, no cases of bribery were reported to compliance.

To further prevent corruption risks, Van Leeuwen has established strict rules on hiring third-party agents. These parties are subject to a detailed screening, which is updated regularly according to risk. On a quarterly basis, Van Leeuwen collects activity reports and reviews all payments to these agents. The report is shared with the Executive Board and the external auditor. In 2024, a total of 25 agents have been screened and were included in the management reports. All agents have also received compliance training provided by Van Leeuwen.

Fair competition

Competition and free, open markets are essential and form the basis of a vibrant economy. Competition law ensures that companies compete in the market in an honest way. It is in Van Leeuwen's interest to operate in an open and competitive market, to comply with all relevant competition laws and to strengthen Van Leeuwen's reputation of integrity.

We have internal rules and regulations in place that ensure compliance with international competition laws. The measures are regularly included in trainings for relevant staff as part of the compliance awareness program. The effectiveness of the measures is regularly assessed as part of the compliance risk assessments and the compliance monitoring program.

Trade sanctions and export controls

Van Leeuwen has a system in place to ensure that customer and supplier relationships are screened against the appropriate sanction lists. For this purpose, Van Leeuwen uses software from an external service provider. This software enables the screening of new business relations and of existing ones, thus enabling Van Leeuwen to not engage in transactions that are prohibited under international sanctions.

In 2022, we screened all existing relations, which resulted in the difficult decision to discontinue the relationship with 40 suppliers and customers. This decision was mainly because of their link with the sanctions against Russia. In 2023 and 2024 we screened all our relationships again and no findings were noted. In 2024 we screened more than 500 potential relations, before entering into a relation.

Training and awareness

We focus on preventing compliance incidents by training and by raising awareness levels. This allows employees to better recognize the relevant risks and to avoid them or handle them in an early phase, avoiding damage. Van Leeuwen is currently further developing its training program for the ethics and compliance related topics. The awareness program consists of in-class trainings, Teams training, e-learning, local trainings and other means of communication, like mailings, posters and narrowcasting screens.

Upon onboarding, all new employees are handed the Van Leeuwen Code of Conduct and are required to confirm they have taken notice of it. They must also complete an e-learning on the Code of Conduct and, if applicable based on their role, on Anti-Bribery & Corruption as part of their on-boarding program. In 2024, these trainings were assigned to all relevant employees and over 90% have successfully completed the e-learning. The e-learning curriculum is planned to be expanded with dedicated trainings on fair competition and privacy in 2025.

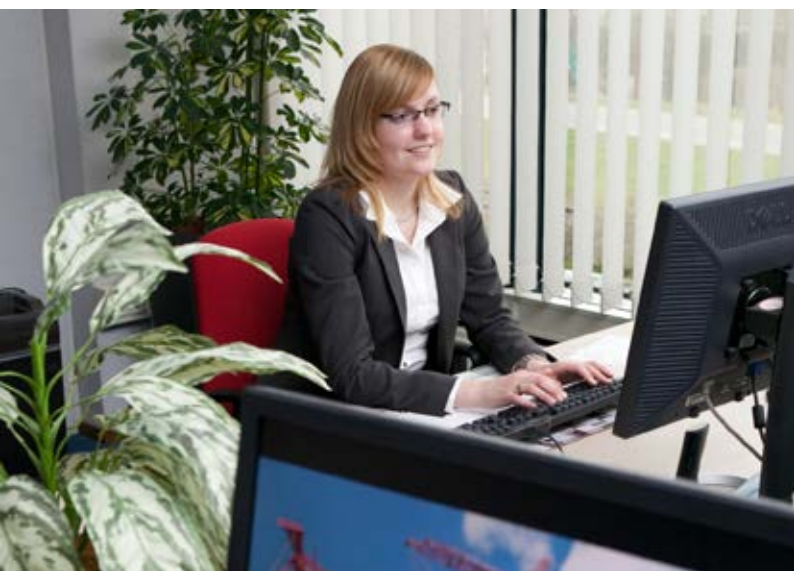
Risk assessment and monitoring

To identify and assess potential compliance risks, the compliance function regularly conducts compliance risk assessments with the operating companies. Together with the managing directors of the various Group companies, compliance assesses the individual compliance risks in terms of likelihood and impact. On the basis of these assessments, the effectiveness of existing risk mitigating measures is determined and, where necessary, adjustments are made. As a part of the Internal Audit program, compliance audits are also carried out throughout the organization.



