

Sustainability Report 2023

Fact Sheet

Ownership structure, sales revenue, employees, locations

Key figures at a glance

	2023	2022	2021
ROGESA hot metal purchases in kt	1,474	1,941	2,279
Crude steel production in kt	1,703	2,261	2,638
Rolled steel production in kt	1,547	2,081	2,430
of which Völklingen in kt	393	451	447
of which Burbach in kt	577	868	1,026
of which Neunkirchen in kt	577	762	957
Turnover by country in € million			
Germany	1,013	1,398	1,107
Other EU countries	490	759	647
Export	343	474	360
Total revenue	1,846	2,631	2,114
"Workforce/employees (excluding trainees) as of 31 Dec,"	3,434	3,553	3,738
Fixed assets in € million	1,088	1,121	1,169
Investments in € million	40	23	22
Shareholders' equity in € million	1,750	1,821	1,561
EBITDA in € million	- 35	334	187
EBIT in € million	- 75	293	141

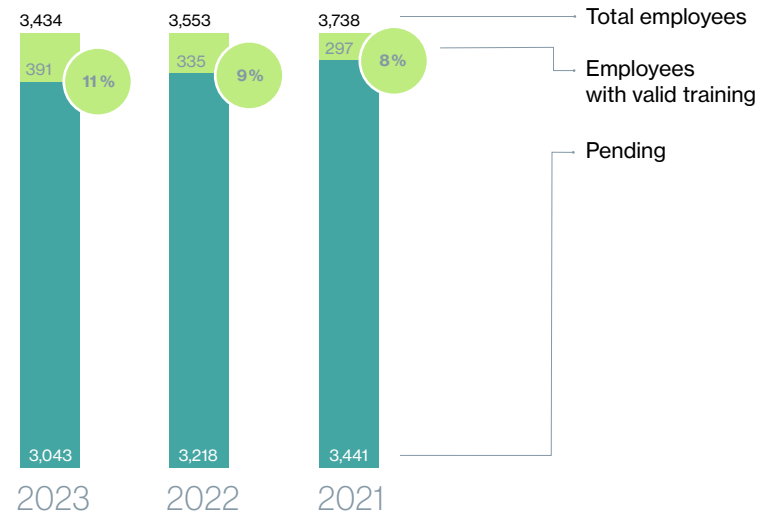


Training status of employees required to receive training in compliance during the reporting year.

2023	SHS	Saarstahl
With valid training	623	300
Percent	84%	75%

2022	SHS	Saarstahl
With valid training	515	303
Percent	96%	80%

Employees trained on ethical issues during the reporting year



SHS	2023	2022	2021
With valid training	559	194	265
Percent	63%	24%	34%



Trainees trained in compliance during the reporting year

SHS does not offer apprenticeships.

Saarstahl	2023	2022
Participants in classroom training	11	202
Percent	4%	92%

Reports via the whistleblower system

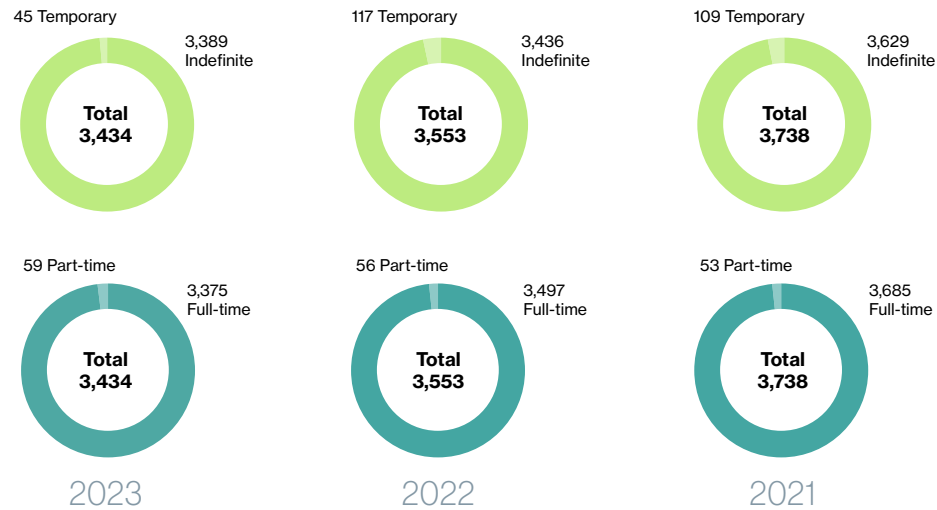
Indications of potential misconduct in more than one company are taken into account for all companies concerned.

