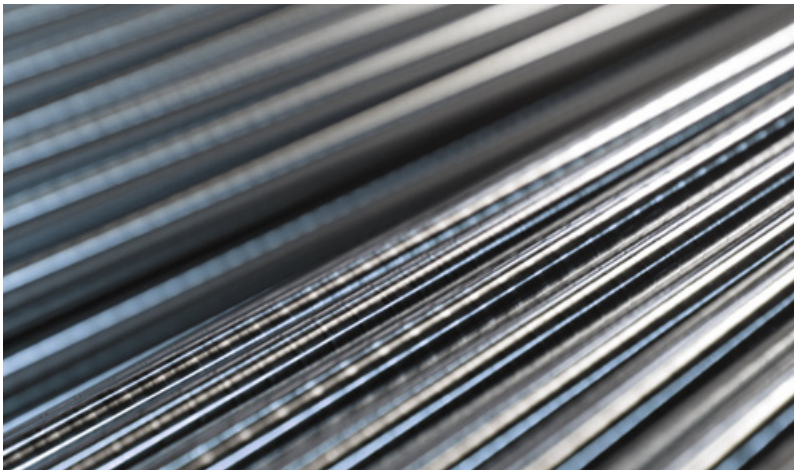
SAH
Stahlwerk Annahütte

LIVING THE CIRCULAR ECONOMY
2020 SUSTAINABILITY REPORT



Aerial view of Stahlwerk Annahütte

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Foreword

Dear Readers,

Consistency, competence, reliability, and a focus on the future – these four fundamental values permeate our work and actions at Stahlwerk Annahütte. Future-oriented business operations require both innovative products and responsible corporate management.

As one of the leading enterprises in the steel-processing business, we consider the consequences of our decisions not only from an economic perspective but also in ecological and social terms. In our first Sustainability Report we transparently present the measures we are implementing and the goals we are pursuing.

We source most of our preliminary material regionally from our affiliated company, Lech-Stahlwerke (LSW). This steel mill produces new steel from scrap using the electric steelmaking process, which generates significantly less CO_2 than in primary production. Steel as a material is a good example of the circular economy in action, as it can be recycled indefinitely. The production of our high-quality steel products requires large quantities of energy. We therefore constantly work to optimize our processes and have established Environmental and Energy Management Systems as components of an Integrated Management System. At the end of the reporting year we commissioned a second hydroelectric power plant, which has enabled us to further increase the proportion of electricity we generate ourselves from renewable sources – at present, this figure is almost 40 percent.

We maintain long-term partnerships with our customers and suppliers, and develop future-oriented products in close cooperation with them. Our employees are an indispensable basis for our success – with their expertise and commitment, each and every one of them contributes towards meeting our customers' requirements. Offering our employees attractive working conditions and supporting them is important to us. To improve compatibility of family and career, we have been operating our own childcare facilities for several years.

This Sustainability Report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI). We hope you find it an informative read.

Both steel and sustainability mean quality of life – we are committed to this statement at our production location.

The management

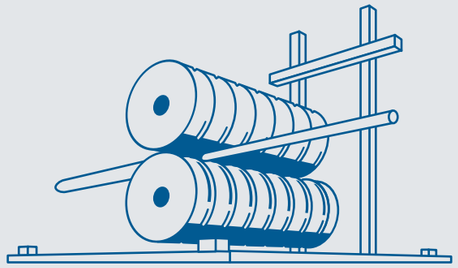
Tanja Jursa Klaus Krüger Katharina Eisl

Stahlwerk Annahütte

Economic efficiency, environmental protection,
and social responsibility throughout the value chain

STEEL BILLETS

Regional sourcing of steel
billets from electric steelmaking

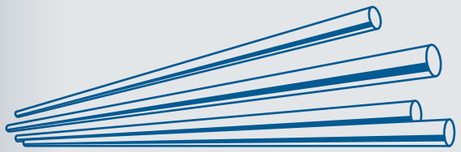


ROLLING MILL

- Heating of billets to over 1,100 °C
- Rolling and cooling

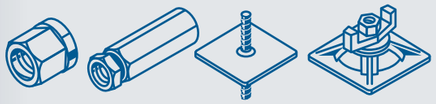
1,500 kW hydropower plant for own supply

SAH Stahlwerk Annahütte

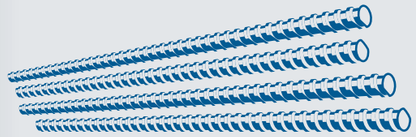


STEEL BARS

- Heat treatment
- Straightening of bars
- Peeling, straightening, polishing, and (if required) grinding
- Automatic testing
- Sawing and end machining



ACCESSORY PRODUCTION



THREAD BARS

- Cold stressing and heat treatment
- Sawing
- Partially automated testing

Components for the automotive industry, power engineering, and mechanical engineering, for screw and chain production, and for toolmaking

System solutions for technical engineering in geotechnics, for superstructure and underground engineering, for bridge, road, and tunnel construction, and for mining

100% recycled steel

100% delivered by rail

230,000 t of steel processed annually

580 employees from 30 nations

IATF 16949, ISO 9001, ISO 14001, ISO 50001 certified production

100% of steel scrap from production is recycled

100% of the steel can be reused indefinitely

39% of our electricity requirements are covered by our own hydropower plant

Bright steel bundle

Delivering Quality

Stahlwerk Annahütte is a leading supplier of quality hot-rolled steel bars and thread bars. A company steeped in tradition, we are anchored firmly in the Berchtesgadener Land region and attach great importance to responsible corporate management.

Company Profile

Stahlwerk Annahütte is one of the leading companies in the segment of steel bars and thread bars. Our quality steel has proved reliable throughout the world in the automotive, toolmaking, and chain industries, in mechanical engineering, and in energy production. Components made from Annahütte steel bars can be found in every European automobile – from engine and chassis components to quenched and tempered, and ground sliding drivers for rear-axle steering. In the field of technical engineering, we are the world market leader for hot-rolled threaded steel with our products from the brand SAS Systems.