Speak Up

Van Leeuwen has a whistleblower facility for employees as well as for customers, suppliers, partners and other external stakeholders that wish to share integrity related concerns. This can be employed if necessary to report suspected illegal or unethical activities. Our Group Directive on whistleblowing provides guidelines on how reports are treated, how reporters are protected and how due process is ensured. To ensure that everyone is aware of how to report irregularities, we have rolled out training in this area, which emphasizes the rights of whistleblowers and that they are guaranteed protection from reprisals. In 2024, a total of 6 cases were reported via the Speak Up channel, which were all appropriately followed-up on. Where necessary, measures have been taken.



Partners & Suppliers



The biggest challenge ahead of us is to get our steel pipes and tubes (more) sustainable. This concerns the so-called Scope 3 emissions. Since we do not produce the pipes and pipe materials ourselves, we are engaging with our suppliers in dialogue to reduce the CO₂ impact in the full supply chain. These discussions go hand in hand with different solutions in the supply chain to reduce CO₂ emissions, primarily in the steel production process.

The steel industry in Europe is responsible for almost 5% of total emissions and 8% of the worldwide emissions. Against the background of the European Green Deal with the aim of making the EU climate neutral in 2050, also the EU steel industry committed to cut carbon emissions by 55% by 2030 compared to 1990 levels and to full carbon neutrality to latest 2050. To achieve the ambitious targets the steel industry needs to produce CO₂ reduced steel. This includes reducing carbon emissions, reducing the use of non-renewable energy sources, and minimizing waste. Several decarbonization projects have been announced, e.g. in changed steel production processes via electric arc furnace and direct reduced iron. The financial needs until 2030 are estimated at € 85 billion (source Eurofer). Our tube suppliers share Van Leeuwen's dedication to sustainability. Already today, we can offer a pipe and tube product range with reduced CO₂ emissions compared to the traditional production way.

CO₂ reduced steel pipes & tubes in stock

Mid-2023, Van Leeuwen and ArcelorMittal Europe - Tubular Products announced a new partnership to offer low carbon-emissions steel tubes, enabling companies in construction and engineering industries to reduce the carbon footprint embedded in the products they purchase, as part of their Scope 3 emissions.

The recycled and renewably produced steel tubes (XCarb), produced by ArcelorMittal and distributed by Van Leeuwen, can help companies realize CO₂ emissions savings of up to 75% compared with conventionally produced steel tubes. The steel is produced in an electric arc furnace (EAF) using high levels of scrap and 100% renewable electricity for the EAF. Building on these developments, in 2024, we have also started receiving tubes from Tubos Reunidos, further expanding our offering of sustainable steel solutions.

End of 2023, Van Leeuwen entered an agreement with Benteler Steel/Tube to supply seamless cold-drawn tubes made of green steel. In November 2023, the first batch with CO₂-reduced hydraulic line tubes of the CliMore product label from Benteler Steel/Tube was delivered at the Van Leeuwen warehouse in Duisburg, Germany. Hydraulic pneumatic line tubes are used in hydraulic/pneumatic applications in large agricultural and construction machinery. For these purposes high requirements must be fulfilled. In order to reduce the carbon footprint of these products, low-emission steel is produced and energy sources from renewable energies are used. This recycling alone saves up to 75% of the CO₂ emissions compared to the production of new steel from iron ore in the classic blast furnace route.





Van Leeuwen Impact

In 2024, Van Leeuwen has launched its own brand for CO₂-reduced steel pipe and tube products, called Van Leeuwen Impact. This umbrella brand represents a new line of CO₂-reduced steel pipes and tubes manufactured by a range of esteemed European pipe and tube manufacturers. With the introduction of Van Leeuwen Impact, Van Leeuwen supports the sustainability ambitions of its partners and customers in the steel pipe and tube industry. Customers are increasingly seeking sustainable solutions. Van Leeuwen Impact provides a way for businesses to reduce their carbon footprint without compromising on product quality or performance.

Van Leeuwen Impact steel pipe and tube products are sourced from manufacturers that share Van Leeuwen's dedication to sustainability. The Van Leeuwen Impact brand offers a sustainable alternative for and/or addition to traditional steel pipes and tubes, allowing businesses to achieve their goals while minimizing their environmental impact. By choosing Van Leeuwen Impact, businesses can demonstrate their commitment to a more sustainable future.

