

CHAMPIONING CIRCULARITY

MONTANWERKE 
BRIXLEGG 



Sustainability – Number update for the 2023 financial year

FOREWORD

Dear readers,

For us, sustainability is understood as modern entrepreneurship in order to exert a positive influence in the areas of the environment, social affairs, and corporate governance. We see it as an opportunity to develop ourselves further and to lay a stable foundation for a future worth living for our employees, suppliers, customers, and other stakeholders.

This number update with our most important KPIs and an overall overview of our development in the 2023 financial year fulfills our commitment to transparency with regard to our sustainability efforts.

In preparation for the EU's ESR standards, we will report in detail on all identified material topics in the 2024 financial year.

The Management Board of Montanwerke Brixlegg AG



The Management Board of Montanwerke Brixlegg AG:
Dipl.-Kfm. Volker Pawlitzki (CCO)
Mag. Gabriele Punz-Praxmarer (CFO)
Dr. Dietmar Leitmeier (CTO)

ACTIONS 2023

ENVIRONMENT

As in previous years, we set new priorities in the area of environment/energy for the 2023 financial year. In addition to maintenance, we invested in improvements and research projects in the areas of energy and the environment.

Our biomass fuels have been certified to meet the sustainability criteria of the Renewable Energy Directive II (EU 2018/2001).

We are also part of the research project K1-MET Project 1.3 “Resource efficient copper refining process” for the use of CO₂-neutral fuels. Research is being conducted into the use of hydrogen as a reducing agent and fuel gas and the electrification of smelting processes.

In “Biochar4Metallurgy”, an FFG industry project, we are testing the replacement of fossil coke with biochar.



**RECYCLING RATE
(OPERATIONAL WASTE)**

91.4 %



TOTAL CO₂ EMISSIONS (t)

