



TRIMET Aluminium SE
Sustainability Report 2021

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TRIMET Aluminium SE

Sustainability program

Universal standards

Subject-specific standards



TRIMET Aluminium SE –
an independent family-
owned company for more
than 35 years

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As a medium-sized, family-owned company, TRIMET Aluminium SE develops, produces, recycles, casts, and sells modern light-metal products made of aluminium at nine locations and supplies the entire value chain in the aluminium industry. TRIMET is a dependable partner to its customers and a reliable employer to its workforce. As a local producer of raw materials, TRIMET sees itself as a supplier that is very close to its customers, making an important contribution to maintaining innovative value chains and making them fit for the future.

In the 2021 reporting year, the ongoing coronavirus pandemic presented the economy with major challenges. Like other industries, the aluminium processing industry has been struggling with disruptions to global supply chains and procurement bottlenecks. In addition, there was dislocation on the raw material and energy markets, which also affected TRIMET. The company was able to secure the supply of raw materials to its production sites and guarantee the unrestricted supply of its customers in proven quality. At the same time, TRIMET has continued to pursue its long-term plan as part of the company's sustainability strategy. Measures have been taken across all production sites to further reduce the environmental impact of production and improve the carbon footprint of the produced aluminium.

The company's 2,400 employees have played a key role in helping TRIMET to master the challenges and implement the projects. Through their prudence and responsible actions, they have spared the workforce from any major slumps caused by the coronavirus and made sure that the company has remained productive at all times.

“Turbulence in the global economy has heightened awareness of regional value chains. As a local producer of raw materials, TRIMET makes an important contribution to supply reliability in the industry. In so doing, we align our activities with ecological, social, and ethical criteria. After all, sustainability is crucial for the success of our customers and also for the long-term existence of our production sites.”

Philipp Schlüter, CEO of TRIMET Aluminium SE



As an independent family business, TRIMET focuses on securing the long-term existence of its production sites. Demonstrating social responsibility and improving products and production processes for the purposes of environmental protection and climate change mitigation are important prerequisites in this regard. Accordingly, sustainability is rooted in the self-conception of the producer of raw materials. TRIMET is pursuing the principle of sustainability as set out by the United Nations in its 17 Sustainable Development Goals.

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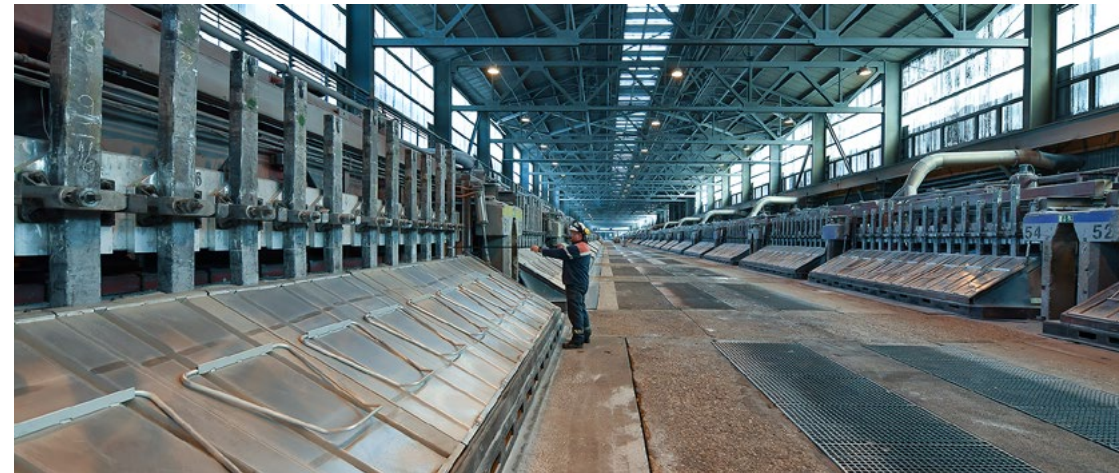
Subject-specific standards

Producing sustainably, increasing competitiveness

Proof of sustainability is increasingly determining the competitiveness of industrial products. This places high demands on the materials. TRIMET meets these demands and consistently gears its business activities toward them in its role as an aluminium producer. The family-owned company focuses on all aspects of sustainability.

TRIMET depends on the long-term commitment of its employees. The family-owned company meets its responsibilities with comprehensive occupational health and safety programs, among other things. The company attaches great importance to training its junior staff in-house. Every year, around 50 young people begin their technical or commercial training here and are employed in specialist roles upon successful completion. Among them are refugees who have received vocational training at TRIMET via an entry-level qualification.

In the area of production, our efforts are focused not only on continuing to develop the highest environmental standards, but also adopting climate-friendly production methods for aluminium. Networking and digitalizing production processes and modernizing the busbar system reduce the specific energy consumption of the aluminium smelters, state-of-the-art burner technology for smelting and anode baking furnaces cut emissions, and extracting process heat for use in district heating improves the carbon footprint.



Research into an inert cell technology that permits the production of primary aluminium without releasing greenhouse gases is currently being funded with a view to developing a scalable demonstrator. Improving the life cycle assessment is also a focus when developing new materials. TRIMET's research laboratories are working to further increase the percentage of recycled material in its alloys.

The use of climate-neutral energy and the development of an innovative process technology that releases no CO₂ while enabling improved load flexibility to integrate volatile power generation are key elements of TRIMET's decarbonization strategy with the aim of achieving the climate-neutral production of primary aluminium by 2045.

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102-1	Name of the organization TRIMET Aluminium SE (hereinafter: TRIMET)
102-2	Activities, brands, products, and services TRIMET produces primary and secondary aluminium at five sites in Germany and two sites in France. TRIMET is testing an innovative process that adapts the salt-flow electrolysis used in aluminium production to the fluctuating power generated by wind and solar power plants, thereby providing a service that allows the electricity market to be more flexible, which in turn helps to stabilize the power grid and integrate electricity from renewable energy sources. Furthermore, TRIMET trades in aluminium and other nonferrous products. The company's well-known brands include the trimal® aluminium alloys.
102-3	Location of headquarters TRIMET's head office is located in Essen. Besides an aluminium smelter for producing high-quality aluminium alloys, the central divisions of the company are based in Essen, including the research and development division.
102-4	Location of operations In Germany, besides its head office in Essen, TRIMET operates production sites in Gelsenkirchen, Hamburg, Harzgerode, and Voerde. In France, TRIMET has a 65 percent stake in TRIMET France SAS (TRIMET France), where it manufactures primary aluminium products at its two sites in Saint-Jean-de-Maurienne and Castelsarrasin.
102-5	Ownership and legal form TRIMET has been a European public limited liability company (Societas Europaea or SE) since February 28, 2013. The sole shareholder is TRIMET SE, based in Essen.