At present, Van Leeuwen already has a broad range of carbon products with immense CO₂ savings available, including:

- Seamless hot-rolled tubes
- Cold-drawn seamless tubes
- Seamless precision hydraulic and pneumatic line pipes (HPL)
- Welded tubes
- Welded hollow sections

Van Leeuwen Impact products are available from stock or on request for specific project demand, while the portfolio is being developed continuously. Therefore the product offer is suitable for a wide range of applications within the Industry and Energy market segments. The reduced CO₂ values are documented in cooperation with pipe and tube manufacturers in the form of an EPD (Environmental Product Declaration) or PCF (Product Carbon Footprint). Customers can combine Van Leeuwen Impact pipes and tubes with net-zero operations and logistics to further reduce their carbon footprint.

Van Leeuwen priorities	Key performance indicators	Ambition 2025	Progress 2024
Minimize Scope 3 footprint via commitment from and excellent cooperations with suppliers & partners	Sustainability KPI's in our supplier audits	100%	In progress to implement sustainability KPI's as part of our supplier audit program
	% CO ₂ emissions per ton steel	Reduce CO ₂ emissions for 10 key suppliers with 30% by 2030	Contracts for sourcing of CO ₂ reduced steel signed in 2023, Van Leeuwen Impact brand introduced in 2024
Responsible sourcing & supply chain management	Secure business ethics and due diligence in value chain	80% of sourcing covered by Supplier Code of Conduct or equivalent	In 2024, over 80% of supplier spend was covered by the Supplier Code of Conduct or equivalent



Minimize the Scope 3 footprint

Van Leeuwen is committed to reducing its carbon footprint across the entire value chain, which includes addressing Scope 3 emissions generated by our suppliers. Scope 3 emissions, representing indirect emissions that occur in our supply chain, are a critical focus of our climate change mitigation strategy.

During 2024 we made significant reductions in Scope 1 & 2, however this only accounts for 1% of the total CO₂ emissions. The Scope 3 CO₂ emissions have been impacted by the lower level of business activity in 2024, with a reduction of our stock level and 8.9% less tons sold. The lower level of business activity also impacts the transportation in category 4 and consequently this leads to a reduction in total emissions.

To contribute to global climate goals and align with our commitment to sustainable operations, we have set an ambitious target to reduce CO₂ emissions for 10 of our key suppliers by 30% by 2030. Within our total Scope 1-3, our Scope 1 and 2 emissions are less than 1%. Our total emissions is something that is primarily driven by the CO₂ emissions generated from the

production of steel, upstream in our value chain (Scope 3). We are working with our suppliers to reduce the Scope 3 emissions, but this is a long-term process and will require significant investments in the production process.

This target was established as part of our broader sustainability strategy, recognizing the significant impact our suppliers have on our overall emissions profile. The 10 key suppliers were selected based on their material impact on our procurement processes and their contributions to our supply chain emissions. These suppliers represent a significant portion of the raw materials and services that Van Leeuwen relies on for its operations.

To achieve this 30% reduction by 2030, we are actively cooperating with these suppliers, encouraging them to adopt more sustainable practices, such as energy efficiency measures, switching to renewable energy, and optimizing their logistics and production processes to lower their carbon emissions. We provide guidance and resources to support them in implementing these changes, ensuring they align with both our goals and global standards for emissions reduction.

Scope 1 & 2 emissions (CO ₂ measured in tons)	2024	2023	2022
Scope 1 - total	1,538	1,947	1,983
Scope 2 - total	26	3,606	6,004
Total emissions Scope 1 & 2	1,564	5,553	7,987
Scope 3 emission (CO ₂ measured in tons)			
1a. Purchased goods and services - Steel	1,084,370	1,244,464	1,218,470
1b. Purchased goods and services - Other	4,183	4,366	4,292
2. Capital goods	5,968	5,978	7,535
3. Fuel- and energy-related activities (add. Scope 1 or Scope 2)	307	344	340
4a. Transport from suppliers to Van Leeuwen warehouses	30,319	32,589	35,690
4b. Transport from Van Leeuwen warehouse to customers	7,684	8,547	8,955
4c. Transport directly from mills to customers	19,447	20,948	19,486
5. Waste generated in operations	23,127	26,980	36,635
6. Business travel (only flights)	1,012	1,059	1,044
7. Employee commuting	2,580	2,723	2,741
8a. Upstream leased assets - CARS	1,630	1,718	1,697
8b. Upstream leased assets - Buildings	700	700	700
Scope 3 - total	1,181,327	1,350,415	1,337,586
Scope 1,2 & 3 - total	1,182,891	1,355,968	1,345,573

The Scope 3 CO₂ emissions have been calculated in accordance with the Greenhouse Gas Protocol technical guidance for calculating Scope 3 emissions.



