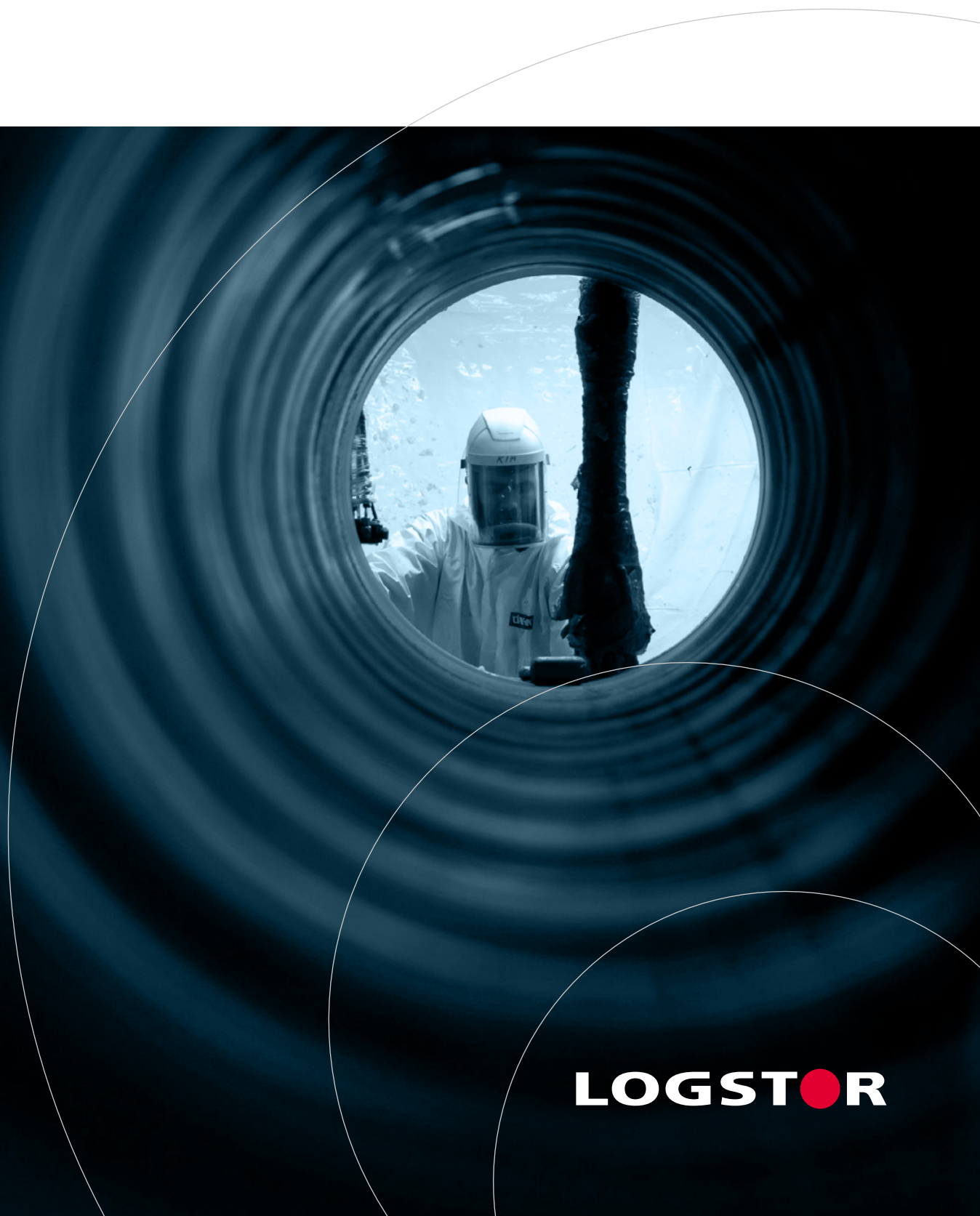


Global ambitions for people and the environment



LOGSTOR

World leader in pre-insulated pipe systems

What started as a family business with a distinct vision in a small town in northern Denmark has become a pioneer in its field. It is now more than 50 years since LOGSTOR developed the technology behind the trail-blazing district heating solutions that revolutionized the energy sector – and we continue to set new standards to this day.

