

Sustainability Report 2024

Fact Sheet

Ownership structure, sales revenue, employees, locations

Key figures at a glance

	2024	2023	2022
Hot metal purchases in kt	2,017	2,065	1,975
Crude steel production in kt	2,302	2,376	2,299
Heavy plate production in kt	1,628	1,837	1,841
of which Dillingen in kt	1,139	1,288	1,261
of which Dunkirk in kt	489	549	580
Turnover by country in € million			
Germany	1,044	1,352	1,329
France	87	113	144
Other EU countries	758	815	765
Other exports	398	335	424
Total turnover	2,287	2,615	2,662
"Workforce/employees (excluding trainees) as of 31 Dec."			
in Dillingen	3,600	3,523	3,525
in Dunkirk (Dillinger France)	548	535	527
Fixed assets in € million	1,847	1,865	1,853
Investments in € million	49	82	29
Shareholders' equity in € million	1,919	1,744	1,544
EBITDA in € million	326	377	408
EBIT in € million	273	321	347
year's result in € million	272	316	328



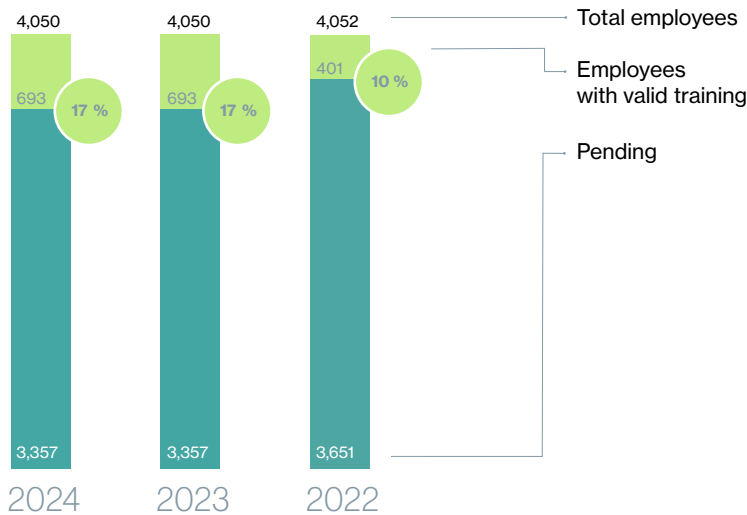
Training status of employees required to receive training in compliance during the reporting year.

2024	SHS	Dillinger
Total	714	439
With valid training	606	341
Percent	85 %	78 %

2023	SHS	Dillinger
Total	742	452
With valid training	623	370
Percent	84 %	82 %

2022	SHS	Dillinger
Total	538	580
With valid training	515	448
Percent	96 %	77 %

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

Dillinger	2024	2023	2022
Total	274	274	254
Participants in classroom training	31	31	194
Percent	11 %	11 %	76 %

Reports via the whistleblower system

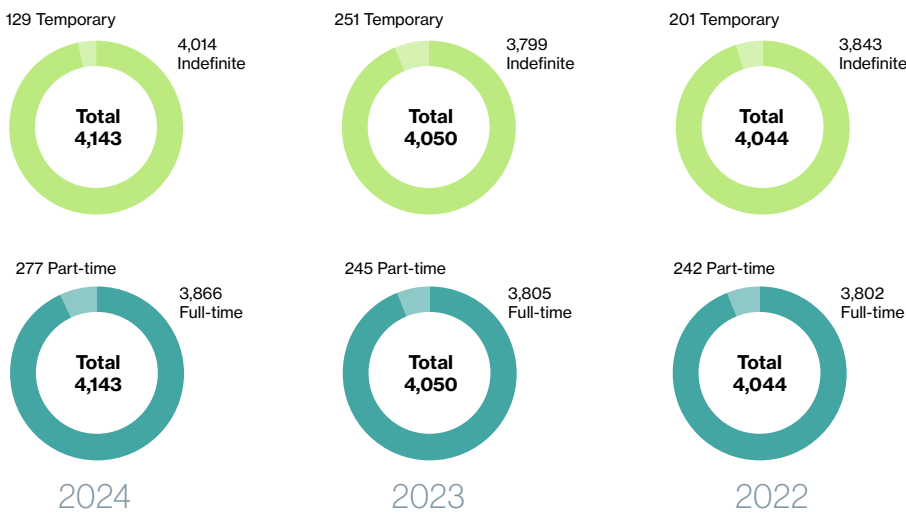
Indications of potential misconduct in more than one company are taken into account for all companies concerned.

