2025

ESG-FACTBOOK







SALZGITTER AG

People, Steel and Technology

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ENVIRONMENT

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
(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	**MWh**	30,168,270	32,649,598
Share of fossil sources in total energy consumption	%	98.2	99.0
7) Consumption from nuclear sources	**MWh**	18,214	32,245
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
11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	**MWh**	565,138	325,909
Share of renewable sources in total energy consumption	%	1.8	1.0
Total energy consumption (calculated as the sum of lines 6 and 11)	**MWh**	30,733,408	32,975,507

Energy intensity on the basis of net sales revenues

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

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
Total net revenues (Group financial statements)	**€ million**	8,981	10,006

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
Scope 1 GHG emissions										
Gross Scope 1 GHG emissions	kt CO_2e	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**				
Scope 2 GHG emissions										
Gross location-based Scope 2 GHG emissions	kt CO_2e	375	366	365	338	**322**	–12			
Gross market-based Scope 2 GHG emissions	kt CO_2e	518	531	283	279	**131**	–54	400	52	
Significant scope 3 GHG emissions										
Total Gross indirect (Scope 3) GHG emissions	kt CO_2e	20,919	21,460	15,545	17,048	**13,906**	–11	17,600	2,092	
1) Purchased goods and services	kt CO_2e	11,031	11,374	8,281	8,606	**7,128**	–14			
2) Capital goods	kt CO_2e	64	264	198	161	**122**	–38			
3) Fuel and energy-related activities (not included in Scope1 or Scope 2)	kt CO_2e	1,515	1,223	1,549	1,338	**1,384**	–11			
4) Upstream transportation and distribution	kt CO_2e	686	883	614	658	**623**	1			
5) Waste generated in operations	kt CO_2e	28	56	85	43	**78**	–8			
6) Business travel	kt CO_2e	6	10	9	19	**7**	–22			
7) Employee commuting	kt CO_2e	32	39	34	56	**33**	–3			
8) Upstream leased assets	kt CO_2e	0	0	0	0	**0**	19			
9) Downstream transportation	kt CO_2e	100	42	94	99	**54**	–43			
10) Processing of sold products	kt CO_2e	2,384	2,332	1,766	2,826	**1,684**	–5			
11) Use of sold products	kt CO_2e	4,384	4,739	2,513	2,912	**2,417**	–4			
12) End-of-life treatment of sold products	kt CO_2e	206	7	79	5	**85**	8			
13) Downstream leased assets	kt CO_2e	0	0	0	0	**0**				
14) Franchises	kt CO_2e	0	0	0	0	**0**				
15) Investments	kt CO_2e	482	491	325	325	**290**	–11			
Total GHG emissions										
Total GHG emissions (location-based)	kt CO_2e	31,996	32,549	26,049	27,521	**23,592**	–9			
Total GHG emissions (market-based)	kt CO_2e	32,138	32,715	25,967	27,462	**23,401**	–10	26,600	3,214	

Greenhouse gas intensity per net revenue

		2025	2024[1]
Total GHG emissions (location-based) per net revenue	t CO_2eq / € million	2,627	2,603
Total GHG emissions (market-based) per net revenue	t CO_2eq / € million	2,606	2,595

[1] 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_2eq (previous year)	Prices applied in € / t CO_2eq (previous year)	Perimeter description
CapEx shadow price	91 (94)	55 (45)	The stated CapEx shadow price was applicable for the reporting year. The shadow price is based on the fixed price per allowance under the German national emissions trading system in 2025.

POLLUTION

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

		2025	2024
NO_x	t	4,798	4,920
SO_x	t	7,189	7,011
Particulate matter (PM10)	t	152	156[1]
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	*

[1] 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[1]
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	*

[2] The previous year's figure was adjusted by –13 t.
* There is no previous year's figure available.

WATER RESOURCES

Water consumption

		2025	2024
Total water consumption	k m³	7,862	7,243

Water withdrawal

		2025	2024
Total water withdrawal	k m³	36,147	37,460
Of which surface water	k m³	15,623	16,242
Of which groundwater	k m³	20,094	20,817
Of which water by third parties	k m³	430	400

Water recirculation

		2025	2024
Total water recycled	k m³	28,285	30,217
Of which surface water	k m³	27,604	29,487
Of which groundwater	k m³	0	0
Of which water by third parties	k m³	681	730

Water re-use / storage

		2025	2024
Total water re-use / storage	k m³	577,158	561,469
Of which water re-use	k m³	577,088	561,399
Of which stored water	k m³	70	70
Of which changes in water storage	k m³	0	0

