

# Sustainability Report 2023

## Fact Sheet

# Ownership structure, sales revenue, employees, locations

## Key figures at a glance

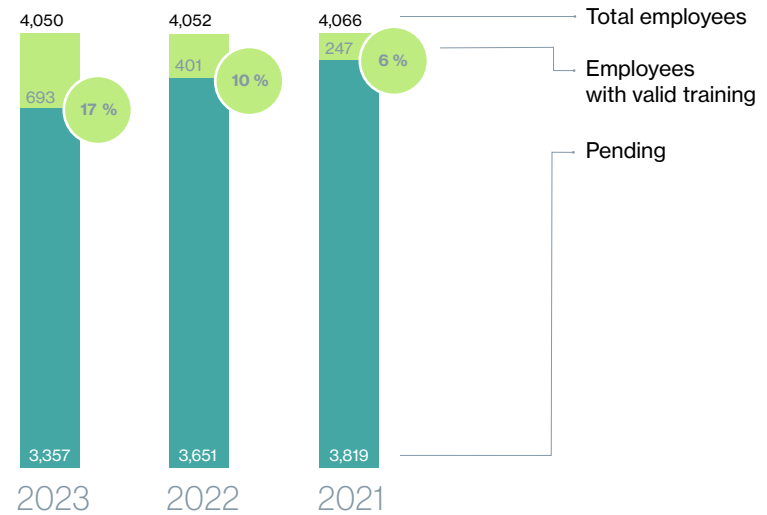
	<b>2023</b>	<b>2022</b>	<b>2021</b>
Hot metal purchases in kt	2,065	1,975	1,981
Crude steel production in kt	2,376	2,299	2,281
Heavy plate production in kt	1,837	1,841	1,782
of which Dillingen in kt	1,288	1,261	1,237
of which Dunkirk in kt	549	580	545
Turnover by country in € million			
Germany	1,352	1,329	879
France	113	144	124
Other EU countries	815	765	488
Other exports	335	424	223
Total turnover	2,615	2,662	1,714
"Workforce/employees (excluding trainees) as of 31 Dec."			
in Dillingen	3,523	3,525	3,565
in Dunkirk (Dillinger France)	535	527	510
Fixed assets in € million	1,865	1,853	1,904
Investments in € million	82	29	7
Shareholders' equity in € million	1,744	1,544	1,394
EBITDA in € million	377	408	173
EBIT in € million	321	347	112

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

<b>2023</b>	<b>SHS</b>	<b>Dillinger</b>
With valid training	623	370
Percent	84%	82%

<b>2022</b>	<b>SHS</b>	<b>Dillinger</b>
With valid training	515	448
Percent	96%	77%

Employees trained on ethical issues during the reporting year



<b>SHS</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
With valid training	559	194	265
Percent	63%	24%	34%

## Trainees trained in compliance during the reporting year

SHS does not offer apprenticeships.

<b>Dillinger</b>	<b>2023</b>	<b>2022</b>
Participants in classroom training	31	194
Percent	11%	76%

## Reports via the whistleblower system

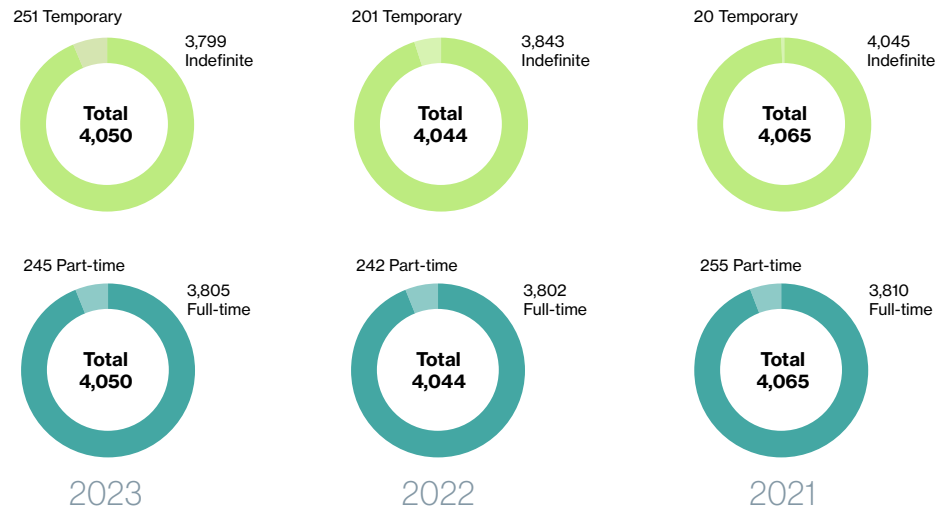
Indications of potential misconduct in more than one company are taken into account for all companies concerned.

