

# Sustainability Report

## Fact Sheets 2021



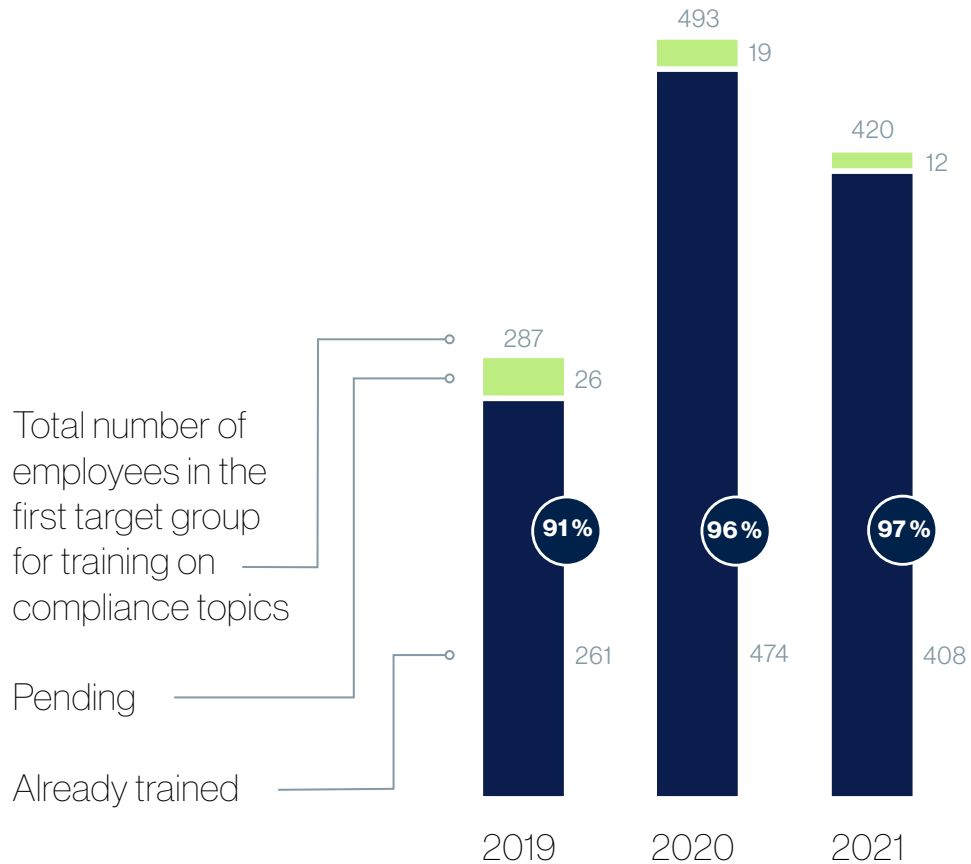
# Ownership structure, sales revenue, employees, locations

## Key figures at a glance

	2019	2020	2021
ROGESA hot metal purchases in kt	1.955	1.633	2.279
SSF hot metal purchases in kt	0	0	0
Total hot metal purchases in kt	1.955	1.633	2.279
Crude steel production in kt	2.281	1.879	2.638
Rolled steel production in kt	2.023	1.668	2.430
of which Völklingen in kt	405	338	447
of which Burbach in kt	953	711	1.026
of which Neunkirchen in kt	665	619	957
Net sales by country in million €			
Germany	964	659	1.107
Other EU countries	465	354	647
Export	233	205	360
Total revenue	1.662	1.218	2.114
Workforce/employees (excluding trainees) per 31.12.	4.130	3.827	3.738
Fixed assets in million €	1.276	1.206	1.169
Investments in million €	66	42	22
Shareholders' equity in million €	1.563	1.431	1.561
EBITDA in million €	-40	-64	187
EBIT in million €	-86	-113	141



## Training courses on the subject of compliance



SHS	2019	2020	2021
Total	191	503	664
Trained	168	447	626
Percent	88 %	89 %	94 %

### Description of the 2019 figures:

Employees in the first target group (in management and responsible positions), who have been designated for the eLearning training on the topic of corruption.

### Description of the 2020 figures:

The e-learning training courses have been successively expanded since 2018, both in terms of topics and persons. All employees who belong to the group of persons to be trained in the area of compliance are shown.

### Description of the 2021 figures:

Due to resignations and transfers to other companies in the SHS Group, the total number of people to be trained for Saarstahl has fallen compared to the previous year.



## Employees trained on compliance during the reporting year

	SHS	Saarstahl
Total employees	775	3.738
Training participants during the reporting year	265	297
Percent	34 %	8 %