Stahlwerk Annahütte is part of the Max Aicher Group of Companies, which is encompassed by the Max Aicher Foundation, one of the largest private foundations in Bavaria. A company steeped in tradition, Annahütte is firmly anchored in the Berchtesgadener Land region and is an important employer, with some 580 employees at the Hammerau location. Its history dates back to the 16th century, when it was founded as an ironworks. Max Aicher acquired the plant in 1975 and renamed it "Stahlwerk Annahütte Max Aicher GmbH & Co. KG." The management consists of three equal members for the areas of Administration/Finance, Sales, and Technology. We operate internationally and work in close cooperation with our partners, maintaining subsidiaries and investments in Europe, Asia, and North and South America. With a high export share of around 50 percent of the rolled products from Hammerau, we cater to the requirements of our customers worldwide. Important markets outside Europe include Australia, South Korea, and Mexico.

Economic performance and business environment

Stahlwerk Annahütte is an important economic factor for the region. Market and regulatory changes require companies to react flexibly and with foresight. We develop future-proof products in order to remain successful in the face of future challenges. As a result of the changes in the mobility sector, with an increasing shift in technology from the combustion engine to the electric motor, we are expecting a significant decline in volumes in the steel bar sector. Climate protection legislation is also becoming increasingly stringent and could lead to a high cost burden for the steel industry.

To be prepared for the future, we are stepping up our measures in the area of renewable energies, for example, with the construction of a new hydropower plant during the reporting year. We will also expand our portfolio by diversifying the value-added chain and developing further products.

Values and Compliance

Responsible corporate management

Stahlwerk Annahütte is committed to responsible corporate management. This means that we assess and take into account the consequences of our corporate decisions and actions in economic, social, and ecological terms.

One of our fundamental principles is that we respect international human rights. Adherence to the core labor standards of the International Labour Organization (ILO) is a given for us.

Our corporate objectives give top priority to customer service, occupational health and safety, products of the highest quality, environmental protection and the conservation of resources. These priorities permeate all aspects of our corporate conduct and are a common thread running through all our activities.

Our Mission Statement

The Max Aicher Foundation has defined binding principles and guidelines for the entire group of companies; these also apply to Stahlwerk Annahütte. “Our objectives, our values, our actions” is the motto of this Mission Statement. Among other things, it describes what we stand for: customer service, excellence, sustainable value creation, integrity, and team spirit. Our actions are guided by universally accepted ethical values and principles – in particular integrity, honesty, respect for human dignity, openness, and non-discrimination on the basis of religion, ideology, gender, or ethnicity. The entire Mission Statement can be read here: ►www.max-aicher.de/en/home/corporation/max-aicher-philosophy

Compliant conduct

We naturally comply with all applicable corporate laws as well as internal guidelines and ethical principles. This includes, among other things, that we reject corruption and bribery. We promote transparency, integrity, and responsible management and governance within the company. Fair competition is the basis of our business activities.

In addition to the mandatory principles and guidelines, Stahlwerk Annahütte maintains a general Code of Conduct (CoC) that defines the standards for the business, legal, and ethical behavior of employees. We expect every employee to consistently comply with these guidelines – we do not tolerate violations. The Code of Conduct is included in the information brochure for new employees.

Selected employees are given training on our general Code of Conduct at regular intervals by the Compliance Officer.

The Compliance Officer is responsible in matters of corruption and risk of corruption. We are not aware of any confirmed cases of corruption, either from the reporting year or from the two previous years. Nor were any sanctions or fines imposed on us for failure to comply with social or economic legislation, either in the reporting year or in the two years previously.

Whistleblower system

This year, Stahlwerk Annahütte established a whistleblower system for reporting violations in areas such as antitrust law, corruption and money laundering. It also allows anonymous reports to be made.

Compliance with data protection regulations

Secure handling of personal data is of crucial importance to our company. Managers are responsible for compliance with and implementation of data protection provisions in their respective areas, and a Data Protection Officer ensures compliance with the General Data Protection Regulation (GDPR). Data processing procedures are designed to be transparent and traceable, and all legal requirements are strictly observed in the processing of personal data. Training and sensitization of the persons involved in data processing are ensured.

Controlling Sustainability

Our understanding of sustainability

For us, sustainable business means giving as much attention to environmental and social aspects as to the economic development of our company. Since we are aware of the impact of our business activities, we assume responsibility in the following areas:

Conducting business: Stahlwerk Annahütte manufactures high-quality, innovative products. We attach great importance to a supply chain that is as sustainable as possible, and to long-term customer and supplier relationships. We take the concerns of our stakeholders seriously.

Environment: We live up to our ecological responsibility – among other things through production that is as resource-efficient as possible, through environmental protection measures, and reducing energy consumption. We want to be transparent about our impact and reduce it further.

Employees and society: Our employees are crucial to our success and we want to offer them an attractive working environment. Team spirit is also very important to us. Beyond our core operations, we assume social responsibilty by, for example, supporting charitable projects. We also have our own company childcare facilities.

Managing sustainability

Decisions relating to economic, ecological, and social issues are made by corporate management, with the involvement of employee representatives. When a decision involves a substantial investment, the Advisory Board and shareholders are also involved.

Our corporate strategy is accompanied by a comprehensive, integrated management system and pursues the goal of constant improvement of processes and products. The corporate goals of Stahlwerk Annahütte are defined on an annual basis. These goals relate both to corporate strategy and to quality, energy, the environment, and occupational health and safety; they are substantiated in a plan of action and measures.

In dialog with stakeholders

We maintain regular contact with our interest groups. Of key relevance to Stahlwerk Annahütte are the Max Aicher Foundation, the affiliated companies, the employees, the Works Council, customers, suppliers, insurance companies, banks, the Employers’ Liability Insurance Association, the Trade Supervisory Board, local residents, approval authorities, environmental associations, certification offices, local companies, the municipality, the Berchtesgadener Land district, and the State of Salzburg.

Exchange with our stakeholders takes various forms, for example as discussions, information bulletins, personal contact at events, and membership of associations.