	<b>2023</b>	<b>2022</b>	<b>2021</b>
SHS	1	1	2
Dillinger	4	1	3



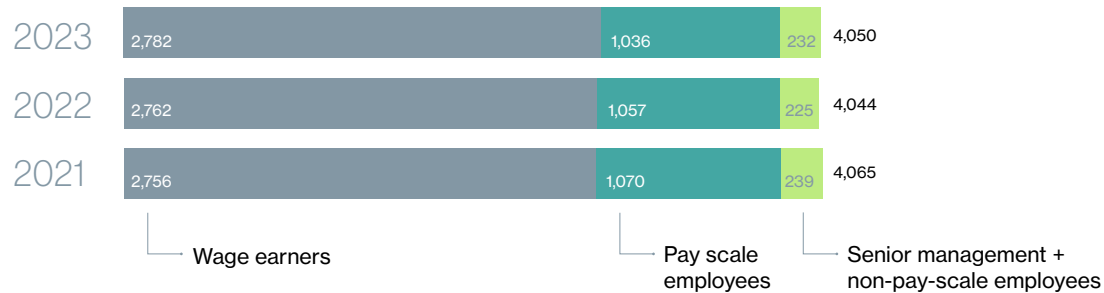
# Employment, work conditions, employee rights

## 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

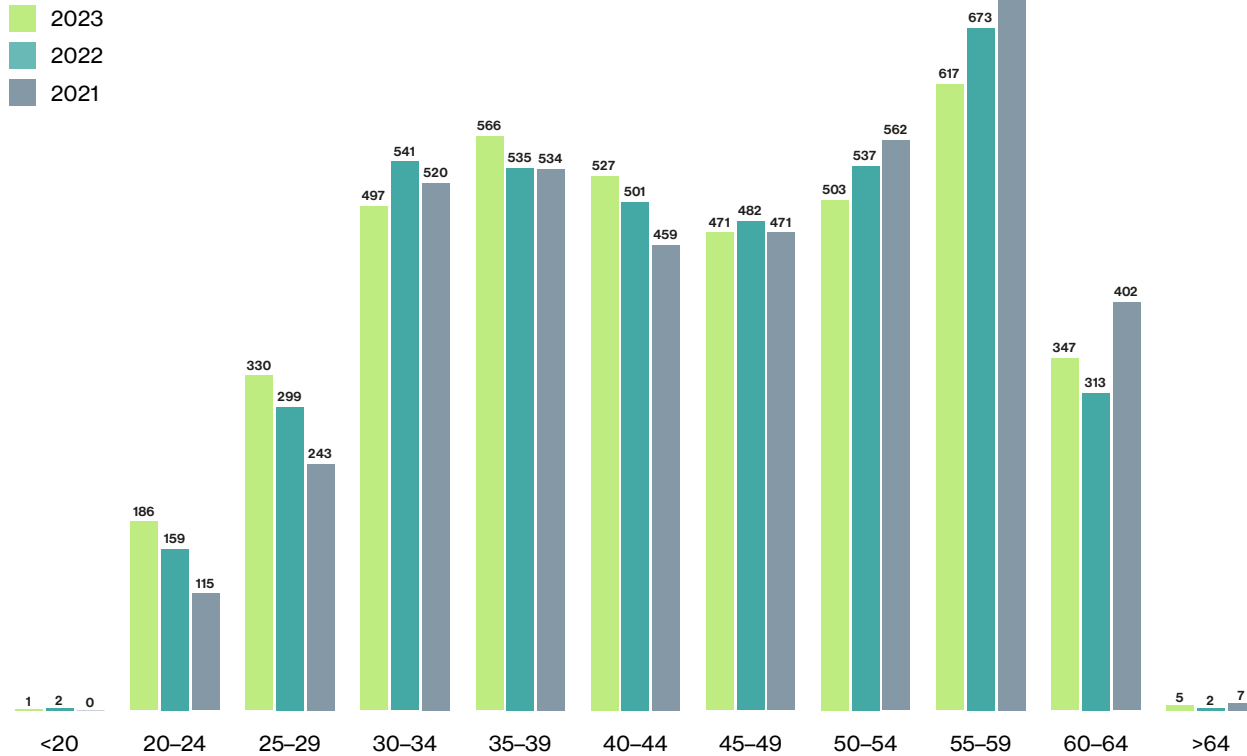


SHS	2023	2022	2021
Senior management + non-pay scale employees	402	351	347
Pay scale employees	481	442	428
Wage earners	0	0	0
Total	883	793	775



