

Aurubis AG

Sustainability KPI Update 2020/21

The 2020/21 KPIs update the KPIs from our Sustainability Report 2019/20 and supplement the information provided in our Non-Financial Report 2020/21.

Sites and employees GRI 102-4, GRI 102-45

Consolidated sites

| Europe | | | |
|----------------------------|----------------------|--|-------------------------------|
| DE | Hamburg | Aurubis AG headquarters | 2,526 |
| | | Aurubis Product Sales GmbH | 11 |
| | | E. R. N. Elektro-Recycling NORD GmbH | 15 |
| | | Peute Baustoff GmbH | 12 |
| | Lünen | Aurubis AG | 665 |
| | Stolberg | Aurubis Stolberg GmbH & Co. KG | 396 |
| | Emmerich | Deutsche Giessdraht GmbH | 115 |
| | Röthenbach | RETORTE GmbH Selenium Chemicals & Metals | 41 |
| | Berlin | Aurubis AG | 3 Group representative office |
| BG | Pirdop | Aurubis Bulgaria AD | 896 |
| BE | Olen | Aurubis Belgium NV/SA | 621 |
| | Beerse | Metallo Belgium NV | 444 |
| | | Metallo Group Holding NV | 3 |
| NL | Zutphen | Aurubis Netherlands BV | 288 |
| FI | Pori | Aurubis Finland Oy | 271 |
| IT | Avellino | Aurubis Italia Srl | 91 |
| | Mortara | Aurubis Mortara S.p.A. | 27 |
| ES | Berango | Metallo Spain S. L. U. | 97 |
| | Barcelona | Aurubis Product Sales GmbH | 1 |
| UK | Smethwick/Birmingham | Aurubis UK Ltd. | 23 |
| SK | Dolný Kubín | Aurubis Slovakia s.r.o. | 12 |
| FR | Lyon/Septème | Aurubis Product Sales GmbH | 1 |
| Employees in Europe | | | 6,559 |
| US | | | |
| US | Buffalo | Aurubis Buffalo Inc. | 576 |
| Employees in the US | | | 576 |
| Total employees | | | 7,135 |

The KPIs relate to permanent and temporary employment arrangements. Excluding Schwermetall Halbzeugwerk GmbH & Co. KG, Stolberg, in which Aurubis holds a 50% stake, and excluding Cablo Metall-Recycling und Handel GmbH, Ferbellin (which, since June 1, 2021, has belonged to the joint venture Cablo GmbH with the recycling company TSR Recycling GmbH & Co. KG; Aurubis holds a 40% stake in Cablo GmbH). Sites without employees are not listed.



Non-consolidated sites and independent sales employees

| Europe | | | |
|----------------------------|------------------------|---|-----------|
| DE | Berlin | azeti GmbH | 29 |
| SE | Finspång | Aurubis Sweden AB | 3 |
| RU | St. Petersburg | Aurubis Rus LLC | 2 |
| TR | Istanbul | Aurubis Turkey Kimya Anonim Sirketi | 1 |
| Employees in Europe | | | 35 |
| Asia | | | |
| CN | Shanghai | Aurubis Metal Products (Shanghai) Co., Ltd. | 4 |
| | Beijing ¹ | | 1 |
| UAE | Dubai | Aurubis Middle East FZE | 2 |
| SG | Singapore ¹ | | 2 |
| TH | Bangkok ¹ | | 1 |
| JP | Tokyo ¹ | | 1 |
| KR | Seoul ¹ | | 1 |
| Employees in Asia | | | 12 |
| Total employees | | | 47 |

¹ Agency/independent sales employees.

Raw materials

Concentrates and recycling materials are the raw materials from which copper is produced.

-  Concentrates
-  Recycling materials












Sales and distribution network

An international sales and distribution network markets our products.



Products

The copper is processed into products. Some products are already the result of copper production.