In addition, Van Leeuwen is integrating emissions reduction criteria into our supplier selection and evaluation processes. This includes incorporating carbon reduction targets into our contractual agreements with key suppliers and tracking their progress through regular reporting and audits. Our responsible sourcing policy, alongside the Supplier Code of Conduct, now includes provisions that prioritize suppliers with demonstrable efforts to reduce their carbon footprint.

We monitor and report on the progress of our suppliers' emissions reductions annually as part of our broader sustainability reporting. By 2030, we aim to significantly lower the carbon intensity of our supply chain, making substantial progress towards our long-term goal of carbon neutrality. This Scope 3 CO₂ emissions reduction target represents Van Leeuwen's commitment to addressing the broader environmental impact of our value chain. We are committed to working in partnership with our suppliers to create a more sustainable, low-carbon future.

Responsible sourcing

Van Leeuwen is also committed to responsible sourcing as an integral part of its sustainability strategy. We recognize that the materials and products we procure have a significant impact on the environment. As a result, we have developed a responsible sourcing policy that aligns with international standards, including the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

Our responsible sourcing approach is built on three core pillars: ethical business practices, environmental stewardship, and social responsibility. We work closely with our suppliers to ensure they meet our high standards in these areas. This includes rigorous screening and assessment of suppliers on criteria such as labor rights, environmental impact, and compliance with legal and regulatory frameworks. Van Leeuwen prioritizes partnerships with suppliers who share our commitment to ethical practices and continuous improvement.

We also work on reducing the environmental impact of our supply chain. This involves sourcing materials that are produced using sustainable practices, minimizing waste, and seeking suppliers who actively work to reduce their carbon footprint. Our goal is to ensure that our sourcing decisions contribute to the mitigation of climate change and the preservation of natural resources. As of 2023, we have started embedding sustainability into our procurement process. All our procurement procedures have been updated, including ESG into our supplier selection criteria with a compliance and sustainability check for our new suppliers.

Van Leeuwen requires all suppliers to adhere to our Supplier Code of Conduct, which outlines expectations related to labor practices, environmental management, and ethical business conduct. At the end of 2024, over 80% of our key suppliers have confirmed to abide by our Supplier Code of Conduct or an equivalent. We regularly engage with our suppliers through audits, assessments, and ongoing dialogue to ensure compliance and foster transparency. To further support responsible sourcing, we are working towards greater traceability in our supply chain, allowing us to track the origin of key materials and assess the sustainability of their production. By integrating responsible sourcing into our procurement processes, we not only protect the integrity of our supply chain but also contribute to a more sustainable and ethical global economy.

Our progress in responsible sourcing is regularly reviewed by our cross-functional sustainability team, and updates are shared in our annual sustainability reports. We are committed to ongoing improvement and ensuring that our sourcing practices align with our broader sustainability goals and values.



Appendices

Basis for preparation

Scope of the report

The Scope of this report is consistent with the annual report, as filed with the chamber of commerce in NL under number 23038035. The non-financial information from the investment in Polarputki Oy is excluded from this report. During 2024 no significant mergers, acquisitions or disposals of (parts of) entities took place.

About this report

The report is prepared on the standards as issued by the Global Reporting Initiative ('GRI') and for the topics that are considered material for Van Leeuwen. The information in the disclosures has been included as the information is available.

The report is prepared for the first time over 2023 and includes information from the two previous years, whenever the information was available. The report does not contain any restatements from previously reported information, as this is the first time preparing a sustainability report. The report was not subject to external assurance, as this report has been prepared as part of our strategy to be ready to report in accordance with the CRSD. For any questions regarding the content of the report, please use the contact information as available on the website www.vanleeuwen.com.



