

2025

# ESG FIGURES



**SALZGITTERAG**  
People, Steel and Technology

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## ENVIRONMENTAL INFORMATION

The ongoing environmental protection costs (OpEx) amounted to a total of € 191 million in the financial year 2025.

### CLIMATE CHANGE

#### Energy consumption and mix

		2025	2024
1) Fuel consumption from coal and coal products	MWh	26,037,911	27,920,291
2) Fuel consumption from crude oil and petroleum products	MWh	315,946	625,548
3) Fuel consumption from natural gas	MWh	3,446,161	3,455,947
4) Fuel consumption from other fossil sources	MWh	43,938	53,259
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	324,314	594,553
<b>(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)</b>	<b>MWh</b>	<b>30,168,270</b>	<b>32,649,598</b>
Share of fossil sources in total energy consumption	%	98.2	99.0
<b>7) Consumption from nuclear sources</b>	<b>MWh</b>	<b>18,214</b>	<b>32,245</b>
Share of consumption from nuclear sources in total energy consumption	%	0.1	0.1
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	MWh	1,345	1,548
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	562,347	323,599
10) The consumption of self-generated non-fuel renewable energy	MWh	1,446	762
<b>11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)</b>	<b>MWh</b>	<b>565,138</b>	<b>325,909</b>
Share of renewable sources in total energy consumption	%	1.8	1.0
<b>Total energy consumption (calculated as the sum of lines 6 and 11)</b>	<b>MWh</b>	<b>30,733,408</b>	<b>32,975,507</b>

#### Energy intensity on the basis of net sales revenues

	2025	%	2024
<b>Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh / € million)</b>	<b>3,447</b>	<b>4</b>	<b>3,316</b>

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

		2025	2024
Net revenues from activities in high climate impact sectors used to calculate energy intensity	€ million	8,917	9,944
Net revenues (other)	€ million	65	61
<b>Total net revenues (Group financial statements)</b>	<b>€ million</b>	<b>8,981</b>	<b>10,006</b>

## Total emissions of greenhouse gases

		Base year					Retrospective	Milestones and target years		
		2021	2021 from AR 2024	2024	2024 from AR 2024	2025	% 2025/2024	2028	2050	Annual % target/ Base year
<b>Scope 1 GHG emissions</b>										
Gross Scope 1 GHG emissions	kt CO <sub>2</sub> e	10,702	10,724	10,139	10,135	9,364	-8	8,600	1,070	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	99	99	100	100	100				
<b>Scope 2 GHG emissions</b>										
Gross location-based Scope 2 GHG emissions	kt CO <sub>2</sub> e	375	366	365	338	322	-12			
Gross market-based Scope 2 GHG emissions	kt CO <sub>2</sub> e	518	531	283	279	131	-54	400	52	
<b>Significant scope 3 GHG emissions</b>										
Total Gross indirect (Scope 3) GHG emissions	kt CO <sub>2</sub> e	20,919	21,460	15,545	17,048	13,906	-11	17,600	2,092	
1) Purchased goods and services	kt CO <sub>2</sub> e	11,031	11,374	8,281	8,606	7,128	-14			
2) Capital goods	kt CO <sub>2</sub> e	64	264	198	161	122	-38			
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	kt CO <sub>2</sub> e	1,515	1,223	1,549	1,338	1,384	-11			
4) Upstream transportation and distribution	kt CO <sub>2</sub> e	686	883	614	658	623	1			
5) Waste generated in operations	kt CO <sub>2</sub> e	28	56	85	43	78	-8			
6) Business travel	kt CO <sub>2</sub> e	6	10	9	19	7	-22			
7) Employee commuting	kt CO <sub>2</sub> e	32	39	34	56	33	-3			
8) Upstream leased assets	kt CO <sub>2</sub> e	0	0	0	0	0	19			
9) Downstream transportation	kt CO <sub>2</sub> e	100	42	94	99	54	-43			
10) Processing of sold products	kt CO <sub>2</sub> e	2,384	2,332	1,766	2,826	1,684	-5			
11) Use of sold products	kt CO <sub>2</sub> e	4,384	4,739	2,513	2,912	2,417	-4			
12) End-of-life treatment of sold products	kt CO <sub>2</sub> e	206	7	79	5	85	8			
13) Downstream leased assets	kt CO <sub>2</sub> e	0	0	0	0	0				
14) Franchises	kt CO <sub>2</sub> e	0	0	0	0	0				
15) Investments	kt CO <sub>2</sub> e	482	491	325	325	290	-11			
<b>Total GHG emissions</b>										
Total GHG emissions (location-based)	kt CO <sub>2</sub> e	31,996	32,549	26,049	27,521	23,592	-9			
Total GHG emissions (market-based)	kt CO <sub>2</sub> e	32,138	32,715	25,967	27,462	23,401	-10	26,600	3,214	