The issues that our stakeholders raise with us are manifold. While the main focus is on our business operations, the stakeholder groups are also involved in strategic development. On matters of occupational health and safety, we cooperate primarily with government departments and authorities. Local residents contact us mainly about noise and traffic concerns or when applying for a place at our childcare facilities.

Through the Max Aicher Foundation, Stahlwerk Annahütte is involved in the Association of German Steel Manufacturers (VDEh) and the German Steel Federation (WV Stahl). In our capacity as a member of WV Stahl, we participate in the national Hydrogen Project Group together with other German steel manufacturers. We are also a member of the bayme employers’ association for the metal and electrical industries in Bavaria.

Materiality topics

Prior to preparing this Sustainability Report, Stahlwerk Annahütte carried out a materiality assessment together with an external sustainability consultancy. We started by examining relevant sustainability issues, taking into account the sector, our business model, global challenges, as well as legal and social parameters. The result was a list of potentially relevant sustainability topics, which were then prioritized in a workshop with specialist departments and corporate management, taking into account internal and external stakeholder expectations and the impact of the business model on people, the environment, and society. The resulting materiality matrix was then validated once more and confirmed by corporate management.

We have defined the following as material topics:

Business & Value Creation:
- Product safety
- Sustainable supplier management
- Compliance and business ethics
- Information and IT security

Environment & Energy:
- Energy and emissions
- Water and wastewater
- Sustainable and innovative products for customers
- Material and resource efficiency
- Biodiversity
- Transport and logistics

Employees & Society:
- An attractive working environment
- Education and training
- Health and safety
- Diversity and equal opportunities
- Social commitment

Roundness measurement

Product Quality and Safety

Product Quality and Safety

We offer our customers high-quality steel bars and thread bar systems. Compliance with legal regulations and recognized standards is a significant component of our work, and our manufacturing processes are invariably state-of-the-art. Our Integrated Management System (IMS) is designed to reliably prevent any defects in advance. All products from our company are manufactured in accordance with the IATF 16949 or ISO 9001 standards. Compliance with the specifications of these quality standards is examined in annual external quality audits and in regular internal audits. There have been no product liability cases, recalls, or violations in the past ten years.

Metallography

Quality assurance measures

In addition to a constant exchange with customers regarding improvements, extensive measures for quality assurance are contractually defined in Quality Assurance Agreements (QAAs) prior to delivery.

Like any company that is part of the automotive supply chain, Stahlwerk Annahütte is committed to ensuring product safety and conformity. To safeguard the integrity of our products, we have appointed a Product Safety and Conformity Representative (PSCR), whose task is to determine, minimize and control liability risks throughout the product development and manufacturing processes.

Responsible Procurement

Suppliers

Stahlwerk Annahütte relies on regional manufacturers wherever possible. We have two suppliers for our steel billets as a primary material; the main supplier is our affiliated company Lech-Stahlwerke GmbH (LSW), from which we obtain over 96 percent of the steel billets we use.

The purchasing value in Germany amounts to around 90 percent of the overall purchasing value. The remainder is spread over neighboring European countries, China, and India.

Supplier Code of Conduct

Stahlwerk Annahütte has maintained a Supplier Code of Conduct since 2020. We expect our suppliers to act in accordance with this ethical code, and also to make reasonable efforts to encourage their own suppliers and subcontractors to comply with these principles. We reserve the right to verify compliance with the Supplier Code of Conduct among existing and new suppliers.

The key elements of the Supplier Code of Conduct are as follows:

- **Human rights and social standards**: This deals with aspects such as occupational health and safety, prohibition of child, forced, and compulsory labor, and respect for the fundamental rights of employees.
- **Behavior in the business environment**: This area concerns specifications with regard to anti-corruption, fair competition, avoidance of conflicts of interest, measures against money laundering, compliance with trade laws, export controls and sanctions, and protection of information and data.
- **Environmental protection**: This area includes the specifications regarding environmental protection and resource conservation, and responsible material procurement.

Environmental requirements of suppliers

For the product steel bars, we require our suppliers to have a certified QM system in accordance with IATF 16949, or alternatively a certified QM system in accordance with ISO 9001, with the requirement for further development to IATF 16949, along with assessment of conformity with other requirements on QM systems as specified by the customer. A supplier of primary material already certified and approved to ISO 9001 may be classified as an “established supplier” if it fully complies with our requirements and the risk analysis is positively assessed. Alternatively, an assessment from an OEM customer or by a company approved by an OEM customer may be recognized. We require a QM system certified in accordance with ISO 9001 from suppliers of primary materials for thread bar systems.

Our suppliers are expected to provide evidence of a management system in the form of a supplier self-disclosure. The supplier must ensure that all processes, products, and services it provides comply with the relevant legal and regulatory requirements of the exporting country, the importing country, and the country of destination that we specify. Assessment of primary material suppliers is carried out on a monthly basis.

In the Quality Assurance Agreements (QAAs), we require our primary material suppliers to have a suitable environmental management system in place in accordance with ISO 14001 and to provide evidence of corresponding certification.

Peeling process

Hydropower station SAH I

Conserving Resources

We constantly strive to minimize our use of resources and energy, and to reduce waste – and thereby curb the impact of our business activities on the environment.

Environmental Management

Stahlwerk Annahütte makes every effort to keep its use of resources and energy to a minimum. As our corporate objectives make clear, environmental protection has a high priority. Our Environmental Management System is designed both to prevent damage to the environment and to implement all relevant statutory requirements throughout the company. Stahlwerk Annahütte is certified to the ISO 14001 environmental management standard and the ISO 50001 energy management system – our energy and environmental management is part of our Integrated Management System (IMS). Corporate management is responsible for this environmental management, and the topic is implemented by the Environmental Management Officer. Our employees are regularly instructed on environmentally relevant topics, including the careful use of resources.