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>Universal standards</p> <p>GRI 102: General Disclosures</p> <p>Organizational profile</p> <p>Strategy</p> <p>Ethics and integrity</p> <p>Governance</p> <p>Stakeholder engagement</p>	<p>102–6</p>	<p>Markets served</p> <p>TRIMET produces aluminium in alloys adapted to the customer’s needs and delivers the products in various formats: as liquid metal, extrusion billets, rolling ingots, remelting ingots, T-ingots, sows, wire, and scrap.</p> <p>The company’s turnover by country and region breaks down as follows:</p> <ul style="list-style-type: none"> 81.9 percent (2020: 83.3%): Germany (73.3%, 2020: 73%) and France (8.6%, 2020: 10.3%) 16.2 percent (2020: 15.2%): Neighboring countries of Germany and France 0.2 percent (2020: 1.5%): The other EU27 countries 1.7 percent (2020: 0.2%): Non-EU27 countries <p>TRIMET thus plays a very important role in supplying its customers at local level – around 98 percent of the company’s turnover was generated in Germany and France as well as neighboring countries of Germany and France.</p>
<p>Reporting</p> <hr/> <p>GRI 103: Management Approach</p> <hr/> <p>Subject-specific standards</p> <hr/>	<p>102–7</p>	<p>Scale of the organization</p> <p>TRIMET is a wholly owned subsidiary of the family-owned TRIMET SE. With its reporting date on June 30, TRIMET’s financial year differs from the calendar year.</p> <p>Here is the key financial data relating to the scale of the organization for TRIMET Aluminium SE (excluding subsidiaries) as of June 30, 2021.</p> <p>Total assets: EUR 661 m Turnover: EUR 1,163 m Equity capital: EUR 300 m Employees: 1,677</p> <p>Across the four smelting sites, 516,989 metric tons of electrolytic metal were produced (as of June 30, 2021). The amount produced by the recycling plants was 113,645 metric tons (as of June 30, 2021).</p>
	<p>102–8</p>	<p>Information on employees and other workers</p> <p>On December 31, 2021, TRIMET had 2,362 (2020: 2,305) employees (persons) and 129 (2020: 204) agency workers (persons).</p>

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<p>GRI 103: Management Approach</p>	<p>102–10</p>	<p>Significant changes to the organization and its supply chain</p> <p>There were no significant changes in 2021.</p>
<p>Subject-specific standards</p>	<p>102–11</p>	<p>Precautionary principle or approach</p> <p>In order to prevent any negative impact on people and the environment to the greatest possible extent, potential hazards are identified and addressed at an early stage. To this end, TRIMET has certified management systems with a focus on quality, energy efficiency, the environment, and occupational safety. In addition, a comprehensive risk management plan averts any risks posed by business activities. These include operational risks, staff- and business-related risks as well as environmental and social risks.</p>
	<p>102–12</p>	<p>External initiatives</p> <p>TRIMET standards comply with the laws and regulations in force or go beyond what is required and take into account internationally recognized principles. TRIMET respects and supports:</p> <ul style="list-style-type: none"> > The 17 Sustainable Development Goals (SDGs) > The 10 principles of the UN Global Compact > The ILO Declaration on Fundamental Principles and Rights at Work and the ILO core labor standards > The UN Guiding Principles on Business and Human Rights <p>Since 2015, TRIMET has been a member of the Compliance Initiative of the Association for Supply Chain Management, Procurement and Logistics (BME) and since 2019 a member of the Aluminium Stewardship Initiative (ASI)</p>

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>Universal standards</p> <p>GRI 102: General Disclosures</p> <p>Organizational profile</p> <p>Strategy</p> <p>Ethics and integrity</p> <p>Governance</p> <p>Stakeholder engagement</p> <p>Reporting</p> <p>GRI 103: Management Approach</p> <hr/> <p>Subject-specific standards</p> <hr/>	<p>102–13</p>	<p>Membership of associations</p> <p>In 2021, TRIMET Aluminium SE was a member of the following organizations:</p> <ul style="list-style-type: none"> > European Aluminium (EA) > Eurometaux > BDI Initiative Circular Economy (since April 2021) > "Aluminium Deutschland" (AD) > German Non-Ferrous Metals Association (WVM) > Association of German Metal Traders (VDM) > German Association of the Industrial Energy and Power Industry (VIK) > "Metalle pro Klima" > German Forum for Future Energies > "Zukunft durch Energie" > IG BCE If.E > "Marktoffensive Erneuerbare Energien" > "Initiativkreis Ruhr" > H2 Advisory Board for the City of Essen (since April 2021) > Climate Port Gelsenkirchen (since July 2021) <p>In 2021, TRIMET France was a member of the following organizations:</p> <ul style="list-style-type: none"> > European Aluminium (EA) > Aluminium France (AF) > "Union des Industries de la Chimie" (UIC) > French Union of Energy-Consuming Industries (UNIDEN) > "Groupement Hyper Electro Intensifs français" (HEI)
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Statement from senior decision-maker

Philipp Schlüter, CEO of TRIMET Aluminium SE, explains:
 “The year 2021 was also marked by the coronavirus pandemic. Despite the associated adversities, we were largely able to maintain production and reliably supply our customers with materials. As a responsible employer, we neither requested reduced working hours nor announced compulsory redundancies despite the production cuts. We continued to focus on a challenge that is of crucial importance to TRIMET and the entire industry: producing aluminium pursuant to global climate protection targets. We remain committed to our goal of achieving climate-neutral aluminium production by 2045 at the latest.”

Ethics and integrity

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Values, principles, standards, and norms of behavior

As a participant in the BME Compliance Initiative, TRIMET uses its [Code of Conduct](#). This applies alongside the [TRIMET Code on Human Rights](#) and the [TRIMET Supplier Code of Conduct](#).