-  Cathodes
-  Wire rod
-  Shapes
-  Specialty profiles
-  Precious metals
-  Minor metals
-  Sulfuric acid
-  Iron silicate
-  Strip/foil
-  Specialty wire
-  Synthetic minerals

Slitting centers

Service centers located near our customers slit strip to the desired dimensions.

Certifications by site

| Site | EMAS | ISO 14001 | ISO 50001 | ISO 9001 | IATF 16949 | EfbV | ISO 45001 |
|---|------|-----------|----------------|----------------|------------|------|-----------|
| Production sites | | | | | | | |
| Hamburg, headquarters (DE) | ✓ | ✓ | ✓ | ✓ | | | ✓ |
| Lünen (DE) ¹ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ |
| Olen (BE) | | ✓ | ✓ | ✓ | | | ✓ |
| Pirdop (BG) | | ✓ | | ✓ | | | ✓ |
| Avellino (IT) | ✓ | ✓ | | ✓ | | | ✓ |
| Beerse, Metallo (BE) | | ✓ | ✓ ² | ✓ | | | |
| Berango, Metallo (ES) | | ✓ | | ✓ | | | ✓ |
| Buffalo (US) | | | | ✓ | ✓ | | |
| Emmerich, Deutsche Giessdraht (DE) | | ✓ | ✓ | ✓ | | | ✓ |
| Fehrbellin, Cablo GmbH (DE) ³ | | ✓ | ✓ | ✓ | | ✓ | |
| Hamburg, E. R. N. (DE) | | ✓ | ✓ | ✓ | | ✓ | ✓ |
| Hamburg, Peute Baustoff (DE) | | | | ✓ ⁴ | | | ✓ |
| Pori (FI) | | ✓ | ✓ | ✓ | | | ✓ |
| Röthenbach, RETORTE (DE) | | | | ✓ | | | ✓ |
| Stolberg (DE) | | | ✓ | ✓ | ✓ | | |
| Stolberg, Schwermetall Halbzeugwerk (DE) ⁵ | ✓ | ✓ | ✓ | ✓ | | | ✓ |
| Zutphen (NL) | | ✓ | | ✓ | ✓ | | |
| Slitting centers | | | | | | | |
| Dolný Kubín (SK) | | ✓ | | ✓ | | | ✓ |
| Mortara (IT) | | | | ✓ | | | ✓ |
| Smethwick/Birmingham (UK) | | | | ✓ | | | |

¹ The plant is also certified through WEEELABEX in accordance with the European series of standards EN 50625. The certificate confirms that waste electrical and electronic devices are efficiently treated and disposed of while minimizing environmental impact.

² Since October 29, 2021.

³ Not majority-owned by Aurubis (40 % stake).

⁴ For the sale of iron silicate granules used to produce blasting abrasives.

⁵ Not majority-owned by Aurubis (50 % stake).

Explanation:

EMAS: system of specifications for environmental management systems and environmental audits

ISO 14001: standard for environmental management systems

ISO 50001: standard for energy management systems

ISO 9001: standard for quality management systems

IATF 16949: standard for quality management systems in the automotive industry, based on ISO 9001

EfbV: Ordinance on Specialized Waste Management Companies (German certificate)

ISO 45001: standard for occupational safety management systems

ECONOMY

Overview GRI 201-1

| | Unit | 2019/20 | 2020/21 |
|--|------|---------|---------|
| Operating earnings before taxes (EBT) | €m | 221 | 353 |
| ROCE (return on capital employed) | % | 9.3 | 15.6 |
| R&D expenditure | €m | 15.0 | 12.0 |
| Environmental protection investments | €m | 36.1 | 60.9 |
| Environmental protection investments since 2000 (cumulative) | €m | 670 | 730 |