	2023	2022	2021
SHS	1	1	2
Saarstahl	3	3	3



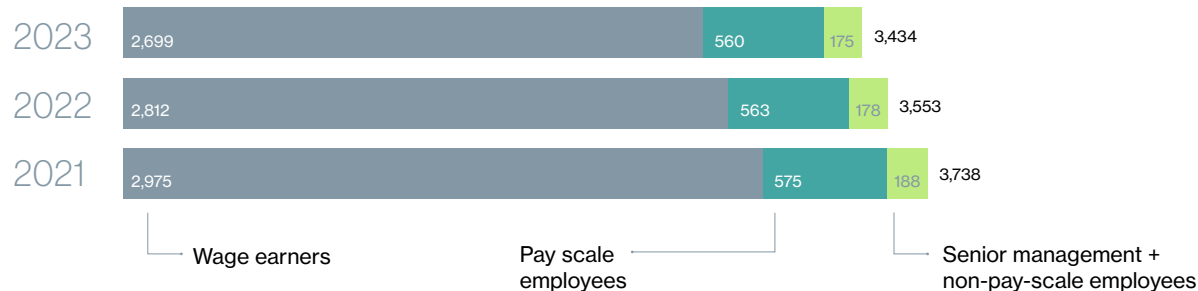
Employment, work conditions, employee rights

Number of employees by type of employment



SHS	2023	2022	2021
Temporary	4	3	0
Indefinite	879	790	775
Part-time	123	119	117
Full-time	760	674	658
Total	883	793	775