## Reports via the whistleblowing system

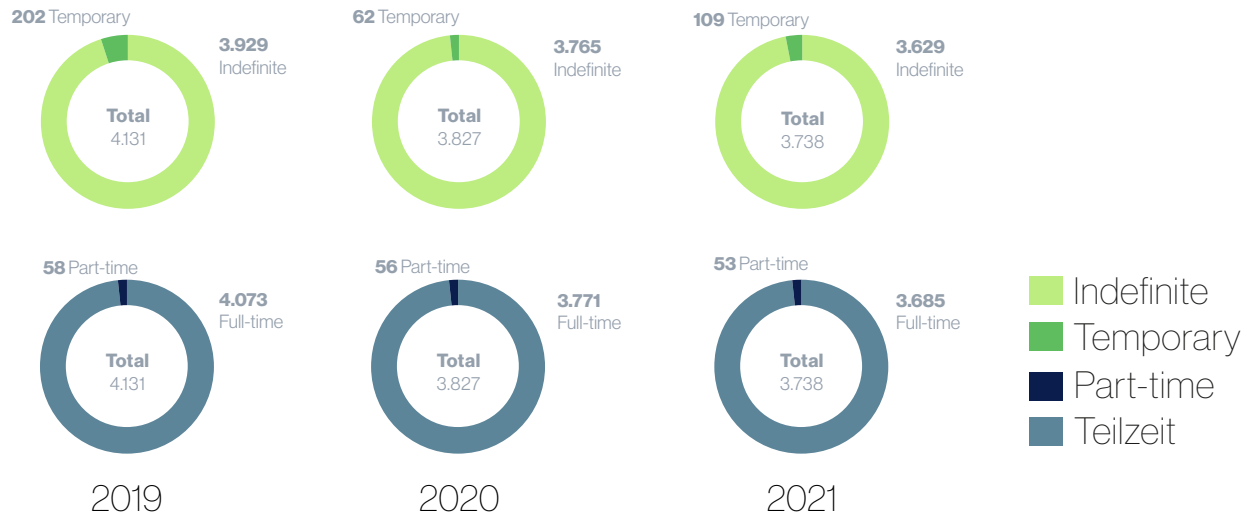
	2020	2021
SHS	1	2
Saarstahl	1	3
Total	1	3

Indications of potential misconduct in more than one company are taken into account for all companies concerned.



# Employment, working conditions, employee rights

## Number of employees by type of the employment

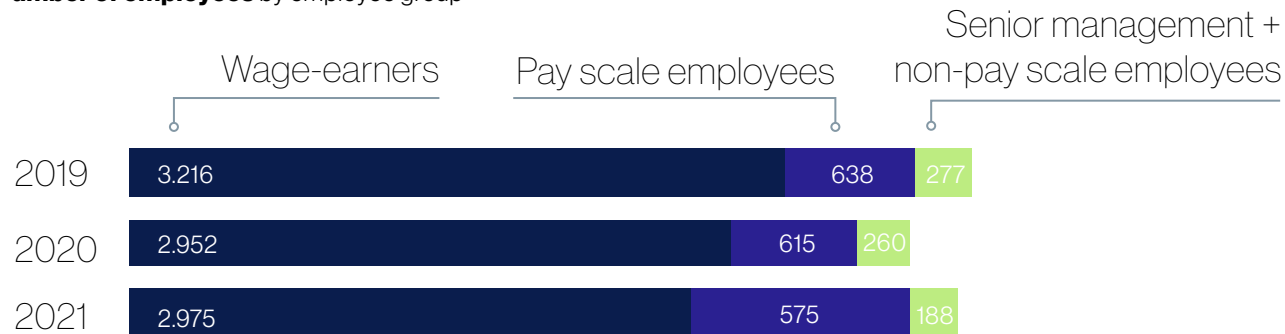


SHS	2019	2020	2021
Total	538	547	775
Indefinite	533	543	775
Temporary	5	4	0
Full-time	467	467	658
Part-time	71	80	117