36,358

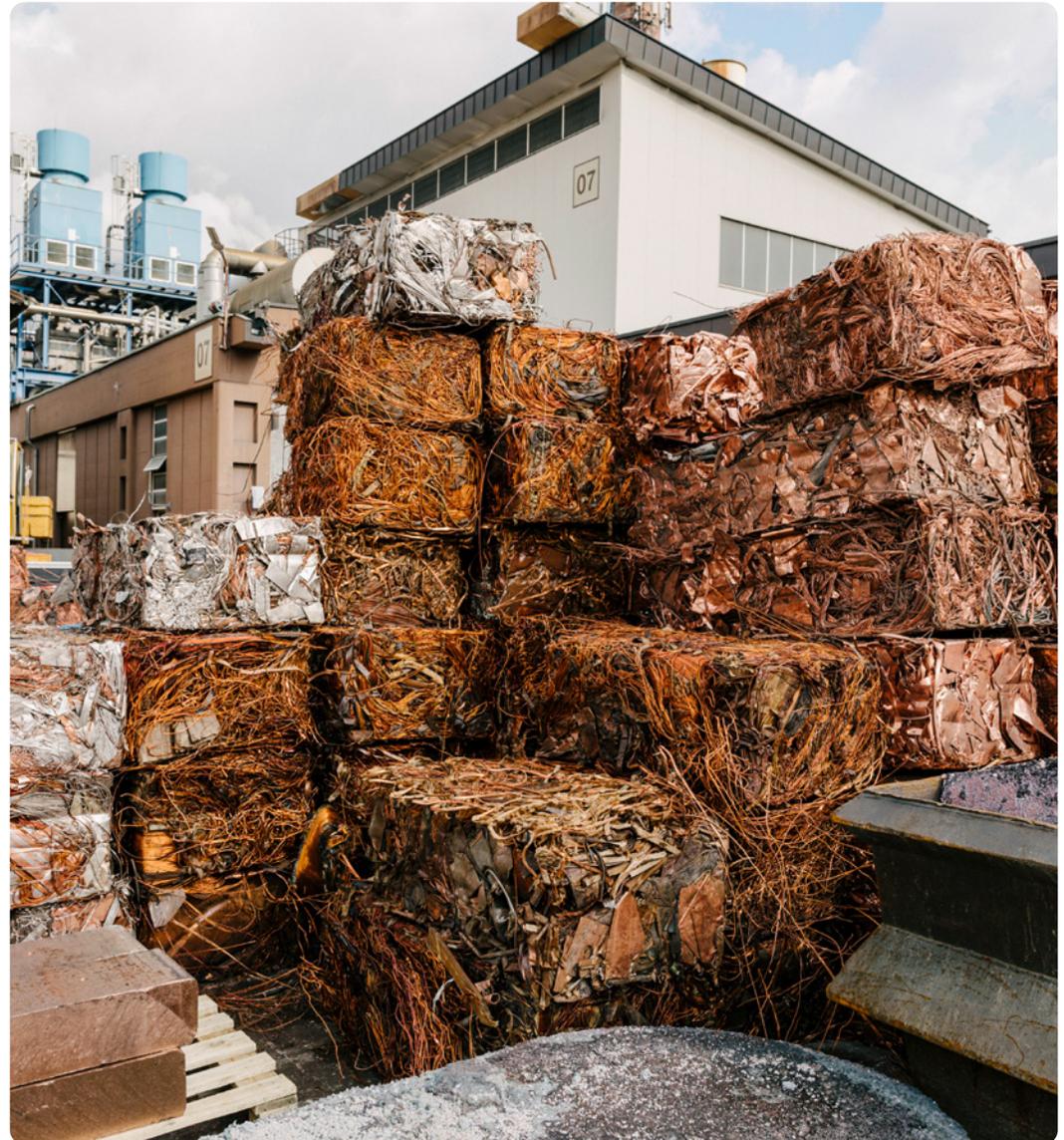
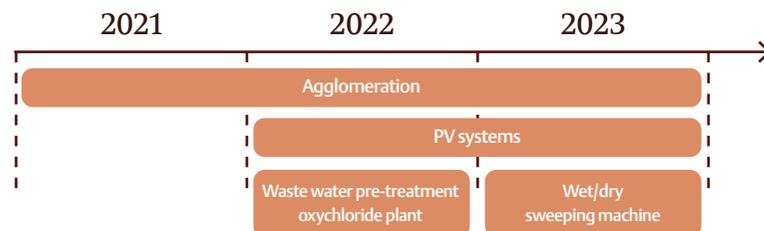
ACTIONS 2023

ENVIRONMENT

ENVIRONMENTAL AND ENERGY INVESTMENTS SINCE 2021: **EUR 8,004,915**

Excerpt from the investments:

- In line with the circular economy, the agglomeration was built for better utilization of the recycled material (dust and sludge).
- The purchase of a wet/dry sweeper serves to clean the traffic/storage areas all year round.
- A wastewater pre-treatment system was installed in the oxychloride plant.
- The photovoltaic systems were expanded by 670 kWp.



