SUSTAINABILITY
REPORT
2023

Erasteel SAS
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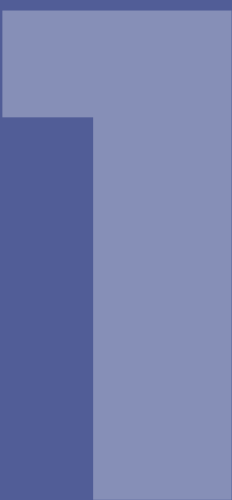Published on **21.06.2024**
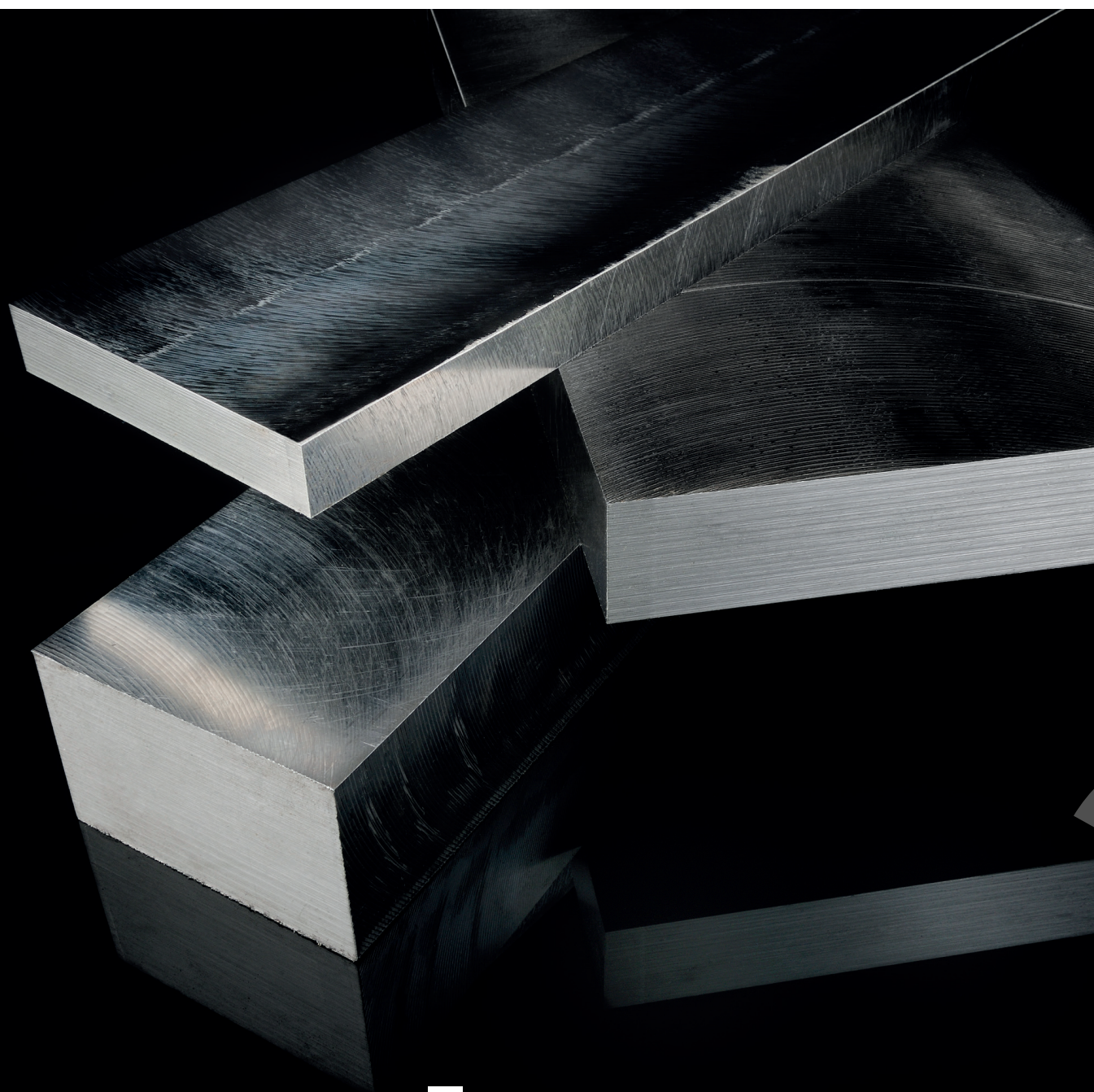
ERASTEEL

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ABOUT THIS REPORT

Becoming a stand-alone company in July 2023, Erasteel is pleased to share its first Annual Sustainability Report. Having assumed full responsibility for its independent publication, a role previously managed by its former shareholder, this report signifies Erasteel's commitment to sustainability, transparency, and corporate responsibility. This report provides an exploration of Erasteel's sustainable practices during the fiscal year 2023, encompassing environmental, social, and governance (ESG) aspects as well as reporting with reference to the Global Reporting Initiative (GRI). This report was conducted in accordance with the Swedish Annual Act.