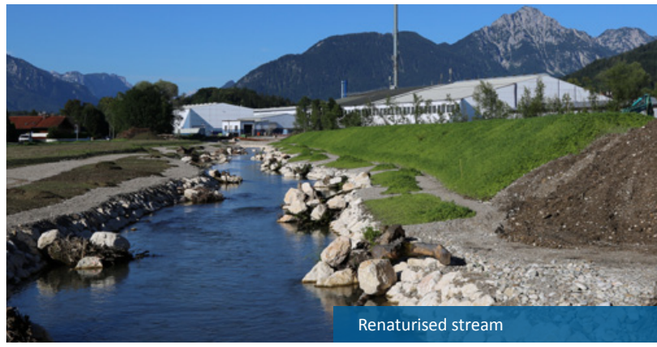
In the area of the environment, the goals we pursue include the following:

- Waste reduction
- Reduction in hazardous waste volumes
- A continuous increase in recycling rate
- Further noise reduction measures

No fines or sanctions were imposed on us for failure to comply with environmental protection laws and regulations either in 2020 or in the two previous years.

Impact on nature in the surrounding area
In its regular operations, Stahlwerk Annahütte has no perceptible impact on biodiversity in the surrounding area. The company is located within the Berchtesgadener Land Biosphere Reserve; we carry out environmental impact assessments prior to implementing construction projects. If it is determined during the planning of construction measures that these would impact natural habitats in the surrounding area, we initiate a comprehensive assessment and draw up measures to counteract any possible damage.

ISO 14001 & ISO 50001
certified production



Renaturised stream

Energy

Controlling energy consumption
Stahlwerk Annahütte has maintained a systematic Energy Management System in accordance with ISO 50001 since 2013. Monitoring is carried out in accordance with the specifications by means of annual audits, and an internal system audit is carried out during the year with external support. The annually agreed quantitative corporate objectives also take into account the results of the system audit. Operational targets are additionally defined in the area of energy.

Demand and savings potential
To meet its energy requirements, Stahlwerk Annahütte makes use of natural gas, propane, diesel, and electricity – with natural gas accounting for by far the largest share. Fossil fuels (mainly natural gas) account for 82 percent of total energy requirements, while the remaining 18 percent is covered by electricity, of which in turn 39 percent is generated from renewable sources using the company's own hydropower (reference year 2019).

Heating the billets in the walking beam furnace to almost 1,200 °C consumes around 85 percent of the natural gas we purchase. The subsequent heat treatment of the rolled bars mainly takes place in energy-efficient roller hearth furnaces; this requires just under 11 percent of the natural gas purchased. Natural gas is currently state-of-the-art as the main fossil fuel for the furnaces, however it could conceivably be replaced by electricity and/or hydrogen in the medium to long term. Specific natural gas consumption was significantly reduced thanks to the renovation of the walking beam furnace in mid-2019. Absolute consumption in early and mid-2020 was lower by reason of the short-time work phase due to the Corona pandemic.

Our energy requirements for heating are relatively low, thanks in part to intensive use of heat recovery. For example, numerous projects have been implemented that use the waste heat (oil and air) from the large-scale compressor systems. A total of 306.6 MWh of fossil energy has been saved in heating over the past three years. We require diesel fuel for part of the plant's internal vehicle fleet; we also have electrically powered industrial trucks. In addition, a two-way electric heavy-duty vehicle is used.

Two-way electric heavy-duty vehicle

FOSSIL FUEL DEMAND
(conversion based on calorific value)

in MWh	2018	2019	2020
Natural gas	119,149	111,306	96,703
Propane	167	115	147
Diesel	676	595	553
Total fossil fuel demand	119,992	112,016	97,403


SAH I hydropower station generator

The electricity required is partly purchased from the energy supplier and partly produced in the plant's own hydropower station. A small portion of the electricity purchased or produced is sold to local end users.

In-house production at the plant's own hydropower station is CO_2-free. The SAH I hydropower station has a nominal power of 1,500 kW. The low level of in-house production in 2020 was due to extensive modernization work on the plant's entire canal system from March to August. Along with this modernization, we built a further hydropower plant (SAH II) with a 246 kW Pelton turbine at a separate location, which went into operation in December 2020.

Initiatives to reduce energy requirements are recorded and systematically evaluated. Thanks to various measures (e.g. optimization of the compressed-air network and modernization of electrical drives), a total of 450.5 MWh of electrical energy has been sustainably saved over the past three years.

ELECTRICAL ENERGY CONSUMPTION

in MWh	2018	2019	2020
External procurement	18,655	15,771	18,921
In-house production	8,891	10,259	4,682
Less resale and feed-in	-1,033	-1,805	-810
Total own requirements	26,513	24,225	22,793

Emissions

Stahlwerk Annahütte's Environmental and Energy Management Systems aim to reduce energy consumption and thus also CO_2 emissions. Increasing energy efficiency is a key corporate objective. The most important measure for reducing emissions in the medium term is the complete renewal of our walking beam furnace. We intend to commission the new furnace in January 2024. In line with current objectives, this will enable us to reduce CO_2 emissions by 15 to 20 percent and nitrogen oxide emissions by up to 20 percent. We extended our hydropower capacity in 2020; this will further reduce our CO_2 emissions. In December a second hydropower plant (SAH II) was commissioned, with a targeted production capacity of 2,000 MWh/a.

In calculating our CO_2 emissions, we were guided by the Federal Environment Agency's study "CO_2 Emission Factors for Fossil Fuels" (original title "CO_2-Emissionsfaktoren für fossile Brennstoffe") and calculated the CO_2 emissions on the basis of the corresponding energy demand. The following proportionality factors were used for the fossil fuels in accordance with this study; these are based on calorific value:

- Natural gas: 50.4 tonnes CO_2/TJ
- Propane: 60.3 tonnes CO_2/TJ
- Diesel: 69.4 tonnes CO_2/TJ

We also calculate the indirect emissions on the basis of electricity demand. The electricity generated in our own hydropower plants (around 39 percent of demand in 2019) is emission-free.

Total CO_2 emissions in 2020 amounted to 22,049 tonnes.

