

Sustainability Report 2024

Fact Sheet

Ownership structure, sales revenue, employees, locations

Chapter 1.1.

Key figures
at a glance

	2024	2023	2022
ROGESA hot metal purchases in kt	1,886	1,474	1,941
Crude steel production in kt	2,183	1,703	2,261
Rolled steel production in kt	1,824	1,547	2,081
of which Völklingen in kt	344	393	451
of which Burbach in kt	825	577	868
of which Neunkirchen in kt	655	577	762
Turnover by country in € million			
Germany	1,031	1,013	1,398
Other EU countries	531	490	759
Export	296	343	474
Total revenue	1,858	1,846	2,631
"Workforce/employees (excluding trainees) as of 31 Dec,"	3,347	3,434	3,553
Fixed assets in € million	1,115	1,088	1,121
Investments in € million	55	40	23
Shareholders' equity in € million	1,704	1,750	1,821
EBITDA in € million	-18	- 35	334
EBIT in € million	-60	- 75	293
year's result in € million	-47	-69	260



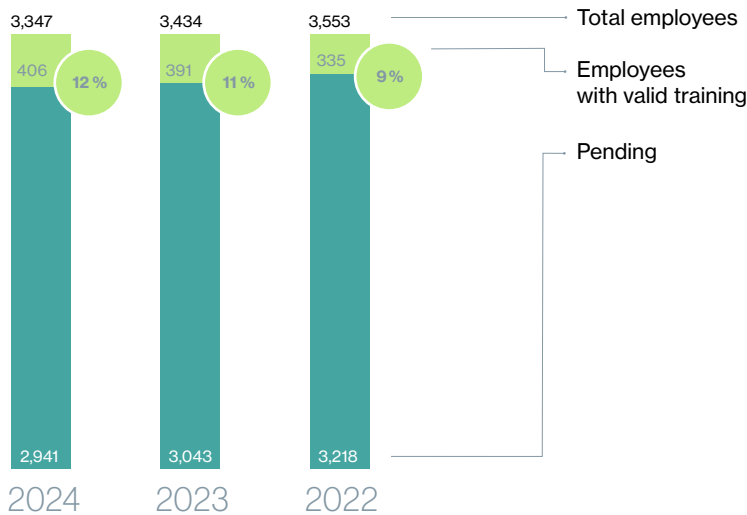
Training status of employees required to receive training in compliance during the reporting year.

2024	SHS	Saarstahl
Total	714	382
With valid training	606	290
Percent	85 %	76 %

2023	SHS	Saarstahl
Total	742	400
With valid training	623	300
Percent	84 %	75 %

2022	SHS	Saarstahl
Total	538	380
With valid training	515	303
Percent	96 %	80 %

Employees trained on ethical issues during the reporting year



SHS	2024	2023	2022
Total	860	883	793
With valid training	638	559	194
Percent	74 %	63 %	24 %



Trainees trained in compliance during the reporting year

Saarstahl	2024	2023	2022
Total	255	266	220
Participants in classroom training	0	11	202
Percent	0%	4%	92%

Reports via the whistleblower system

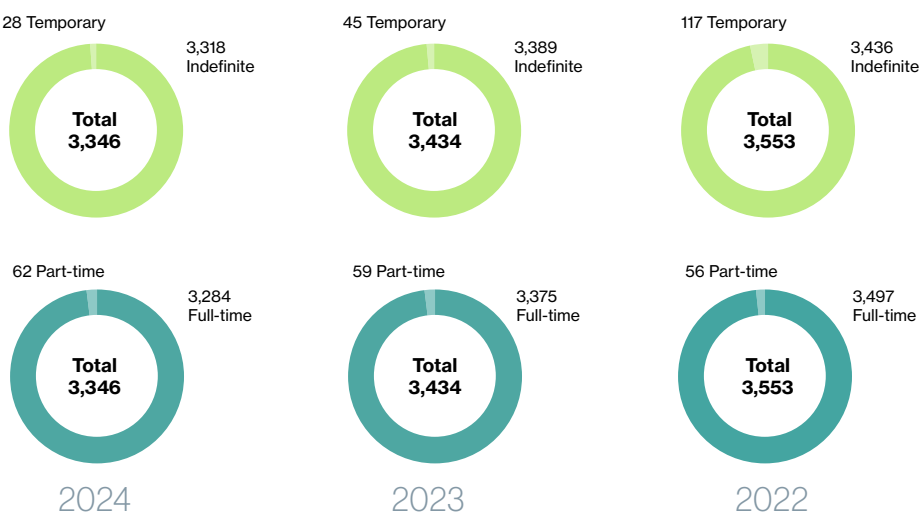
Indications of potential misconduct in more than one company are taken into account for all companies concerned.