Considering recent organizational changes, certain elements, such as policy documents, remain inherited from its previous shareholder but are considered relevant for inclusion in this year's report. Remaining reporting gaps due to these changes are marked transparently throughout this report. A comprehensive review of policy documents is scheduled for 2024.

For inquiries, discussions, or additional details, please contact Ebba Lerneby, ebba.lerneby@erasteel.com.

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ERASTEEL OVERVIEW

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2.1 BUSINESS OVERVIEW

Erasteel is a major player in the High-Speed Steel market and recycling of strategic metals. Erasteel is producing and developing more sustainable metallurgical solutions for the powder metallurgical and conventional High-Speed Steel sector with industry leading recycling facility of strategic metals.

2.1.1 HIGH-SPEED STEELS ACTIVITY
Erasteel develops and manufactures High-Speed Steels products used in high-tech applications such as high-performance cutting tools, cold work tools and specialities.

Addressing technical, environmental and strategic challenges, Erasteel is the partner of the most demanding industries: automotive, motorsports, aeronautics, electronics, energy, construction, high value-added tooling industries.

2.1.2 RECYCLING ACTIVITY
To meet the growing challenges related to the supply of strategic metals and the preservation of natural resources, Erasteel has also developed a unique activity in Europe of recycling strategic metals with high added value through the recycling of batteries and spent oil catalysts.

Erasteel's recycling activity enables the European industry to meet its main challenges:
- developing a circular economy for the steel industry by offering an "open loop" recycling solution
- decarbonizing the steel industry
- ensuring European sovereignty over strategic metals
- respond to the European batteries Directive with one of the best options

2.1.3 GLOBAL PRESENCE
Erasteel has its headquarters in Paris and owns 6 industrial sites in France, Sweden, and China as well as 3 distribution centers and 11 sales offices worldwide. At the end of 2023, Erasteel had a total of 901 employees (temporary and permanent employees, full- and part-time employees).

VIKMANSHYTTAN
Cold rolling
Products: strips

LÅNGSHYTTAN
Hot rolling
Products: wires rods and strips

SÖDERFORS
Powder Metallurgy (atomization and compaction), forging, rolling, peeling
Products: HIP powders, capsules, billets, bars, forged products

TIANJIN
Wire drawing
Products: edge wires (profiled and round), drawn bars and coils

COMMENTRY
Melting, drawing and finishing of conventional High-Speed Steels and recycling of strategic metals
Products: ingots, drawn bars and coils, peeled bars

CHAMPAGNOLE
Forging and rolling of flat, square and profiled bars, heat treatment
Products: small flat, square, profiled and round bars

Legend:
- Head office
- 2 corporate offices
- 6 production sites
- 3 service centers
- 11 sales offices

Map labels: Långshyttan, Vikmanshyttan, Söderfors, Stockholm, Sheffield, Bolingbrook, Erkelenz, Paris, Chalon-Sur-Saône, Champagnole, Commentry, Clermont-Ferrand, Milan, São Paulo, Tianjin, Seoul, Tokyo, Shanghai, Taipei

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2.2 MISSION AND VALUES

At the core of our business, Erasteel strives to be the preferred partner, committed to achieving zero recordable accident while delivering high quality products and services, cultivating close customer relationships, fostering innovative growth, and nurturing engaged talents. Erasteel fosters innovation in the industry related to the key materials and metals used.

Erasteel has set itself the mission of offering the global industry ever more innovative, efficient, and more sustainable metallurgical solutions designed to meet current and future technological and environmental challenges. High product quality and performance, the protection of natural resources and the energy transition are all part of a single, unifying mission.

Erasteel's core values help the company shape tomorrow's steel industry with dedication, innovation, and commitments:

A sense of responsibility is embodied daily within Erasteel industrial and tertiary sites. Health, safety and well-being in the workplace are at the heart of concerns. There is no room for compromise.

A customer-focused approach to being a benchmark partner through innovative sustainable solutions tailored to market trends.

The entrepreneurial spirit is fostered by the women and men working at Erasteel through their day-to-day efforts to improve processes, products and performance.

Diversity and unity are the strength of Erasteel teams, driving the creation of a "One Erasteel" sharing a single ambition.

Sobriety and performance combining technical excellence, the protection of natural resources and a recycling mindset to build the responsible, low carbon footprint industry of tomorrow.

2.3 GOVERNANCE STRUCTURE

2023 was a year of important changes for Erasteel. 100% of Erasteel shares were sold to private equity firm, Syntagma Capital, in July. This acquisition led to Erasteel becoming an independent company and establishing a new governance structure with a new CEO, the creation of a dedicated Board of Directors and a Group Executive Management (GEM) supported by an Extended Leadership Team (ELT).

The monthly Board of Directors meeting serves as a combination of a regular performance review and a formal board meeting, covering topics ranging from operations and marketing to decisions on capital expenditures.

