KNAUF INTERFER

2020 Sustainability Report

Giebel Kaltwalzwerk GmbH

Foreword

Dear Readers,

As the members of the Executive Board of our company – one of the leading plant-independent distributors, processors, and service providers of aluminium and steel solutions in Europe – we are aware of our economic, environmental, and social responsibilities and, as such, operate accordingly. The provision of documentation such as the Sustainability Report enables our company to openly communicate our commitment to our relevant stakeholder groups.

Over the last few years, the Knauf Interfer Group has evolved from a Montanstahl trading company to a modern premium supplier of flat steel products and complex processed assemblies made of extruded aluminium profiles. This transformation has required sustainable action based on a long-term corporate strategy. Economic, environmental, and social responsibility have determined the path we have taken, which will continue to be guided by those same corporate principles for years and decades to come.

As a processing company, we are a reliable business partner in terms of procurement, but we are particularly dependable when it comes to sales, as we actively support the sustainability of the final application via innovation. For the Knauf Interfer Group, for example, the energy efficiency of mobility has been a constant motivator for many years, with the aim of achieving weight reductions for lightweight construction and electromobility by means of our innovative solutions in both the steel and aluminium sectors. As a multi-material processing company, the Knauf Interfer Group serves as an innovation partner for sustainable end products in the automotive industry as well as in others.

Our business model is characterised by a key feature that puts us in a leading position in terms of our eco-balance. Our main raw material – whether steel or aluminium – boasts a very long service life and is 100% recyclable. That is one of the ways in which the Knauf Interfer Group has already contributed to the protection of the environment and our limited resources in the best possible way via the business model that we have chosen.

Nevertheless, we consider ourselves to be part of global value chains in all areas of our operating business. Our sustainable business goal will only be achieved if we work together along those value chains and in accordance with well-defined rules. In an effort to move one step closer to that goal, we have remained in constant dialogue with our suppliers and customers. We operate in accordance with very strict compliance and code-of-conduct guidelines to ensure that our daily actions are aligned with our responsibility for our planet, future generations, and stakeholder groups.

We regard our own transformation process towards becoming an even more sustainable and responsible company as an ongoing endeavour. As such, we are in a constant state of taking both minor and major steps to eliminate and reduce emissions, which enables us to make our contribution as Knauf Interfer.

On behalf of all Executive Board members

Dr. Carsten G. Gast
Member of the Executive Board / CFO

Dr. Kay Oppat
Member of the Executive Board / CTO

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Our Corporate Sustainability Principles

Each component of our group of companies shares a common corporate philosophy. Our actions revolve around the needs of our customers in the automotive and industrial sectors, thereby facilitating growth in our core areas and safeguarding the futures of the employees at our locations. This philosophy is also reflected in our corporate structure, comprised of the holding company, Business Unit Steel, and Business Unit Aluminium, which are individually tailored to the needs of our customers and can operate across locations. Our corporate success plays a crucial role in future investments, for example, in customer interfaces, process optimization, machine technology, training, and logistics, thus creating a long-term basis for profitability and customer satisfaction. Our value-oriented corporate culture, which combines entrepreneurial freedom with open, goal-oriented, and, most importantly, appreciative leadership, makes us a competent partner. We attach great importance to consistently high quality standards, the greatest possible occupational health and safety, the advancement of our employees, as well as the responsible handling of the environment and energy. Each of these goals is of equal importance to us.

Sustainability Strategy Development

Our tailor-made sustainability strategy combines the basic principles of our corporate philosophy with the respective aspects of sustainability, including their significance to our stakeholders as well as to us. Within the framework of the sustainability strategy, five overarching fields of action have been identified. The area of social responsibility, which has been broken down by colour, relates to employees and external stakeholders.

We have opted to conduct our sustainability assessments based on a tried and tested "three-pillar model". We strongly believe that sustainable development must be based on several stable and equally important pillars: environment, economy, and social responsibility. As those aspects are mutually interdependent, the individual pillars cannot be considered separately.

Direction and Compliance with Sustainability Standards

Our sustainability strategy is based on recognised norms and standards. For example, the 10 principles laid out in the Global Compact and the United Nations Sustainable Development Goals (SDGs) are regarded as fundamental guiding principles. The company's reporting on sustainability activities is based on the standards defined in the German Sustainability Code, thereby covering the criteria specified in the Global Reporting Initiative as well.

In addition to those overarching sustainability standards, generally applicable norms also guide the company's activities within the individual sustainability pillars and fields of action. In the environmental area, for example, Giebel Kaltwalzwerk GmbH has a certified environmental management system, in accordance with ISO 14001, and a certified energy management system, in accordance with ISO 50001. In the social responsibility area, the recognition of the core labour standards defined by the International Labour Organisation can be cited as a cornerstone of the underlying standards and norms.

Our Sustainability Goals

We have based our specific sustainability goals on the previously established fields of action. That has enabled us to ensure that our goals are in line with the interests of our internal and external stakeholders, the United Nations Sustainable Development Goals SDG[1)], and our economic ambitions.

We will ensure our long-term growth by creating an environment conducive to innovation and continuous investment.

We will continue to successfully operate in the market and to supply our customers with the best quality in the future.

We will reduce our energy demand through the continuous improvement of our energy management.

We will provide our products and services in a climate-neutral way.

As a company with origins in the "old economy", we want to be perceived as an attractive employer in the long term.

Based on our many years of successful business activity, we are well aware that setting goals along with key figures is indispensable when it comes to reaching them. Accordingly, the following indicators have been defined with respect to our goals.

	Key Figures	2025	2035	2045
Securing the Company's Profitability	ROCE %	5%	5%	5%
Reducing Energy Consumption via the Implementation of Energy Projects (annual average)	kWh	1%	1%	1%
Development Towards a Climate-neutral Company (baseline: 2020)	CO_2e Scope 1 + 2 Total CO_2e	To be completed in 2021		
As a company with origins in the "old economy", we want to be perceived as an attractive employer in the long term.	3-year Average Fluctuation Rate	≤ 2.5%	≤ 2.5%	≤ 2.5%
	Reportable Accidents	0	0	0

To ensure the successful elaboration of measures, we first looked at our individual process steps and their respective sustainability effects.

Materiality

Giebel Kaltwalzwerk GmbH's Main Sustainability Influences

The Company

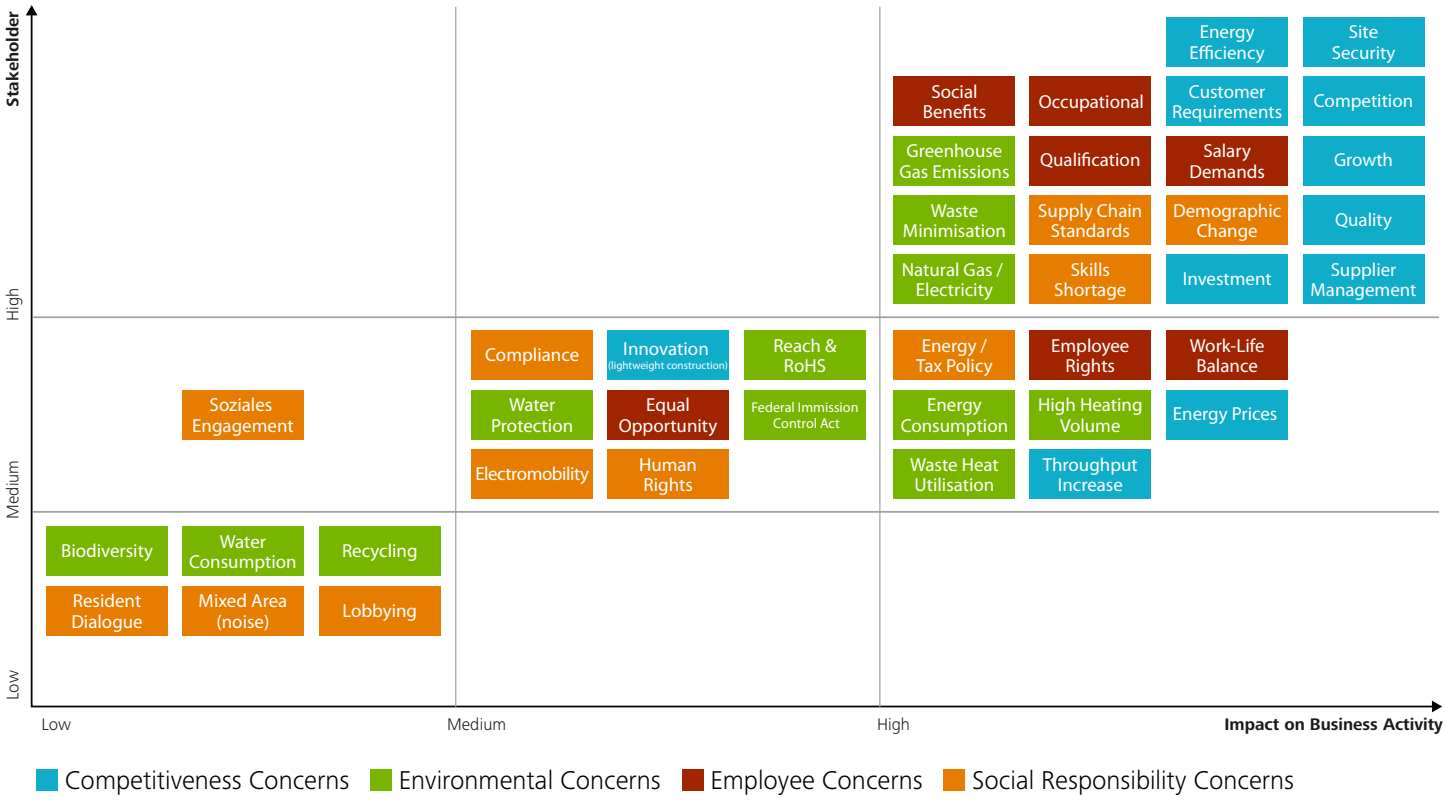
Giebel Kaltwalzwerk GmbH has been part of the steel division of the Knauf Interfer Group since 2005. Its core competence lies in the production of high-quality cold-rolled and surface-treated strip steel. Thanks to decades of experience, cold-rolled strip is produced in the thinnest dimensions and in widths of up to 1,040 mm on state-of-the-art equipment. The production spectrum ranges from high-tech shaping combined with precise heat treatment, corresponding re-rolling, surface finishing, and packaging to the finished product for our customers.

Influencing Factors and Special Features within the Corporate Environment

Our sustainability strategy is the cornerstone on which our future activities will be based. In order to structure the strategy, we first conducted a PESTEL Analysis[2)] to categorise all relevant sustainability issues. On a political level, we must deal with the challenges presented by climate policy as well as the associated energy and tax policies. They will have an immediate impact on our energy-intensive business model in the form of rising energy prices. As part of the "old economy", we consider the shortage of skilled workers and the increasing demands in terms of work-life balance to be particular challenges for us with regard to social issues. Technologically, the shift towards electromobility will strongly influence our business model and open up new opportunities. The issues of digitalisation and automation will also be challenges that we will have to overcome. From an environmental perspective, the reduction of emissions is the most relevant influencing factor.

Sustainability Issues for Future Strategic Consideration

The next step, which involved deriving our sustainability strategy from the Group strategy, was to categorise the key sustainability aspects and evaluate them according to stakeholder expectations and impact on our business activities. Stakeholder expectations reflect the interest of shareholders, customers, and employees with respect to the issue under review.



Sustainability issues in the areas of environmental concerns, competitiveness concerns, social concerns, and employee concerns are evaluated. Aspects that are assessed as "high" in both displayed dimensions require special consideration with respect to our future direction.

The most relevant environmental concerns are GHG emissions, waste minimisation, and the use of our energy sources, natural gas and electricity. Social responsibility concerns include the challenges brought on by demographic change, labour and skills shortages, and the need for improved standards along our supply chain. Due to the fact that our employees are our most valuable asset, we have taken their concerns into account separately. Specifically, the issues of occupational safety, employee qualification, social benefits, and salary demands have been identified as particularly important. It goes without saying that our strategic direction must also take traditional economic aspects into account in order to ensure our competitiveness in the long term. Through the provision of high-quality services, not only can we satisfy our customers' requirements, but we can also generate long-term growth and safeguard our site. Increasing our energy efficiency is an important building block to that end.

It has already become quite clear that the individual issues cannot be separately considered as they influence each other.

Business Activity Sustainability Impacts

The inside-out perspective sheds light on how sustainability issues are influenced by our business activities. In the area of procurement, in particular, with respect to input materials, compliance with legal requirements is of the utmost importance. A large amount of energy, in the form of electricity and gas, as well as corresponding amounts of steel, are required for our production. As a result, our processes have a direct impact on the environment. In particular, emissions-related climate change and interference with nature brought on by the mining of raw materials should be listed as impacts. In addition, our production processes present certain risks in terms of the safety of our employees, so we always take the highest precautions to protect them.
In the previous matrix, sustainability factors were presented as external influences on our business activities via an outside-in perspective. As a company, it is particularly challenging for us to incorporate all relevant sustainability aspects into our actions. However, we are confident that the resources involved could not be put to better use. We can, therefore, fulfil our responsibility as a company to the environment, to society, and to our employees, while simultaneously minimising corporate risks and uncovering and seizing opportunities for long-term corporate success.

Sustainability Development Opportunities and Risks

Opportunities

- Opportunity to position ourselves as trailblazers in terms of overcoming the new challenges posed by sustainability
- Opportunity to strengthen our attractiveness as an employer
- Opportunity to reinforce customer loyalty through increased customer satisfaction
- Opportunity to reduce our costs and GHG emissions through improved energy management

Risks

- Risk of reputational damage due to being classified as an energy-intensive "old economy" and the associated risk of unfilled job positions
- Risk of cost burden due to the level of investment needed to improve energy efficiency
- Risk of a volatile and dynamic environment with respect to legal and customer-specific requirements
- Risk of the need for additional organisational effort to fulfil regulatory and administrative obligations

Outlook and Fields of Action

The various sustainability developments represent an extremely dynamic field. Therefore, it is imperative to continuously monitor such developments within the organisation and to promote the discussion of those developments. Opportunities and risks are regularly assessed and the relevant fields are incorporated into projects.


20
30
40
10

Competitiveness Concerns

Economic Development

A Holistic Entrepreneurial Approach to Sustainability

Key figures relating to the achievement of goals at Giebel Kaltwalzwerk GmbH. The following indicators have been defined with respect to our goals.

	Key Figures	2025	2035	2045
Creating an environment conducive to innovation and continuous investment will ensure our long-term growth	Sales Volume in t	120,000 t	120,000 t	120,000 t
Securing the Company's Profitability	ROCE %	5%	5%	5%
Reducing Energy Consumption via the Implementation of Energy Projects (annual average)	kWh	1%	1%	1%
Development Towards a Climate-neutral Company (base year: 2020)	CO_2e Scope 1 + 2	–60%	–70%	–100%
	Total CO_2e	–10%	–30%	
As a company with origins in the "old economy", we want to be perceived as an attractive employer in the long term.	3-year Average Fluctuation Rate	≤ 2%	≤ 2%	≤ 2%
	Reportable Accidents	0	0	0

Measures to Achieve Our Goals

In order to achieve the defined sustainability goals, various measures have been established within our sustainability fields. They are to be implemented within the framework of individual activities and projects, which will lead to improvements on ecological, social, and economic levels.

					Attractive Employer
				Safeguarding the Long-term Success of the	Modernisation of the Remuneration System
			Long-term Growth through Innovation and Investment	Adjustment of the Customer Structure due to Market Development (e-mobility)	Incentives, Review of Subsidised Social Packages
		Continuous Energy Management Improvement	Investment in the Bottleneck Area – Annealing (4 sockets: 2 now, 2 future)	Digitalisation	Employee Event Organisation
	Transition to a Climate-neutral Company	Improved Thermal Insulation of the Production Facilities	Optimisation of Annealing Curves	New Customer Projects, Cross-sector	Pursuit of a More Flexible Working Time Model
Projects / Measures	Purchase of Green Energy (electricity / gas / hydrogen)	Use of "Annealing" Process Waste Heat	New „WOB®“ Product	Quality	Leadership Culture – Flat Hierarchies
	Conversion of Internal Transport to Battery	Reduction of the Amount of Hydrogen and Electricity (optimisation of annealing curves)	Optimisation of Production Processes	Qualification of Own Employees (across all plants)	Continuity
	Mobile Working	Optimisation of Energy Monitoring (all energy sources)	Review of Acquisition (deepening of added value)	Review of Consolidation Possibilities	Further Employee Training Opportunities Offered (master craftsman, studies, etc.)
	Purchase of "Green Steel"	Purchasing Initiative for Energy-saving Procurement	Review of Realignment	Business	Occupational Safety Culture
	Review of Own Electricity Generation	Launch of a Peak Load Management System			Constructive Cooperation with the Employee Representatives
Long-term Goal Setting	**Reduction of Our CO_2 Footprint (baseline: 2020)**	**Energy Conservation via Targeted Energy Projects**	**Increase in Produced Quantity**	**Increase in Invoiced Quantity**	**Long-term Employee Commitment to the Company**
Key Figures	GHG Emissions	Energy Savings in kWh	Sales Volume in t	EBITDA Margin Sales Volume in t	Employee Turnover Rate Employee Affiliation Further Training Rate

Converting the Measures into Concrete Projects

After the sustainability measures have been defined, the next step is to gradually translate them into concrete projects for implementation. Information on the current status as well as further projects will be provided in future sustainability reports.