As the world's leading manufacturer of pre-insulated pipe systems, the standard for LOGSTOR's energy-efficient products is high. Production is distinguished by peerless sector experience supported by the constant innovation of the latest cutting edge technology. This ensures that LOGSTOR's customers are investing in the most energy-efficient and sustainable transport of liquids and gases for district heating and cooling, systems for industrial operations, as well as top solutions for the oil and gas industries.

LOGSTOR's headquarters is located in Løgstør, Denmark, and the company employs around 1,200 people in 12 different countries. Production is carried out at the group's factories in Denmark, Finland, Poland, Romania and Sweden.

LOGSTOR



- **Headquarters** in Denmark
- More than **50 years of experience** with an extensive track record
- More than **200,000 km** of insulated pipes delivered
- Complete **end-to-end solutions**

“ *We offer an environment that allows all our employees to fulfill their ambitions and potential, no matter how high.* ”

Your career starts here

At LOGSTOR, we are always looking for great talent. If you are ambitious, hard-working and want to be a part of a dynamic, international company at the forefront of innovation, this might be you. We offer an environment that allows all our employees to fulfill their ambitions and potential, no matter how high. The potential for mobility in LOGSTOR is big. A career in LOGSTOR allows you to cross departments and borders, presenting a unique opportunity to be trained in an attractive field and further develop your skills. We hope this brochure fully illustrates how LOGSTOR can offer you a challenging professional experience.

The core of LOGSTOR



“ Our core business areas are District Heating, District Cooling, Industry, and Oil & Gas

At LOGSTOR, you will discover a broad range of interesting positions. If you are interested in sales, our Commercial department might be a perfect fit for you. Here, our experts are developing tomorrow's strategies for realizing LOGSTOR's global ambitions. Our manufacturing units produce high-quality products in the most cost-efficient way. Giving vital support to our sales and manufacturing functions are R&D, production, control and logistics, sourcing, IT/SAP, finance and HR.

Peter Jorsal,
Product Manager
LOGSTOR Denmark

District Heating

District heating is an investment in the environment and the energy efficiency of the future – a technology that has been revolutionizing indoor heating in the global energy sector for decades.



Core business areas



Mineralvej 31, 9220 Aalborg Ø
Tlf. 9630 1700. www.uniway.dk

District Cooling

With a view to benefiting people and the environment, LOGSTOR's ambition for district cooling is to make cooling more efficient at the global level.

Industry

Industrial solutions from LOGSTOR are robust and operationally reliable solutions for transporting all types of industrial media – indoors and out. A complete range of products covers all needs in temperatures from -200°C to +250°C.

Oil & Gas

LOGSTOR delivers high performance Thermal Insulation to the Oil & Gas industry – both onshore and offshore – as well as LNG and cryogenic systems for industrial operations, custom coatings, and providing security through optimal surveillance.



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Global ambitions for people and the environment





With optimal solutions between environment, energy and people, LOGSTOR improves conditions for people in all parts of the world. It is an investment in the future and in the world around us.



Join the journey

Our products and services are a growing component of a more environmentally friendly distribution of energy and CO₂ reductions. As a market leader in manufacturing pre-insulated pipes, we have high expectations to each of our employees. We challenge each other in our constant search for providing better solutions and services to our clients. Therefore we are constantly searching for talented and driven people who want to join our team and be part of our journey.



We make global energy supply more efficient and reduce energy losses worldwide through the use of advanced insulation solutions, enhancing the environment for people in every part of the world



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I travel 50-75 days a year with my job. I have been to Canada, USA, Australia, India, China, Qatar and everywhere in Europe.

I used to be in R&D, developing the products – now I teach others how to use them. At LOGSTOR Academy, we have courses for everything – welding, monitoring and control, and alarm systems. People around the world come to LOGSTOR to study our products, or we travel to meet them. I have been to Canada in -33°C and India in +50°C – it is really rewarding to confirm that our products work under those conditions, and it is exciting to be able to provide others with that experience.

Henrik Thomsen
Instructor, LOGSTOR Academy



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Career opportunities

You shape the job

People with many backgrounds start – or continue – their career at LOGSTOR. We recruit talent straight out of university, as well as highly experienced specialists and managers.

We also offer internships on 2-6 months programs as well as annual trainee programs.

What LOGSTOR offers all our staff – whether they come from the worlds of finance, HR, marketing, law, sales, sourcing, customer service, engineering, manufacturing or IT/SAP – is our unparalleled internal flexibility. Together we shape the job to your objectives, and we will do our best to fulfill them. This also extends to ongoing education, as LOGSTOR provides training for you to develop yourself and your career.

