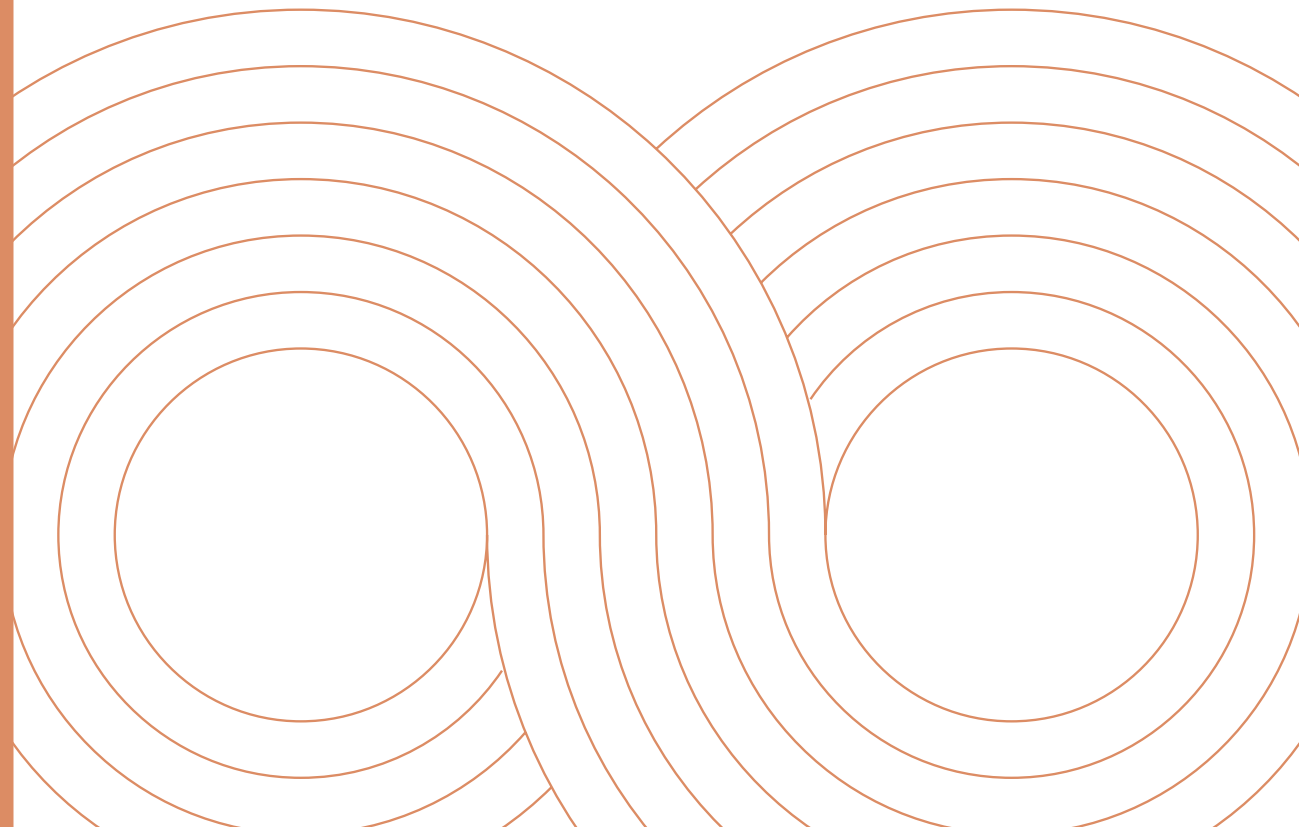


Championing Circularity

Sustainability Report 2020



Nature is our greatest asset.

We know that our planet's
resources are not infinite –
which is why we reuse them, again and again.

We work hand-in-hand and
in harmony with nature –
laying the foundations for
the economy of tomorrow.

To us, sustainability is not a trend
but our responsibility –
and that responsibility is what drives us.

We do what we do and how we do it
because we know that it is right –
and that's how we produce the most environmentally
friendly copper in the world.

In the Tyrolean mountains. For the world.
For over 550 years. Forever.

Championing Circularity Sustainability Report 2021

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Dear readers,

For Montanwerke Brixlegg AG, sustainable business management means taking responsibility for the interaction between people, the environment, and the economy. We aspire to conduct our business responsibly within our field. In doing so, we aim to achieve a balance between environmental, financial, and social interests. Our company has had to overcome ever-changing challenges throughout its 550-year history, and we will continue to do so in the future. Today, Tyrolean copper from Brixlegg is in a class of its own. Using 100% recycled raw materials and 100% renewable energy, we produce the most environmentally friendly copper in the world, with the lowest CO₂ footprint. With our pioneering work, we don't only meet current demand – as the first step in the value chain, we create the conditions for climate neutrality in the future.

While this report is focused on our past and present sustainability activities, we are continuing to work on our sustainability strategy and its specific targets. In particular, we are striving to further reduce CO₂ emissions with a view to achieving climate neutrality by 2040, in line with European and national climate targets. We also aim to invest in new circular economy technologies and the development of training programmes for our employees. Another key sustainability target we have set for ourselves is transparent annual reporting. In the future, you will be able to find all information on our targets, progress, and improvements in our sustainability report. On behalf of the Management Board and our Sustainability Team, I invite you to see for yourself how we integrate sustainability into our processes and our day-to-day work.

Uwe Schmidt, CCO



1 Strategy and management



Products and quality

Montanwerke Brixlegg AG is an Austrian company with a rich history. From over 500 years ago until the 20th century, copper and silver ore were mined in Tyrol and then refined into pure metals in Brixlegg. Beginning around 1890, due to the mines' depletion, ever-increasing quantities of copper-containing secondary materials started to replace the ores as the raw material for metal production.

The last primary production of copper in Brixlegg was in 1977. Today, Montanwerke Brixlegg AG operates exclusively as a recycling company. → Page 18 Montanwerke Brixlegg AG's main activity is recycling secondary materials that contain copper. The company uses metallurgic, chemical, and electrolytic processes to produce high-purity copper cathodes and other forms of copper, as well as precious metals, nickel sulphate, and special products for various areas of application.