# Employment, work conditions, employee rights

Number of employees by age group



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

Average employee tenure with the company in years

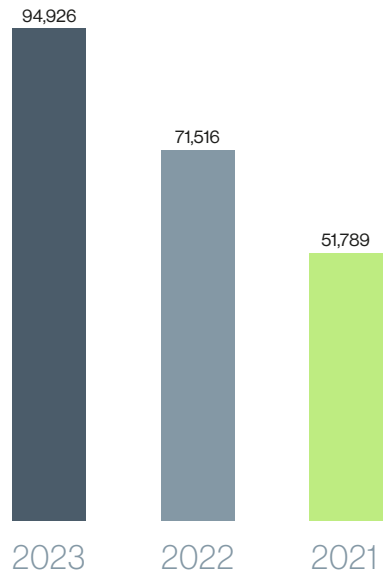


	2023	2022	2021
Employees OHG	1,127	1,059	1,052



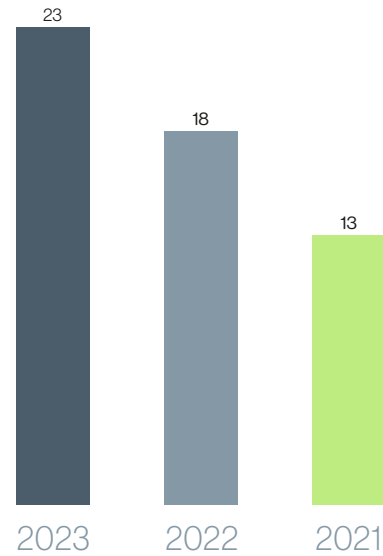
# Career planning and training

Hours spent on professional development  
Total in hours



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

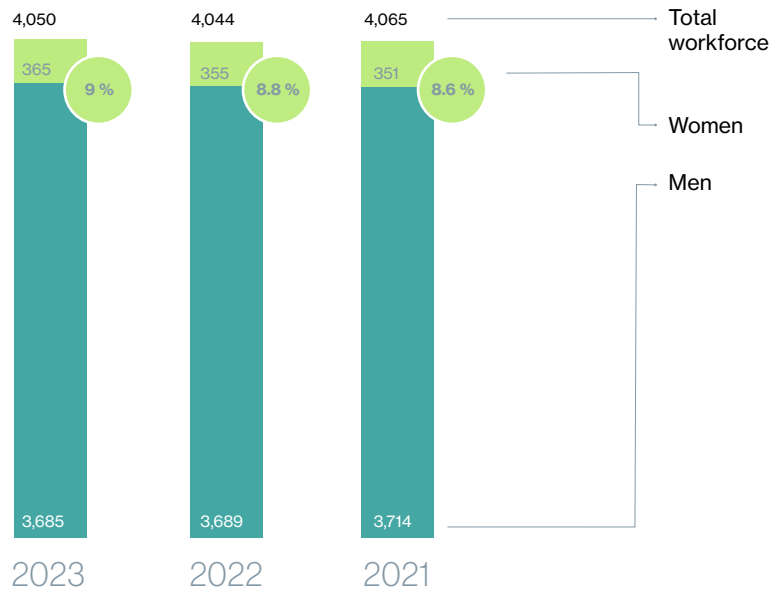
Hours spent on professional development  
Per employee in hours



SHS	2023	2022	2021
Total	19	16	11



Number of employees by gender



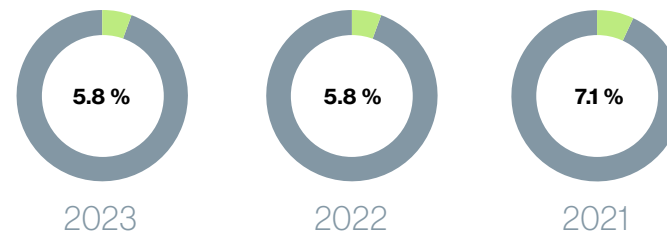
SHS	2023	2022	2021
Number of male employees	614	545	538
Number of female employees	269	248	237
Percentage of women	30.5%	31.3%	30.6%