## Employees OHG

	2020	2021
Total	1,083	1,052

## Number of employees by employee group

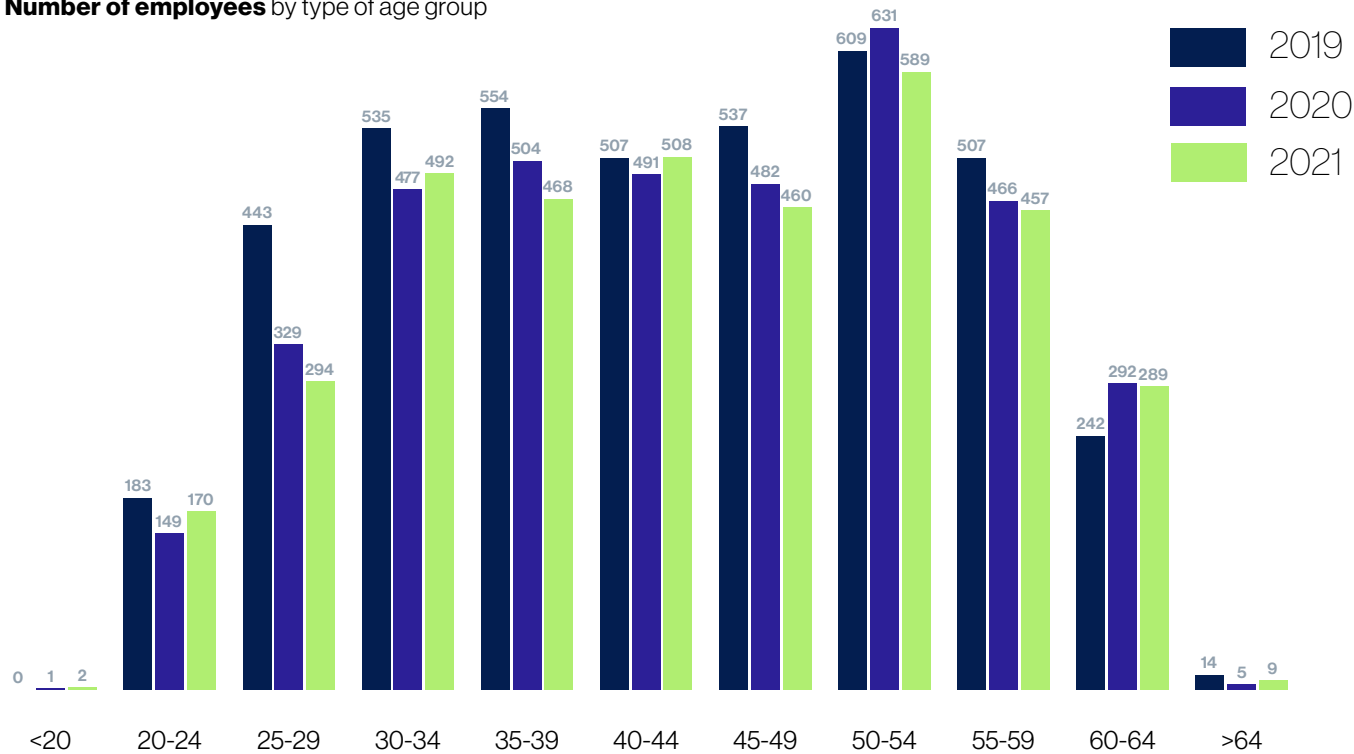


SHS	2019	2020	2021
Senior management + non-pay scale employees	197	204	347
Pay scale employees	341	343	428
Wage-earners	0	0	0



# Employment, working conditions, employee rights

**Number of employees** by type of age group



SHS	2021	2020	2019
<20	0	0	0
20-24	5	5	3
25-29	28	23	35
30-34	69	51	53
35-39	115	80	81
40-44	122	90	83
45-49	98	60	60
50-54	130	85	85
55-59	124	89	88
60-64	75	60	45
>64	9	4	5

Average employee tenure with the company 2019, 2020, 2021:  $\varnothing$ 18

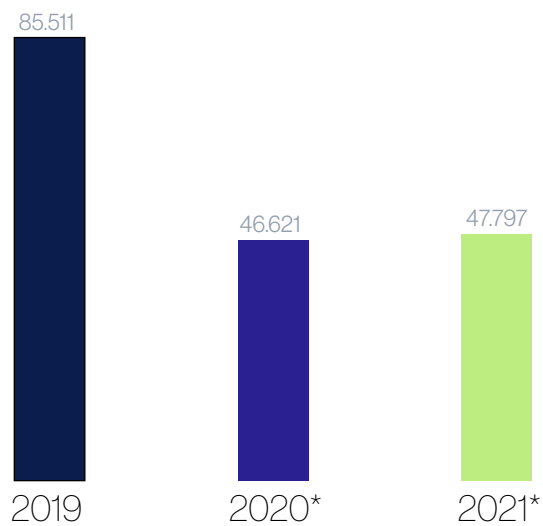
**Average employee tenure with the company**