Average recycled copper content in copper cathodes in the Group 2020/21

in %



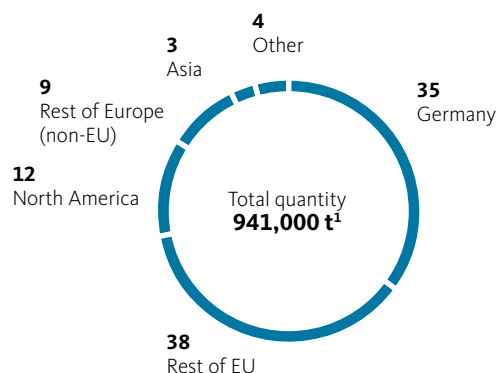
Origin of concentrates and throughput 2020/21

GRI 301-1, in %



Origin of recycling materials and throughput 2020/21

GRI 301-2, in %



¹ Excluding FRP.

Compliance and anti-corruption: Employees trained the past three years GRI 102-17, GRI 205-2

| | Unit | 2018/19 to 2020/21 |
|-----------------------------|-----------|--------------------|
| Anti-corruption | Employees | 1,330 |
| Percentage of all employees | % | 19.2 |
| Antitrust law | Employees | 507 |
| Percentage of all employees | % | 7.3 |

Incidents or lawsuits GRI 205-3, GRI 206-1, GRI 406-1

| | Unit | 2020/21 |
|----------------|--------|---------|
| Corruption | Number | 0 |
| Antitrust law | Number | 0 |
| Discrimination | Number | 0 |

Human rights GRI 412-3

| | Unit | 2020/21 |
|--|------|--|
| Reports submitted on topics relevant to human rights | | See pages 68-70 of the Aurubis Annual Report 2020/21 |
| Human rights, environmental protection, and safety clauses in supply contracts for primary raw materials | % | 89 |

ENVIRONMENT

Energy GRI 302-1, GRI 301-2, GRI 302-3

| | Unit | 2018 | 2019 | 2020 |
|---|-------------|-------------------------|-------------|-------------|
| Total energy consumption within the organization | million MWh | 3.64² | 3.47 | 3.72 |
| Total energy consumption from renewable energies | million MWh | 0.17 | 0.15 | 0.15 |
| Total primary energy consumption | million MWh | 1.75 | 1.69 | 1.72 |
| Total fuel consumption from non-renewable sources | million MWh | 1.70 | 1.68 | 1.71 |
| Natural gas | million MWh | 1.21 | 1.17 | 1.21 |
| Heating oil | million MWh | 0.01 | 0.01 | 0.00 |
| Liquefied petroleum gas (LPG) | million MWh | 0.05 | 0.04 | 0.04 |
| Diesel | million MWh | 0.01 | 0.06 | 0.05 |
| Fuel oil | million MWh | 0.30 | 0.30 | 0.27 |
| Coke | million MWh | 0.09 | 0.08 | 0.11 |
| Butane gas | million MWh | 0.03 | 0.03 | 0.03 |
| Total fuel consumption from renewable sources | million MWh | 0.003 | 0.002 | 0.002 |
| Wood and wood waste | million MWh | - | - | - |
| Landfill gas (LFG) | million MWh | 0.003 | 0.002 | 0.002 |
| Total secondary energy consumption | million MWh | 1.89² | 1.78 | 2.00 |
| Total electricity consumption | million MWh | 1.84² | 1.74 | 1.93 |
| Total bought-in electricity | million MWh | 1.81 ² | 1.72 | 1.90 |
| from non-renewable sources | million MWh | 1.68 ² | 1.59 | 1.79 |
| from renewable sources | million MWh | 0.14 ² | 0.13 | 0.11 |
| Consumption of internally generated renewable energies | million MWh | 0.03 ² | 0.02 | 0.03 |
| Consumption of bought-in steam | million MWh | 0.05 ² | 0.04 | 0.05 |
| Energy intensity¹ | MWh/t | 2.0² | 2.1 | 2.0 |

¹ Values based on copper production, i.e., at the Hamburg, Lünen, Pirdop, Olen, and (starting 2020) Beerse and Berango sites.