	2024	2023	2022
SHS	1	1	1
Dillinger	1	4	1



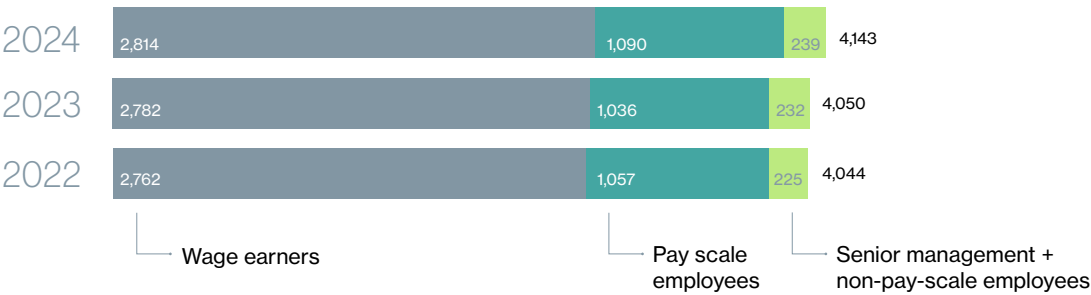
Employment, work conditions, employee rights

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

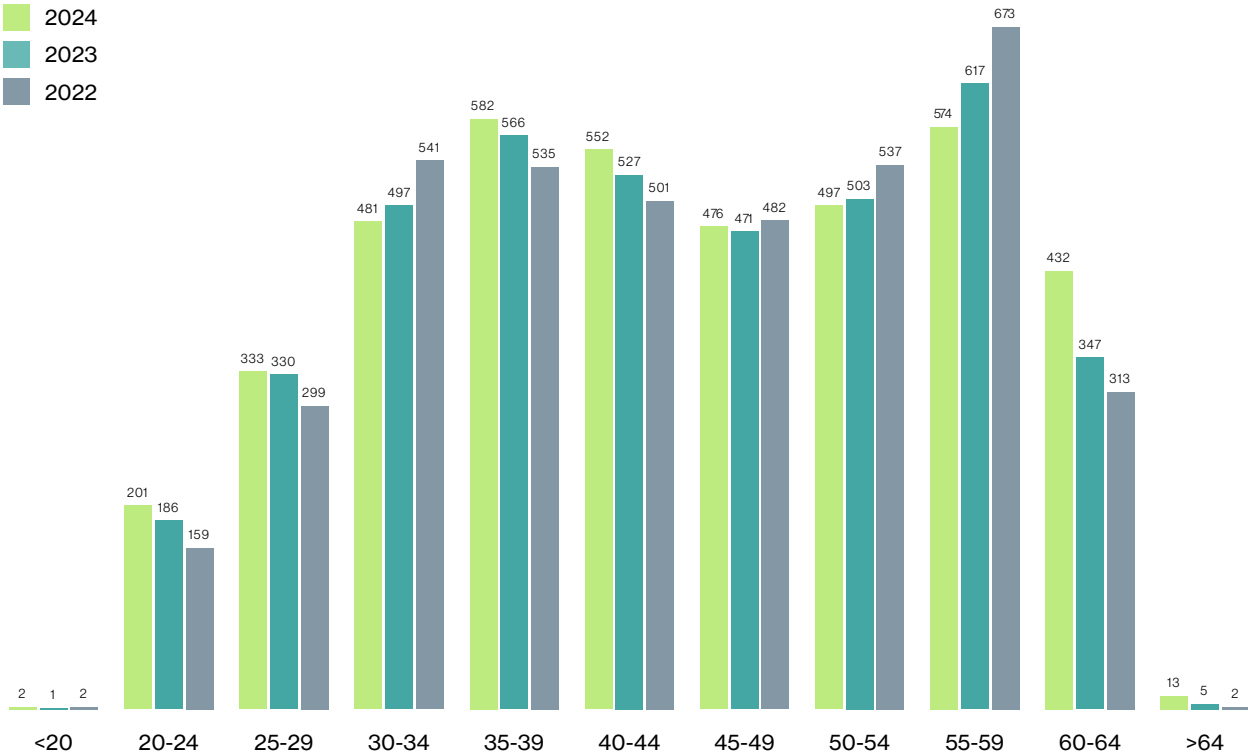


SHS	2024	2023	2022
Senior management + non-pay scale employees	413	402	351
Pay scale employees	505	481	442
Wage earners	0	0	0
Total	918	883	793