THE WORLD AT YOUR FEET

LOGSTOR makes it possible for you to develop your skills – internally and abroad. Being part of an international enterprise will test your capabilities to the fullest, and the opportunities are endless.

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Interns & trainees

Discover the great possibilities at LOGSTOR

The choice of where to start your career is one of the most important professional decisions you will make. At LOGSTOR, you are able to develop your career in many directions, receiving opportunities and responsibilities and obtaining extensive experience. We have two-year trainee programs that provide an excellent education and practical experience. We are looking for trainees specializing in e.g. sales and administration – and offer an exciting position, where you get to challenge yourself in everything from customer relations to seeing an entire solution from start to finish. As a trainee, you will be looking into an exciting and varied workflow in a global organization.

The two-year trainee program

As a part of the program, you will spend most of your time working alongside professionals, with time dedicated to training and development. Our trainees will receive on-the-job training, mentoring and participate in different courses.

Become an intern

LOGSTOR often employs post-graduate students, who come to us from a broad range of fields – everything from engineering and law to finance, HR, or marketing.



We are looking for people that

- have a higher secondary education
- have flair for IT
- have good English skills
- are responsible and can work independently
- take responsibility for their own learning and development

In return, we offer you an exciting trainee program with both personal and professional opportunities.



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Pipetek A/S har specialiseret sig i bukning af rør – og det i enhver form for metalrør – og og kan se tilbage på 30 års erfaring. De metaller, som vi oftest arbejder med, er almindelig stål, rustfri stål, aluminium, kobber, messing, bronze og titanium. Vi tilbyder en stor række af forskellige bukke- og valseprocesser, de fleste opgaver er til videre forarbejdning, og vi kan også levere færdige produkter samt efterbehandling.

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- Høj kvalitet; 20088 certificeret: i henhold til ISO 9001-kvalitetsstandard
- Meget korte leveringstider: Muliggjort ved hjælp af dygtige medarbejdere, samt hurtig omstilling i produktionen

Pipetek's referencer er verdenskendt inden for vindmøllebranchen, entreprenørmaskiner, fødevarerindustrien, olieindustrien, medicinalbranchen, producenter af biler/el-biler og elevatorer samt 250 andre brancher.

Pipetek A/S tager enhver udfordring op og inviterer jer til at tage en uforpligtende samtale/tilbud om de forskellige muligheder for løsninger.

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“ | *I have many responsibilities as a trainee – it is exciting*

I dropped out of university because I wanted to work. That is when I found LOGSTOR, and in a few months I'll be finishing my two-year trainee program, where I have been studying commerce and specializing in sales. I have been in school for eight weeks out of the two years, but otherwise I am working just like everyone else. As a trainee, you are an employee at the same level as everybody else. You are not put in some cubicle and told what to do – you really get challenged.

I started working with the Danish market, and now I am making offers for clients in Dubai. I have responsibility for my own customers, and when a client calls, I am responsible for ensuring that they get the service they need. I really enjoy the customer interaction. Quickly, clients started to call me personally, rather than contacting those who have been working here much longer. It is already like a proper job to me, and one I hope to continue with.

Your career platform

Morten Nielsen
Trainee



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Why LOGSTOR?



“ | *Each day is different*

I started at LOGSTOR many years ago, and have steadily advanced throughout the organization. Actually, I think I have been in all departments. As a fitter, I spent six months in Peru, and as a plastic welder I spent a year in Canada producing pipes locally rather than shipping them from Denmark. Today I manage a department of 20 employees in our production.

Job rotation is a possibility, and it is great that you can get experience from many places. The flexibility is up to you. In my department, we have many different products, and it is a huge and interesting challenge every day to make everything work. If another department needs help, we always support each other.

Martin Langaard Andersen
Production Line Manager, Production



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Our success depends on yours

Our employees are our most valuable asset. Their skills and ability to engage in teams across specialized areas is the key in creating value for our customers. As an employee at LOGSTOR, we ensure your professional and personal development. We have a friendly and informal culture, and we are serious about our business success. You will be working in an organization that offers great opportunity to influence the development of your job.

International opportunities

At LOGSTOR, you will be part of a globally integrated organization, where your skills are tested both on a national and international level. You will work with colleagues and customers across industries and borders and develop a global perspective that characterizes the way we work.

