



Precious
to us



CONTENTS

Precious metals are indispensable. Whether it's battling cancer with precious metal-based pharmaceutical ingredients, cleaning exhaust air with precious metal catalysts, or enabling the production and use of green hydrogen, precious metals play a vital role in creating a more sustainable future. They often enable the necessary technological transformation and innovation. However, our commitment goes beyond our products' contribution to a better world.

As one of the largest recyclers and refiners of precious metals, we strive to realize the potential of these resources as responsibly as possible. We underline this commitment with our pledge to responsibility: precious to us.

We pledge to systematically decarbonize our business, we look for ways to conserve resources and promote a circular economy, and we prioritize the well-being and interests of our people, nearby communities, and people along our value chain.

In this Factbook, you will find an overview of the progress we have made in our sustainability efforts so far and the commitments and priorities that will guide us for the years to come. More detailed information can be found in our Sustainability Report: herae.us/sustainability

While we acknowledge that change takes time, we believe that challenges breed opportunities for innovation. By integrating sustainability into all aspects of our business processes, we aim to drive meaningful change not only within our company and value chain but also within the broader industry.

Thank you for joining us on this journey, as we work together to create a more sustainable future that is precious to us all.

André Christl
CEO Heraeus Precious Metals

Svea Scherleithner
Global Head of Sustainability

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Precious to us

Responsibility is at the core of everything we do.

Behaving responsibly towards people, the environment, and all our stakeholders is an integral part of our culture. We are convinced that this will also have a decisive influence on our success in the future.

Precious metals foster a better world

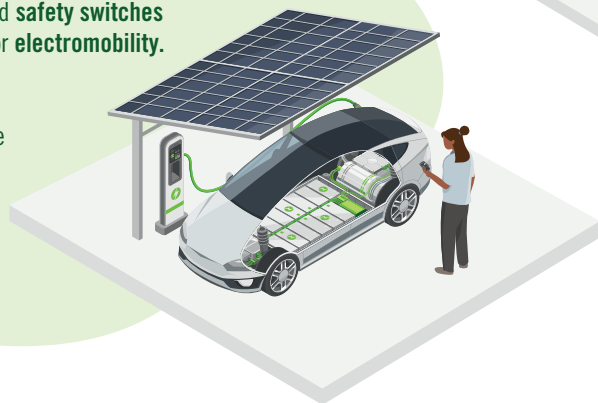
Precious metals are indispensable. They enable technological transformation and innovation needed for a more sustainable world.

⁴⁷Ag

Contact materials for **electrical connections** and **safety switches** are necessary for **electromobility**.

⁴⁷Ag

Metallizing pastes enable power generation in **solar cells** by serving as electrical contacts.



⁷⁸Pt

Our Karstedt catalysts are used for the production of high-quality silicones that are used, for example, in **medical applications**.

⁷⁸Pt

Platinum active ingredients help to **defeat cancer**.



⁷⁸Pt ⁴⁴Ru ⁷⁹Au ⁷⁷Ir ⁴⁵Rh ⁴⁶Pd

Catalysts enable the replacement of fossil feedstocks by **renewable feedstocks** in chemicals production.

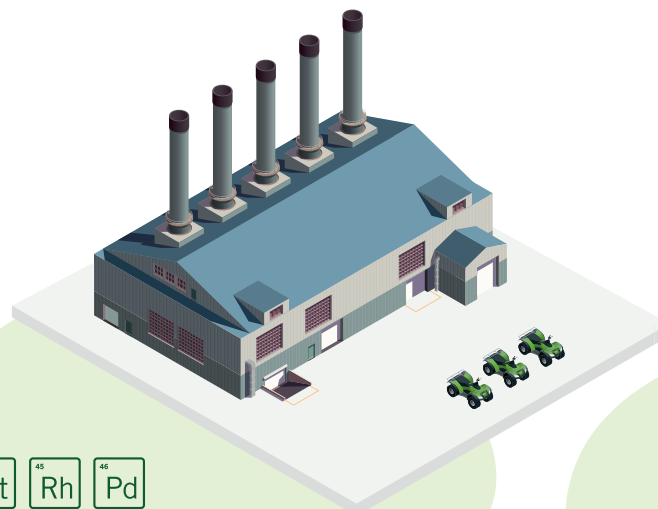


⁷⁸Pt ⁷⁷Ir ⁴⁶Pd ⁴⁴Ru ⁴⁵Rh

Catalysts enable sustainable energy supply in the production, purification, storage, and transport of **green hydrogen**.