Depth of Added Value

Sustainable Entrepreneurship Across All Stages of the Value Chain

Thanks to two state-of-the-art pre-rolling mills and the expertise gained from more than 80 years of high-tech shaping, we are able to produce cold-rolled strip in thicknesses from 0.075 mm and widths of up to 1,040 mm. Our product portfolio includes a wide range of grades, from structural steel to micro-alloyed special materials. We also have electrolytic galvanising and tin-plating facilities, both of which are cutting-edge in terms of technology and environmental protection. At those sites, we refine according to customer requirements in different editions, finishes, and after-treatments. We are aware of the ecological and social challenges associated with the individual production stages and have already initiated a large number of projects to exploit existing sustainability potential.

Value-added Stages of Our Cold-rolled Strip Process

Material Procurement: Input Material

Compliance with social standards is an important procurement component in supplier management, particularly when it comes to the procurement of raw materials. In order to ensure the greatest possible security, we rely on the long-term business relationships that we have with our European partners. The use of recycled and ecologically produced steel has become increasingly important from an environmental point of view.

Material Procurement: Auxiliary / Operating Materials

A large number of auxiliary and operating materials are required for our production. In order to keep the respective environmental impacts as low as possible, substitution tests are carried out on a regular basis. In addition, the quality and requirements of the products supplied to us are ensured by means of a structured supplier management system.

Rolling

Our rolling processes involve energy-intensive production steps. In addition, various auxiliary and operating materials are used, in particular, rolling emulsion and hydraulic oils. We take a responsible approach when it comes to dealing with the resulting environmental impacts.

Annealing

The annealing process is a further production stage that is characterised by high energy intensity. In an effort to optimise the so-called annealing curves, the company constantly looks for ways to increase efficiency. In the future, the use of green hydrogen as an energy source might serve as a starting point for the reduction of the environmental impact caused by the production process.

Finishing

The finishing area is less energy-intensive, but our main focus there is on a health-promoting workplace design. As a company, we have set standards in terms of workplace safety in that area. In addition, we continuously improve the work ergonomics at the various plants on a regular basis and seek further automation possibilities. That helps to relieve the physical strain on our employees.

Refinement: Electroplating

Some of our products are refined at the customer's request. In such cases, a specified layer of zinc or tin is applied to the cold-rolled strips. The process is extremely energy-intensive and the pre-treatment portion involves the use of chemicals. In that area, too, responsible attention is paid to environmental influences.

Logistics: Packaging, Shipping

In cases in which the cold-rolled strip cannot be transported in an upright position, we consistently make every effort to increase the proportion of recyclable packaging material (e.g., pallets, wooden spools, etc.) or to reduce the amount of packaging material used.

Internal Logistics

By optimising routes, both our efficiency and our sustainability performance can be improved. In addition, the use of electric forklifts reduces our negative impact on the environment.

Freight Forwarders

Freight forwarders are commissioned in part by us, and in part by our customers. We have no influence on the distance to be travelled. With respect to the freight forwarders, our aim is to utilise the loading capacities to the greatest possible extent in order to reduce the number of journeys and the associated environmental impact.

Customers

We have no control over the emissions or environmental impacts that occur in the course of the processing of our products. Ultimately, however, our products are fully recyclable.

Disposal / Recycling

Our cold-rolled strip is made entirely of steel, while refined cold-rolled strip features a thin layer of zinc or tin. Therefore, our products are capable of being fully recycled. We properly dispose of our own waste via specialist disposal companies. The large amount of scrap metal is either sold to scrap dealers or recycled.

As a company, the goal that we pursue is clear: "Long-term growth through innovation and investment!" In order to maintain our high level of innovation and to further expand upon it, various processes have been introduced. Thanks to our successfully implemented corporate suggestion scheme, our employees have been given a platform from which they can share their ideas, suggestions for improvement, and wishes. Other innovation drivers include our quality initiative and the regular CIP meetings.

We have already taken further measures to reduce the negative sustainability impacts caused by our processes along the value chain.

Reduction of the Use of Chemicals

Integration of the Degreasing Line

Preventive and Predictive Maintenance

Installation of the Latest Filter Technology

Automation to Reduce the Workload of Employees

Process Optimisation through the Use of Artificial Intelligence

Optimisation of the Annealing Curves and Conversion of the Heating of our Electroplating Shop

Reduction of Resource Consumption through the Standardisation of Packaging

Internal Route Optimisation

Outlook and Fields of Action

- Expansion of the value-added view to include supporting and administrative fields of activity
- Further optimisation of packaging and shipping in terms of sustainable methods and processes

Sustainability Management

Structural Anchoring of the Sustainability Issue in Corporate Activities

Rules and Processes

In order to implement the sustainability strategy throughout the company, the process regulations and standards that have been anchored within the company are to be observed. Our company is certified in the areas of quality management (ISO 9001), environmental management (ISO 14001), occupational health and safety management (ISO 45001), and energy management (ISO 50001) according to the International Organisation for Standardisation.

In addition, we are certified in accordance with IATF 16949, a specific further development of ISO 9001 for the automotive industry. The key requirements and processes are compiled in our IMS manual.

✓ **DIN EN ISO 9001** ✓ **IATF 16949** ✓ **DIN EN ISO 14001** ✓ **DIN EN ISO 50001** ✓ **DIN EN ISO 45001**

Additional principles for the implementation of our sustainability efforts in our business operations are detailed in our Code of Conduct.

Accordingly, our existing structures and processes form a solid foundation for the long-term implementation of our sustainability strategy. In addition to the existing rules and process infrastructure, additional organisational measures have been implemented in order to firmly anchor the sustainability initiative.

Area of Responsibility	Responsible Unit
Strategy	Management
Controlling	Head of Controlling
Implementation	Sustainability Project Team / All Employees
Communication	Management

The first step is to define the aforementioned responsibilities. In addition, regular reporting on the issue of sustainability and a corresponding overview of key figures are to be introduced. In order to fully integrate the employees into the sustainability management of the company, employees from various areas were involved in the preparation of the sustainability report. Those project members also serve as multipliers. As a result, we are able to generate enthusiasm for the issue of sustainability among our employees, who, in turn, relay the concerns of their colleagues back to the project team.

Sustainability Strategy

The development of the strategy and its continuous further development are the responsibility of the management team, in consultation with the Executive Board of the Knauf Interfer Group. In the future, our sustainability efforts will be reported on an annual basis, and we will constantly review our sustainability strategy in order to ensure that it is up to date and sensible, and will appropriately communicate any changes.

Sustainability Controlling

A wide range of performance indicators are used to measure and evaluate our sustainability performance. That is the only way in which a quantitative assessment of the achievement of sustainability goals is possible in the long term. Controlling is carried out on the basis of key figures covering the three sustainability pillars of economy, environment, and social responsibility. The following overview presents a selection of the key figures.

Economy	Environment	Social Responsibility
Revenue €	GHG Emissions	Occupational Incidents
EBITDA Margin %	Energy Efficiency %	Accident Severity (LTI)
Investment Rate %	Water Consumption	Length of Service Ø
Sales Volume in t	Waste Volume t	Employee Turnover Rate
Equity Ratio %	Scrap Rate %	Further Training Rate %

The controlling of the sustainability indicators will be centrally organised by the Controlling Department. The key figures will be internally communicated through reporting and externally communicated via the publication of the sustainability report. As a result, all stakeholders will be able to gain transparent insight into the company's sustainability efforts.

In order to assign a high priority to our sustainability efforts and to ensure their monitoring, they will be included in our management review.

Outlook and Fields of Action

- In order to ensure the reliability and consistency of the performance indicators, a central database of sustainability indicators must be established. In addition, responsibilities and process instructions are needed with regard to data collection and evaluation.
- A standardised reporting document is required to serve as a basis for decision-making by management and the Executive Board. If possible, an automated report on the progress of the project and the sustainability indicators should be created.

Environmental Concerns

Corporate Carbon Footprint – Framework Parameters

Definition of the Framework Parameters

Our Environmental Impact

One of the largest and most well-known global events concerning environmental protection was the 1992 UN Conference on Environment and Development in Rio de Janeiro – more commonly known as the "Rio Conference". Representatives from 178 countries met to discuss issues relating to the environment and development in the 21st century. Terms such as environmental protection, recycling, life cycle, resource conservation, and carbon footprint have become fully integrated into all of our lives over the last few decades. Environmental protection has made its way from a purely scientific consideration to political discussion to a ubiquitous topic.

In addition to energy, in the form of electricity and gas, our business activities require metals, in particular, steel. Steel is a material that can be cleanly produced and repeatedly recycled without loss and, therefore, corresponds to the principle of sustainability and social responsibility more than almost any other material. Consequently, steel serves as an essential pillar of a sustainable society. As a result of its recycling, steel makes a special contribution to the sustainable use of resources, which are not available in unlimited quantities and must, therefore, be conserved in order to preserve them for future generations. In fact, steel is the most recycled material in the world. Steel becomes scrap metal after it has served its purpose for a few decades, thereby rendering it a valuable raw material that can be fully recycled as often as desired and returned to the economic cycle without any residual material.

In order to determine the environmental impact of our actions, we have decided to calculate our Corporate Carbon Footprint (CCF), in other words, our CO_2 footprint. It reflects the amount of greenhouse gases released as a result of our corporate activities. The result of the calculation is presented in CO_2 equivalents, because in addition to carbon dioxide, emissions of other greenhouse gases are also taken into account. The results serve as a basis for the formulation of justified reduction targets as well as reduction initiatives and thus form an important piece of our sustainability strategy puzzle.

Framework Parameters

In order to create a GHG balance, framework parameters must first be established. The basis for GHG accounting is DIN EN ISO 14064-1:2019, which sets out the principles regarding the requirements for the quantitative determination and reporting of GHG emissions. In addition, the standard defines a guideline for the removal of greenhouse gases at the organisational level. The ISO 14064 series of standards is neutral with respect to climate protection programmes. When employing a climate protection programme, the applicable requirements must be supplemented. A GHG balance has been drawn up for our site in Iserlohn.

The defined greenhouse gas sources and greenhouse gas sinks are relevant for the GHG balances. Excluded greenhouse gas sources and greenhouse gas sinks can also be seen in the GHG balances using materiality criteria. In order to compare GHG emissions, removals, and compliance with the GHG programme requirements, a baseline year must first be established. When determining the baseline year, the use and statement of the balance sheet, external requirements of stakeholders and customers, internal requirements with regard to the business strategy, as well as technical or organisational basic parameters were taken into account as criteria.

The year 2020 has been defined as the baseline year, because the GHG balance was determined for that period for the first time. Based on the methods applied, which comply with the provisions outlined in DIN EN ISO 14064-1, the subsequent financial years are to be compared to the baseline year. That will enable improvements to be determined and quantified on the basis of key figures. The calculation methods and assumptions are to be taken from the baseline year, thereby ensuring comparability. In addition to our nominal emissions, relative values in relation to our production volume will also be determined, which will allow us to evaluate that factor when making comparisons to subsequent years.

Climate Goals and Strategy

We have set ourselves the goal of obtaining knowledge about our contribution to global climate emissions by determining GHG emissions, evaluating them, and preparing the GHG report. At the goal and strategy levels, reduction opportunities are to be defined and implemented on the basis of the evaluations. That is the way in which we intend to make our contribution to the reduction of global greenhouse gas emissions.

In addition to the analysis of internal parties, context analysis is also carried out in order to incorporate the interests of external parties and issues in the definition of climate goals. Customers, competitors, banks, residents, and applicants are all examples of external stakeholders. The detailed results of the context analysis have been laid out in the “Materiality” section.

As a result of the greenhouse gas analysis, we have set ourselves the goal of becoming climate neutral by 2045. Based on the 2020 greenhouse gas balance, we have specified a reduction of 40% by 2030 as an interim goal. We are committed to the pursuit of a

holistic strategy in order to identify and subsequently implement potential savings. To that end, measures are to be developed at the plant, process, and organisational levels.

Our formulated climate targets are in line with the German government's goal of greenhouse gas neutrality by 2045.

Organisational Limits

With respect to GHG accounting, the organisational limits to be considered need to be defined. Those limits can encompass one or more facilities. Greenhouse gas emissions and removals at the facility level are differentiated according to the following approaches (data aggregation process):

☒ Financial Control-based Approach

The organisation accounts for all GHG emissions and extraction from facilities over which it has financial control. GHG emissions or removals from operations in which it has an interest but no financial control are not taken into account

☐ Operational Control-based Approach

The organisation accounts for all GHG emissions and extraction from facilities over which it has operational control. GHG emissions or removals from operations in which it has an interest but no operational control are not taken into account.

☐ Participation-based Approach

The organisation accounts for its share of GHG emissions and extraction from relevant facilities. The participation-based approach can be particularly useful for multinational companies with operations in a number of different jurisdictions that want to determine their respective GHG footprints.

We have opted for the financial control-based approach as the GHG emissions that we can directly financially influence are the only ones of interest. The determination of greenhouse gas sources and sinks is included in the evaluation of the GHG balance.

Reporting Limits

In addition to the organisational limits, the GHG reporting limits must be defined and documented. Direct, indirect, and extracted GHG emissions are defined and documented in the GHG balance.

Direct GHG emissions are identified in Scope 1 of the GHG balance. Direct GHG emissions include the purchase of energy carriers for internal combustion. Fossil fuels, such as gas and oil for heating, or diesel and petrol for business trips using company-owned vehicles, are included.

Indirect GHG emissions are identified in Scopes 2 and 3 of the GHG balance. The procurement of energy sources, such as electricity and district heating (Scope 2) and the procurement of services and products provided by third parties, such as raw materials, auxiliary and operating materials, business travel, and services used (Scope 3), fall under indirect GHG emissions. Scope 3 distinguishes between upstream and downstream emissions.

Data Sources and Emission Factors

The emission factors are derived from DBEIS[3)], ecocockpit[4)], and on the basis of manufacturer and supplier information. The ecocockpit data is derived from the GEMIS[5)] 4.94, GEMIS 4.95, GEMIS 5.0, ProBas, UBA (German Federal Environmental Agency), ENWG (Energy Industry Act), and EEW 2021 databases. The origins of the emission sources within the organisation as well as the allocation to the emission factors are detailed in the GHG balance. The defined categories of emitters are based on both the standard and the Greenhouse Gas Protocol[6)]. As a result, a comprehensive scope of emitters is ensured to have been taken into account.

A standardised procedure is used for the calculation of GHG emissions in CO_2 equivalents. The necessary comparability can thus be guaranteed. With regard to the CO_2 equivalents, the consumption values are derived from invoices, meters, and documentation. The exact origin and supporting documents are stored both in copy format as well as in the GHG balance. The underlying emission factors are determined using the databases described, and both the factor and the origin are mapped in the GHG balance. Underlying assumptions for the calculation of CO_2 equivalents are also stored in the GHG balance. In addition, in cases of doubt, security surcharges are added for each emitter.

The following emission sources are taken into account in the GHG balance:

Direct GHG Emissions (Scope 1)	Emitter	Climate Gases
Direct Emissions from the Combustion Processes of Stationary Plants	Natural Gas	CO_2 CO_2e
Direct Emissions from the Combustion Processes of Mobile Plants	Business Travel (diesel) Transport Vehicles (diesel) Fuel for Forklifts (LPG)	CO_2 CO_2e
Direct Emissions of Fugitive Gases	Hydrogen, R407C, Nitrogen, Argon, Propane, Oxygen, Acetylene	CO_2 CO_2e
Process Emissions	Not Applicable, No Emitter Present	

Indirect GHG Emissions (Scope 2)	Emitter	Climate Gases
Indirect Emissions from Imported Electricity	Electricity	
Indirect Emissions from District Heating / Steam	Not Applicable, No Emitter Present	

Scope 1 is comprised of direct emissions from the combustion processes of stationary and mobile facilities. In that context, the emitters concerned are natural gas and diesel as a result of business travel, as well as diesel used in transport vehicles. Scope 1 also includes the direct emissions of fugitive gases used in production processes.

In the area of Scope 2 indirect emissions, electricity features as an emitter in the imported electricity category. District heating and steam are not applicable to our GHG balance, as there are no emitters.