With 375 employees at its Brixlegg site, Montanwerke Brixlegg AG is one of the most important industrial firms in western Austria. → Page 30 Its export share is over 80%.

Since 2002, the Kovohuty a.s. copper works in Krompachy, Slovakia, has been an additional part of Montanwerke Brixlegg AG. Employing 150 workers, Kovohuty a.s. is also a recycling

company that produces copper anodes from secondary raw materials. These are sent on to Brixlegg, where they are processed into cathodes.

In 2019, Montanwerke Brixlegg AG processed 181,300 tons of recycled raw material; in 2020, this figure was 178,900 tons. → Page 44 Kovohuty, a.s. produces about 48,000 tons of copper anode per year.

BRX — a globally renowned brand

Montanwerke Brixlegg AG is known for its excellent quality in copper production. Our products are distinguished by their strong brand recognition and wide range of applications. The 'BRX' brand is recognised worldwide.

To ensure that our quality will continue to meet the highest standards in the future, all of our procedures and products are certified in accordance with the international standard for quality management, ISO 9001. This also enables us to ensure that our services will be optimally aligned with our customers' requirements.

Sustainability management and organisation

At Montanwerke Brixlegg AG, sustainability is in our business model's DNA. Even 45 years ago, the Brixlegg site was already producing high-quality copper using only recycled raw materials. We have used hydropower to meet our energy requirements since 2013, supplemented since 2017 with the use of solar panels on our roofs. → Page 22

As a representative cross-section of all corporate divisions, the team has guaranteed visibility within the company and can thus ensure that the relevant issues find their way to all employees. The team convenes regularly for meetings.

To involve all of our stakeholders and provide them with the relevant information, we now issue a regular sustainability report, which is discussed and approved by a designated committee, the Sustainability Team.

The Sustainability Team consists of:

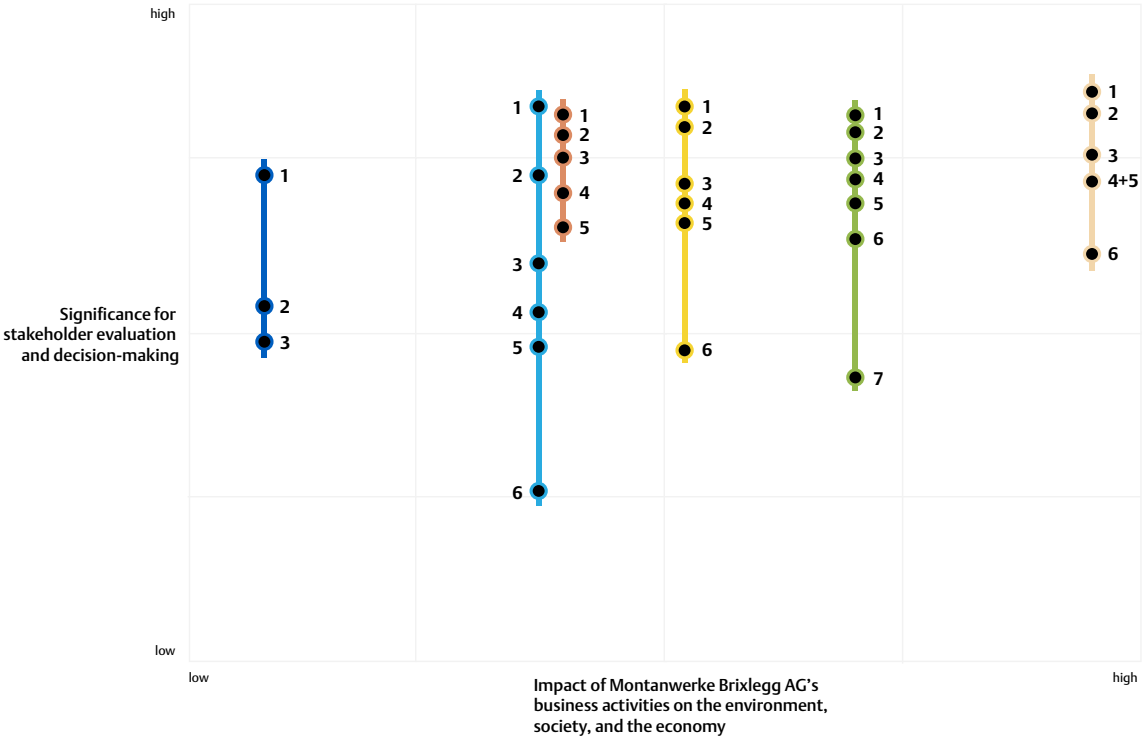
- Uwe Schmidt (Management Board CCO and Team Spokesperson)
- Gabriele Punz-Praxmarer (Management Board CFO)
- Dietmar Leitlmeier (Management Board CTO)
- Christina Isplitzer (Head of HR)
- Andreas Enderle (Head of Sales and Marketing)
- Harald Knapp (Head of Controlling)
- Anton Lederer (Head of Chemical Operations and the Employee Works Council)
- Andreas Anzinger (Head of Occupational Health and Safety)
- Christian Ehrenstrasser (Head of Environmental Protection)
- Lorenz Canaval (Head of Quality Management)

Materiality analysis

As part of this voluntary reporting, we carried out a materiality analysis with a preceding employee survey. Of the 35 managers at management levels 1 and 2 who were invited to participate, 31 took part. The survey had two sections. The first focussed on the significance and relevance of each of the aspects of sustainability for the employees surveyed; the second on the impact of Montanwerke Brixlegg AG's business activities on the environment, society, and the economy.

We are using this materiality analysis as an opportunity to focus on issues that are highly relevant and/or have a strong impact, both in the context of this report and in our long-term sustainability strategy.

We update our materiality analysis every two years; the next review will take place in 2023. This will be expanded to include additional stakeholders such as employees and customers. We naturally bear in mind any regulatory requirements for sustainability reporting and adapt our approach to materiality as needed – for example, as regards the planned reform of 'EU-NFRD', now 'CSRD'.