The Group Executive Management (GEM) is composed of 6 positions, each with distinct functions within their respective areas. The organizational structure includes key roles such as:
- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO) overseeing finance, IT, legal and procurement
- Chief Human Resources Officer overseeing HR
- Chief Strategy & Business Development Officer overseeing strategy, M&A, projects, technology, innovation, and sustainability
- Chief Sales Officer overseeing the High-Speed Steels activities with sales strategies and customer relations.
- Chief Operations Officer overseeing operations, quality, lean processes, health, safety and environment, and supply chain.

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The recycling department is currently under development and will encompass commercial and business development functions specifically focused on recycling activities.

The governance structure is further complemented by various boards, including the Group Executive Management (GEM) and the Extended Leadership Team (ELT), which conduct both monthly and weekly meetings.

2.4 ETHICS CHARTER AND POLICIES

The Ethics Charter, a cornerstone document inherited by Erasteel's former shareholder, serves as a foundational document, delineating a comprehensive framework of rules and principles for all employees, representatives, and agents. Upholding these fundamental principles is a collective responsibility, fostering unity across our diverse workforce.

To steer ethical conduct in business operations, the following policies and principles have been established. Due to the acquisition, relevant policies and processes will gradually be adapted to Erasteel as an independent business entity:

POLICY/DOCUMENT	OBJECTIVE AND DESCRIPTION
Anti-corruption Policy	The guide outlines the fundamental principles related to corruption and influence peddling.
Energy & Climate Policy	The Energy and Climate Policy pledges to combat climate change, enhance energy efficiency, and integrate climate considerations into its strategy and risk management.
Health & Safety, Quality, Environment Policy	The Policy outlines Erasteel's commitment to prioritizing health, safety, quality, and the environment (HSQE) in its operations. It emphasizes providing a safe work environment, delivering high-quality products and services, and minimizing environmental impact.
Human Resources Management Policy	The Policy focuses on key areas including talent attraction and retention, skills development, cultural evolution, organizational effectiveness optimization, and ensuring the well-being of everyone.
Human Rights Policy	The Human Rights Policy formalizes its commitment, playing a crucial role in the processes and relationships with stakeholders, covering all employees, partners, and communities.
Information Technologies and Telecommunications Policy	This Policy outlines the general conditions for using Information and Telecommunications Technologies, covering Internet access, emails, communication systems, and company-provided IT resources. It establishes rights and obligations for employers and users, ensuring proper ICT usage in compliance with legal requirements.
Management Control Policy	This Policy defines Management Control, its missions, objectives, and methods, focusing on assisting in steering, ensuring commitment control, and proposing corrective action plans when deviations occur.

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Purchasing Policy	The Purchasing commitments align with the Group's goals, emphasizing excellence, innovation, and efficiency through proactive engagement with preferred suppliers and market expertise.
Responsible Lobbying Policy	Erasteel prioritizes Corporate Responsibility, committing to responsible lobbying alongside existing policies, including the Ethics Charter and Environmental Policy. Applicable to all individuals representing Erasteel's interests to public decision-makers.
Risk Management Policy	Erasteel emphasizes a comprehensive risk management approach, integrating environmental considerations early in project development and contributing to the supply of metals for the energy transition and circular economy.
Suppliers Code of Conduct	The Suppliers Code of Conduct formalizes Erasteel's commitment to sustainable development and ethics in purchasing, aligning with CSR goals. Suppliers are expected to adhere to best practices, and compliance is crucial for establishing business relationships.

Table 1: Table over policy documents guiding ethical business operations

2.5 BUSINESS CONDUCT ALONG THE VALUE CHAIN

In navigating a dynamic operational landscape, Erasteel confronts various inherent risks. Management, led by Executive Management and operational teams, collaborate to identify, prevent, and control these risks. Recognizing the importance of risk-taking in progress, Erasteel addresses potential environmental, societal, and governance impacts. Implementing robust environmental and industrial risk management systems across all sites, including transport and supply chain, is paramount. Early integration of environmental considerations in industrial projects, adhering to regulations and international standards, is emphasized. Erasteel also prioritizes supplying materials crucial for energy transition and engaging in activities promoting a resource-efficient, circular economic model.

Erasteel's value chain embodies a commitment to sustainability, innovation, and efficiency at every stage of our operations. From sourcing raw materials to delivering high-quality products and services to customers, Erasteel prioritizes environmental stewardship, social responsibility, and ethical business practices.

Raw material sourcing: marks the start of our value chain. Erasteel seeks to minimize environmental impacts and promote ethical practices by fostering responsible sourcing of raw materials, including metals crucial for its High-Speed Steels production and recycling processes.

Production processes: through these processes Erasteel prioritizes efficiency, quality, and environmental performance. Whether through conventional metallurgy or powder metallurgy techniques, Erasteel employs innovative methods to produce High-Speed Steels and metal powders with minimal waste and energy consumption.

