



**GREEN  
STEEL**

GMH GRUPPE



# SUSTAINABILITY REPORT OF GEORGSMARIENHÜTTE GMBH

**Update of the Key Figures 2023**

Future-oriented development in the area of sustainability is of fundamental importance for all companies as well as each and every individual. To present and evaluate our development, we have prepared this update in which we compare the key sustainability figures from the 2020 report with those from 2023 (as at 31 December 2023).

In addition to brief information on changes, we provide you with the respective page numbers where you can find further background on our methods and measures in the Sustainability Report 2020.



**GMH GRUPPE**



### Safe and reliable - also as an employer

As a reliable employer, we want to provide our employees with a safe working environment. The health of our employees is a top priority for us. To ensure this, we have introduced an occupational health and safety management system in accordance with ISO 45001, which was certified for the first time in the reporting year. Among other things, this measure has also played a key role in significantly reducing our accident figures. We want to further expand this success.

2020

5 accidents per 1 million working hours

2023

2.7 accidents per 1 million working hours



12.1 Training hours PER EMPLOYEE IN 2023

5.7 training hours per employee in 2020

### Growing together - also individually

Professional and personal development is a key prerequisite for motivating and retaining competent employees and is therefore crucial to our business success. We offer our employees individualised training opportunities. Specific management training is just as important as measures that help our employees to cope with an increasingly digital working environment and deal with new challenges.



5.3% apprenticeship rate in 2023

7.2% apprenticeship rate in the year 2020

After finishing their apprenticeship, we offer our apprentices a guaranteed permanent employment contract in accordance with the collective labour agreement. In order to be able to maintain this offer even throughout economically challenging times, we have only provided apprenticeship in accordance with demand over the past three years. However, in consideration of demographic change, it is our aim to increase our apprenticeship rate again in the coming years.

### Strong togetherness - because everyone counts

We want to significantly increase the proportion of women in management positions. To achieve this aim, we have developed appropriate recruitment measures in recent years and strengthened our female core workforce at the same time. The consistent implementation of this approach is already showing initial successes, which we want continue to expand.

The overall proportion of women has decreased slightly compared to the base year 2020. On one hand, this is due to the fact that the overall workforce has increased during this period, however mainly in the production sector. The challenge of recruiting junior female staff continues to exist, particularly in the production areas. We are paying special attention to this issue and developing new approaches. On the other hand, many female employees from administrative areas have retired in recent years.

2020

1.3% Women in management positions

7% Total share of women

4.7%

Women in management positions in 2023



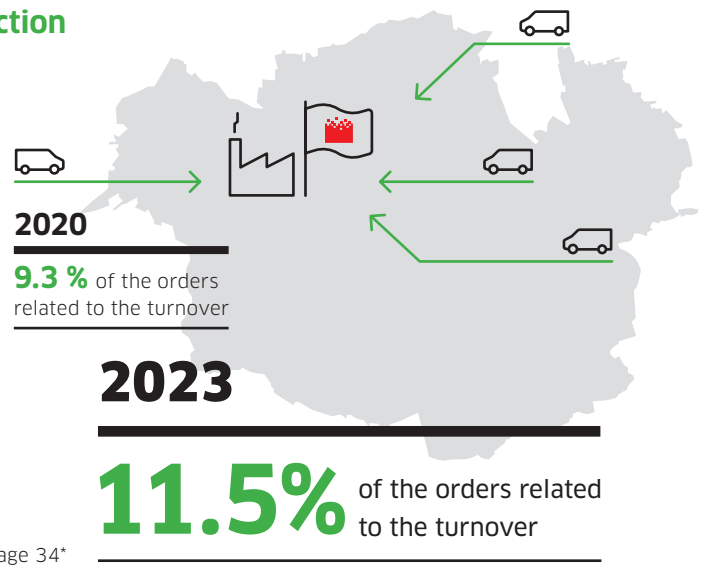
6.6%

Total share of women in 2023

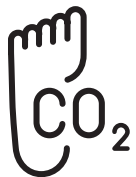


### Local infrastructures - for global climate protection

For us, sustainable procurement means ecologically compatible, socially fair and economically efficient development. We have therefore established long-standing business relationships with a network of reliable local suppliers. We utilise this network whenever it is possible. This enables us to reinforce our region and, at the same time, be flexible, reduce costs and protect the environment. We were able to successfully implement this approach of local procurement and further improve our key performance indicator throughout the reporting period.