Indirect GHG Emissions (Scope 3)	(excluded) Emitter	Climate Gases
Purchased Goods and Services	Purchase of Wood, Paper, Cardboard, Plastic, Metal, Water, and Auxiliary and Operating Materials	
Capital Goods	Materiality Assessment Exclusion	
Fuels and Energy-related Emissions	Materiality Assessment Exclusion	
Transport and Distribution (upstream)	Materiality Assessment Exclusion	
Waste	Waste Water, Wood, Paper, Cardboard, Plastic, Metal, Industrial Waste	
Business Travel (external)	Air Travel	
Employee Commuting	Passenger Vehicles	
Rented or Leased Property, Plants, and Equipment (Inbound)	Materiality Assessment Exclusion	
Transport and Distribution (downstream)	Materiality Assessment Exclusion	
Processing of Products Sold	Materiality Assessment Exclusion	
Use of Products Sold	Materiality Assessment Exclusion	
Handling of Products Sold at the End of Their Life Cycles	Materiality Assessment Exclusion	
Rented or Leased Property, Plants, and Equipment (Outbound)	Materiality Assessment Exclusion	
Franchise	Materiality Assessment Exclusion	
Investment	Materiality Assessment Exclusion	

Scope 3 of our GHG balance takes into account the indirect GHG emissions of purchased goods and services, external business travel, employee commuting, as well as our waste. Emissions from capital goods, fuels, upstream and downstream transport, rental and leasing facilities, and the processing or use of products sold were excluded by means of a materiality assessment. In addition, emitters in the areas of rented and leased property, plants and equipment, as well as franchises and investments are excluded. The following section of the report documents the materiality assessment, including the exclusion criteria.

Materiality Assessment

Materiality criteria have been defined for the assessment of indirect emissions. They are used to exclude significant amounts of indirect emissions or to eliminate compliance obligations. In accordance with DIN EN ISO 14064-1, the following materiality criteria are permissible:

- Magnitude / Volume of Emissions
- Degree of Influence on Source/Sink
- Access to Information and Accuracy of Assigned Data
- Regulations, Standards, Sector-specific Guidance / Industry Standards
- Corporate Strategy
- Employee Motivation
- Approaches Used to Mitigate and Influence GHG Emissions
- Reputation
- Opportunities and Risks
- Business Opportunities for the Organisation
- Relevance and Interest of Internal / External Stakeholders
- New Technologies

In the assessment of the indirect emissions included in Scope 3, the following emission sources were excluded:

Indirect GHG Emissions	(excluded) Emitter	Materiality Criteria
Purchased Goods and Services	Certain Auxiliary & Operating Materials and Purchased Chemical Basic Materials	Access to Information and Accuracy of Data and Scale
Capital Goods	Machinery / Equipment Buildings / Premises / Land	Degree of Influence on Source / Sink Access to Information
Fuels and Energy-related Emissions	No Emitter Present	Magnitude / Volume of Emissions
Transport and Distribution (upstream)	Supplier Means of Transport	Degree of Influence on Source / Sink
Waste	No Exclusion	–
Business Travel (external)	No Exclusion	–
Employee Commuting	No Exclusion	–
Rented or Leased Property, Plants, and Equipment	No Emitter Present	Magnitude / Volume of Emissions
Transport and Distribution (downstream)	Currently Not Directly Accessible	Degree of Influence on Source / Sink Magnitude
Processing of Products Sold	No Emitter Present	Magnitude / Volume of Emissions
Use of Products Sold	No Emitter Present	Magnitude / Volume of Emissions
Handling of Products Sold at the End of Their Life Cycles	No Emitter Present	Magnitude / Volume of Emissions
Rented or Leased Property, Plants, and Equipment	No Emitter Present	Magnitude / Volume of Emissions
Franchise	No Emitter Present	Magnitude / Volume of Emissions
Investment	No Emitter Present	Magnitude / Volume of Emissions

Uncertainty Assessment

The security surcharge is defined and justified in the greenhouse gas balance per emitter by the respective responsible person. Guidelines for the assessment of the accuracy of the data are provided in the following overview.

Security Surcharge	Justification
No Security Surcharge	Data sources for the emitter's consumption and for the associated emission factor are straightforward. For example, such information can be found on invoices.
5%	Data sources for the emitter's consumption and for the associated emission factor are fairly straightforward. For example, such information is calculated on the basis of invoices.
10%	Data sources for the emitter's consumption and for the associated emission factor are incomplete. For example, such calculations are based on assumptions.

Initially, our emissions will be calculated without the security surcharge. An overview as well as the mark-up percentage is provided at the end of the balance sheet.

Corporate Carbon Footprint – Resource Uses

Tracking Our Use of Resources

Resource Use within the Company

In order to determine our level of greenhouse gas emissions, we examined our processes and calculated our use of resources. Our use of resources is categorised as follows:

Use of:

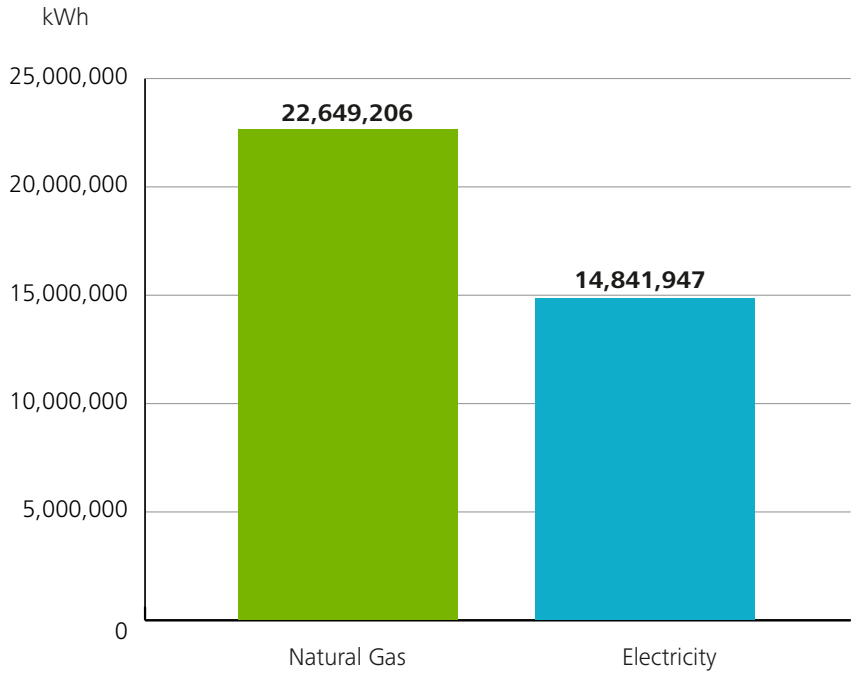
- Energy
- Fuels
- Metals
- Process Gases
- Auxiliary and Operating Materials
- Packaging Materials
- Water / Waste Water
- Other

Waste has also been included in our calculation.

Energy Use within the Company

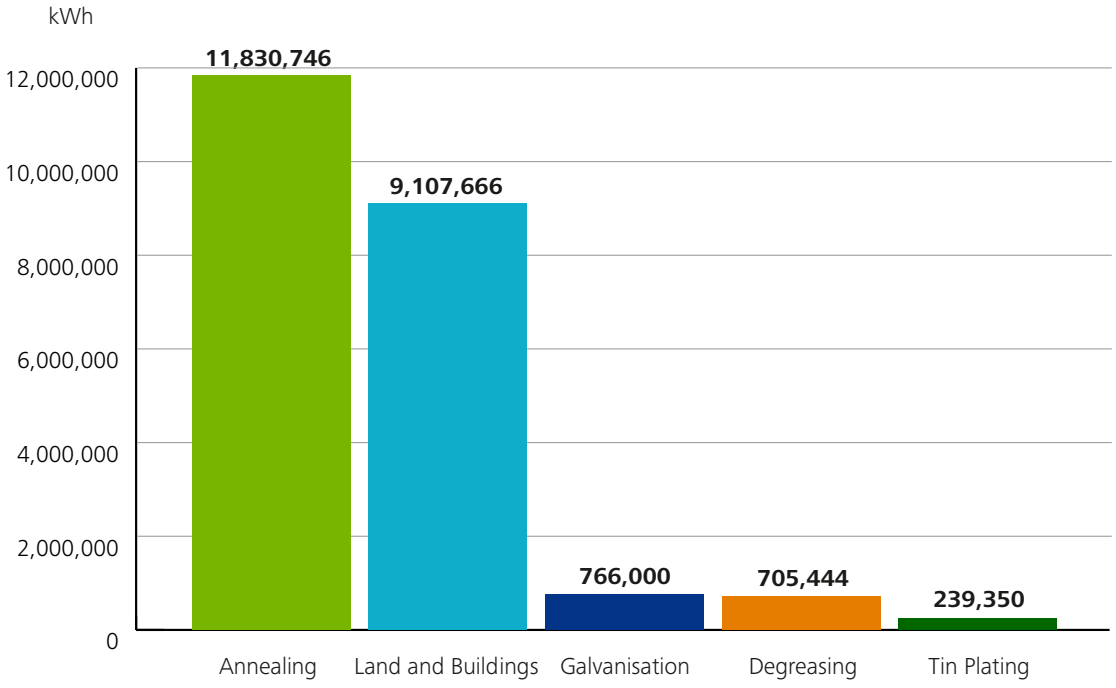
The total consumption of energy within our company can be broken down into natural gas and electricity consumption. In 2020, our natural gas consumption was 22,649,206 kWh, and our electricity consumption was 14,841,947 kWh.

Our Energy Use

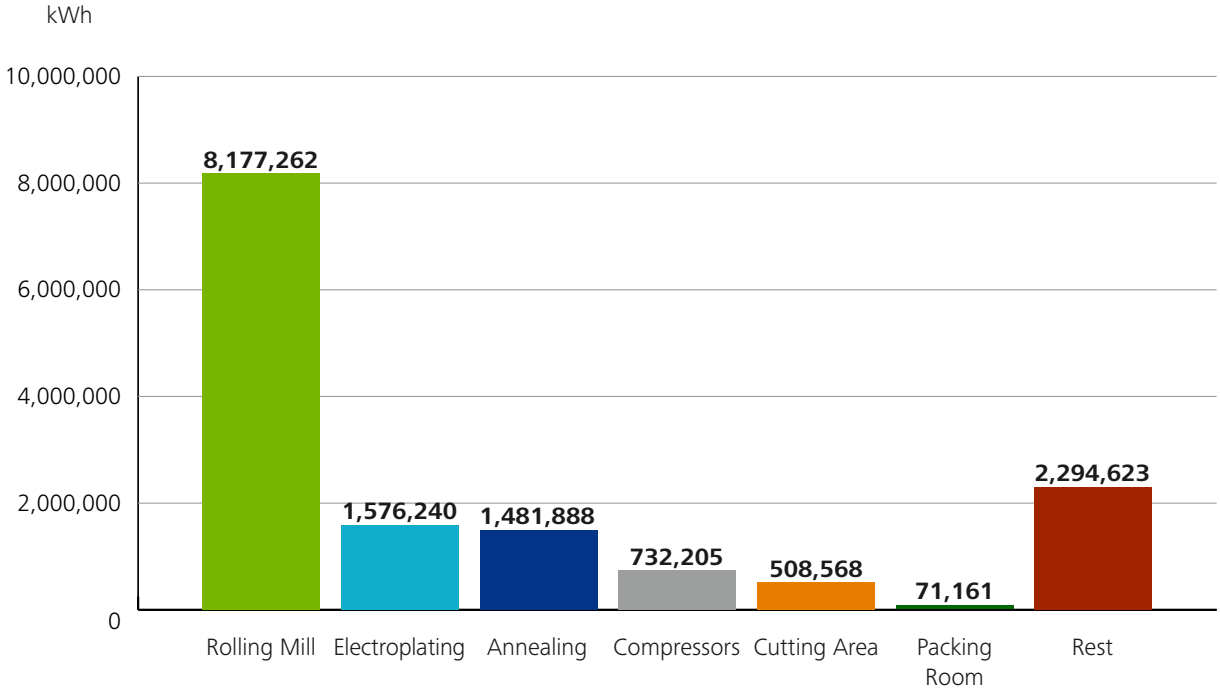


In order to specifically identify potential savings, we first determined the largest energy consumers based on superordinate areas. Natural gas and electricity were considered separately. Our rolling mill is our largest electricity consumer, accounting for a share of approximately 55%. Our electroplating plants, in other words, galvanising and tinning processes, account for almost 11% of our electricity consumption, making them the second-largest consumer, at 1,576,240 kWh. Our annealing operations, which consume 1,481,888 kWh of electricity, follow closely behind.

Energy Use: Gas Consumption



Energy Use: Electricity Consumption

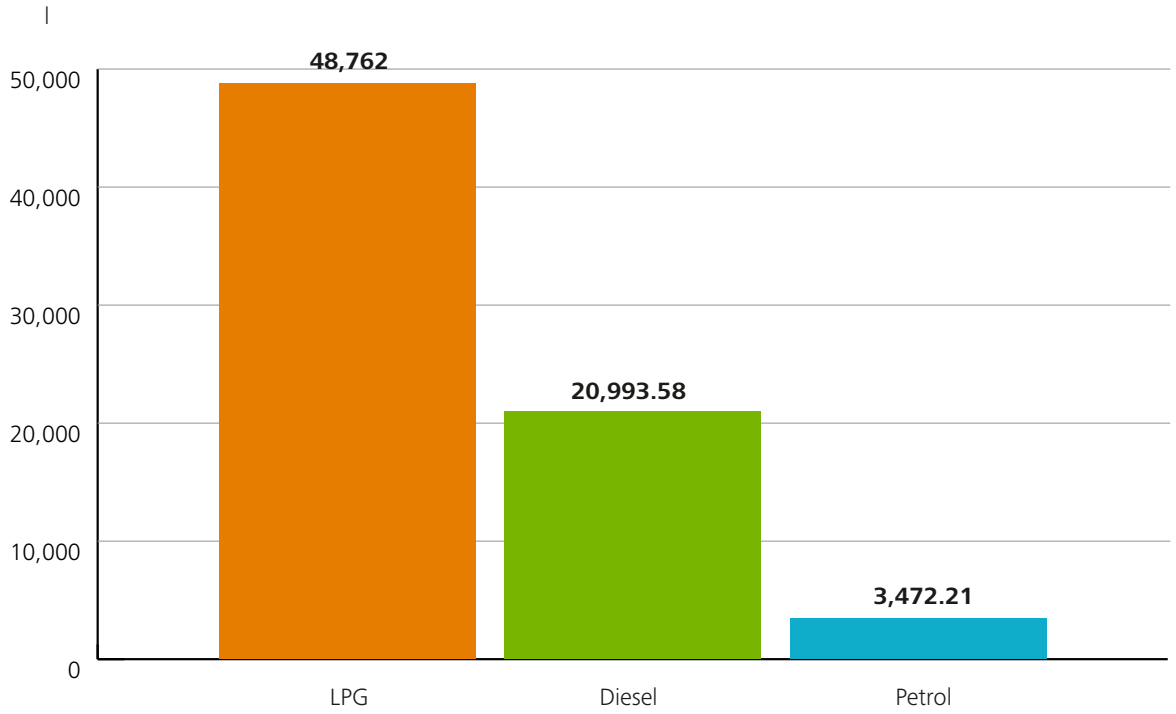


A significant amount of energy is required for our annealing process, which is responsible for a good 52% of our gas consumption. Approximately 40% of our gas consumption is used for land and buildings, mainly for heating. Our electroplating facilities are also among our major consumers of energy, consuming around 1.7 million kWh. The energy needed is used to deposit tin and zinc on the cold-rolled strip by means of electrolysis processes.

Use of Fuels

Eight gas forklifts, one electric forklift, and two electric high-bay order pickers are used for our internal transport. Our forklift fleet was converted from diesel to gas forklifts in 2015. That decision was primarily driven by the reduced environmental impact. In 2020, only 183 litres of diesel were necessary for our internal logistics. A truck that is used for special internal journeys that our forklift trucks cannot carry out accounts for that amount. The remaining amount is used for the operation of our company vehicles.

