

HSM NEWS

FOR STAFF

JUNE 2025 / NO. 100



A task with a view

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A day in the wood....

PAGE 16

HSM INDUSTRI A/S

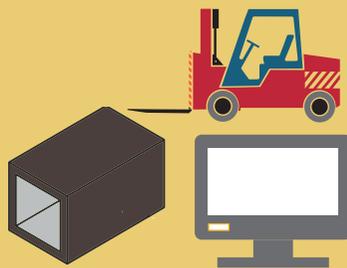
SÆRLIG FORSTÅELSE FOR STÅL



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NEWS FROM STEFAN MARK NICK



As you all know, I have been given a new title in the company and you can only be proud to call yourself the director of such a large team of wonderful colleagues. Although it has not changed everything in everyday life very much, there are still some decisions that Nick, Mark and I will have to make. It will be exciting to have to take over the task after "the old one", who has actually done it quite sensibly for the last 50 years.

A few months ago we were faced with a big task, when AAK and Kredsløb were to carry out industrial service at the same time. We had to provide about 65 people, as well as manufacture and repair parts at home in the workshop, in parallel with all the other projects. The fact that we managed to solve it together and even with a lot of praise from the customers afterwards is super cool! Great work from all of you!

My "maiden building project" car wash and paving is finally nearing completion and can be put into use. Now we must work together to keep the new sur-

roundings neat and tidy while also making cars and machinery shine again.

Summer is slowly upon us and that means summer vacation for most people, so I want to wish you and your families a really good summer.

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IT security

We generally see more and more companies being shut down for shorter or longer periods due to hacker attacks with financial costs as a result.

Therefore, we continuously upgrade the security of our IT systems and try to be one step ahead of the hackers.

A method that is often used to get around these measures is an email to the users in the company. Often with a fake setup and with a link that can give access to the server with a few clicks. Often they will be intercepted by security systems, but some may slip through.

We must try to make sure that this does not happen. Therefore, we have run some phishing tests that have been sent to all email addresses in HSM over a period of time.

The result was not satisfactory. Therefore, all users of HSM mail must go through a course where you review what you need to be aware of before you click on anything. It may be followed by some more tests.

Work clothes/safety footwear

In order for your workwear points to go as far as possible, I have looked at alternative suppliers and brands to what we have now. I am currently awaiting some pricing on what we are running now and on a few alternatives.

At a minimum, we would like to be able to avoid price increases and maybe even get a saving on some products.

We have also entered into a discount agreement on safety footwear with Ahlsell. Based on the samples we made, they were 5-15% cheaper than where you normally get your footwear.

They also sell Airtox, which is the most traded brand here at the factory. They have some alternatives that they believe can do the same, but at a lower price.

My feeling is that you pay quite a bit extra to finance their heavy marketing. Try e.g. good old Brynje, they still exist.

Have at nice summer



In the second quarter, we had some good projects which are being completed, so it looks reasonable.

It is going well across a wide range of customers, but especially our customer of many years NOV has placed many orders with us this year. We are delighted that the industry is back on track.

The light rail, which we have been working on for the last approx. 5 years, as previously mentioned, is fully installed. But the actual handover to Hovedstadens Light Rail is currently underway. Closing the case does the same financially.

We start after the summer holidays [week 37] with assembly of the new helipad in Viborg. The same applies to our NCC case in Hillerød with railings.

In general, it is going well and the flow is reasonable across the board. We have continued to see a high demand for stainless steel and aluminum projects, as well as technical projects that include steering and hydraulics. It is positive and we do what we can to strengthen ourselves in those positions.