Society

- 1 Protection and creation of jobs
- 2 Support of regional economy
- 3 Contribution to the community

Management

- 1 Compliance with legal requirements and regulations
- 2 Data security
- 3 Inclusion and participation of stakeholders
- 4 Compliance with duty of care
- 5 Ethical business practices, Code of Conduct
- 6 Complaints mechanism

Supply chain

- 1 Security of supply
- 2 Raw materials procurement
- 3 Sustainable logistics
- 4 Responsibility in the supply chain
- 5 Supplier management
- 6 Proportion of regional suppliers

Environment

- 1 Environmental protection
- 2 Energy consumption and renewable energies
- 3 Handling of materials hazardous to health and the environment
- 4 Climate-relevant emissions
- 5 Water and wastewater management
- 6 Waste management
- 7 Commitment to biodiversity and environmental protection

Employees

- 1 Occupational health and safety
- 2 Employee satisfaction
- 3 Fair working conditions
- 4 Training and development
- 5 Equal opportunity and diversity

Product/Production

- 1 Resource efficiency
- 2 Energy efficiency
- 3 Recycling and circular economy
- 4 Sustainable innovation/research and development in production
- 5 Certifications

Sustainability targets

Montanwerke Brixlegg AG contributes actively to the achievement of European and national climate targets, including CO₂ neutrality by 2040. But our efforts don't end there. We intend to set ourselves ambitious targets in all three areas: the environment, social aspects, and corporate governance.

Environment

Our environmental targets are based on the continued development of our technology to further reduce our CO₂ footprint until climate neutrality is achieved. In addition, all of our processes are critically analysed, and projects with the potential for improvement are planned for implementation. Our emissions are monitored in accordance with legal regulations and reduced further when necessary.

INITIAL MILESTONES

- | | |
|---|--|
| 1 | We intend to audit and verify our CO ₂ footprint in the year 2020. We intend to reduce this by 30 % (reference year: 2014) by 2030. |
| 2 | We want to strengthen our internal circular economy and reduce external recycling of process residues. The decrease in shipments to external recycling services will also cut CO ₂ emissions. |
| 3 | We want to know the recycled content and/or CO ₂ footprint when purchasing capital and consumer goods we purchase, and to improve this together with our selected suppliers. |

Social aspects

Our social goals focus on the internal issues of occupational safety and employee training and development, as well as active exchange with external stakeholders outside the company.

INITIAL MILESTONES

- | | |
|---|---|
| 1 | We intend to permanently reduce the 5-year average accident rate to below the key figure of 20 (number of reportable accidents per 1 million working hours). |
| 2 | We intend to provide regular internal and external training for all employees and have set ourselves a target of 10 hours of continued education per employee per year. |

Corporate governance

Our business objectives are embedded in our strategy: we want to produce the most environmentally friendly copper in the world. Our customers should expect not only the lowest CO₂ footprint, but also the highest-quality products and the best service.

INITIAL MILESTONES

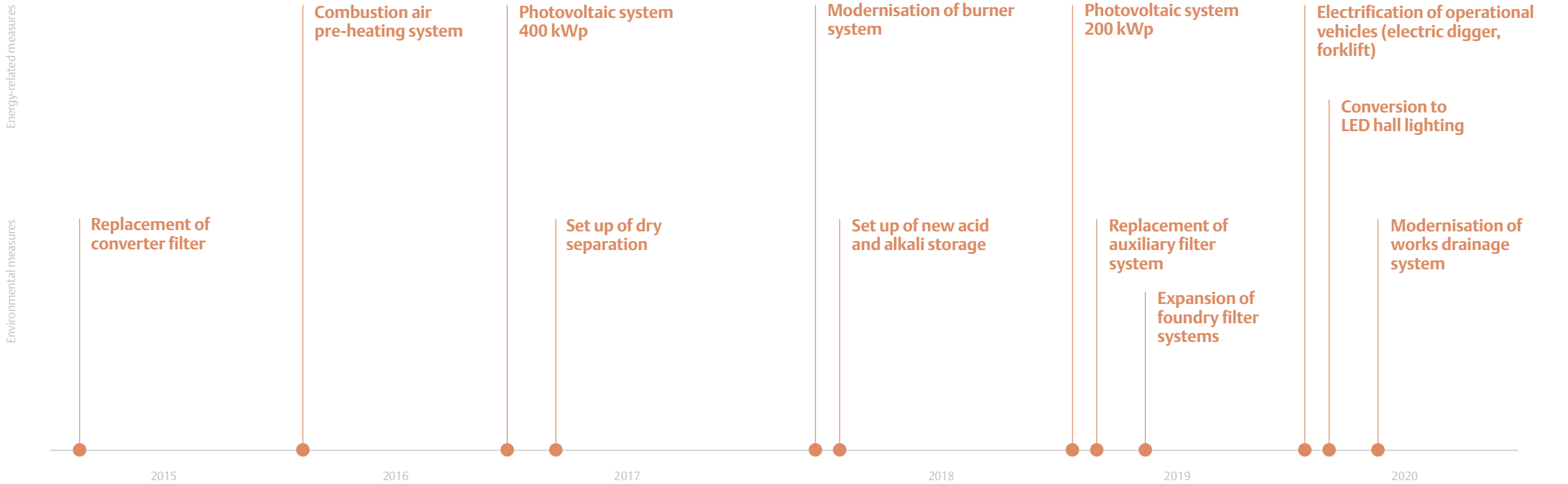
- | | |
|---|---|
| 1 | We want to market at least 25% of our copper cathodes as guaranteed proven environmentally friendly copper by 2023 at the latest, gradually shedding the metal's commodity status in the process. |
| 2 | We want to guarantee our customers that our products are certified as 100 % recycled raw material. |
| 3 | We intend to take appropriate measures to increase our proportion of in-house energy production further by 2030, in order to operate independently of external energy costs. |

① Montanwerke Brixlegg AG reinforced its strategic efforts in 2021 by establishing the Sustainability Team and began to set targets in various areas. This report only lists short-term goals because our long-term targets have not yet been set. The next report will address this point in greater detail.