ENVIRONMENT

	2020	2021	2022	2023	2022 > 2023
Total energy consumption (kWh)	252,562,953	255,996,657	243,428,894	214,768,800	-11.77%
of which electricity (kWh)	81,540,138	83,863,161	72,999,315	66,638,224	-8.71%
of which natural gas (kWh)	129,985,991	133,527,080	131,595,953	111,404,175	-15.34%
of which coke (kWh)	27,415,570	24,787,800	25,206,727	23,935,220	-5.04%
of which pole wood (kWh)	9,250,056	9,828,947	9,818,000	9,716,327	-1.04%
of which other (kWh)	4,371,198	3,989,669	3,808,899	3,074,854	-19.27%
CO ₂ total emissions (t)	41,623	41,515	41,172	36,358	-11.69%
of which fossil (t)	36,870	36,335	36,190	31,555	-12.81%
of which biogenic (t)	4,753	5,180	4,982	4,803	-3.59%
Total amount of waste (t) ¹	6,067	6,376	3,427	3,412	-0.44%
of which hazardous (t) ¹	4,289	2,837	2,664	2,403	-9.80%
of which non-hazardous (t) ¹	1,778	3,539	764	1,009	+32.17%
Total amount of waste for recycling (t) ^{1,2}	5,428	5,815	2,832	3,117	+10.06%
of which hazardous (t) ^{1,2}	3,652	2,290	2,086	2,121	+1.70%
of which non-hazardous (t) ^{1,2}	1,776	3,525	746	995	+33.47%
Recycling rate (%) ^{1,2}	89.5	91.20	82.6	91.4	+10.65%
Installed PV capacity, cumulative (kWp)	596	596	1,266	1,266	0.00%
Electricity from PV (kWh)	642,542	637,671	599,050	1,109,799	+85.26%
Electricity from hydropower (kWh)	19,248,020	16,436,670	15,784,895	16,594,475	+5.13%
Number of hydropower plants	3	3	3	3	0.00%
Electricity demand covered by hydropower (%)	23.61	19.60	21.62	24.90	+15.17%

¹without excavated material ²corrected numbers for 2022

ACTIONS 2023

SOCIAL

The social area is essential for us if we want to inspire employees to work for our company in the long term and to attract new employees through a positive employer image. As part of our employer branding, we have increased the bonus for employee referrals to EUR 3,000 gross for our employees under the title “Employees recruit employees.”

The company canteen was opened and offers our employees three daily changing menus, as well as take-away portions for shift workers. At least one menu a day is vegetarian or vegan. 50% of the cost of the meals is covered by Montanwerke.

To support the mental health of our employees, an external occupational psychologist has been offering free and anonymous personal consultation hours since 2023.



FLUCTUATION RATE

6.61 %



ACCIDENT RATE (ACCIDENTS PER 100 EMPLOYEES)