	2024	2023	2022
SHS	1	1	1
Saarstahl	4	3	3



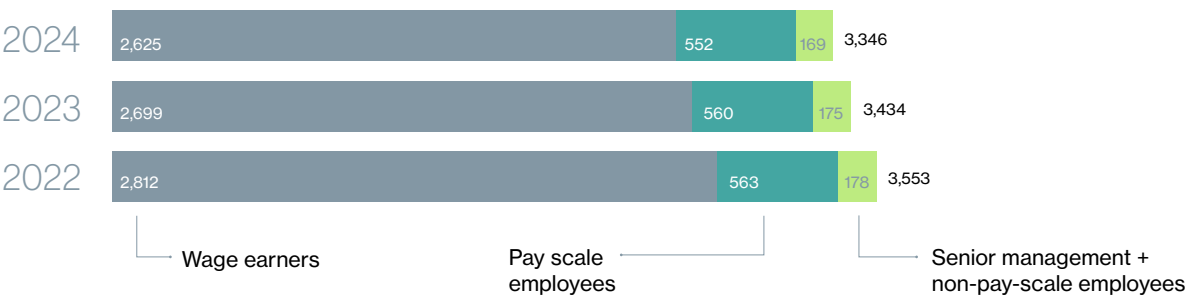
Employment, work conditions, employee rights

Number of employees by type of employment



SHS	2024	2023	2022
Temporary	7	4	3
Indefinite	911	879	790
Part-time	135	123	119
Full-time	783	760	674
Total	918	883	793

Number of employees by employee group

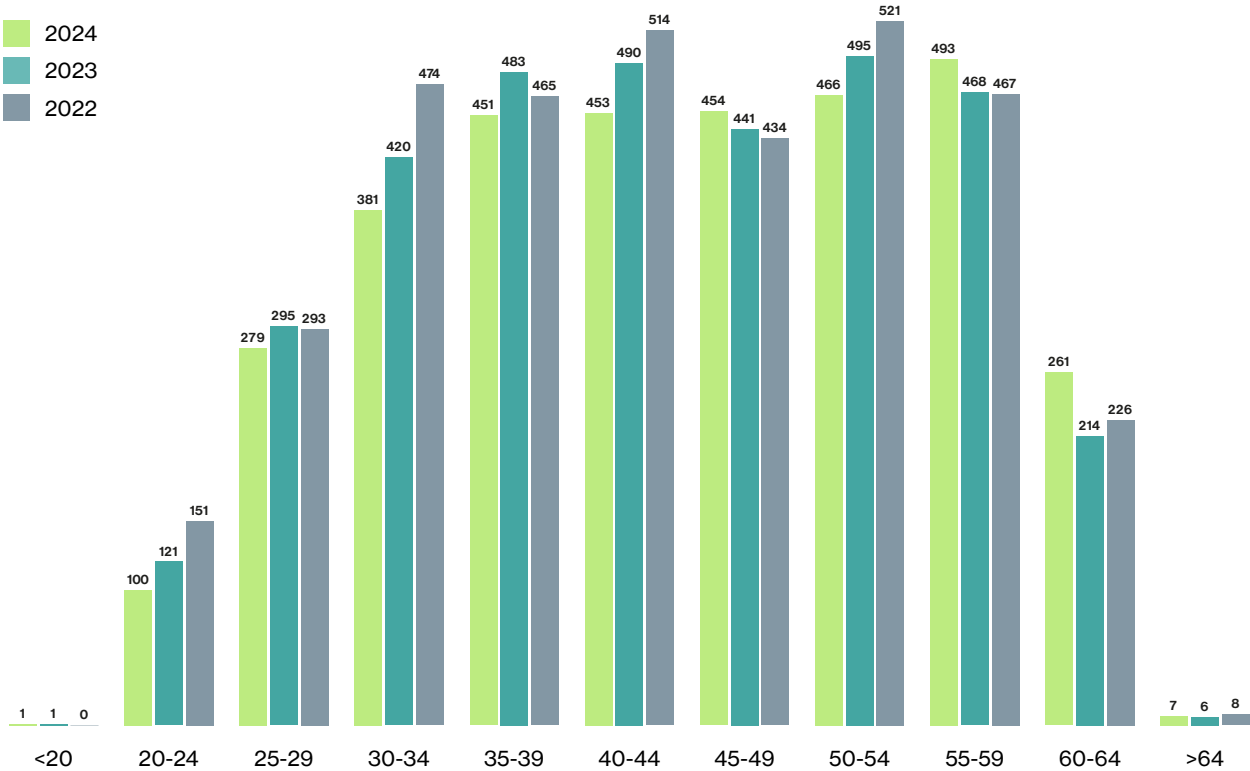


SHS	2024	2023	2022
Senior management + non-pay scale employees	413	402	351
Pay scale employees	505	481	442
Wage earners	0	0	0
Total	918	883	793