Product development: Erasteel combines innovative solutions with sustainability and product performance. By leveraging its global expertise in metallurgy and materials science, Erasteel continuously seeks to enhance the performance, durability, and recyclability of its products, meeting the evolving needs of customers while minimizing environmental impact.

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Distribution and logistics: efficient distribution and logistics play a crucial role in Erasteel's value chain, aiming at timely delivery of products to customers while minimizing carbon emissions and resource consumption. Through optimized transportation routes and logistics practices, Erasteel strives to reduce its environmental footprint and enhance supply chain resilience.

Customer engagement: Erasteel's value chain culminates in customer engagement, where the business seeks to foster long-term partnerships based on trust, reliability, and sustainability. Erasteel empowers customers to make informed decisions that align with their sustainability goals.

Recycling and circular economy: central to Erasteel's value chain is its commitment to recycling and the circular economy. Through its unique metal recycling capacity in Europe, Erasteel promotes the sustainable reuse of materials, reducing waste and preserving natural resources. By closing the loop on its production processes, Erasteel exemplifies its dedication to circularity and environmental responsibility.

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SUSTAINABILITY GOVERNANCE & RESPONSIBILITIES

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At Erasteel, the foremost objective is to provide metallurgical solutions characterized by efficiency and underpinned by principles of economic, environmental, and social sustainability. Erasteel's overarching vision entails establishing global leadership as the first producer of high-performance and low carbon footprint High-Speed Steels (HSS) made from 100% of recycled materials. Erasteel is actively engaged in advocating for social responsibility by spearheading strategic metal recycling endeavors throughout Europe. Through these initiatives, Erasteel seeks to foster positive community impacts, enhance local economies, and prioritize the welfare of Erasteel's workforce.

Erasteel's commitment to sustainability and sustainable steel solutions is embedded within a dynamic process that incorporates insights from diverse sources on an annual basis. These include:

Environmental analysis: Erasteel assesses the environmental impact of its operations, focusing on energy consumption, waste management, emissions, and resource usage.

Risk assessment: Erasteel identifies and evaluates potential sustainability risks, including regulatory compliance, supply chain disruptions, environmental incidents, and reputational risks.

Strategic development: Erasteel develops sustainability goals, targets, and initiatives that align with its overall mission and objectives.

Stakeholder engagements: Erasteel is actively engaged with customers, suppliers, investors, communities, and NGOs to understand their perspectives, expectations, and concerns regarding sustainability.

Employee surveys: Erasteel gathers feedback from employees to assess their awareness, attitudes, and behaviors regarding sustainability practices within the company.

In 2019, Erasteel's previous shareholder conducted a materiality analysis, which helped identify and prioritize the most critical sustainability issues for the company. This process involved interviews with experts from various parts of the organization and workshops to gather insights. The analysis resulted in a CSR Roadmap for 2018-2023 with key topics that cover the five aspects mandated by the Swedish Annual Act: environmental impact, labour practices, social responsibility, human rights, and anti-corruption measures. Due to Erasteel's environmental impact, the target was defined to reduce the climate footprint by 11% from 2018 to 2023, which has been broken down to relevant levels within the organization.

Data availability and quality were identified as a challenge and Erasteel has improved the implementing and improving data management processes throughout the organization, especially related to energy consumption and greenhouse gas emissions. Analyzing and reporting our figures externally is an important aspect of our sustainability journey. Erasteel therefore published key performance indicators in this report, that can be found in the appendix (chapter 4).

Erasteel anticipates revisiting the materiality assessment in 2024 through a double materiality assessment. This approach ensures that the assessment remains current and aligned with Erasteel's evolving business landscape, while also maintaining its validity.

3.1 ENVIRONMENTAL SUSTAINABILITY

Recognizing the potential impacts of metallurgical activities on the natural environment, Erasteel acknowledges its responsibility to implement all necessary measures for environmental preservation and public health. The environmental responsibility Policy outlines several key focus areas, emphasizing the implementation of environmental and industrial risk management systems across all Erasteel sites, as well as in its transport and supply chain. Meticulously defined emergency plans and crisis organizations ensure a prompt and effective response in case of incidents.

All sites hold ISO 14001 and ISO 9001 certifications, ensuring the presence of comprehensive procedures and risk management protocols tailored to specific site conditions and risks, thereby enhancing their effectiveness. Moreover, the deviation management system plays a pivotal role in addressing safety and environmental concerns. With dedicated procedures in place, deviations are promptly reported, with strict notification timelines typically within 24 or 48 hours. Furthermore, parts of Erasteel's operations also hold EN 9100 certifications, a quality management standard designed for the aerospace industry. Compliance with EN 9100 ensures that Erasteel meets strict quality and safety standards, helping to maintain the integrity and reliability of aerospace products and services.

Furthermore, Erasteel emphasizes the importance of integrating the environmental dimension early in the design and development phases of industrial projects. This commitment aligns with Erasteel's internal policies, and international ISO-standards within the profession or for financiers.