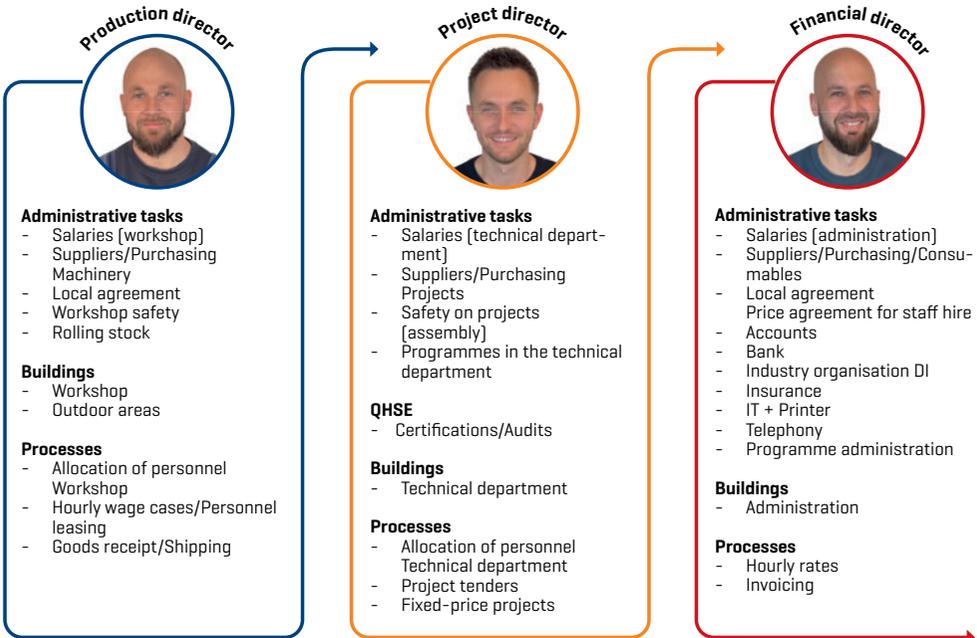
We wish you all a good and well-deserved summer holiday

Introduction to tasks and roles

To ensure more direct and effective communication in everyday life, here is a brief presentation of the division of tasks between Stefan, Nick and Mark.

The aim is for everyone to become aware of who works with what - so that we can better use each other's knowledge and quickly find the right contact person on a daily basis.

Distribution of tasks





Technical installations for DSB's electric trains

Over several years, we have been involved in various projects that are about establishing technical facilities for DSB's electric trains. Sometimes we have worked directly for DSB, and other times we have solved the tasks as a subcontractor for turnkey contractors.

An example of a task directly for DSB was the project at "Godsbanen" in Copenhagen, where we delivered a supply system.

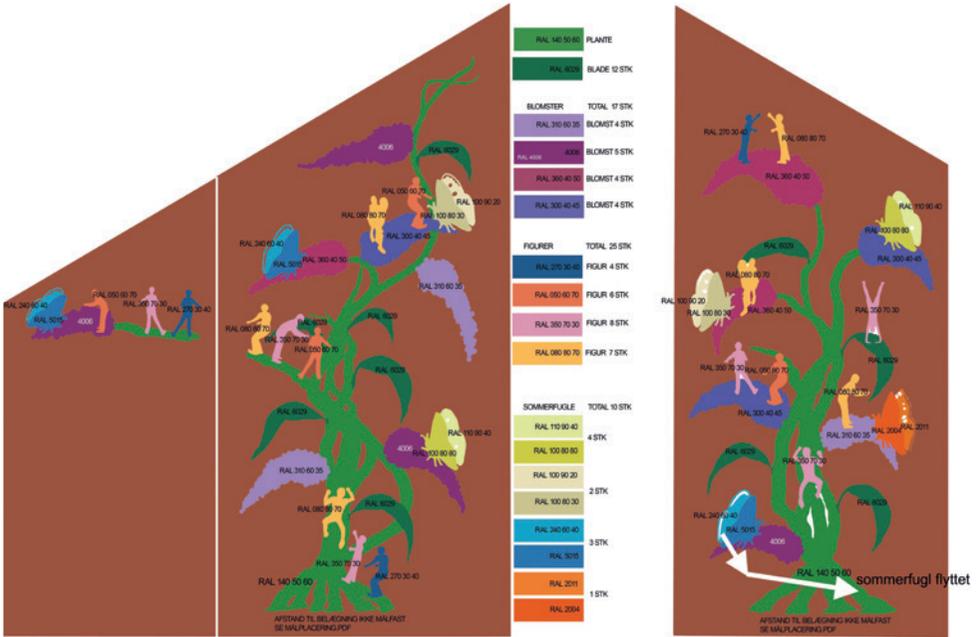
In Næstved, we delivered and installed roof walkways. Here