Number of employees by employee group

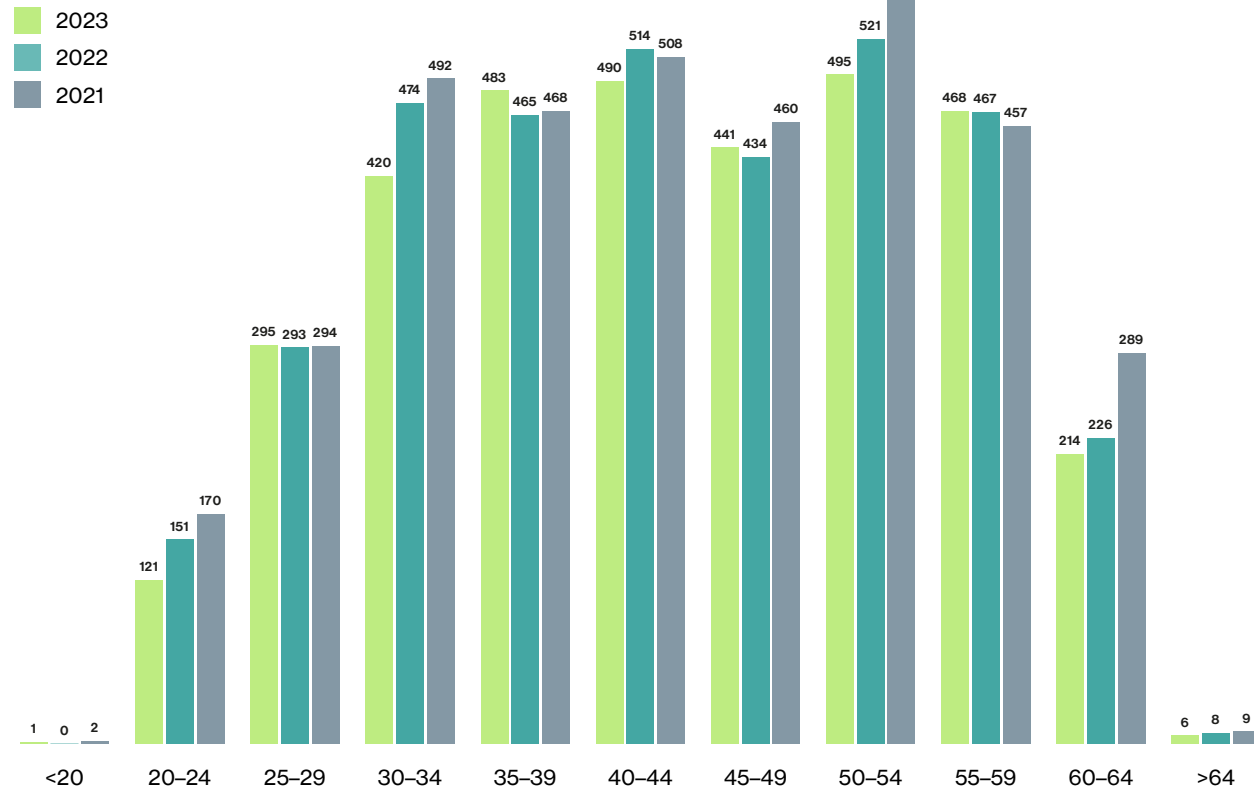


SHS	2023	2022	2021
Senior management + non-pay scale employees	402	351	347
Pay scale employees	481	442	428
Wage earners	0	0	0
Total	883	793	775



Employment, work conditions, employee rights

Number of employees by age group



Average employee tenure with the company in years



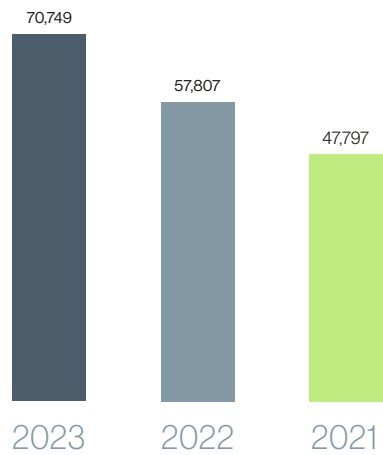
SHS	2023	2022	2021
<20	0	0	0
20-24	12	8	5
25-29	43	42	28
30-34	95	72	69
35-39	107	98	115
40-44	153	138	122
45-49	133	106	98
50-54	120	129	130
55-59	144	133	124
60-64	69	58	75
>64	7	9	9
Length of tenure with the company in years Ø	16	17	18

	2023	2022	2021
Employees OHG	1,127	1,059	1,052



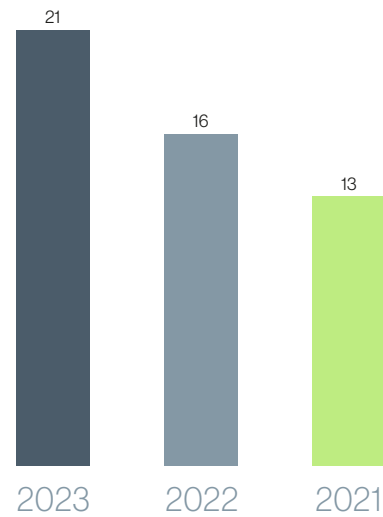
Career planning and training

Hours spent on professional development
Total in hours



SHS	2023	2022	2021
Total	16,628	12,950	8,344

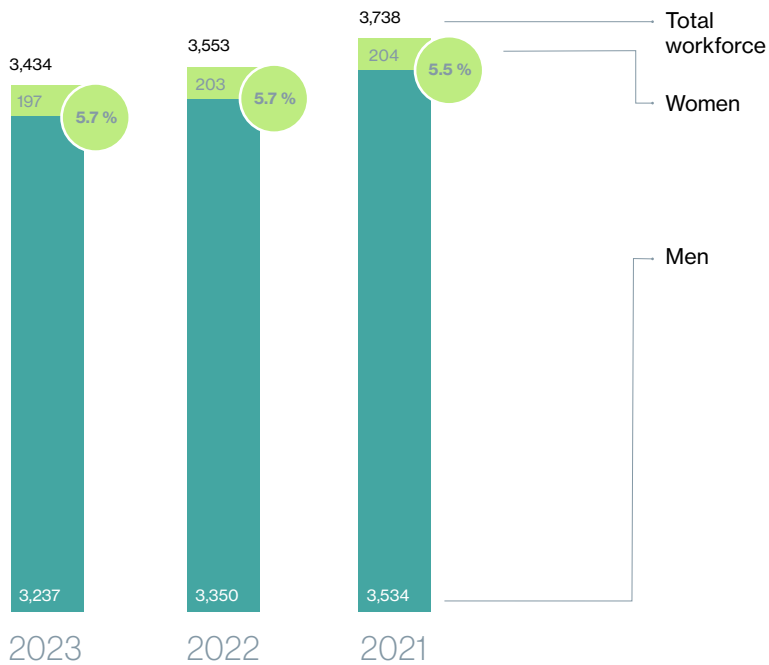
Hours spent on professional development
Per employee in hours