Employment, work conditions, employee rights

Number of employees by age group



SHS	2024	2023	2022
<20	0	0	0
20-24	14	12	8
25-29	45	43	42
30-34	91	95	72
35-39	122	107	98
40-44	154	153	138
45-49	143	133	106
50-54	104	120	129
55-59	159	144	133
60-64	83	69	58
>64	3	7	9

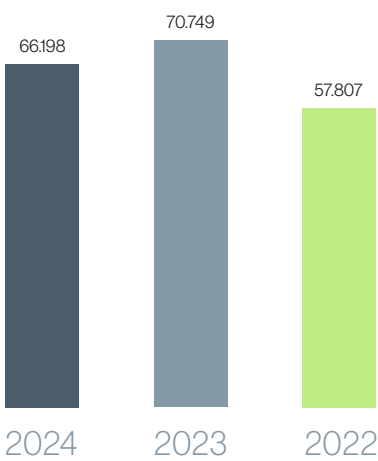
Average employee tenure with the company in years



	2024	2023	2022
Employees OHG	1,134	1,127	1,059

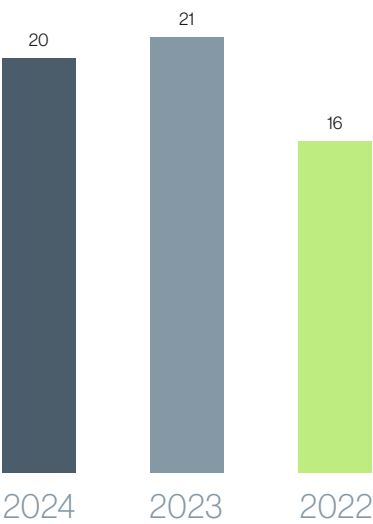


Hours spent on professional development
Total in hours



SHS	2024	2023	2022
Gesamt	21,187	16,628	12,950

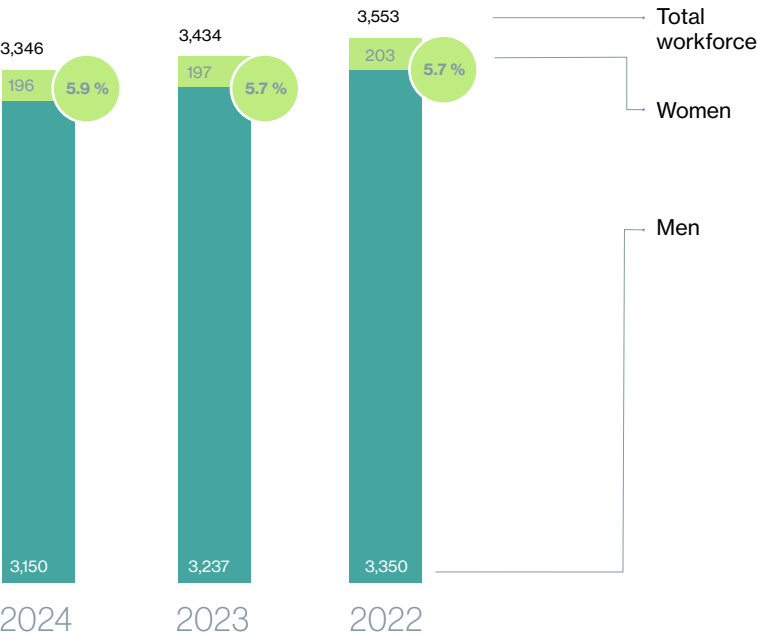
Hours spent on professional development
Per employee in hours



SHS	2024	2023	2022
Gesamt	23	19	16



Number of employees by gender



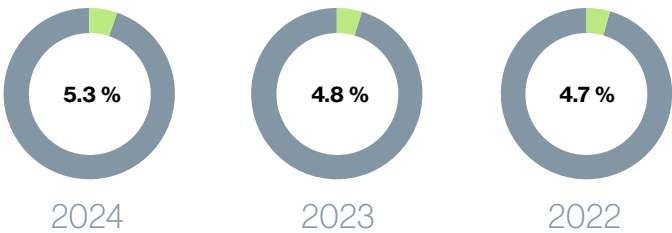
SHS	2024	2023	2022
Number of male employees	642	614	545
Number of female employees	276	269	248
Percentage of women	30,1 %	30,5 %	31,3 %

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



SHS	2024	2023	2022
Total	13.6 %	14.9 %	15.1 %

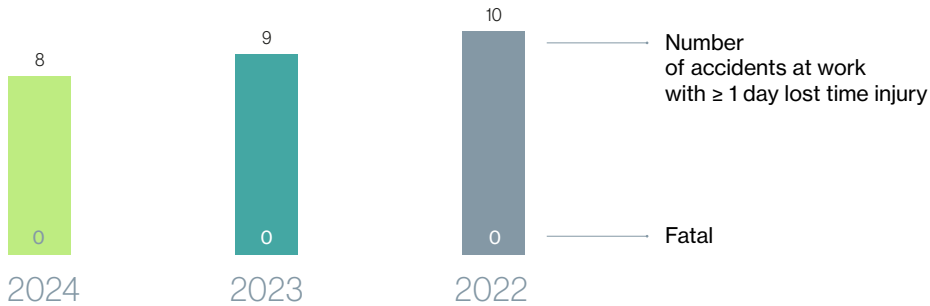
Percentage of workers with severe disabilities