Timeline of our commitment to sustainability

Besides looking ahead into the future, we also take this comprehensive voluntary sustainability report as an opportunity to discuss what we have already achieved in more detail.

The measures described below, implemented between 2015-2020, amount to a total investment of €17 million.



Investments for energy efficiency or generation and environmental protection in the years 2015 to 2020

2 Environment



100% Recycling

Championing Circularity Advocating for a circular economy

The transition to a circular economy, as outlined in the European Green Deal, is a challenge for many companies. Yet Montanwerke Brixlegg AG has already had a circular economy for over 100 years. Since 1977, 100% of our copper has been recycled from secondary materials, which is why our company is also described as a secondary copper works. Here, copper products are produced using scrap and other secondary materials that come from collected or processed recycled raw materials. This is in contrast to primary copper works, which use primary raw materials (ores and concentrates) to produce copper. We call this process of “waste in, product out” upcycling.

In our process, we are at both the end and the beginning of the value chain. Our upcycling closes the loop in the circular economy. Using

recycled raw materials, we are able to produce high-purity copper which, after being processed further, finds its way into products such as as copper pipes in water supply systems and copper wire in cables or electric engines. This means that our products also serve as the starting material in a number of forward-thinking sectors: copper enables the transition to e-mobility, the expansion of renewable energies, and the functioning of smart cities. At the end of the products’ life cycle, they return to us as secondary raw materials, and the circular economy begins again. In this way, we facilitate the sustainable use of resources an infinite number of times, without loss of quality.

① Copper has special properties: it is not only highly conductive, but can be recycled and upcycled an infinite number of times. For example, if a scrapped cable is recycled, the copper — once separated from the plastic cable sleeve — ends up back with us for upcycling. A circular economy, repeated over and over again.

① Our copper cathodes contain 100% recycled copper, certified by SCS Global Services on the basis of ISO 14021:1999.



Production process

The production process is made up of two main procedures: pyrometallurgical refining, in which the copper is refined through smelting processes, and electrochemical refining. The plant also has its own on-site foundry, in which copper and copper alloys are produced by way of strand casting.

Metallurgical processing is divided into the following steps:

- Reduction smelting in a shaft furnace
- Refining (oxidation) of trace elements in the converter
- Smelting and refining of the primary volume of copper in a reverberatory furnace (anode furnace)
- Production of copper cathodes through electrolysis
- Production of copper/copper alloys in the foundry
- Production of special products

“Special products“ include abrasives and precious metals, among others.



RAW MATERIALS STORE



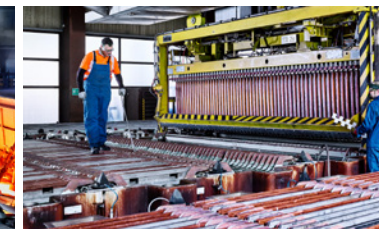
SHAFT FURNACE



CONVERTER



ANODE FURNACE WITH CASTING SYSTEMS



TANK HOUSE



FOUNDRY

Environmental management

Commitment to active environmental protection

For Montanwerke Brixlegg AG, caring for the environment is a matter of course, which is why we are committed to active environmental protection. In our company policy, we advocate for the continuous, methodical improvement of corporate environmental performance and for compliance with the relevant environmental regulations.

In 2006, our company launched an environmental protection system pursuant to ISO 14001 in order to drive the continuous improvement of our corporate environmental commitment. Attaining a circular economy, using state-of-the-art environmentally friendly technologies, and increasing energy and resource efficiency all make a huge contribution to environmental protection and sustainable business management.

With the use of transparent communication on the topic of the environment as well as corporate training, our employees are called on to assist with active environmental protection. → [Page 32](#) Through decreasing emissions and the release of pollutants, reducing and separating waste, using raw materials and auxiliary materials economically, and saving energy, our employees play a crucial role in our active environmental protection.

Energy management

Because of the energy-intensive refining process, energy management and efficiency are primary issues in our company. Extensive energy consumption data for all equipment and energy sources (e.g. coke, natural gas, and electricity) is collected and analysed on a regular basis.

Regular energy audits are also carried out as a basis for continuous improvement. Montanwerke Brixlegg AG has implemented fundamental measures to reduce energy consumption, including:

- Liquid charging to minimise smelting energy,
- Use of waste heat to produce steam,
- Regenerative post-combustion technology,
- Use of energy-efficient drivetrains,
- Energy-efficient, oxygenated burner systems,
- Process-orientated operating regulations,
- Optimised cellular structure for electrochemical refining.

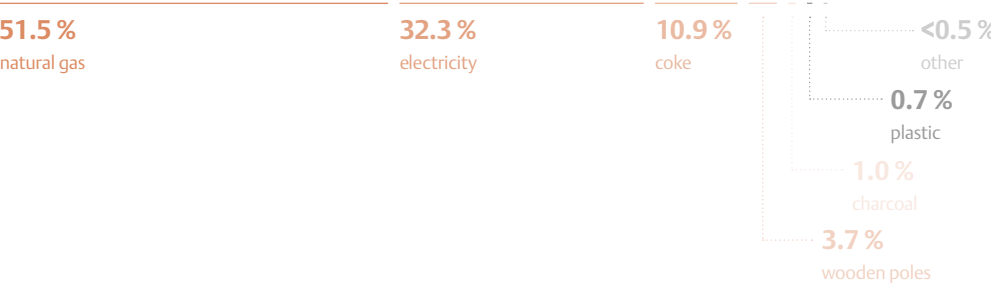
Project-based investments are also made to improve energy efficiency and increase the proportion of renewable energies. The following such measures were taken between 2016 and 2020, leading to a reduction in energy consumption of 17%:

- Setting up a combustion air pre-heating system,
- Modernising the burner systems,
- Setting up photovoltaic systems,
- Switching to electric vehicles,
- Switching to LED lighting.