## Greenhouse gas intensity per net revenue

		2025	2024 <sup>1</sup>
Total GHG emissions (location-based) per net revenue	t CO <sub>2</sub> eq / € million	2,627	2,603
Total GHG emissions (market-based) per net revenue	t CO <sub>2</sub> eq / € million	2,606	2,595

<sup>1</sup> The intensities reported for 2024 are based on the recalculations for 2024.

## Connectivity of revenue-based GHG intensity using information from the financial statements

		2025	2024
Total net revenues (in financial statements)	€ million	8,981	10,006

## Key indicators on internal carbon pricing

Types of internal carbon prices	Volume at stake in kt CO <sub>2</sub> eq (previous year)	Prices applied in €/ t CO <sub>2</sub> eq (previous year)	Perimeter description
CapEx shadow price	91 (94)	55 (45)	Der angegebene CapEx-Schattenpreis war für das Berichtsjahr gültig. Der Schattenpreis beruht auf Festpreis pro Zertifikat des deutschen nationalen Emissionshandels im Jahr 2025.

## POLLUTION

Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and other significant air emissions

		2025	2024
NO <sub>x</sub>	t	4,798	4,920
SO <sub>x</sub>	t	7,189	7,011
Particulate matter (PM10)	t	152	156 <sup>1</sup>
Carbon monoxide	t	118,817	131,757
Volatile organic compounds (NMVOCs)	t	225	402
Inorganic chlorine compounds as HCl	t	84	99
Benzol	t	0	*
Mercury	t	0	*

<sup>1</sup> The previous year's figure was adjusted by -179 t.

\* There is no previous year's figure available.

## Water pollutants

		2025	2024
Chlorides	t	4,231	4,702
Total organic carbon (TOC)	t	91	100 <sup>1</sup>
Total nitrogen	t	72	*
Total phosphorus	t	2	3
Zinc and compounds	t	9	7
Cyanides	t	1	1
Nickel and compounds	t	0	0
Lead and compounds	t	0	0
Chromium and compounds	t	0	0
Mercury and compounds	t	0	0
Arsenic and compounds	t	0	*
Copper and compounds	t	0	*
Phenols (as total C)	t	0	*

<sup>2</sup> The previous year's figure was adjusted by -13 t.

\* There is no previous year's figure available.

## WATER RESOURCES

## Water consumption

		2025	2024
<b>Total water consumption</b>	k m <sup>3</sup>	<b>7,862</b>	<b>7,243</b>

## Water withdrawal

		2025	2024
<b>Total water withdrawal</b>	k m <sup>3</sup>	<b>36,147</b>	<b>37,460</b>
Of which surface water	k m <sup>3</sup>	<b>15,623</b>	16,242
Of which groundwater	k m <sup>3</sup>	<b>20,094</b>	20,817
Of which water by third parties	k m <sup>3</sup>	<b>430</b>	400

## Water recirculation

		2025	2024
<b>Total water recycled</b>	k m <sup>3</sup>	<b>28,285</b>	<b>30,217</b>
Of which surface water	k m <sup>3</sup>	<b>27,604</b>	29,487
Of which groundwater	k m <sup>3</sup>	<b>0</b>	0
Of which water by third parties	k m <sup>3</sup>	<b>681</b>	730