DIRECT CO_2 EMISSIONS

in t/a	2018	2019	2020
Natural gas	21,618	20,195	17,546
Propane	36	25	32
Diesel	169	148	138
Total in t/year	21,823	20,368	17,716


On-site rail transport

INDIRECT CO_2 EMISSIONS

in t/a	2018	2019	2020
Electricity (own generation)	0	0	0
Electricity (electricity supplier)[1]	4.272	3.612	4.333

[1] For this purpose, a CO_2 burden is assumed corresponding to 229 g/kWh according to the information provided by the electricity supplier; this is significantly lower than the national average.

Transport and logistics

All steel billets are delivered by rail – both the supplies from Lech-Stahlwerke and the secondary volumes from external steelworks. In terms of volume, rail transportation was used for over 99 percent of the total steel billets purchased. Deliveries are made directly, without intermediate storage.

Finished products are normally delivered by truck. This is due to call-off quantities and the need to protect the steel from moisture; the geographical location of individual customers also usually makes rail transport unsuitable. Overseas export volumes are shipped in containers.

Steel billets are normally delivered in block trains, and the load capacity of the trucks is normally fully utilized. In addition, since 2020 the rail cars that deliver the material have also been used directly for return transport of the steel scrap.

According to the German Environment Agency's publication "Emissions in Freight Transport" (Emissionen im Güterverkehr), greenhouse gas (GHG) emissions of 17 g/t km

(grams per tonne-kilometer) are generated in freight rail transport and 111 g/t km in truck transport (reference year 2019 in each case). These figures provide a good basis for estimating the Scope 3 GHG emissions from steel billet sourcing. For the total volume sourced in 2019, this yields annual GHG emissions of 837 tonnes, corresponding to 3.89 kg per tonne of steel billets – a value that reflects the short sourcing distances. The corresponding figure for purchases from China, for example, is around 215 kg per tonne.

The emissions resulting from the shipment of finished products cannot be reliably estimated due to the wide dispersion of customers and the project business for thread bars.

Other emissions

Other atmospheric emissions are regularly recorded and evaluated by independent third parties. We strictly comply with the associated regulatory requirements. The annual quantities of nitrogen oxides and dust emitted can be quantitatively determined on the basis of these regular measurements. For the main emitters – the walking beam furnace and the three heat treatment furnaces – the measured average emission values result in an estimated annual emission load of 22.7 tonnes of nitrogen oxides and just under 0.5 tonnes of dust. There are no relevant emissions of sulfur oxides, dioxins, or furans.

Sound insulation measures

As there are residential buildings in the immediate vicinity of the plant, noise protection is a high priority, especially at night. In addition to formal compliance with limit values, it is an important concern of ours to reduce to a minimum the subjectively perceptible noise typical of production facilities. We constantly strive to reduce noise pollution. We have implemented a number of measures in recent years – from several sound insulation measures and the extension of the noise barrier, to the time-controlled closing of windows and doors, and the use of an electric two-way vehicle. To improve noise protection even further, additional insulation is planned for the walls and roof in the area of the rolling mill, and the loud generators in the finishing shops are to be encased.

Material and Resource Efficiency

Materials used

Stahlwerk Annahütte strives to use resources as little and as efficiently as possible. Steel billets represent by far the largest volume of purchased material. We purchase over 96 percent of the billets we use from our affiliated plant, Lech-Stahlwerke GmbH (LSW). LSW uses electric arc furnaces in production, whereby steel scrap is recycled into new steel. Compared with the blast furnace route, this so-called electric steelmaking route consumes around 85 percent less energy and emits 85 percent less CO_2 (based on the German electricity mix) in terms of billet production volumes. A primary material for our products is the semi-finished material used in the accessory production: steel bars, tubes, and bright hexagonal bars.

Scrap recycling

The most commonly used auxiliary and operating materials (excluding fuels) in terms of quantity are: binding wire, which is fully recycled after use, untreated wood, which is reused several times, and cooling lubricant, for which we rely on environmentally compatible qualities.

Material efficiency has long been a matter of high priority at Stahlwerk Annahütte, and we regularly initiate optimization projects. The following measures we initiated during the reporting period will prevent around 700 tonnes of scrap per year:

- Commissioning of a high-resolution laser profile measuring device in the rolling mill, including the development of algorithms for the early detection of rolling defects
- Pareto analysis of ingot failure in the rolling mill and derivation of optimization measures
- Use of defined billets for setup
- Optimized oxygen regime of the walking beam furnace
- Automated setting of the bright steel grinding machines
- Establishment of a short-length warehouse for thread bars with a corresponding pallet system

With regard to sustainable application, the focus for both steel bars and thread bars is on keeping the need for alloying agents as low as possible and enabling compact lightweight construction in a wide range of applications by using appropriate steel grades. One example of this in the area of thread bars is the increase in strength through the use of a water cooling section in the rolling process. In this way, alloying material such as vanadium can be saved. This process can be used for around 96 percent of the thread bars produced.

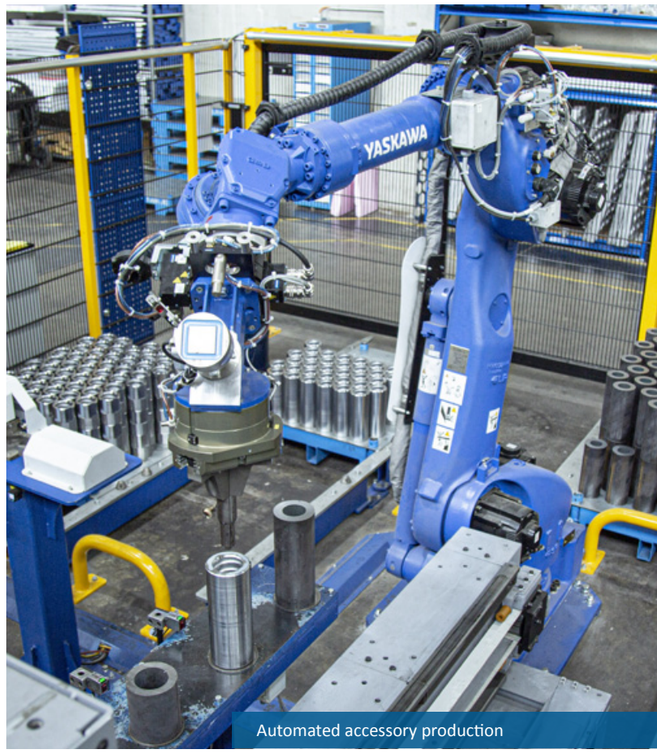
MATERIALS USED

	2018	2019	2020
Steel bars in t	240,267	214,906	190,549
Bar steel in t	520	357	494
Tubes in t	684	619	462
Hexagonal bars in t	472	359	748
Binding wire in t	216	196	145
Square timber in m³	928	1,069	1,028
Cooling lubricant in m³	20	15	15