we were a subcontractor to MT Højgaard.

Right now we are working on a major project in Brabrand, where we work for MJ Eriksson. It concerns DSB's maintenance center, which is also called "De Grønne Værksteder".

Here, among other things, we have manufactured and installed 30 driver's bridges in various sizes and set up 1,000 meters of grating platforms/working platforms.





Colorful art project for “Tinglække Skole”

We are collaborating again with Karoline H. Larsen – this time with the production, surface treatment and assembly of a colorful facade decoration for the “Tinglække Skole” in Odense.

The project is part of the school’s desire to strengthen community and closeness. As the school management themselves put it: “We grow, grow, help each other and are together - with our butterfly bushes and planting close to us.”

Karoline shared the first sketch on her Instagram and described how the project is in its infancy – in close and solid collaboration with HSM.

We are slowly starting to cut sheets for the project. The assembly is planned for week 32, when Keld Poulsen fortunately had room in the calendar.



New order for Rohde Nielsen

We have just received an order to manufacture a new foundation for an excavator on board the ship Mjølnær R. The old foundation, which is located in front of Hall 12, has been in operation for a full 90,000 hours. Now it is worn out and has cracks and crevices and therefore needs to be replaced.

The new foundation will be a task with massive welding work. In fact, welding makes up around 80% of the entire production. The finished foundation will weigh approximately 30 tonnes and will be manufactured over the summer, with delivery planned for August.



Busy with industrial service throughout the country

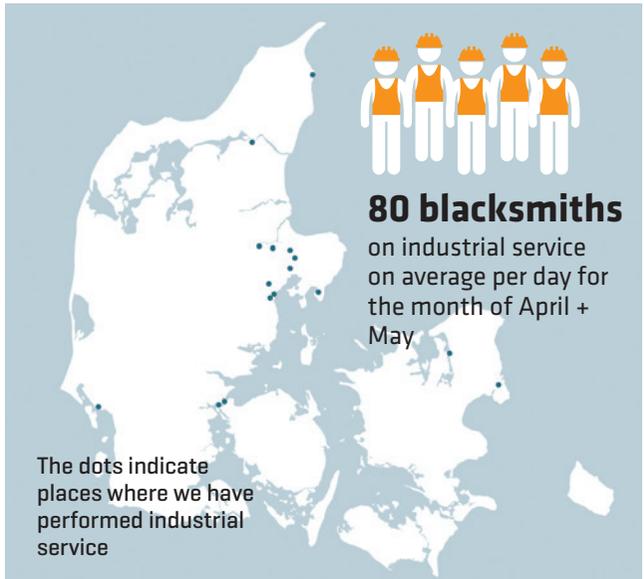
Throughout most of the spring, we have had extra good progress in our industrial service.

In April and May, we had an average of 80 blacksmiths out of the house every day, where they serviced industrial customers all over Denmark.

We have, among other things, carried out inspection and replacement of valves, exchangers and gaskets, as well as optimized and fine-tuned production lines so that they are ready for efficient production, with reduced risk of breakdowns.

We have solved some tasks by working in shifts around the clock, in order to minimize the length of a production stoppage.

At the workshop in Grenaa, we have produced various spare parts to get the production lines top-tuned.