GRI Content index table

Statement of use	Van Leeuwen has reported the information cited in this GRI content index for the period over 2024 aligned with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	Disclosure	Reference	Comments
GRI 2: General Disclosures 2021	2-1 Organizational details	This is Van Leeuwen	
	2-2 Entities included in the organization's sustainability reporting	Scope of the report	
	2-3 Reporting period, frequency and contact point	About this report	
	2-4 Restatements of information	About this report	
	2-5 External assurance	About this report	
	2-6 Activities, value chain and other business relationships	This is Van Leeuwen	
	2-7 Employees	Our	
	2-8 Workers who are not employees	Our	
	2-9 Governance structure and composition	Organization & Governance	
	2-10 Nomination and selection of the highest governance body	Organization & Governance	
	2-11 Chair of the highest governance body		Refer to annual book 2024
	2-12 Role of the highest governance body in overseeing the management of impacts		Refer to annual book 2024
	2-13 Delegation of responsibility for managing impacts	Organization & Governance	
	2-14 Role of the highest governance body in sustainability reporting	Organization & Governance	
	2-15 Conflicts of interest	Ensuring business ethics	
	2-16 Communication of critical concerns	Speak Up	
	2-17 Collective knowledge of the highest governance body	Supervisory Board	
	2-18 Evaluation of the performance of the highest governance body		The performance of the supervisory board is responsibility of the shareholder and formalized by the Annual General Meeting.
	2-19 Remuneration policies		For confidentiality reasons, the data is not disclosed in this report
	2-20 Process to determine remuneration		
	2-21 Annual total compensation ratio		
	2-22 Statement on sustainable development strategy	Sustainability strategy	
	2-23 Policy commitments	Ensuring business ethics	
	2-24 Embedding policy commitments	Ensuring business ethics	
	2-25 Processes to remediate negative impacts	Ensuring business ethics	
	2-26 Mechanisms for seeking advice and raising concerns	Speak Up	
	2-27 Compliance with laws and regulations	Compliance	
	2-28 Membership associations	No significant role in industry associations or advocacy organization beyond normal memberships.	
	2-29 Approach to stakeholder engagement	Stakeholder Dialogue	
	2-30 Collective bargaining agreements	Collective labor agreements	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment	
	3-2 List of material topics	Materiality assessment	
	3-3 Management of material topics	Materiality assessment	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-bribery and corruption	
	205-2 Communication and training about anti-corruption policies and procedures	Anti-bribery and corruption	
	205-3 Confirmed incidents of corruption and actions taken		Not incidents of corruption have been identified.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair competition	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Resource use and waste management	
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials		

GRI STANDARD	Disclosure	Reference	Comments
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumption	
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Direct emissions (Scope 1)	
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Indirect emissions (Scope 2)	
	305-3 Other indirect (Scope 3) GHG emissions	Minimize the Scope 3 footprint	
	305-4 GHG emissions intensity	GHG Emissions intensity	
	305-5 Reduction of GHG emissions	Emissions Reduction Achievements	
	305-6 Emissions of ozone-depleting substances (ODS)		No significant impact identified for Van Leeuwen
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		No significant impact identified for Van Leeuwen
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Resource use and waste management	
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible sourcing	
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible sourcing	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People in numbers	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Preparing for Pay Transparency and Pay Equity Reporting	
	401-3 Parental leave		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety A Must	
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		
	403-10 Work-related ill health		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and development	
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Gender diversity	
	405-2 Ratio of basic salary and remuneration of women to men	Preparing for Pay Transparency and Pay Equity Reporting	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Collective labor agreements/ Freedom of association and collective Bargaining policy	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible sourcing	
	414-2 Negative social impacts in the supply chain and actions taken	Responsible sourcing	

List of participating interests

The companies in which Van Leeuwen has a participating interest, either directly or indirectly (interest in percentage):