4.90

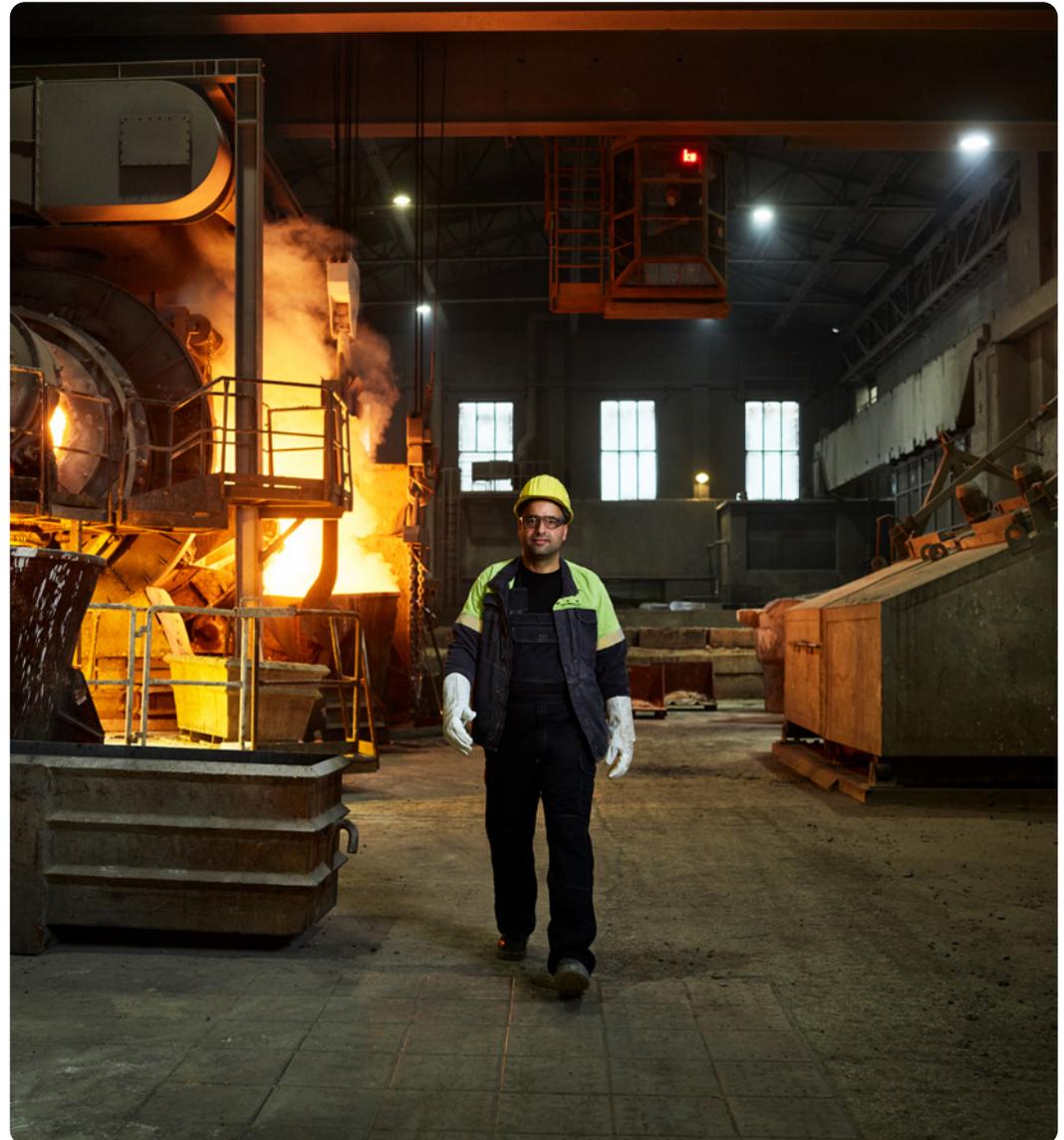
SOCIAL

OCCUPATIONAL SAFETY

In the area of occupational safety, the audit for ISO 45001 was carried out and initial certification was granted by TÜV Süd.

RECURRING TRAINING COURSES

All employees can complete the necessary recurring training for Montanwerke as a whole and for their individual department electronically. This means that all employees can complete the prescribed recurring instructions flexibly and independently of a fixed date. Certificates are then created automatically and can be called up as required (e.g., to check the level of training). These instructions are continuously updated during the year to keep them up to date. Instructions for the individual departments are currently being steadily replaced by much more extensive “Work instructions and safety instructions” (AASUs) for individual workplaces. There were already 62 AASUs at the end of 2023. In the current year, the remaining AASUs will be created for the departments and special work processes that are still outstanding.





NUMBERS 2023

SOCIAL

	2020	2021	2022	2023	2022 > 2023
Number of employees	330	350	335	344	+2.69%
thereof women	47	46	44	46	+4.55%
of which women (%)	14.24	13.14	13.13	13.37	+1.81%
thereof men	283	304	291	298	+2.41%
of which men (%)	85.76	86.86	86.87	86.63	-0.27%
Number of temporary employees	33	29	21	11	-47.62%
Number of apprentices	9	9	10	9	-10.00%
thereof women	2	2	3	3	0.00%
of which women (%)	22.22	22.22	30.00	33.33	+11.11%
thereof men	7	7	7	6	-14.29%
of which men (%)	77.78	77.78	70.00	66.67	-4.76%
Persons in the management	3	3	3	3	0.00%
thereof women	1	1	1	1	0.00%
thereof men	2	2	2	2	0.00%
New hires	48	49	26	36	+38.46%
thereof women	10	3	3	7	+133.33%
thereof men	38	46	23	29	+26.09%
Resignations	19	22	42	23	-45.24%
thereof women	2	4	5	2	-60.00%
thereof men	17	18	37	21	-43.24%
Fluctuation rate (%)	3.10	6.29	11.00	6.61	-39.91%