HSM-News no. 100 - congratulations to all of us

For almost 30 years, the personnel magazine has been part of everyday life at HSM. HSM-News no. 37 was the last magazine Elin [our former secretary] was in charge of and it is actually the only one of the old magazines that still exists in physical form. And funnily enough: When you read it today, the content is not so different from what we write about now.

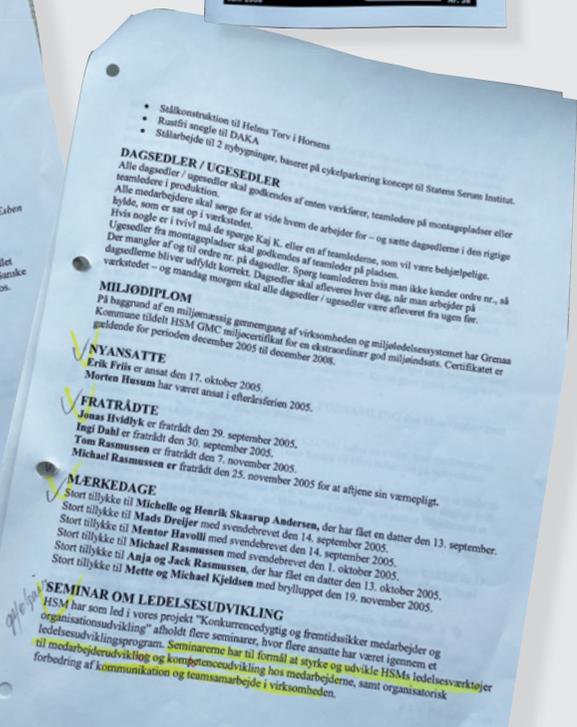
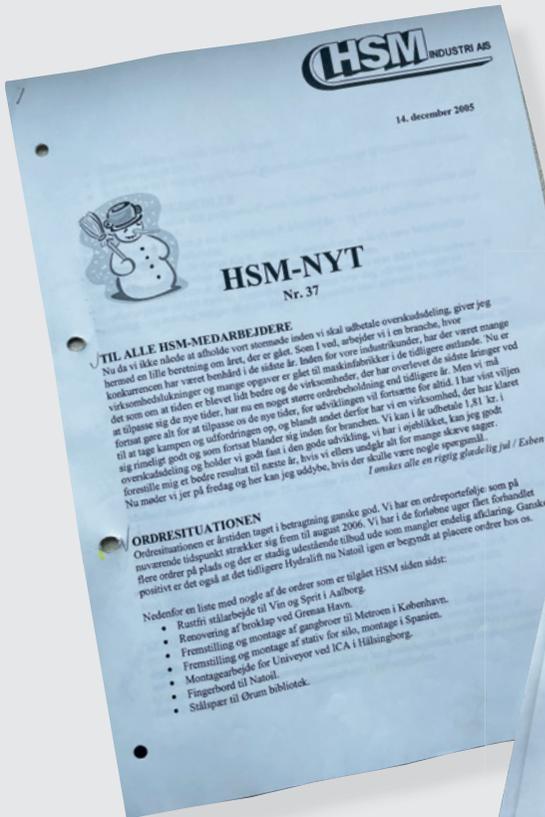
My own debut as a writer was HSM-nyt no. 38, where the cover

showed "Copenhagen Central Station" – a major renovation project that we were working on at the time.

It was visionary that already 30 years ago the value of creating a staff magazine was seen. I think it is both strong and far-sighted of Esben and the rest of the management that they have stuck to the importance of good communication with the employees. It gives us an insight into each other's everyday life, helps us

understand what is happening around the company and it binds us together across the board.

Thanks to everyone who has contributed over the years - and congratulations to all of us on number 100!





Good collaboration with Essentia

We are happy that the collaboration with Essentia is off to a good start again.

During the Easter weeks, we had four employees on the task of installing flow meters, drains and temperature sensors in production. The purpose is to optimize the processes by collecting data on steam and condensate – something that is important to Essentia.