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0.695 t CO<sub>2</sub>  
per t product in 2020

**0.491 t CO<sub>2</sub>**  
per t product in 2023

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### Pioneer since 1994 - climate-neutral by 2039

We are making steady progress on the road to achieving climate neutrality by 2039. Our approaches: Green electricity for green steel / from natural gas to green hydrogen / biomass instead of coal. In addition to the targeted use of green electricity, legal framework conditions have also led to the significant minimisation of our specific CO<sub>2</sub> load. The abolition of Section 78 EEG (Renewable Energy Act) 2023 as part of the reorganisation of the EEG levy allows us to align ourselves with the general electricity labelling for the German electricity grid.<sup>1</sup>

### Sustainable material steel - more valuable with every cycle

In recent years, we have been able to continuously increase the proportion of recycled materials in our steel. During the reporting period, we have once again succeeded in positively expanding our key figure in this area. On one hand, this was possible due to the high production capacity utilisation in 2023; on the other, our continuous attempts to minimise the use of primary raw materials by closing internal material cycles have also proven successful in this case.

**2023**

**89.2%**

**SHARE OF RECYCLED MATERIALS IN STEEL PRODUCTION**

**2020**

87.7% share of recycled materials in steel production

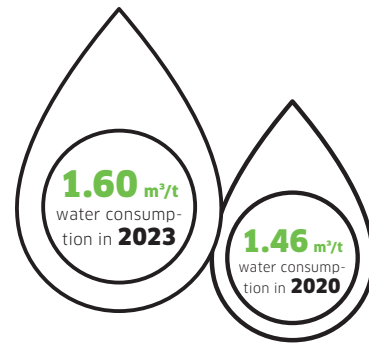
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<sup>1</sup> Electricity labelling according to the BDEW forecast "Die Energieversorgung 2023", page 53



### Utilising energy - conserving resources

In the 2023 reporting year, we recorded an increase in water consumption per tonne of product compared to previous years. This is due in particular to our concept for minimising fugitive dust emissions, which we developed together with the responsible authorities and implemented throughout this reporting period. It includes the intensive irrigation of the slag cooling system, the residual material processing and the roadways.



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**3838 TJ**

Energy consumption in 2020

**4468 TJ**

ENERGY CONSUMPTION IN

**2023**



Total energy consumption in 2023 has increased due to higher production and processing depth. With energy efficiency measures, we were able to counteract this, so that energy requirements increased by only 16% with an increase in production of 23% compared to 2020.

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### Avoid more - recycle more

Our production-related waste volumes remain almost unchanged at a low level in the period 2020 - 2023. The slight increase in the value of non-hazardous waste during this time is due to special effects. These are the result of the collection of corresponding quantities over a longer period of time in order to compile transportable batches.



	2020	2023
recycled, non-hazardous	0.170 t/t product	0.172 t/t product
recycled, hazardous	0.013 t/t product	0.013 t/t product
disposed, non-hazardous	0.044 t/t product	0.052 t/t product
disposed, hazardous	0.0002 t/t product	0.0002 t/t product

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Georgsmarienhütte GmbH  
Neue Hüttenstraße 1  
49124 Georgsmarienhütte  
www.gmh-gruppe.de

#### Contact

Andrea Bruns  
Sustainability Management  
nachhaltigkeit.gmh@gmh-gruppe.de  
Phone +49 5401 39 - 4415

\*Page numbers from the Sustainability Report 2020