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Governance structure

Sustainability is the responsibility of the Executive Board. Clearly defined tasks are derived from it and incorporated in the management structure. As the highest governance body, the Supervisory Board monitors how the company lives up to its economic, environmental, and social responsibility. The Executive Board also coordinates the sustainability management activities. The following departments are especially involved in the carrying out of essential tasks: Energy Affairs, Occupational Safety and Environmental Protection, Human Resources Management, Research and Development, Marketing and Sales, Communication, Management Systems, Legal and Compliance. Each head of department reports on these matters to the respective member of the Executive Board. The Executive Board coordinates all matters and determines the need for action.

Stakeholder engagement

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List of stakeholder groups

The following stakeholders are relevant to TRIMET:

- > Customers
- > Employees
- > Suppliers
- > The general public
- > Neighbors
- > Public bodies
- > Office holders and elected representatives
- > Shareholders
- > Banks

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Collective bargaining agreements

Collective bargaining agreements are applicable to approx. 95 percent of employees. They do not apply to board members, managing directors, executives, and exempt employees.

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>Universal standards</p> <p>GRI 102: General Disclosures</p> <ul style="list-style-type: none"> Organizational profile Strategy Ethics and integrity Governance <p>Stakeholder engagement</p> <ul style="list-style-type: none"> Reporting 	<p>102–42</p>	<p>Identifying and selecting stakeholders</p> <p>As an industrial company, TRIMET is focused on identifying and analyzing developments, requirements, and other aspects of sustainability at an early stage, setting appropriate targets, and taking measures to achieve these goals.</p> <p>Engaging in dialogue with stakeholders plays a key role in identifying relevant issues. For TRIMET, these interest groups and stakeholders are institutions or individuals to whom the company is directly or indirectly related through its business activities and who thus have an interest in what TRIMET does. TRIMET provides different channels for engaging in dialogue with these groups.</p> <p>The Executive Board has defined the stakeholder groups relevant to TRIMET following in-depth consultation. One essential selection criterion was the direct and indirect relationship of the respective group to the business activity and its economic, social, and environmental impact.</p>
<p>GRI 103: Management Approach</p> <hr/> <p>Subject-specific standards</p> <hr/>	<p>102–43</p>	<p>Approach to stakeholder engagement</p> <p>TRIMET continuously involves its stakeholders. Various channels are used to engage in dialogue. These include annual employee appraisals, face-to-face meetings at local, national, and international level, and participation in committees and associations as well as subject- and target group-specific formats. Once again in 2021, very few in-person events were organized on account of the coronavirus pandemic.</p>

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102–44	<p>Key topics and concerns raised</p> <p>TRIMET is an important employer across all its sites. Conscious of its importance to society, the company regularly engages in dialogue with the relevant office holders and elected representatives – face-to-face meetings were once again limited in 2021 due to the coronavirus pandemic.</p> <p>Complaints from those who neighbor the production plants about noise, dust, or odor pollution are rare. TRIMET takes complaints seriously and investigates the possible causes in all cases. There was one complaint in Saint-Jean-de-Maurienne during the reporting period due to a problem in the flue gas processing unit. The circumstances were investigated and corrective action was taken. The complainant and other parties were informed accordingly. There were no complaints in Castelsarrasin, Essen, Gelsenkirchen, Hamburg, or Harzgerode during the reporting period.</p> <p>TRIMET has recognized that the complete closure of material cycles is a key aspect of sustainable management and thus also important for the achievement of climate goals. For this reason, TRIMET became a founding member of the BDI Initiative Circular Economy in April 2021 – TRIMET’s CEO is also a member of the initiative’s board.</p>
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102–45	<p>Entities included in the consolidated financial statements</p> <p>This Sustainability Report covers the following companies:</p> <ul style="list-style-type: none"> > TRIMET Aluminium SE > TRIMET France SAS <p>For reasons of materiality, TRIMET Italia Srl has not been included. It has no significant bearing on the facts and figures detailed in this report. TRIMET Aluminium SE had a 25 percent stake in BOHAI TRIMET Automotive Holding GmbH until August 22, 2022. Information for Essen, Gelsenkirchen, Hamburg and Voerde is reported separately because these sites have been or are being certified in accordance with the ASI Performance Standard.</p>
102–46	<p>Defining report content and topic boundaries</p> <p>The following principles have been taken into account when determining the content of the report: stakeholder involvement, sustainability context, materiality, completeness.</p>

TRIMET Aluminium SE	102–47	List of material topics <ul style="list-style-type: none"> > Governance > Environmental protection and climate change mitigation > Occupational health and safety > Employees and management > Products and innovations > Customers and suppliers > Neighborhood and society
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Strategy	102–48	Restatements of information There are no significant restatements of information.
Ethics and integrity	102–49	Changes in reporting There is no change in the list of material topics.
Governance		
Stakeholder engagement	102–50	Reporting period Divergent from the financial year, the reporting period for this Sustainability Report is the 2021 calendar year (January 1 to December 31, 2021).
Reporting		
GRI 103: Management Approach	102–51	Date of most recent report For reasons of materiality, TRIMET Italia Srl has not been included. It has no significant bearing on the facts and figures detailed in this report. TRIMET Aluminium SE had a 25 percent stake in BOHAI TRIMET Automotive Holding GmbH until August 22, 2022. Information for Essen, Gelsenkirchen, Hamburg and Voerde is reported separately because these sites have been or are being certified in accordance with the ASI Performance Standard.
Subject-specific standards	102–52	Reporting cycle The Sustainability Report is prepared annually.
	102–53	Contact point for questions regarding the report If you have any questions about the content of the Sustainability Report, the legal and compliance department (e-mail: compliance@trimet.de) will be happy to assist you.
	102–54	Claims of reporting in accordance with the GRI Standards This report has been prepared in line with the “Core” option of the GRI Standards.
	102–55	GRI content index This table is also the GRI content index.
	102–56	External assurance No external audit has been conducted.

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Explanation of the material topic and its boundary

Sustainability is integrated into TRIMET’s business model. There are no changes since last year. The Executive Board has in turn identified the following action areas as key issues:

> **Governance**

This action area covers a responsible approach to dealing with the people and organizations involved in the development of the company and a responsible, legally sound conducting of business activities.

> **Environmental protection and climate change mitigation**

This action area covers all measures aimed at cutting direct and indirect carbon emissions and protecting the environment.

> **Occupational health and safety**

This action area covers occupational health and safety.

> **Employees and management**

This action area covers the systematic training of employees, the compatibility of work and family life, and the recruitment of new employees.