Upcoming tasks in week 29, 30 & 31

During these weeks, we are sending 10 men to a project for relocating production equipment. Here we must, among other things:

- Produce and install a conveyor auger
- Move parts of the production to create a more efficient flow
- Install two new, larger 7 Ton centrifuges

The centrifuges are placed on an inserted deck, which we must reinforce with beams. The three old

centrifuges are being moved to other places in production. With the new centrifuges, Essentia can dry the products better and increase capacity.

HSM is responsible for all pipework – both manufacturing and assembly.

New floor and lifting work

When the centrifuges are moved, a new "Ucrete" floor is established at the same time, which is easier to clean and food approved. NCO Byg lays the floor, and BMS takes care of lifting the centrifuges into place.



Increased focus on our apprentices

We are proud of our apprentices, they are an important part of HSM's future. Therefore, in HSM-News, we will focus on those who complete their education with us.

First in line is Johanne, who has just passed her apprentice test as a stainless blacksmith.



Apprenticeship test

Johanne passed her apprenticeship test on 6 June 2025 at Viden Djurs. She was also the last student to complete her apprenticeship as a stainless steel smith at this educational institution, as the education will move to Tradium in Randers from now on.

Johannes apprenticeship consisted of two parts:

- The first part was an assignment which accounted for 25% of the total assessment. She had 16 hours to solve this one and made a small table for which

she got the top mark of 12.

- The second part was a self-selected task that she had 51 hours to complete.

The nice 12 for the table, which made up a quarter of the assessment and helped to raise her overall journeyman's letter grade to a nice 10.

We wish Johanne the best of luck with the great result - and we are happy that she will continue with us as a fully trained journeyman.

Johanne also received a grant of DKK 1,000. from the Grenaa Craftsmen's Association. In the recommendation, it was highlighted that she has undergone a great deal of personal, professional and social development during her apprenticeship. She is described as dutiful, in a good mood and as a skilled and careful blacksmith. With her winning nature, she contributes positively to the community in the class.

NEWS

Painters hall



The two support legs for a Rohde Nielsen vessel have been sandblasted, weld checked and surface treated with 500 My paint.



A task with a view

HSM must find a new solution for the maintenance of the Old Little Belt Bridge.

The Old Little Belt Bridge must be maintained and painted – and it is no small project. In fact, it takes about 7 years to paint the entire bridge, from one end to the other. Today, the process is as follows: you put up scaffolding, paint an area, take down the scaffolding and move it a few meters and then start over. When you have reached the bridge, 7 years have passed. Then you start over.

But now new thinking is needed – and this is where we come into the picture.

HSM has been given an exciting assignment by Banedanmark. We have entered into a small design framework agreement on an hourly basis to come up with ideas and input for solutions that are smarter, more user-friendly and economical than traditional scaffolding.

Rambøll will subsequently be responsible for the design of the idea, if it is chosen.

We have previously offered a work platform as an alternative, but that solution was deemed too extensive and expensive. Now we have been given a new chance – and we are taking it.

It is a great recognition of our skills that Banedanmark goes to HSM with this kind of complex and different tasks. It shows trust and belief that we can think creatively and be technically strong – even when the task is not exactly right.



Mast manufactured in aluminum at Grenaa Maskinfabrik. We have surface treated it.



A task for Grenaa Shipyard. 30 container pontoons for an Aarsleff shipping vessel must be spot blasted and surface treated. We have delivered 10 pcs. out of 30.

QHSE



Waste bin for deposit cans and bottles

There is now a waste bin for deposit cans and bottles. It is at the goods receipt. If you don't want to take your deposit boxes home, put them in here, instead of putting them in a random bin/container or throwing them around the factory. For the time being, the Errand boys make sure to hand in the deposit, so they get a little bit of fun once in a while.



Fire doors and fire cabinets

Fire doors and fire cabinets must be kept clear so that it is possible to get to them without first having to climb over a toolbox etc.