² Figures from the Sustainability Report 2019/20 have been adjusted.

To evaluate our environmental protection performance, we carried out a life cycle assessment (LCA) for our main product, the copper cathode. The results are available in the Environmental Statement 2021 (pages A-27 to A-28).

[Environmental Report 2021](#)

Reduction in energy consumption through individual projects GRI 302-4

| | Unit | 2020/21 |
|--|------|---------------|
| Total | MWh | 24,342 |
| Additional use of internal waste heat from the sulfuric acid process, Hamburg (DE) | MWh | 5,520 |
| Installation of an efficient converter booster burner, Hamburg (DE) | MWh | 1,705 |
| Integration of frequency converters for ventilation system, Beerse (BE) | MWh | 111 |
| Integration of more efficient engines and drives, Pirdop (BG) | MWh | 1,469 |
| Installation of more efficient transformers, Pirdop (BG) | MWh | 1,608 |

CO₂ emissions¹ GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

| | Unit | 2018 | 2019 | 2020 |
|---|----------------------|--------------|--------------|--------------------|
| Scope 1 and 2 | 1,000 t | 1,459 | 1,444 | 1,563 |
| Scope 1 (emissions produced as a direct result of burning fuels in internal facilities) | 1,000 t | 522 | 503 | 540 |
| Scope 2 (indirect emissions related to purchased energy, e.g., electricity) | 1,000 t | 936 | 941 | 1,023 ² |
| Specific Scope 1 emissions ⁵ | t/t of copper output | 0.31 | 0.32 | 0.31 |
| Specific Scope 2 emissions ⁵ | t/t of copper output | 0.59 | 0.65 | 0.62 |
| Specific Scope 1 and Scope 2 emissions ⁵ | t/t of copper output | 0.90 | 0.97 | 0.93 |
| Scope 3 (other indirect emissions)⁴ | 1,000 t | 2,081 | 1,917 | 2,541 |

¹ Aurubis reports its CO₂ emissions using the methods of the "European Union Emission Trading System (EU ETS): The Monitoring and Reporting Regulation (MRR) – General Guidance for Installations" and "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)." Emissions from diesel vehicles in accordance with the emissions trading system are not included. However, they make up only a very small percentage compared to other sources. Scope 2 emissions are reported here according to the market-based method. For the CDP, we report Scope 2 emissions according to both the market-based and the location-based methods.

² The increase is due to the new Beerse and Berango sites as well as an adjustment to the methodology used. Since 2020, emissions connected with oxygen production are included in Scope 2. These were included in Scope 3 in 2018 and 2019.

³ Based on copper production at the Hamburg, Lünen, Pirdop, Olen, and (since 2020) Beerse and Berango sites.

⁴ Some Scope 3 emissions have been extrapolated.

⁵ The increase is due to the new Beerse and Berango sites as well as an adjustment to the methodology used.

Scope 3 emissions by activity GRI 305-3

| | Unit | 2020 |
|-------------------------------------|------|------|
| Purchased goods and services | % | 69 |
| Upstream transport and delivery | % | 14 |
| Fuels and energy-related activities | % | 8 |
| Downstream transport and delivery | % | 5 |
| Investment goods | % | 4 |
| Employees' commuting routes | % | < 1 |
| Generated waste | % | < 1 |
| Business travel | % | < 1 |

Reduction in CO₂ emissions through individual projects GRI 305-5

| | Unit | 2020/21 |
|--|------|--------------|
| Total | t | 5,405 |
| Additional use of internal waste heat from the sulfuric acid process, Hamburg (DE) | t | 1,593 |
| Installation of an efficient converter booster burner, Hamburg (DE) | t | 310 |
| Integration of frequency converters for ventilation system, Beerse (BE) | t | 44 |
| Integration of more efficient engines and drives, Pirdop (BG) | t | 581 |
| Installation of more efficient transformers, Pirdop (BG) | t | 637 |