NUMBERS 2023

SOCIAL

	2020	2021	2022	2023	2022 > 2023
Accident rate (accidents per 100 employees)	4.13	6.33	4.50	4.90	+8.89%
Accident frequency (accidents per 1 million)	26.3	40.4	28.50	31.80	+11.58%
Accident absence (absence as % of working)	0.73	0.45	0.50	0.47	-6.00%
Hours lost (per year and employee)	11.4	7.0	11.7	11.3	-3.42%
Employees Kovohuty	168	168	164	150	-8.54%
Number of training occupations	5	5	5	5	0.00%
Number of apprentices taken on	2	1	1	1	0.00%
Number of employees who have undergone further training	330	376	335	344	+2.69%
Training days	205	533	380	343	-9.74%
Days per employee	0.7	1.42	1.13	1	-11.50%
Master classes for employees	2	5	2	0	-100.00%
Proportion of serious accidents (%)	2	1	3	0	-100.00%
Accident rate and accident frequency for new employees (%)	42	43	11	14	+27.27%

GOVERNANCE/MANAGEMENT

Only an economically healthy company has the opportunity to have a positive social and ecological impact. This is why the area of governance/corporate smangement is very important to us.

We introduced a premium for our copper cathodes, which consist of 100% recycled material and are produced with 100% green electricity, in 2023. In terms of corporate CO₂ accounting, our copper cathodes with the world's lowest CO₂e footprint will be in high demand. The electrification of cities and mobility as well as the increasing generation of electricity from renewable energies will increase the demand for copper and, in particular, increase the value of secondary copper in addition to primary copper.



CONSOLIDATED TURNOVER (IN EUR MILLION)

949.8



CATHODE PRODUCTION (T)