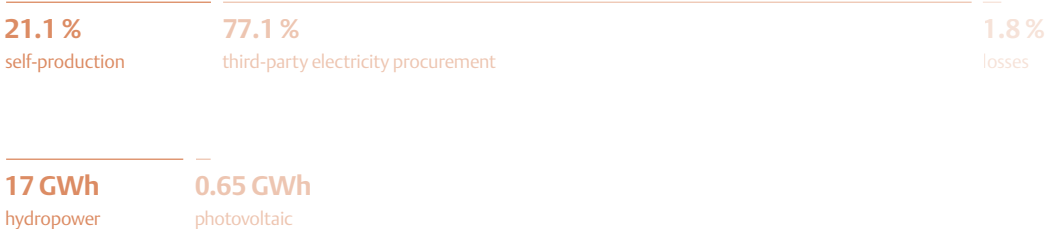
All measures are geared towards achieving European and national climate targets. Montanwerke Brixlegg AG also takes part in the European Union Emissions Trading System. This means that greenhouse gas emissions (CO₂e) are recorded in accordance with an officially approved monitoring system and reported to the Austrian Emissions Trading Registry every year.

To secure a renewable energy supply using hydropower, Montanwerke Brixlegg AG operates three hydroelectric power plants, which were in fact installed very early on: the Lochham-1 power plant has been in operation since 1955, the Locham-2 power plant since 1986, and the Alpsteg power plant since 2009. The photovoltaic systems installed between 2016 and 2019 contribute even more to the sustainable generation of energy at Montanwerke Brixlegg AG. In total, 17-18 GWh are produced annually using hydropower, together with a further 650 MWh from the photovoltaic systems. [→ Page 44](#)

100% of the sustainable energy produced by these hydropower generators is used by the plant, covering around 20% of the company's operating requirements. The residual requirement is covered using external electricity purchased from local hydropower plants.



Use of various energy sources (2020)



Procurement of electricity and energy sources (2020)

Waste management

As an upcycling company, waste management is part of our daily routine. On one hand, it entails a responsible approach to the handling of scrap and other secondary raw materials for the production of recycled copper and other products; on the other hand, it involves managing the residue and waste generated in doing so. Montanwerke Brixlegg AG has been a certified waste management specialist (Entsorgungsfachbetrieb, EFB) since 2006, and can guarantee that its waste is managed properly and in compliance with the law.

In terms of the Austrian waste hierarchy, preventing waste is our top priority. We achieve this by putting a sophisticated circular economy into practice. Most production residue is reused internally in materials recycling and as a substitute for primary raw materials, and is thus not even considered waste. This significantly reduces the company's volume of waste and directly saves resources. Residual materials that cannot be used internally are recycled externally if possible – in the case of metals, for example. Those that cannot be recycled are used in other ways, such as for energy.

This concept forms the basis of operational waste management; records regarding the origin and remainder of the waste are kept for the purpose of compiling a waste balance sheet. Waste material is only given to authorised waste collectors and processors.

Emissions

As part of our environmental management system, we evaluate environmental aspects and continuously measure the environmental performance of all our processes. An extensive emissions monitoring system, which builds on officially approved measuring and monitoring concepts, has been set up for this purpose. Process-related emissions are quantified through self-monitoring and third-party monitoring and are then assessed by accredited organisations. This involves determining the pollutants released into the air and water, as well as monitoring soil and groundwater quality.

To minimise emissions, we use state-of-the-art equipment such as

- Cyclone separators
- Fibrous filters
- Scrubbers for absorption
- Dry separators for absorption
- Regenerative, thermal, and catalytic post-combustion technology
- Sedimentation equipment
- Precipitation reactors

Structural, technical and organisational measures are also taken to prevent noise emissions. Through the organisation of production processes at certain times of the day and night, the structural shielding of noise sources, and the use of low-noise machinery and equipment, these emissions are reduced in order to prevent unacceptable burdens on people in the nearby residential areas.

In cooperation with the residents and in accordance with municipal policy, a new noise protection wall was built in April 2021. This achieved a significant reduction in noise emissions with a decrease of up to 9.5 dB, depending on the location of the receiver. In the interest of maintaining a natural landscape, climbing plants and trees were planted along the noise protection wall.

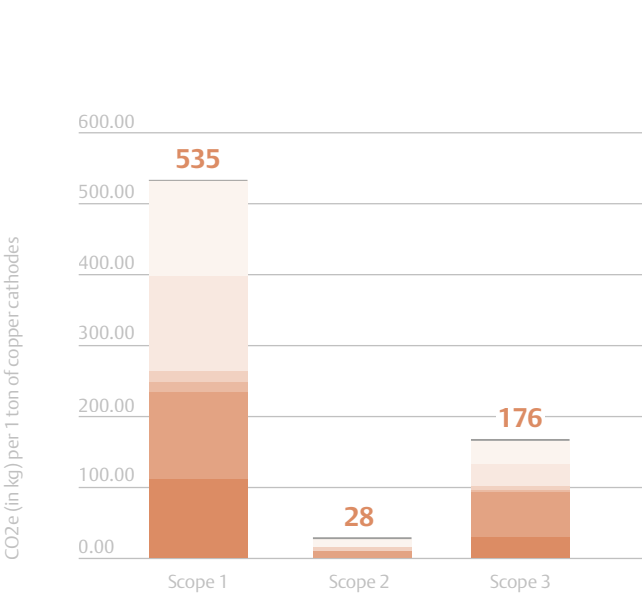
Product carbon footprint

Copper produced by Montanwerke Brixlegg AG through upcycling is made using 100% recycled materials and with significantly less CO₂ compared to primary copper works. Thanks to our copper production recycling process, our company is already making a huge contribution to climate protection and to European and national climate targets.

Through our work with selected energy suppliers and the resulting purchase of more environmentally friendly and sustainable energy, we also remain mindful of optimising our indirect impact on the climate. In addition, we keep our CO₂ footprint as low as possible when transporting our products, which we accomplish by shifting transport from road to rail and the operational connection track.

