

2024

ESG FIGURES



SALZGITTERAG
People, Steel and Technology

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ENVIRONMENTAL INFORMATION

The ongoing environmental protection costs (OpEx) amounted to a total of € 194 million in the financial year 2024.

CLIMATE CHANGE

Energy consumption and mix

	2024
1) Fuel consumption from coal and coal products (MWh)	27,920,291
2) Fuel consumption from crude oil and petroleum products (MWh)	625,548
3) Fuel consumption from natural gas (MWh)	3,455,947
3) Fuel consumption from natural gas (MWh)	53,259
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	594,553
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	32,649,598
Share of fossil sources in total energy consumption (%)	99.0
7) Consumption from nuclear sources (MWh)	32,245
Share of consumption from nuclear sources in total energy consumption (%)	0.1
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	1,548
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	323,599
10) The consumption of self-generated non-fuel renewable energy (MWh)	762
11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	325,909
Share of renewable sources in total energy consumption (%)	1.0
Total energy consumption (MWh) (calculated as the sum of lines 6 and 11)	32,975,507

Connectivity of energy intensity on the basis of net sales revenues with information on financial reporting

	2024
Net revenues from activities in high climate impact sectors used to calculate energy intensity (€ million)	9,944
Net revenues (other) (€ million)	61
Total net revenues (Group financial statements) (€ million)	10,006

Total emissions of greenhouse gases

	Retrospective			Milestones and target years			Annual % target/ Base year
	Base year 2021	Comparative 2023	2024	%	2025	2030	
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (Tt CO ₂ eq)	10,724		10,135			6,900	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	99		100				
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (Tt CO ₂ eq)	366		338				
Gross market-based Scope 2 GHG emissions (Tt CO ₂ eq)	531		279			0	
Significant scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions (Tt CO ₂ eq)	21,460		17,048			17,600	
1) Purchased goods and services	11,374		8,606				
2) Capital goods	264		161				
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	1,223		1,338				
4) Upstream transportation and distribution	883		658				
5) Waste generated in operations	56		43				
6) Business travel	10		19				
7) Employee commuting	39		56				
8) Upstream leased assets	0.1		0				
9) Downstream transportation	42		99				
10) Processing of sold products	2,332		2,826				
11) Use of sold products	4,739		2,912				
12) End-of-life treatment of sold products	7		5				
13) Downstream leased assets	0		0				
14) Franchises	0		0				
15) Investments	491		325				
Total GHG emissions							
Total GHG emissions (location-based) (Tt CO ₂ eq)	32,549		27,521				
Total GHG emissions (market-based) (Tt CO ₂ eq)	32,715		27,462			24,500	

Greenhouse gas intensity per net revenue

	2024
Total GHG emissions (location-based) per net revenue (t CO ₂ eq/€ million)	2,751
Total GHG emissions (market-based) per net revenue (t CO ₂ eq/€ million)	2,745

Connectivity of revenue-based greenhouse gas intensity using information from the financial statements

	2024
Net revenues used to calculate GHG intensity	10,006
Net revenues (other) (€ million)	-
Total net revenues (in financial statements) (€ million)	10,006

Key indicators on internal carbon pricing

Types of internal carbon prices	Volume at stake (Tt CO ₂ eq)	Prices applied (€/tCO ₂ eq)	Perimeter description
CapEx shadow price	94	45	The CapEx shadow price stipulated was valid for the reporting year. The shadow price is based on the fixed price per certificate of the German national emissions trading scheme in 2024.

POLLUTION

Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions

		2024
NO _x	t	4,920
SO _x	t	7,011
Particulate matter (PM10)	t	335
Carbon monoxide	t	131,757
Volatile organic compounds (NMVOCs)	t	402
Inorganic chlorine compounds as HCl	t	99

Water pollutants

		2024
Chlorides	t	4,702
Total organic carbon (TOC)	t	113
Total phosphorus	t	3
Zinc and compounds	t	7
Cyanides	t	1
Nickel and compounds	t	0
Lead and compounds	t	0
Chromium and compounds	t	0
Mercury and compounds	t	0



WATER RESOURCES

Water consumption

		2024
Total water consumption	Tm ³	7,243

Water withdrawal

		2024
Total water withdrawal	Tm ³	37,460
Of which surface water	Tm ³	16,242
Of which groundwater	Tm ³	20,817
Of which water by third parties	Tm ³	400

Water recirculation

		2024
Total water recycled	Tm ³	30,217
Of which surface water	Tm ³	29,487
Of which groundwater	Tm ³	0
Of which water by third parties	Tm ³	730