## Water re-use / storage

		2025	2024
<b>Total water re-use / storage</b>	k m <sup>3</sup>	<b>577,158</b>	<b>561,469</b>
Of which water re-use	k m <sup>3</sup>	<b>577,088</b>	561,399
Of which stored water	k m <sup>3</sup>	<b>70</b>	70
Of which changes in water storage	k m <sup>3</sup>	<b>0</b>	0

## Water by region

		Total		Germany		Germany's proportion of total	
		2025	2024	2025	2024	2025	2024
<b>Total water withdrawal</b>	k m <sup>3</sup>	<b>36,147</b>	37,460	<b>35,979</b>	37,214	<b>99.5 %</b>	99.3 %
<b>Total water recycled</b>	k m <sup>3</sup>	<b>28,285</b>	30,217	<b>28,198</b>	30,048	<b>99.7 %</b>	99.4 %
<b>Total water consumption</b>	k m <sup>3</sup>	<b>7,862</b>	7,243	<b>7,781</b>	7,166	<b>99.0 %</b>	98.9 %

## USE OF RESOURCES AND CIRCULAR ECONOMY

## Materials used

		2025	2024
<b>Metallic raw materials</b>			
Iron ore	kt	6,435	7,118
Total scrap	kt	1,976	2,167
Alloys and metals	kt	124	130
<b>Reduction agents</b>			
Coking coal	kt	2,167	2,327
Bought-in coke	kt	82	116
Anthracite and coal fines	kt	976	1,007
Other reduction agents	kt	22	42
<b>Mineral raw materials</b>			
Limestone and dolomite	kt	1,050	1,198
Auxiliaries (e. g. dunite)	kt	203	231
Other mineral raw materials	kt	0	0
<b>Semi-finished products as production goods</b>			
Ferrous metals	kt	807	738
Non-ferrous metals	kt	0	1
Plastics	kt	3	2
<b>Merchandise and goods</b>			
Ferrous metals	kt	1,523	1,754
Non-ferrous metals	kt	58	20
Coal and coal products	kt	0	147
<b>Secondary materials used (excl. scrap)</b>	kt	11	12
<b>Secondary materials used (incl. scrap)</b>	kt	1,988	2,180
<b>Secondary materials used (incl. scrap)</b>	%	14	14 <sup>1</sup>

<sup>1</sup> The previous year's figure has been corrected due to a calculation error.

## Critical raw materials used

		2025	2024
<b>Critical raw materials</b>	kt	114	124
<b>Conflict minerals</b>	kt	0.000	0.002

## Crude steel production

		2025	2024
<b>Crude steel production</b>	kt	5,880	6,361
Salzgitter Flachstahl GmbH	kt	3,921	4,257
Peiner Träger GmbH	kt	836	899
HKM Hüttenwerke Krupp Mannesmann GmbH	kt	1,123	1,205

## Waste volume

		2025	2024
<b>Waste incurred</b>	kt	1,480	1,693
Of which non-hazardous waste	kt	1,385	1,617
Of which hazardous waste	kt	95	76
<b>Waste diverted from disposal</b>	kt	674	852
<b>Preparation for re-use</b>	kt	0	2
Of which non-hazardous waste	kt	0	1
Of which hazardous waste	kt	0	0
<b>Waste recycling</b>	kt	657	643
Of which non-hazardous waste	kt	631	617
Of which hazardous waste	kt	26	26
<b>Other utilization processes</b>	kt	17	207
Of which non-hazardous waste	kt	15	204
Of which hazardous waste	kt	2	3
<b>Waste passed on for disposal</b>	kt	806	841
<b>Waste passed on for disposal</b>	%	54	50
<b>Incineration</b>	kt	34	32
Of which non-hazardous waste	kt	32	28
Of which hazardous waste	kt	2	4
<b>Landfill</b>	kt	706	790
Of which non-hazardous waste	kt	691	754
Of which hazardous waste	kt	14	36
<b>Other disposal procedures</b>	kt	66	20
Of which non-hazardous waste	kt	15	13
Of which hazardous waste	kt	51	7
<b>Incurred radio-active waste</b>	kt	0	0

## Waste by region

		Total		Germany		Germany's proportion of total	
		2025	2024	2025	2024	2025	2024
<b>Waste incurred</b>	kt	1,480	1,693	1,471	1,680	99.4 %	99.2 %
Of which non-hazardous waste	kt	1,385	1,617	1,378	1,606	99.5 %	99.3 %
Of which hazardous waste	kt	95	76	93	73	97.9 %	96.1 %

## SOCIAL INFORMATION

### STRUCTURE OF EMPLOYMENT

#### Total workforce

	2025	2024
Total workforce	24,047	24,473

As of 12/31/2025.