Waste and recycling

Waste management is a part of environmental management. Stahlwerk Annahütte strives to keep disposal costs constant in relation to production volume. As disposal costs (per tonne) are on the rise, the recycling rate is being steadily increased. We are meeting our target of achieving disposal costs of less than € 0.50 per tonne of production volume. Our employees receive information on the subject of waste avoidance and reduction from various sources – for example in the form of instructive pamphlets that present the subject in a clearly understandable way, or special articles in the employee magazine "Werksleben."

Steel scrap dominates the waste balance sheet with around 75 percent by volume, followed by scale with around 22 percent. These materials are both generated in the production process. The steel scrap is transported by rail. 36 percent by volume is directly returned to Lech-Stahlwerke; the remaining 64 percent first goes to Max Aicher Recycling GmbH before being cut and then delivered to Lech-Stahlwerke, where the steel scrap is completely remelted with practically no loss of quality.



Automated accessory production

Scale, which is produced in the rolling mill during the heating and processing of steel, is supplied as a feedstock to brickworks and the cement industry. In third place in terms of volume is untreated waste wood, at around 0.7 percent; this is used in the form of wood chips in industrial furnaces. Waste that cannot be recycled – such as waste wood, waste emulsion, or mixed municipal waste – is used to generate energy. Furnace linings and flour-sand-scale mixtures must be sent to landfill, while used chemicals and fats are sent to hazardous waste disposal. As the following table shows, only a relatively small amount of hazardous waste is still generated.

UTILIZATION OF WASTE FROM ANNAHÜTTE

in t	2018	2019	2020
Total waste volume	24,115	21,215	17,773
Non-hazardous waste	23,804	21,055	17,581
thereof utilized	23,778	20,906	17,561
Hazardous waste	311	160	192
thereof utilized	123	131	43
Recycling rate in %	99.11	99.16	99.05

Pollutant leakage

There were no significant spills of noxious substances from 2018 to 2020. Only minor, local spills were recorded, such as oil damage to hydraulic equipment caused by burst hoses. The spilled substances were cleaned up immediately.

Water and wastewater

Stahlwerk Annahütte ensures that water is used sparingly in its processes. The Water Protection Officer is responsible, among other things, for ensuring adherence to the limits imposed on the discharge of process water. The company monitors its rolling mill's wastewater system on a daily basis, and water samples are taken and analyzed by an external laboratory several times a month.

The goals in the area of water are a gradual renewal of the drinking water network in Hammerau by rehabilitating the pipelines, and reducing the pipeline losses to less than 0.10 m³/km h.

As an official drinking water supplier with its own drinking water well, Stahlwerk Annahütte also has a representative for this topic. Apart from our own supply, the main consumers are three local districts of the municipality.

Stahlwerk Annahütte derives freshwater – both drinking water and process water – from its own two wells.

Well water[1]

in m³	2018	2019	2020
External procurement	0	900	0
Output from drinking water wells (flood plains)	117,347	99,502	89,711
Drinking water, own consumption	89,010	75,120	64,281
Delivery to private households and commerial enterprises	17,480	15,820	15,710
Output from process water wells (factory wells)	2,064,110	2,047,790	1,815,400

[1] Delivery incl. pipe losses

Stahlwerk Annahütte still has a permit to withdraw surface water from the Hammerauer Mühlbach stream. The volume withdrawn amounted to 641,410 m³ in 2019 and 639,950 m³ in 2020. This helps reduce the volume of groundwater withdrawn. Around 250,000 m³ of this volume is used for individual product groups in the water cooling section of the rolling mill. Any additional water withdrawn remains available for the emergency water supply. However, this has never been necessary in recent years.

The water required for cooling the walking beam furnace, the rolling drives, the rolls, and the fittings is derived from the plant well. The cooling water first circulates several times in the cooling water circuit before it reaches the open contact surfaces of the rolls and fittings and is thereby contaminated. The water is subjected to an extensive purification process and is then discharged into the Hammerauer Mühlbach stream. We take a water sample every day, and an external laboratory analyzes the treated wastewater several times a month – we remain well below the strict statutory limits.

WASTEWATER

in m³	2018	2019	2020
Discharge to surface water	1,391,363	1,251,427	1,064,518
Discharge to public sewer system	33,517	31,101	21,150

The cooling water taken from the Hammerauer Mühlbach is returned to the stream under constant monitoring and after multiple uses. When the water cooling section is in operation, we also take a sample here every day. At least once a month, and if necessary several times a month, we are examined by an external laboratory – here too, we remain well below the officially specified limits. The temperature of the discharged water is monitored every second.

The annual wastewater volumes are significantly lower than the volumes of water withdrawn. This is due to the constant operation of the wells – the water withdrawn during production shutdowns and fed into the surface watercourse does not need to be declared as waste water.

Sustainable Products for Customers

Products made from steel are a good example of the circular economy in action, since they can be recycled as often as required with practically no loss of quality. Stahlwerk Annahütte describes products as sustainable if in their production, further processing and/or use they require less energy and materials and cause lower emissions, thereby offering added value for customers and the environment. With a share of 96 percent, we almost exclusively use billets made from electric steelmaking, which makes a significant contribution to sustainability in terms of CO_2 and energy balance.

Our application technology department is concerned with the ongoing development of products. We work closely with our customers and suppliers in the development of future-oriented products.