> **Products and innovations**

This action area covers production based on the strategy of zero defects. Customers can be confident of receiving only high-quality products. The research and development department works with customers to develop new alloys – tailored to their specific needs.

> **Customers and suppliers**

This action area covers long-term and partnership-based customer and supplier relationships and the acquisition of new customers. This is achieved by guaranteeing the highest product quality, creating product innovations, and generating high levels of customer satisfaction.

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> **Neighborhood and society**

This action area covers regional value creation, interaction with stakeholders, and support for social activities as essential elements of social engagement.

The management approach and its components

> **Governance**

TRIMET has a compliance management system and participates in the BME Compliance Initiative.

TRIMET Integra was launched in April 2021. TRIMET Integra is a web-based whistle-blowing system – www.bkms-system.net/trimet – and is available to TRIMET employees, business partners, and any other person around the clock. This allows them to report by name or anonymously potential violations of TRIMET Aluminium SE’s principles of business and conduct, internal company guidelines, or any laws, or seek advice in this regard.

> **Environmental protection and climate change mitigation**

All TRIMET sites prioritize efforts to further increase energy efficiency and operate certified management systems in accordance with DIN EN ISO 50001. In 2019, the company took the decision to have all sites certified in accordance with DIN EN ISO 14001. This goal was achieved in 2021: All sites operate an environmental management system certified in accordance with DIN EN ISO 14001.

> **Occupational health and safety**

TRIMET is involved in the “Vision Zero” initiative. In the course of the cooperation agreement signed at the beginning of 2018 with the German Social Accident Insurance Institution for the raw materials and chemical industry (BG RCI) relating to the prevention strategy “VISION ZERO. Zero accidents – healthy work!”, management training courses on “responsible occupational safety” were held across all levels of the company and attended by everyone from the site manager to foreman. At the same time, work continued on drawing up the risk assessments in line with the new system. In cross-site working groups, further tools covering issues such as operating procedures, instructions, and monitoring were developed together with the occupational safety specialists and the German Social Accident Insurance Institution. The results have been summarized and published in occupational safety guidelines.

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On this basis, all managers were supposed to be taught how to put the newly developed occupational health and safety tools into practice in a second series of training courses. Following the coronavirus crisis, however, most of these training courses had to be canceled. In 2019, the company resolved to have all sites certified in accordance with the new standard DIN EN ISO 45001: 2018. In 2021, the sites in Essen, Hamburg, and Voerde received new certification. Castelsarrasin, Gelsenkirchen, and Saint-Jean-de-Maurienne were already certified.

> **Employees and management**

Nurturing employees and involving them in decision-making processes are an essential part of the culture of the family-owned company. The aim is to secure long-term loyalty. That is why TRIMET itself takes responsibility for training its young employees. The TRIMET Academy opens up career opportunities to employees from all areas and at all levels by nurturing their individual strengths and unlocking their personal potential.

> **Products and innovations**

Back in the 2019/20 financial year, it became apparent that recycling and recyclable alloys would become dominant subjects over the coming years. A growing number of inquiries about development projects with TRIMET's research and development department thus led to various follow-up activities. The first projects and project plans relating to such sustainability matters were initiated in the previous financial year. The aim of one such project is to increase the recycled content in aluminium casting alloys and improve alloy composition, material requirements, and processes in order to achieve the highest possible percentage of recycled aluminium. Another project is investigating whether new alloys can dispense with the need for heat treatment for components. Such projects aim to reduce the use of materials and energy and play a part in expanding the sustainable use of aluminium while simultaneously improving the company's ecological footprint.

> **Customers and suppliers**

The focus in the reporting year continued to be on the traditionally long-term establishment of business relationships with partners on the customer and procurement side.

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>Universal standards</p> <p>GRI 102: General Disclosures</p>		<p>> Neighborhood and society TRIMET supports social projects every year by making grants. In 2021, grants totaling 25,000 euros were made. In addition, employees raise funds and donate money to other projects. TRIMET is also an important employer across its various locations and contributes to local value creation by purchasing from local suppliers and selling to local customers.</p>
<p>GRI 103: Management Approach</p> <p>General</p> <hr/> <p>Subject-specific standards</p>	<p>103–3</p>	<p>Evaluation of the management approach TRIMET has integrated management systems. Annual management assessments are conducted both at company and site level to make sure that the integrated management system remains suitable, appropriate, and effective. Reviewing the achievement of objectives and ensuring continuous improvement are essential elements of the management assessment.</p>

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GRI 201:
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GRI 204:
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GRI 205:
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GRI 206:
Anti-competitive behavior

GRI 300: ENVIRONMENTAL

GRI 400: SOCIAL

GRI 200: ECONOMIC

GRI 201: Economic Performance 2016

Disclosure

201-1	<p>Direct economic value generated and distributed</p> <p>The relevant figures can be found here.</p>
201-4	<p>Financial assistance received from government</p> <p>When planning investments, TRIMET evaluates potential government incentive mechanisms, among many other factors, and incorporates them into the decision-making process. Public bodies have no stake in TRIMET Aluminium SE. EDF has a 35 percent stake in TRIMET France SAS. EDF is a listed company, majority-owned by the French state. TRIMET is involved in research work and projects that are also funded by the public sector.</p>

GRI 204: Procurement Practices 2016

Disclosures

204-1	<p>Proportion of spending on local suppliers</p> <p>In the reporting year, the Essen, Gelsenkirchen, Hamburg, and Voerde sites awarded substantial contracts for goods and services (excluding raw materials) worth around 94 million euros (2020: 156 million euros) to contractors based within a radius of 100 kilometers of the respective locations. This equates to around 70 percent of the order volume. Around 40 percent of the suppliers of goods and services (excluding raw materials) in France come from the Vallée de la Maurienne and around 60 percent from the Rhône-Alpes-Auvergne region. Local suppliers benefit considerably from TRIMET's economic activities.</p>
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GRI 300: ENVIRONMENTAL

GRI 400: SOCIAL

GRI 205: Anti-Corruption 2016

Disclosures

<p>205-1</p>	<p>Operations assessed for risks related to corruption In the reporting year, the head office in Essen, Germany, was particularly checked for corruption risks. The sites in France already have a management system in place to fight corruption.</p>
<p>205-2</p>	<p>Communication and training about anti-corruption policies and procedures TRIMET has produced the guidelines for preventing corruption. In addition, training was given in Gelsenkirchen in the reporting year. The participation rate was 100 percent. Training courses for Essen were prepared in the reporting year.</p>
<p>205-3</p>	<p>Confirmed incidents of corruption and actions taken There were no confirmed incidents of corruption in the reporting year. TRIMET introduced a web-based whistle-blowing system in the reporting year. No suspected cases have been reported via this platform.</p>