#### Employees head count by gender

Gender	2025	2024
Male	18,939	19,266
Female	3,075	3,115
Other <sup>1</sup>	0	0
Not disclosed	0	0
<b>Total Employees</b>	<b>22,014</b>	<b>22,381</b>

As of 12/31/2025.

<sup>1</sup> Gender as specified by the employees themselves.

#### Employees by gender and employee group

	Total		Male		%		Female		%		Other <sup>1</sup>		%		Not disclosed		%		
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	
Wage earners	11,917	12,153	11,537	11,763	96.8	96.8	380	390	3.2	3.2	0	0	0	0	0	0	0	0	0
Tariff	7,468	7,615	5,185	5,285	69.4	69.4	2,283	2,330	30.6	30.6	0	0	0	0	0	0	0	0	0
Non-tariff	2,356	2,333	1,977	1,967	83.9	84.3	379	366	16.1	15.7	0	0	0	0	0	0	0	0	0
Senior executives	273	280	241	251	88.3	89.6	32	29	11.7	10.4	0	0	0	0	0	0	0	0	0
<b>Total core workforce</b>	<b>22,014</b>	<b>22,381</b>	<b>18,940</b>	<b>19,266</b>	<b>86.0</b>	<b>86.1</b>	<b>3,074</b>	<b>3,115</b>	<b>14.0</b>	<b>13.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

As of 12/31/2025.

<sup>1</sup> Gender as specified by the employees themselves.

## Employees by age

	Total		% of the core workforce	
	2025	2024	2025	2024
Up to 30 years	3,086	3,095	14.0	13.8
31 to 50 years	10,774	10,880	48.9	48.6
Over 50 years old	8,161	8,413	37.1	37.6
Average age in years	44.7	44.7	-	-

As of 12/31/2025.

## Average length of service

	2025	2024
Average length of service in years <sup>1</sup>	18.1	18.2

<sup>1</sup> Domestic only.

## Employees broken down by region

Number of employees	2025	2024
Germany	18,240	18,585
Rest of Europe	1,108	1,226
Asia	956	905
America	1,468	1,451
Other regions	242	214

As of 12/31/2025.

## Nationalities

	Share of the core workforce (%) <sup>1</sup>		Share of non-tariff employees & senior executives (%) <sup>1</sup>	
	2025	2024	2025	2024
German	91.68	91.68	96.80	97.16
Turkish	5.08	5.12	0.25	0.21
Italian	0.28	0.27	0.27	0.23
Polish	0.27	0.26	0.05	0.05
Greek	0.16	0.17	0.14	0.14
More than 70 other nationalities	2.53	2.50	2.49	2.22

As of 12/31/2025.

<sup>1</sup> Domestic only.

## Employees by contract type, broken down by gender

	Total		% of the core workforce		Male		%		Female		%		Other <sup>1</sup>		%		Not disclosed		%	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
<b>Number of employees</b>	<b>22,014</b>	<b>22,381</b>	<b>100.0</b>	<b>100.0</b>	<b>18,939</b>	<b>19,266</b>	<b>86.0</b>	<b>86.1</b>	<b>3,075</b>	<b>3,115</b>	<b>14.0</b>	<b>13.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Number of permanent employees	21,184	21,566	96.2	96.4	18,178	18,547	85.8	86.0	3,006	3,019	14.2	14.0	0	0	0	0	0	0	0	0
Number of temporary employees	830	816	3.8	3.6	762	719	91.8	88.2	69	97	8.3	11.9	0	0	0	0	0	0	0	0
Number of full-time employees	20,679	21,286	93.9	95.1	18,364	18,924	88.8	88.9	2,315	2,362	11.2	12.0	0	0	0	0	0	0	0	0
Number of part-time employees	1,335	1,094	6.1	4.9	576	345	43.1	31.5	759	749	56.9	68.4	0	0	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0	0	0	0	0	0

As of 12/31/2025.