Water re-use / storage

		2024
Total water re-use / storage	Tm ³	561,469
Of which water re-use	Tm ³	561,399
Of which stored water	Tm ³	70
Of which changes in water storage	Tm ³	0

Water by region

2024	Total water withdrawal	Total water recycled	Total water consumption
Germany	37,373,520	31,140,734	6,232,786
Total	37,619,314	31,334,867	6,284,446
Germany's proportion of total	99.4 %	99.4 %	99.2 %



USE OF RESOURCES AND CIRCULAR ECONOMY

Materials used

		2024
Metallic raw materials		
Iron ore	kt	7,118
Total scrap	kt	2,167
Alloys and metals	kt	130
Reduction agents		
Coking coal	kt	2,327
Bought-in coke	kt	116
Anthracite and coal fines	kt	1,007
Other reduction agents	kt	42
Mineral raw materials		
Limestone and dolomite	kt	1,198
Auxiliaries (e. g. dunite)	kt	231
Other mineral raw materials	kt	0
Semi-finished products as production goods		
Ferrous metals	kt	738
Non-ferrous metals	kt	1
Plastics	kt	2
Merchandise and goods		
Ferrous metals	kt	1,754
Non-ferrous metals	kt	20
Coal and coal products	kt	147
Secondary materials used (excl. scrap)	kt	12
Secondary materials used (incl. scrap)	kt	2,180
Secondary materials used (incl. scrap)	%	17

Critical raw materials used

		2024
Critical raw materials	kt	124
Conflict minerals	kt	0.002

Crude steel production

		2024
Crude steel production	kt	6,361
Salzgitter Flachstahl GmbH	kt	4,257
Peiner Träger GmbH	kt	899
HKM Hüttenwerke Krupp Mannesmann GmbH	kt	1,205

Waste volume

		2024
Waste incurred	kt	1,693
Of which non-hazardous waste	kt	1,617
Of which hazardous waste	kt	76
Waste diverted from disposal	kt	852
Preparation for re-use	kt	2
Of which non-hazardous waste	kt	1
Of which hazardous waste	kt	0
Waste recycling	kt	643
Of which non-hazardous waste	kt	617
Of which hazardous waste	kt	26
Other utilization processes	kt	207
Of which non-hazardous waste	kt	204
Of which hazardous waste	kt	3
Waste passed on for disposal	kt	841
Waste passed on for disposal	%	50
Incineration	kt	32
Of which non-hazardous waste	kt	28
Of which hazardous waste	kt	4
Landfill	kt	790
Of which non-hazardous waste	kt	754
Of which hazardous waste	kt	36
Other disposal procedures	kt	20
Of which non-hazardous waste	kt	13
Of which hazardous waste	kt	7
Incurred radio-active waste	kt	0

Waste by region

2024	Waste incurred	Of which non-hazardous waste	Of which hazardous waste
Germany	1,679,643	1,606,157	73,486
Total	1,693,108	1,617,092	76,016
Germany's proportion of total	99.2 %	99.3 %	96.7 %



SOCIAL INFORMATION

STRUCTURE OF EMPLOYMENT

Total workforce

	2024
Total workforce	24,473

As of 12/31/2024.

Employees head count by gender

Gender	Number of employees
Male	19,266
Female	3,115
Other ¹	0
Not reported	0
Total Employees	22,381

As of 12/31/2024.

¹ Gender as specified by the employees themselves.

Employees by gender and employee group

2024	Total	Male	%	Female	%	Other ¹	%	Not disclosed	%
Wage earners	12,153	11,763	96.79	390	3.2	0	0	0	0
Tariff	7,615	5,285	69.4	2,330	30.6	0	0	0	0
Non-tariff	2,333	1,967	84.31	366	15.7	0	0	0	0
Senior executives	280	251	89.64	29	10.4	0	0	0	0
Total core workforce	22,381	19,266	86.1	3,115	13.9	0	0	0	0

As of 12/31/2024.

¹ Gender as specified by the employees themselves.

Employees by age

2024	Total	% of the core workforce
Up to 30 years	3,095	13.8
31 to 50 years	10,880	48.6
Over 50 years old	8,413	37.6
Average age in years	44.7	-

As of 12/31/2024.

Average length of service

	2024
Average length of service in years¹	18.2

¹ Domestic only.

Unless otherwise indicated, the key figures on social information relate to the global core workforce.

Due to proportionate shareholdings, rounding differences in headcount data are possible.



Employees broken down by region

2024	Number of employees
Germany	18,585
Rest of Europe	1,226
Asia	905
America	1,451
Other regions	214

As of 12/31/2024.