3.1.1 ENERGY CONSUMPTION

Erasteel is committed to enhancing energy efficiency and reducing carbon emissions through its Energy and Climate Policy. Erasteel prioritizes using energy sources with minimal carbon footprint and promotes renewable energies where feasible. Erasteel's strategies include optimizing energy usage, integrating CO_2 emissions considerations into decision-making processes, and developing new techniques to reduce consumption. Additionally, emphasis is placed on the recovery of energy for internal and external use, competitive procurement of renewable energies, and the development of new Best Available Techniques (BAT) to further reduce energy consumption. Erasteel's commitment to energy efficiency is supported by technological innovation and continual improvement, ensuring a sustainable approach to energy consumption across its operations.

3.1.2 EMISSIONS

An Environmental Product Declaration (EPD®) project launched in 2023 represents a significant milestone in Erasteel environmental sustainability actions. With an emphasis on transparency and accountability, this project marked the beginning of comprehensive calculations and data analysis. Communication is planned by 2024. The project involves assessing and disclosing the environmental footprint of Erasteel's products throughout their life cycle, including factors like raw materials sourcing, manufacturing processes and transportation.

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Through rigorous Life Cycle Assessments (LCAs) for its products, Erasteel aims to provide stakeholders with clear and reliable information about the environmental performance of its products.

3.1.3 WASTE

Erasteel is committed to managing waste sustainably and responsibly, aiming to minimize waste generation and maximize recycling efforts throughout its operations. Thus, striving to provide valuable alternatives to landfilling and significantly contributes to non-ferrous metal recycling.

Erasteel has implemented innovative processes to optimize recycling efficiencies and strives towards zero waste generation. Its tailored approach considers various factors such as the original condition of waste, packaging, and industrial risk, ensuring that the company extracts maximum value from each material while minimizing environmental impact. Please refer to the appendix (chapter 4) for the 2023 performance indicators related to waste.

In pursuit of waste management objectives, long-term contracts with partners have been established to maintain a consistent flow of recycling for industrial waste. These contracts adhere to stringent environmental standards, reflecting a commitment to responsible waste handling. Erasteel plays a crucial role in ensuring the security of supply for the European economies, all while maintaining competitiveness sustainably.

One notable initiative is the pyrometallurgical recycling of spent oil catalysts and batteries at Erasteel Commentry site (France). Through this process, Erasteel recovers strategic metals like cobalt, molybdenum, and nickel, reintroducing them into manufacturing cycles and reducing reliance on virgin resources. For battery recycling, Erasteel achieves 100% of the metal recovery with zero waste.

Erasteel also prioritizes collaboration with suppliers, fostering long-term partnerships to ensure a consistent and reliable flow of waste for recycling. By integrating multiple pyrometallurgical treatment and filtration tools, Erasteel Commentry site stands as a pioneering facility in Europe, showcasing exceptional recycling efficiencies and contributing to sustainable development.

3.2 SOCIAL SUSTAINABILITY

Erasteel prioritizes social sustainability, embedding it in its corporate ethos and recognizing the vital role of our diverse workforce. Erasteel ensures the health, safety, and well-being of employees across all sites, surpassing regulatory requirements by mitigating psychosocial risks, improving workplace ergonomics, and providing psychological support. Moreover, the business fosters talent development, drawing from the steel industry's heritage to train the next generation and address evolving challenges. Through these efforts, Erasteel empowers employees, ensuring sustained organizational growth and success while meeting industrial, technical, and environmental demands.

3.2.1 EMPLOYEES

At Erasteel, social responsibilities are delegated across management tiers and departments, ensuring efficient implementation. The HR team, under the Chief Human Resources Officer's guidance, oversees practical execution, while managers tailor strategies to country-specific contexts. Management sets strategic directions, with managers and employee representatives actively engaged in decision-making, holding frontline managers, directors, and the executive committee accountable for social performance.

Erasteel prioritizes nurturing the diverse talents of its workforce, fostering a management culture that values both people and performance. Establishing social dialogue is pivotal for Erasteel's transformation and sustainable performance, with its HR community exhibiting proactive attitudes and openness to cultural shifts.

Efficient risk management and continuous learning are emphasized alongside our robust compensation policy. Performance evaluations assess objective achievements and soft competencies, fostering Erasteel's desired organizational culture. One of its social sustainability targets is to reach 100% employee participation in at least one training course per year. Erasteel actively promotes diversity and inclusion, challenging stereotypes and supporting women's careers in the industry to enhance performance and innovation. As part of the CSR roadmap, Erasteel has also set the target to integrate and foster the richness of management diversity by reaching 30% women in managerial positions, to lead as examples for the entire workforce. Erasteel closely tracks the progress and performance, as shown in the appendix (chapter 4).

In line with the commitment to equal opportunity, Erasteel strictly adheres to anti-discrimination laws, ensuring employees' rights to join unions and labour organizations. Erasteel prioritizes protecting employees' privacy and data confidentiality, complying with regulations to respect and safeguard their personal information.