Legal Name	City & Country	Share Holding
Van Leeuwen Nederland B.V.	Zwijndrecht - Netherlands	100
P. van Leeuwen jr.'s Buizenhandel B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Stainless B.V.	Beesd – Netherlands	100
Van Leeuwen Precisie B.V.	Deventer - Netherlands	100
Van Leeuwen Buizen Europa B.V.	Zwijndrecht - Netherlands	100
N.V. Van Leeuwen Buizen België	Vilvoorde – Belgium	100
Van Leeuwen Tubes SAS	Meyzieu – France	100
Normydro S.à.r.l.	La Madeleine de Nonancourt – France	100
Van Leeuwen Limited	Brierley Hill - United Kingdom	100
Van Leeuwen Tubes Ltd	Brierley Hill - United Kingdom	100
Wheeler Precision Ltd	Brierley Hill - United Kingdom	100
Van Leeuwen Holdings Limited	Bolton - United Kingdom	100
Van Leeuwen Distribution Limited	Bolton - United Kingdom	100
Van Leeuwen Holding Deutschland GmbH	Essen – Germany	100
Van Leeuwen Distribution International GmbH	Duisburg - Germany	100
Van Leeuwen Deutschland GmbH & Co. KG	Duisburg - Germany	100*
Van Leeuwen Deutschland Beteiligungs GmbH	Duisburg - Germany	100
Van Leeuwen Process & Power GmbH	Essen – Germany	100
Van Leeuwen Italia S.p.A.	Trezzano – Italy	100
Heléns Rör AB	Halmstad - Sweden	100
Heléns Rör Fastighets AB	Halmstad – Sweden	100
Heléns Rør A/S	Middelfart - Denmark	100
Heléns Rør AS	Oslo – Norway	100
Polarputki Oy	Helsinki- Finland	50
Kindlimann AG	Tobel-Tägerschen – Switzerland	100
UAB Van Leeuwen Lithuania	Vilnius - Lithuania	100
Van Leeuwen Central Europe B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Distribution Poland Sp. z o.o.	Dąbrowa Górnicza - Poland	100
Van Leeuwen Pipe and Tube s.r.o.	Brno - Czech Republic	100
Van Leeuwen Production Czech Republic s.r.o.	Dobříš - Czech Republic	100
Van Leeuwen s.r.o.	Bratislava - Slovakia	100
Van Leeuwen Production Slovakia s.r.o.	Pusté Úľany - Slovakia	100
Van Leeuwen Österreich GmbH	Vienna - Austria	100
Van Leeuwen Hungary Kft.	Vecsés - Hungary	100
SC Van Leeuwen Romania S.R.L.	Municipal Slatina - Romania	100
Van Leeuwen Ukraine LLC	Lviv - Ukraine	100
Van Leeuwen Pipe and Tube d.o.o.	Šentjanž pri Dravogradu - Slovenia	100
Van Leeuwen Pipe and Tube North America B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Pipe and Tube (Canada) Inc.	Edmonton - Canada	100
Van Leeuwen USA LLC	Houston - United States	100



Legal Name	City & Country	Share Holding
Van Leeuwen Pipe and Tube LLC	Houston - United States	100
Van Leeuwen MRO and Services LLC	Houston - United States	100
Van Leeuwen Pipe and Tube Asia Pacific B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Pipe and Tube (Singapore) Pte. Ltd.	Singapore - Singapore	100
Van Leeuwen (Shanghai) Pipe and Tube Co., Ltd	Shanghai - China	100
Van Leeuwen Pipe and Tube (Malaysia) Sdn. Bhd.	Kuala Lumpur - Malaysia	28
Van Leeuwen Tube (Malaysia) Sdn. Bhd.	Kuala Lumpur - Malaysia	100
Van Leeuwen Pipe and Tube (Thailand) Ltd.	Bangkok - Thailand	100
Van Leeuwen Distribution (Thailand) Co. Ltd.	Bangkok - Thailand	100
PT Van Leeuwen Distribution Indonesia	Jakarta - Indonesia	100
Van Leeuwen Australia Holding PTY Ltd	Sydney - Australia	100
Van Leeuwen Pipe and Tube Australia PTY Ltd	Sydney - Australia	100
Van Leeuwen Pipe and Tube Western Australia PTY Ltd	Sydney - Australia	100
Bergstaal B.V.	Zwijndrecht - Netherlands	100
Buisleeuw International B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Pipe and Tube Gulf FZE	Dubai - UAE	100
Van Leeuwen Pipe and Tube (Middle East) LLC	Abu Dhabi - UAE	49
Van Leeuwen Pipe and Tube Arabia WLL	Doha - Qatar	40
Van Leeuwen Pipe and Tube Global Contracts B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Distribution Boru Sanayi ve Ticaret Limited Şirketi	Cayirova/Kocaeli - Türkiye	100
PT Van Leeuwen Pipe and Tube Indonesia	Jakarta - Indonesia	100
Van Leeuwen Pipe and Tube Global Contracts B.V.	Zwijndrecht - Netherlands	100
Van Leeuwen Distribution Boru Sanayi ve Ticaret Limited Şirketi	Cayirova/Kocaeli - Turkey	100
PT Van Leeuwen Pipe and Tube Indonesia	Jakarta - Indonesia	100

* For this company Section 264b of the German Commercial Code applies.

Royal Van Leeuwen
More than tubes.

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