Food and drink in production

As the pictures indicate, someone has probably forgotten our rules. Therefore, you will now have the opportunity to read them again - see the page on the right.



Vestas Audit

Vestas was audited on 8 May and we have now been approved to continue delivering to them.

In November 2024 they visited for the first time, but we actually did not pass, so in May 2025 we were re-certified and did very well.

We were assessed on surface treatment and assembly.





QHSE

Health



QHSE

Safety

Policy on smoking and consumption of food and drink in production

SMOKING

- Smoking may only take place outdoors.
- Smoking in company cars is prohibited if there is more than one person in the car.
- If you want to stop smoking, counseling on smoking cessation is offered by a smoking cessation instructor.
- If the smoking policy is violated repeatedly, this may result in employment law consequences for the employee.
- The employee will receive a verbal warning for the first violation.
- The smoking policy also applies to e-cigarettes.
- It is permitted to smoke during the breaks and to take a smoking break between each of the breaks.

CONSUMPTION OF FOOD AND DRINK IN PRODUCTION

- Employees must not consume food and drink in the production areas. Reference is made to the company's canteen and furnished welfare areas as well as outdoors.
- Beverages may only be consumed in the production areas if they are drunk from closed containers, such as bottles and cups with lids. The container must be securely closed when not being drunk from.
- If this is violated repeatedly, it may result in employment law consequences for the employee.

Grenaa Hydraulik celebrated its 40th anniversary on Friday 30 May 2025



50
YEARS
ANNIVERSARY



50 years with Esben – and a farewell to the director's chair

On Friday 11 April we celebrated Esben's 50th anniversary – with meatballs, barbecue skewers, creamed potatoes and a good atmosphere in the canteen.

It was also the day when Esben resigned as director. After 50 years in the post, he has chosen to pass the baton on to Mark, Stefan and Nick, who will now take over in a shared management. However, Esben will not be completely gone – he will continue as working chairman of the board.

In his time, Esben set out to buy his own apprenticeship – and

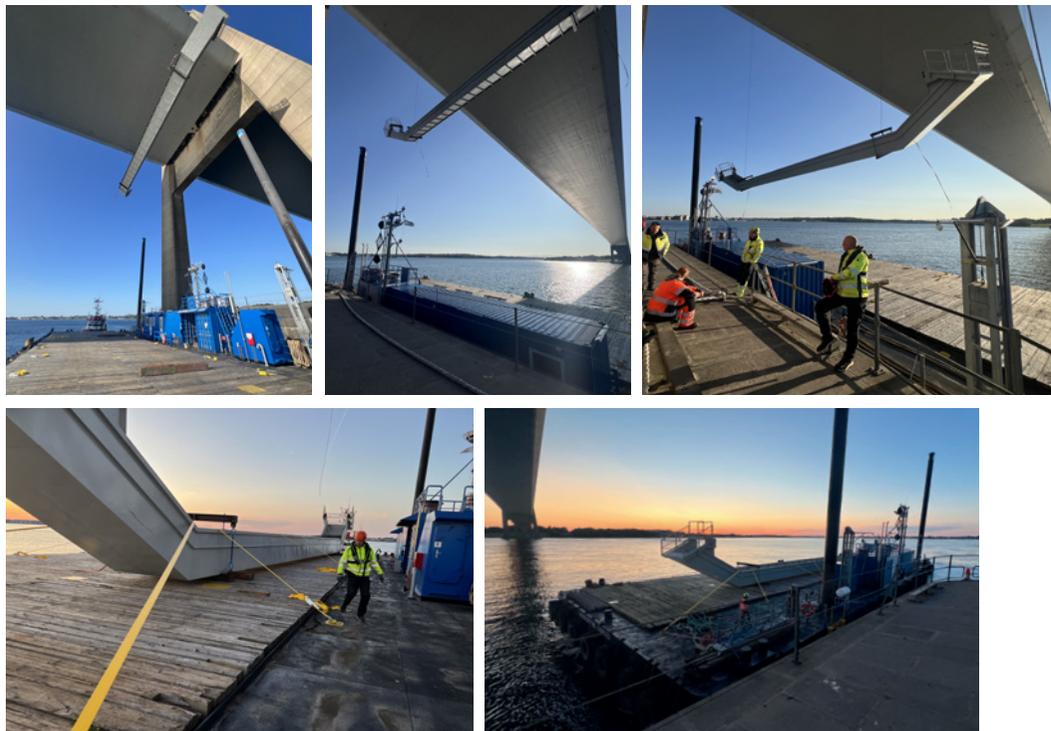
has since built HSM into the company we all know today. A journey with ups and downs, which has always been met with energy, good humor and the belief that we can solve it all – together.