GRI 206: Anti-Competitive Behavior 2016

Disclosures

<p>206-1</p>	<p>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices There were no such legal proceedings in the reporting year.</p>
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GRI 301: Materials

GRI 302: Energy

GRI 303: Water and effluents

GRI 304: Biodiversity

GRI 305: Emissions

GRI 306: Waste

GRI 306: Effluents and waste

GRI 307: Environmental compliance

GRI 308: Supplier environmental assessment

GRI 400: SOCIAL

GRI 300: ENVIRONMENTAL

GRI 301: Materials 2016

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301-1

Materials used by weight or volume

TRIMET used 979,580 metric tons of alumina and 204,499 metric tons of anodes for the production of primary aluminium by means of the electrolysis process during the reporting period. For the company's own anode production, 36,957 metric tons of coal tar pitch and 174,543 metric tons of calcined petroleum coke were used. Besides primary aluminium, 185,256 metric tons of scrap aluminium (new/old scrap and dross), 41,891 metric tons of block metal, and 20,031 metric tons of alloy metals were processed in the foundries and recycling plants.

At the Essen site, 310,923 metric tons of alumina, 86,256 metric tons of anodes, 173,573 metric tons of primary aluminium, 54,801 metric tons of scrap aluminium, 25,771 metric tons of block metal, and 10,476 metric tons of alloy metals were used.

At the Gelsenkirchen site, 15,615 metric tons of scrap aluminium, 47,504 metric tons of aluminium skimmings (so-called dross), 8,265 metric tons of primary aluminium, and 4,507 metric tons of alloy metals were used.

At the Hamburg site, 241,072 metric tons of alumina, 73,326 metric tons of anodes, 15,107 metric tons of coal tar pitch and 68,147 metric tons of calcined petroleum coke were used.

At the Voerde site, 149,859 metric tons of alumina, 44,917 metric tons of anodes, 9,749 metric tons of coal tar pitch and 49,939 metric tons of calcined petroleum coke were used.

301-2

Recycled input materials used

The proportion of recycled input materials at the Essen site was 20.7 percent in the reporting year.

The proportion of recycled input materials at the Gelsenkirchen site was 83.2 percent in the reporting year.

Only primary aluminium is produced at the Hamburg and Voerde sites. No scrap is used as recycled input materials here.

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302–1	<p>Energy consumption within the organization</p> <p>TRIMET needed 7.684 terawatt-hours (TWh) of power in 2021 (2020: 8.044 TWh). A total of 667,335 megawatt-hours (MWh) of fuel were consumed (2020: 629,671 MWh), of which 22,783 MWh were diesel (2020: 23,007 MWh), and 664,552 MWh were natural gas (2020: 606,664 MWh).</p> <p>The electricity demand for the Essen site in the reporting year was 2.456 TWh. A total of 191,459 MWh of fuel were consumed here, of which 7,250 MWh were diesel and 184,209 MWh natural gas.</p> <p>The electricity demand for the Gelsenkirchen site in the reporting year was 4,368 MWh. A total of 70,300 MWh of fuel were consumed here, of which 1,499 MWh were diesel and 68,801 MWh natural gas.</p> <p>The electricity demand for the Hamburg site in the reporting year was 1.9 TWh. A total of 94,804 MWh of fuel were consumed here, of which 4,235 MWh were diesel and 90,569 MWh natural gas.</p> <p>The electricity demand for the Voerde site in the reporting year was 1.238 TWh. A total of 74,597 MWh of fuel were consumed here, of which 948 MWh were diesel and 73,649 MWh natural gas.</p>
302–3	<p>Energy intensity</p> <p>Based on production volume, the specific demand for direct current in the electrolysis process at the aluminium smelters in 2021 was 14.03 MWh per metric ton (2020: 14.16 MWh/t); in Essen the specific demand for direct current in the electrolysis process was 13.85 MWh per metric ton, in Hamburg it was 14.24 MWh per metric ton and in Voerde 14.81 MWh per metric ton.</p> <p>The Gelsenkirchen site had a specific energy demand of 1.35 MWh per metric ton (2020: 1.37 MWh/t). To calculate the specific energy demand, the total energy demand was divided by the respective annual production volume in metric tons. With electricity, natural gas, and diesel, the amount of energy includes all the major energy sources that have been used.</p>
302–4	<p>Reduction of energy consumption</p> <p>See 305-5</p>

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GRI 303: Water and Effluents 2018

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303–1

Interactions with water as a shared resource

The water supply at the Essen site is secured by the municipal water supplier along with the authorized withdrawal of water from the Rhine–Herne Canal.

The canal water is used solely as process/cooling water and is generally fed into the cycle. Only evaporated water or other water losses are replenished.

The drinking water supplied by the city is used both for cooling purposes and as drinking and sanitary water. Where necessary, any wastewater is purified via separator systems or a factory-owned wastewater treatment plant. All wastewater is fed into the municipal sewage treatment plant as mixed water. From 2022, the Essen site will operate a separate sewer network.

The water at the Gelsenkirchen site is supplied by the municipal water supplier. The drinking water is mainly used as drinking and sanitary water. Minimal quantities are used for cleaning vehicles; the wastewater is cleaned by a separator. The gray water and wastewater is channeled to the municipal sewage treatment plant via the municipal sewer network. No water is used as process water for production purposes. There is no change since last year.

Well water is withdrawn at the Hamburg site and used for cooling purposes before being discharged directly into surface water. Drinking water from the public grid is used solely as drinking and sanitary water. Domestic wastewater is channeled into the public wastewater system.

The water used to supply the plant at the Voerde site is taken from groundwater from the company’s own wells. The withdrawal of groundwater is regulated by means of a water permit. The water is used as drinking water and process/cooling water. In order to ensure there is always drinking water at the site, the main office, canteen and wash-house are supplied by the municipal water supplier.

When used as process and cooling water, the wastewater is pretreated at the point of origin by means of separator systems / treatment plants, if necessary, and then channeled into the stormwater reservoir before being discharged into the Rhine.

The sanitary wastewater from all operating areas is channeled into the public sewage treatment plant via a separate sanitary wastewater system (separate sewer network).