3.2.2 LABOUR

The Safety Department at Erasteel adopts a proactive stance in incident monitoring and management through the MIA system, facilitating comprehensive risk analysis and hazard identification in routine and non-routine scenarios. Monthly safety and environmental reviews engage operational stakeholders, fostering continuous improvement. Erasteel integrates health considerations into daily decisions, developing unit-level action plans and monitoring health indicators through dashboards. Rigorous risk assessment methods prioritize corrective actions, supported by continuous health surveillance and individual traceability for risk exposure. Erasteel implements comprehensive policies addressing addictive behaviours and risky conduct, reinforcing a robust culture of health and safety. Moreover, Erasteel upholds employee well-being, safety, and labour rights across all sites, adhering to international housing recommendations and ensuring compliance with local laws and agreements with personnel representatives. A zero-tolerance stance against workplace harassment and violence underscores Erasteel's commitment to fostering a supportive work environment. Erasteel has a zero-fatality target among employees and contractors. As part of working with the CSR roadmap, Erasteel aims to halve the accident frequency rate while ensuring that all accidents are being reported and processed. Long-term, Erasteel strives to avoid all recordable accidents. Please refer to the appendix (chapter 4) for the 2023 performance indicators related to health and safety.

3.3 ETHICAL LEADERSHIP AND GOVERNANCE

Erasteel's commitment to upholding human rights and combating corruption is a fundamental part of its corporate culture and values. From the highest levels of leadership to every employee on the ground, Erasteel embeds these principles into its daily operations, decision-making processes, and interactions with stakeholders. This commitment is reflected in its Ethics charter, which sets clear expectations for ethical behavior and integrity in all business dealings.

3.3.1 HUMAN RIGHTS

Fostering shared principles and values among partners, Erasteel supports internationally recognized human rights throughout its value chain and engages with stakeholders to communicate and uphold these principles.

Erasteel has established due diligence mechanisms for stakeholders to identify, prevent, and mitigate any human rights violations, with measures in place if corrective actions are necessary.

Erasteel works with a robust framework for managing human rights within its operations. The procurement department plays a central role in ensuring compliance, overseeing the acquisition of raw materials, including conflict minerals, and enforcing Erasteel's Suppliers Code of Conduct, particularly concerning their ethical sourcing. Additionally, the Technical Director oversees compliance with regulations, such as REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), with a specific focus on minerals such as cobalt, ensuring the operations align with international standards for ethical sourcing and human rights protection.

The governance structure for managing human rights measures at Erasteel involves active supplier oversight and annual updates to supplier information for supply chain transparency. Challenges may arise in synchronizing internal practices with evolving external regulations, particularly concerning prohibited smelters demanding certain monitoring and attention. Accountability for human rights performance is embedded within the organizational structure, with audit cases reviewed selectively and critical suppliers monitored globally.

Ongoing efforts are made to formalize human rights policies and guidelines tailored to the organizational context. Mitigation of human rights risks includes proactive engagement with reputable suppliers and monitoring traceability in primary materials procurement.

Building and maintaining trust with local communities is a priority. Erasteel currently establishes mechanisms for ongoing dialogue and complaint resolution, ensuring a responsive approach to community concerns. Additionally, a whistleblowing system is maintained for reporting human rights violations, ensuring that individuals witnessing or experiencing such violations can report them without fear of retaliation. The commitment extends to protecting those who selflessly report violations in good faith. Please refer to the appendix (chapter 4) for the 2023 performance indicators related to whistleblowing.

3.3.2 ANTI-CORRUPTION

Dedicated to integrity and ethical conduct, Erasteel prioritizes the fight against corruption through collective responsibility across all business operations. This dedication is exemplified through the implementation of a Compliance Program, comprising the Ethics Charter, associated policies, and a dedicated organizational structure. Furthermore, a professional whistleblowing system is in place to receive alerts regarding unethical behavior. As part of ongoing efforts, there is currently a transition phase in the anti-corruption management towards the new organizational structure and ownership.

However, old procedures are still in place due to the carve-out. Responsibility for anti-corruption measures is distributed across the organization, with efforts to revise existing guidelines underway to better suit needs.

Former policies are being transferred to align with new internal practices. Various sites within the organization have their own procedures for employee accountability and policy understanding, prompting a revision of guidelines for consistency and effectiveness.

Commitment to anti-corruption is reinforced by expectations from employees and business partners. Each employee is required to fully respect the anti-corruption policy and adhere to all internal rules, policies, and procedures. Similarly, business partners must comply with the zero-tolerance policy towards corruption, ensuring the preservation of ethical standards across the entire network. This collaborative effort enhances Erasteel's integrity and ethical values, contributing to its reputation as a responsible corporate citizen.

Stringent ethical controls and procedures govern all payments, ensuring transparency and accountability in financial transactions. An Electronic Management System (EMS) which delineates various levels of financial commitments, integrating SAP to ensure the segregation of duties. This system assigns different tasks to various individuals, such as invoice registration and approval rights, mitigating corruption risks.