SHS	2024	2023	2022
Gesamt	3,9 %	3,4 %	3,5 %

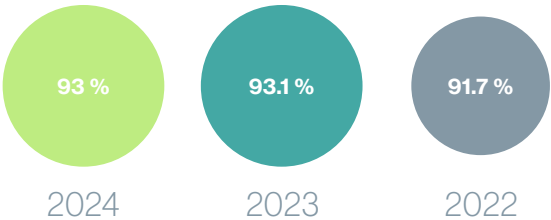


Number of accidents



SHS	2024	2023	2022
Accidents	0	1	0
Fatal	0	0	0

Health rate

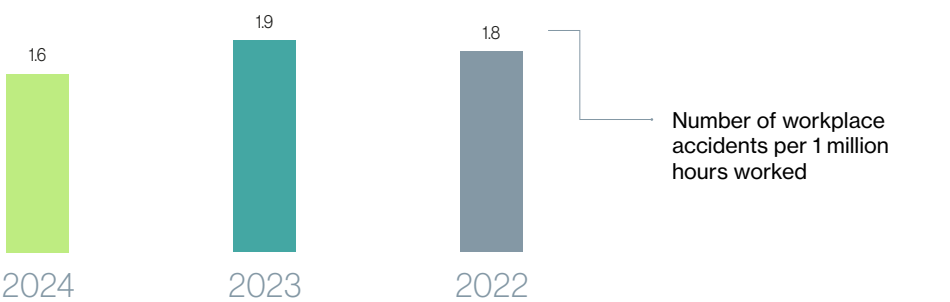


SHS	2024	2023	2022
Total	96 %	95.4 %	94.5 %



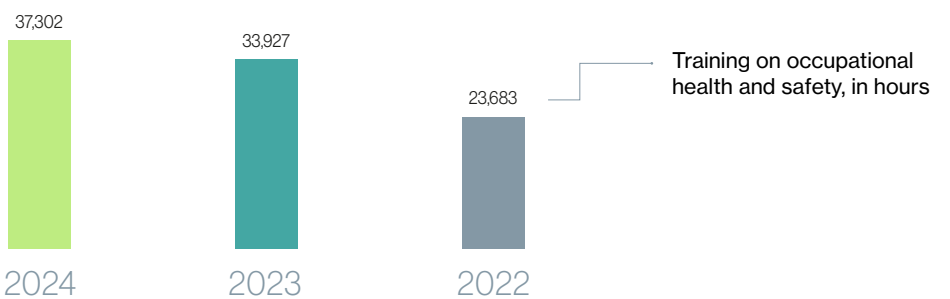
Occupational health and safety

Accident frequency rate



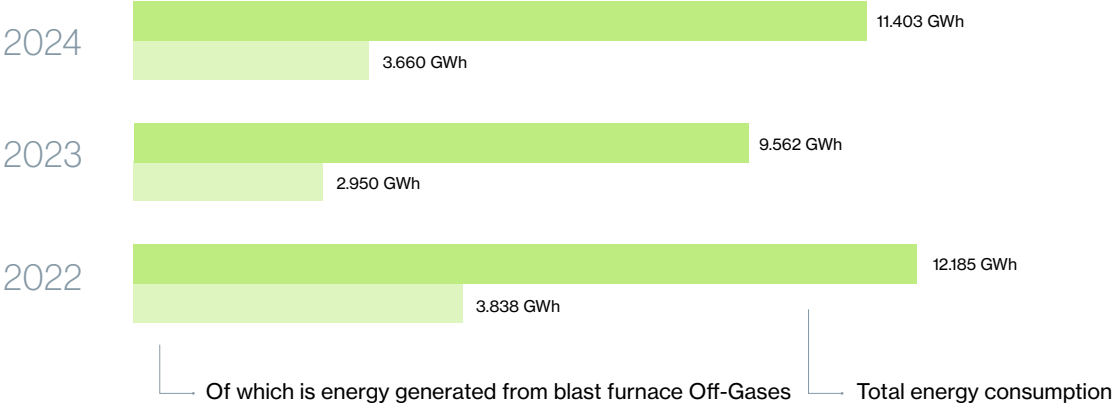
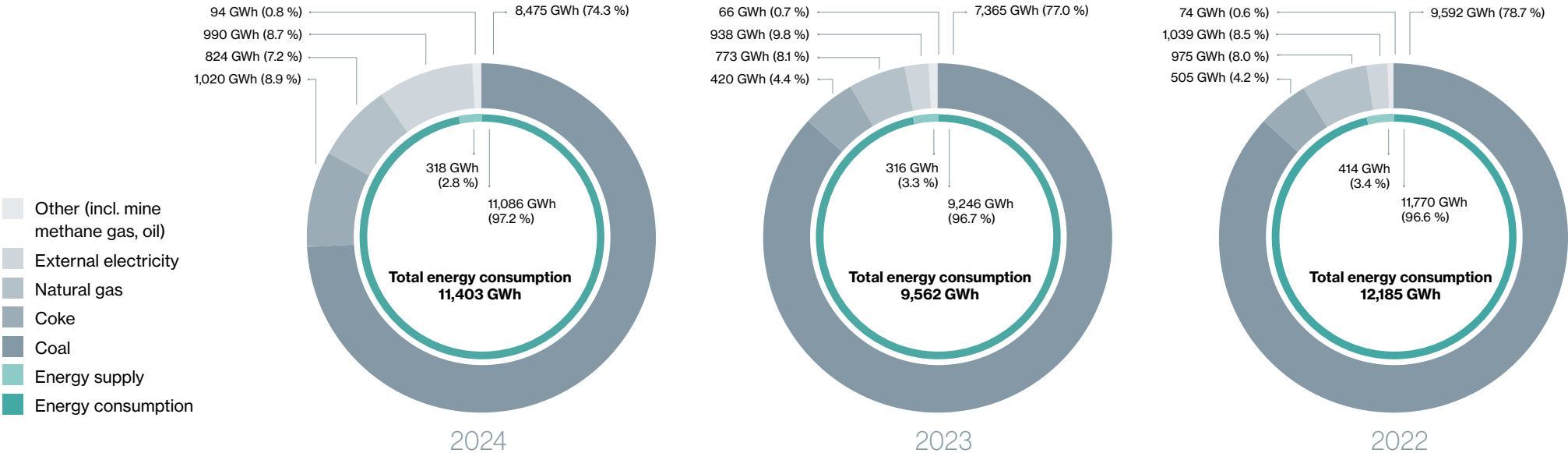
SHS	2024	2023	2022
Total	0	0.9	0