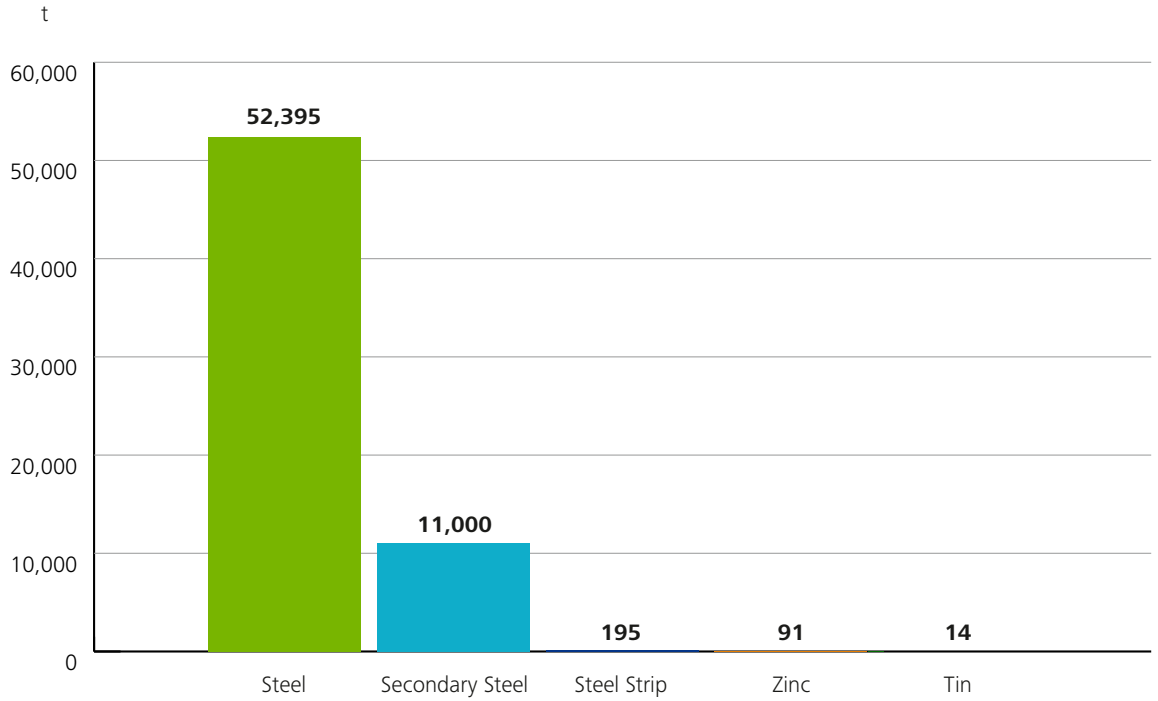
Resource Consumption – Fuel



Use of Metals

In 2020, we procured approximately 63,395 t of steel for our production processes. According to our suppliers, roughly 11,000 t of recycled steel was used in the manufacturing process. We purchased 91 t of zinc and 14 t of tin for our electroplating facilities. The other metal that is required for our packaging is steel strip, which amounted to around 195 t in 2020.

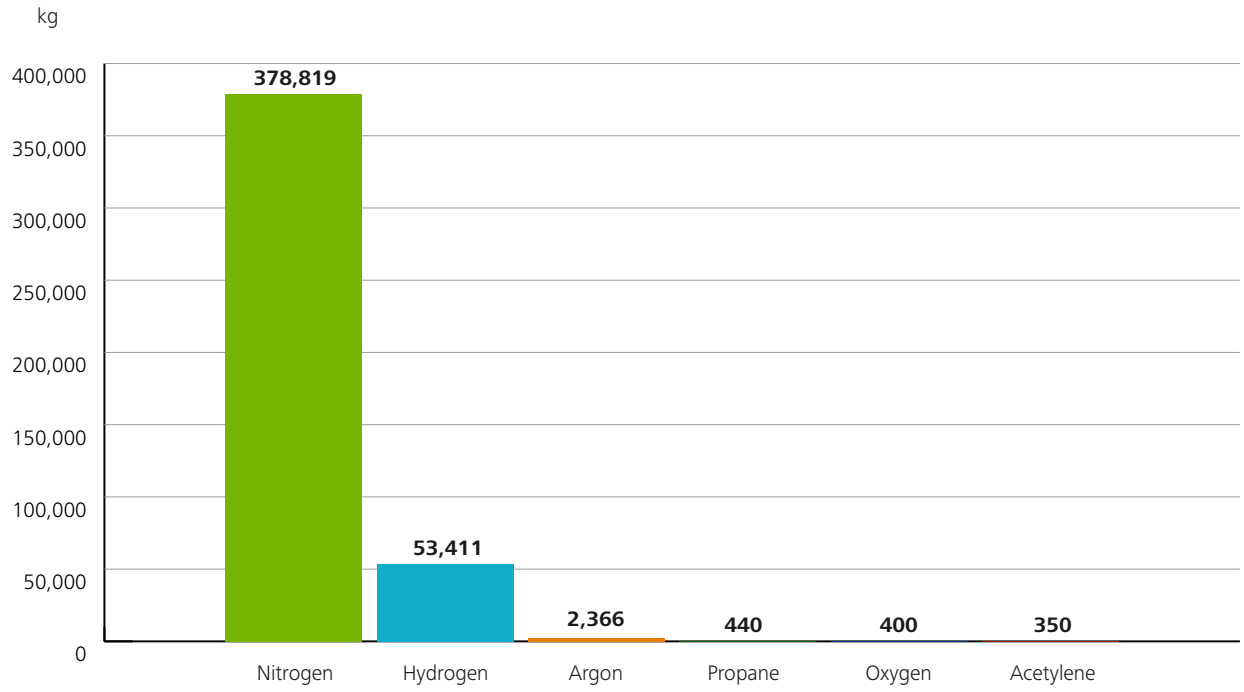
Resource Consumption – Metals



Use of Process Gases

Various process gases are used in the course of our production processes. Nitrogen and hydrogen, in particular, are used in large quantities. The nitrogen and hydrogen are stored safely in large containers outside our halls. Nitrogen is primarily needed for the desorption (scavenging) of oxygen from the annealing bonnets and before hydrogen is used as a scavenging gas during the annealing process, as well as for the desorption of hydrogen after the annealing process, before the annealing bonnets are opened

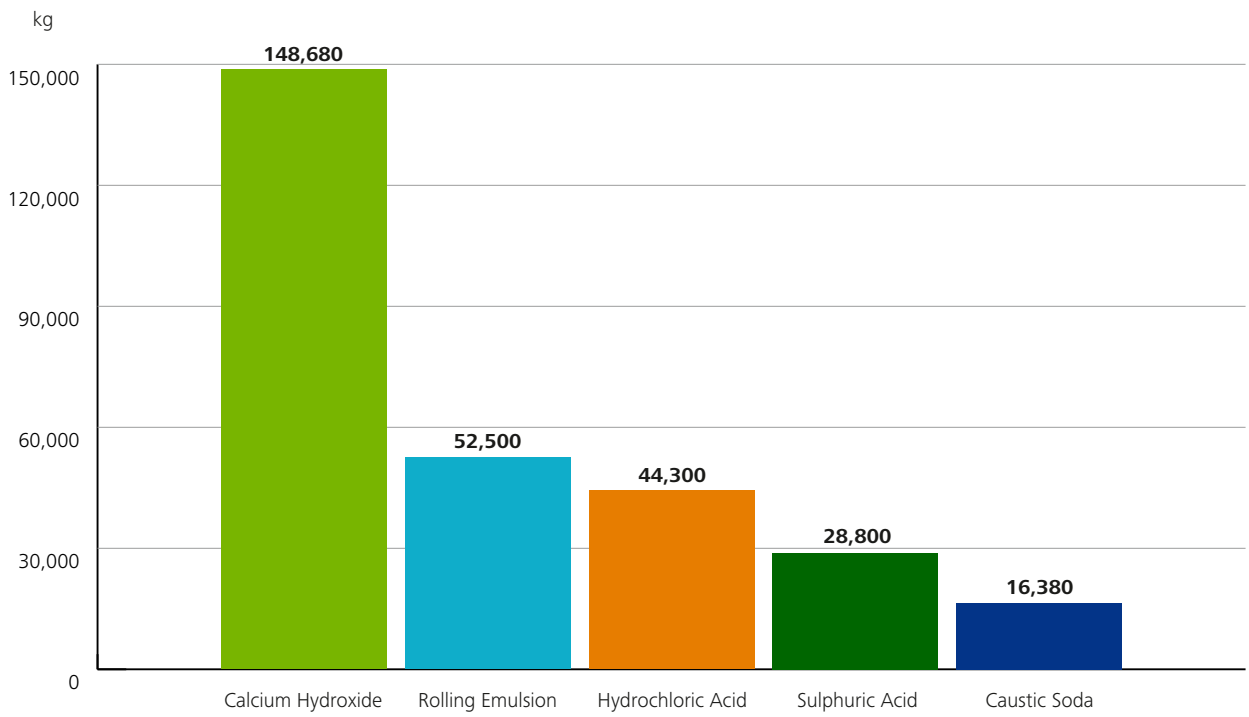
Resource Consumption – Process Gases



Use of Auxiliary and Operating Materials

In addition to energy, metals, and process gases, various other auxiliary and operating materials are used in the manufacturing of our products. In an effort to identify our most substantial savings potential, our focus has been limited to our most significant energy consumers.

Resource Consumption – Auxiliary / Operating Materials

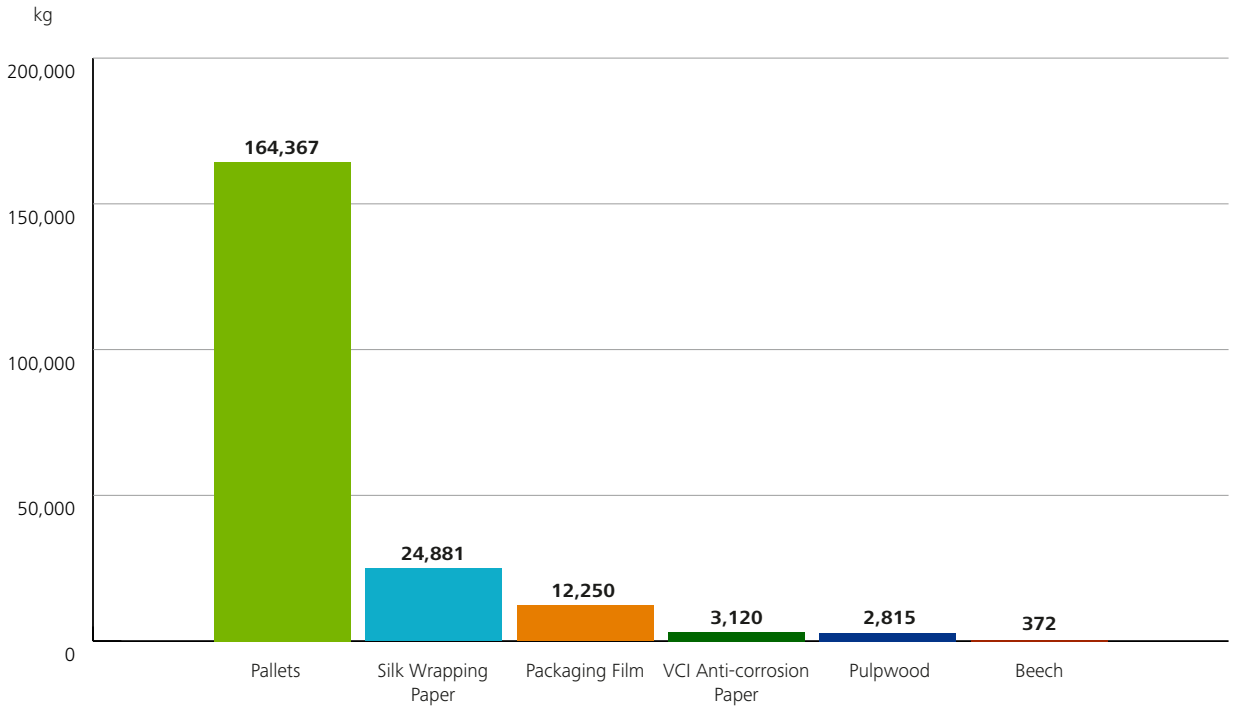


At 148 t, calcium hydroxide is our biggest energy consumer in this category. Rolling emulsion ranks next at 52 t, which is closely followed by hydrochloric acid at 44 t. Sulphuric acid and caustic soda bring up the rear at just under 29 t and 16 t respectively.

Use of Resources in the Production Process

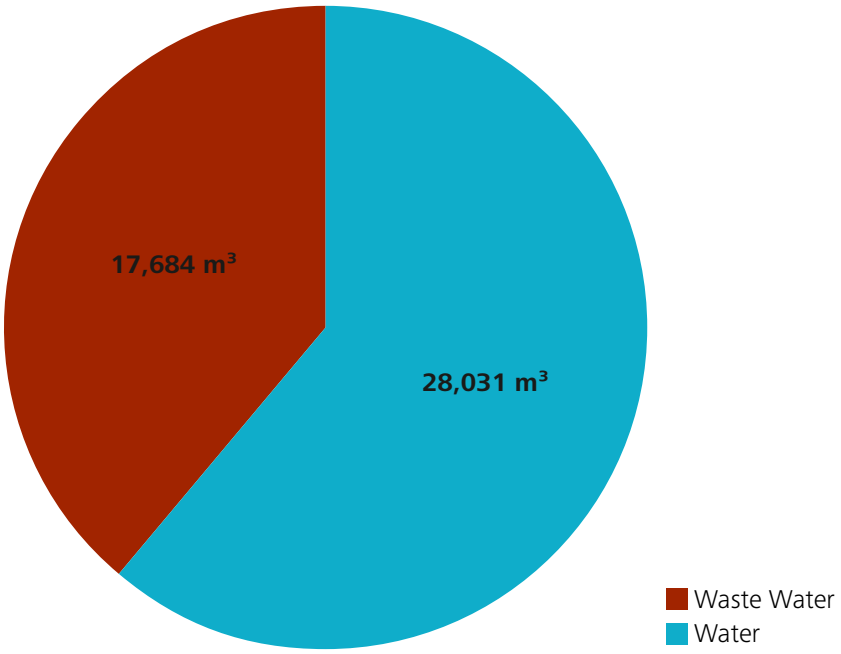
In order to be able to safely store and transport our products, suitable packaging is required. To that end, packaging film, silk wrapping paper, anti-corrosion paper, and Euro-pallets are used. Steel strapping is also used for fastening purposes. That, however, is covered under the "Metals used" category.

Resource Consumption – Packaging Material



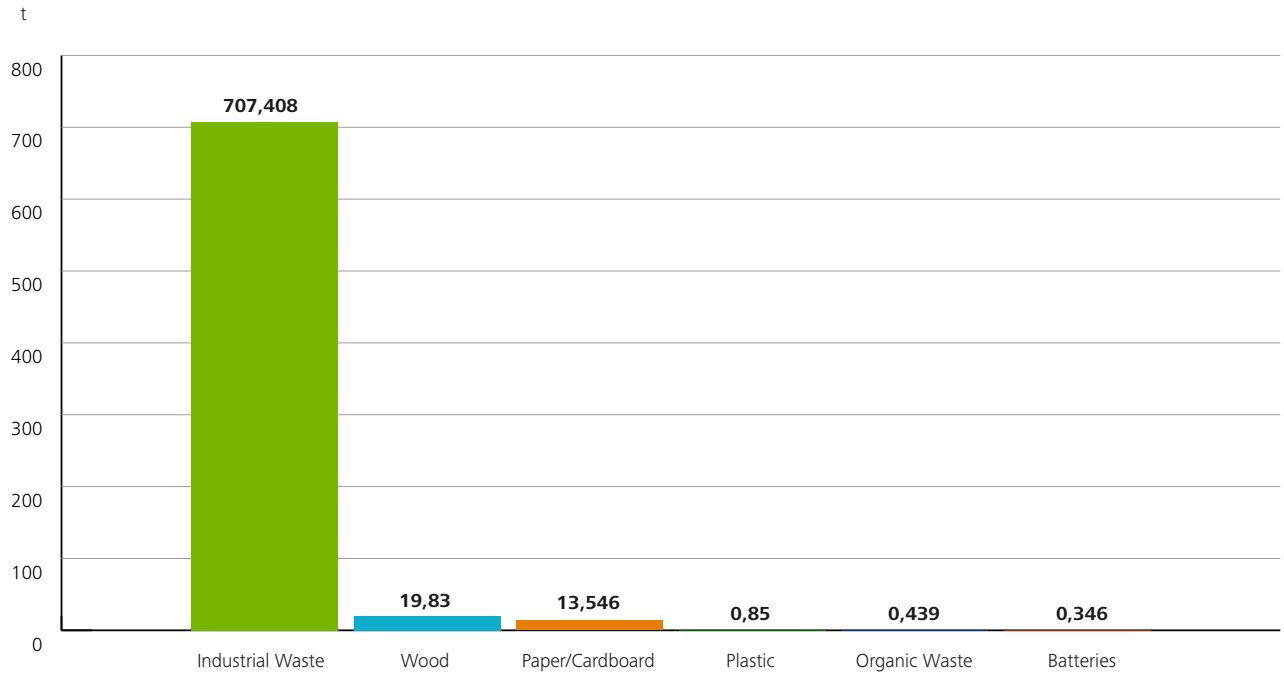
Use of Water and Waste Water

Another category we considered is our consumption of water as well as the waste water we discharge. In baseline year 2020, our fresh water consumption amounted to some 28,000 m³ and our waste water volume to just under 18,000 m³.