SHS	2023	2022	2021
Total	19	16	11



Number of employees by gender



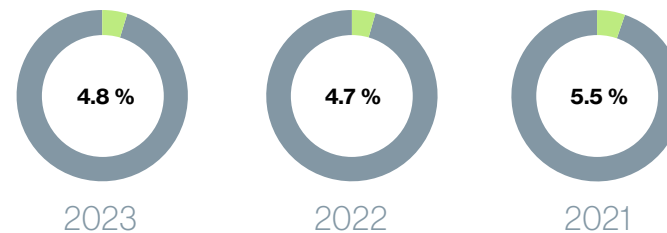
SHS	2023	2022	2021
Number of male employees	614	545	538
Number of female employees	269	248	237
Percentage of women	30.5%	31.3%	30.6%

Percentage of women in management positions (Senior management + non-pay scale employees)



SHS	2023	2022	2021
Total	14.9%	15.1%	15.0%

Percentage of workers with severe disabilities

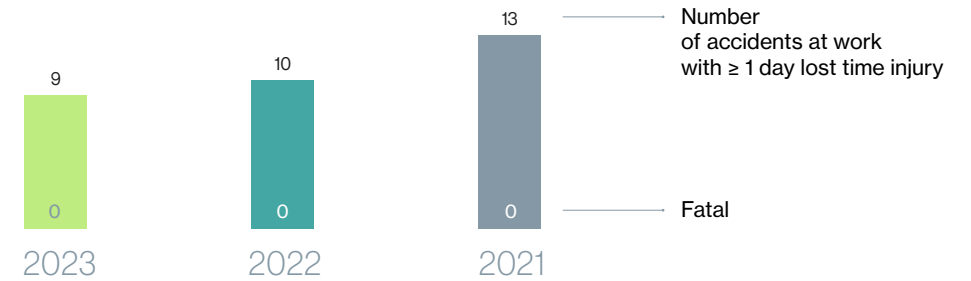


SHS	2023	2022	2021