Nationalities

2024	Share of the core workforce (%) ¹	Share of non-tariff employees & senior executives (%) ¹
German	91.68	97.16
Turkish	5.12	0.21
Italian	0.27	0.23
Polish	0.26	0.05
Greek	0.17	0.14
72 other nationalities	2.50	2.22

As of 12/31/2024.

¹ Domestic only.

Employees by contract type, broken down by gender

2024	Total	% of the core workforce	Male	%	Female	%	Other ¹	%	Not disclosed	%
Number of employees	22,381	100	19,266	86.1	3,115	13.9	0	0	0	0
Number of permanent employees	21,566	96.4	18,547	86.0	3,019	14.0	0	0	0	0
Number of temporary employees	816	3.6	719	88.2	97	11.9	0	0	0	0
Number of full-time employees	21,286	95.1	18,924	88.9	2,362	12.0	0	0	0	0
Number of part-time employees	1,094	4.9	345	31.5	749	68.4	0	0	0	0
Number of non-guaranteed hours employees	0	0.0	0	0.0	0	0.0	0	0	0	0

As of 12/31/2024.

¹ Gender as specified by the employees themselves.



Employees by contract type, broken down by region

2024	Germany	Rest of Europe	Asia	America	Other regions	Total
Number of employees	18,585	1,226	905	1,451	214	22,381
Number of permanent employees	17,873	1,194	848	1,448	203	21,566
Number of temporary employees	712	32	57	3	11	815
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	17,563	1,158	901	1,451	214	21,287
Number of part-time employees	1,023	68	4	0	0	1,095

As of 12/31/2024.

Persons with severe disabilities

	2024
Proportion of persons with severe disabilities - total ¹	5.1%
Proportion of persons with severe disabilities - senior executives ¹	2.9%

As of 12/31/2024.

¹ Domestic only.

Short-time work

	2024
Employees working short-time ¹	201
Employees working short-time on an annual average per month ¹	423

As of 12/31/2024.

¹ Domestic only.

Temporary staff

	2024
Temporary staff outsourced	779
Share of temporary staff in the total of core and temporary staff	3.4%

As of 12/31/2024.

RECRUITMENT AND TURNOVER

Recruitment by employee group

2024	Total	Wage earners	%	Tariff	%	Non-tariff	%	Senior executives	%
Recruitment	1,905	1,089	57.2	706	37.1	98	5.1	13	0.7

Recruitment by gender

2024	Total	Male	Female	Other ¹	Not disclosed
Recruitment ²	1,334	84.0%	16.0%	0.0%	0.0%

¹ Gender as specified by the employees themselves.² Domestic only.

Recruitment by age

2024	Total	Up to 30 years	31 to 50 years	Over 50 years old
Recruitment ¹	1,334	46.4%	45.5%	8.1%

¹ Domestic only.

Unless otherwise indicated, the key figures on social information relate to the global core workforce.

Due to proportionate shareholdings, rounding differences in headcount data are possible.

Recruitment by nationality

2024	Total	German	Other nationality
Recruitment ¹	1,334	92.1%	7.9%

¹ Domestic only.

Turnover

2024	Number of persons
Total number of employees who have left the company ¹	1,715
Rate of employee turnover in % ²	7.4

¹ Employee and employer-related departures as well as departures due to age and health.

² In relation to the total number of employees who left the company and the average core workforce in 2024.

Turnover by contract type

2024	Total	Wage earners	Tariff	Non-tariff	Senior executives
Fluctuation rate ¹ (%)	7.4	7.9	6.7	6.8	4.1
Ratio of employees joining and leaving ² (%)	7.8	8.2	7.9	5.5	4.3
Voluntary turnover rate ³ (%)	2.5	2.4	2.6	2.7	0.7
Voluntary fluctuation rate ⁴ (%)	4.5	4.5	4.5	4.6	2.7

¹ In relation to the total number of employees who left the company and the average core workforce in 2024.

² Percentage average of employees joining and leaving the core workforce in 2024.

³ In relation to employee redundancies and the average core workforce in 2024.

⁴ Based on employee redundancies and age-related retirements and the average core workforce in 2024.

MANAGEMENT BOARDS

Composition of the Supervisory Board, Management Board and Group Management of Salzgitter AG

2024	Total	Male	%	Female	%
Supervisory Board of Salzgitter AG	21	14	66.7	7	33.3
The Executive Board	4	2	50.0	2	50.0
The Group Management Board including the Executive Board	8	6	75.0	2	25.0

As of 12/31/2024.

