

Sustainability report

STEP-G

Financial year
2024 / 2025



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Foreword by the management

We are delighted to present our new sustainability report for the 2024/25 financial year to you today.

This year, we are once again aligning our sustainability strategy with the goals of the United Nations 2030 Agenda. The 17 Sustainable Development Goals continue to form the framework for our actions and combine key economic, environmental and social aspects.

Our responsibility as STEP-G is not only to act ethically and sustainably ourselves, but also to ensure that our suppliers and partners create humane working conditions and adhere to clear ethical standards. Together with them, we want to create a supply chain that is based on fairness, transparency and sustainability.

Last year, we took important steps on our path towards sustainability. The successful certification in accordance with the ASI Performance Standard and the significant reduction in our diesel fuel consumption are particularly noteworthy. We have also launched a programme to increase the proportion of women in order to actively promote diversity and equal opportunities. With our publicly communicated statement against modern slavery, we are sending a clear signal in support of human rights and ethical business practices. Our goal remains to continuously reduce our ecological footprint and further expand our positive contributions to environmental protection.

Sustainability is not only an obligation for us, but also an opportunity. It requires innovative strength, the courage to change and the will to break new ground. We are convinced that sustainable action strengthens the future viability of our company and at the same time creates added value for society.

In this report, we give you an insight into our current measures, our objectives and our plans for the coming years. We are ready to take responsibility and work with you towards a greener and more sustainable future.



Faruk Tüfekli (l.) and Stefan Knabben (r.) - Managing Directors of the ST Extruded Products Group

With sustainable greetings

Faruk Tüfekli
Managing Director

Stefan Knabben
Managing Director

Sustainability report of STEP-G Germany GmbH

This first update of STEP-G's sustainability report includes the three extrusion plants at the Bitterfeld, Bonn and Vogt locations. It also presents the key figures for the Group's own foundry in Hettstedt and the data for STD, the Group's own administrative unit. Unless explicitly mentioned, the STD key figures are included in the location data. The STD units are physically integrated into the production plants. The evaluation is based on the financial year from 1 April 2024 to 31 March 2025.

As in the previous report, the GRI standards formed the basis for reporting. The report contains statements and findings on the following topics:

- Key figures
- Turnover
- Number of employees
- Production capacity
- Scrap for recycling
- CO₂ emissions per year
- Water consumption per year
- Power consumption
- Internal audits

STEP-G supports sustainable developments

With our measures, we support and promote sustainable development and make an important contribution to protecting our environment and conserving resources. Our STEP-G values: Solution, Team, Excellence, Partnership, Global characterise us and stand for sustainable business. Inspired by our core values, our employees make a significant contribution to this.

STEP-G focuses on the United Nations Sustainable Development Goals.

As an industrial company, we are committed to supporting and promoting sustainable development at all times. STEP-G naturally accepts this responsibility. From the 17 Sustainable Development Goals (SDGs), we have made 11 goals our main focus following a detailed internal analysis. In our daily activities, we focus on and contribute to sustainable development.



Good health and well-being

- The aim of our occupational health and safety management is to improve the well-being and resilience of our employees.
- We promote a positive working atmosphere and a culture of cooperation through an appreciative working environment. Open communication at eye level is a fundamental requirement for a positive working atmosphere.
- Software-supported HSE processes are standardised across the Group and lead to a continuous improvement process in sustainability, health and working environment. STEP-G's top priority is to protect the health and safety of every employee, visitor and contractor. Every individual is required to carry out their activities safely and carefully in order to avoid accidents, injuries and ill-health. STEP-G has set itself the goal of making workplaces safer and healthier. Continuous analyses ensure safe systems, tools, processes and workflows. The health and safety of employees in their free time is also important to STEP-G. We regularly support employees with campaigns and activity programmes.



Quality education

- We support our employees and managers. We offer training and further education opportunities regardless of gender, origin or other personal characteristics.
- We are a training company and give young people the chance to grow with us.



Gender equality

- STEP-G is committed to equal opportunities and personnel development.
- Our aim is to promote people in our company on an equal footing and also to provide entry opportunities for women in technical professions.



Affordable and clean energy

- STEP-G solutions make an important contribution to improving energy efficiency worldwide.
- The continuous development of energy efficiency in our production improves our competitiveness and therefore also secures our jobs in the long term and supports the clean energy objective.



Decent work and economic growth

- We offer additional services at our locations such as sports programmes, sports rooms, health days and other events as part of our health management.

- Creating and improving decent workplaces is a matter of course and we have anchored our social responsibility in our EMAS environmental declaration. We also actively demand this from our suppliers through our Code of Conduct.



Industry, innovation and infrastructure

- Our solutions and technologies are the basis for sustainable technological development. Lightweight construction, recyclability and durability of our solutions are the prerequisites for a sustainable life cycle.
- The continuous improvement of our processes, machines and systems helps to protect resources and reduce greenhouse gases.
- The STEP-G Group's decentralised structure ensures customer proximity and sustainable industrialisation.



Sustainable cities and communities

- Our solutions for efficient urban mobility by enabling consistent lightweight construction in the transport industry, including automotive, rail and aviation, make an important contribution. With our lightweight solutions, we help significantly drive progress in the transport sector.
- Pollutant and noise emissions are reduced by our product solutions.
- We support community organisations with targeted campaigns and create sustainable value for society.
- We make donations in cash and in kind, such as IT equipment for socially disadvantaged families.



Responsible consumption and production

- The highest requirements for sustainable production and sustainable solutions ensure maximum eco-efficiency.
- An integrated management system in accordance with EMAS III Regulation (EC) No. 1221/2009 determines our sustainable, energy-efficient and environmentally friendly activities at all levels.
- Thanks to our resolute waste management, we help to ensure that waste and raw materials are collected and processed in the best possible way. For example, all aluminium scrap is sorted and fed into the recycling cycle.



Climate action

- We have understood the signs of the times and are working on various projects to achieve carbon neutrality by 2045. We are a reliable partner for achieving or, in the best case, even exceeding our customers' goals.
- We support the goals of the Paris Climate Agreement and want to exceed the requirements of society, the state and our customers.
- Saving energy and strict emissions management are further pillars of our sustainability goals.
- We are a competent partner for CO₂-neutral mobility. Many of our solutions are used in state-of-the-art technologies and sustainable products.