<sup>1</sup> Gender as specified by the employees themselves.

## Employees by contract type, broken down by region

	Germany		Rest of Europe		Asia		America		Other regions		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
<b>Number of employees</b>	<b>18,259</b>	<b>18,585</b>	<b>1,092</b>	<b>1,226</b>	<b>953</b>	<b>905</b>	<b>1,468</b>	<b>1,451</b>	<b>242</b>	<b>214</b>	<b>22,014</b>	<b>22,381</b>
Number of permanent employees	17,532	17,873	1,054	1,194	905	848	1,466	1,448	227	203	21,184	21,566
Number of temporary employees	727	712	38	32	48	57	2	3	15	11	830	815
Number of non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0
Number of full-time employees	16,981	17,563	1,041	1,158	949	901	1,467	1,451	241	214	20,679	21,287
Number of part-time employees	1,278	1,023	51	68	4	4	1	0	1	0	1,335	1,095

As of 12/31/2025.

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.

## Persons with severe disabilities

	2025	2024
Proportion of persons with severe disabilities - total <sup>1</sup>	5.1 %	5.1 %
Proportion of persons with severe disabilities - senior executives <sup>1</sup>	3.9 %	2.9 %

As of 12/31/2025.

<sup>1</sup> Domestic only.

## Short-time work

	2025	2024
Employees working short-time <sup>1</sup>	446	201
Employees working short-time on an annual average per month <sup>1</sup>	197	423

As of 12/31/2025.

<sup>1</sup> Domestic only.

## Temporary staff

	2025	2024
Temporary staff outsourced	464	779
Share of temporary staff in the total of core and temporary staff	2.1 %	3.4 %

As of 12/31/2025.

## RECRUITMENT AND TURNOVER

## Recruitment by employee group

	Total		%	
	2025	2024	2025	2024
<b>Total</b>	<b>1,587</b>	<b>1,905</b>	<b>83</b>	<b>100</b>
Wage earners	997	1,089	52.3	57.2
Tariff	511	706	26.8	37.1
Non-tariff	70	98	3.7	5.1
Senior executives	9	13	0.5	0.7

## Recruitment by gender

Recruitment <sup>1</sup>	2025	2024
<b>Total</b>	<b>1070</b>	<b>1,334</b>
Male	87.5 %	84.0 %
Female	12.5 %	16.0 %
Other <sup>2</sup>	0.0 %	0.0 %
Not disclosed	0.0 %	0.0 %

<sup>1</sup> Domestic only.<sup>2</sup> Gender as specified by the employees themselves.

## Recruitment by age

Recruitment <sup>1</sup>	2025	2024
<b>Total</b>	<b>1070</b>	<b>1,334</b>
Up to 30 years	54.6 %	46.4 %
31 to 50 years	38.1 %	45.5 %
Over 50 years old	7.3 %	8.1 %

<sup>1</sup> 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

Recruitment <sup>1</sup>	2025	2024
<b>Total</b>	<b>1070</b>	<b>1,334</b>
German	92.7 %	92.1 %
Other nationality	7.3 %	7.9 %

<sup>1</sup> Domestic only.

## Turnover

	2025	2024
Total number of employees who have left the company <sup>1</sup>	1,656	1,715
Rate of employee turnover in % <sup>2</sup>	7.4	7.4

<sup>1</sup> Employee and employer-related departures as well as departures due to age and health.

<sup>2</sup> Based on the average core workforce.