COMPENSATION AND BENEFITS

Collective agreement and remuneration

	2024
Share of employees covered by a collective agreement	89.2%

As of 12/31/2024.

We place great emphasis on operating a transparent and fair remuneration policy that is consistent with economic growth and strategic development. Among other measures, this involves the application of industry-specific collective agreements in which, in addition to remuneration, other relevant aspects of the employment relationship such as special payments, working hours and leave entitlements are regulated. For many employees there is also a provision in place regarding employee participation in company profits (profit-sharing). Members of the Executive Board, general managers and senior executives have a high variable component in their remuneration package which factors in the financial results of the Group, the business unit and the relevant company, as well as the individual performance of the manager, and are reflected in the calculation. At the beginning of each new business year, the Salzgitter AG Executive Board approves the objectives of the Salzgitter Group and its Group companies. The objectives are discussed in subsequent target-setting and milestone meetings and, as part of a top-down process, they form the basis for annual target agreements for all employees participating in the variable remuneration system (Management by Objectives).

Work-life balance and family absence

2024	Total	Male	Female	Other ¹	Not disclosed
Number of employees who are released from work to care for close relatives in need of care (caregiver leave) ²	41	31	11	0	0
Number of employees who are released from work to care for their children (parental leave) ²	594	435	159	0	0

¹ Gender as specified by the employees themselves.

² Domestic only.

We support our employees through various measures and schemes to help them achieve a good work / life balance. Our employees' working hours and leave entitlements are typically based on statutory provisions, collective agreements, and operational regulations. Works agreements specific to the various companies, as well as rules and regulations on mobile working and a wide range of flexible working time models, such as trust-based working, flextime and working time accounts enable our employees to structure their work depending on the circumstances of their specific area of activity, while taking account of their own personal needs. Our employees also have the option to reduce their working hours and work on a part-time basis. The opportunities to avail of parental or care leave are rooted in the relevant statutory provisions. For the majority of employees, there are also collective agreement regulations in place concerning the granting of special leave on occasions of personal significance (e.g. the birth of a child, the death of a close relative) and the option to convert special payments owed under collective agreements into additional days off in lieu. For several years now, our employees in Germany have also been able to take advantage of a free family service that advises them and helps to arrange care for children or dependents in need of nursing care. In cooperation with external partners, the Salzgitter location also offers vacation care for primary school children close to the workplace. The vacation care is provided on company premises and is free for the participating families. It runs during the Easter, Summer, and Autumn vacations and contributes to supporting parents in bridging childcare gaps.



OCCUPATIONAL HEALTH AND SAFETY

Occupational safety

	2024
LTIF ¹ (Lost Time Injury Frequency Rate)	7.2
TRIFR ¹ (Total Recordable Injury Frequency Rate)	18.3
Number of occupational accidents with at least one day of absence	250
Fatal occupational accidents and fatal occupational illnesses involving own employees	0
Fatal occupational accidents involving contractors ²	1
Percentage of employees covered by a certified management system for health and safety certified to ISO 45001	71%

¹ Based on 1 million hours worked.

² Not part of the core workforce.

Target occupational safety

	2025	2030
Reduction of LTIF (compared to 2021)	-35%	-50%

TRAINING AND SKILLS DEVELOPMENT

Employees that participated in regular performance and career development reviews

2024	Female	Male	Other ¹	not disclosed	Total
Employees that participated in regular performance and career development reviews (%)	54.1	47.6	0.0	0.0	48.5

¹ Gender as specified by the employees themselves.

Average number of training hours

2024	Female	Male	Other ¹	Not disclosed	Total
Average number of training hours per employee	17.0	23.2	0.0	0.0	22.3

¹ Gender as specified by the employees themselves.

Further training participants and further training measures

	2024
Further training participants	20,426
Further training measures	76,143
Further training participation rate	91.3%

APPRENTICESHIP

Apprentices and sandwich students

	2024
Number of apprentices	1,057
Number of sandwich students	61

As of 12/31/2024.

Apprenticeship quota

	2024
„Apprentices and sandwich students“ trainee ratio ¹	5.5 %
„Apprentices and sandwich students“ trainee ratio	4.8 %
Retention of „apprentices and sandwich students“	256

¹ Domestic only.

Some of the tables shown in this document correspond to the information in [↗ Salzgitter AG's non-financial report](#). In the event of discrepancies, the non-financial report is authoritative.

Tables not included in the non-financial report were not subjected to an audit review.

For computational reasons, rounding differences of \pm one unit (€, % etc.) may occur in the tables.

The Salzgitter AG Annual Report and these tables are also available in German. In the event of discrepancies, the German version takes precedence over the English version.

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