# Career planning and training

## Hours spent on professional development

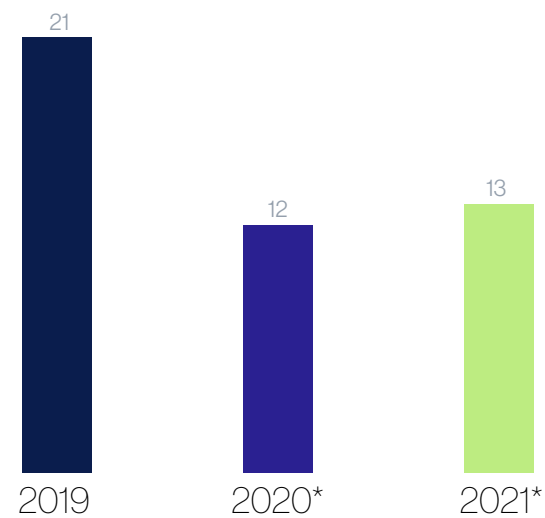
Total in hours



SHS	2019	2020	2021
Total	9.564	1.317	8.344

## Hours spent on professional development

per employee in hours



SHS	2019	2020	2021
Total	18	2	11

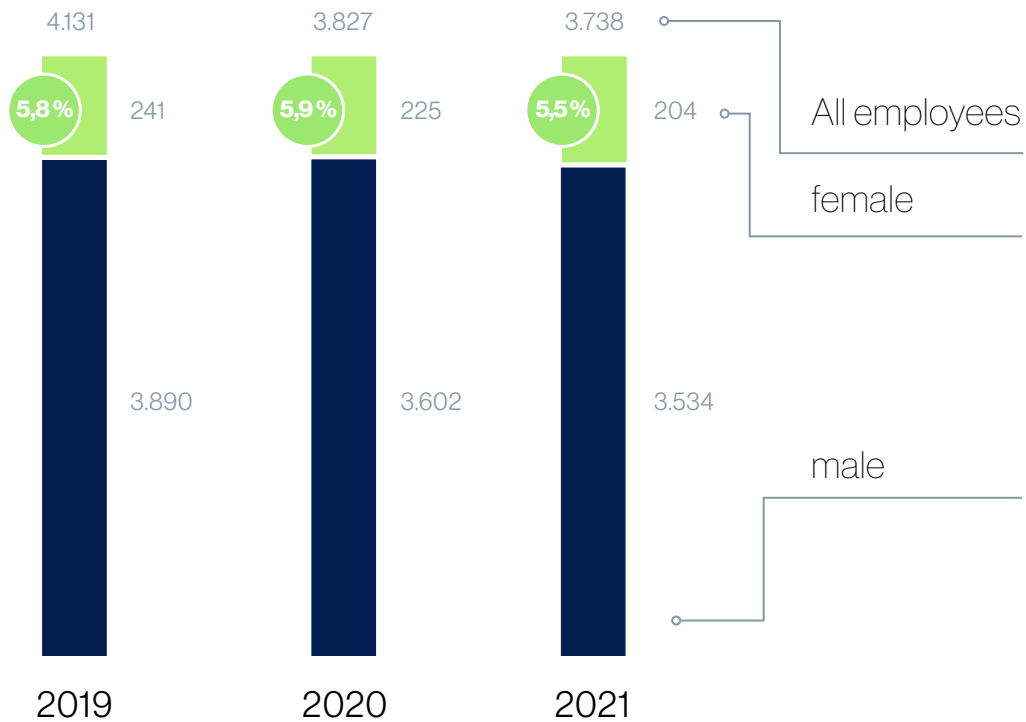
**\*Note**

The Corona pandemic and the associated restrictions led to a declining development of the key figures in the reporting year.



# Diversity and equal opportunity

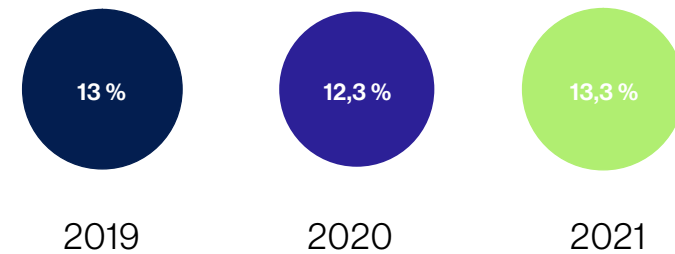
**Number of employees by gender**



SHS	2019	2020	2021
Male	352	351	538
Female	186	196	237
Share of women	34,6 %	35,8 %	30,6 %

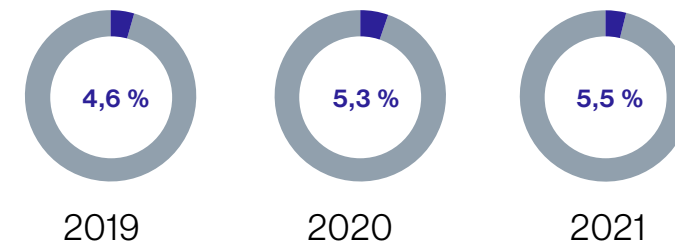
**Share of women in management positions**

(senior managers + non-pay scale employees)



SHS	2019	2020	2021
Total	14,7 %	17,2 %	15 %

**Share of workers with severe disabilities**



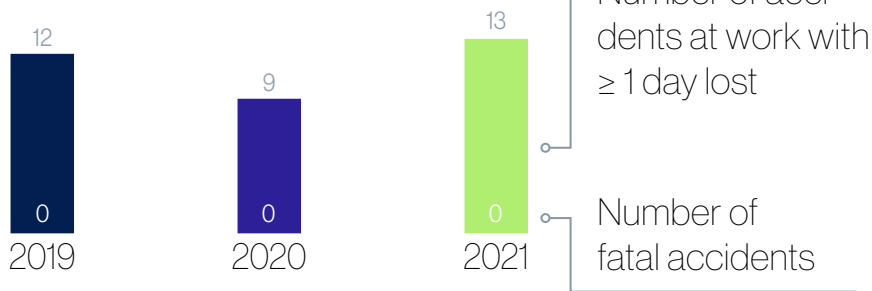
SHS	2019	2020	2021
Total	5 %	4,9 %	4 %





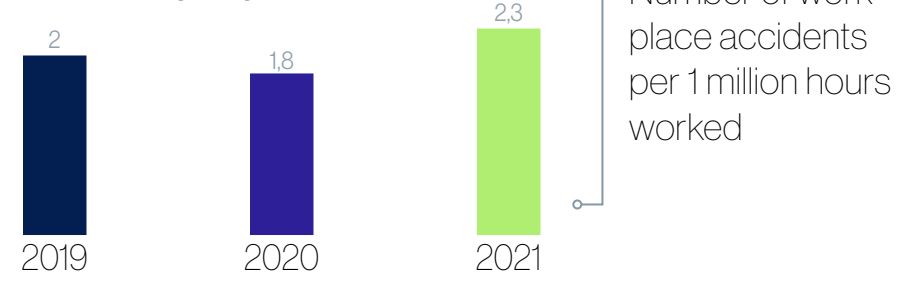
# Occupational health and safety

## Number of accidents



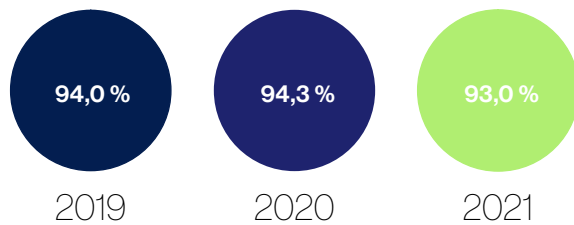
SHS	2019	2020	2021
Accidents	0	0	0
Fatal	0	0	0