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

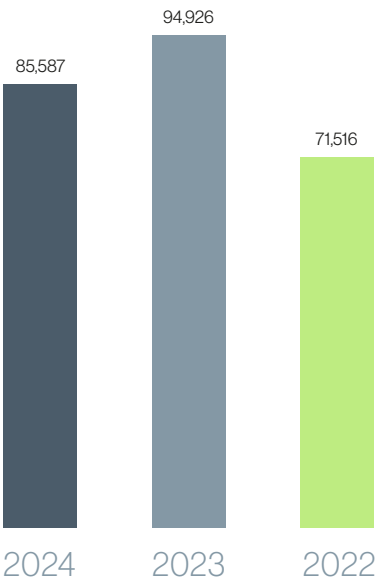
Average employee tenure with the company in years



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

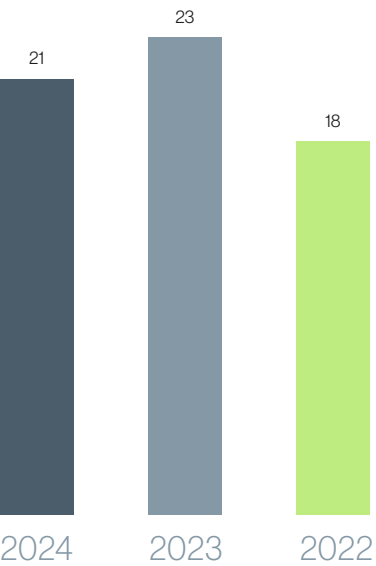


Hours spent on professional development
Total in hours



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

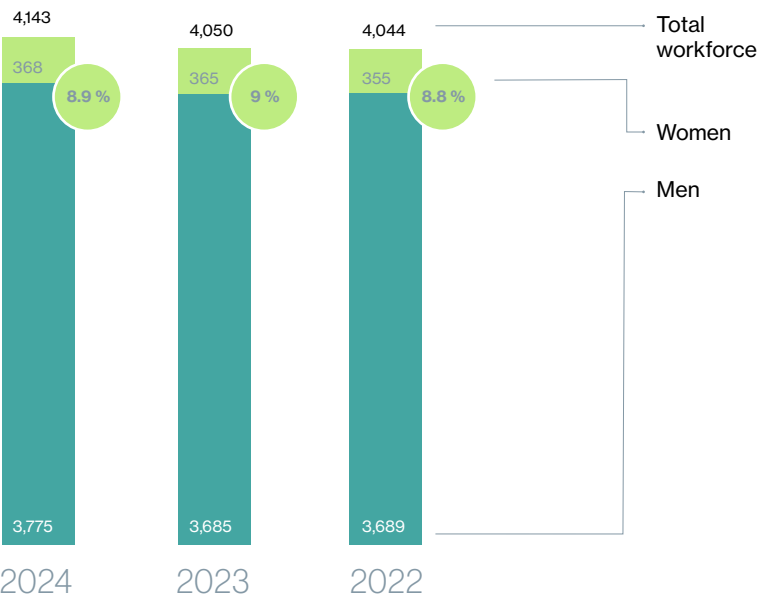
Hours spent on professional development
Per employee in hours



SHS	2024	2023	2022
Total	23	19	16

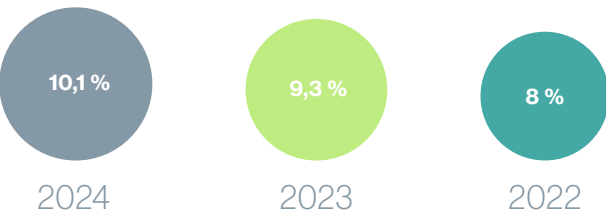


Number of employees by gender



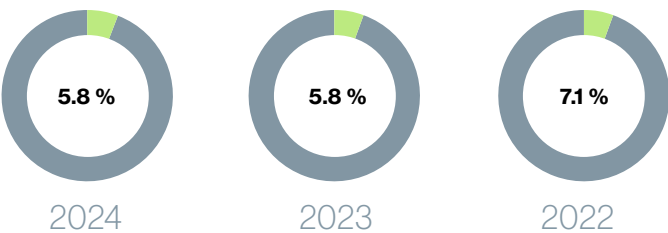
SHS	2024	2023	2022
Number of male employees	642	614	545
Number of female employees	276	269	248
Percentage of women	30.1 %	30.5 %	31.3 %