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



SHS	2023	2022	2021
Total	14.9%	15.1%	15.0%

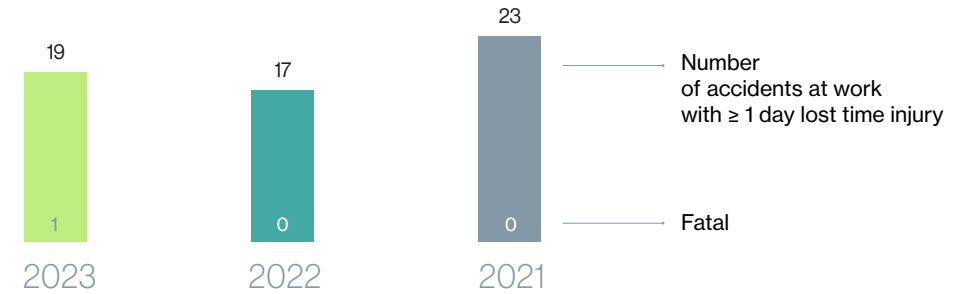
Percentage of workers with severe disabilities



SHS	2023	2022	2021
Total	3.4%	3.5%	4.0%

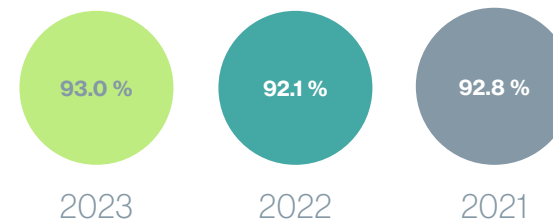
# Occupational health and safety

## Number of accidents



<b>SHS</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Accidents	1	0	0
Fatal	0	0	0

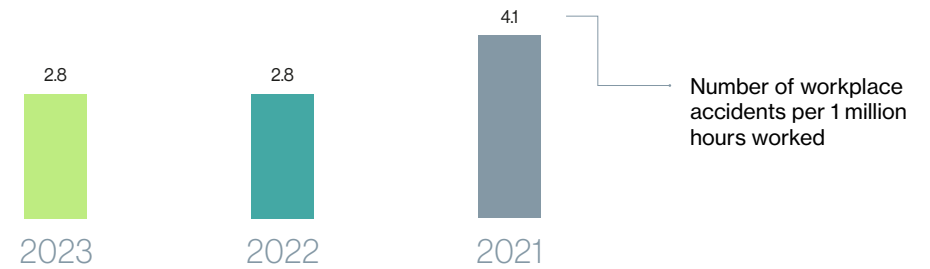
## Health rate



<b>SHS</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total	95.4 %	94.5 %	96.7 %