⁴⁷Ag ⁴⁴Ru

The **antimicrobial** effect of AGXX particles helps to prevent the spread of dangerous germs and the economic damage caused by biocorrosion.

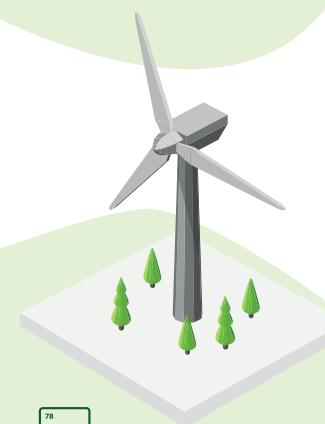


⁷⁸Pt ⁴⁵Rh ⁴⁶Pd

Our catalysts **clean exhaust air** in engines and industrial processes.

⁷⁹Au ⁴⁷Ag

Precious metal wires and slip ring applications are used in **wind turbines** to transmit electrical power in pitch control systems.



⁷⁸Pt

Platinum bushings are needed for the **production of glass fibers**, which for example are used in the manufacture of wind turbine blades.



⁷⁸Pt ⁴⁶Pd ⁴⁵Rh

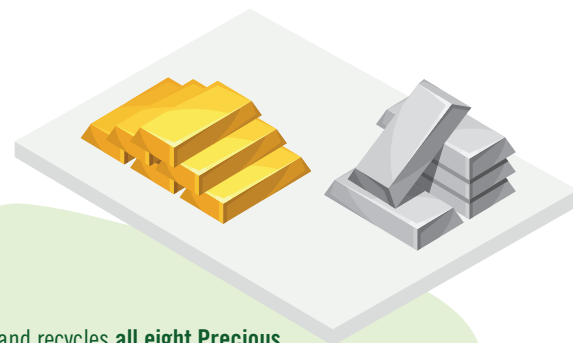
Catalytic gauze systems **reduce emissions of the greenhouse gas N₂O** in fertilizer production processes.

Maximize impact, minimize harm

We are proud of the positive impact our precious metal products have. The modern life enjoyed by all today would not be possible without them. Therefore, we have a duty to realize their potential as responsibly as possible.

As impressive as precious metals are, they do also have drawbacks. The huge demand for precious metals cannot nearly be covered by recycling, so mining is indispensable. However, their extraction and processing are very energy- and carbon-intensive and can adversely impact workers, nature, and nearby communities. That is why we work tirelessly to maximize the benefits of precious metals for people and the planet while steadily reducing their negative impact.

⁷⁹ Au	Gold	⁴⁵ Rh	Rhodium
⁴⁷ Ag	Silver	⁴⁴ Ru	Ruthenium
⁷⁸ Pt	Platinum	⁷⁷ Ir	Iridium
⁴⁶ Pd	Palladium	⁷⁶ Os	Osmium



Heraeus refines and recycles **all eight Precious Metals**. We are one of the largest recyclers and refiners of precious metals and a leading name in industrial precious metals trading.

Our pledge to responsibility

Climate, resources, and people are precious to us. We pledge to always act accordingly. To systematically decarbonize our business. To always look for new ways to conserve resources and promote a circular economy and to prioritize the well-being and interests of the people in our company, in nearby communities, and along our value chain. Just as importantly, we expect the same from our business partners, both upstream and downstream.

We are convinced that our industry can make a successful transition toward sustainability, but we can only achieve this by working together: from miners to refiners, processors, and users of precious metals. Our aim is to lead by example and to propel positive change in our industry. We set rigorous standards for our own business and actively encourage the adoption of similar standards along the entire value chain.





One of the largest buildings at the Hanau site, which is covered with photovoltaic modules, is the scrap storage facility.


Climate is precious to us

Climate protection is one of humankind's biggest challenges. Rising sea levels, forest fires, severe weather events, and loss of biodiversity are just a few of the adverse impacts of climate change.