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303-3	Water withdrawal TRIMET withdrew a total of 9,928,942 cubic meters of water in the reporting year (2020: 10,296,109 m ³).
	Essen 406,695 m ³ (2020: 438,023 m ³), of which 256,477 m ³ (2020: 269,582 m ³) was canal water and 150,218 m ³ (2020: 168,441 m ³) water from third parties (municipal water supplier).
	Hamburg 109,671 m ³ (2020: 142,166 m ³), of which 103,243 m ³ (2020: 131,858 m ³) was groundwater (well water) and 6,428 m ³ (2020: 10,308 m ³) water from third parties (municipal water supplier).
	Voerde 41,774 m ³ (2020: 38,926 m ³), of which 37,667 m ³ was groundwater (2020: 34,663 m ³) and 4,107 m ³ (2020: 4,263 m ³) water from third parties (municipal water supplier).
	Gelsenkirchen 1,711 m ³ (2020: 1,820 m ³) water from third parties (municipal water supplier)
	Harzgerode 623 m ³ (2020: 548 m ³) water from third parties (municipal water supplier)
	Saint-Jean-de-Maurienne 9,246,185 m ³ (2020: 9,524,168 m ³), of which 6,575,957 m ³ (2020: 5,924,350 m ³) was surface water, 2,632,760 m ³ (2020: 2,201,680 m ³) groundwater, and 37,468 m ³ (2020: 84,138 m ³) water from third parties (municipal water supplier).
	Castelsarrasin 122,283 m ³ (2020: 119,502 m ³), of which 121,745 m ³ (2020: 118,851 m ³) was canal water and 538 m ³ (2020: 651 m ³) water from third parties (municipal water supplier).

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303-4	Water discharge The following overview provides information on quantities and forms of water discharge across TRIMET sites in 2021 and 2020.
	Essen 182,115 m ³ (2020: 207,891 m ³) direct discharge into surface water
	Hamburg 103,243 m ³ (2020: 116,035 m ³) direct discharge into surface water and 941 m ³ (2020: 918 m ³) indirect discharge into sewers
	Voerde 38,572 m ³ (2020: 35,765 m ³), of which 26,696 m ³ (2020: 24,761 m ³) direct discharge into surface water and 11,876 m ³ (2020: 11,004 m ³) indirect discharge into sewers
	Gelsenkirchen 1,711 m ³ (2020: 1,820 m ³) indirect discharge into sewers
	Harzgerode 623 m ³ (2020: 548 m ³) indirect discharge into sewers
	Saint-Jean-de-Maurienne 10,521,151 m ³ (2020: 9,429,367 m ³) direct discharge into surface water
Castelsarrasin 113,223 m ³ (2020: 110,531 m ³) direct discharge into surface water	
303-5	Water consumption 406.695 megaliters of water were used at the Essen site; no water from areas under water stress is consumed here.
	1.711 megaliters of water were used at the Gelsenkirchen site (2020: 1.820); no water from areas under water stress is consumed here.
	103.243 megaliters of water were used at the Hamburg site; no water from areas under water stress is consumed here.
	37.667 megaliters of water were used at the Voerde site; no water from areas under water stress is consumed here.

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GRI 304: Biodiversity 2016

Disclosures

304–1

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

TRIMET operates a primary aluminium smelter with attached foundry at its Essen site. The factory site also has workshops for maintaining and repairing the facilities as well as an administrative building, a canteen, a laboratory building, and a social building.

The premises (extending across approx. 50 hectares) are located in the northern Essen district of Borbeck between Bottroper Str., Econova-Allee, Emscherbruchallee, and Sulterkamp and are therefore situated in an area designated as an industrial area for commercial and industrial use. The Berne flows to the west of the site, a receiving water course of the Emscher system. The Rhine–Herne Canal flows to the north of the site.

The nearest residential development is located about 800 meters to the east. The closest protected biotope (GB-4507 0088) is about 300 meters to the east. The nearest Special Areas of Conservation (DE-4407-302) is “Köllnischer Wald” – located about 7.5 km away in a northwesterly direction. On the basis of current knowledge, no significant direct or indirect impact on conservation areas and areas of interest for biodiversity can be identified.

TRIMET operates an aluminium recycling plant at the Gelsenkirchen site on a fully sealed area covering 2.3 hectares. This is located in an industrial area designated for commercial and industrial use. The site is not located in or next to a protected area or in an area with a high level of biodiversity. Linnenbrink, the closest conservation area, is situated more than a kilometer from the site. A Special Protection Area or Special Area of Conservation is not situated within the wider area or the immediate vicinity of the site. There is no change since last year.

TRIMET operates a primary aluminium smelter with anode production at its Hamburg site. The Hamburg site is located on land rented from the Free and Hanseatic City of Hamburg in the Altenwerder port area. It covers approx. 35 ha. Immediately bordering the company premises to the west are the company Speira GmbH and a dredged material disposal facility. The industrial area continues to the east, southeast, and north with companies involved in port transshipment activities. To the north, the premises border the Dradenauhafen basin via a flood dam.

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There are two wind turbines on the site with a hub height of 142.5 m and a rotor diameter of 113 m. Their overall height is 199 m.

Several industrial, commercial and service companies are located close to the company premises. About 1 km away to the south lies the Süderelbmarsch/Harburger Berge drinking water protection area with zone III of the protected area. The plant premises are therefore situated outside the drinking water protection area. Floodplains have not been identified in the area around the plant premises or in the immediate vicinity (radius of approx. 4 km).

The Hamburg site is not located in or next to a protected area or in an area with a high level of biodiversity. The closest conservation area is situated more than two kilometers from the site. A Special Protection Area or Special Area of Conservation is not situated within the wider area or the immediate vicinity of the site.

TRIMET operates a primary aluminium smelter with anode production at its Voerde site. Besides electrolysis and anode production, the factory site also has workshops for maintaining and repairing the facilities as well as an administrative building, canteen, laboratory and social building.

The premises (occupying approx. 44 hectares) are located in the Emmelsum industrial area. Directly adjacent to the electrolysis plant is the Novelis foundry, where liquid aluminium from the electrolysis plant is processed directly. The nearest residential areas are located to the west about 1 km away (Emmelsum) and to the south about 1.5 km away (Spellen). In the vicinity of the plant is the district port of Emmelsum (to the west), with the Rhine running parallel to it about 1.5 km away. The Wesel–Dattel Canal runs to the north.