He was celebrated with a huge stag in corten steel and signed off by sharing DKK 700,000. out to local projects.

In connection with the anniversary, an anniversary book was prepared, which, with both text and images, covers the first 50 years of HSM Industri's history. Here you can follow the journey

from the small village forge in Hammelev to the group we know today – with tasks, people and milestones along the way.

Dismantling the Old Little Belt Bridge maintenance vehicle



New order for aluminum structures for Semco

We have received a large order for the processing of aluminum sheet material for constructions for the defence. The order includes 10 identical sets (a total of 60 tonnes), which must be delivered over a period of approx. 9 months – with one set per month.

The first set has now been delivered to Esbjerg. As part of the agreement, we have sent a supervisor who will help the cust-

omer with the start of forming and welding the structures. Lukas Troszynski has left and will initially work in Esbjerg for two weeks.

After the first set, the plan is that we will be responsible for welding the constructions here at our place before they are sent to Esbjerg.





TEAMBUILDING



A day in the forest with a focus on communities and cooperation

All project managers and team leaders were invited to the forest on Friday 20 June for a different working day – namely team building.

The purpose was to shake things up, get to know each other better and strengthen our cooperation, with a particular focus on communication and team dynamics.

The day started with light exercises that quickly got the conver-

sation going and set the stage for a good atmosphere. We worked on how to get better at listening to each other and communicating clearly – something that is at least as important in everyday life at work as it is in the forest.

The collaboration was seriously put to the test when we were thrown into various practical tasks. Here, problems were built, navigated and solved in teams – and this required both creative

thinking, patience and good communication.

Later it was shared cooking over a fire. Here there was room for both collaboration and pleasant conversation.

The day ended with a joint reflection on what we had learned – and how we can use it in our daily work.

Thanks to everyone who participated and contributed to a really good day in the forest!





Focus on cyber security



On Thursday 26 June, we held a cyber security course for all HSM employees with access to company email. The background is a general increase in cyber threats against Danish companies – and this also applies to us.

Although we have continuously upgraded our IT security, the biggest risk is still that a hacker gains access via an employee, e.g. through a fake email.

The course was held by our IT partner Exsitec and was well received – both among those who participated in the canteen and those who followed along via Teams.

Anholt ferry



NEWS

Grenaa Shipyard

Sejerø ferry



Many of our good regular customers and some new ones have called at Grenaa Shipyard in the first half of 2025.

Our "ferry segment" has given us many good projects in connection with the class inspection of the ferries. This year we have so far had visits from; Lilleøre, Anholt, Hjarnø, Sejerø, Agersø, and Kattegat.

Aarsleff, which is also a very good and important customer for GSV, has also visited our shipyard with many units. When Aarsleff completes their various projects, they hold internal inspections of their units so that any project damage can be repaired.

Aarsleff 106



So far we have had visits from Aarsleff 50, Aarsleff 106, Aarsleff 105 and Aura.

Aarsleff 50 is a barge that consists of approx. 30 container pontoons that can be put together in different ways. The barge can be used for different tasks and can possibly be transported by truck to, for example, a lake.

Aarsleff 50 is here for a comprehensive overhaul, after a 2.5 year project. HSM is responsible for sandblasting and painting the containers.