Employee training on occupational health and safety

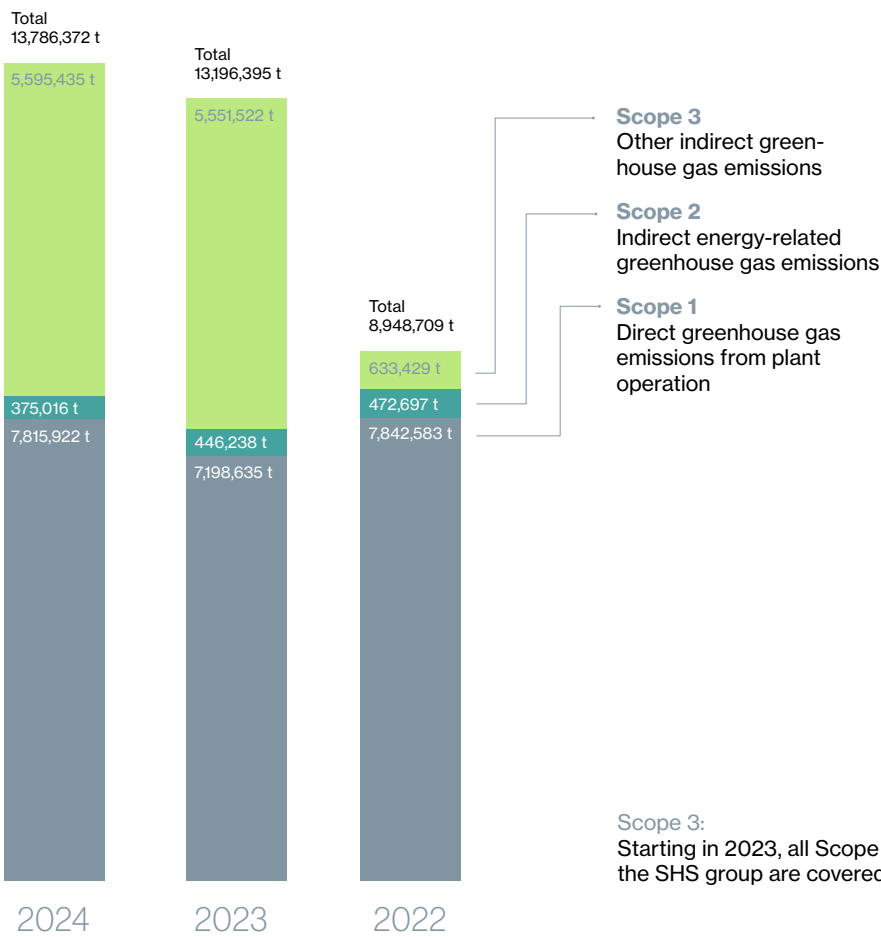


SHS	2024	2023	2022
Total	4,145	3,159	6,803

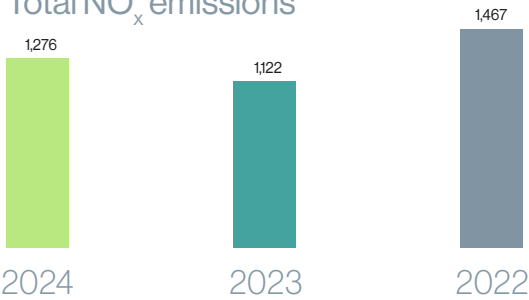




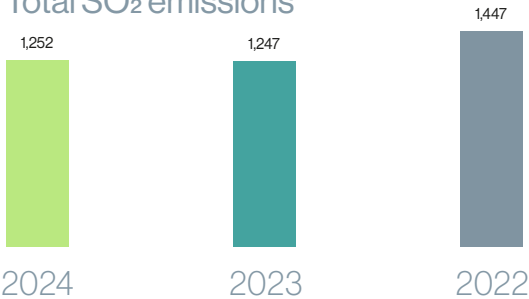