Gesamt	3.4%	3.5%	4.0%



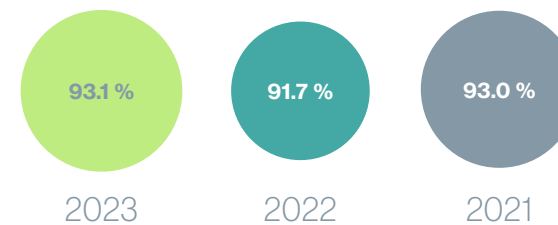
Occupational health and safety

Number of accidents



SHS	2023	2022	2021
Accidents	1	0	0
Fatal	0	0	0

Health rate

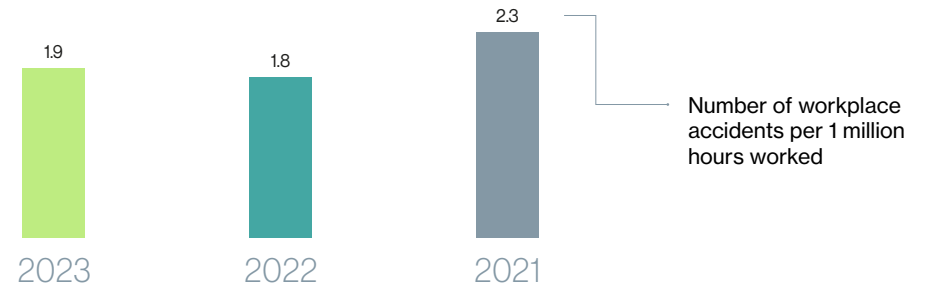


SHS	2023	2022	2021
Total	95.4 %	94.5 %	96.7 %



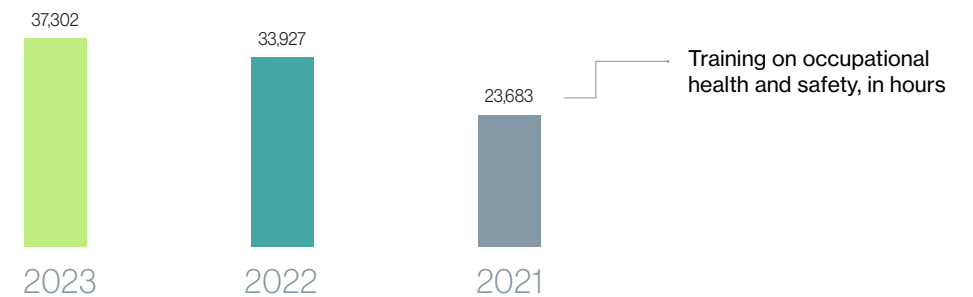
Occupational health and safety

Accident frequency rate



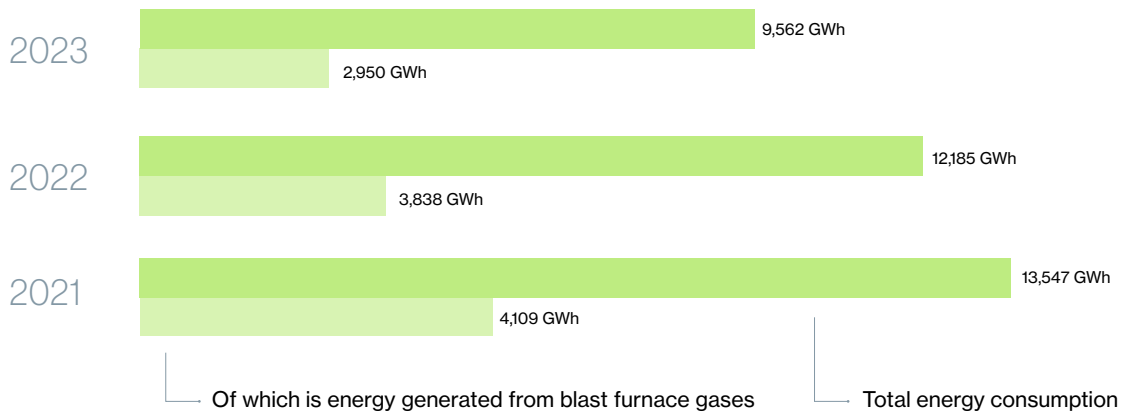
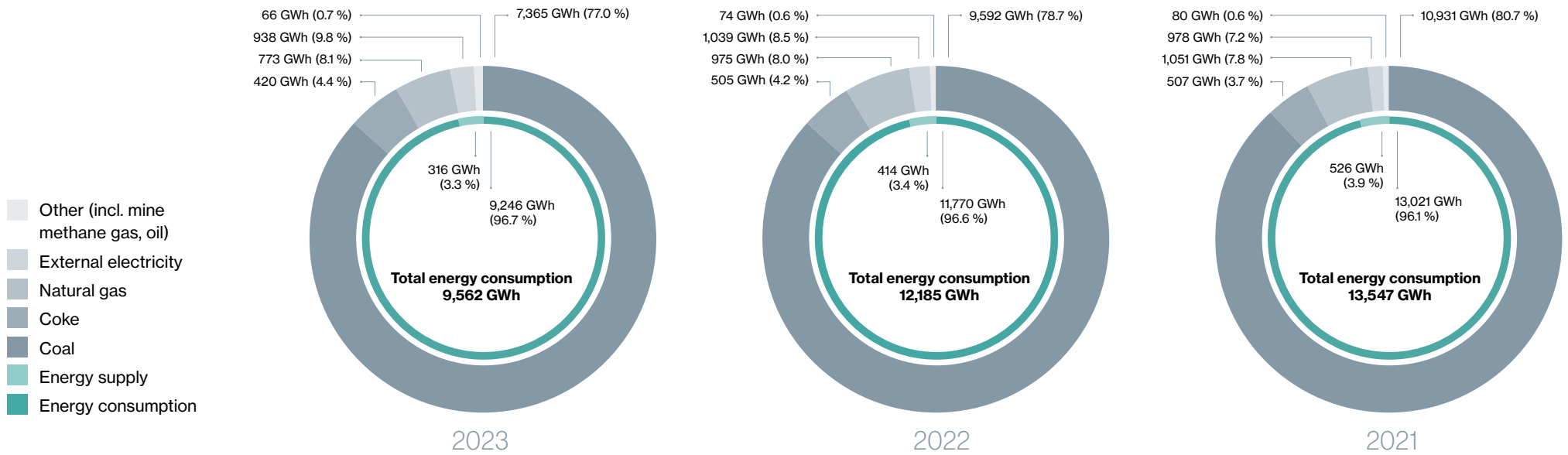
SHS	2023	2022	2021
Total	0.9	0	0