The ship Camilla Høj, from the Høj Shipping Company, has visited GSV for the first time. A class survey was held and general maintenance was carried out, including washing and painting.

Camilla Høj

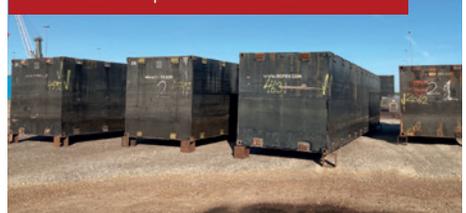


Outside the shipyard area, at Nordhavnen, we have also had several assignments. A major assignment was on the Horizon Prospector, a ship used for seabed surveys. We had 12-15 men working during their 3 week stay. HSM delivered, among other things, a lot of cut steel, many smaller structures and crew. This is the second ship from this shipping company that has asked for our help and they have announced their arrival with one more, probably later this year!

Horizon Prospector



30 containers pontoons for Aarsleff 50





Employment

FGU student, blacksmith

Nicklas Gunther Rasmussen 5 / 5

Worker

Dragos Ionut Dodan 7 / 5

Zbigniew Sobczak 28 / 4

Artem Sybiakov 23 / 6

Bjørn Vetter Christiansen 4 / 8

Errand boys

Xander L.M.H. Jensen 11 / 3

Apprentice, blacksmith

Sebastian Mortensen 26 / 3

Magnus Emil Ibsen 7 / 7

Bertram Brandt Melin 4 / 8

Resignations

Dragos Ionut Dodan

Jens Sørensen

Marwin Birch Leithoff

Mikkeline Bæch B. Christiansen

Rico Hinrichsen

Nicolae Baltes

Newly trained

Johanne Norday



Special days



10-YEARS ANNIVERSARY

OLIVER BYVALD..... 2/9

JANNE NYEGAARD..... 9/9

25-YEARS ANNIVERSARY

MARIANNE NAEF..... 1/8

40 YEAR

KONRAK SIWEK..... 13/6

MICHAEL HALD..... 24/6

MYKOLA SHABATURA..... 28/7

50 YEAR

KENNI SCHMIDT..... 11/8

60 YEAR

LARS SØRENSEN..... 2/8

WEDDING

CLAUS KARLSON..... 12/4

NICOLAE BALTES..... 15/4

HENNING KILDAHL..... 24/4

Remember - the name on your helmet!

When you are given a safety helmet or welding helmet, remember to write your name or number on it immediately.

We spend far too much money replacing helmets because they either get lost, are not marked or are not locked in the cupboard after use. It is unnecessary expense – and it costs directly to the bottom line. It is both careless and unnecessary.

Let's get a handle on it together and reduce the cost.

Thanks for your help! Ole Byvald



ÅRETS SJØVESTE FIRMATUR

Gode tilbud på entre og lækker mad

Adventure trail for hele familien

Saturday 16th of August

For the whole family

DJURS Sommerland
Wisker Legeborg

Invitation

HSM Industri invites all employees and their families (partners + children) to enjoy a fun day out together at the amusement park.

The company pays:

Entrance ticket + food for everyone

Personal contribution: DKK 100 per person
(e.g. 2 adults + 3 children pay a total of DKK 500 to participate)

If you and your family have purchased season tickets, you can participate free of charge.

We eat together at a set time – further details to follow.
You are responsible for your own transport to Djurs Sommerland.

Binding registration
by 1 August at the latest
To Grethe in the Technical Department



New Forklift

We have a new forklift!
It is a Linde H70D – a solid 4-cylinder diesel forklift.
Please accept it and remember to treat it with care!



New design

The new district heating vehicle has a slightly different design than our other company vehicles. The sides and rear have been covered with photos that illustrate the district heating work and technical pipe work, which we carry out a large part of. We aim to continue the idea when new vehicles are purchased for, for example, the assembly team.