## Accident frequency rate



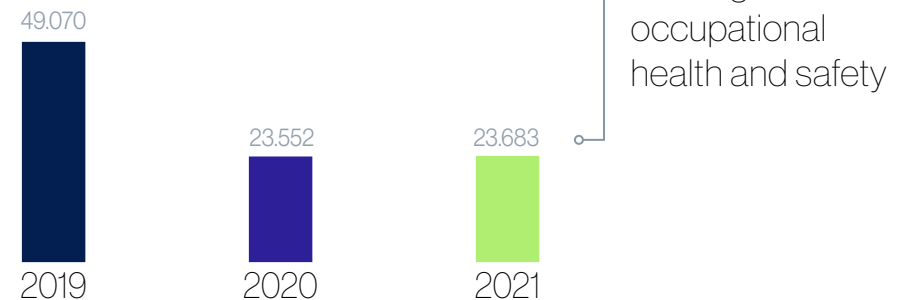
SHS	2019	2020	2021
Total	0	0	0

## Health rate



SHS	2019	2020	2021
Total	95,6 %	96,8 %	96,7 %

## Employee training on occupational health and safety

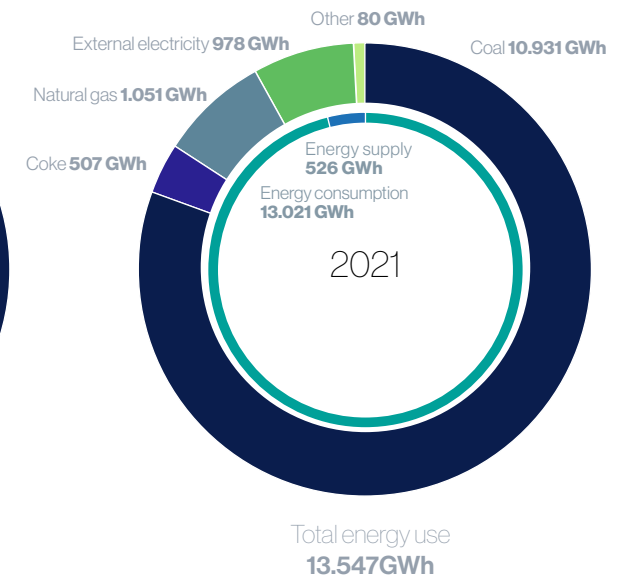
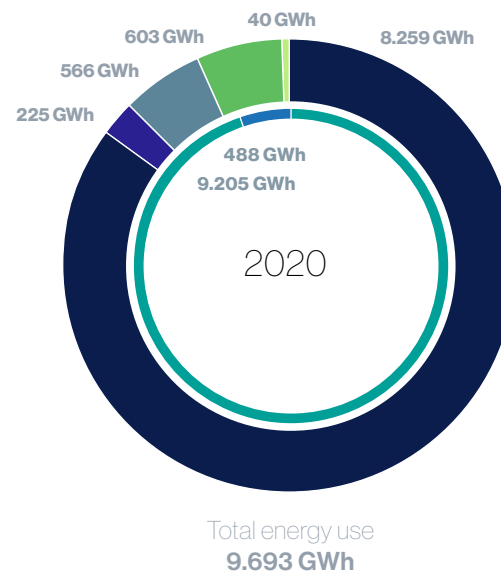
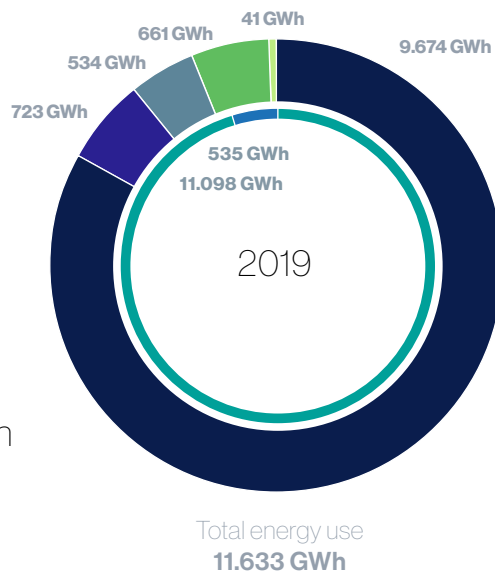
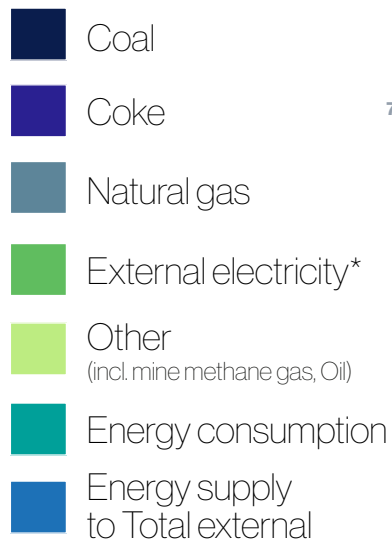


SHS	2019	2020	2021
Total	1.296	597	2.730

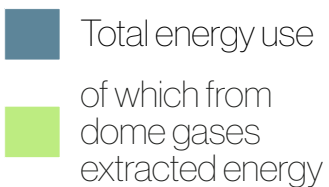
The Corona pandemic and the associated restrictions led to a declining development of the key figures in the reporting year.