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



SHS	2024	2023	2022
Gesamt	13.6 %	14.9 %	15.1 %

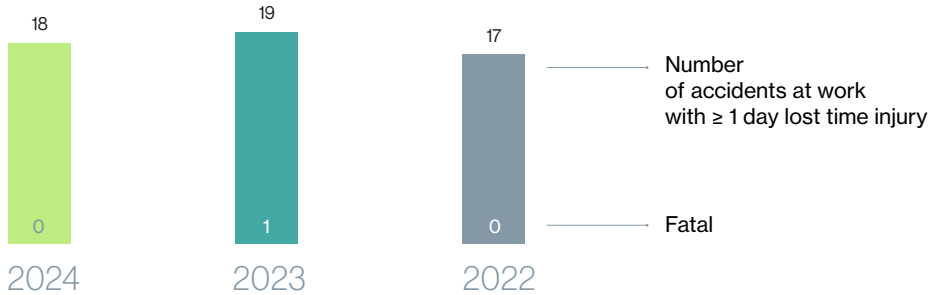
Percentage of workers with severe disabilities



SHS	2024	2023	2022
Total	3.9 %	3.4 %	3.5 %



Number of accidents



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

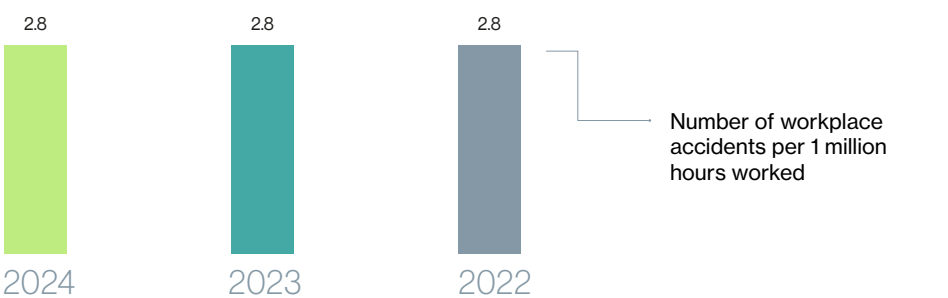
Health rate



SHS	2024	2023	2022
Total	96 %	95 %	94.5 %

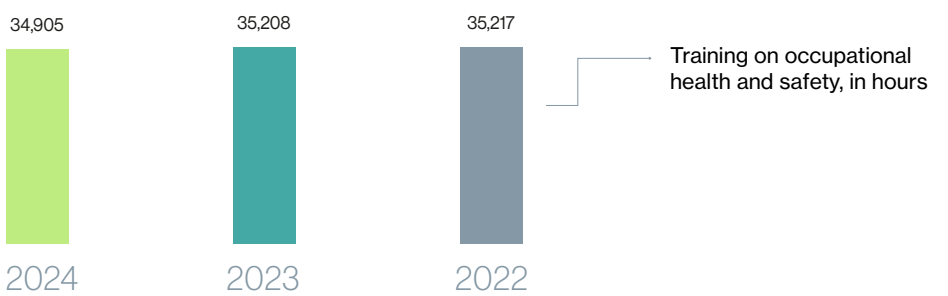


Accident frequency rate



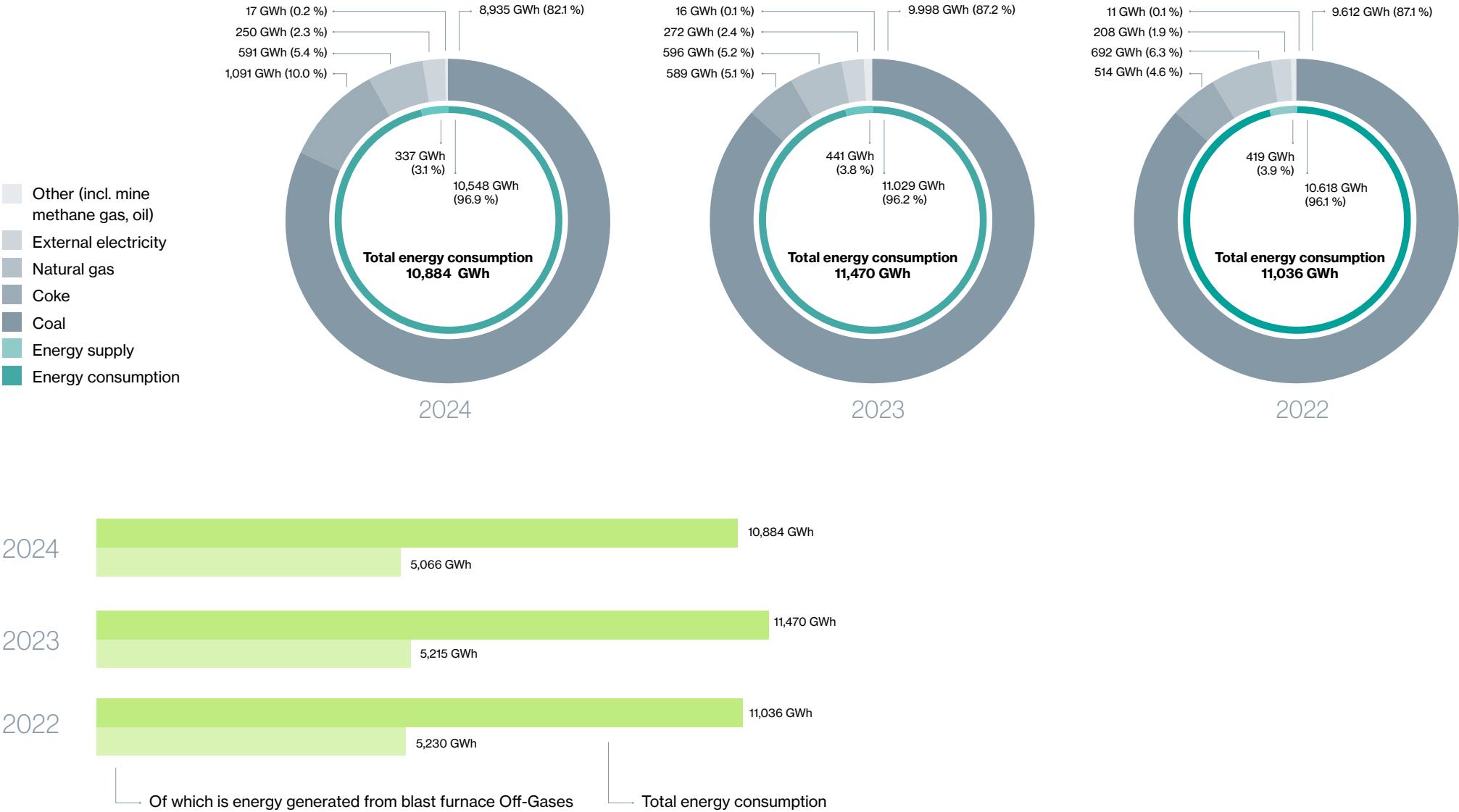
SHS	2024	2023	2022