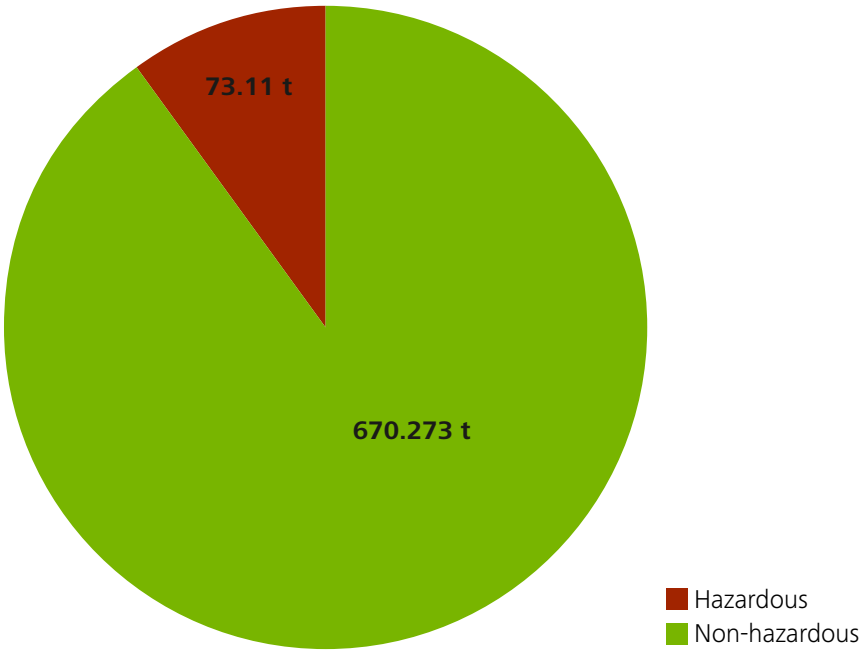


Waste

In addition to the resources that we use, the waste that we generate also contributes to our GHG balance. Therefore, we categorised our waste balance and listed the respective quantities



Overview of the Ratio of Hazardous Waste to Non-hazardous Waste



Corporate Carbon Footprint – GHG Emissions

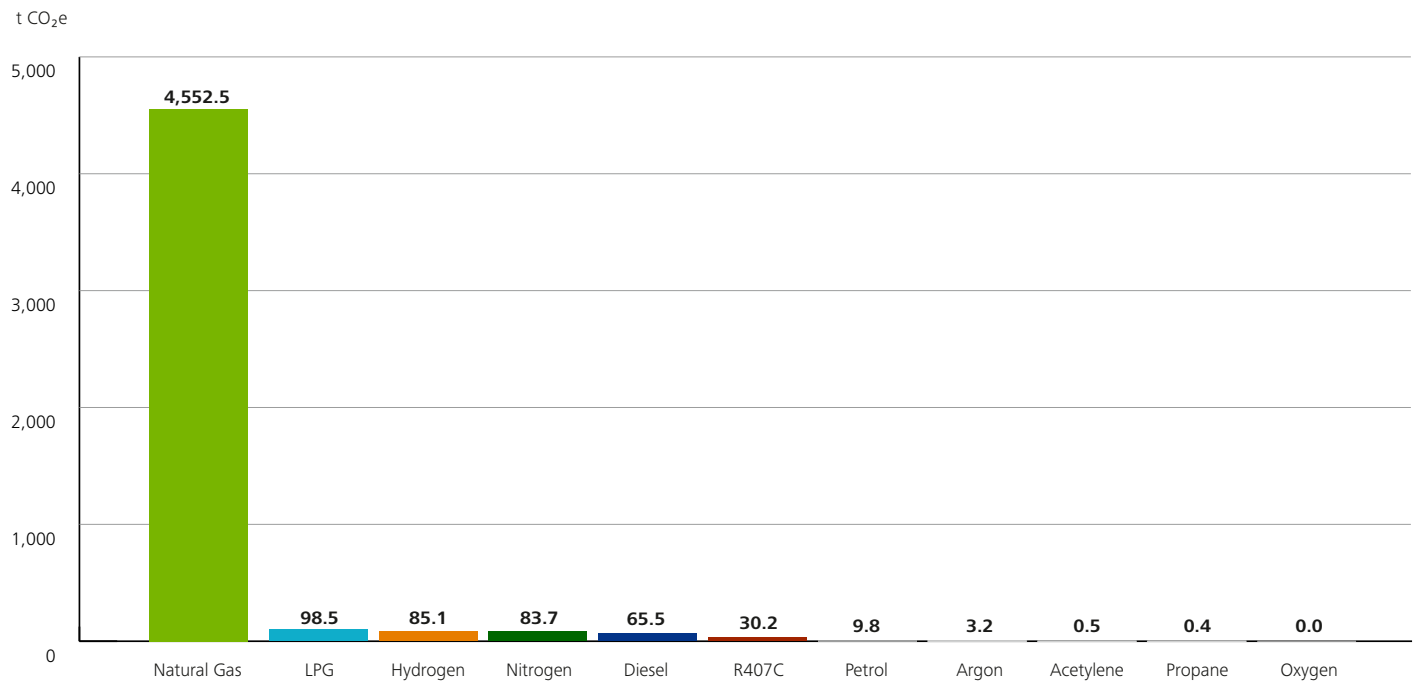
Overview of Our GHG emissions

GHG Emissions

The GHG emissions that arise in the course of our use of the previously assessed resources are shown below. The emissions are presented in accordance with the three scopes. Scope 1 covers the direct emissions generated by our own sources or those controlled by us. Scope 2 accounts for the indirect GHG emissions resulting from the generation of purchased electricity, steam, and heat. Scope 3 covers all other indirect GHG emissions that occur along our value chain.

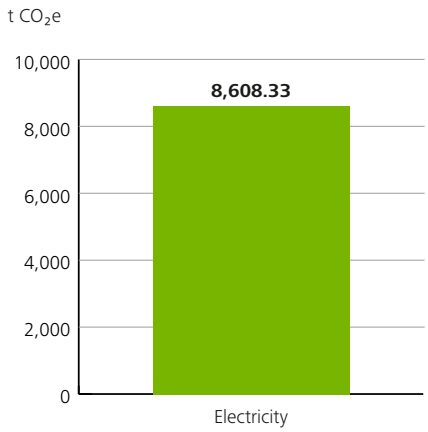
In Scope 1, our total emissions in 2020 amounted to 4,929.4 t of CO_2 equivalents. The combustion of natural gas is the largest influencing factor in this respect, accounting for 92.3%. Our required process gases rank second at 173 t CO_2 equivalents. Our fuels, on the other hand, only account for a small share of the GHG emissions, at around 3.5%.

GHG Emissions – Scope 1



In Scope 2, there is only one emission driver to be named. The indirect emissions arising from imported electricity result from the purchase of electricity. Our electricity demand in 2020 was just under 15 million kWh. Scope 2 emissions for the business area amounted to 8,608 t of CO_2 equivalents in 2020.

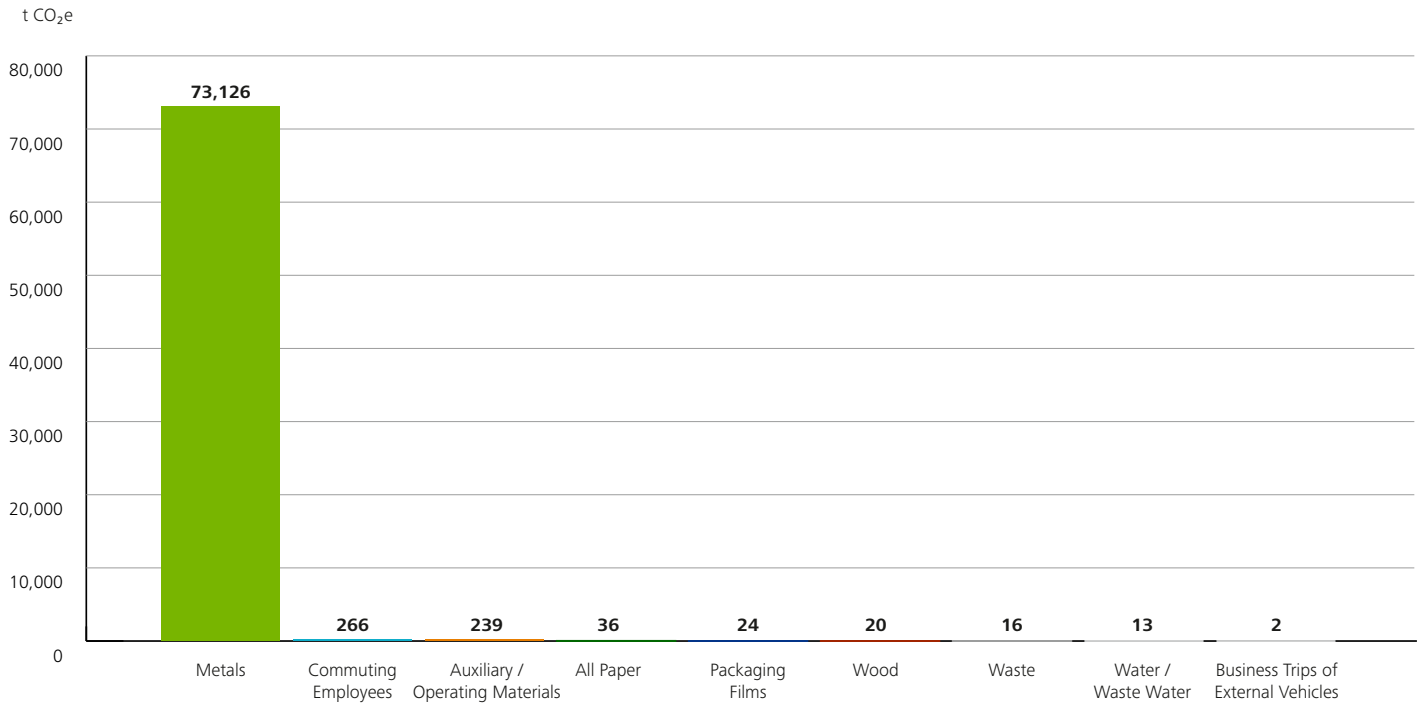
GHG Emissions – Scope 2



In Scope 3, we initially evaluated various categories in bundles. Metals, auxiliary and operating materials, as well as all purchased wood are included in those categories.

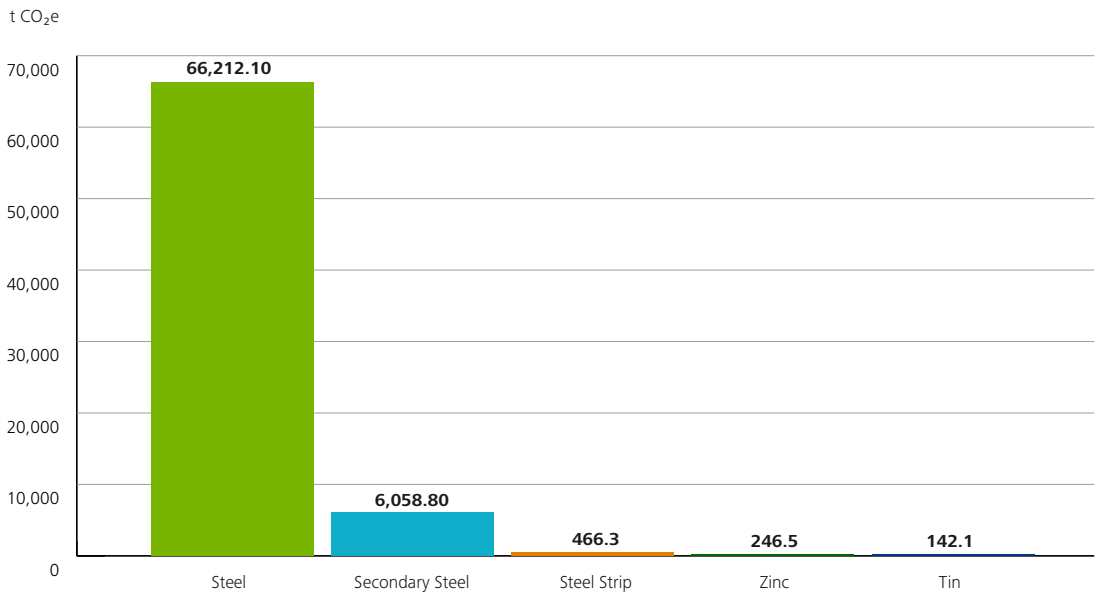
Purchased metals are the biggest emissions drivers, accounting for 73,125.76 t of CO_2 equivalents, or about 84% of the company's total emissions. Other indirect emissions are caused by auxiliary and operating materials, various packaging materials, generated waste, business trips using external means of transport, and employee commuting.

GHG Emissions – Scope 3



In order to pinpoint our reduction potential, the individual emissions emitters were broken down into smaller components, particularly in Scope 3. Since the purchase of metals accounts for approximately 99% of the emissions generated in Scope 3, a closer look at that particular source can be found below.

GHG Emissions – Procurement of Metals

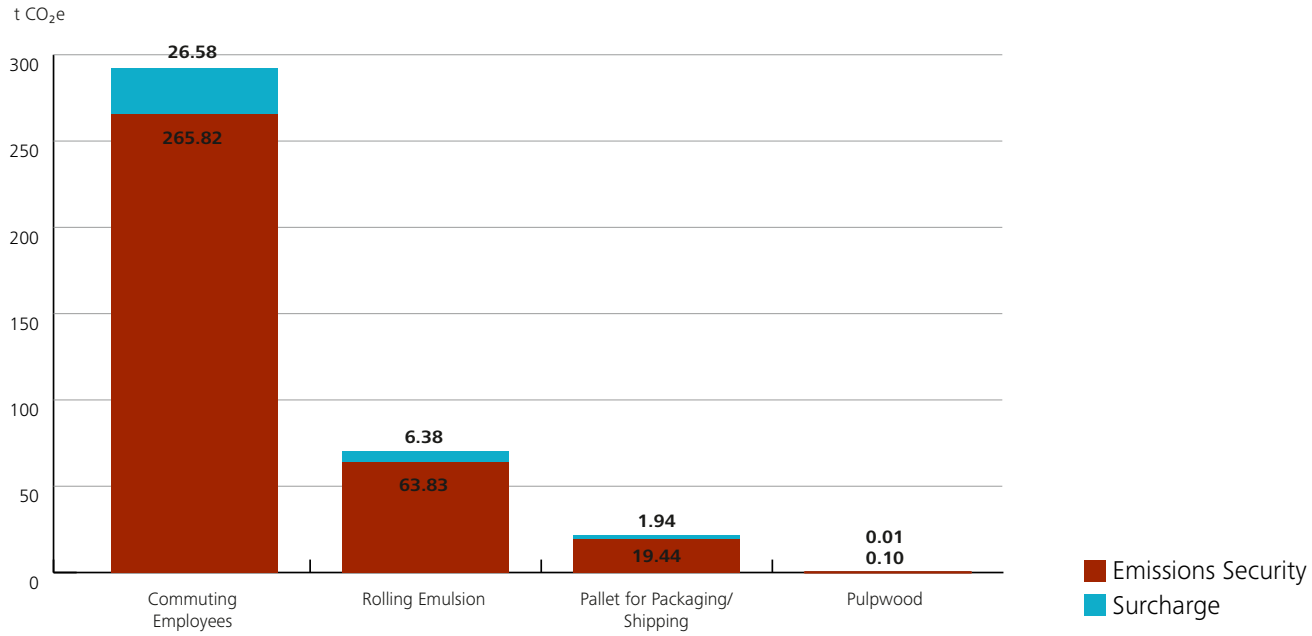


In 2020, we procured approximately 63,395 t of steel for our production processes. The resulting CO_2 equivalent [t CO_2e] per tonne of primary steel is approximately 1.26 tonnes. According to our suppliers, around 11,000 tonnes of recycled steel were used in production processes, which only accounts for 0.55 t of CO_2e per tonne of secondary steel. With respect to our 195 t of steel strip for packaging, a total of 466.3 t of CO_2e is reported, which is only a fraction. The GHG emissions arising from our zinc purchases amount to 246.5 t of CO_2e, with an emissions factor of 2.71. Tin, which has an emissions factor of 10.14, accounts for the highest level when it comes to our procured metals. However, due to the low quantity, it only accounts for 142.1 t CO_2e.

Inclusion of the Security Surcharge

A security surcharge of 10% was chosen for certain emitters. Due to the lack of supplier information, we were unable to use a reliable conversion factor for the rolling emulsion, the pallets, and the wood used for our packaging. To give an overview of the rolling emulsion data, a factor from the EEW[7)] database was chosen for the lubricating oil. We were also unable to obtain information from our suppliers with regard to the pallets and wood, which was why we decided to use factors taken from the EEW database. We used commuter statistics[8)] as the basis for the emissions generated by our commuting employees. An average commute of 19.8 km per employee is shown in the report.

Overview of the Security Surcharge



GHG Emissions within the Company

The summary of the entire CCF reveals emissions amounting to 87,310 t of CO_2 equivalents for the 2020 reporting year. Scope 3 accounts for a good 84% of that amount. In addition to the total GHG emissions at scope level, the emissions per input material are also shown. As a result, the emissions can be seen in relation to the company's development.