Our business activities result in carbon emissions at our company and along our value chain. We pledge to our responsibility by eliminating our carbon footprint completely.

Targets and KPIs

Carbon-neutral




0.0

CARBON EMISSIONS BY 2025, SCOPE 1+2

We will be carbon-neutral for our own operations by 2025. This commitment includes reducing our energy consumption by 20%* and transitioning to 100% green electricity. Only the remaining emissions are offset.

Net-zero




0.0

FOSSIL FUELS BY 2033, SCOPE 1+2

We aim to reach net zero in our own operations by electrifying our processes and by developing technologies that consume green hydrogen.

-50%



INDIRECT CARBON EMISSIONS BY 2033, SCOPE 3**

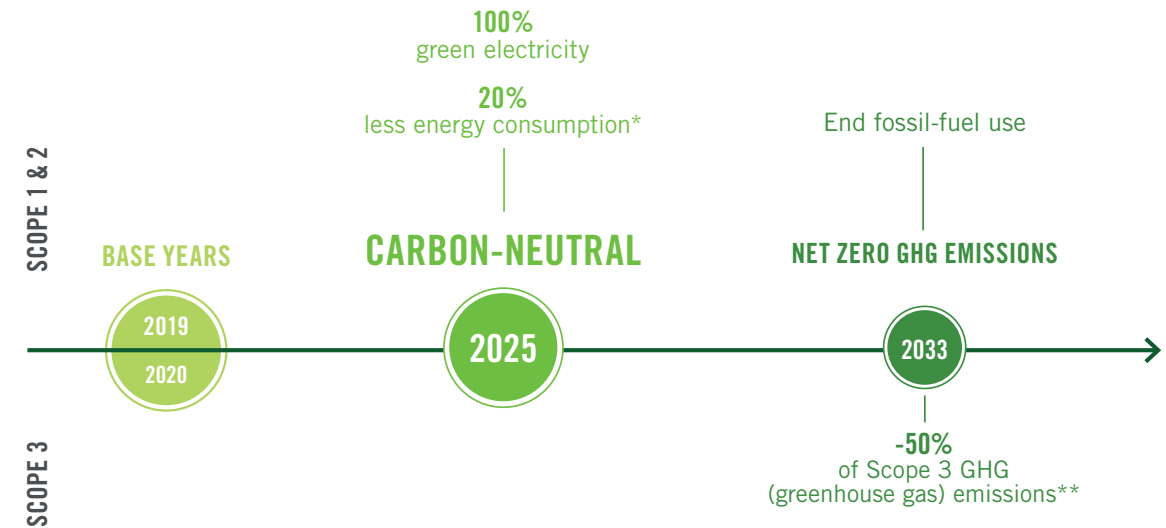
We will reduce carbon emissions along our value chain by engaging with mining partners to actively support their decarbonization journeys and by increasing the proportion of recycled metals in our products.

Timeline

In 2021, we committed ourselves to the most ambitious climate program in the industry: carbon neutrality for our own operations by 2025. Our journey toward this target is well underway.

However, we recognize that sustainability is not just about our own operations but extends to our entire value chain.

In 2022, our Scope 3 emissions accounted for 99.5% of our carbon emissions. Accordingly, in 2023, we have set ourselves the target of achieving a 50% reduction in emissions along our value chain. We aim to lead by example and to propel positive change in our industry.