Life on land

- Biodiversity is an important topic for STEP-G. We enjoy the honey from our own STEP-G bees and the lively activity in our nesting boxes.
- We also appreciate the biodiversity of various plants at our locations.



Peace, justice and strong institutions

- The STEP-G Legal Compliance System is the basis for consistent and uncompromising compliance with legal and internal regulations, which further specify the legal requirements.
- We also expect compliance with these obligations from our supply chain and have clearly communicated this expectation to all process participants via our Code of Conduct and Supplier Code.
- We have established a confidential reporting system that offers every employee and external stakeholder a safe way to report any deviations and non-compliance.

Suppliers & service providers

As part of our strategy, we prioritise sustainable procurement and the commitment of our suppliers and service providers. To this end, we review our supply chain in accordance with international regulations. This assessment is also included in our human rights due diligence assessment.

With the same priority, we also monitor rankings in the areas of crisis and conflict regions, the Social Institutions & Gender Index and any form of exploitation and slavery.

STEP-G does not procure minerals and raw materials from critical countries or regions.

There were no anomalies here in the reporting period.

Sustainability criteria for our suppliers

- Production of state-of-the-art aluminium billets with the aim of continuously reducing the carbon footprint of the billets. We attach particular importance to maximising the proportion of recycled materials.
- Production of primary aluminium (supplier for the Group's own foundry) using the latest methods in order to continuously reduce the carbon footprint here too.
- Recycling of secondary aluminium as close as possible to the locations in order to minimise transport distances.
- A recycling chain for production scrap sorted according to type.
- Continuous optimisation of the alloys used with the aim of optimising quality and output.
- Certifications such as ISO 14001, ISO 45001, EMAS, IATF 16949
- Memberships such as Aluminium Germany, ASI, ...

Production and products

Services and production are essentially divided between the two companies ST Deutschland GmbH and ST Extruded Products Germany GmbH.

Services

ST Deutschland GmbH provides finance, purchasing, IT, human resources, sales and marketing services exclusively for STEP-G.

Production

STEP-G covers the entire production spectrum from cast billets and extruded profiles to ready-to-install components and parts.

Our manufacturing services at a glance

Foundry

- Production of moulded billets for a wide range of applications
- Special alloys and special formats on request

Further processing of cast products

- T6 heat treatment to achieve special mechanical properties
- Sawing and turning to length and diameter according to customer requirements
- Ultrasonic testing of the billets

Extrusion pressing

Our three locations have the following extrusion presses for the production of aluminium profiles:

- 20 MN (Bitterfeld)
- 22 MN (Bonn)
- 28 MN (Vogt)
- 50 MN (Bitterfeld)
- 43 MN (Bonn)
- 45 MN (Vogt)
- 100 MN (Bonn)

Further processing

At our locations in Bitterfeld, Bonn and Vogt, we have numerous options for further processing the aluminium profiles according to customer requirements. Only the main plants are listed here:

- Several fully integrated CNC machining centres for processing automotive parts
- Surface treatment of extruded profiles
- Various special sawing systems
- Several welding workstations (manual and automated)
- Welding robots
- Grinding, drilling, riveting, gluing, assembly, etc.

For further processing, there are additional outsourced processes with external partners. These consist of further mechanical processing steps and surface treatments such as powder coating or anodising. However, only semi-finished aluminium products or semi-finished products with “first processing” according to NACE code 24.42 are delivered.

Presentation of our locations

Bitterfeld location

The town of Bitterfeld, with a population of around 47,000, is located around 35 km north of Leipzig and is a centre of the chemical industry. STEP-G's production facility is located in the southern Area E of the P-D ChemiePark Bitterfeld-Wolfen. The ChemiePark is part of one of the most important chemical regions within the European Union, the Central German Chemical Triangle. Light metal has been processed at the Bitterfeld location since 1916. After the end of the war, production began at the current location in 1946.



Bonn location

The facility is located in the north-west of Bonn, south-west of the Rhine. In the Auerberg district, the plant is bordered to the south-west by the A555 motorway (Cologne - Bonn), to the south-east by Friedrich-Wöhler-Straße Bonn and to the north-west by Antilopenweg. The property is designated as an industrial area according to the development plan. It is surrounded by residential buildings and a commercial area.



Hettstedt location

Hettstedt is located in the federal state of Saxony-Anhalt, around 50 kilometres south of the state capital Magdeburg and around 40 kilometres north-west of Halle an der Saale. The region's excellent transport infrastructure, including the A14, A36 and A38 motorways, ensures quick and easy accessibility.

STEP-G's production facility is located in the western part of the former Mansfeld copper and brass works in Hettstedt. Around 60 people are currently



employed at the Hettstedt location. The location operates an aluminium melting and casting plant and includes production facilities and storage technology for BUG brand products.

Vogt location

The municipality of Vogt is located on the edge of the Allgäu between Ravensburg and Wangen.

The production facility and the main parts of the administration are located in the "Schachen" industrial estate on the outskirts of the municipality. According to the development plan, the production halls are designated as an industrial area. The site is surrounded by an industrial estate and a mixed-use area.



GRI 2 General disclosures

GRI 2-1 Organisational profile

ST Extruded Products Germany GmbH operates three extrusion plants in Germany in Bitterfeld, Bonn and Vogt, as well as a foundry in Hettstedt. In addition to the four German production locations, there is also an external warehouse in Traun (Austria), an extrusion plant in Duffel (Belgium) and an extrusion plant in Tianjin (China).



GRI 2-2 Locations that are assessed in sustainability reporting

Bitterfeld plant

Dewillestrasse 2
06749 Bitterfeld

Bonn plant

Friedrich-Wöhler-Straße 2
53117 Bonn

Hettstedt plant

Lichtlöcherberg 40
06333 Hettstedt

Vogt plant

Schachenstrasse 14
88267 Vogt

GRI 2-3 Reporting period, frequency and contact

Reporting period

The reporting period covers the financial year from 1 April 2024 to 31 March 2025. In addition to production data, the data also includes financial and personnel data.

Contact for queries

Oliver Isselmann
Phone: 0228 558 2935
E-mail: oliver.isselmann@step-g.com

Reporting frequency

The cycle is defined internally as once a year, after the end of the financial year and following a review in accordance with the EMAS standard.

GRI 2-4 Restatement of information

This publication is the first follow-up report on sustainability reporting.

GRI 2-5 External audit

This report was not subject to an external audit. The two managing directors, Mr Faruk Tüfekli and Mr Stefan Knabben, act as the supervisory and approval body.