Demand for environmentally friendly products with a known carbon footprint is constantly increasing. By applying international environmental accounting standards, we are able to guarantee the transparent communication of our products' environmental footprint.

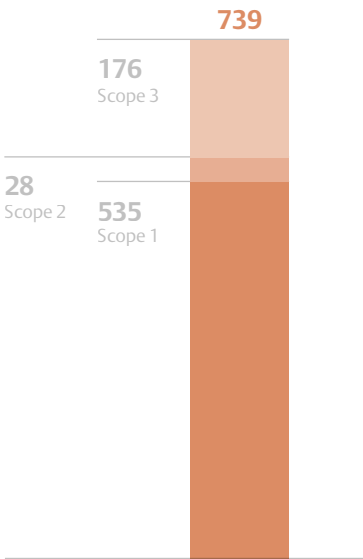
Our environmental accounting, in accordance with ISO 14040/14044, results in a verified product carbon footprint pursuant to ISO 14067 of 0.723 tons of CO₂ per ton of copper cathode produced (scope 1 + 2 + 3). This means that our copper has the lowest CO₂ footprint in the industry.



Product carbon footprint of our copper cathodes - in GWP scope categories

Transport

Thanks to our collaboration with Rail Cargo Austria AG, we are able to carry out some of our logistics by rail. Due to inadequate connections to the railway network on the part of our customers, however, HGVs are still necessary. Nonetheless, we use railways and containers for transport as much as possible, only switching to transport by HGV for the last part of the journey to the customer.



- and total

3 Social aspects



Employee concerns

Montanwerke Brixlegg AG has 375 employees at its site in Austria. We are conscious of this responsibility. Our personnel strategy is based on forward-thinking, respectful cooperation on equal terms. This begins with intensive onboarding and continues with the fostering of growth through training opportunities and the facilitation of family-friendly solutions.

We are especially grateful that we were able to offer our employees stable employment and even take on more workers during the coronavirus pandemic, particularly in 2020, when many within the company were concerned about their jobs. We hired a total of 54 new employees in 2020. Staff turnover, too, is low for our industry at a rate of only 3.1 percent.

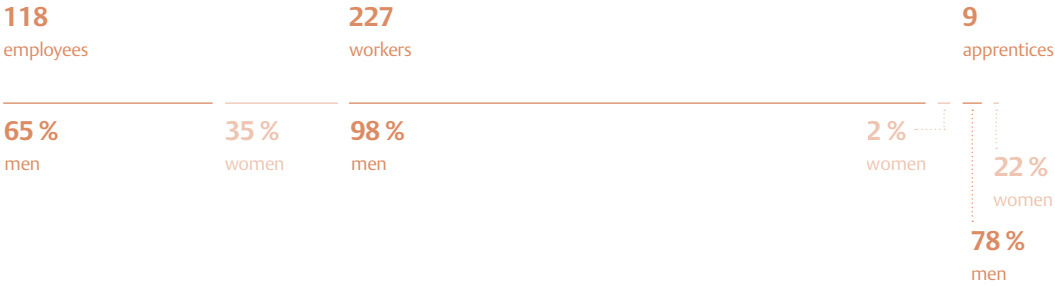
Collective agreement for performance-based remuneration

All of our employees are remunerated in accordance with the collective agreement of the iron and metal producing and processing industry. This collective agreement ensures transparent, fair wages – taking into account the length of service and the number of years worked, and depending on the classification of individual professions and activities in the relevant occupation group.

Apprenticeship programme

At Montanwerke Brixlegg AG, training apprentices is a matter close to our hearts. Since 2019, we have been recognised as an ‘Outstanding Tyrol Learning Institution’ (‘ausgezeichneter Tiroler Lehrbetrieb’) by the Economic Chamber (Wirtschaftskammer) of Tyrol in acknowledgment of our special apprentice training framework, which goes above and beyond our obligations. The key assessment criteria include offers of extra instruction and learning tools in the interest of personal development and training, as well as implementation of motivational measures to reward excellent performance.

We took on a total of 9 apprentices in 2020. We train them in 5 different skilled occupations: office administrator, mechatronics technician, chemical laboratory technician, electrical engineering technician, and metal technician. It is important for us to be able to offer all of our apprentices permanent employment once they have successfully completed their apprenticeships. We remain true to this principle; in 2020, we were able to take on two apprentices after they had successfully passed their final apprenticeship examinations.



Employee structure

Professional training and qualifications

We are committed to helping our employees develop and reach their full potential. Every employee has the opportunity to take part in education, training, and development programmes, which Montanwerke Brixlegg AG encourages by covering fees and granting paid leave. The prerequisite is that employees be able to apply the competencies gained in a professional and value-adding manner.

The development of our skilled professionals is also a key part of this commitment. For example, we help qualified skilled workers deepen their knowledge through specialist training, and we give employees who would like in-depth training in the field of metallurgy the opportunity to attend courses at the specialist trade college in Leoben.

In addition to these individual educational opportunities, we launched a management development programme together with an external partner in 2019. This is based on two main pillars: first, specialist training for managers on issues such as conflict management and communication; and second, workshops on the topic of corporate culture.

In 2020, 363 employees invested 217 days in continued training, which is an average of 0.59 days per employee. We were able to implement digital formats for some of the education and training opportunities that the coronavirus pandemic prevented us from providing as planned. Many courses that had been scheduled for 2020 were caught up on in 2021.

Company suggestion scheme

We have used a company suggestion scheme for improvements within our company for more than 20 years. Employees can submit suggestions for new processes and solutions. If the suggestion is accepted, those who submitted it are rewarded.

Human rights

Social responsibility is of great importance to Montanwerke Brixlegg AG. We are not only committed to the employees at our main site in Brixlegg; we also strive for good working conditions throughout our supply chain. Our Code of Conduct for suppliers of Montanwerke Brixlegg AG defines clear rules with regard to human rights. The code contains a ban on child labour and any form of forced labour, and lays out a discrimination-free way of working with employees that respects the personal values, privacy, and rights of each and every individual. It also requires suppliers to act in the interests of employee health and safety, environmental protection and anti-corruption at all times.