Total	0	0.9	0

Employee training on occupational health and safety

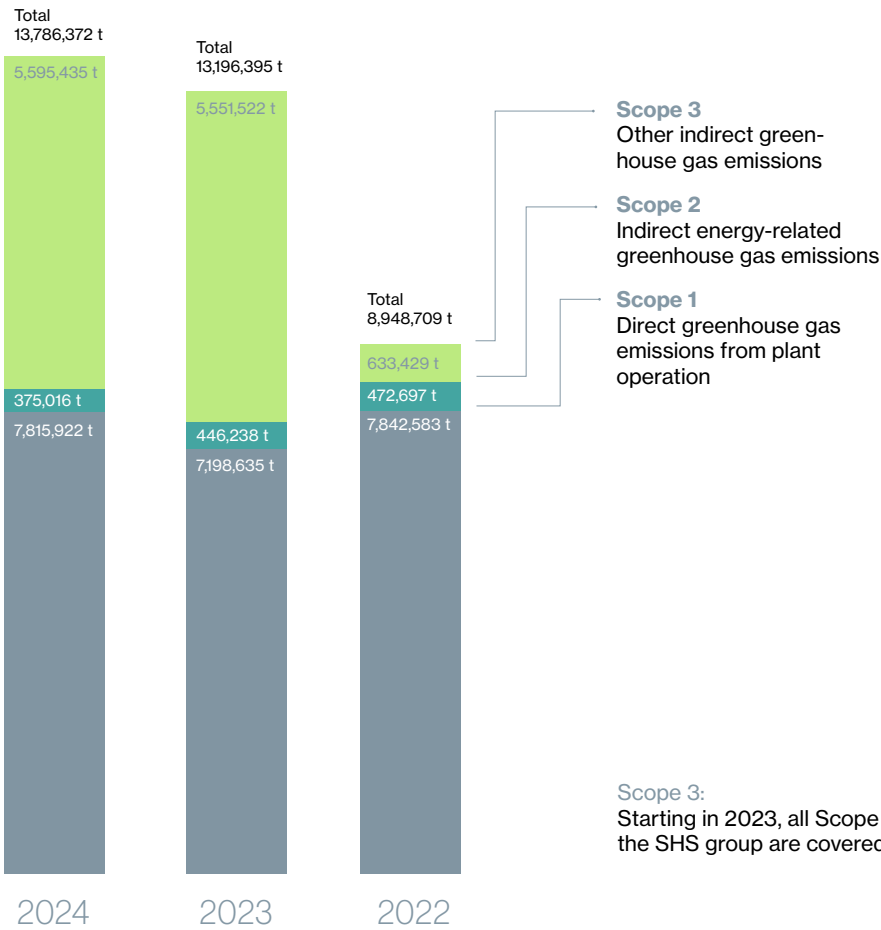


SHS	2024	2023	2022
Total	4,145	3,159	6,803

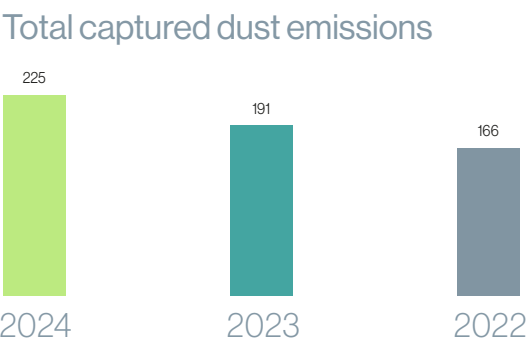
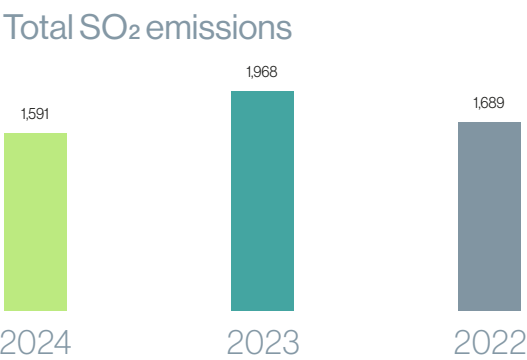
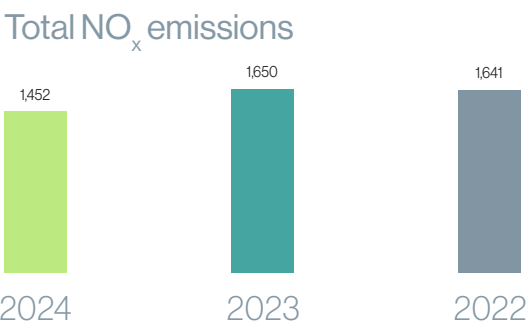