One example of this is the development of a high-strength reinforcement system used in the construction of high-rise buildings. High-strength reinforcement is characterized by greater yield strength and tensile strength. This makes for slimmer structural members and thus more resource-efficient construction design; the smaller column and wall dimensions reduce the requirement for building materials such as concrete, cement, and building additives by up to 20 percent. Additional usable or living space is also created. Our high-strength reinforcement system is already being used in numerous buildings such as the Opera Tower in Frankfurt, the Dancing Towers in Hamburg, or the One World Trade Center in New York.

53W53, Manhattan

Ten Museum Park, Miami

Apprentices with instructors and trainee car

Supporting Employees

Our employees are our greatest asset – which is why we want to offer them attractive working conditions. We are committed to equal opportunities, attach great importance to safety and health care, and constantly invest in training and development. As an important employer in the region, we are actively involved in the community.

An Attractive Working Environment

Motivated and qualified employees are the basis for our success as a company. We want to offer them an attractive working environment – fair working conditions, health, and safety for our workforce are very important to us. We pay performance-related wages and salaries and invest continuously in further qualifications for employees. Through regular employee questionnaires and the company suggestion scheme, our employees make an active contribution to the company's development.

Grants and benefits

Stahlwerk Annahütte grants a capital formation allowance, an employer-funded company pension plan, and reduced membership fees for our foundation-owned gym available to all employees. A flexitime model and working time accounts, along with our own company childcare facilities (see description below), enhance the compatibility of work and family life. Stahlwerk Annahütte also has a company canteen.

Equal opportunity and diversity

In our "Binding Principles and Guidelines" we clearly commit ourselves to equal opportunities and equal treatment of all employees. It is important to us that the dignity, privacy, and personal rights of each and every individual are respected at our company. Working together in a spirit of partnership is the basis of a trusting and lasting working relationship. In our dealings with each other, we value honesty and the exchange of knowledge and experience.

We employ people from over 30 different nations. To strengthen cohesion and train social skills, a wide variety of workshops and team events are provided. In addition, special courses for trainees focus on aspects of teamwork and respect for one another. In order to specifically motivate girls for technical professions, we have been taking part in the "Girls' Day" campaign for several years. With the support of the Integration Agency, we offer assistance to severely disabled employees and those with an equivalent status – wherever possible, we adapt workplaces accordingly. At the end of 2020, 28 severely disabled employees were employed at Stahlwerk Annahütte, corresponding to a proportion of just under 5 percent (2019: 4.4 percent).

House for Children

With its own childcare facilities, Stahlwerk Annahütte has assumed a pioneering role in the district. The modern building was built in 2018 in cooperation with the municipality of Ainring. The "House for Children" (Haus für Kinder) comprises daycare facilities for infants, preschoolers, and schoolchildren. 96 children are currently cared for (end of 2020). The facility is mainly attended by children of our employees, but it is also used by other families from the neighborhood. The center provides vacation care and also covers off-peak hours. The House for Children is intended as a place of interaction and is also a certified inclusive facility for children with special needs.


On-site childcare facility

Respect for employees' rights

We respect employees' freedom of association, freedom of assembly, and right to collective and wage bargaining. The number of employees that are members of a trade union is not recorded. An in-house collective agreement is applied. Company-wide and individual agreements regulate the rights and obligations of the employer and of all employees on the basis of the relevant legislation.

We are in constant dialog with the employee representatives. Issues are discussed at the Works Council and other meetings. We communicate operational changes via the employee information portal on the intranet, circular e-mails, and notices posted by the Works Council or management. The employee magazine, information screens, and works meetings are also used to convey information.

Employment structure

In 2020, Stahlwerk Annahütte employed 574 people, a decrease of 5 percent. With 298 employees, the 30 to 49 age group represents the largest share. 117 employees are at least 30 years of age, and 158 are 50 or older. In 2020, a total of 20 male employees took a total of 57 months of parental leave, and 4 female employees took 44 months. See the table below for reporting date values.

EMPLOYEES AT A GLANCE[1] (as of Dec. 31):

	2018	2019	2020
Employees, total	633	604	574
thereof women	52	52	47
thereof men	581	552	527
Permanent employees, total	533	542	518
thereof women	42	44	43
thereof men	491	498	475
Limited-contract employees, total	47	29	26
thereof women	6	5	1
thereof men	41	24	25
Apprentices	30	30	29
thereof women	4	3	3
thereof men	26	27	26
Temporary workers	23	3	1

[1] All figures in headcount

EMPLOYEES BY AGE GROUP (excluding temporary workers):

	2018	2019	2020
< 30 years	140	129	117
thereof women	16	15	12
thereof men	124	114	105
30 – 49 years	310	309	298
thereof women	22	23	20
thereof men	288	286	278
≥ 50 years	160	163	158
thereof women	14	14	15
thereof men	146	149	143

FLUCTUATION:

	2018	2019	2020
Newly hired employees	73	36	29
thereof women	10	6	2
thereof men	63	30	27
Departure of employees	36	45	44
thereof women	4	6	6
thereof men	32	39	38
Fluctuation rate in %	5.3	5.1	4.8

GENDER BALANCE IN MANAGEMENT ROLES

	2018	2019	2020
Persons in corporate management	2	3	3
thereof women	2	2	2
thereof men	0	1	1
Persons in divisional and team management	44	40	44
thereof women	1	1	
thereof men	43	39	44

New personal protective equipment

Health and Safety

Systematic occupational health and safety

We bear a special responsibility for the health and safety of our employees. The basis of the corresponding management system is the Integrated Management Manual of Stahlwerk Annahütte. We aim to have the Occupational Health and Safety Management System (SGA) certified to DIN ISO 45001 in 2021. Stahlwerk Annahütte has appointed two occupational health and safety specialists, and the respective areas also have their own Safety Officers and first-aiders. We implement the applicable regulations for occupational health and safety. The management system is assessed as part of the quarterly target monitoring process. Work-related hazards are identified as part of the risk assessments. The eplas occupational health and safety software is used to generate specific measures on the basis of the hazards determined; these are then assigned to the responsible persons for implementation. For preventive health care, all employees are given medical checkups and aptitude tests by company physicians and can use the foundation's own gym at reduced rates.