Occupational health and safety

The health and safety of employees in the workplace is of the utmost importance to Montanwerke Brixlegg AG. Our approach is aimed at preventing accidents, dangerous incidents and occupational illnesses, reducing risks, and continuously investing in employee training and safety technology.

Montanwerke Brixlegg AG is also classified as an upper-tier establishment in accordance with the Seveso III Directive. The risk of industrial accidents is reduced to a minimum through the safety management system, comprehensive safety assessments and emergency response plans, vigorous communication with blue-light organisations, and regular drills.

Organisation of occupational health and safety

Responsibility for the organisation of occupational health and safety is assigned to a specialist team that reports directly to the Management Board. This team ensures compliance with the applicable laws and our internal regulations, as well as the implementation of strategic and operational measures. Its other duties include the recording, assessing, and documenting of hazards and risks. A safety representative is also appointed for every department to act as the first point of contact for employees.

Target: Minimise safety risks

We are committed to protecting our employees against accidents. A close, trusting relationship with employees is crucial for the ongoing development of effective improvement and planning measures. We cooperate on this closely with the Works Council, which is involved in all safety-related processes and decisions. The company suggestion scheme, through which employees can contribute ideas and suggestions at any time, also enables us to implement additional safety-related measures and therefore improve occupational health and safety. These measures are accompanied by regular internal safety audits in every department and investments in new, safe technologies.

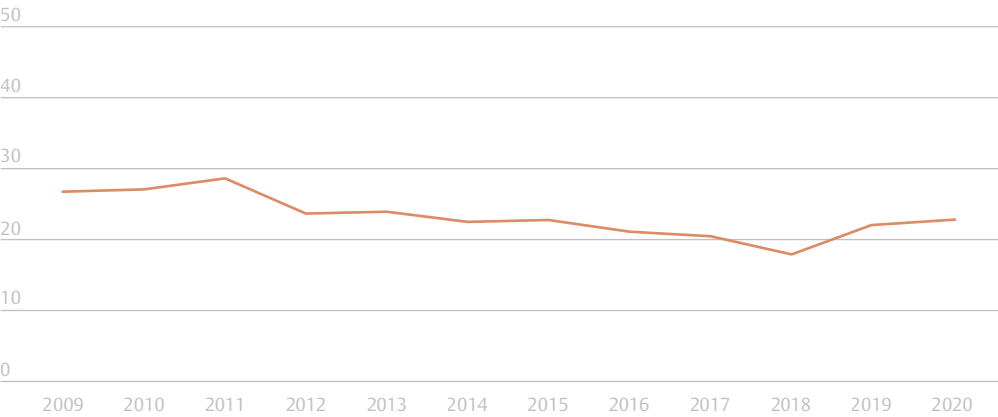
An on-site visit by an occupational physician is also guaranteed at least once a week to perform medical examinations, carry out measures to prevent work-related disorders, and identify health risks. Various institutions perform regular measurements and evaluations of factors such as dust pollution and heat exposure. Specialist external companies are enlisted for advice and technical safety inspections. In addition, the occupational health and safety committee meets on a regular basis.

Prevention: Reporting and investigating incidents

Our approach to occupational health and safety is guided by the principle of ‘avoiding accidents, injuries, and disease, and actively working on prevention’. If an accident or a near-accident (also referred to as a ‘dangerous incident’) occurs during working hours or on an employee's commute, this is strictly documented and used as the basis for developing further preventative measures. The Occupational Health and Safety department, together with the Works Council, investigates all accidents and near-accidents to identify technical, procedural, and behavioural causes. The results of such investigations are included in the evaluation and development of further safety measures.

The number of lost working hours increased in the 2020 calendar year, due in particular to two accidents that comprised 36 percent of this loss. Consequently, extra safety measures were put in place in the areas in which the accidents occurred, and the employees were given training.

Number of accidents per 1 million hours



TRIR Accident frequency (accidents per 1 million hours) in 5-year moving average

Occupational medicine and psychology

All operating divisions were re-evaluated in 2020. The results were presented to both the Steering Committee and smaller groups (department managers). Compared to previous evaluations, it was possible to identify positive development as a result of the implementation of various measures: specifically, investing in new break and recreation spaces with better lighting and noise protection. In this way, we have been able to improve our employees' general well-being.

Other projects

Communication with residents

Montanwerke Brixlegg AG's business premises are nestled among local residential areas, resulting in interaction between us and the valued residents. As it is impossible for a metal processing plant to have zero effect on its immediate environment, we maintain active, respectful communication and a transparent exchange of information with our neighbours. After all, their acceptance is essential for our continued existence.

Residents' concerns are recorded centrally, communicated up to the highest management level and dealt with, without exception. Such concerns can be expressed at any time via various channels – and they are used as a basis for the implementation of improvement measures.

The cornerstones of our resident management are:

- Complete, centralised recording of concerns and initiation of emergency measures and sustainable improvement measures around the clock
- Internal communication at management level
- Regular awareness-raising among staff
- Cause analysis and impact minimisation
- Active external communication and respectful approach

The constructive, objective participation of residents is an important part of a well-functioning local community. We value this communication highly and continue to work on maintaining a friendly relationship.

Local engagement

Montanwerke Brixlegg AG supports various local activities and initiatives. By sponsoring local sports associations, holding factory tours for classes of schoolchildren, assisting with the organisation of excursions for the University of Leoben, and supervising degree theses and dissertations, we maintain dialogue in particular with the young people of the region.

4 Governance



We are rooted in the region and are shaping a global future.

Efficient, sustainable business is a matter of course for us.

In our system of values, our employees and our social responsibility are our greatest assets.

We encourage and challenge our employees in an active market environment.

We are the international supplier of flexible copper solutions. Our focus is on customer benefit.

In our market sectors, we excel through outstanding production and quality standards.

