



Overview

Sustainability is a core component of thyssenkrupp's mission statement and an **integral part of our corporate strategy**. Our goal is to offer innovative products, technologies and services worldwide and services that contribute to the sustainable success of our customers. The CEO bears responsibility for sustainability. Sustainability activities in the Group are governed by the **Sustainability Committee**, which consists of the **Group Executive Board**, the **CEOs of the segments** and the **heads of the corporate functions and experts**. The Committee makes decisions on thyssenkrupp's overall sustainability strategy, including setting and monitoring targets and reviewing and implementing key stakeholders' expectations. You can find an overview of Governance related topics in our current Governance presentation: [Governance Presentation](#)

ESG ratings

- thyssenkrupp belongs to the best performing companies in the relevant ratings:



CDP - "Climate A List" since 7 years in a row



Ecovadis - 72 out of 100 points



MSCI ESG Ratings - AA



Sustainalytics – 27.2

Climate change

- The Paris Climate Agreement from 2015 is an essential step towards keeping the increase of global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5°C
- Reduction of CO₂ emissions** targeted by tk (measured at the level of 2018):
 - 30% scope 1 and 2 until 2030** (emissions from production and energy use)
 - 16% scope 3 until 2030** (emissions of our value chain including products)
 - Climate neutrality by 2050 at the latest
- All tk targets **approved by SBTi** (Science-based targets initiative): currently adhere to <2.0° path, approved until 2024
- Given the current debate and the German Climate Change Act, we are reviewing whether we can become climate neutral earlier
- Steel Europe already committed to climate neutrality until 2045 as part of the "Race to Zero" through the SBTi Business Ambition for 1.5°C Campaign

Overview on Indirect Financial Targets (ITFs)

	Sep 30, 2022	Sep 30, 2023
Annual energy efficiency gains of 85 GWh in 2022/2023	255 GWh	340 GWh
Annual reduction of emissions by 1 t CO ₂ per mn € sales to 34.5 t CO ₂ per mn € sales in FY 2024/25	28.9	31.2
Sustainable adjusted R&D intensity of around 3.0%	2.4%	2.8%
Increase the proportion of women in management positions by at least 1% per year to 17% by FY 2025/26	13.1%	14.6%
Reduce the accident frequency rate by at least 0.1 per year to 2.2 by FY 2023/24	2.3	2.4
60 supplier sustainability audits each year	108	104
Achievement of an Employee Net Promoter Score of >0 by FY 2025/26 ¹⁾	n.a.	-4

Human Rights & Employees

- Human Rights**
 - thyssenkrupp is strongly committed to upholding the highest standards in sustainability, including environmental and social responsibility as well as good corporate governance
 - UN Global Compact signatory
 - International Framework Agreement on global minimum labor standards at tk
 - Code of Conduct, Supplier Code of Conduct
 - Principles of compliance with HR and environmental due diligence requirements
 - Modern Slavery Statement
- Employees**
 - Occupational health and safety management as a key priority
 - Avoid accidents by preventive measures
 - Avoid work-related illnesses
 - Ensure safe workflows and trouble-free operations
 - Diversity & Inclusion Management is a fixed part of thyssenkrupp's Human Resources policy. This is demonstrated in our mission statement, management principles, signing of the "Diversity Charter" and our commitment to the "UN Standards of Conduct for Business" tackling discrimination against LGBTQ people