Please refer to the appendix (chapter 4) for the 2023 performance indicators related to anti-corruption.
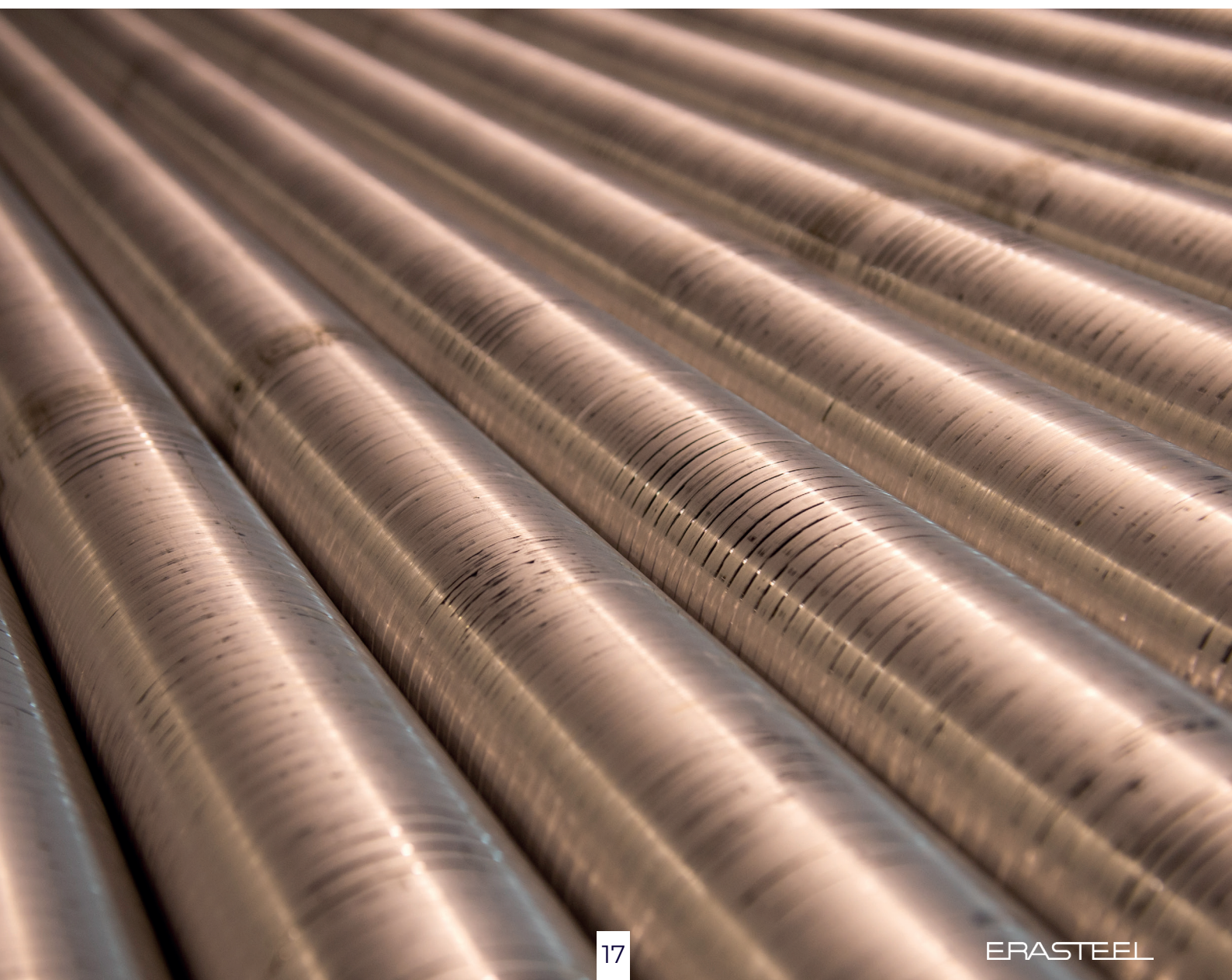
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APPENDIX

KPI-TABLE

The following table presents Key Performance Indicators (KPIs) reflecting Environmental, Social, and Governance (ESG) metrics for the years 2023 and 2022. These indicators offer insights into Erasteel's commitment and progress in addressing sustainability challenges across its operations during the specified periods. Due to the recent acquisition in 2023, certain KPIs are inaccessible for previous years, resulting in data unavailability for reporting purposes marked as "–".