Nitrogen oxides (NO_x), sulfur dioxide (SO₂), and dust GRI 305-7

| | Unit | 2000 | 2012 | 2018 | 2019 | 2020 |
|---|----------------------|-------|------|------------------|-------|-------|
| Dust | t | - | - | 103 | 93 | 102 |
| NO _x | t | - | - | 842 ³ | 769 | 863 |
| SO ₂ | t | - | - | 4,859 | 4,154 | 5,264 |
| Specific dust emissions ¹ | g/t of copper output | 1,291 | 72 | 63 | 60 | 57 |
| Specific NO _x emissions ¹ | g/t of copper output | - | 0.55 | 0.57 | 0.56 | 0.54 |
| Specific SO ₂ emissions ² | g/t of copper output | 34.8 | 5.6 | 4.9 | 4.6 | 5.4 |

¹ Values based on copper production, i.e., at the Hamburg, Lünen, Pirdop, Olen, and (starting 2020) Beerse and Berango sites.

² Values based on primary copper production, i.e., at the Hamburg and Pirdop sites.

³ The figure from the Sustainability Report 2019/20 has been adjusted.

Water and effluents GRI 305-3, GRI 305-4, GRI 305-5

| | Unit | 2018 | 2019 | 2020 |
|---|------------------------|-------------|-------------|-------------|
| Total water withdrawal | million m ³ | 80.5 | 71 | 78.3 |
| Water withdrawal by source: | | | | |
| Surface water | million m ³ | 76.6 | 67.7 | 74.6 |
| Rainwater | million m ³ | 0.4 | 0.3 | 0.6 |
| Groundwater | million m ³ | 0.6 | 0.5 | 0.6 |
| Municipal water | million m ³ | 2.6 | 2.1 | 2.2 |
| Other ¹ | million m ³ | 0.3 | 0.3 | 0.3 |
| Total water discharge | million m ³ | 77.0 | 66.1 | 71.9 |
| Water discharge by destination | | | | |
| Surface water | million m ³ | 75.6 | 64.7 | 70.5 |
| Municipal wastewater system | million m ³ | 1.4 | 1.3 | 1.3 |
| Wastewater to third parties | million m ³ | <0.1 | <0.1 | <0.1 |
| Metal emissions to water² | g/t of copper output | 1.1 | 1.0 | 0.8 |

¹ Other: distilled water, steam, etc.

² In this table, we refer to the copper production sites that discharge directly into water. In Lünen and Berango, wastewater is directed to the public sewer system after being treated on the plant premises, so these sites aren't included.

KPIs related to waste GRI 306-3, GRI 306-4, GRI 306-5

| | Unit | 2018 | 2019 | 2020 |
|--------------------------------|------|---------------------------|----------------------------|---------------|
| Hazardous waste | t | 46,886 | 48,659¹ | 50,970 |
| Landfilling | t | 34,032 | 36,429 | 36,473 |
| Disposal (thermal) | t | 81 | 123 ¹ | 370 |
| Thermal utilization | t | 447 | 391 | 441 |
| Recycling | t | 10,457 | 8,731 ¹ | 11,638 |
| Storage | t | 1,846 | 1,682 | 1,899 |
| Internal utilization/recycling | t | 24 | 1,303 | 149 |
| Non-hazardous waste | t | 43,255¹ | 46,992 | 81,705 |
| Landfilling | t | 2,134 | 1,739 | 17,491 |
| Disposal (thermal) | t | 717 ¹ | 682 ¹ | 624 |
| Thermal utilization | t | 472 | 590 | 435 |
| Recycling | t | 32,947 | 38,354 ¹ | 57,068 |
| Storage | t | 128 | 89 | 133 |
| Internal utilization/recycling | t | 6,857 | 5,537 | 5,955 |
| Construction waste | t | 46,558 | 122,503¹ | 17,887 |

¹ Figures from the Sustainability Report 2019/20 have been corrected.