The data for carbon emissions refer to the entire SHS Group including all subsidiaries.



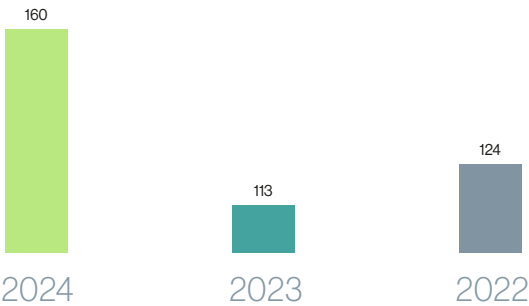
Total NO_x emissions

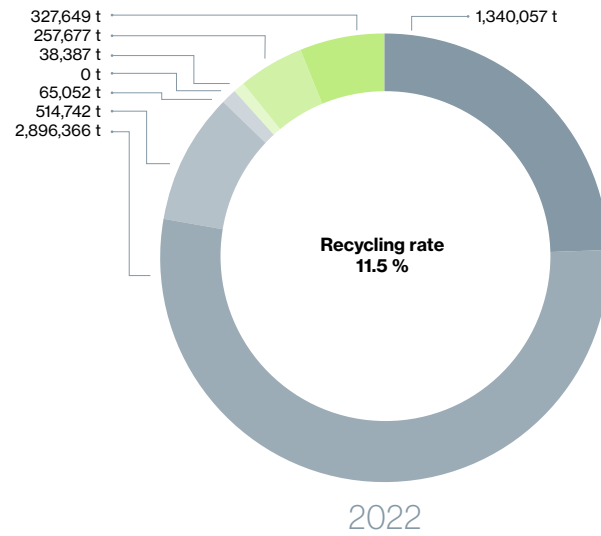
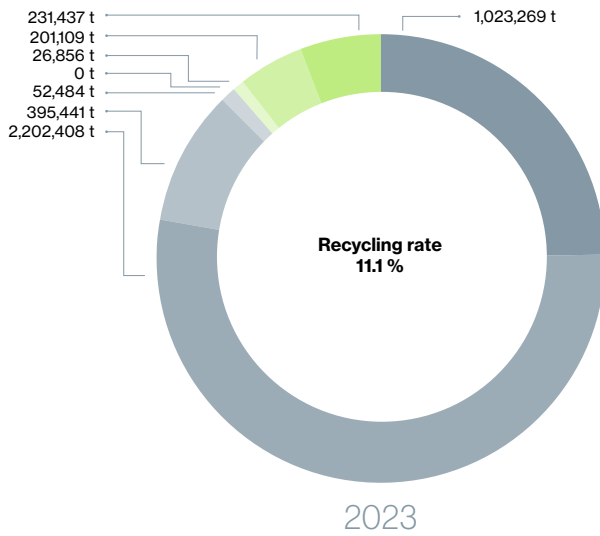
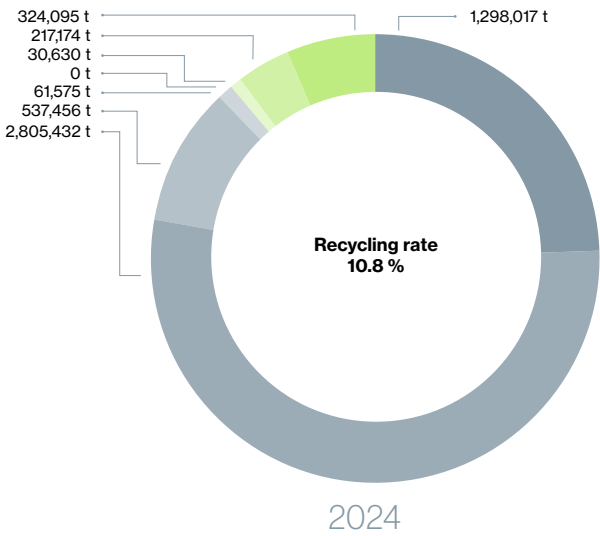