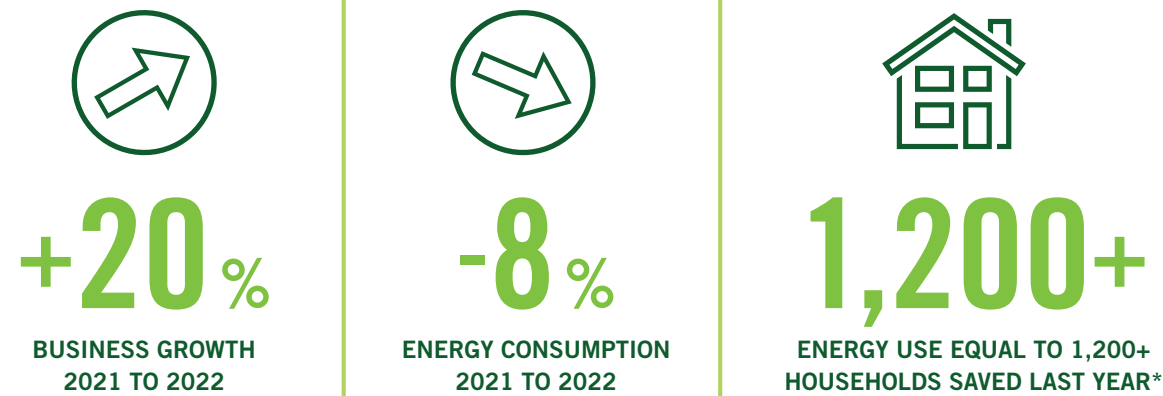


*Savings compared to our emissions in the 2019 baseline year.

**Savings compared to our emissions in the 2020 baseline year.

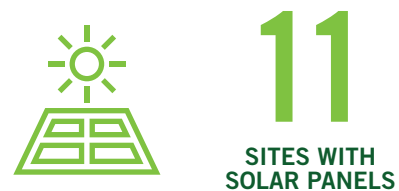
Where we stand

Avoidance and efficiency



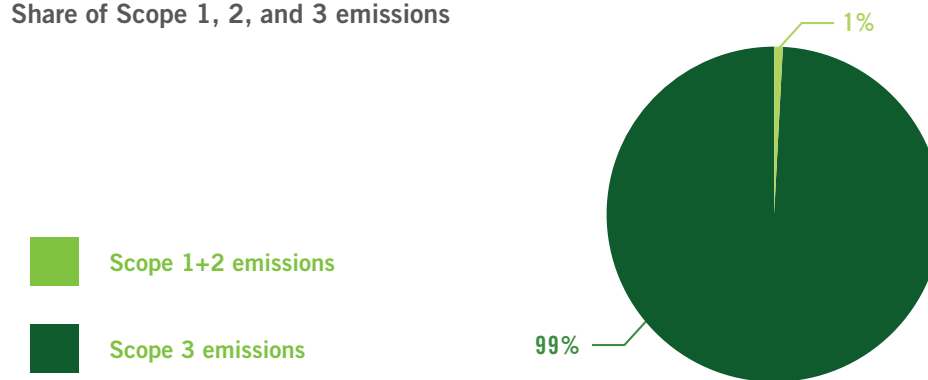
*Based on a two-person household with 3,000 kWh energy consumption

Green electricity

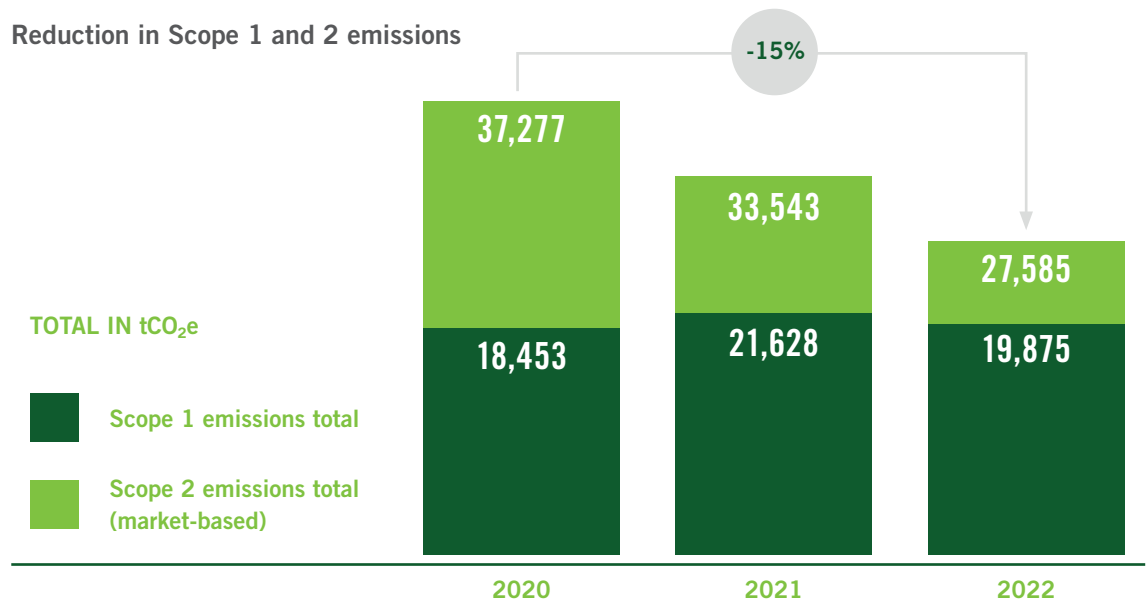


Eleven production sites will have installed solar panels by the end of 2023, meeting 10% to 15% of our total electricity needs.