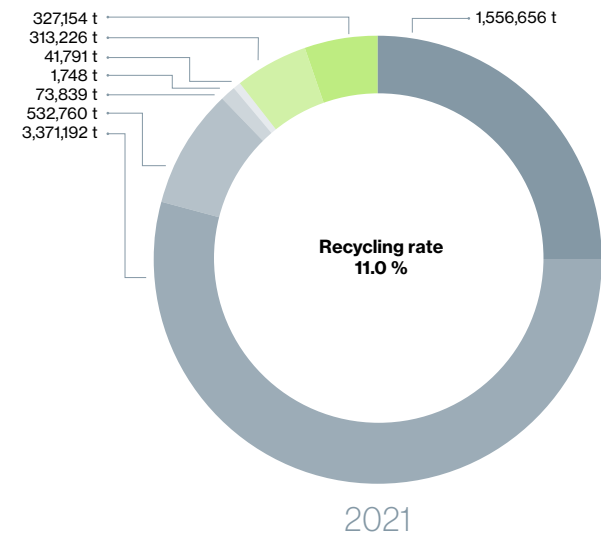
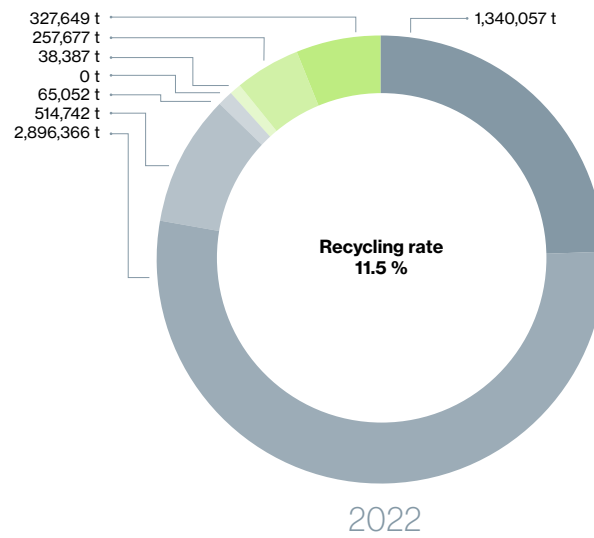
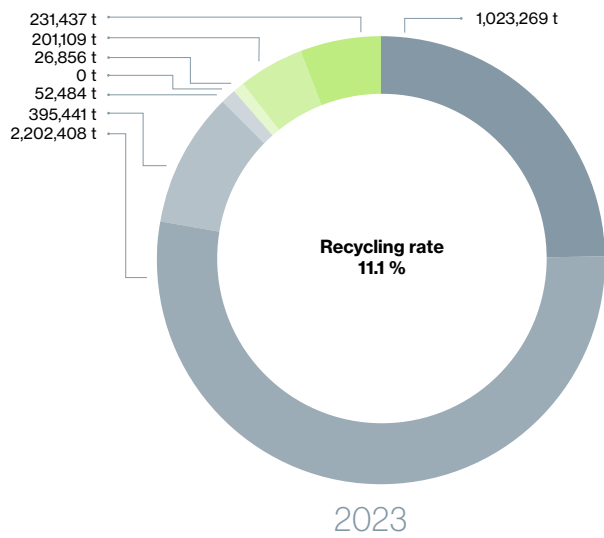
Employee training on occupational health and safety