Overview of our GHG Emissions

Key Figures	Unit	2020
Total Emissions, Incl. Security Surcharge	t CO_2e	87,310.77
Scope 1	t CO_2e	4,929.45
Scope 2	t CO_2e	8,608.33
Scope 3, Incl. Security Surcharge	t CO_2e	73,772.92
Emissions Per Processed t of Steel Relative to Total Emissions	t CO_2e / t Steel	1.56
Emissions Per Processed t of Steel Relative to Scope 1 and Scope 2 Emissions	t CO_2e / t Steel	0.24

Corporate Carbon Footprint – Reduction

Our Emissions Reduction Initiatives

During the course of this project, we looked at various ways in which our GHG emissions could be reduced. We specifically focused on Scope 1 and 2 emission factors that are within our direct control. Concrete reduction potential could be allocated to a significant number of those projects. Other measures, however, such as the use of waste heat from our annealing operations or the reduction of downtime in our electroplating shops, are still in the project stage.

The most substantial means of reducing our GHG emissions lie in the use of renewable energies, primarily through the use of green electricity. As a result, our CCF will be reduced by 8,600 t CO_2e. Some of our measures will inevitably lead to a reduction in our consumption of electricity; however, that will not be included in the reduction balance, as the switch to electricity from renewable energy sources results in a neutral position. Nevertheless, lower electricity consumption is associated with a positive environmental impact and is, therefore, part of our reduction initiatives.

1. Conversion to Electric Cars

The complete conversion to electromobility has become increasingly appealing, with several factors playing a role. On the one hand, such a conversion, combined with the purchase of green electricity, will result in a reduction of our greenhouse gas emissions in that particular area to zero and, thus, in conservation amounting to roughly 65.50 t CO_2e. On the other hand, the higher efficiency of electric engines reduces the overall energy requirement. Thanks to the government subsidies that are currently available, the conversion will also yield financial savings for our employees

2. Atmosphere Perfect

A newly developed software module that regulates the amount of inert gas purged during the annealing process, based on the engine current curve, is what lies at the heart of this concept. Inert gas (hydrogen) and power consumption are reduced by means of this optimization. Conservative estimates suggest savings of around 10%, which translates into an emissions reduction of roughly 8.5 t CO_2e as a result of the conservation of hydrogen. In addition, our consumption of electricity will be reduced by 92,946 kWh.

3. Use of Green Hydrogen

The only difference between green hydrogen and conventional hydrogen lies in the method of production and extraction. Green hydrogen is produced via electrolysis, ensuring that the electricity required originates from renewable sources. The use of green hydrogen will enable us to reduce our emissions by an additional 76.59 t CO_2e.

4. Conversion to Electric Forklifts

There are several factors involved in the decision to commence with the conversion from gas to electric forklifts in the future. Higher efficiency and the associated lower overall energy consumption are favourable arguments for making the conversion, and the fact that the already very low level of pollutants emitted by our employees can be reduced even further is also beneficial. In that area, an emissions reduction of approximately 98.50 t CO_2e can be expected.

5. Degreasing Optimization

We have developed a concept that has enabled us to restructure our previously separate degreasing process in such a way that nearly 680,00 kWh of gas and, consequently, around 136 t of CO_2e can be conserved.

6. New Heating Concept

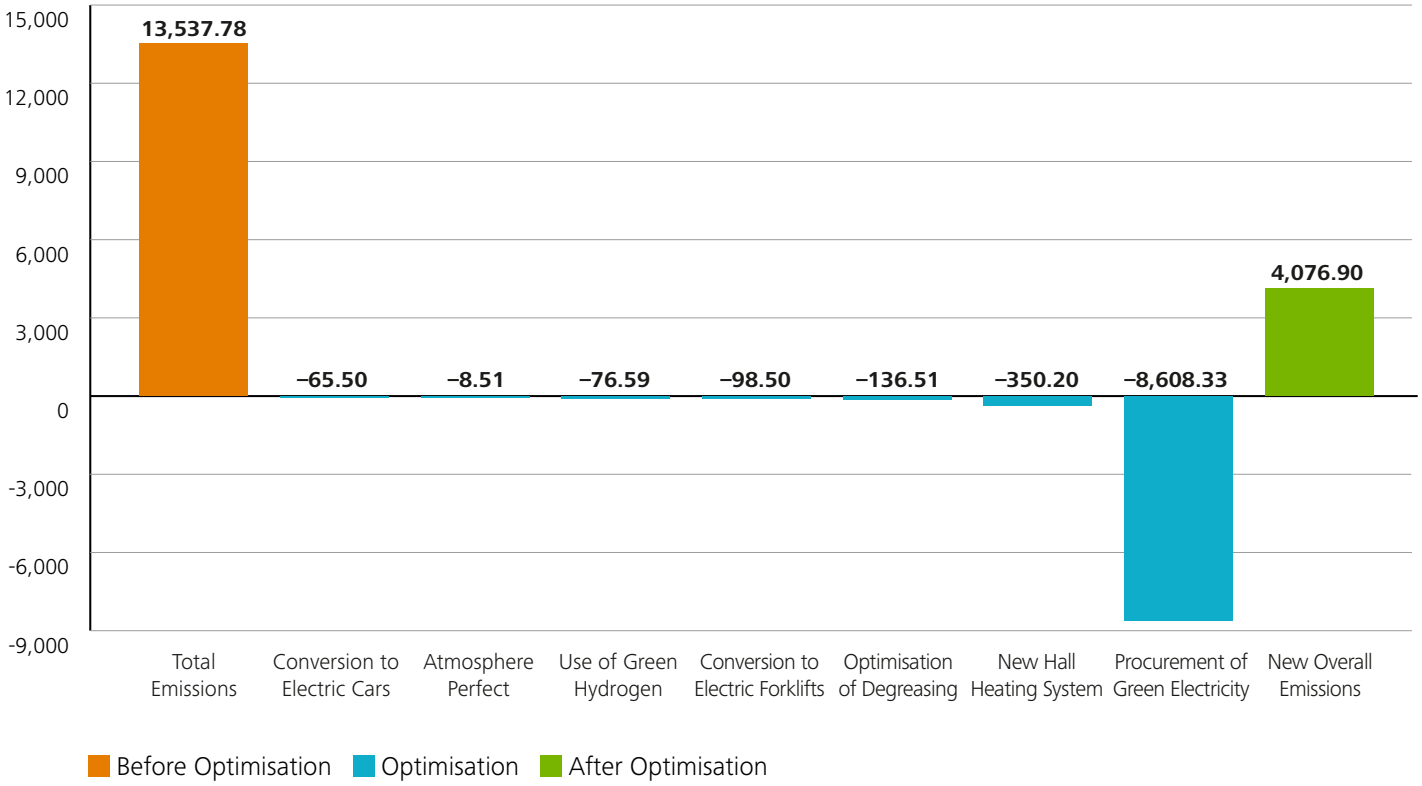
A large component of our reduction initiatives involves the optimization and modernization of our heating system. Using modern heating technology in conjunction with intelligent control will allow us to dramatically reduce the amount of energy needed to supply our halls. The projected savings amount to 2,323,036 kWh of gas, which is equivalent to 466.93 tons of CO_2e. In addition, approximately 167,000 kWh of electricity will be conserved.

Project	Goal	Reduction [t CO_2e]	Electricity Reduction [kWh]
Conversion of the Vehicle Fleet to Electric Cars	Elimination of Diesel Consumption	-65.50	
Atmosphere Perfect	Reduction of Hydrogen and Electricity Consumption	–8.51	–93,000
Use of Green Hydrogen	Elimination of GHG Emissions via Green Production	–85.10	
Conversion to Electric Forklifts	Elimination of LNG Consumption	–98.50	
Degreasing Optimization		–136.51	
New Heating Concept	Reduction of Gas and Electricity Consumption	–466.93	–167,000
Conversion to Green Electricity	Elimination of GHG Emissions	–8,608	

The implementation of the listed reduction initiatives will result in approximately 9,460 t of CO_2e being reduced, which amounts to just under 70% of our Scope 1 and Scope 2 GHG emissions. In terms of our total emissions, a reduction of a good 10% is achievable.

In our future sustainability reports, we will focus on the implementation of the measures and other possible reduction initiatives that are required to achieve our long-term goal of climate neutrality.

Change in GHG Emissions As a Result of Reduction Initiatives [t CO_2 equivalent]



Employee Concerns

Occupational Safety and Employee Rights

Involvement, Appreciation, and Protection of Employees

Goals and Measures

Our clearly-defined sustainability goal of being perceived as an attractive employer in the long term, especially against the backdrop of the "old economy", is quite challenging. Workers' rights, safety at work, and employee satisfaction are all part of that goal.

DNV

MANAGEMENT SYSTEM ZERTIFIKAT

Zertifikat-Nr.: 10000407729-MSC-RvA-DEU

Datum der Erstzertifizierung: 18. Januar 2013 (basierend auf OHSAS 18001)

Gültig: 22. November 2021 – 21. November 2024

Hiermit wird bescheinigt, dass das Unternehmen

Knauf Interfer SE

Kiffward 34, 47138 Duisburg, Deutschland

sowie die im Anhang aufgeführten Standorte

ein Managementsystem für Sicherheit und Gesundheit bei der Arbeit in Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:

ISO 45001:2018

Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:

Stahldistribution Stahl Service Center, Bleche und Bänder in verzinkt, kalt- und warmgewalzt und warmgewalzt gebeizt/geölt, Kaltwalzen

Ort und Datum: Barendrecht, 23. November 2021

Zertifizierungsstelle: DNV - Business Assurance Zwolseweg 1, 2994 LB Barendrecht, Netherlands

MGMT. SYS. RvA C 024

IAF

Erie Koek
Vertreter des Managements

Bei Verstoß gegen die im Zertifizierungsvertrag genannten Bedingungen kann das Zertifikat seine Gültigkeit verlieren.
AKKREDITIERTE STELLE: DNV Business Assurance B.V., Zwolseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689. www.dnv.com/assurance

Employee rights are of the utmost importance within our company. The aim is to safeguard and protect the rights of employees as well as their health. German Basic Law and Labour Law are the most important frameworks to be followed in that respect, as they oblige us to deal with issues such as the appointment of occupational safety specialists, the regular exchange of information during occupational safety committee meetings, and the appointment of safety officers. In addition, the Occupational Safety Management System (OSMS), ISO 45001, plays a significant role. The entire group has decided to introduce measures and to be certified in accordance with ISO 45001, on its own initiative. With regard to the requirements imposed by the OSMS, all sites are audited by a third party on an annual basis. The necessary structures, regulations, and processes are in place throughout our company and are strongly aligned with the issue of occupational safety. Our corporate policy and our process landscape are a reflection of that, as are our daily actions. We have set high goals for ourselves, which are regularly evaluated on the basis of defined key figures.

The Knauf Interfer Group's Code of Conduct, which applies to all affiliated companies in the Group, is another component of employee rights and safety. Pursuant to the Code of Conduct, the Group and its suppliers agree to comply with the regulations governing working conditions, specifically with regard to safety at work, working hours, and the safety, health, and occupational health policy. The business activities, business relationships, and products offered do not pose any risks or have any negative impact on employee rights. We provide a working environment that protects the health of our employees and complies with the law.

Health Management

The employability of all staff members is promoted by means of integrated health management. We provide customised personal protective equipment and offer a wide range of preventive medical check-ups. Health management is also part of our suggestion scheme. In addition, we continuously optimise our workplaces with respect to occupational safety and ergonomics through the preparation of detailed risk assessments for each workplace and the implementation of resulting measures.

The key figures presented are used to evaluate our OSMS and our employee satisfaction. Compared to the Germany-wide sickness rate in 2020 of 4.3%, our sickness rate, which is differentiated between commercial and industrial employees, is satisfactory. The accident rate is equal to the number of accidents x 1,000,000 hours / hours worked for the period. With only one reportable accident in 2020, the accident rate was 3.8.

Key Figures

2.34%	5.43%	1.46%	3.8	1
Commercial Sickness Rate	Industrial Sickness Rate	Employee Turnover Rate	Accident Severity (LTI)	Reportable Accidents

The key figures also reflect employee satisfaction. According to the Gallup Study[9)], employees with a high level of emotional attachment to their company are absent 1.9 fewer days per year than employees with a low level of emotional attachment. Low levels of emotional attachment to the workplace, high levels of dissatisfaction, poor working atmospheres, poor leadership skills on the part of superiors, and unresolved conflicts are all possible causes. The employee turnover rate (calculated according to a formula used to determine turnover rates) of 1.46% proves that our employees are satisfied with us, their supervisors, and their jobs.

Employee Participation

In accordance with our Code of Conduct, the Knauf Interfer Group is committed to working in an open and trusting manner with employee representatives, to conducting a targeted and cooperative exchange of views, and to striving for a fair balance of interests. We regard a professional approach to employee representation, which allows neither preferential treatment nor discrimination, as an integral part of our corporate culture.

We expect each of our employees to set high standards for themselves, their performance, as well as their health and to actively participate in their further development. Consultation with and participation of employees takes place:

- during our quarterly OHS meetings
- via inspections by and discussions with internal and external safety experts
- through participation in risk assessments
- via consultation with occupational physicians
- via the disclosure of essential information
- via the disclosure of relevant information and advice via KI Intern, the Knauf Interfer Group intranet (e.g., coronavirus, Code of Conduct, etc.)

Outlook and Fields of Action

In order to fulfil the increasing regulatory requirements, the Occupational Health and Safety Management System, which is in accordance with ISO 45001, must be maintained.

Equal Opportunity and Diversity

Equality at All Company Levels

Key Figures

10	25%	0	17
Nationalities Employed by the Company	Ratio of Women in the "Employee" Category	Number of Discrimination Incidents	Employees with Severe Disabilities

Equal Opportunities in the Workplace

Our aim is to promote equality both in the workplace as well as in society. We, the Knauf Interfer Group, and our suppliers are committed to the principle of equal opportunity and the prohibition of discrimination, as defined in our Code of Conduct:

"We guarantee equal opportunity and equal treatment irrespective of ethnic origin, skin colour, gender, disability, ideology, religion, nationality, sexual orientation, social background, or political opinion, to the extent that it is based on democratic principles and tolerance towards those who think differently.
We are committed to ensuring that every employee is treated with dignity and respect and is able to work in a work environment free of physical impairment and sexual, psychological, or verbal harassment. Any indication of infringement shall be investigated, while safeguarding the interests of victims and witnesses.
Our employees are selected, hired, and promoted on the basis of their qualifications and skills. The right to freedom of opinion and expression is protected, and privacy is guaranteed.
We attach great importance to ensuring that all employees treat each other in a trusting, open, and respectful manner. The behaviour of employees towards each other should be based, among other things, on jointly established guidelines, such as team rules and meeting rules.
Any tension or problems that arise should be resolved via open discussion in a respectful and appreciative manner; assistance in that regard can be provided by the respective supervisor or the human resources department."[10)]

Employees are free to contact the works council on all matters relating to equal rights. However, they can also directly contact the Human Resources Department at any time. With respect to equal opportunity and discrimination, there are no known violations within the company. No cases have been reported in the company in the past, and no penalties or sanctions have been imposed. Instead, the corporate culture is characterised by trusting and cooperative collaboration.

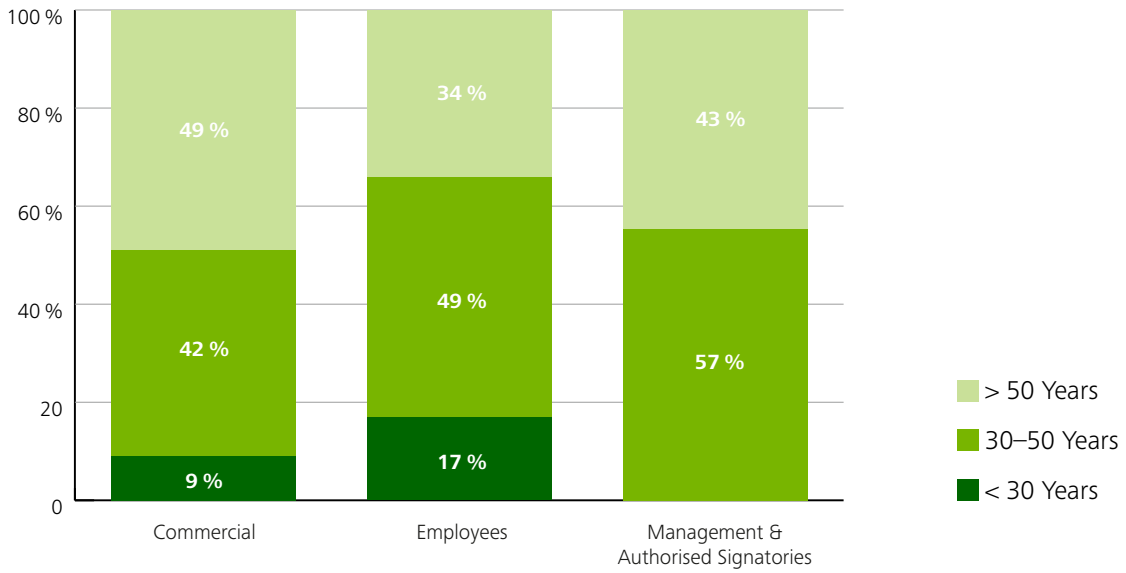
Diversity at All Company Levels

The Knauf Interfer Group attaches great importance to diversity at all levels of the company. We are committed to the integration of employees who have a migration background. Approximately 30% of our employees have a migration background and come from 10 different nations. With regards to new hires, the proportion of foreign employees is also on the rise. That all serves to emphasise the level of cultural openness at Giebel Kaltwalzwerk GmbH.