GRI 2-6 Activities, value creation and business relationships

With its extrusion plants, ST Extruded Products covers almost the entire spectrum of industrial production. In addition to the classic fields of application for construction and industrial profiles, the automotive and rail vehicle industries are also included.

With production facilities in Germany, Belgium and China, STEP-G has a multinational presence. The three German press plants in Bitterfeld, Bonn and Vogt are highly specialised and offer an extensive range of extruded aluminium profiles and rods. Our own foundry at the Hettstedt location, with an extensive range of standard and special alloys, also offers our customers technology and supply security from a single source.

The STEP-G plant in Duffel, Belgium, focuses on the processing of high-strength aluminium materials - especially for the aerospace industry - as well as machining free-cutting alloys for our global customers in the automotive sector. With its Chinese plant in Tianjin, STEP-G supplies its international customers with on-site production to European standards - processed profiles for the Asian automotive and rail vehicle sectors.

Key production figures for the German plants

Location	Financial year 2023/2024 (basis)	FY 2024/2025
Bitterfeld	12,826 t	+ 13%
Bonn	14,368 t	- 9%
Hettstedt	16,153 t	+ 12%
Vogt	16,903 t	+ 7%

Markets

STEP-G supplies a wide variety of markets with its products. These include foundry customers, rail vehicle manufacturers, automotive and mechanical engineering customers.



// Automotive

Lightweight, safe aluminium solutions for various drive technologies.



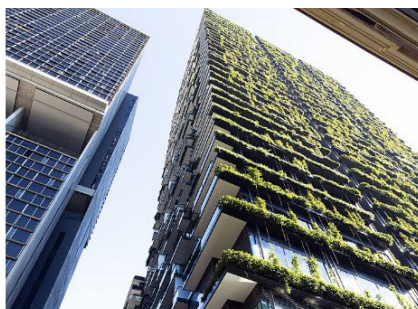
// Rail vehicles

Large profiles with impressive sustainability and light weight.



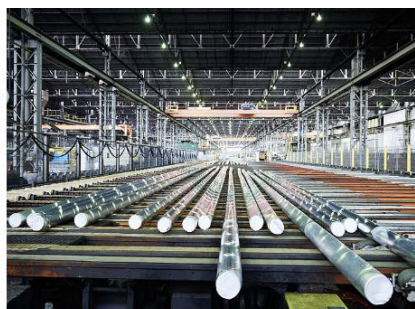
// Engineering

Extruded aluminium profiles in a wide range of varieties and sizes.



// Building & constructions

Innovative extruded aluminium system solutions.



// Standard profiles

A wide variety of aluminium solutions for construction components.



// Cast bars

Cast Billets made of custom aluminium alloys for sustainable applications.

GRI 2-7 Employees and staff

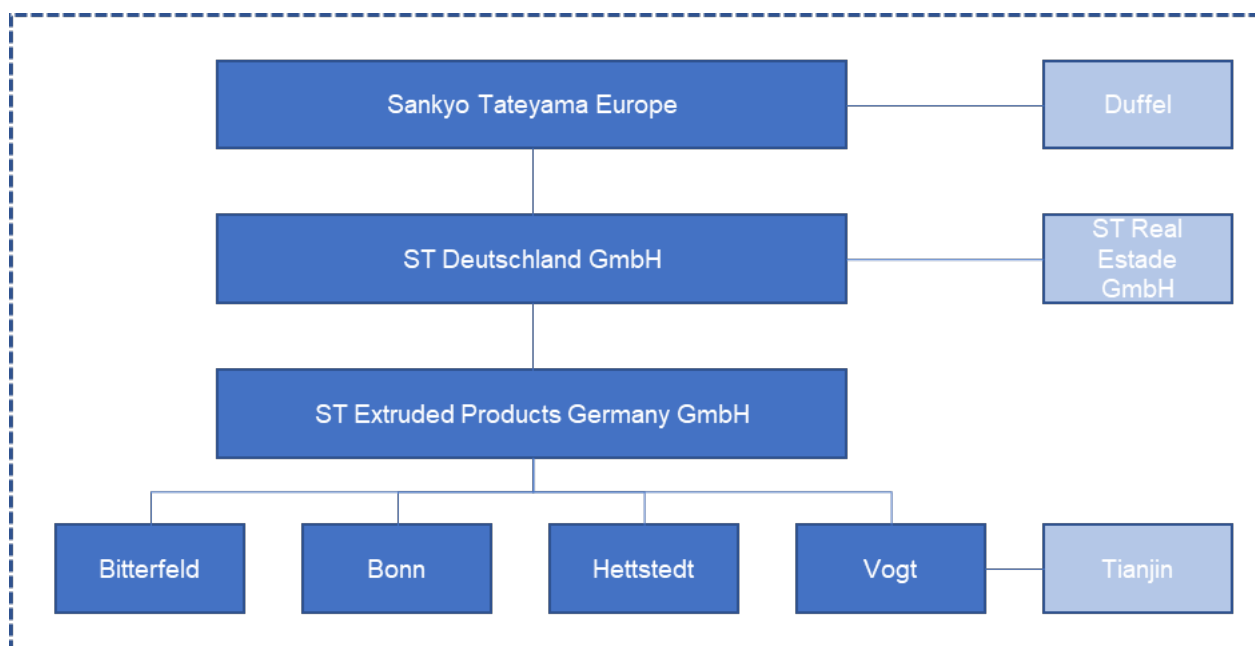
The figures relate to data from the previous financial year. Fluctuation will be discussed later. The breakdown shown in the table includes all employees at STEP-G and ST Germany, including trainees, broken down by location and gender (male / female / diverse). The second table shows the demographic distribution in the German plants.