Share of Scope 1, 2, and 3 emissions



Reduction in Scope 1 and 2 emissions



Projects and examples

Task Force Energy: global on-site support for energy conservation

Task Force Energy brings together experts from Sustainability, Excellence, Controlling, and Continuous Improvement. Its mission is to support our facilities worldwide in identifying measures to achieve further energy savings. The task force also serves as a forum for sharing ideas and best practices across the organization.

160 ideas
FOR **energy savings**
WORLDWIDE


Recovering heat to conserve energy

In late 2022 we added a heat recovery system to one of our buildings in Hanau. In the heating season, it will use waste heat from production processes to preheat air that is then circulated in the ventilation system. This conserves about 620,000 kWh of heat energy per year and avoids around 126 metric tons of CO₂e. We are now exploring similar approaches for other buildings and facilities.

RECOVERY SYSTEM CONSERVES ABOUT
620,000
kWh OF HEAT PER YEAR



Our Continuous Improvement and Sustainability teams have developed and implemented a concept: the Sustainability Walks. All production and administration areas at our sites worldwide are examined with a focus on sustainability.



Precious metals are available in different forms. Depending on the further processing, granules, for example, are suitable for industrial use.

Resources are precious to us

According to UNICEF, 3.3 earths would be needed to keep up with consumption levels of the OECD and EU countries. This rate of resource use is clearly unsustainable. Moreover, the extraction, processing, and disposal of natural resources can have significant environmental impacts.

Our business activities rely on precious resources. We live up to our responsibility by improving our processes and products so that they require fewer and fewer resources and by adopting circular approaches wherever possible. With recycling we recover large quantities of precious metals, which reduces the need for primary extraction.

Targets and KPIs

60%

SHARE OF RECYCLED
PGMS PROCESSED IN
OUR PLANTS IN 2022

60% of platinum group metals (PGMs) and 23% of gold and silver volume processed in our plants are secondary material. In addition, we aim to increase the proportion of recycled precious metals in our products.

€300_m

INVESTMENT IN RECYCLING
CAPACITIES UNTIL 2026

We are continuously expanding our worldwide recycling capacities and capabilities. This allows us to close the loop for further waste containing precious metals. Between 2018 and 2026, we will have invested a total of 300 million euros in further capacities in Europe, North America, and Asia.

-98%*

CARBON FOOTPRINT OF
RECYCLED VS PRIMARY
PRECIOUS METALS

Many of our precious metal products are returned to us at the end of their lifetime. By making new products out of the recycled fine metal, we are continuously keeping recovered precious metals in the loop.

*Based on: International Platinum Group Metals Association and GaBi database 2022

Were we stand

We refine and recycle all eight precious metals and rhenium from primary and secondary sources. With 11 facilities in six countries worldwide, we not only maintain close proximity to our customers but also achieve shorter transportation distances.

We use state-of-the-art pyrometallurgical and hydrometallurgical processes to recover precious metals from end-of-life materials to the maximum extent possible.

FINE METAL PRODUCED THROUGH RECYCLING AND REFINING IN 2022

120 metric tons
platinum group metals

PGMs Pt Pd Rh
Ru Ir Os

370 metric tons
GOLD Au

1,270 metric tons
SILVER Ag

Where we stand

We are systematically expanding our recycling capabilities. A new smelter will be in operation at our facility in Wartburg, Tennessee in 2024. We are investing €33 million in Germany to expand our wet chemical recycling capacity for platinum group metals. This follows on the \$120 million we invested in our facility in Nanjing, which significantly increased our recycling capacity in China and substantial investments in collaboration with our joint venture in India.