Responsible corporate governance

Montanwerke Brixlegg AG is proud of its more than 550-year history and conscious of the responsibility that this tradition means for the future. Our concept of responsible business conduct is fully in line with that same spirit of 'tradition and future'. To us, it means always aligning our actions with our fundamental company values, while adhering to the principles of good corporate governance. This includes the fulfilment of legal obligations, inclusion of stakeholder interests in corporate decisions, and compliance with ethical requirements.

Responsibility within the supply chain

For Montanwerke Brixlegg AG, long-term cooperative business relationships with our partners and suppliers are very important. Together, we can achieve more and operate more sustainably. Procurement at Montanwerke Brixlegg AG consists of two pillars – raw materials procurement and general procurement – which largely operate independently of each other. They share a tendering procedure for contracts and a Code of Conduct which lays down the values for all our business relationships with our suppliers. Of particular importance to us in this context is the protection of basic and human rights, as well as the ensured health and safety of our employees.

We enjoy a longstanding relationship with our raw materials suppliers, maintained

with the help of regular supplier evaluations and contractual arrangements that ensure compliance with the supplier code of conduct and the standards pursuant to the applicable EU regulations on the environment and social affairs.

Compliance

Corporate governance with integrity is an important issue at Montanwerke Brixlegg AG. We believe that integrity forms the cornerstone of successful and fair business, which is why we place special emphasis on it in our code of conduct.

We do not only conduct business at a national and international level in compliance with the law; we also adhere to the values of quality, efficiency, and flexibility. This is supported by defined principles for fair conduct in the workplace, which guide our interactions with employees, customers, suppliers, and competitors.

We have a zero-tolerance policy on corruption, and we prevent it through clear rules on the exchange of benefits. Generally, the only gifts employees of Montanwerke Brixlegg AG are allowed to give or accept are those of low value: pens and other promotional trinkets, or goods such as coffee and cake.

① Our Code of Conduct for suppliers can be downloaded in full from our website.

We remain mindful of transparent financial transactions and legally compliant procurement in the same way that we adhere to compliance regulations in accounting, and conduct tendering procedures transparently and lawfully. We also advocate responsible lobbying, which means representing all interests with particular care, integrity, reliability, and trust.

Binding principles for employees

Good corporate governance begins with us and our day-to-day decisions in the workplace. Together with the applicable laws, our code of conduct for employees forms the basis for what we consider to be responsible business management.

This code of conduct rests on five principles:

- Proper behaviour in the workplace
- Diligence when accepting and giving benefits
- Transparent financial transactions
- Legally compliant procurement
- Lobbying with responsibility

The code of conduct gives our employees clear guidance for their day-to-day work.

Data protection

Digitalisation, IT, and Industry 4.0 are the key components of a successful business strategy today. But in addition to providing new opportunities, information technologies pose risks to security and the protection of trade and business secrets, as well as to customer and employee data.

This is why we place particular emphasis on the topics of data protection and data security when training new employees. We all contribute to the responsible use of the IT infrastructure, which is why we urge employees to respect our rules on data security as well as our instructions for using computers and mobile devices and downloading software and apps.

5 Figures



Economy

	2014	2018	2019	2020	2019 > 2020
Consolidated sales (in EUR m)	518.7	705.9	794.7	829.7	+4.40 %
Cathode products (t)	83,189	107,210	128,207	132,019	+2.97 %
Use of raw materials (bulk t)	119,810	143,943	149,379	147,215	-1.45 %

Environment

	2014	2018	2019	2020	2019 > 2020
Total energy consumption (kWh)	242,615,992	239,895,036	252,562,953		+5.28 %
of which electricity (kWh)	75,261,967	75,669,913	81,540,138		+7.76 %
of which natural gas (kWh)	131,059,707	126,724,235	129,985,991		+2.57 %
of which coke (kWh)	25,540,113	26,899,902	27,415,570		+1.92 %
of which wooden poles (kWh)	6,262,889	6,012,511	9,250,056		+53.85 %
of which other (kWh)	4,491,317	4,588,475	4,371,198		-4.74 %
CO ₂ emissions fossil (t)	39,689	36,228	36,151	36,870	+1.99 %
CO ₂ emissions biogenic (t)	5,380	4,518	4,101	4,753	+15.90 %
Total waste volume (kg)	8,348,987	9,368,034	6,423,154	6,067,097	-5.54 %
of which hazardous (kg)	4,149,411	3,351,612	4,539,309	4,289,126	-5.51 %
of which not hazardous (kg)	4,199,576	6,016,422	1,883,845	1,777,971	-5.62 %
Total waste volume for recycling (kg)	-	8,911,687	6,217,314	5,428,282	-12.69 %
of which hazardous (kg)	-	3,021,375	4,333,469	3,652,423	-15.72 %
of which not hazardous (kg)	-	5,890,312	1,883,845	1,775,859	-5.73 %
Recycling rate (%)	-	95.1 %	96.8 %	89.5 %	-7.57 %

Social

	2014	2018	2019	2020	2019 > 2020
Number of employees		290	310	330	+6.45 %
Women		37	40	47	+17.50 %
Men		253	270	283	+4.81 %
Number of temporary workers		37	34	33	-2.94 %
Number of apprentices		8	6	9	+50.00 %
Women		1	1	2	+100.00 %
Men		7	5	7	+40.00 %
Persons on the Management Board		3	3	3	-
Women		1	1	1	-
Men		2	2	2	-
New hires		45	49	48	-2.04 %
Women		7	12	10	-16.67 %
Men		30	37	38	+2.70 %
Persons leaving		25	27	19	-29.63 %
Women		3	5	2	-60.00 %
Men		35	22	17	-22.73 %
Staff turnover rate		3.50 %	3.40 %	3.10 %	-8.82 %
Accident rate (accidents per 100 employees)		3.85	9.12	6.05	-33.66 %
Accident frequency (accidents per 1 million h)		22.5	48.3	37.7	-21.95 %
Time lost due to accidents (time as % of working hours)		0.35 %	0.68 %	1.04 %	+52.94 %
Time lost (per year and employee)		6	12.9	16.7	+29.46 %

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