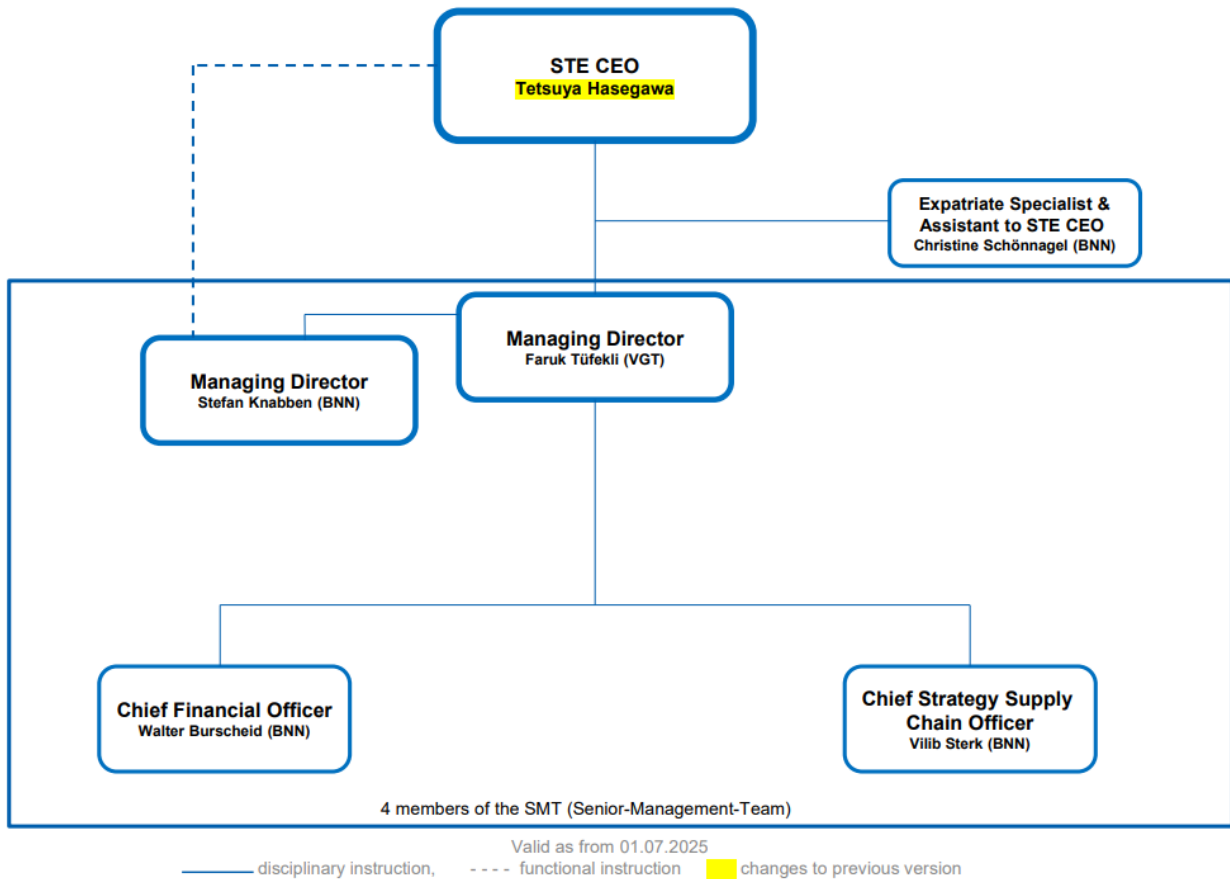
Location	Bitterfeld M / W / D	Bonn M / W / D	Hettstedt M / W / D	Vogt M / W / D
STD	3 / 7 / 0	42 / 21 / 0	0 / 0 / 0	41 / 20 / 0
STEP-G	103 / 7 / 0	296 / 5 / 0	66 / 9 / 0	202 / 8 / 0
Total	120	364	75	271

Generation	Baby Boomer 1946 – 1964	Generation X 1965 – 1980	Generation Y 1981 – 1996	Generation Z 1997 – 2012
Number	73	341	314	102

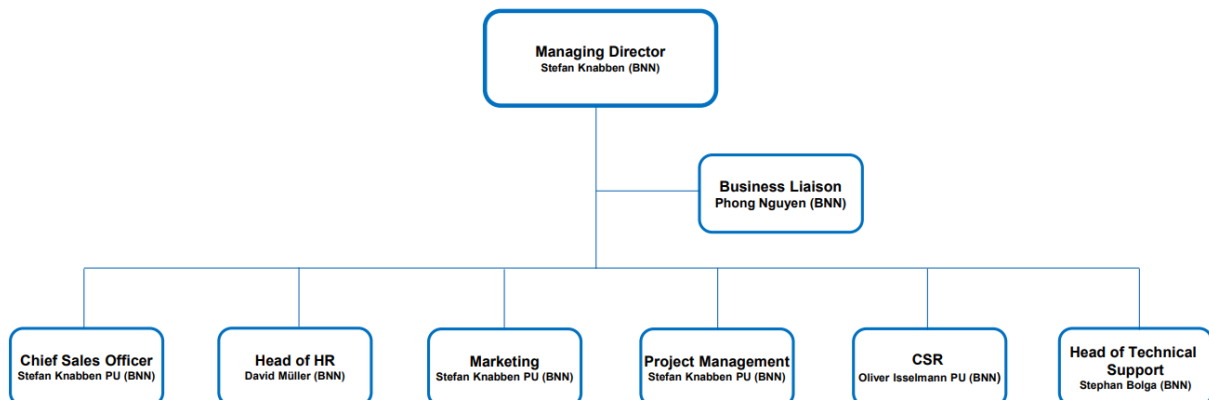
The distribution by generation is comparable in percentage terms at all locations.

GRI 2-9 Management structure and composition





GRI 2-11 Chair of the highest governance body



GRI 2-12 Role of the highest governance body

STEP-G has various central functions that determine and monitor the strategic direction of the company. The Senior Management Team (SMT) is organised above these functions. The group of companies consists of STEP-G, which represents the operational areas, and ST Deutschland, which represents the administrative area.

GRI 2-14 Role of the highest governance body in sustainability reporting

This sustainability report has been reviewed and approved by the SMT, the company's highest committee. The consumption and key figures were reviewed by the environmental verifier as part of environmental reporting in accordance with EMAS.

GRI 2-16 Communication of critical concerns

No complaints were received from stakeholders, interested parties or other organisations during the reporting period. All stakeholders can submit their concerns to us via various channels. This transmission can also be completely anonymous if desired.

GRI 2-17 Collective knowledge of the highest governance body

As part of the Group's strategy development, an exchange of knowledge between management and employees is promoted in cooperation with internal and external consultants. All levels of staff have the opportunity for further training.

GRI 2-26 Procedures for seeking advice and reporting concerns

STEP-G has internal and external complaints portals (confidential reporting system). Complainants have the opportunity to submit their concerns to us in both personalised and anonymised form. Furthermore, enquiries and requests can also be submitted to us via the general contact channels, such as our feedback portal.