Moreover, the company embodies the principle of inclusion. Employees with physical or mental disabilities also make up part of the workforce. Accordingly, large parts of the company's premises have been designed to be barrier-free, among other things. A total of 17 employees, in other words, more than 7%, are severely disabled.

Equal opportunity among employees in the commercial sector is another important diversity-related matter. At present, 25% of our "white-collar" employees are women, and that trend is on the rise. The proportion of male commercial employees is 100%.

Our company unites generations. Industrial employees and salaried employees are, therefore, comparatively evenly distributed across the different age groups. Among blue-collar workers, 9% are under 30 years old, while 42% belong to the 30-50 age group and 49% are part of the 50+ generation. Conversely, white-collar workers are younger on average. Those under 30 account for 17% of such workers, those between 30 and 50 make up 49%, and 34% of them belong to the 50+ age group. Younger and older employees work together in all business areas. Among our management and authorised signatories, 57% fall into the 30-50 age group, and 43% fall into the >50 age group.



Outlook and Fields of Action

- Employees can address any equal opportunity-related concerns that they may have with a number of different contact individuals. Nevertheless, a central point of responsibility for the issue should be defined.
- In the context of equal opportunity, procedural instructions should be drawn up that outline the process and responsibilities in the event of a complaint by an affected person.

Qualification

Employee Training on Working Method Requirement Changes

Key Figures

100%	6	15%	30
Instruction Rate Safety Instruction	Training by External	Fulfilment Rate of Planned External	Internal Training

Qualification Demand and Necessity

Our company has been confronted by a wide range of transformational developments. Digitalisation, the decarbonisation of the economy, and demographic change, in particular, have had an impact on the Knauf Interfer Group and, consequently, on Giebel Kaltwalzwerk GmbH. The new legal, technological, and customer-specific requirements have also changed the working methods and processes associated with production and administration. The implementation of such transformations across all levels requires the corresponding employee skills.

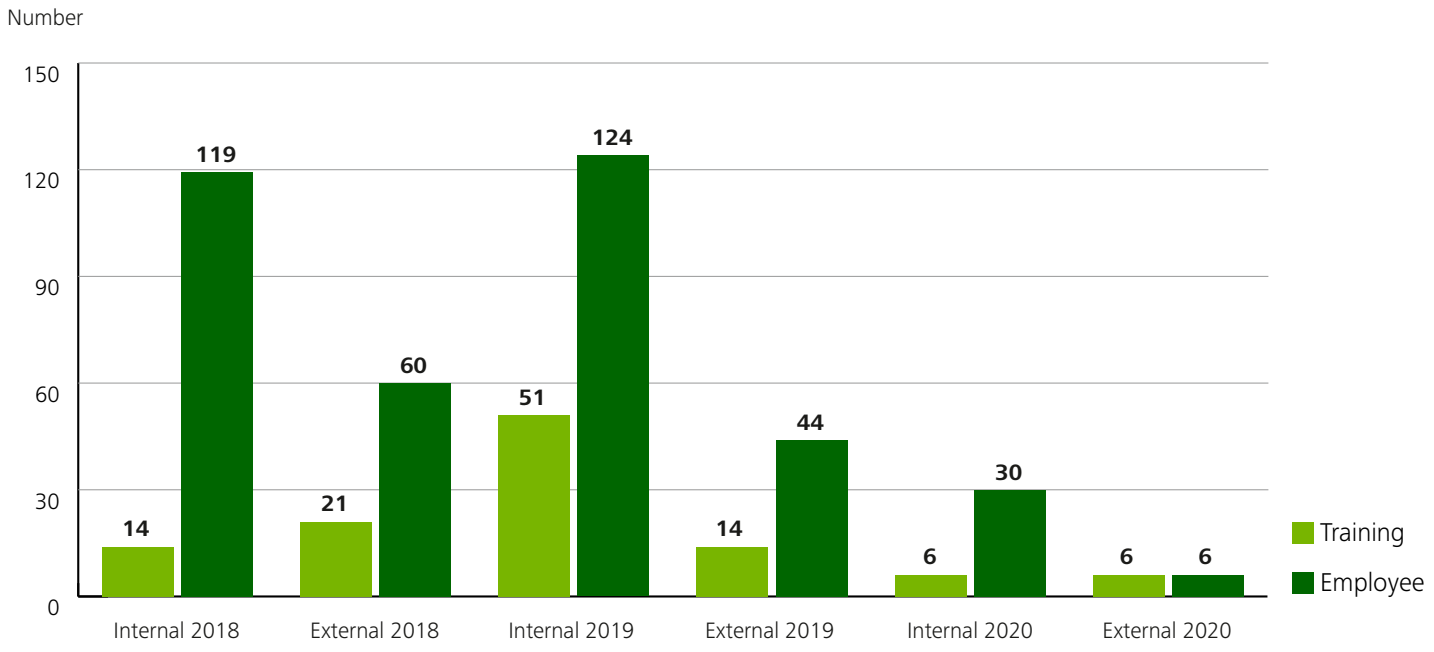
Our goal is to tackle the transformation challenge as an attractive employer, together with our employees. To that end, employees need to be prepared for the modified framework conditions and be appropriately qualified. In order to ensure the long-term success of the company and to grow through innovation, the development of employees is an essential element for the company. Therefore, from a professional perspective, the workforce must always be on the cutting edge of technical development. Training opportunities help to ensure that is the case. Employee retention plays a key role in that regard. Future challenges can only be mastered by competent and well-trained employees who identify with the company.

Internal Further Training Process

We strive to foster an environment that offers both personal and professional opportunities for our employees while enhancing their employability. Appropriate investments in the qualifications and competence of our employees are made.

The company has implemented processes to identify training needs, carry out further training, and monitor the effectiveness of such measures. The responsible bodies involved in the process include the management, the Human Resources Department, and the department heads. Training needs are determined at the beginning of each year by the respective supervisors and are recorded in a training requirements plan. If possible, the concrete training measures, training objectives, costs, and dates are specified. The overview is submitted to the management by the Human Resources Department. The approved training plan is communicated by the management to the supervisors via the Human Resources Department. The supervisors are responsible for the preparation and implementation of the agreed training programmes. Following the completion of a training programme, an effectiveness review is carried out by the departmental head. The supervisors then send the effectiveness review and a certificate of attendance to the Human Resources Department.

Training Courses



The Quality Management Representative (QMR) and the Occupational Health and Safety Specialist (OHSS) have topic-related responsibilities during the training process. The preparation, implementation, and control of training courses in accordance with legal requirements, the so-called compulsory training courses, are all entailed.

Ensuring Professional Expertise

In 2020, few internal and external qualification measures were implemented, which was unfortunate. The fulfilment rate of the planned external training measures amounted to 15%. The coronavirus pandemic was the primary reason. In the meantime, hardly any external training programmes have been offered. Online training has since become increasingly popular and our employees are happy to make use of it, with saved time, costs, and resources – as a result of not having to travel – serving as side-effects. Nevertheless, 30 internal and 6 external training courses have taken place. Regular instruction on occupational safety, crane and forklift training, as well as quality assurance training have been conducted in addition to the 30 internal training programmes. Reaching an employee safety instruction rate of 100% is a top priority for us. A total of 1,145 hours were spent on training and further development.

In the area of production, the promotion of multi-skilled employees is encouraged. Such promotions enable employees to carry out temporary tasks across different workplaces, thereby ensuring that short-term personnel shortages can be handled internally.

In-company Apprenticeships

Against the backdrop of demographic change as well as the image of the "old economy", in-company vocational training is regarded as the basic component of all qualification measures. Accordingly, high-quality and, most importantly, future-oriented training is of particular importance throughout the company. Every year, the company offers apprenticeships in the technical and commercial fields. In order to be able to guarantee high-quality training, the company invests in infrastructure and equipment on a continuous basis. We also work closely with local schools in an effort to interest school graduates in apprenticeships within our company at an early stage. In 2020, we employed three apprentices, whose training will be completed in January and June 2021.

Dual Study Programme

Our in-company apprenticeship offer is supplemented by dual study placement opportunities. We work in close cooperation with the South Westphalia University of Applied Sciences in that regard. Young employees have the opportunity to combine an academic degree with preliminary work experience within the company. That also enables us to tie highly qualified professionals to the company at an early stage.

Outlook and Fields of Action

- We would like to promote the further training of our staff in a more intensive way. The range of internal and external training programmes is to be broadened, especially following the coronavirus pandemic. That will allow us to broaden the skills of our staff and to train them on specific applications to be put to professional use.
- All of our job advertisements will be adapted to highlight the additional services offered by our company. We hope to thereby increase the quality and quantity of applications.

Remuneration, Incentive Programmes, and Benefits

Fair and Future-proof Remuneration of Employees

Key Figures

95%	€2,272.50	3.5
of employees are covered by collective bargaining	bonus payment under the corporate suggestion scheme	ratio of top earners to median salary

Remuneration

Our employment contracts are, of course, subject to collective bargaining agreements. As a result, both performance-related remuneration and compliance with the legally prescribed working hours are guaranteed. Furthermore, the specific evaluation of the individual functions within the company on the basis of collectively agreed criteria ensures adherence to the "equal pay for equal work" maxim and, thus, our principle of equal rights. A total of 95% of our employees are covered by collective bargaining agreements. Out of 206 employees, there are only 11 who are not covered by collective bargaining agreements.

The annual appraisal and development interviews that we conduct with our employees give us the opportunity to speak with them about their satisfaction as well as possible prospects within our company.

Additional Benefits

In addition to the basic salary, our employees are entitled to additional incentive-based systems and benefits. For example, employees can take advantage of a company pension scheme in which we offer to pay the minimum contribution (€26.59/month) to the metalworkers' pension scheme. Our employees also receive special bicycle leasing offers.

The cohesion of our employees is also strongly encouraged. A wide range of leisure activities and health promotion initiatives have been organised. In addition to the traditional Christmas party, for instance, we also host anniversary celebrations and ensure that our employees receive further training, even beyond the skills that are currently required for their jobs. We also encourage the individual design of our employees' workplaces in order to create the best working conditions for each department.

Remuneration Policy by Employment Group

	Employees under the Pay Framework Agreement (PFA)	Non-tariff Employees (NT)	Management & Authorised Signatories
Basic Salary	✓	✓	✓
Variable Remuneration	✗	✓	✓
Employment Bonuses	✗	✗	✗
Severance Pay	✓	✓	✓
Pension Scheme	✓	✓	✓

Work-life Balance

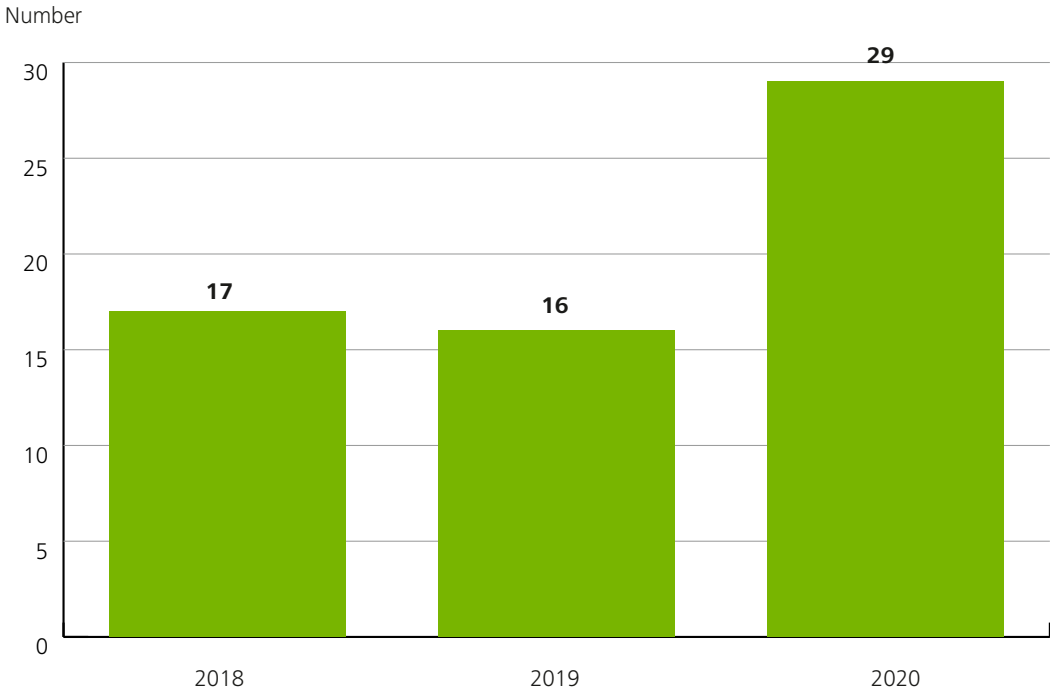
We support our employees in their work-life balance efforts. Practical solutions are needed in order to convince people to work for an industrial company. The option to work on a mobile basis offers a high degree of flexibility in that context. Employees also benefit from the ability to change their holiday leave requests at short notice and to take advantage of free shifts. The return to work following parental leave is to be facilitated for all parents. More than anything else, the offer of part-time solutions has been particularly well received by employees. Employment at our company should be attractive to people throughout all phases of their lives.

Corporate Suggestion Scheme

The company has created an additional incentive system to encourage employees to actively promote the process of continuous improvement within the company. The corporate suggestion scheme is geared towards issues associated with economic efficiency as well as ecological and social aspects. Employees also have the opportunity to make suggestions for improvements outside their core areas of activity. The submitted optimisation proposals are evaluated by a dedicated committee.

Numerous initiatives to reduce costs throughout the company have already been identified through the corporate suggestion scheme. They relate, for example, to the faster detection of electrical faults at one of our plants, to the early and proactive detection of leakages on the main rolling stands, and to the improved quality of our products. In 2020, the company paid bonuses amounting to €2,272.50 as rewards for the 29 optimisation proposals that were submitted. In addition to the efficiency aspects mentioned above, the suggestion scheme also covers ecological savings, for example, in the areas of resource use and energy consumption. On the social responsibility side, improvement initiatives in the areas of occupational health and safety and health promotion deserve special recognition.

Number of Suggestions



Outlook and Fields of Action

- The target agreements between NT employees and the management are traditionally defined in terms of efficiency and are aligned with the core activities. The extent to which ecological and social components can be more strongly included in the annual target agreements will be reviewed.
- A proposal on the introduction of flexitime has already been made. The working time models will be examined and revised in order to increase flexibility at work.