# Energy

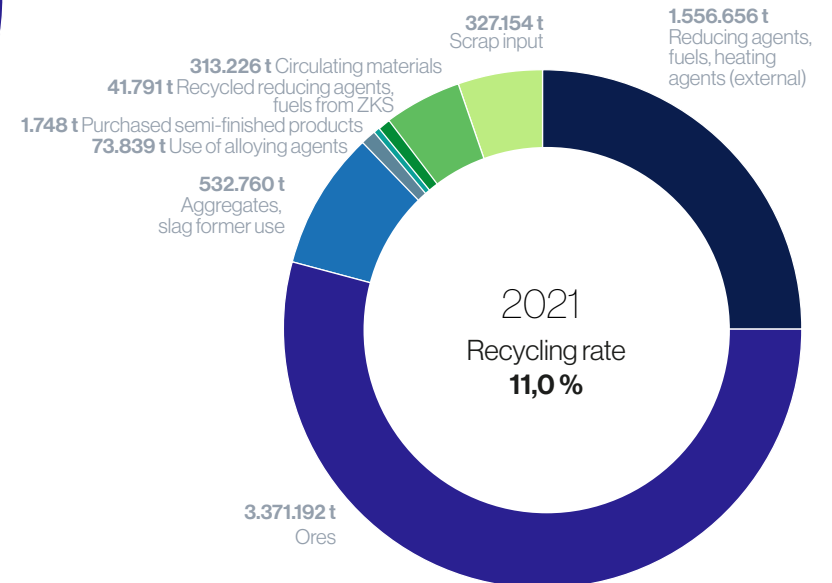
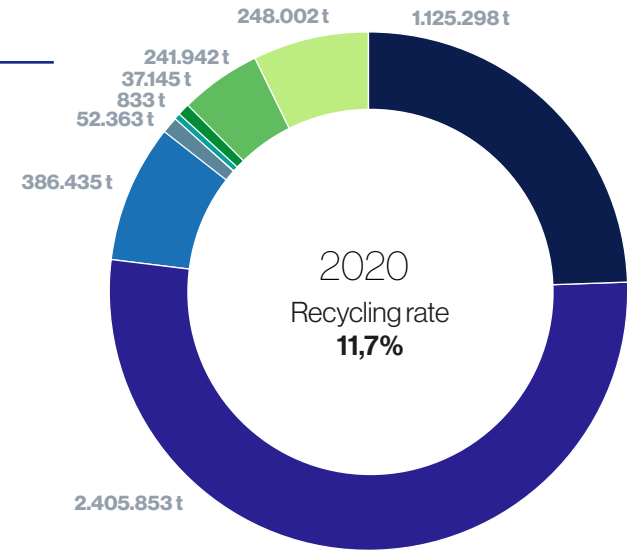
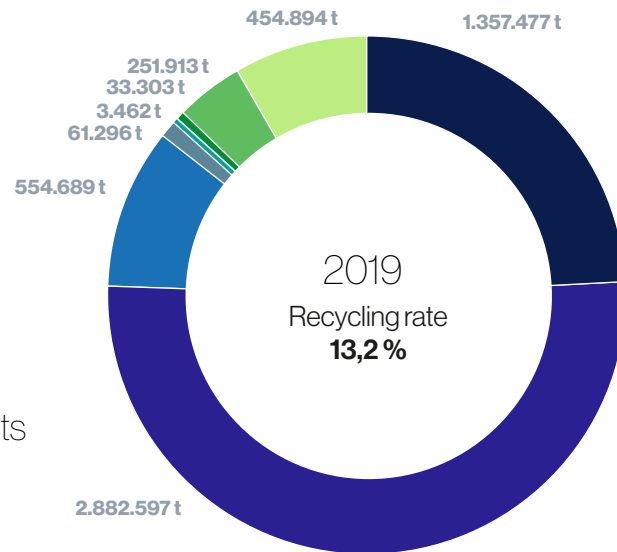


**\* Note**  
With the decommissioning of the VSE AG power plant in Ensdorf at the end of 2017, the lease agreement for Block 3 that had been leased there automatically ended and with it the purchase of electricity generated in-house. Since then, Saarstahl AG has had to buy more and more external electricity.