100,486

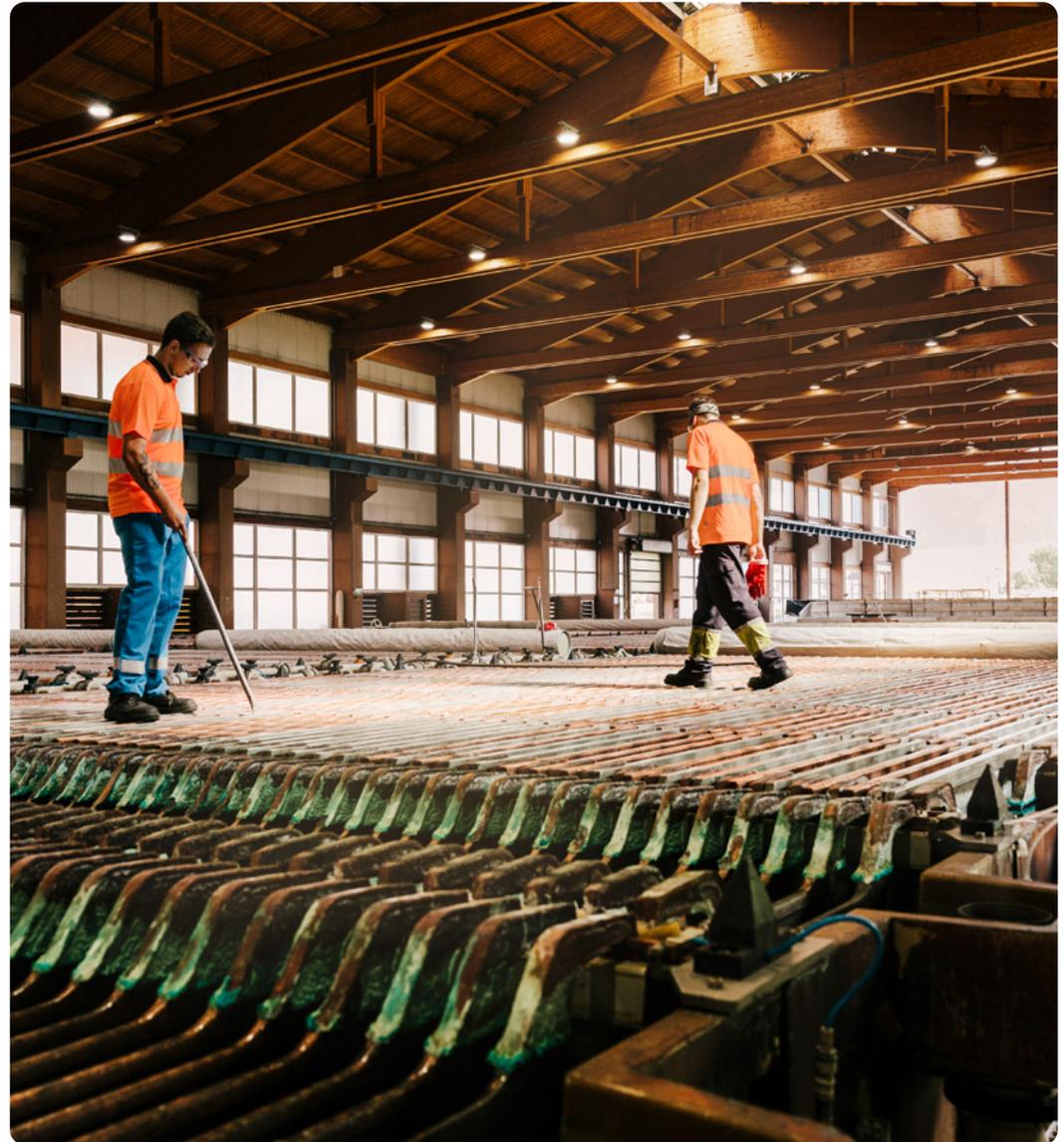
ACTIONS 2023

GOVERNANCE/MANAGEMENT

The introduction and further development of the app for the complete digitalization of the sampling process and delivery recording contributes significantly to quality assurance, supplier satisfaction, and the switch to paperless incoming scrap inspection.

To strengthen the company's roots in the region, sponsorship of local sports and traditional clubs (soccer, ice hockey, music bands) in the region was increased.

Ahead of the CSRD-compliant sustainability declaration from 2026, we have decided to set up a full-time staff position for sustainability.





NUMBERS 2023

ECONOMY

	2020	2021	2022	2023	2022 > 2023
Consolidated sales (in EUR m)	829.7	1,193.0	1,215.6	949.8	-21.87%
Cathode products (t)	132,019	133,481	107,862	100,486	-6.84%
Use of raw materials (bulk t)	147,215	159,211	120,926	115,136	-4.79%
Export share (%) ¹	97	96	96	94	-2.08%
Processing of recycled raw materials (t)	178,917	177,700	167,483	137,815	-17.71%
Anode copper production Kovohuty (t)	50,682	59,800	25,092	25,069	-0.09%

¹ corrected number for 2021

ABOUT THIS UPDATE

REPORTING PERIOD

This number update covers the 2023 financial year, from January 1, 2023 to December 31, 2023. Work on this report began in February 2024 and was completed in September 2024.

The next sustainability report for the 2024 financial year will be prepared in preparation for compliance with the ESR standards.

PUBLICATION

September 2024

CONTACT

For questions or feedback on this report:
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SUPPORT/EDITING/LAYOUT

This report was created in collaboration with
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DISCLAIMER

This sustainability report includes certain statements regarding the future that are based on current assessments of future developments and available assumptions and forecasts. Such statements are always subject to a degree of risk and uncertainty, which means that assumptions may turn out to be inaccurate and actual developments may differ from those described in this report. Montanwerke Brixlegg AG is under no obligation to amend these statements regarding the future to reflect future events or developments, and does not intend to do so.

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