GRI 2-27 Compliance with laws and regulations

There were no complaints or proceedings against STEP-G in the reporting period. STEP-G has both internal experts and cooperations with external legal service providers for the internal assessment of issues. We also monitor compliance with internal guidelines such as anti-corruption guidelines and the Code of Conduct. There were also no complaints from interested parties and stakeholders in these areas during the reporting period.

GRI 2-28 Membership in associations and interest groups

STEP-G is represented in various interest groups, professional associations, committees, etc. in order to recognise developments as they arise, to help shape them in the long term and to be able to contribute to them with our knowledge.

GRI 2-29 Approach to stakeholder engagement

As part of our long-standing participation in the EMAS system and our integrated management approach, a comprehensive stakeholder analysis is standard practice. This analysis is regularly reviewed and updated to ensure that it is up to date. It forms the basis for all internal reviews and business decisions.

GRI 2-30 Collective labour agreements

STEP-G's extrusion plants are subject to the agreements in force in the collective bargaining areas, which were agreed between the local employers' associations and IG Metall. In addition to employees covered by collective

agreements, there are also employees not covered by collective agreements working at the locations. The local works councils help to monitor compliance with the collective labour agreement regulations.

GRI 202 Market presence

GRI 202-1 Ratio of the standard entry-level wage by gender to the local statutory minimum wage

All our salaries are based on the respective collectively agreed wages in the collective bargaining area and are therefore in line with market and competitive remuneration. The classification of pay is also based on the assessment criteria defined by the parties to the collective agreement. All categorisations are purely job-related and do not have any gender or other criteria.

GRI 202-2 Percentage of senior management hired from the local community

Most of the managers employed at the locations come from the neighbourhood of the plants. Higher-level managers are regionally based at one location and are therefore also regionally integrated there. The commuting area to the locations covers a radius of around 50 km. Only employees of the Japanese parent company are seconded to Europe and therefore do not come from the local communities.

GRI 204 Procurement practices

In addition to our own obligations and responsibilities, we place the same demands on our suppliers and service providers. We clearly define our expectations here within the framework of corresponding agreements, such as the Supplier Code of Conduct. We ensure that our standards are met through regular audits and certificate queries. We see our suppliers and service providers as partners with whom we actively develop together.

The following criteria play a particularly important role in the selection of our partners:

Procurement of raw materials

We make sure our raw materials have the lowest possible carbon footprint and are produced using resource-saving processes. We expect our suppliers to permanently optimise their processes. We pass on the data transparently to our customers.

Furthermore, we expect our suppliers to actively adapt to developments in the area of sustainability in the course of optimisation and quality requirements and to prove this through appropriate certifications (e.g. ASI, ISO certificates, etc.)

We also expect that the aluminium billets supplied to us will ensure a permanent increase in the proportion of recycled material and thus actively work to reduce the carbon footprint.

GRI 204-1 Proportion of spending on local suppliers

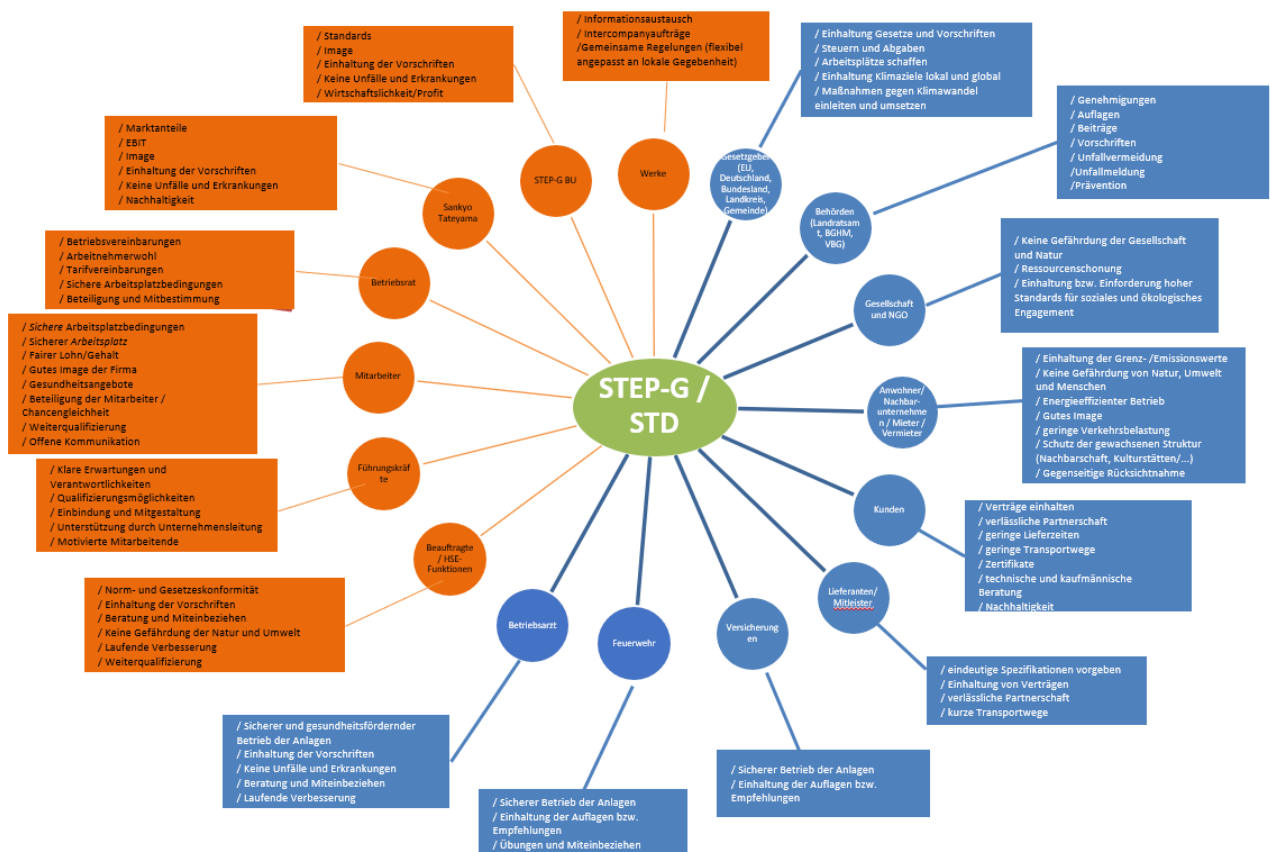
STEP-G obtains all its supplies of billets and services from Europe. We attach particular importance to regional suppliers for repair and installation services. We also support workshops for the disabled at all locations by purchasing goods and services from them.

