



**GREEN  
STEEL**

GMH GRUPPE



# SUSTAINABILITY REPORT OF GEORGSMARIENHÜTTE GMBH

**Update of the Key Figures 2024**

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 2024 (as at 31 December 2024).

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

In the reporting year 2024, we were once again able to reduce our accident rate compared to previous years. This positive development is the result of our ongoing efforts to improve occupational safety and create a safe working environment for our employees. We have consistently minimized risks through targeted preventive measures and comprehensive accident prevention training. We remain committed to the health and safety of our employees and intend to build on these achievements in the future.

2020

**5 accidents**

per 1 million working hours

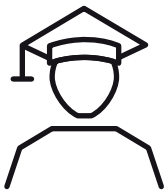
2024

**2.2 accidents**

per 1 million working hours



Page 26\*



**13.6 Training hours**  
PER EMPLOYEE IN  
**2024**

**5.7 training hours**

per employee in 2020

Page 29\*



**5.4%**

apprenticeship rate in 2024

**7.2% apprenticeship rate**

in the year 2020

Page 28\*

## Growing together - also individually

We also continued to increase the number of training hours for our employees during the reporting period. This investment in the ongoing training of our personnel underlines our commitment to their professional development and to fostering a learning environment. Through this targeted training and development, we have further strengthened the skills and capabilities of our employees, which has a positive impact on our innovation strength and competitiveness.

After finishing their apprenticeship, we offer our apprentices a guaranteed permanent employment contract in accordance with the collective labour agreement. To ensure this offer even in economically challenging times, we have only provided apprenticeship that meet our needs in recent years. However, in view of demographic change, we want to increase the apprenticeship rate again in the coming years. This approach demonstrates our commitment to the professional futures of our talented employees and to securing our skilled labour needs for the long term.

## Strong cooperation - because everyone counts

We have set ourselves the goal of significantly increasing the proportion of women in management positions. In recent years, we have already achieved initial successes, which we intend to build on continuously. In 2020, the proportion of women in management positions was just 1.3%. We were able to increase this ratio to 4.3% in the reporting year. One of the main reasons for the low figures is the traditionally male-dominated structure of the steel industry. This is also reflected in the overall workforce.

We recognise these challenges and continue to work hard to attract more women to our industry and support their career development through targeted policies and programmes. Our aim is to create an inclusive working environment that encourages and supports women to take on leadership roles.

2020

**1.3%** Women in  
management  
positions

**7%** Total share of  
women

**4.3%**

Women in manage-  
ment positions in  
**2024**

**6.7%**

Total share of women  
in 2024



Page 30\*

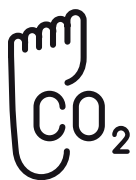
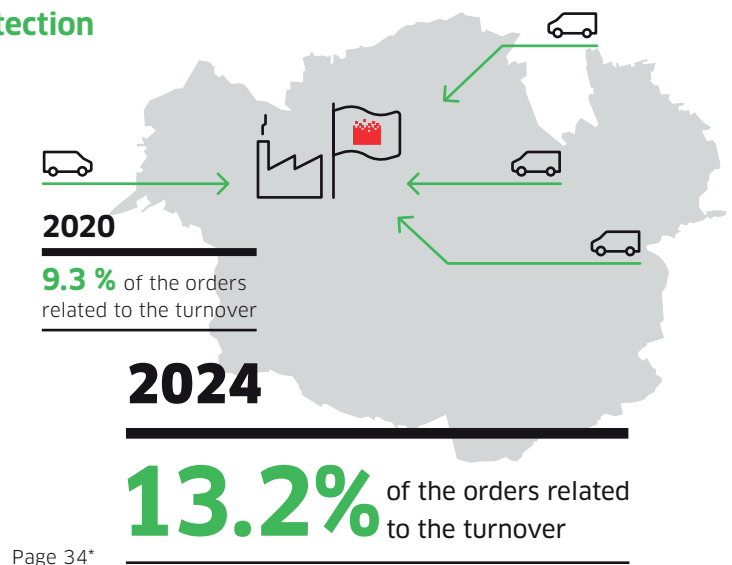




## PRODUCT

### Local infrastructures - for global climate protection

For us, sustainable procurement means development that is ecologically sound, socially just and economically efficient. We have therefore developed a network of reliable local suppliers with whom we have long-standing relationships. We make use of this network wherever possible. This allows us to strengthen our region while being flexible, reducing costs and protecting the environment. In the period under review, we were able to successfully implement this approach of sourcing as locally as possible and further improve our key performance indicator.