We have established strategic and operational targets for occupational health and safety; these are reviewed on an annual basis. If targets are reached early, we examine whether they can be made more stringent.

OUR OPERATIONAL OCCUPATIONAL HEALTH AND SAFETY TARGETS FOR 2021-2024 ARE AS FOLLOWS:

Target:	KPI
We strive to constantly adapt all workplaces to changing requirements at an early stage.	Number of emergency measures initiated during the year as a result of inspections Target: < 15
By making our workplaces safe, we aim to reduce employee absenteeism.	Number of reportable work-related accidents per 1 million hours worked Target: < 35 Number of days lost due to work-related accidents per 1 million hours worked Target: < 1000
We want to work together with our employees to improve occupational health and safety.	Number of improvement suggestions per year that are attributable to the Health and Safety area Target: > 15
We want to certify our Occupational Health and Safety Management System to DIN ISO 45001 and maintain this status.	Certification to DIN ISO 45001

Protective measures during the Corona pandemic

As a result of the Corona pandemic, we implemented numerous measures at Stahlwerk Annahütte and kept our employees informed of the corresponding rules for behavior. Contacts were limited to a bare minimum. When assigning shifts, for example, we made sure that the same teams always worked together. We hold meetings in virtual form; if this is not feasible due to exceptional circumstances, we reduce the number of participants. In addition, medical or FFP2 protective facemasks are worn. We have provided hand hygiene facilities throughout the plant wherever they had not yet been sufficiently available. We have adapted the canteen management system in line with official requirements. All instructions are provided to the employees in digital form.

We have had our own certified PCR testing device in operation since April 2020; this enables us to test our employees extensively and promptly, for example on return from a holiday. Around 240 PCR tests were performed over the course of 2020.

Work-related accidents

In 2020, Stahlwerk Annahütte recorded one fatal work-related accident (a traffic accident involving a bicycle); this occurred off-site. There were no fatal work-related accidents in 2019 or 2018.

WORK-RELATED ACCIDENTS

	2018	2019	2020
Number of reportable work-related accidents	46	39	29
Number of non-reportable work-related accidents (lost time less than 3 days)	16	23	7
Number of sick days after a work-related accident	1,233	1,064	805

In 2020, we used the eplas software for the first time to record work-related accidents. Accidents without loss of time are now also recorded and statistically evaluated. This makes it possible to identify major hazards even earlier and to take preventive action.

Since 2020, near-accidents not resulting in personal injury have also been recorded. This makes a further contribution to accident prevention. The significant reduction in the number of work-related accidents in 2020 was partly due to the introduction of short-time work for limited periods.

Education and Training

Training skilled employees

Stahlwerk Annahütte consistently invests in education and training. We thereby pursue our goal of training skilled employees that we will need for our own company in the future. In 2020, 29 apprentices completed their training at Stahlwerk Annahütte in a total of six different professions. We generally take on our apprentices. It is important to us to teach them elementary core skills right at the start of their careers – which is why our “power apprentice forge” with team training courses has become an integral part of our in-house training. The apprentices get to know each other better and learn a lot about their own competencies and those of their fellow apprentices.

APPRENTICESHIPS

	2018	2019	2020
Apprentices, in total	30	30	29
thereof female	4	3	3
thereof male	26	27	26

Continuing education and development

Opportunities for further education are a salient feature of Stahlwerk Annahütte. We provide in-service training to become a master craftsman or technician, for example, as well as a vocational university course. From 2018 to 2020 four employees benefited from this scheme to complete their training as technicians and master craftsmen, and two employees graduated in part-time university studies.

Design of the new apprentice car

There are numerous opportunities available for ongoing training in technical, methodological, linguistic, and social skills – the offers range from seminars and training courses to e-learning and distance learning. The time invested in ongoing training per employee amounts to an average of 9 to 10 hours annually. In absolute figures, 5,530 hours were invested in continuing education in 2018, and 5,350 hours in 2019. For 2020 the figure was only just under 2,200 hours, as many training courses had to be canceled due to the Corona pandemic.

Our employees take advantage of the ongoing training offered by Akademie Berchtesgadener Land, which belongs to the Max Aicher Foundation. The academy acts as an external training center in cooperation with the Rosenheim Technical University.

Social Commitment

IHK education partnership

Donations and sponsoring

Stahlwerk Annahütte is also involved in activities beyond its core business and thereby makes a positive contribution to the region. This includes donations and sponsorship activities for social, charitable, and sports associations as well as for institutions, childcare facilities, schools, and events. The focus here is mainly on local campaigns – we make donations to the FC Hammerau e.V. soccer club, the Feldkirchen traditional costume association, the Thundorf music band, the local Ainring fire department, the Bavarian Red Cross, and the Ainring Technical Relief Association, for example, as well as to the Salzburg Festival, local charity events, Paracelsus Medical University, and the House for Children. Total donations amounted to €43,950 in 2020.

Educational partnerships with schools

Stahlwerk Annahütte also maintains close networks with local schools. We were the first company in the Berchtesgadener Land region to enter into so-called IHK (Chamber of Industry and Commerce) education partnerships with three schools, giving young people practical insights into the world of work.

Ainring running group

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About This Report

Content and key figures

With this report, the Stahlwerk Annahütte is presenting its activities, key figures and targets in the area of sustainability transparently for the first time. The figures and data in this Sustainability Report relate exclusively to the central production site in Hammerau, and not to the affiliated companies. The focus is on the 2020 financial year (January 1, 2020 to December 31, 2020); key figures from 2018 and 2019 are also shown for purposes of comparison. There were no relevant changes to the organization or the supply chain compared to previous years. Some of the figures shown have been rounded. From now on, the Sustainability Report will be published every two years.

Reporting standard

This report has been prepared in accordance with the GRI Standards: Core option. An overview of the GRI statements covered in the GRI Content Index is provided on pages 24 to 26. External verification has not been performed.

Contact

Please direct any questions regarding this report in writing to: Anja Höglauer, nachhaltigkeit@annahuette.com.

Editorial notes

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