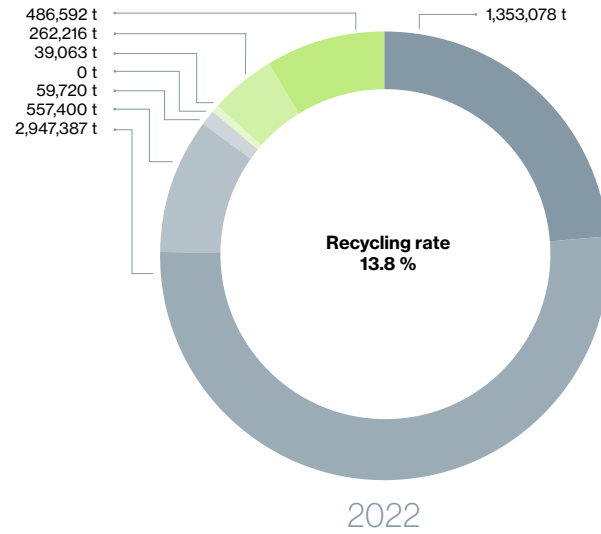
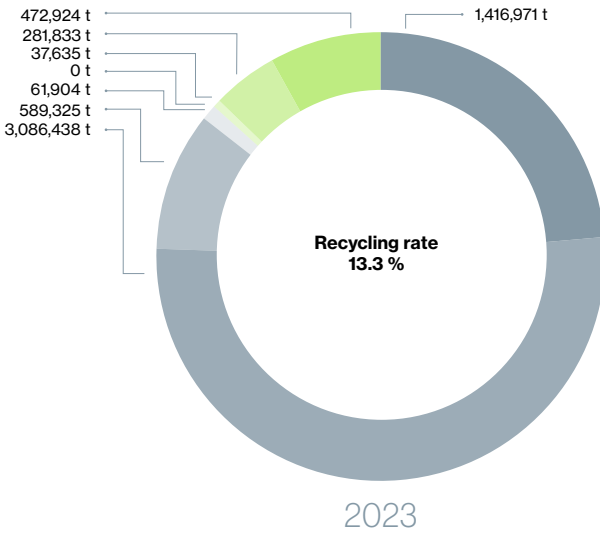
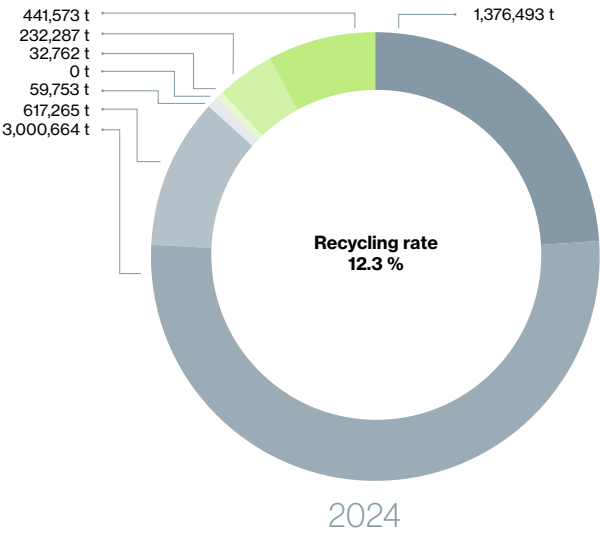


The data for carbon emissions refer to the entire SHS Group including all subsidiaries.



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

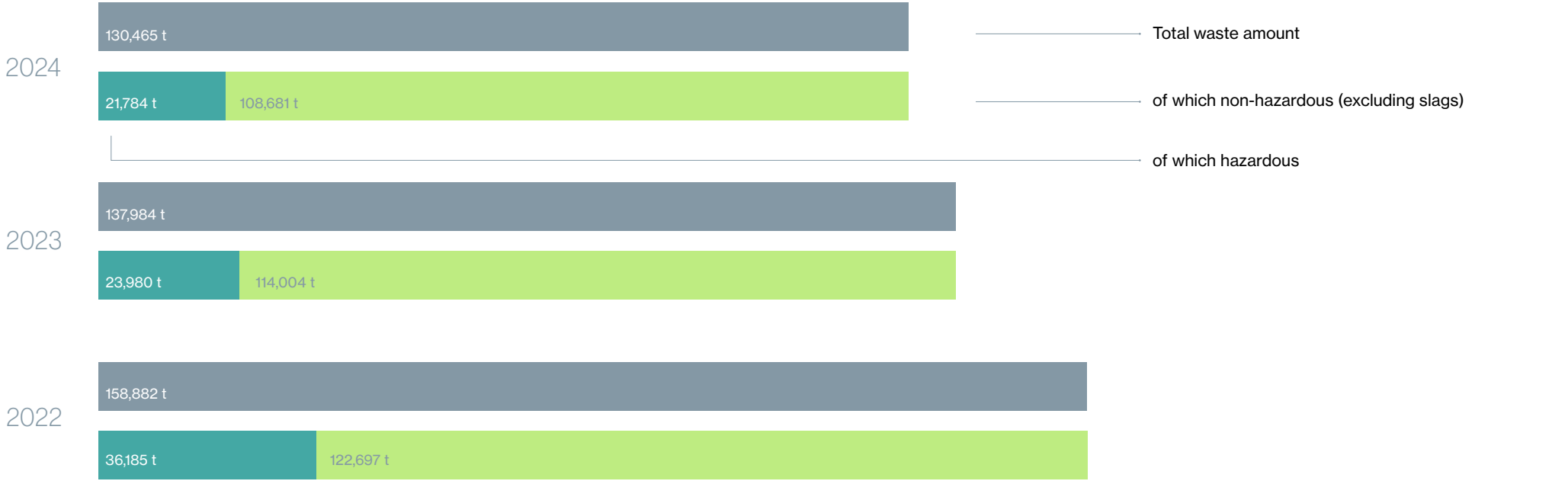




- Scrap use
- Circulating materials
- Recycled reducing agents, fuel from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, use of slag former
- Ores
- Reducing agents, fuels, heating agents (external)