SHS	2023	2022	2021
Total	3,159	6,803	2,730



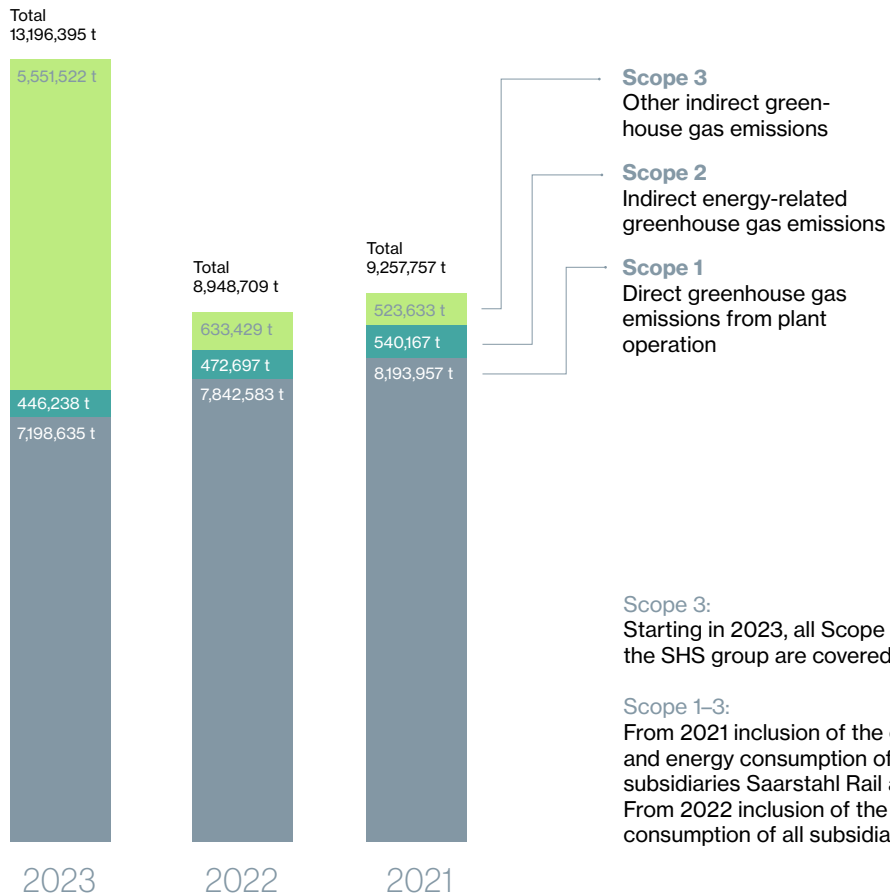




- Scrap use
- Circulating materials
- Recycled reducing agents, fuel from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, use of slag former
- Ores
- Reducing agents, fuels, heating agents (external)



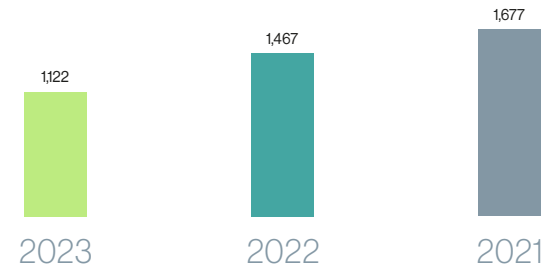
The data for carbon emissions refer to the entire SHS Group including all subsidiaries.



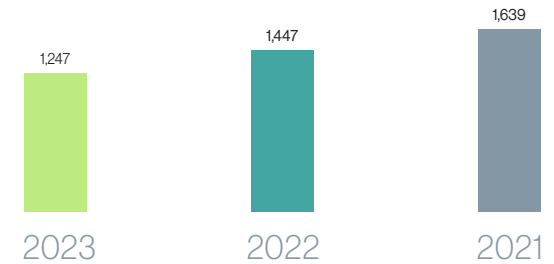
Scope 3:
Starting in 2023, all Scope 3 emissions of the SHS group are covered by the report.

Scope 1–3:
From 2021 inclusion of the emissions and energy consumption of the two new subsidiaries Sairstahl Rail and Sairstahl Ascoval. From 2022 inclusion of the emissions and energy consumption of all subsidiaries