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

**0.535 t CO<sub>2</sub>**  
per t product in 2024

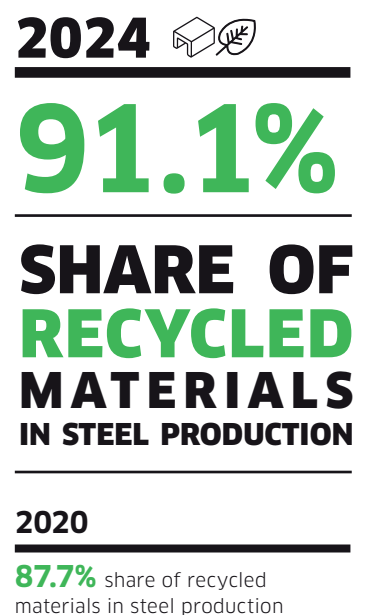
Page 35\*

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

We are making steady progress towards achieving carbon neutrality by 2039. Our strategies to achieve this include using green electricity to make green steel, switching from natural gas to green hydrogen and using biomass instead of coal. Step by step, we are adapting our processes to the new requirements and achieving success. In the reporting period, we were already able to significantly reduce our Corporate Carbon Footprint (CCF) compared to 2020.

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

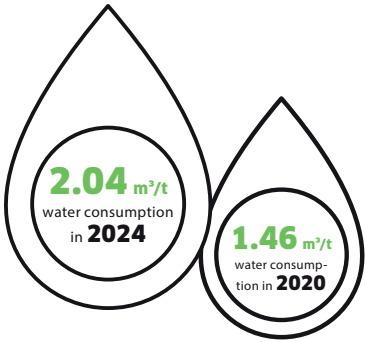
In recent years we have steadily increased the amount of recycled material in our steel. In the current period, we have again improved this ratio, which is now close to its maximum. There is little scope for further efficiency improvements at this stage. This performance is mainly due to the optimisation of our production processes and the implementation of circular economy concepts. Our aim is to secure this success in the coming years.





Utilising energy - conserving resources

In reporting year 2024, water consumption per tonne of product increased compared to previous years. This is largely due to our approach to minimising fugitive dust emissions, which was implemented during this period. This concept includes intensive irrigation of the slag cooling system, the residual material processing and the roadways. In addition, the increased water pumping required to protect infrastructure due to weeks of heavy rainfall and flooding led to higher water consumption.



Page 44\*

3838 TJ

Energy consumption in 2020

4119 TJ

ENERGY CONSUMPTION IN

2024



Page 45\*

In 2024, our total energy consumption increased noticeably compared to 2020. This is due to significantly higher production capacity utilisation. At the same time, our energy efficiency measures are clearly having an impact, as specific energy consumption has fallen significantly during this period.

Avoid more - recycle more

The product-related quantities waste volumes increased in the year under review compared to 2020. This increase is due to changes in our differentiation of waste. We have included additional materials in the waste balance that were not previously taken into account, such as valuable metals. In addition, we carried out numerous investment measures at the Georgsmarienhütte site during the period. This led to increased quantities of excavated material and building rubble, which were allocated to the corresponding waste categories.



	2020	2024
recycled, non-hazardous	0.170 t/t product	0.180 t/t product
recycled, hazardous	0.013 t/t product	0.013 t/t product
disposed, non-hazardous	0.044 t/t product	0.062 t/t product
disposed, hazardous	0.0002 t/t product	0.0006 t/t product

Page 46\*

Publisher

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