Setting the bar high

We provide a workplace that is focused on every aspect of sustainable development. Becoming and staying a market leader requires the best from all of us. We operate in an international environment and enjoy working with colleagues across nations. Besides career opportunities, we also offer a market-competitive package to attract and motivate our employees.

We value your time

At LOGSTOR we cooperate with you to unite your career ambitions with your private life. We focus on flexibility and we strive to create the right work-life balance.

Inclusive environment

Our workforce consists of motivated employees, and we nurture an inclusive environment. Each person's talent and willingness to work as a united team makes us one of the most successful companies in our market.

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Our recruitment process

Application, interview and selection

It is important that your job matches your career goals and the tasks facilitate your success. Our interview and selection process is structured so that both you and the company can assess whether we are a good match.

1. IDENTIFY YOUR INTERESTS

Learn about our fields of business on our website, and get a deeper knowledge of your area of interest at LOGSTOR.

2. EXPLORE POSSIBILITIES

By clicking on "Search job opportunities" you can see our vacancies. Under each vacancy, you will find more detailed information about specific requirements.

3. SUBMIT AN APPLICATION ONLINE

You are always welcome to send us your application through our online recruitment system. If you want to apply for more than one job at LOGSTOR, you must submit an application for each. You will receive a confirmation when we receive your application, and you will hear from us again within 1-2 weeks. Only a few selected people in LOGSTOR will see your application, and we guarantee complete confidentiality.

4. INTERVIEW PROCESS

We are always assessing applications and selecting the candidates that we would like to meet in a first interview. The first meeting aims to determine whether we are a good match – both in terms of professional and personal qualities. We will explain more about the content of the specific job and our expectations to you, and also offer you the opportunity to discover whether the job and LOGSTOR match your expectations and requirements.

The second interview will sometimes include an assignment for which you will need to prepare and present a specific job-related case. This will provide us with a deeper understanding of you, your preferences and skills.

5. PREPARING FOR INTERVIEW

Good preparation will give you the best opportunity to give a positive impression of yourself, your skills and aims. To us, interview is the optimum method to assess candidates. Good preparation allows you to be clear about what you need to tell us about yourself and your skills in relation to the specific job. With this in mind, you should think about how to present yourself as a person, including your abilities, job preferences, relevant work experience and your view of developments in the industry, etc. You can also prepare questions for us about the position, our expectations and our thoughts on any future cooperation.

6. CASE ASSIGNMENTS

In some recruitment processes, we use job-relevant cases, which we want you to solve either on-site or at home, and then present at the following interview. You will receive feedback at the interview.

7. SELECTION AND JOB OFFER

The final selection of the candidate is carried out by the relevant department together with our HR team. Other applicants will receive feedback by the time the position is filled. You are always welcome to contact the HR department if you have any questions about our recruitment process.

8. CONTRACT

Following the interviews, case stages and references, the final candidate will receive a formal contract offer in the final part of the recruitment process.

9. INTRODUCTION

Your new colleagues will be looking forward to welcoming you as part of the team at LOGSTOR.

We have the best employees

LOGSTOR has one aim in mind when we recruit, motivate, empower and develop our employees: *We want the very best.*

A LOGSTOR employee:

- is trustworthy, honest and credible
- is encouraging and motivates positive behaviour
- communicates well and shares information
- acts responsibly, constructively and with a high level of initiative
- creates change

Tips for a great interview

Make the interview process smooth and successful with preparation, commitment and a thorough understanding of the role.



Be prepared

Think about how you want to tell us about yourself, your skills, work experience, career goals, and how these elements can make you a success at LOGSTOR.

Be proactive

Prepare questions that you want to ask at the interview, so you can assess whether LOGSTOR is the right fit for you. You could ask about our organization, customers and business strategy, as well as the career opportunities at LOGSTOR.



Be yourself

At LOGSTOR, you will encounter an open and informal culture, and we are sincerely interested in knowing more about who you are, what you want and what motivates you.



“ | Engaging with each and every employee



I have been in LOGSTOR since 2001 where the factory in Zabrze was built. As I advanced, I found myself with health and safety added to my responsibilities. Since September 2016, I have been the HSEQ Director at LOGSTOR. Depending on season, we have everything from 400 to more than 700 employees throughout the country, which requires great engagement with our staff. A big advantage at LOGSTOR is the commitment from management to focus on this engagement. For instance, we have a simple system to report unsafe conditions – and in a way I think is both unique and very positive. Each employee can submit ideas, and we choose – and acknowledge – the best each month.