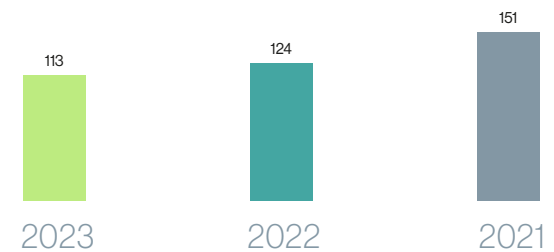
Total NO_x emissions



Total SO₂ emissions



Total captured dust emissions





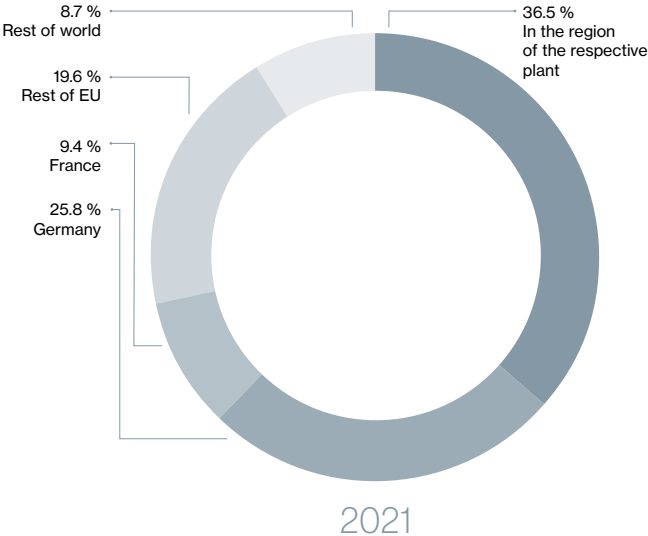
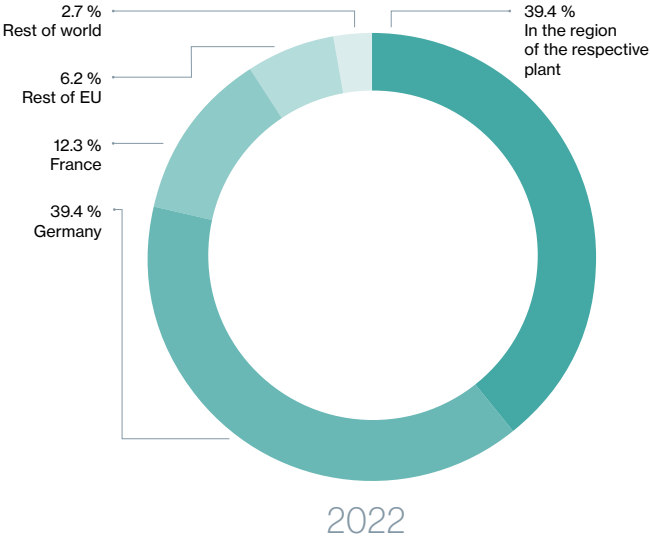
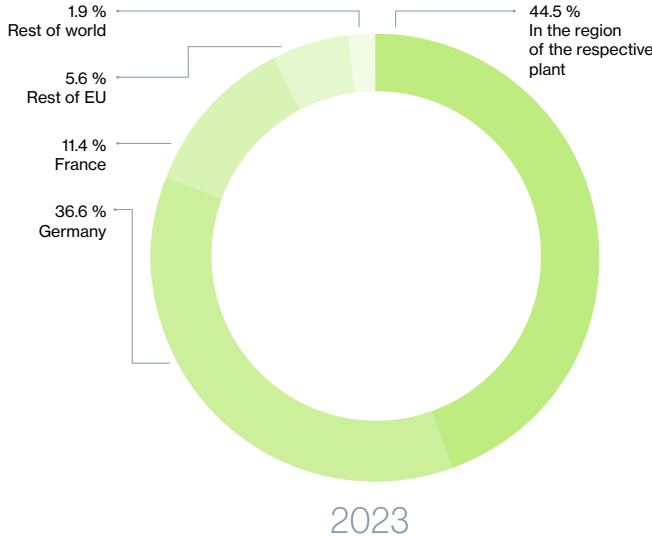
Waste management



Responsibility in the supply chain

Percentage of spending on local suppliers
(excluding raw materials)

The data refers to the companies AG der Dillinger Hüttenwerke
and Saarstahl AG, including the preliminary stages of the coking
plant and hot metal production.



Future made by us.

Pure⁺
Steel

Responsible:

Communications, SHS – Stahl-Holding-Saar
Quality Management, Aktien-Gesellschaft
der Dillinger Hüttenwerke.

Additional data as well as information and
activities related to the company can be
found on the websites:

www.stahl-holding-saar.de
en.saarstahl.com

 **saarstahl**