Water by region

		Total		Germany		Germanys proportion of total	
		2025	2024	2025	2024	2025	2024
Total water withdrawal	k m³	36,147	37,460	35,979	37,214	99.5 %	99.3 %
Total water recycled	k m³	28,285	30,217	28,198	30,048	99.7 %	99.4 %
Total water consumption	k m³	7,862	7,243	7,781	7,166	99.0 %	98.9 %

USE OF RESOURCES AND CIRCULAR ECONOMY

Materials used

		2025	2024
Metallic raw materials			
Iron ore	kt	6,435	7,118
Total scrap	kt	1,976	2,167
Alloys and metals	kt	124	130
Reduction agents			
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
Mineral raw materials			
Limestone and dolomite	kt	1,050	1,198
Auxiliaries (e. g. dunite)	kt	203	231
Other mineral raw materials	kt	0	0
Semi-finished products as production goods			
Ferrous metals	kt	807	738
Non-ferrous metals	kt	0	1
Plastics	kt	3	2
Merchandise and goods			
Ferrous metals	kt	1,523	1,754
Non-ferrous metals	kt	58	20
Coal and coal products	kt	0	147
Secondary materials used (excl. scrap)	**kt**	11	12
Secondary materials used (incl. scrap)	**kt**	1,988	2,180
Secondary materials used (incl. scrap)	%	14	14[1]

[1] The previous year's figure has been corrected due to a calculation error.

Critical raw materials used

		2025	2024
Critical raw materials	**kt**	114	124
Conflict minerals	**kt**	0.000	0.002

Crude steel production

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

Waste by region

		Total		Germany		Germanys proportion of total	
		2025	2024	2025	2024	2025	2024
Waste incurred	**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 %

FURTHER ENVIRONMENTAL INFORMATION

Memberships and initiatives

Salzgitter AG is a member of the Stiftung Klimawirtschaft, a charitable foundation that brings together business leaders to promote climate protection and the sustainable use of natural resources.

Further information can be found at: ↗ https://klimawirtschaft.org/foerderer

As a responsible company, we use the United Nations' 17 Sustainable Development Goals (SDGs) as a compass for our actions. The values anchored in these goals guide and motivate us to make a positive contribution to a sustainable future. We focus in particular on the goals where we have the greatest impact: SDGs 7, 8, 9, 12 and 13.

Further information can be found at: ↗ Our contribution to the SDGs | Salzgitter AG

Environmental Compliance

In the financial years 2022 to 2025, the Salzgitter Group did not pay any fines or penalties exceeding USD 10,000 per individual case in connection with violations of environmental laws and regulations.

SOCIAL

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[1]	0	0
Not disclosed	0	0
Total Employees	22,014	22,381

As of 12/31/2025.
[1] Gender as specified by the employees themselves.

Employees by gender and employee group

	Total		Male		%		Female		%		Other[1]		%		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
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
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
Senior executives	273	280	241	251	88.3	89.6	32	29	11.7	10.4	0	0	0	0	0	0	0	0
Total core workforce	22,014	22,381	18,940	19,266	86.0	86.1	3,074	3,115	14.0	13.9	0	0	0	0	0	0	0	0

As of 12/31/2025.
[1] Gender as specified by the employees themselves.

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 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[1]	**18.1**	**18.2**

[1] 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 (%)[1]		Share of non-tariff employees & senior executives (%)[1]	
	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.
[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 by contract type, broken down by gender

	Total		% of the core workforce		Male		%		Female		%		Other[1]		%		Not disclosed		%	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Number of employees	22,014	22,381	100.0	100.0	18,939	19,266	86.0	86.1	3,075	3,115	14.0	13.9	0	0	0	0	0	0	0	0
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.

[1] 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
Number of employees	18,259	18,585	1,092	1,226	953	905	1,468	1,451	242	214	22,014	22,381
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[1]	5.1 %	5.1 %
Proportion of persons with severe disabilities - senior executives[1]	3.9 %	2.9 %

As of 12/31/2025.
[1] Domestic only.

Short-time work

	2025	2024
Employees working short-time[1]	446	201
Employees working short-time on an annual average per month[1]	197	423

As of 12/31/2025.
[1] 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
Total	1,587	1,905	83	100
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[1]	2025	2024
Total	1070	1,334
Male	87.5 %	84.0 %
Female	12.5 %	16.0 %
Other[2]	0.0 %	0.0 %
Not disclosed	0.0 %	0.0 %

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

Recruitment by age

Recruitment[1]	2025	2024
Total	1070	1,334
Up to 30 years	54.6 %	46.4 %
31 to 50 years	38.1 %	45.5 %
Over 50 years old	7.3 %	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

Recruitment[1]	2025	2024
Total	**1070**	**1,334**
German	**92.7 %**	92.1 %
Other nationality	**7.3 %**	7.9 %

[1] Domestic only.