Conservation areas in close proximity to copper production sites GRI 304-1

| | Name | Distance | Direction |
|--------------|--|------------------------------------|---------------|
| Hamburg (DE) | Hamburger Unterelbe | 200 – 600 m | Southeast |
| | Holzhafen | 600 – 1,000 m | East |
| | Heuckenlock/Schweenssand | 3,600 m | South |
| Pirdop (BG) | Tsentrallen Balkan – bufer (bird conservation area) | approx. 1,700 m approx. 2,300 m | North East |
| | Sredna gora | approx. 2,300 m | South |
| Lünen (DE) | In den Kaempfen, Im Mersche, and Langerner Hufeisen | < 2,000 m | Northeast |
| | Lippeaue | < 5,000 m | Northwest |
| | Lippe-Unna, Hamm, Soest, Warendorf | < 2,500 m | Northwest |
| Olen (BE) | Valleigebied van de Kleine Nete met haar brongebieden, moerassen en heiden | approx. 1,000 m | North |
| | De Vallei van de Kleine Nete Benedenstroom | approx. 1,000 m | North |
| | Het Olensbroek-Langendonk | approx. 1,000 m | North |
| Beerse (BE) | Eksterheide | approx. 500 m | West |
| | Duivelskuil | approx. 750 m | Southwest |
| | Pomp-Poelberg | approx. 1,000 m | Northwest |
| Berango (ES) | Ría de Mundaka-Cabo de Ogoño Marine Area | approx. 3,500 m | North |
| | Ría del Barbadun | approx. 10,000 m | Southwest |

PEOPLE

Personnel structure GRI 102-7, GRI 102-8, GRI 401-1, GRI 405-1

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|---|--------|---------|---------|---------|
| Total employees | Number | 6,831 | 7,236 | 7,135 |
| – Female | % | 12 | 13 | 13 |
| – Male | % | 88 | 87 | 87 |
| Blue collar | Number | 4,214 | 4,356 | 4,285 |
| – Female | % | 4 | 3 | 4 |
| – Male | % | 96 | 97 | 96 |
| White collar | Number | 2,328 | 2,561 | 2,519 |
| – Female | % | 28 | 29 | 28 |
| – Male | % | 72 | 71 | 72 |
| Apprentices (including Pirdop, BG) | Number | 289 | 319 | 331 |
| – Female | % | 13 | 12 | 14 |
| – Male | % | 87 | 88 | 86 |
| Temporary workers ¹ | Number | 223 | 147 | 166 |
| New employee hires (including apprentices) | Number | 792 | 547 | 662 |
| Turnover rate (excluding apprentices) | % | 7.8 | 7.4 | 8.4 |
| Average length of employment in the company | Years | 14.3 | 14.1 | 14.0 |

¹ Personnel that are legally employed by an external service provider, regularly work for Aurubis, and have been approved in the course of internal personnel and resource planning. External consultants and service providers are not included.

Temporary and permanent contracts¹ GRI 102-8

| | Unit | 2018/19 | | 2019/20 | | 2020/21 | |
|---|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | Permanent | Temporary | Permanent | Temporary | Permanent | Temporary |
| Total employees | Number | 6,287 | 255 | 6,706 | 211 | 6,589 | 215 |
| – Female | Number | 758 | 45 | 830 | 44 | 815 | 48 |
| – Male | Number | 5,529 | 210 | 5,876 | 167 | 5,774 | 167 |
| – Employees in Germany | Number | 3,502 | 142 | 3,462 | 128 | 3,347 | 121 |
| – Employees in Europe (excluding Germany) | Number | 2,197 | 72 | 2,704 | 49 | 2,679 | 81 |
| – Employees in the US | Number | 588 | 41 | 540 | 34 | 563 | 13 |

¹ Excluding apprentices.