To the west of the site, approx. 300 m away, is the Unterer Niederrhein bird sanctuary (DE-4203-401) with the Rheinaue northwest of Spellen (BK-4305-053) and the Rhein-vorland conservation area (Wes-055). The areas are for the most part coextensive. On the basis of current knowledge, no significant direct or indirect impact on conservation areas and areas of interest for biodiversity can be identified.

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GRI 305: Emissions 2016

Disclosures

305–1

Direct (Scope 1) GHG emissions

In the 2021 reporting year, direct greenhouse gas emissions (Scope 1) at TRIMET totaled 995,020 metric tons of carbon dioxide equivalent (2020: 1,057,004 t CO₂e).

Location	Greenhouse gas emissions 2021	Greenhouse gas emissions 2020
Essen	282.592 t CO ₂ e	294.585 t CO ₂ e
Gelsenkirchen	15.187 t CO ₂ e	14.016 t CO ₂ e
Hamburg	242.386 t CO ₂ e	253.737 t CO ₂ e
Voerde	149.807 t CO ₂ e	181.806 t CO ₂ e

The carbon dioxide equivalent emissions are calculated from the process-related greenhouse gas emissions and the measured fuel quantities (diesel and natural gas) using the standard factors published by the German Emissions Trading Authority (DEHSt). The plants at the Essen, Hamburg, Saint-Jean-de-Maurienne, and Voerde sites are subject to the requirements set out under the European Union Emission Trading System (EU ETS). The plants in Gelsenkirchen and Harzgerode are not subject to these emissions trading requirements.

305–2

Energy indirect (Scope 2) GHG emissions

In the reporting year, indirect greenhouse gas emissions (Scope 2) totaled 2,477,250 metric tons of carbon dioxide equivalent (2020: 2,252,271 t CO₂e).

Location	Greenhouse gas emissions 2021	Greenhouse gas emissions 2020
Essen	1.031.634 t CO ₂ e	932.968 t CO ₂ e
Gelsenkirchen	1.835 t CO ₂ e	1.651 t CO ₂ e
Hamburg	798.150 t CO ₂ e	734.394 t CO ₂ e
Voerde	520.140 t CO ₂ e	517.073 t CO ₂ e

Carbon dioxide equivalent emissions are calculated from electricity consumption using the emission factor for the German electricity mix published by the German Environment Agency (UBA) and the emission factor for the French electricity mix.

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The following significant air emissions were measured at the Essen and Gelsenkirchen sites in the reporting year:

Essen	absolute emissions	specific emissions
Carbon monoxide	13,338,974 kg/a	83 kg/t (Al)
Perfluorinated compounds (PFCs)	1,596 kg/a	0.010 kg/t (Al)
Sulfur oxides (SO _x /SO ₂)	1,802,984 kg/a	11.2 kg/t (Al)
Nickel and compounds (as Ni)	485 kg/a	0.003 kg/t (Al)
Fluorine and inorganic compounds (as HF)	51,688 kg/a	0.32 kg/t (Al)
Particulate matter (PM10)	68,896 kg/a	0.43 kg/t (Al)

Gelsenkirchen	absolute emissions	specific emissions
Particulate matter (PM10)	174 kg/a	0.003 kg/t (Al)
Total carbon (TC)	8,738 kg/a	0.158 kg/t (Al)
Nitrogen oxides (NO _x)	24,568 kg/a	0.444 kg/t (Al)

Hamburg	absolute emissions	specific emissions
Sulfur dioxide	1,140,560 kg/a	9.155 kg/t (Al)
Hydrogen fluoride	50,539 kg/a	0.406 kg/t (Al)
Carbon monoxide	9,228,807 kg/a	74.076 kg/t (Al)
Carbon dioxide	222,714,635 kg/a	1,787.652 kg/t (Al)
PFCs (tetrafluoromethane + hexafluoroethane)	2,840 kg/a	0.023 kg/t (Al)

Voerde	absolute emissions	specific emissions
Carbon monoxide	6,947,083 kg/a	89.7 kg/t (Al)
PFCs	8,1,678 kg/a	0.022 kg/t (Al)
Sulfur oxides	742,300 kg/a	9.6 kg/t (Al)
Fluorine and inorganic compounds	30,065 kg/a	0.39 kg/t (Al)

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GRI 306: Waste 2020

Disclosures

306–3

Waste generated

The following overview documents the waste generated in 2021 at each site. Due to a widening of the reporting, no comparison has been made with the previous year.

		Essen	Voerde	Hamburg	Gelsenkirchen	Harzgerode	Saint-Jean-de-Maurienne	Castelsarrasin
Waste generated	t	18,480	6,609	10,091	33,324	23,417	12,840	324
of which hazardous waste	t	13,816	3,584	6,275	32,974	23,271	9,652	233
of which recycled	%	99	93	89	99	98	47	84
of which disposed of	%	1	7	11	1	2	53	16
of which non-hazardous waste	t	4,664	3,025	3,815	350	146	2,393	91
of which recycled	%	100	96	72	94	99	84	58
of which disposed of	%	0	4	28	6	1	16	42

GRI 306: Effluents and Waste 2016

Disclosures

306–3

Significant spills

There were no significant releases of harmful substances during the reporting period.

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307-1

Non-compliance with environmental laws and regulations

As in 2019, there were no fines or other sanctions during the reporting period due to non-compliance with environmental laws and regulations.

GRI 308: Supplier Environmental Assessment 2018

Disclosures

308-1

New suppliers that were screened using environmental criteria

In 2019, TRIMET developed a self-disclosure concept for suppliers that includes questions on quality, social aspects, corporate governance, and environmental criteria. A total of 100 suppliers (2020: 40) were evaluated in the reporting year, 23 of which (2020: 1) had a certified environmental management system.

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GRI 401: Employment

**GRI 402:
Labor/management
relations**

GRI 403: Occupational
health and safety

GRI 404: Training and
education

GRI 415: Public policy

GRI 419: Socioeconomic
compliance

GRI 400: SOCIAL

GRI 401: Employment 2016

Disclosures

401-1

New employee hires and employee turnover

In the reporting year, TRIMET recruited 173 (2020: 74) new employees. In addition, 7 so-called alternants (2020: 25) were recruited across the sites in France. These are temporary employees with trainee status. A total of 23 people left the company (2020: 40). This does not take into account people taking retirement and employment relationships terminated during the probationary period and due to expired temporary contracts.