Turnover

	2025	2024
Total number of employees who have left the company[1]	**1,656**	1,715
Rate of employee turnover in %[2]	**7.4**	7.4

[1] Employee and employer-related departures as well as departures due to age and health.
[2] 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[1] (%)	**7.4**	7.4	**8**	7.9	**6.6**	6.7	**7**	6.8	**8.2**	4.1
Ratio of employees joining and leaving[2] (%)	**7.3**	7.8	**8.1**	8.2	**6.7**	7.9	**5**	5.5	**5.7**	4.3
Voluntary turnover rate[3] (%)	**2.2**	2.5	**2.2**	2.4	**2.4**	2.6	**1.8**	2.7	**1.5**	0.7
Voluntary fluctuation rate[4] (%)	**4.4**	4.5	**4.6**	4.5	**3.9**	4.5	**4.7**	4.6	**4.8**	2.7

[1] Based on the average core workforce.
[2] Percentage average of employees joining and leaving the core workforce.
[3] In relation to employee redundancies and the average core workforce.
[4] Based on employee redundancies and age-related retirements and the average core workforce.

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.

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).

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.

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)[2]		Number of employees who are released from work to care for their children (parental leave)[2]	
	2025	2024	2025	2024
Total	**65**	41	**407**	594
Male	**50**	31	**346**	435
Female	**15**	11	**61**	159
Other[1]	**0**	0	**0**	0
Not disclosed	**0**	0	**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

	2025	2024
LTIF[1] (Lost Time Injury Frequency Rate)	**6.6**	7.2
TRIFR[1] (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[2]	**0**	1
Percentage of employees covered by a certified management system for health and safety certified to ISO 45001	**72 %**	71 %

[1] Based on 1 million hours worked.
[2] Not part of the core workforce.

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.

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[1]	%	0.0	0.0
Not disclosed	%	0.0	0.0
Total	%	51.6	48.5

[1] 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[1]	h	0	0
Not disclosed	h	0	0
Total	h	17.0	22.3

[1] 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[1]	5.4 %	5.5 %
„Apprentices and sandwich students" trainee ratio	4.7 %	4.8 %
Retention of „apprentices and sandwich students"	254	256

[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.

GOVERNANCE

INFORMATION AND CYBERSECURITY

Salzgitter AG has taken comprehensive measures to ensure a high level of information and cybersecurity in order to address the increasing risks in this area as well as growing regulatory requirements and to ensure a high degree of resilience. This includes a commitment to the continuous improvement of information security, the protection of data integrity, and binding security requirements for third parties and suppliers.

To this end, the Group has established a security organization. It is headed by a Chief Information Security Officer (CISO), who reports to the Group's Chief Financial Officer (CFO) in this role. Regular reporting to the Group's Supervisory Board also takes place.

In addition to central Security Operations Teams, Information Security Officers in the various parts of the Group ensure the implementation of security requirements, risk management, and compliance with regulatory requirements. A central security committee consisting of representatives from the business units and the Group ensures the further development of information security.

The Group maintains a security policy framework aligned with international standards, such as ISO/IEC 27001, as well as regulatory requirements and the high security requirements of our customers. In addition to ensuring the confidentiality, availability, integrity, and authenticity of our data and processes, the framework addresses the following aspects:

- Continuous development of security processes and systems
- Technical security measures for the infrastructure
- Management of security risks in the supply chain
- Processes and requirements for the detection and handling of vulnerabilities and incidents
- Roles and responsibilities to ensure a high level of security

The Group has taken precautionary measures to deal with crisis situations and conducts regular vulnerability assessments.

The implementation of our customers' security requirements is a high priority for Salzgitter AG. The Group therefore maintains certifications according to ISO/IEC 27001 and TISAX© in many parts of the organization and ensures their continued validity and renewal.

Through regular security awareness activities, the Group trains its employees on current security risks and how to deal with them appropriately. This also includes reporting procedures in the event of security incidents.

Artificial intelligence offers significant opportunities for the Salzgitter Group to increase efficiency in its value creation processes. The Group addresses the associated risks through structured AI governance and a set of policies authorized by the Executive Board as part of the Group's security policy framework. These policies establish requirements for data protection, the prevention of algorithmic bias, transparency, and the preservation of human control ("Human-in-the-Loop") in critical decisions. Employees working with artificial intelligence are trained on its risks and ethical use. The Group thereby ensures that regulatory requirements (e.g., the EU AI Act) are complied with and that artificial intelligence can generate the greatest possible added value for the Group.

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 ± 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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