Environment	Unit	2023	2022	GRI	Comments
GHG Emissions					
Direct (Scope 1) GHG emissions	kg CO_2e	12,358,369	14,336,896	305-01	Sites in France and Sweden
Energy indirect (Scope 2) GHG emissions	kg CO_2e	5,200,890	5,862,628	305-02	Sites in France and Sweden
Other indirect (Scope 3) GHG emissions	kg CO_2e	-	-	305-03	Data followed on sites
Energy consumption					
Total fuel consumption from non-renewable sources: - Natural gas - Light fuel oil - LPG - Diesel	MWh	50,649 43,532 3,423 2,600 1,094	55,703 49,628 1,954 2,704 1,417	302-1	-
Total electricity consumption	MWh	114,124	128,551	302-1	-
Total energy consumption within the organization	MWh	164,773	184,254	302-1	-
Recycling					
Recycled materials used in HSS process	%	91	91	-	-
Waste					
Total waste generated	in tons	14,784	20,262	306-3	-

Table 2: Environmental Key Performance Indicators

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Social	Unit	2023	2022	GRI
Employees, by gender and age				
Total of employees	Quantity	901	906	2-7
Women <30	Quantity	17	12	2-7
Women 30-50	Quantity	97	89	2-7
Women >50	Quantity	58	57	2-7
Men <30	Quantity	78	94	2-7
Men 30-50	Quantity	355	343	2-7
Men >50	Quantity	296	311	2-7
Employees, by gender and contract				
Permanent employees (Women)	Quantity	160	144	2-7
Temporary employees (Women)	Quantity	12	11	2-7
Full-time employees (Women)	Quantity	169	151	2-7
Part-time employees (Women)	Quantity	3	4	2-7
Permanent employees (Men)	Quantity	688	701	2-7
Temporary employees (Men)	Quantity	41	50	2-7
Full-time employees (Men)	Quantity	719	743	2-7
Part-time employees (Men)	Quantity	10	8	2-7
Highest governance body, by gender and age				
Women <30	Quantity	0	0	2-9, 405-1
Women 30-50	Quantity	0	0	2-9, 405-1
Women >50	Quantity	2	1	2-9, 405-1
Men <30	Quantity	0	0	2-9, 405-1
Men 30-50	Quantity	0	2	2-9, 405-1
Men >50	Quantity	5	3	2-9, 405-1
Diversity, Manager by gender				
Women	%	23	21	-
Men	%	77	79	-
New employee hired, by gender and age				
Women <30	Quantity	11	3	401-1
Women 30-50	Quantity	16	24	401-1
Women >50	Quantity	8	5	401-1
Men <30	Quantity	15	34	401-1
Men 30-50	Quantity	37	42	401-1
Men >50	Quantity	11	21	401-1

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Social	Unit	2023	2022	GRI
Workers covered by an occupational health and safety management system				
Number of employees covered by a health and safety program	Quantity	901	906	403-8
Percentage covered by a health and safety program	%	100	100	403-8
Percentage covered by a health and safety program that has been internally audited	%	100	100	403-8
Work-related injuries (recordable)				
Work-related fatalities	Quantity	0	0	403-9
High-consequence work-related injuries	Quantity	0	0	403-9
Total number of work-related injuries, by: - Employees - Workers who are not employees but whose work is controlled by Erasteel	Quantity	16 14 2	14 14 0	403-9
Number of hours worked	Quantity	1,412,759	1,417,860	403-9
Average hours of training				
Women	Quantity	1,248	1,723	404-1
Women: average number of hours of training	Quantity	7.2	10.9	404-1
Men	Quantity	6,415	6,945	404-1
Men: average number of hours of training	Quantity	8.8	9.2	404-1
Permanent employment	Quantity	7,663	8,669	404-1
Permanent employment: average number of hours of training	Quantity	9	10.2	404-1
Temporary employment	Quantity	34	-	404-1
Temporary employment: average number of hours of training	Quantity	0.6	-	404-1
Full-time employment	Quantity	1,587,7	749,3	404-1
Full-time employment: average number of hours of training	Quantity	1.7	0.8	404-1
Part-time employment	Quantity	-	-	404-1
Part-time employment: average number of hours of training	Quantity	-	-	404-1
Discrimination				
Cases of discrimination	Quantity	0	0	406-1

Table 3: Social Key Performance Indicators

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Governance	Unit	2023	2022	GRI
Operations assessed for risks related to corruption				
Total number of operations assessed for risks related to corruption	Quantity	0	0	205-1
Percentage of operations assessed for risks related to corruption	%	0	0	205-1
Communication on anti-corruption				

Total number informed of the organization's anti-corruption policies and procedures, by:
  - Board members
  - Management team
  - Employees
  - Business partners
	Quantity
	Quantity
	Quantity
	Quantity
		7
		98
		-
		-
			6
			81
			-
			225
				205-2
				205-2
				205-2
				205-2

Percentage informed about anti-corruption policies and procedures, by:
  - Board members
  - Management team
  - Employees
  - Business partners
	%
	%
	%
	%
		100
		100
		-
		-
			100
			100
			-
			4.4
				205-2
				205-2
				205-2
				205-2

Confirmed cases of anti-corruption				
Total number of confirmed cases	Quantity	0	0	205-3
Number of incidents where employees were dismissed or disciplined	Quantity	0	0	205-3
Number of incidents where contact with business partners was terminated	Quantity	0	0	205-3
Public legal cases on corruption brought against the organization	Quantity	0	0	205-3

Table 4: Governance Key Performance Indicators

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