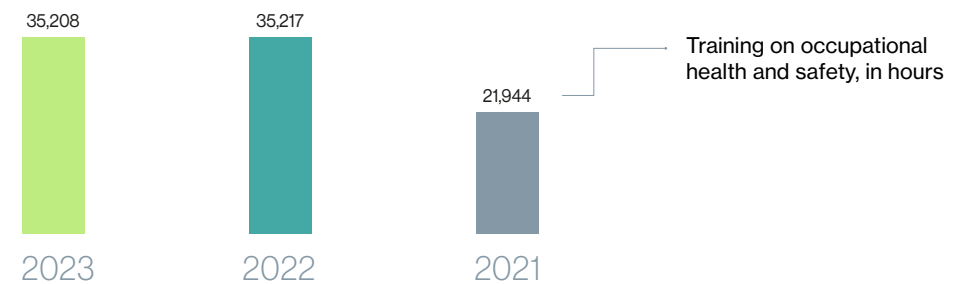
# Occupational health and safety

## Accident frequency rate

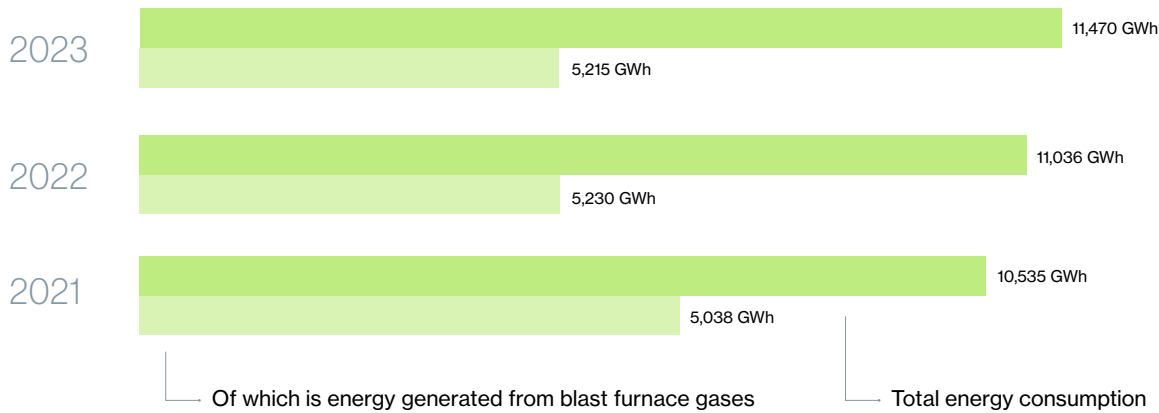
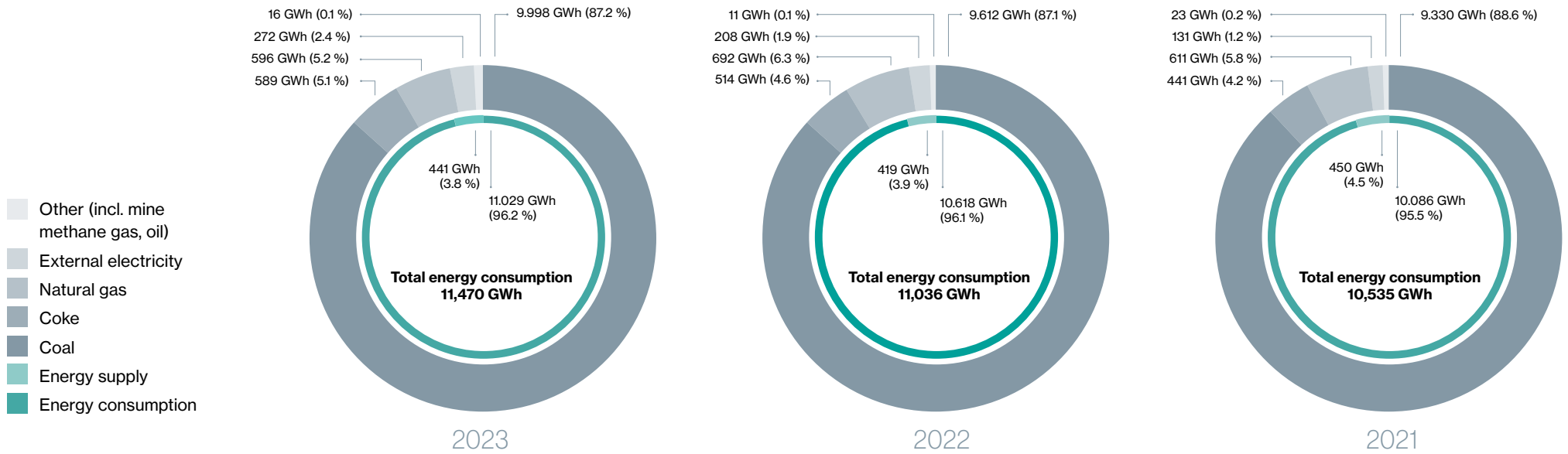