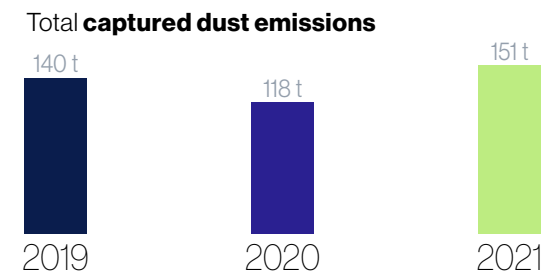
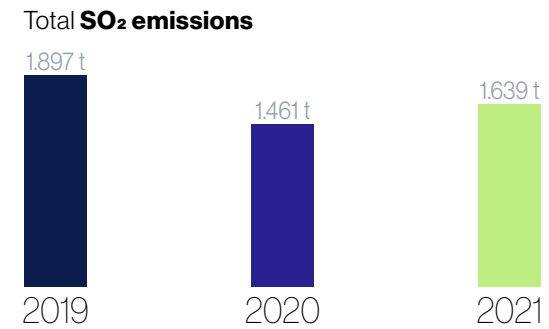
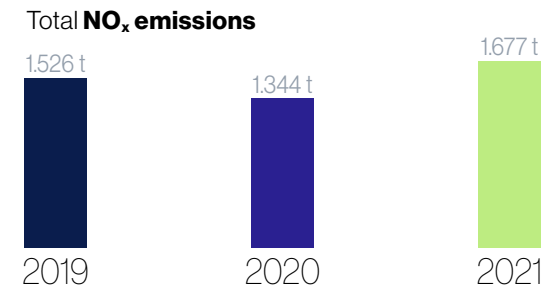
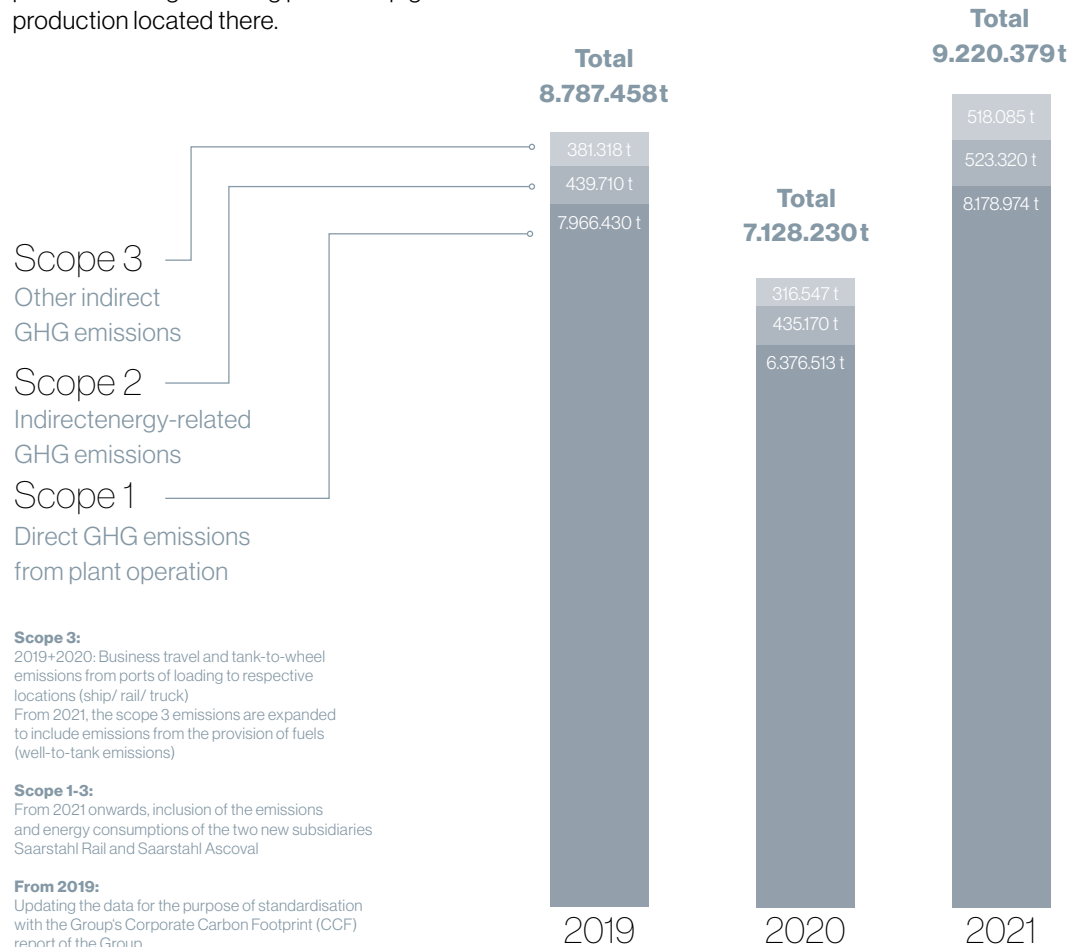
# Use of raw and other materials

- Scrap input
- Circulating materials
- Recycled reducing agents, fuels from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, slag former use
- Ores
- Reducing agents, fuels, heating agents (external)