The new smelter in Wartburg will be powered exclusively by renewable energy.

We continually look for new ways to put precious metals back into the loop. One example is urban mining, in which precious metals are recovered from waste material that has not yet been recycled. We partner with global leaders such as BASF, with whom we founded a joint venture to recycle automotive catalysts in China.



The new factory of the joint venture with BASF in Pinghu, China covers an area of 32,000 square meters.



Molten precious metal is processed into granules.

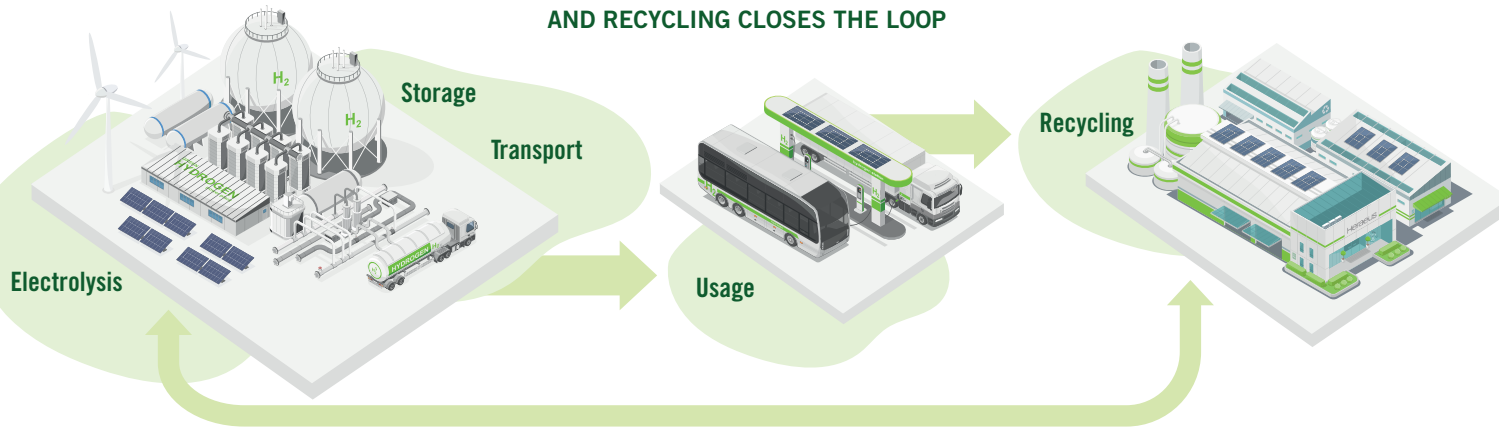
Projects and examples

Iridium: scarce but indispensable for producing green hydrogen

One of the most promising technologies for producing zero-carbon (green) hydrogen is proton exchange membrane (PEM) water electrolysis. About 70 gigawatts (GW) of PEM electrolysis capacity are expected to be built worldwide by 2030. Every gigawatt currently requires an average of 400 kilograms iridium in the form of an electrocatalyst. 70 GW of capacity would therefore need about 28 metric tons of iridium, which is more than double the quantity available.

Heraeus Precious Metals can help in two ways. First, we have designed an innovative iridium catalyst that only requires about 100 kilograms of iridium per gigawatt of PEM capacity, reducing the total amount of iridium needed to 7 metric tons. Second, we are continuously advancing our recycling of iridium from spent electrolyzers. Recycling, which is far less carbon-intensive than primary extraction, will help make green hydrogen truly green along its entire lifecycle.

PRECIOUS METALS SUPPORT EVERY STEP OF THE HYDROGEN ECONOMY AND RECYCLING CLOSES THE LOOP



Our precious metal catalysts play a vital role in various steps of the hydrogen economy, including generation, transport, storage, and usage. Depending on the application platinum, iridium, ruthenium, palladium, or rhodium catalysts are utilized. After use, the catalysts are sent back to Heraeus Precious Metals for recycling.



In high-quality spark plugs, iridium alloys are often used as electrode material. Heraeus Precious Metals is currently testing a process to collect used spark plugs and recycle this rare precious metal.