Full-time and part-time employees¹ GRI 102-8

| | Unit | 2018/19 | | 2019/20 | | 2020/21 | |
|----------------------------------|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | Full-time | Part-time | Full-time | Part-time | Full-time | Part-time |
| Total employees | Number | 6,279 | 263 | 6,545 | 372 | 6,448 | 356 |
| – Proportion of total employees | % | 96 | 4 | 95 | 5 | 95 | 5 |
| – Female | Number | 666 | 137 | 716 | 158 | 719 | 144 |
| – Proportion of female employees | % | 83 | 17 | 82 | 18 | 83 | 17 |
| – Male | Number | 5,613 | 126 | 5,829 | 214 | 5,729 | 212 |
| – Proportion of male employees | % | 98 | 2 | 96 | 4 | 96 | 4 |

¹ Excluding apprentices.**Age structure¹** GRI 405-1

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|---------|--------|---------|---------|---------|
| < 20 | Number | 15 | 11 | 4 |
| 20 – 29 | Number | 997 | 990 | 944 |
| 30 – 39 | Number | 1,642 | 1,806 | 1,865 |
| 40 – 49 | Number | 1,467 | 1,583 | 1,548 |
| 50 – 59 | Number | 1,824 | 1,912 | 1,840 |
| 60 – 69 | Number | 584 | 602 | 596 |
| > 69 | Number | 13 | 13 | 7 |

¹ Excluding apprentices.**Proportion of female managers** GRI 405-1

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|--------------------------|------|---------|---------|---------|
| On the Supervisory Board | % | 33 | 33 | 33 |
| On the Executive Board | % | 0 | 0 | 0 |
| First management level | % | 24 | 20 | 28 |
| Second management level | % | 19 | 21 | 20 |

Individuals with a disability GRI 405-1

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|---|------|---------|---------|---------|
| Percentage of individuals with a severe disability ¹ | % | 6.9 | 6.1 | 5.9 |

¹ For Aurubis AG.

Proportion of employees covered by collective agreements GRI 102-41

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|-------------------------------|------|---------|---------|---------|
| Proportion of total employees | % | 96 | 96 | 93 |
| Proportion of AG employees | % | 96 | 100 | 100 |

Apprenticeship rate and apprentice retention rate in Germany

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|---------------------------|------|---------|---------|---------|
| Apprenticeship rate | % | 7.3 | 7.7 | 8.4 |
| Apprentice retention rate | % | 78.4 | 71.2 | 71.6 |

Training hours GRI 404-1

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|--|-------------------------|---------|---------|---------|
| Total employees | Training hours/employee | 15.2 | 12.0 | 13.9 |
| – Blue collar | Training hours/employee | 13.6 | 10.2 | 13.7 |
| – White collar | Training hours/employee | 18.3 | 15.2 | 14.2 |
| Total proportion of employees receiving training | % | 75.5 | 67.0 | 61.2 |
| – Blue collar | % | 73.4 | 66.0 | 58.6 |
| – White collar | % | 79.4 | 68.8 | 65.5 |

Occupational safety GRI 403-9

| | Unit | 2018/19 | 2019/20 | 2020/21 |
|---|--------|---------|---------|---------|
| Work-related accidents involving Aurubis employees¹ | | | | |
| Number of work-related accidents | Number | 61 | 51 | 54 |
| LTIFR ² | Rate | 6.0 | 5.4 | 5.0 |
| Severity rate | Rate | 0.32 | 0.35 | 0.32 |
| Number of work-related fatalities | Number | 0 | 0 | 0 |
| Work-related accidents involving temporary workers | | | | |
| Number of work-related accidents | Number | 16 | 10 | 4 |
| LTIFR ² | Rate | 39.4 | 36.2 | 12.5 |
| Number of work-related fatalities | Number | 0 | 0 | 0 |
| Work-related accidents involving external companies | | | | |
| Number of work-related accidents | Number | 22 | 21 | 33 |
| LTIFR ² | Rate | 5.9 | 5.8 | 8.7 |
| Number of work-related fatalities | Number | 0 | 0 | 0 |