## Turnover by contract type

	Total		Wage earners		Tariff		Non-tariff		Senior executives	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Fluctuation rate <sup>1</sup> (%)	7.4	7.4	8	7.9	6.6	6.7	7	6.8	8.2	4.1
Ratio of employees joining and leaving <sup>2</sup> (%)	7.3	7.8	8.1	8.2	6.7	7.9	5	5.5	5.7	4.3
Voluntary turnover rate <sup>3</sup> (%)	2.2	2.5	2.2	2.4	2.4	2.6	1.8	2.7	1.5	0.7
Voluntary fluctuation rate <sup>4</sup> (%)	4.4	4.5	4.6	4.5	3.9	4.5	4.7	4.6	4.8	2.7

<sup>1</sup> Based on the average core workforce.

<sup>2</sup> Percentage average of employees joining and leaving the core workforce.

<sup>3</sup> In relation to employee redundancies and the average core workforce.

<sup>4</sup> Based on employee redundancies and age-related retirements and the average core workforce.

## MANAGEMENT BOARDS

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

	Supervisory Board of Salzgitter AG		The Executive Board		The Group Management Board including the Executive Board	
	2025	2024	2025	2024	2025	2024
Total	20	21	3	4	7	8
Male	13	14	1	2	4	6
%	65.0	66.7	33.3	50.0	57.1	75.0
Female	7	7	2	2	3	2
%	35.0	33.3	66.7	50.0	42.9	25.0

As of 12/31/2025.

## COMPENSATION AND BENEFITS

Collective agreement and remuneration

	2025	2024
Share of employees covered by a collective agreement	88.6 %	89.2 %

As of 12/31/2025.

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

	Number of employees who are released from work to care for close relatives in need of care (caregiver leave) <sup>2</sup>		Number of employees who are released from work to care for their children (parental leave) <sup>2</sup>	
	2025	2024	2025	2024
<b>Total</b>	<b>65</b>	<b>41</b>	<b>407</b>	<b>594</b>
Male	50	31	346	435
Female	15	11	61	159
Other <sup>1</sup>	0	0	0	0
Not disclosed	0	0	0	0

<sup>1</sup> Gender as specified by the employees themselves.

<sup>2</sup> 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

	2025	2024
LTIF <sup>1</sup> (Lost Time Injury Frequency Rate)	6.6	7.2
TRIFR <sup>1</sup> (Total Recordable Injury Frequency Rate)	16.7	18.3
Number of occupational accidents with at least one day of absence	222	250
Fatal occupational accidents and fatal occupational illnesses involving own employees	1	0
Fatal occupational accidents involving contractors <sup>2</sup>	0	1
Percentage of employees covered by a certified management system for health and safety certified to ISO 45001	72 %	71 %

<sup>1</sup> Based on 1 million hours worked.

<sup>2</sup> Not part of the core workforce.

## TRAINING AND SKILLS DEVELOPMENT

### Employees that participated in regular performance and career development reviews

		2025	2024
Female	%	57.2	54.1
Male	%	50.7	47.6
Other <sup>1</sup>	%	0.0	0.0
Not disclosed	%	0.0	0.0
<b>Total</b>	<b>%</b>	<b>51.6</b>	<b>48.5</b>

<sup>1</sup> Gender as specified by the employees themselves.

### Average number of training hours

		2025	2024
Female	h	12.0	17.0
Male	h	17.8	23.2
Other <sup>1</sup>	h	0	0
Not disclosed	h	0	0
<b>Total</b>	<b>h</b>	<b>17.0</b>	<b>22.3</b>

<sup>1</sup> Gender as specified by the employees themselves.

### Further training participants and further training measures

	2025	2024
Further training participants	19,305	20,426
Further training measures	94,116	76,143
Further training participation rate	87.7 %	91.3 %

## APPRENTICESHIP

### Apprentices and sandwich students

	2025	2024
Number of apprentices	1,018	1,057
Number of sandwich students	60	61

As of 12/31/2025.

### Apprenticeship quota

	2025	2024
„Apprentices and sandwich students“ trainee ratio <sup>1</sup>	5.4 %	5.5 %
„Apprentices and sandwich students“ trainee ratio	4.7 %	4.8 %
Retention of „apprentices and sandwich students“	254	256

<sup>1</sup> Domestic only.

Some of the tables shown in this document correspond to the information in [↗ Salzgitter AG's sustainability statement](#). 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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