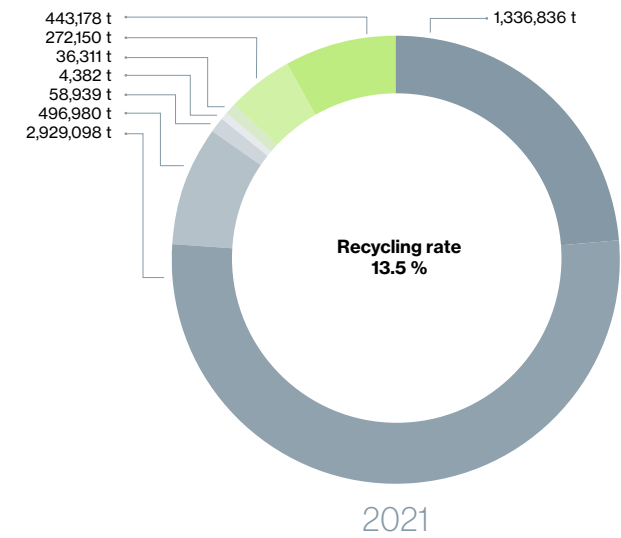
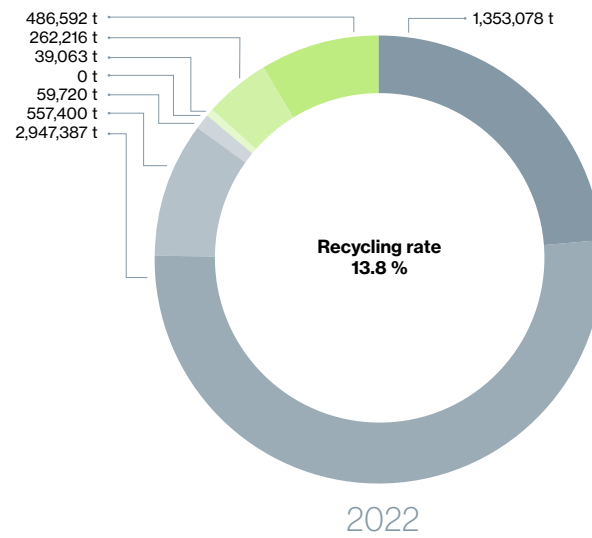
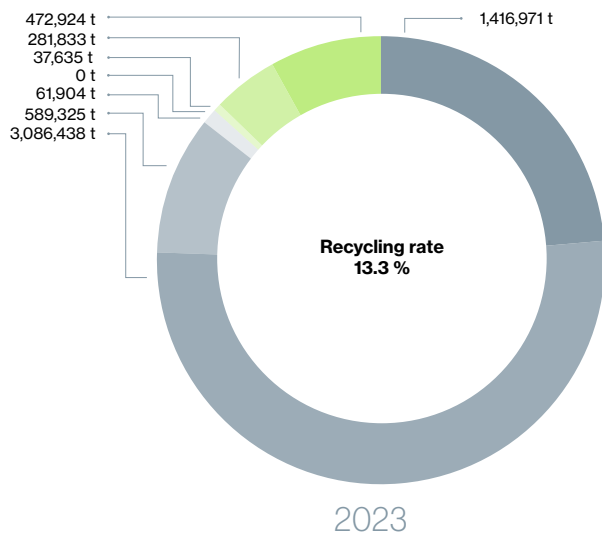
<b>SHS</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total	0,9	0	0

## Employee training on occupational health and safety



<b>SHS</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total	3,159	6,803	2,730

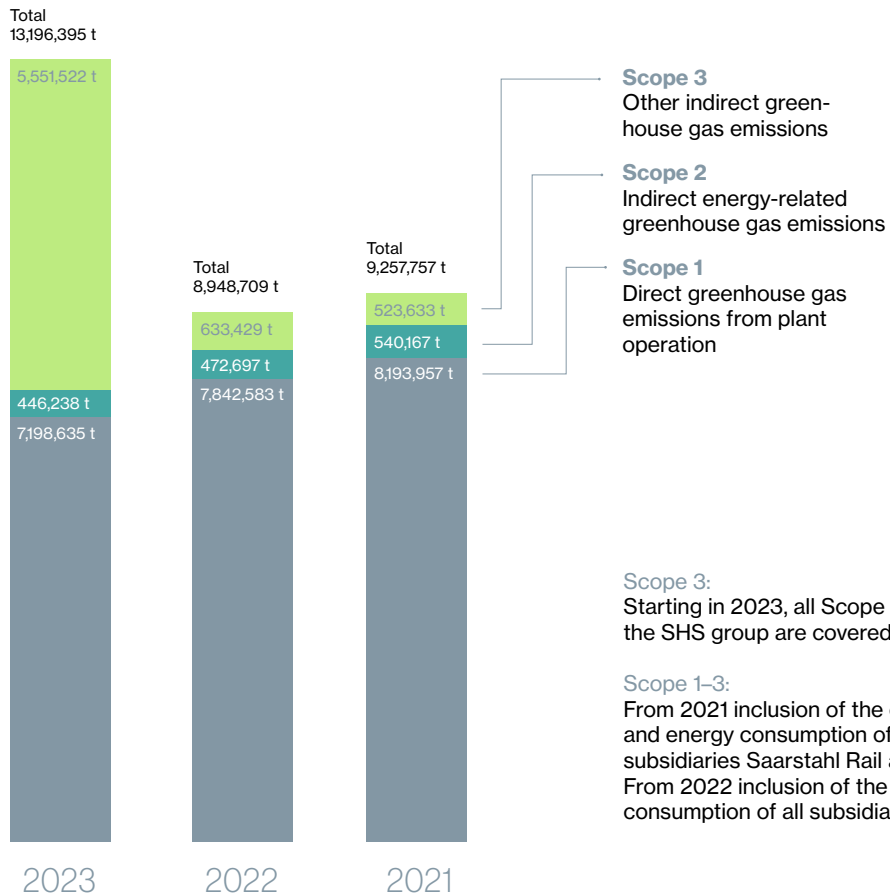




- Scrap use
- Circulating materials
- Recycled reducing agents, fuel from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, use of slag former
- Ores
- Reducing agents, fuels, heating agents (external)