Iwona Szolc
HSEQ Director, Zabrze, Poland





The culture makes us want to be our very best



There is a very special culture at LOGSTOR. You have the Scandinavian business culture with short power distance with focus on the long-term perspective concerning relations. You also have an organizational culture that focuses on development and sharing common ideas, which improves through continuous feedback. We have a very strong focus on setting targets, on achieving results, and the ways in which to optimize all processes concerned. This is a special mix of approaches that I think makes people want to be and achieve their very best. The result is respect towards one another, an extremely service-oriented approach and a high degree of professionalism.

Ludmiła Kulawik
HR Director, Zabrze, Poland

Ready to join LOGSTOR?

1. Check the website for job openings – *we are always looking for new talents*
2. Send us an application – *we are happy to receive unsolicited applications as well*
3. Receive an answer, no matter what – *we value every application*

Check our website regularly for new opportunities for launching your career with LOGSTOR. You will find job openings by clicking About Us → Career → Search Job Opportunities, or you can scan the QR code below.

www.logstor.com

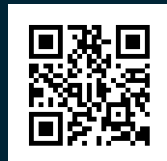


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Looking for talent



“ *Everyone works together to achieve the same end goal* ”

When I manage projects, a great number of people are involved – all departments in the company, really – HR, IT, procurement, manufacturing, warehouse, logistics, quality, safety and so on. This provides extensive contact within the entire company across departments and across borders.

What makes this job exciting is the number of people with great expertise. I find it fascinating to bring people together to work in unison on a project that really meets the customer’s demands – and along the way see ourselves develop as well.

Carsten Als
Senior Product Manager
Oil & Gas

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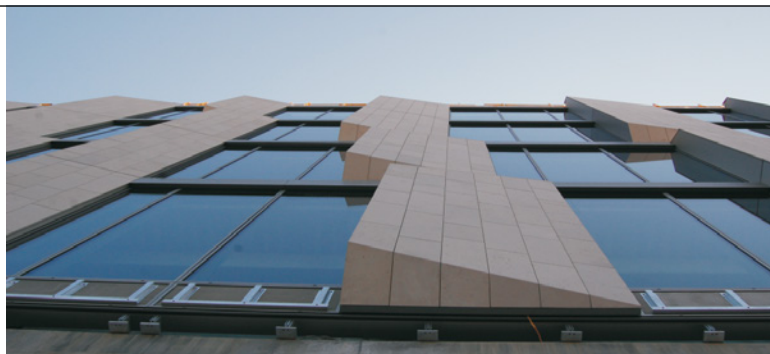
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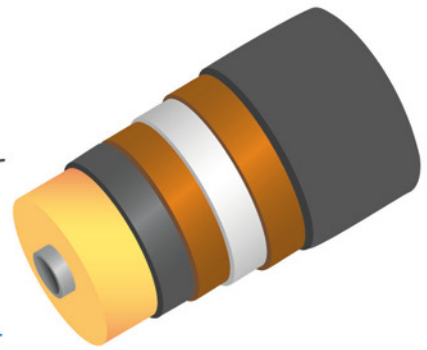
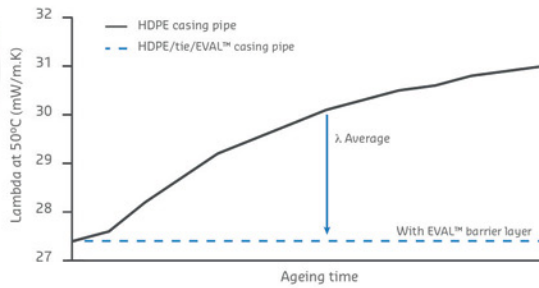
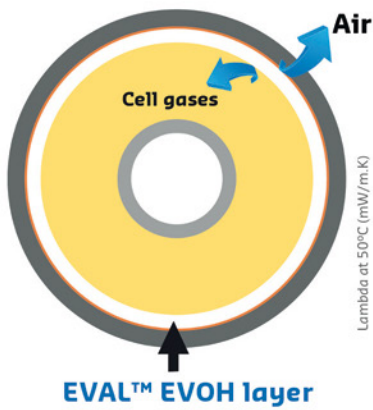
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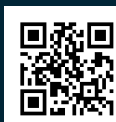
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