Total SO₂ emissions



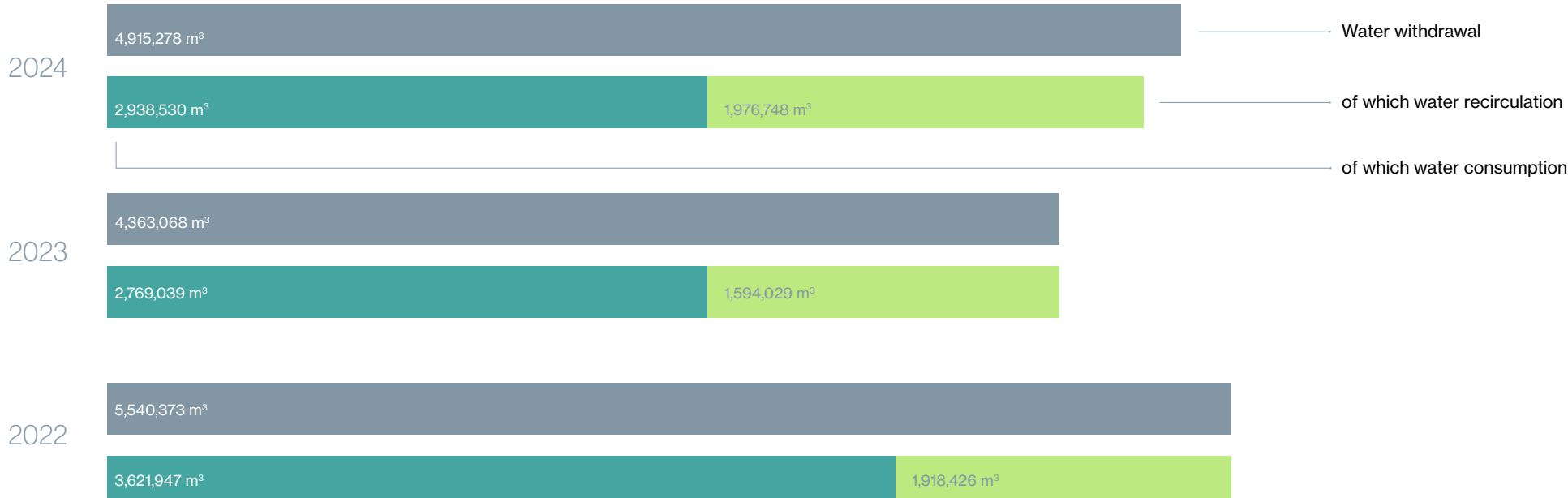
Total captured dust emissions

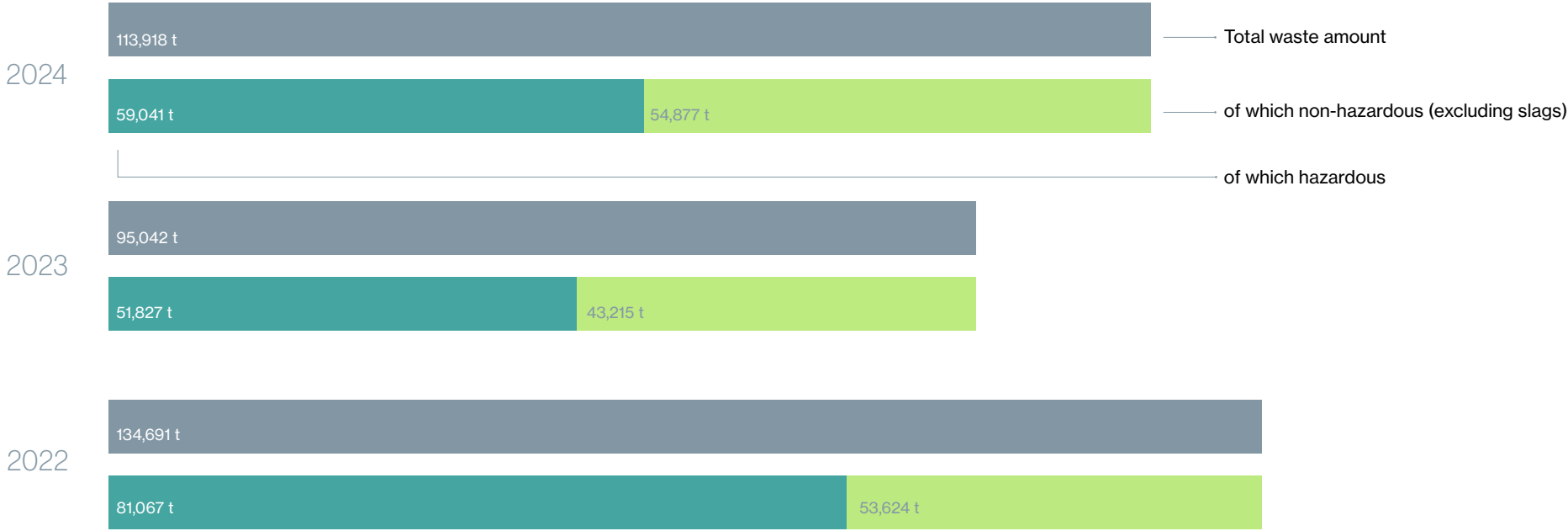




- Scrap use
- Circulating materials
- Recycled reducing agents, fuel from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, use of slag former
- Ores