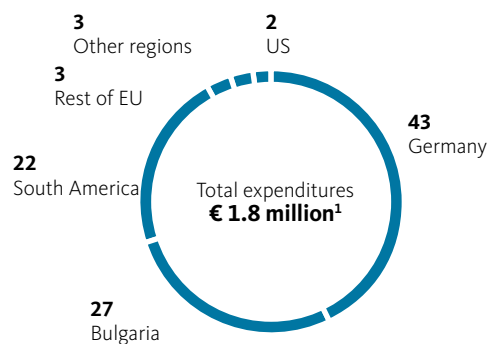
¹ Absolute number of accidents including the Beerse and Berango sites starting June 1, 2020.

Excluding Cablo Metall-Recycling und Handel GmbH, Ferbellin, starting June 1, 2021 (which, since June 1, 2021, has belonged to the joint venture Cablo GmbH with the recycling company TSR Recycling GmbH & Co. KG; Aurubis holds a 40% stake in Cablo GmbH).

² LTIFR: Beerse and Berango sites included for the entire fiscal year starting in 2019/20 so that the KPI can be compared.

Total expenditures for social engagement and regional distribution 2020/21 GRI 203-1, GRI 413-1

in %



¹ The total expenditures mainly comprise sponsoring amounts and donations combined. The total includes Schwermetall Halbzeugwerke GmbH & Co. KG and Cablo Metall-Recycling und Handel GmbH, Ferbellin (which, since June 1, 2021, has belonged to the joint venture Cablo GmbH with the recycling company TSR Recycling GmbH & Co. KG; Aurubis holds a 40% stake in Cablo GmbH).

About the KPI Update

GRI 102-50, GRI 102-51, GRI 102-52

With the KPI Update 2020/21, we are updating the KPIs from our Sustainability Report 2019/20 and supplementing the information provided in our Non-Financial Report 2020/21. The reporting period is fiscal year 2020/21. The Aurubis fiscal year starts on October 1 and ends on September 30. All environmental and energy KPIs are reported for calendar year 2020, not fiscal year 2020/21. These KPIs are used first and foremost for internal management purposes and reporting for governmental authorities, for which the calendar year is the given period under review. Parallel reporting of both calendar year and fiscal year figures could lead to confusion and ambiguity.

In addition to Aurubis AG, the scope of consolidation includes all of the fully consolidated subsidiaries (as at September 30, 2021) and therefore fundamentally corresponds to the scope of consolidation of the Annual Report, excluding Schwermetall Halbzeugwerk GmbH & Co. KG, in which Aurubis holds a 50 % stake. The Fehrbellin site has belonged to the joint venture Cablo GmbH with the recycling company TSR Recycling GmbH & Co. KG since June 1, 2021. Aurubis holds a 40 % stake. The site is still fully consolidated in the environmental KPIs. The KPIs for the Beerse and Berango sites are included as of June 1, 2020, and in the environmental KPIs starting January 1, 2020. The environmental and energy KPIs are reported for production sites that are majority-owned (>50 %) by Aurubis (see page 2). This reflects most of the energy consumption and emissions. The volume at the slitting centers and sales offices is negligible in comparison. When copper production is mentioned in the context of environmental KPIs, this refers to primary and secondary copper production at the Hamburg, Lünen, Olen, Pirdop, Beerse, and Berango sites. Any deviations from the scope of consolidation are expressly stated for the relevant figures.

The Non-Financial Report is released annually as part of the Annual Report. Our Sustainability Reports are released every two years. The last Sustainability Report was released in spring 2021, and the Non-Financial Report for fiscal year 2020/21 was released with the Aurubis AG Annual Report 2020/21 in December 2021.

[Annual Report 2020/21](#)