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

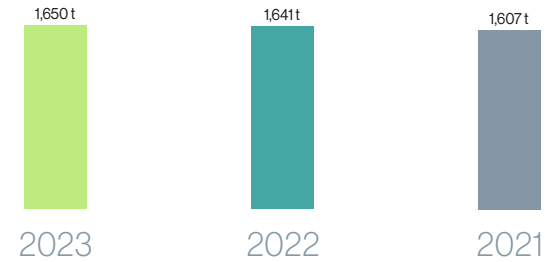


- Scope 3**  
Other indirect greenhouse gas emissions
- Scope 2**  
Indirect energy-related greenhouse gas emissions
- Scope 1**  
Direct greenhouse gas emissions from plant operation

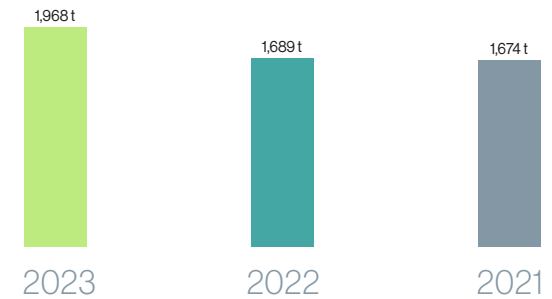
**Scope 3:**  
Starting in 2023, all Scope 3 emissions of the SHS group are covered by the report.