GRI 402: Labor/Management Relations 2016

Disclosures

402-1

Minimum notice periods regarding operational changes

TRIMET complies with the laws and regulations in force in Germany and France as well as with the provisions agreed in the collective bargaining agreements with regard to minimum notice periods for operational changes. As in 2020, there were no operational changes in 2021 that would have required notification.

TRIMET Aluminium SE

Sustainability program

Universal standards

Subject-specific standards

GRI 200: ECONOMIC

GRI 300: ENVIRONMENTAL

GRI 400: SOCIAL

GRI 401: Employment

GRI 402:
Labor/management
relations

**GRI 403: Occupational
health and safety**

GRI 404: Training and
education

GRI 415: Public policy

GRI 419: Socioeconomic
compliance

GRI 403: Occupational Health and Safety 2018

Disclosures

<p>403-1</p>	<p>Occupational health and safety management system The utmost priority is given to occupational health and safety at TRIMET and it is anchored in the company’s structures using certified management systems based on the ISO 45001:2018 standard and corresponding guidelines. In order to improve occupational health and safety across the sites in Germany, TRIMET pursues the prevention strategy “VISION ZERO. Zero accidents – healthy work!” in cooperation with the German Social Accident Insurance Institution for the raw materials and the chemical industry (BG RCI). TRIMET France is a member of MASE. MASE (Manuel d’Amélioration Sécurité des Entreprises) is a standard for a management system for health and safety in the workplace and for the environment. It is primarily aimed at subcontractors who provide their services on industrial premises associated with a high risk.</p>
<p>403-2</p>	<p>Hazard identification, risk assessment, and incident investigation TRIMET in Germany has been systematically producing and conducting risk assessments since 2019. In general, TRIMET analyzes accidents with and without sick leave as well as near misses in order to gain insights for the future across the sites and reduce the number of accidents. There is no change since last year.</p>
<p>403-3</p>	<p>Occupational health services Occupational health services are available to all TRIMET employees. The German sites are covered by external works doctors, while the French sites employ a works doctor and a nurse. There is no change since last year.</p>
<p>403-4</p>	<p>Worker participation, consultation, and communication on occupational health and safety Across all sites, employees and their representative bodies are actively involved in subjects related to health and safety in the workplace. There is no change since last year.</p>
<p>403-5</p>	<p>Worker training on occupational health and safety All employees receive regular safety instruction as well as online training on subjects related to occupational safety and health protection matters. There is no change since last year.</p>

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>Universal standards</p> <hr/> <p>Subject-specific standards</p> <hr/> <p>GRI 200: ECONOMIC</p> <p>GRI 300: ENVIRONMENTAL</p> <p>GRI 400: SOCIAL</p> <p>GRI 401: Employment</p> <p>GRI 402: Labor/management relations</p>	<p>403–6</p>	<p>Promotion of worker health</p> <p>The company’s health management system – overseen by the human resources management department in Germany – pursues the aim of providing all employees with opportunities for preventive healthcare and health promotion. The 2021 reporting year was also dominated by the management of the coronavirus pandemic. TRIMET ran a large-scale vaccination program for its employees and their relatives, overseen by its works doctors; a total of 1,610 vaccinations were administered by the works doctors across the individual sites. TRIMET thus played a key role in implementing government vaccination campaigns in Germany and France. Only a handful of in-person events were organized on account of the coronavirus pandemic. Workshops were held for trainees on the subjects of exercise, nutrition, dealing with addiction, and stress management. For shift workers, these workshops were held specifically in connection with shift work. As in the previous year, flu vaccinations were also offered and administered and an Employee Assistance Program (EAP) was launched to advise the workforce. A colorectal cancer screening campaign was organized once again in the reporting year.</p>
<p>GRI 403: Occupational health and safety</p> <p>GRI 404: Training and education</p>	<p>403–8</p>	<p>Workers covered by an occupational health and safety management system</p> <p>The Essen, Hamburg, and Voerde sites were certified in accordance with ISO 45001:2018 for the first time in the reporting year. This means that 97 percent of employees (2020: 31%) across the entire company were employed at sites with ISO 45001:2018 certification.</p>
<p>GRI 415: Public policy</p> <p>GRI 419: Socioeconomic compliance</p>	<p>403–9</p>	<p>Work-related injuries</p> <p>TRIMET uses the LTA rate (lost time accidents) as its safety-related KPI. This measures the number of accidents in relation to hours worked per 200,000 hours. The LTA rate in 2021 was 3.6 (2020: 4.4). It was based on 51 (2020: 76) accident events and 3,911,834 (2020: 3,478,957) hours worked. Accidents involving persons not employed by TRIMET and accidents that occurred on the way to and from work are not taken into consideration. The most common causes of accidents were tripping, falling, and hand injuries such as crushing, catching, and bumping. As in 2020, there were no fatalities due to work-related injuries of people employed by TRIMET in the 2021 reporting year.</p>

TRIMET Aluminium SE

Sustainability program

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GRI 415: Public policy

**GRI 419: Socioeconomic
compliance**

GRI 404: Training and Education 2016

Disclosures

404–1

Average hours of training per year per employee

The average annual training time per employee was around seven hours (2020: nine hours) in Germany and 55 hours (2020: 35 hours) in France.

404–3

Percentage of employees receiving regular performance and career development reviews

In the annual appraisals between employees and their respective managers, the past year is reviewed and feedback is obtained from both parties. The appraisals also serve to identify training needs and agree on appropriate measures. In the reporting year, 78 percent of employees at TRIMET took part in these appraisals (the annual appraisals for employees in the area of production are only partly covered by this report). Excluded from the performance and development appraisals are trainees, employees who are on parental leave or absent for other reasons, and employees who have worked at TRIMET for less than six months.

GRI 415: Public Policy 2016

Disclosures

415–1

Political contributions

TRIMET is a member of the CDU Economic Council and the SPD Economic Forum. For both associations, TRIMET pays annual membership subscriptions of 25,000 euros in total (2020: EUR 25,000). In addition, TRIMET donated EUR 5,000 to each of the following parties in the reporting year: CDU, SPD, Bündnis 90/Die Grünen, and FDP.

GRI 419: Socioeconomic Compliance 2016

Disclosures

419–1

Non-compliance with laws and regulations in the social and economic area

As in 2020, TRIMET has identified no cases of non-compliance in 2021.

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