Social Responsibility Concerns

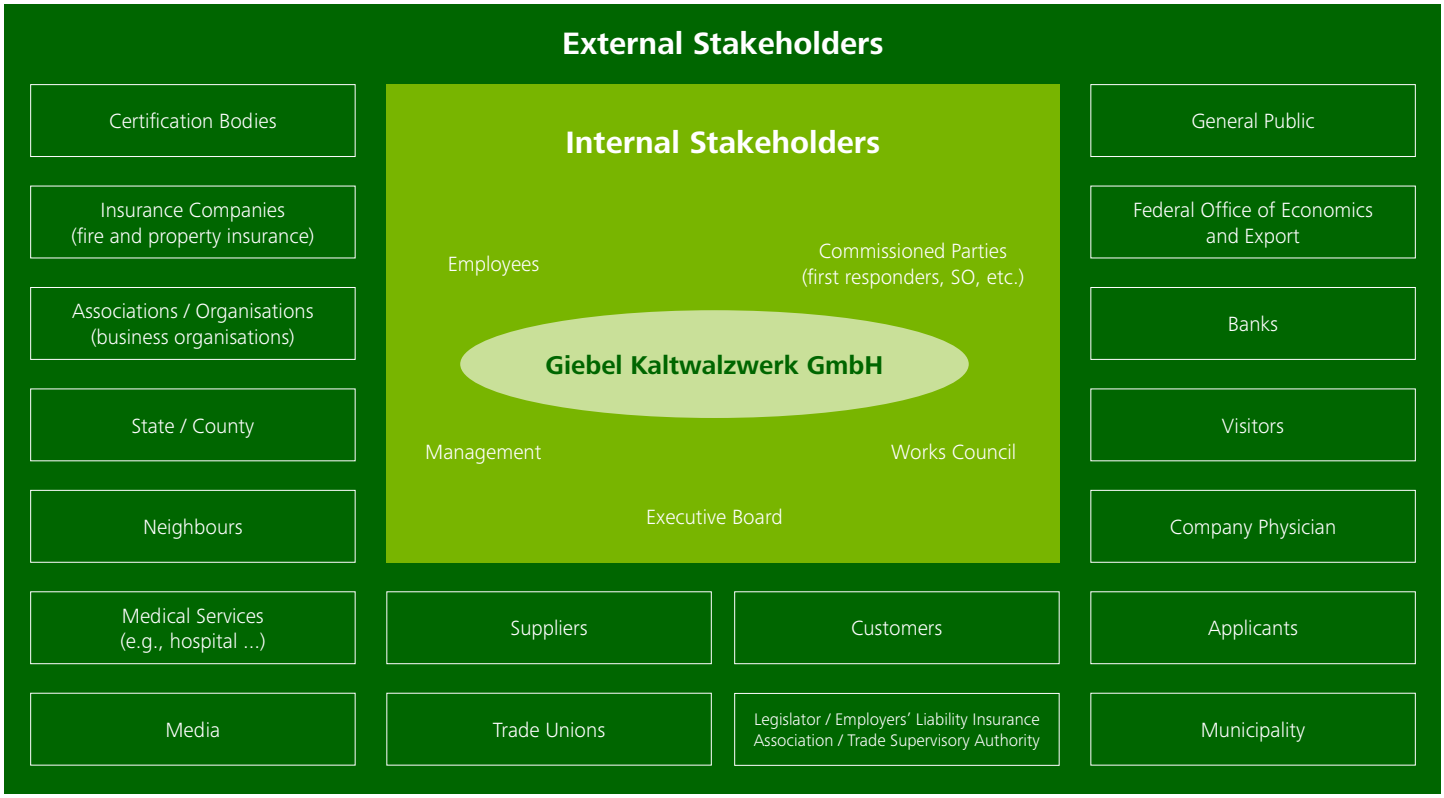
Stakeholder Participation

Sustainability As a Mutual Concern of Internal and External Stakeholders

Stakeholder Identification

Our stated goal is to integrate our sustainability efforts into our day-to-day business, rather than viewing them in isolation. Interested parties make significant contributions to our business success, so understanding their expectations of us is paramount and requires a comprehensive process. Their requirements are regularly identified and monitored through customer satisfaction analyses, risk analyses, employee interviews, on-site inspections, legislation, and standards, to name a few.

The components of the three pillars of sustainability were taken into account as part of our stakeholder analysis before we launched our sustainability initiative.



Taking a critical look at the safety and health of our employees as their greatest expectation of us as an employer is part of the process. In the course of our analysis of a given stakeholder, we evaluate the current risk, taking into account its scope, probability of occurrence, and relevance to the company. The establishment of a risk priority number triggers the definition and implementation of risk-minimising measures once a certain value has been reached. Once the measures have been implemented, a new risk assessment is carried out.

Dialogue with Exchange Groups

The management team is responsible for ensuring that communication is maintained with our Executive Board. Such exchanges take place via regular meetings. In addition to the company's financial success, the managing directors recognise the role the company plays in the region as well as the prevailing working conditions within the company as important areas of sustainability.

Stakeholders	Communicator	Communication Channels
Executive Board	Management	Reporting & Regular Appointments
Employees	Managers, Works Council, & Human Resources	Regular Appointments & Works Meetings
Face-to-face Exchanges	Sales Contact	Face-to-face Exchanges, Trade Fairs, & Contracts
Politics & Authorities	Management	Face-to-face Exchanges
Banks & Insurance Companies	Group Executive Board	Face-to-face Exchanges & Reporting

The managers, the Human Resources Department, and the works council primarily act as communicators on behalf of the employees. The Sales Department is the contact point for the customer stakeholder group. Dialogue takes place via face-to-face visits, telephone calls, online meetings, and written correspondence. Trade fairs also provide exchange platforms for dialogue with specific customer groups. Climate neutrality and human rights due diligence are the key sustainability issues for customers.

Outlook and Fields of Action

- As our sustainability strategy continues to evolve, certain focal points are certain to emerge. Against that backdrop, stakeholder analysis will have to be carried out once again and, if necessary, refined.
- Exchange with the various stakeholders is to be organised in a bidirectional manner. If new exchange formats are used, it must be ensured that the stakeholders also have the opportunity to address their wishes and concerns.

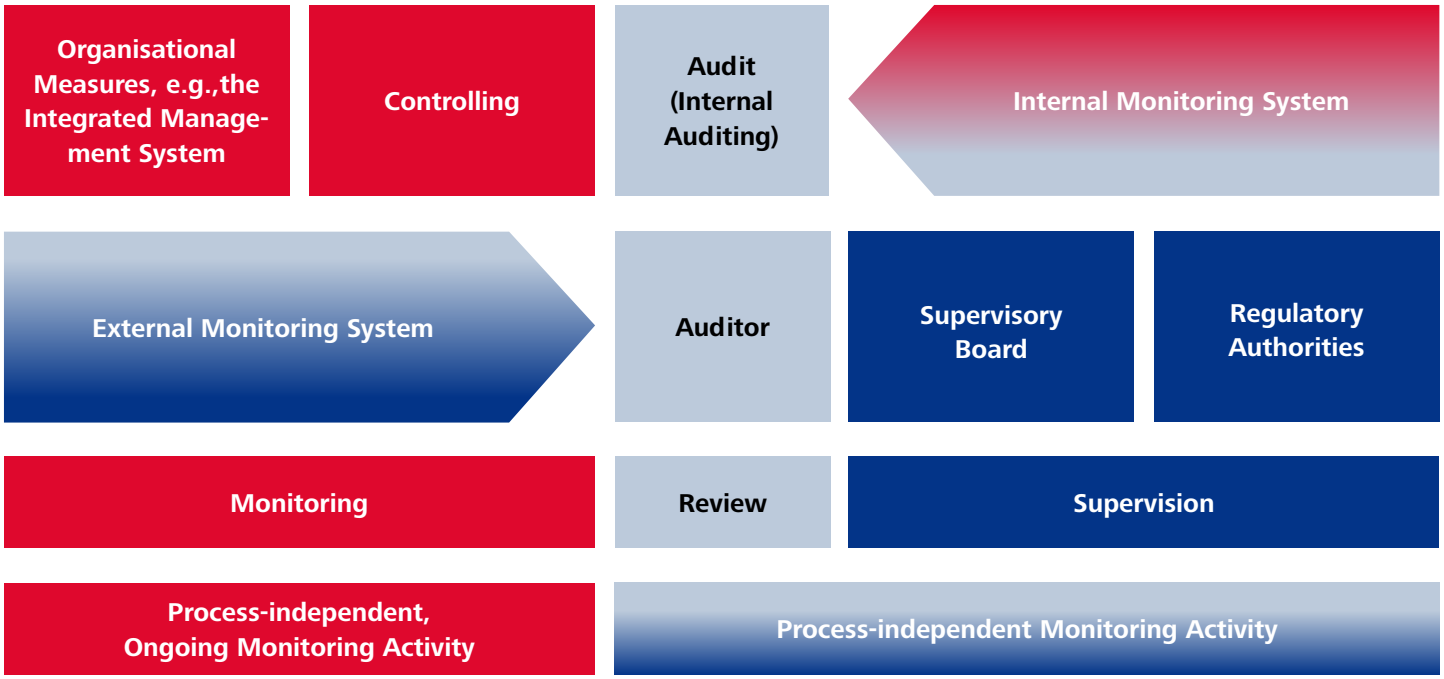
Law-abiding and Guideline-compliant Behaviour

Compliance with Legal, Regulatory, and Voluntary Commitments

Compliance refers to the observance of mandatory and voluntary obligations. In addition to laws, standards, and contractual requirements, optional regulations that an organisation imposes on itself are also part of a holistic approach to compliance. Our company is committed to the United Nations Global Compact. We respect internationally recognised human rights and support their observance. Every employee is obliged to ensure that these universally applicable fundamental rights are observed. Child labour is strictly forbidden. In accordance with state obligations, the minimum age for employment eligibility is observed. We prohibit the use of forced and compulsory labour. No employee shall be compelled to work, directly or indirectly, through the use of force and/or intimidation. Employees shall only be employed if they have willingly made themselves available for employment. Compliance with all requirements is essential, which is why legal areas are comprehensively monitored. To that end, a professional service company has been commissioned to provide us with a web-based legal database. That database is updated twice a year. Any potential for action defined there is processed by the person responsible for the process, and, if necessary, the appropriate measures are initiated.

As part of our annual internal system audits, compliance requirements as well as the requirements imposed by our internal and external stakeholders are assessed, and, if necessary, appropriate modifications are made to the internal management system.

Corporate Monitoring System



0	0	0
Confirmed Incidents of Corruption in the Company	Legal Proceedings Related to Corruption	Fines and Sanctions Resulting from Compliance Viola

Occupational health and safety plays a major role at our company. We are in a constant state of designing and optimising our workplaces in a safe and healthy manner. When configuring workplaces, the individual employee as well as specific ergonomic requirements are taken into account.

All of our employees are offered regular preventive medical check-ups. Such examinations help us to prevent work-related illnesses. Particular attention is also paid to ensuring that all equipment is safe when we set up workplaces. Every employee is equipped with the protective equipment required to perform their job.

In 2020, our efforts in the area of occupational health and safety primarily focused on preventing exposure to COVID-19. Even before the official requirements were imposed, we conducted a risk assessment to identify the hazards and evaluate them for ourselves.

Due to the fact that we regard our employees as crucial to our success at Giebel Kaltwalzwerk GmbH, we were certified according to OHSAS 19001 as early as 2013. In 2021, that certification was replaced by an occupational health and safety management system, in accordance with DIN EN ISO 45001.
Our compliance efforts are centred around the satisfaction of our employees and the prevention of negative effects on their health. No instances of corruption, bribery, or anti-competitive behaviour have been reported at Giebel Kaltwalzwerk GmbH. To date, we have not been fined for violating such regulations, nor are we aware of any violations. Furthermore, no case of non-compliance with other applicable laws or regulations has occurred.

Outlook and Fields of Action

- Implementation of the indirect requirements of the Supply Chain Due Diligence Act on value chains
- Inclusion of ESG criteria in the assessment of supplier and service companies

Community and Social Responsibility

Community and Regional Support

Regional Support and Cooperation

As our company is based in Iserlohn, we maintain close relationships with various institutions in the region and support a large number of companies and initiatives. As part of our cooperation with the Lethmate schools and the South Westphalia University of Applied Sciences, for example, we help ensure that pupils and students are provided with practical training and further education.

Collaboration with the Technical University of Ilmenau and other institutions has also been planned in order to make better use of the waste heat generated by our annealing plants and to limit the peak loads of electricity consumption. The cooperation, which is called ZO.RRO, is an energy research project aimed at achieving a CO_2-free energy supply for industrial production. The project is scheduled to begin in 2022.

Additional commitments include making our company premises available to a regional car wash company and cooperating with a regional delivery service in order to eliminate delivery costs for orders placed by our employees.

Engagement with Associations

Our social commitment is primarily focused on active participation in various associations. We are a member of the Bundesverband der Energie-Abnehmer e. V. (VEA, Federal Association of Energy Buyers) and the Märkischer Arbeitgeberverband e. V. (MAV, Märkische Association of Employers). Our management is involved in these interest groups in various ways.

VEA KOMPETENT. FAIR. UNABHÄNGIG.

MAV Märkischer Arbeitgeberverband

Political Engagement

Our company does not exert any direct influence on political parties or individual political decision-makers. No political party donations are made. No support is given to political initiatives, neither in the form of financial contributions nor in the form of donations in kind. We are politically independent and neutral.

Human Rights

Consideration of the Interests of All Stakeholders along the Supply Chain

Protection of Human Rights

Our company strives to ensure the highest social standards. To that end, we are committed to the human rights provisions defined by the United Nations and undertake to make a contribution to upholding and protecting those rights along the entire value chain. Human rights are universal, egalitarian, inalienable, and indivisible. Article 1 of the UN resolution affirms that all human beings are born free and equal with respect to dignity and rights.

Scope of Influence and Limitations

Due to our position in the supply chain, our company only has a minor influence on human rights along global value chains. Our input materials are sourced exclusively from the European Union, and, as such, we do not have any direct supplier relationships with non-European suppliers. Our business activities, business relationships, and products do not give rise to any risks that could have a negative impact on human rights. In the future, the Supply Chain Due Diligence Act (LkSG) will provide the main regulatory framework for human rights in the corporate sector. Due to its size, the company does not fall under the direct scope of the law. Nevertheless, measures are taken to contribute to the protection of human rights.

Conflict Minerals

The Knauf Interfer Group has also taken the procurement of conflict minerals into account in its Code of Conduct: “We expect all of our partners to make the greatest possible efforts to deliver their services without the use of raw materials that directly or indirectly finance armed groups that violate human rights. Our partners are prohibited from supplying us with goods containing columbite-tantalite (coltan), cassiterite (tinstone), wolframite, tin, tungsten, tantalum, or gold (“Conflict Minerals") from sources used to finance or support armed groups in the Democratic Republic of Congo (DRC) or its neighbouring countries ("Covered Countries"), pursuant to Article 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.”[11)]

Supplier Obligation

Our company is committed to making a positive contribution to the protection of human rights in its cooperation with suppliers and business partners. Our Code of Conduct obliges our suppliers to comply with legal and ethical requirements. That code prohibits suppliers from participating in actions that are in violation of human rights. The prohibition also applies to various forms of slavery, forced labour, and child labour.

List of Abbreviations

OSMS	Occupational Safety Management System
OHS Meeting	Occupational Health and Safety Committee Meeting
NT Employees	Non-tariff Employees
BDA Formula	Calculation Method Used to Determine Fluctuation Rates
CO_2e	CO_2 equivalents are units of measurement used to standardise the climatic impact of the various greenhouse gases
GSC	German Sustainability Code
PFA Employees	Pay Framework Agreement Employees
OHSS	Occupational Health and Safety Specialist
Land and Buildings	Land and Buildings
IMS Manual	Integrated Management System Manual
CIP Meetings	Continuous Improvement Process Meetings
kWh	Kilowatt Hour
kg	Kilogram
l	Litre
LPG	Liquefied Petroleum Gas
LkSG	Supply Chain Due Diligence Act
LTI	Lost Time Injury
EMPL	Employee
MAV	Märkischer Arbeitgeberverband e. V. (Märkische Association of Employers e. V.)
m^3	Cubic Metre
ProBas	Process-oriented Basic Data for Environmental Management Systems
QMR	Quality Management Representative
SO	Safety Officer
t	Tonnes
GHG Emissions	Greenhouse Gas Emissions
FEA	Umweltbundesamt (Federal Environmental Agency – On the Federal Environmental Agency's website, emissions factors for specific sectors are periodically published.)
VEA	Bundesverband der Energie-Abnehmer e. V. (Federal Association of Energy Buyers e. V.)

Sources

1) SDG	United Nations Sustainable Development Goals (SDG) https://www.unric.org/de/17ziele
2) PESTEL Analysis	PESTEL Analysis | springerprofessional.de
3) DBEIS	Emissions Factor Databases Greenhouse Gas Reporting: 2020 Conversion Factors – GOV.UK (https://www.gov.uk) Last updated: 15 July 2022
4) ecocockpit	ecocockpit – CO2-Corporate Accounting
5) GEMIS	GEMIS is a software programme in which the respective emission factors are stored
6) Greenhouse Gas Protocol	https://www.ghgprotocol.org
7) EEW Database	https://www.bafa.de
8) Commuter Statistics	https://www.muelheim-business.de
9) Gallup-Study	https://www.machtfit.de/bgm-studien/gallup-report/ (2020 version)
10) Code of Conduct	Last updated on (current version)
11) Code of Conduct	Last updated on (current version)

Management

The sustainability activities of Knauf Interfer SE are summarised in this report and presented to the relevant stakeholder groups. The information in this report is based on the 2020 reporting year, which ended on 31 December 2020. The content, data, and statements in this report refer to Knauf Interfer SE and Giebel Kaltwalzwerk GmbH.

The activities in the area of environment, sustainability, and social responsibility of all Knauf Interfer Group companies have been compiled in this report for the first time. The contents are in line with the German Sustainability Code (GSC), and the degree of achievement is derived from fundamental approaches, defined measures, and targets. This report is updated by the Knauf Interfer Group on an annual basis and upon the approval of the annual financial statements. The financial year runs parallel to the calendar year.

Individuals responsible for the preparation of this report: Bernd Jesorke, Domenico Marino, and Dr. Stephan Scharfenorth

Imprint

Publisher:
Knauf Interfer SE
Kiffward 34
47138 Duisburg

Contact Person:
Bernd Jesorke
Head of ESG / CSR Management

Editor:
ViaConsult, Olpe

External Images:
© iStock (pgs. 8–9, 16–17, 34–35, 44–45)

Design:
Seidl PR & Marketing, Essen

Publication:
Cornelia Sonnenschein
Head of Marketing / Internal Communications

Gender-related Disclaimer:
In the interests of readability, this Sustainability Report does not include any gender-specific formulations. In cases in which personal terms are only used in the masculine form, all genders are referred to for the sake of equality.