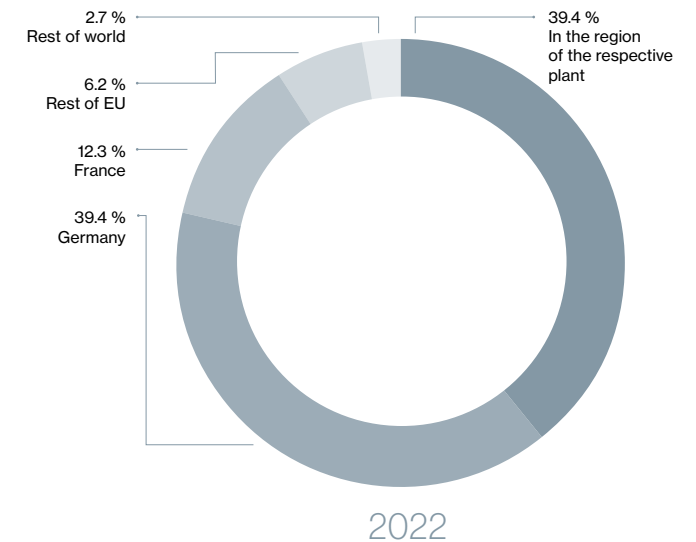
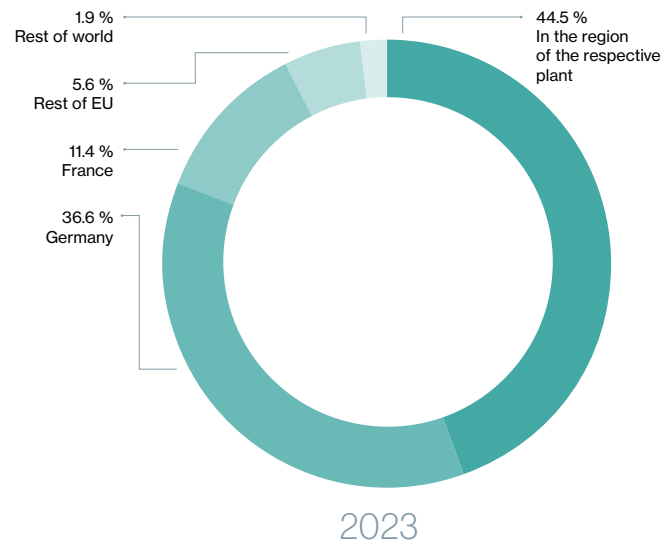
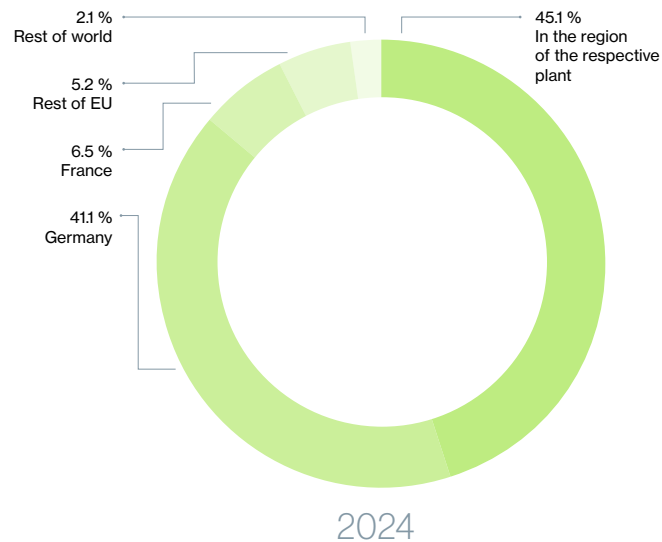




Responsibility in the supply chain

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.dillinger.de

DILLINGER 