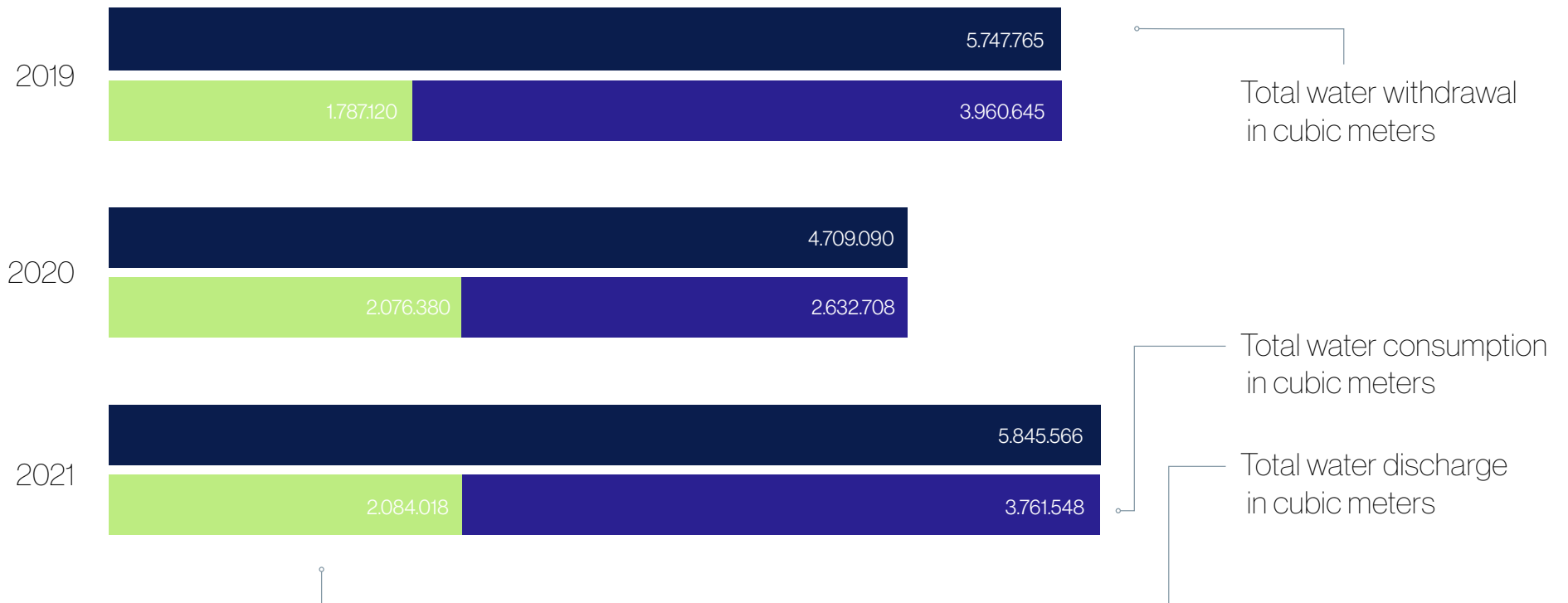


# Emissions

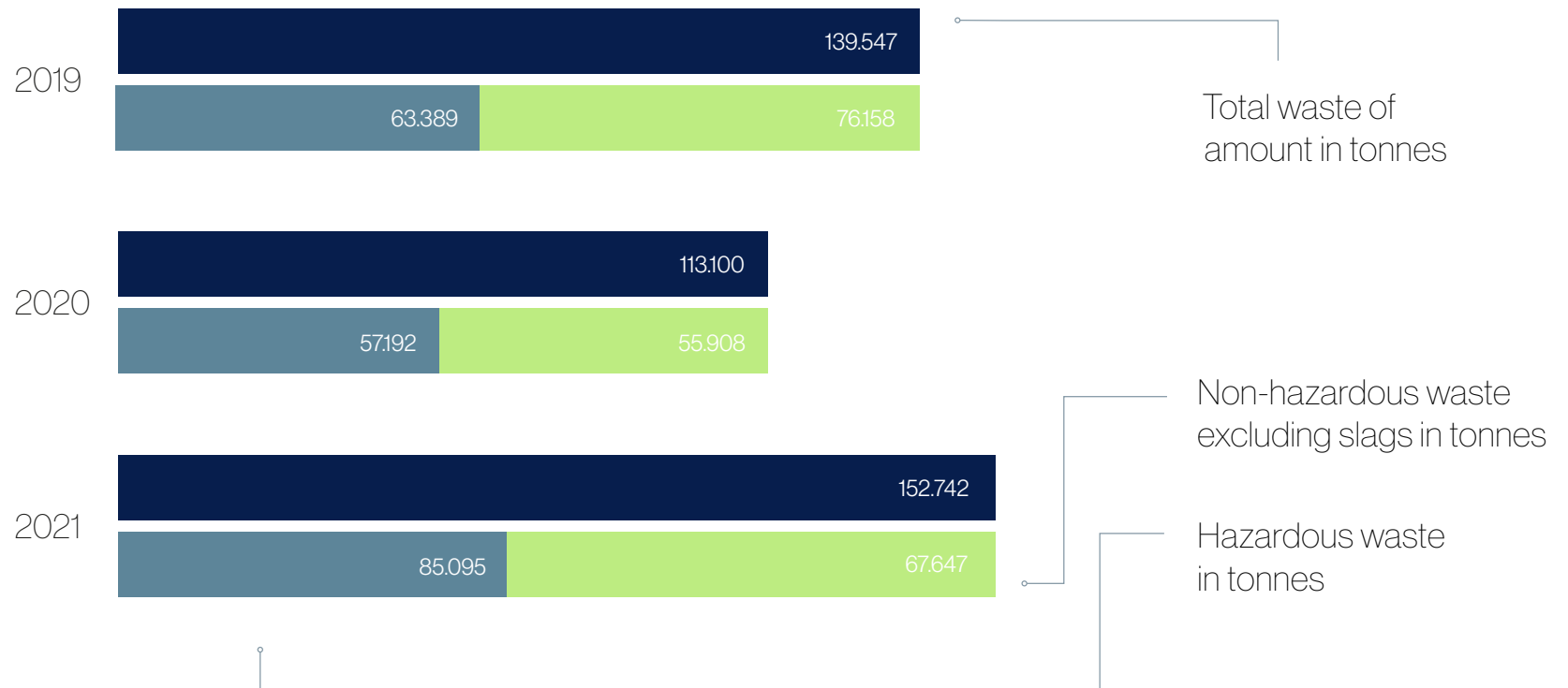
The figures refer to the steel industry sites in Dillingen and Völklingen as well as the pre-production stages coking plant and pig iron production located there.



# Water management



# Waste management



# Responsibility in the supply chain

The figures refer to the steel industry sites in Dillingen and Völklingen as well as the pre-production stages coking plant and pig iron production located there.

## Share of spending on local suppliers (excluding raw materials)