- Reducing agents, fuels, heating agents (external)



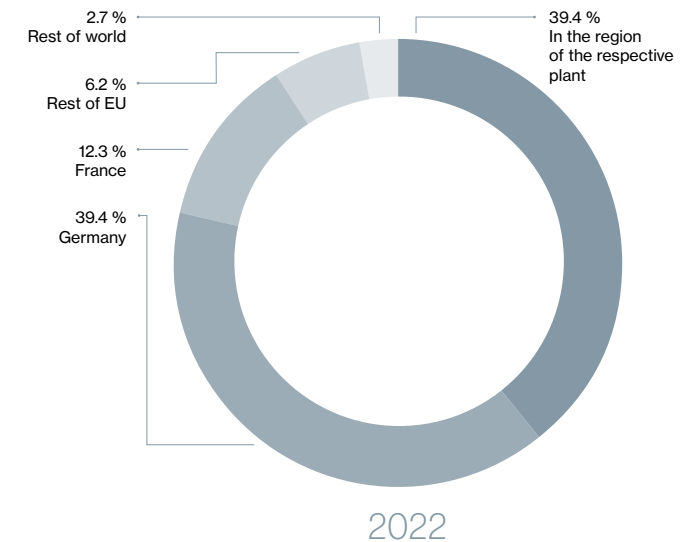
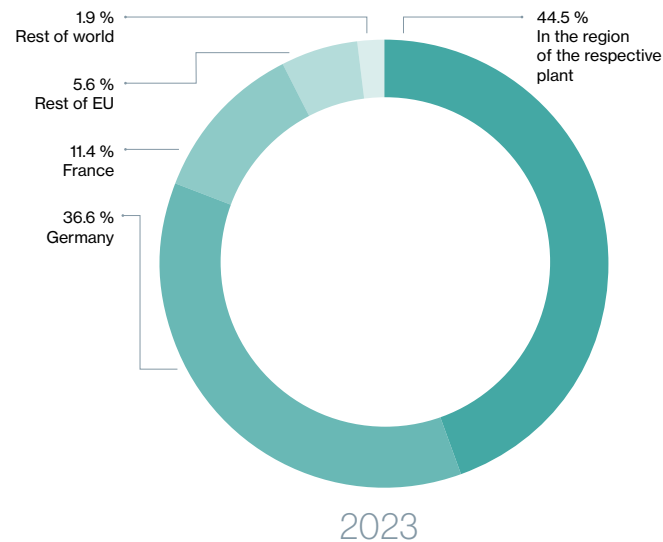
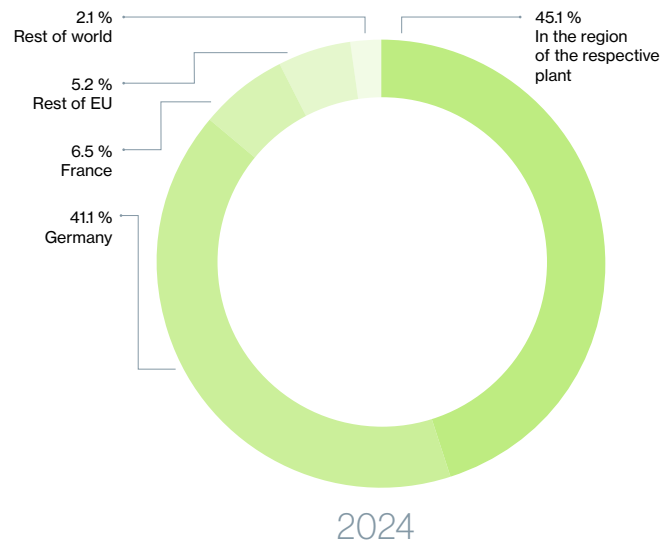




Responsibility in the supply chain

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 GmbH & Co. KGaA
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**