GRI 3 Material topics

GRI 3-1 Process for the identification of material topics

Our integrated management, which has been established for many years, includes the mechanisms for identifying and determining our material topics. The main sources include the evaluation of laws and regulations (legal compliance), market developments and the requirements of interested parties, which are continuously assessed as part of the stakeholder analysis.

The embedded graphic shows the result of our analysis. The colour coding is used to differentiate between internal and external stakeholders.



GRI 3-2 List of material topics

In connection with the organisation, the interested parties, their topics and the resulting binding obligations, we have defined the material topics for STEP-G. These are listed below.

This list is reviewed at regular intervals. It does not represent a ranking. There have been no significant changes compared to the previous year's report.

- Resource utilisation and conservation
- Occupational health and safety
- Sustainable procurement
- Emissions, disposal, waste generation
- Circular economy
- Supplier and customer relationships
- Energy and water consumption
- Diversity
- Biodiversity
- Economic success
- Demographic change
- Skilled labour shortage and retention
- Local and global integration in communities

GRI 301 Materials

In order to further develop STEP-G sustainably, we attach great importance to utilising our integrated management, particularly in the areas of environment, energy and quality. The continuous improvement of these systems and services is an integral part of corporate management.

GRI 301-1 Materials used

The following quantities of aluminium were used in the reporting period:

Location	Financial year 2023/2024 (basis)	FY 24/25
Bitterfeld	17,320 t	+ 15%
Bonn	23,633 t	- 8%
Hettstedt	17,125 t	+ 14%
Vogt	25,451 t	+ 1%
Total	83,529 t	+ 4%

GRI 301-2 Recycled raw materials used

Mainly scrap from the pre- and post-consumer sector is remelted in the company's own foundry. The use of primary aluminium is kept to a minimum.

GRI 301-3 Recycled products and their packaging materials

All quality and process scrap generated in the extrusion plants is remelted in our own or in partner foundries. To this end, we attach great importance to the internal sorting of scrap in order to guarantee an optimum recycling result and keep the use of primary aluminium to a minimum.

GRI 302 Energy

The use of energy is a key aspect for STEP-G. All German locations are validated according to EAS. Regular energy monitoring is carried out at all locations. The ongoing optimisation of our processes is part of our decarbonisation strategy in order to actively support the 1.5° target.

The main energy sources are gas and electricity for heating and forming as well as downstream processing. The amount of diesel fuel used for the forklift fleet has been declining for years due to fleet modernisation and will continue to decrease in the coming years. The self-imposed savings potential for diesel fuel was achieved last year. All company cars used are at least hybrid vehicles.

GRI 302-1 Energy consumption within the plants

The office locations of STD are included in the consumption of the plants. The plants' electricity consumption will continue to be covered entirely from renewable sources. For the current year, the changes compared to the base year are shown in percent.

Gas consumption

Location	Financial year 2023/2024 [MWh]	FY 24/25
Bitterfeld	4,525 MWh	+ 11%
Bonn	1,8696 MWh	+ 15%
Hettstedt	27,489 MWh	+ 15%
Vogt	8,795 MWh	+ 2.5%
Total	69.105 MWh	+ 11%

Power consumption

Location	Financial year 2023/2024 [MWh]	FY 24/25
Bitterfeld	5,679	+ 7%
Bonn	29,367	- 10%
Hettstedt	3,518	0%
Vogt	13,195	- 4%
Total	51,679	- 6%

GRI 302-3 Energy intensity

We calculate the energy intensity from the total amount of energy used in relation to the tonnage achieved.

Location	Financial year 2023/2024 [MWh/t]	FY 2024/2025
Bitterfeld	0.80	0.77
Bonn	2.90	3.09
Hettstedt	1.93	1.97
Vogt	1.31	1.21

GRI 303 Water and wastewater

Water is used in the extrusion process. It is used for direct product cooling but also for unit cooling on the systems. The water used is municipal water. A much smaller proportion is used for sanitary and social purposes.

GRI 303-1 Water as a shared resource

Wherever possible, water is utilised several times in the process. However, product cooling in particular results in higher evaporation losses, which must be replaced with fresh water.

GRI 303-4-6 Water withdrawal, recycling and consumption

Purchase of municipal water

Location	Fiscal year 2023/2024 [m3]	
Bitterfeld	5,414	5,792
Bonn	151,077	154,711
Hettstedt	16,609	13,112
Vogt	13,603	12,781
Total	186,703	186,396

Waste water in sewerage system

Location	Fiscal year 2023/2024 [m3]	
Bitterfeld	3,321	3,352
Bonn	68,380	70,745
Hettstedt	2,980	3,114
Vogt	3,650	4,442
Total	78,331	81,653

GRI 304 Biodiversity

All sites are located in designated industrial areas and have grown there historically. As a result, most of the individual sites are sealed and built on. There is currently no strategy for unsealing.

GRI 304-1 Owned, leased and managed operating sites located in or adjacent to protected areas of high biodiversity value outside protected areas

As already mentioned at the beginning, each site is located in a designated commercial area. All buildings and facilities erected at the locations fulfil the requirements set out in the permits. There are also no protected areas in the immediate vicinity. No neighbouring protected areas are negatively affected by the business activities and the delivery and collection traffic. This was determined as part of the self-analysis.

There were no releases at any of the locations during the reporting period that impaired biodiversity in the regional environment. Furthermore, no new processes with negative potential were established.

GRI 305 Emissions

CO₂ assessments have been carried out at the locations for many years on the basis of the EMAS regulation. Since the last financial year, a breakdown into Scopes 1 to 3 has been carried out, although Scope 3 still contains some uncertainties, as not all input materials and services have been reported by the suppliers and no tabular values are yet available. The calculations were carried out using the Ecocockpit online platform. The next major step in Scope 3 will be the breakdown of the haulage services commissioned by STEP-G.

GRI 305-1,2,3,4 & 5 Direct GHG emissions (Scope 1), indirect energy-related GHG emissions (Scope 2), other GHG emissions (Scope 3), intensity of GHG emissions and reduction of GHG emissions

The biggest driver of CO₂ emissions in the extrusion plants can be defined as the purchase of aluminium billets. The Hettstedt foundry location has a significantly lower footprint, as it is mainly operated with scrap from the preconsumer sector. This location was assessed in Scope 3 for the first time in the past financial year.