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

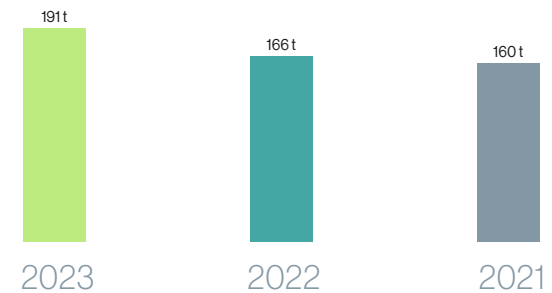
Total NO<sub>x</sub> emissions

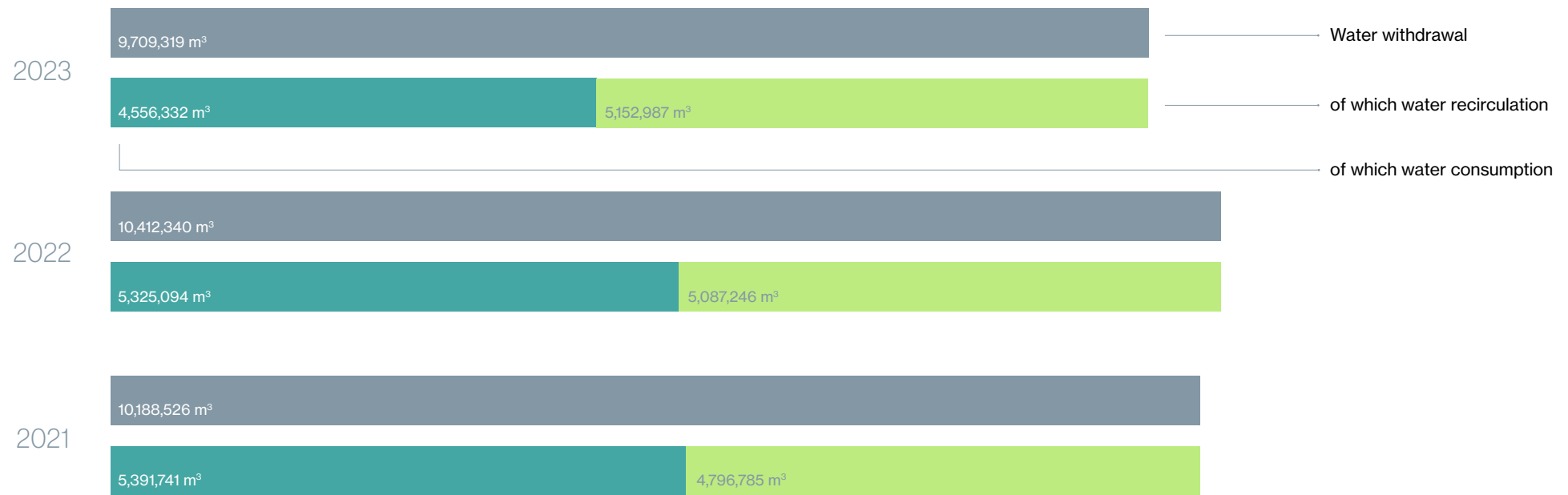


Total SO<sub>2</sub> emissions



Total captured dust emissions



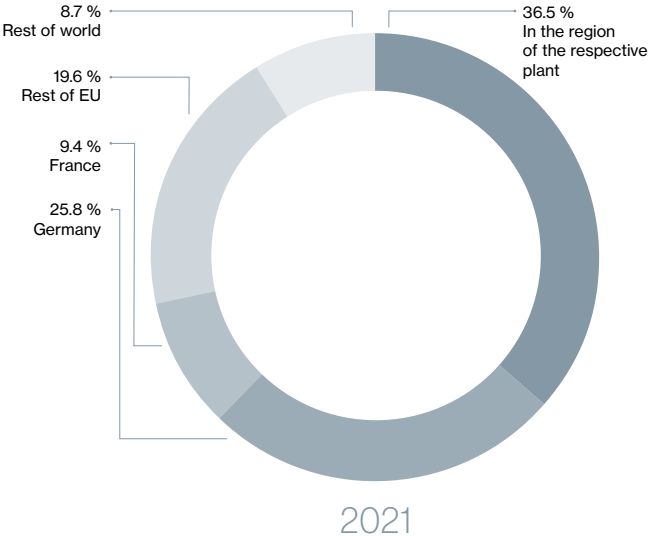
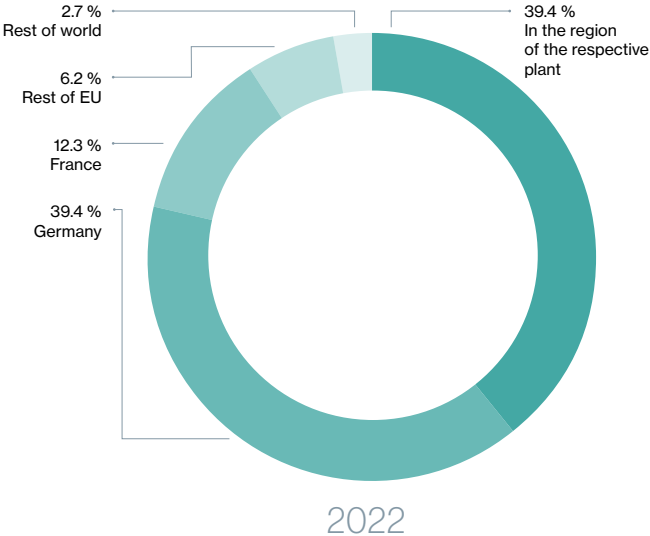
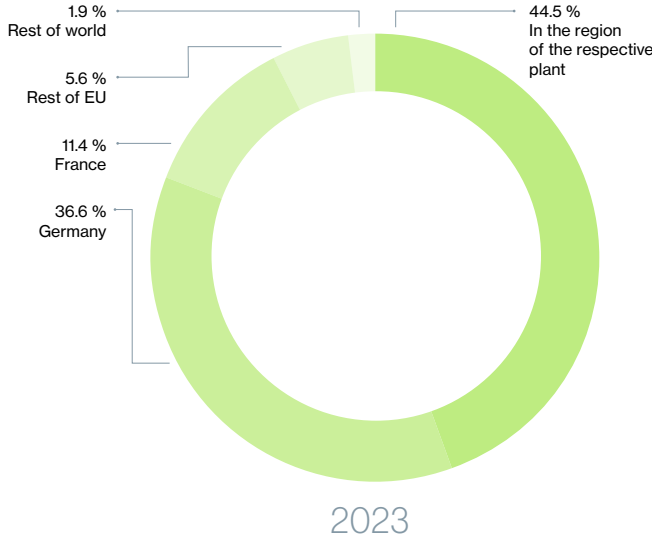




# Responsibility in the supply chain

## 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<sup>+</sup>  
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](http://www.stahl-holding-saar.de)  
[en.dillinger.de](http://en.dillinger.de)

**DILLINGER** 