GHG emissions	FY 2023/2024 [to CO ₂ e]	FY 2024/2025 [to CO ₂ e]
Scope 1		
Bitterfeld	1,052.7	1,146.49
Bonn	3,786.38	3,950.97
Hettstedt	5,608.62	6,433.48
Vogt	2,032.39	2,037.53
Scope 2		
Bitterfeld	0.00	0.00
Bonn	0.00	0.00
Hettstedt	0.00	0.00
Vogt	0.00	0.00
Scope 3		
Bitterfeld	95,821.61	113,187.30
Bonn	146,677.36	100,781.58
Hettstedt		29,402.49
Vogt	101,847.52	153,293.76

GRI 305-6 Emissions of ozone-depleting substances (ODS)

No ozone-depleting substances are produced or used in the STEP-G manufacturing and administrative processes.

GRI 305-7 Nitrogen oxides NO_x, sulphur oxides SO_x and other significant air emissions

As part of the operational processes, these emissions arise from the combustion of natural gas, which is used for process heat and production hall heating. Another source is the combustion of diesel fuels for internal transport.

Air emissions	Bitterfeld	Bonn	Hettstedt	Vogt
SO ₂ in kg	74	261	445	129
NO _x in kg	1,000	3,440	6,211	1,774
PM in kg	42	144	259	74

GRI 306 Effluents and waste

All locations have a valid environmental management system in accordance with ISO 14001-2015. In addition they hold a validation according to EMAS. Within the framework of these two systems, STEP-G is able to record and visualise waste and wastewater flows over many years.

GRI 306-1 Waste and method of disposal

All aluminium scrap generated during the production process is fully recycled in partner foundries and the Group's own foundry. Separation by type and collection are regulated internally. Contracts with waste disposal service providers exist for all other waste fractions. All legal framework conditions are complied with by the locations.

GRI 306-3,4,5 Waste generated, waste diverted from disposal, waste sent for disposal

All waste generated at the locations is forwarded to certified disposal companies via certified carriers according to their waste code number. The corresponding proof or certificates are available for all commissioned companies.

Location	Bitterfeld [t]	Bonn [t]	Hettstedt [t]	Vogt [t]
Hazardous waste	250	1,072	43	949
Non-hazardous waste	134	266	957	91
Aluminium scrap and swarf	5,307	6,911	738	9,151
Total	5,691	8,249	1,738	10,191

GRI 308 Environmental assessment of suppliers

As part of our procurement criteria, we already require all our suppliers to provide evidence of their environmental performance in the form of certificates or self-declarations. Detailed recording of our suppliers' data regarding the Scope categories is currently being implemented. This was implemented for the main suppliers in the past financial year. A standardised procedure for the CAHRA criteria is currently being implemented.

GRI 308-1 New suppliers that were screened using environmental criteria

All STEP-G suppliers must prove their suitability through certification. Suppliers are qualified on the basis of current standards such as ISO 14001 / 45001 / EMAS.

GRI 308-2 Negative environmental impacts in the supply chain and actions taken

No relevant effects became known in the reporting period.

GRI 308-8 Employees covered by an occupational health and safety management system

At the pressing plant locations, 100% of employees are covered by an ISO 45001 system. This also applies to the employees of the administrative staff grouped together in the STD who are based at the location. At the Hettstedt location (foundry), 100% of employees are covered by the ISO 45001 system. This system is not yet certified.

GRI 403-9 Work-related injuries

All incidents are documented at the individual locations. The documentation covers:

- Unsafe situations and near misses
- First aid cases
- Accidents with loss of working hours
- Accidents with fatal consequences

The following are also recorded:

- Environmentally relevant hazards
- Environmental incidents
- External complaints relevant to occupational health and safety and environmental protection

The main types of injury at all locations are hand-arm injuries and the main incidents are tripping and falling accidents. This is due to the lower degree of automation and the associated manual intervention. Due to the process, burns are also a relevant cause of injury at the Hettstedt location.

GRI 401 Employment

In the context of the ever-increasing influences and demands on social management, these issues are increasingly being addressed in internal audits. The aim here is to obtain a valid database for further action.

GRI 401-1 New employee hires and employee turnover

We have combined the two units STD and STEP-G in the assessments of fluctuation and new hires.

Location	Bitterfeld	Bonn	Hettstedt	Vogt	STD
New employees	10	25	9	16	27
Employees who have left the company	9	39	4	29	15

GRI 401-3 Parental leave

We have combined the two units STD and STEP-G in the assessments for parental leave.

Location	Bitterfeld	Bonn	Hettstedt	Vogt	STD
Parental leave	1	4	1	8	5

GRI 402-1 Minimum notice periods for operational changes

The statutory and collectively agreed notice periods are observed at all locations.

GRI 403 Occupational health and safety

All STEP-G pressing plant locations have their own occupational safety specialists. The foundry is managed by an external service provider. Cooperations with occupational health service providers exist at all locations in order to fulfil the legal requirements.

GRI 403-1 Occupational health and safety management systems

All pressing plant locations have a certified management system in accordance with ISO 45001. The foundry location is based on this system, but is not yet certified.

GRI 403-2 Hazard identification, risk assessment and incident investigation

STEP-G and STD pursue a zero-accident strategy as an overarching goal. This is also enshrined in the corporate strategy. The international LTI counting method is used at STEP-G to define an accident.

All occupational health and safety activities and changes are always carried out with the involvement of the relevant internal stakeholders and in accordance with the legal requirements. This ensures that, for all eventualities, employees are involved, the parties to the collective agreement can fulfil their legal duties and the responsibility and involvement of top management is guaranteed.

In addition to the overall zero target, there are other specific individual targets at the individual locations.

The overarching objectives of the locations are as follows:

- Zero accidents with loss of working hours.
- Organising the legally required health and safety committee meetings.
- Carrying out safety inspections in accordance with local matrix specifications.
- Carrying out the necessary accident and incident investigations.
- Communication of the investigation results and the resulting follow-up measures.
- Location campaigns for health protection.
- Regular review and optimisation of the PPE portfolio
- Regular updating of risk assessments for machines, systems and processes as well as hazardous substances as part of legal obligations or as required.

GRI 403-3 Occupational health services

All locations have partnerships with local service providers to ensure occupational health care. In accordance with legal requirements, the functionaries (company doctors) are involved in the preparation of the risk assessment in addition to their involvement in the health and safety committee meetings. Regular inspections are carried out with the company doctors. The company doctors are not bound by instructions when applying their expertise. The coordination of the company medical services is carried out by the local HSE managers.

GRI 403-5 Employee training on occupational health and safety

All safety-relevant internal training and instructions are carried out. Each area has a training overview for this purpose, which is also checked for implementation as part of the internal audits. Safety-related training courses are always held during employees' working hours.

If external training is required, there is a valid HR process for the whole STEP-G Group. Training providers used in the field of occupational safety are, for example, the various training centres of the relevant employers' liability insurance association. However, other external (specialised) service providers are also called in as required.

GRI 403-6 Promotion of employee health

Various health campaigns are organised at all locations throughout the year in cooperation with the health insurance companies. Furthermore, internal courses are also offered on the company's own initiative. Examples are Tai Chi courses in Bonn or our own gym in Vogt.

The ergonomic design of workstations is an ongoing topic. Various automated systems have been and are being installed to reduce the amount of manual work. In the office area, sit-stand workstations are gradually being implemented. Workstations are also ergonomically evaluated as part of the risk assessments.

GRI 403-9 Work-related injuries

Location	Bitterfeld	Bonn	Hettstedt	Vogt
Work-related fatalities	0	0	0	0
Accidents at work with loss of working hours	1	12	2	2
Occupational accidents with first aid care	10	48	17	28
Near misses and unsafe situations	11	177	2	67
Environmental hazards	0	15	3	0
Environmentally relevant incidents	0	0	0	0
External complaints relating to occupational health and safety and environmental protection	0	0	0	0
Road accidents	2	2	0	5
Total	24	254	21	123
Hours worked	167,200	562,943	117,721	382,686
Audits and inspections	58	115	53	56
Measures initiated	Specific	Specific	Specific	Specific
TRI	6.0	21.3	17.0	5.2

STEP-G and its plants are insured by the BGHM, and ST Germany by the VBG. As the STD employees are involved in the daily processes and are also based at the same locations, they are included in the overall figures. According to the DGUV, the accident frequency figures for the BGHM in relation to 1,000,000 working hours are as follows: 20.12 in 2023 and 20.9 in 2024.

The production location in Bonn is slightly above average. The Hettstedt, Vogt and Bitterfeld locations are below average. These plants improved in the reporting year. Bonn is comparable to the previous year.

GRI 404 Education and training

All locations have overviews of employee qualifications and requirements. All locations have an HR-managed process for determining training requirements and the associated implementation.

In addition to training and further education for the existing workforce, STEP-G also offers apprenticeships, thereby investing in the future.

In addition to the existing processes, development is also a topic in the annual feedback meetings between line managers and employees.

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

All persons employed by STEP-G and STD receive an appraisal and feedback meeting at least once a year. This means that 100% of employees are covered.

GRI 405 Diversity and equal opportunity

GRI 405-1 Diversity in governance bodies and among employees

The table below shows the distribution of employees by gender. As part of our efforts to strengthen diversity within the company, we have set up an internal cross-location project. We will publish this on our website in the course of the coming financial year and update it on an ongoing basis.

GRI 2.7 on page 18 provides a detailed breakdown by gender and demographics of the STEP-G and STD workforces.

GRI 406 Non-discrimination

The prevention of discrimination is a fundamental concern of STEP-G. People from a wide variety of countries and cultures work at our locations. Fair treatment of each other is therefore a clear goal of the company. An internal whistleblower portal, which is linked to an external law firm, is used for anonymised reporting of incidents. In addition, the local works councils also offer the possibility of direct, and if desired, anonymous contact.

GRI 406-1 Incidents of discrimination and corrective actions taken

Location	Bitterfeld	Bonn	Hettstedt	Vogt
Total number of reported cases of discrimination	0	0	0	0

GRI 407 Freedom of association and collective bargaining

All STEP-G locations have their own works councils. The number of members is based on local employee numbers and complies with the statutory and collectively agreed framework conditions. The employees of STD do not have their own works council, but are covered by the local site-based works councils. The individual works councils have in turn established a Group works council in Germany. The works council meets regularly during working hours.

All persons employed by STEP-G have the right to submit suggestions, proposals and complaints to the works council.

GRI 407-1 Businesses and suppliers where the right to exercise freedom of association and collective bargaining may be at risk

The right to freedom of association is not threatened at the STEP-G and STD locations. As part of the human rights due diligence investigation of the countries of origin of our service providers, no anomalies were identified here either. A structured analysis of all suppliers is currently being implemented.

GRI 409 Forced and compulsory labour

GRI 409-1 Businesses and suppliers with significant risk for incidents of forced and compulsory labour

At STEP-G plants and STD facilities, every effort is made to avoid forms of modern slavery and forced labour. In addition to our own Code of Ethics, these guidelines are also incorporated into the Supplier Code. This is mandatory for all our business partners at the service and supplier level.

GRI 412 Human rights assessment

Our plants are integrated in all legal and collective bargaining frameworks. All internal processes are subject to these criteria. The supply chain is also analysed and evaluated for compliance with human rights.

GRI 413 Local communities

All STEP-G plants are historically grown companies at their locations. They have decades of experience in the region. Over this long period, STEP-G has always been involved in local matters and has played its part in the community as an employer and training company. All past and future changes will be based on the applicable laws and guidelines. A good relationship with the local communities remains a declared goal of STEP-G.

GRI 414 Social assessment of suppliers

STEP-G has not yet introduced a structured process for evaluating its suppliers; this is currently under development.

GRI 414-1 New suppliers that were screened using social criteria

At present, suppliers are not assessed in a structured manner according to their social criteria. This will be part of the sustainability strategy to be developed for suppliers.

GRI 415 Political influence

GRI 415-1 Donations to political parties

No donations were made to political organisations in the reporting period.

GRI 418 Protection of customer data

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No incidents were reported or identified during the reporting period.

STEP-G and STD comply with the statutory provisions of the General Data Protection Regulation. Support for all parts of the company is provided by the external data protection officer. Details of this person can also be found on our website.

Company information & contact person

Get in touch with us!

Central location

Vogt plant
Schachenstrasse 14
88267 Vogt

Contact for queries

Oliver Isselmann
Phone: 0228 558 2935
Email: oliver.isselmann@step-g.com

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