People are precious to us

People are at the heart of everything. We are convinced that the human element is what creates impact, drives innovation, and fosters strong partnerships. These are essential for growth and sustainable transformation.

We prioritize the well-being and interests of the people in our company, in nearby communities, and along our value chain. This especially includes ensuring respect for human rights, fair working conditions, a safe and healthy work environment, living wages, and diverse and inclusive workplaces.

Targets and KPIs



40% WOMEN & 50% NON-GERMAN EMPLOYEES

IN GLOBAL MANAGEMENT TEAM BY 2025

Diversity begins at the top. By 2025 our Global Management Team will consist of at least 40% women and 50% non-German employees.



REDUCE WORK-RELATED INCIDENTS TO

ZERO

Our ultimate objective is zero work-related incidents. To achieve this target, we have numerous measures in place.



100%

OF OUR MINING PARTNERS WITH TARGETS, MEASURES, AND PROGRESS

We are expanding our activities from the workers in our value chain to include surrounding communities and the environment. Our aim is to ensure that all our mining partners define concrete targets and measures and make progress.

“I am very lucky to be in such an inclusive and open team.”



Kayla Ge
Production Engineer
Heraeus Precious Metals Technology
Nanjing, China

In 2017, Kayla Ge came to Heraeus Precious Metals as a Technical Trainee after completing her master’s degree in Chemical Technology. After a rotation period lasting a year and a half, she joined Heraeus Precious Metals Technology in Nanjing, China, where she is currently a production engineer. Her responsibilities include process optimization, quality improvement, production troubleshooting, material evaluation, handling fault alarms and error messages, and other Environment, Health, Safety, and Lean activities. Kayla was the only female engineer in the production department, but this has since changed.

Diversity, equity, and inclusion (DE&I)

DE&I is essential to our identity and culture. We actively encourage different perspectives, put together diverse teams, provide equal opportunity, and insist on real cultural change toward a truly inclusive work environment.

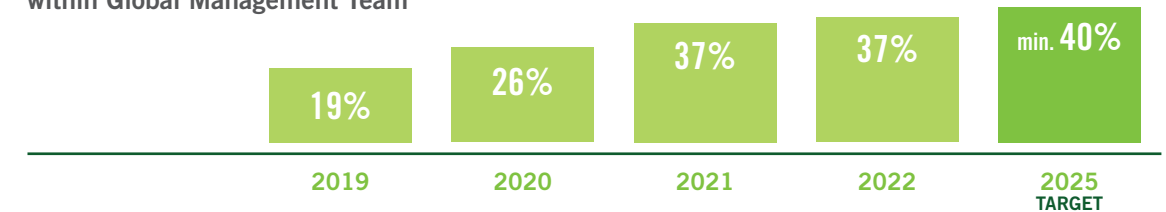
We believe that diversity makes us better—better at understanding our markets and customers, at generating business opportunities, and at being innovative. Consequently, we have made DE&I a top strategic issue.

Where we stand

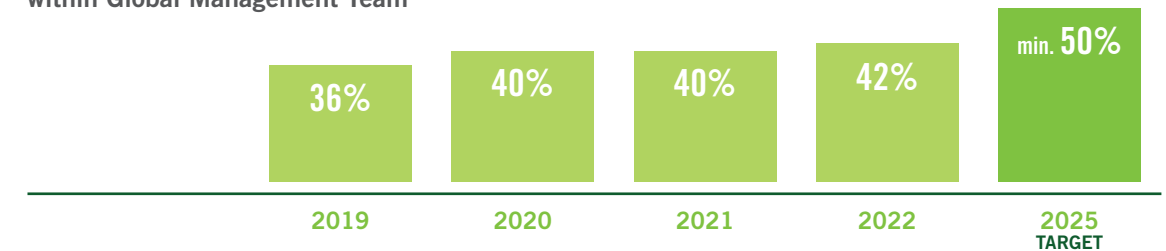
At year-end 2022, women accounted for 37% and non-Germans for 42% of our Global Management Team. Our company's age structure, including for executives and managers, is well balanced across all age cohorts. At year-end 2022, our average employee was 42 years old.

While making progress toward quantifiable targets is important, diversity also has a qualitative aspect that cannot be measured by KPIs—atmosphere and culture. We therefore address the topic from different angles.

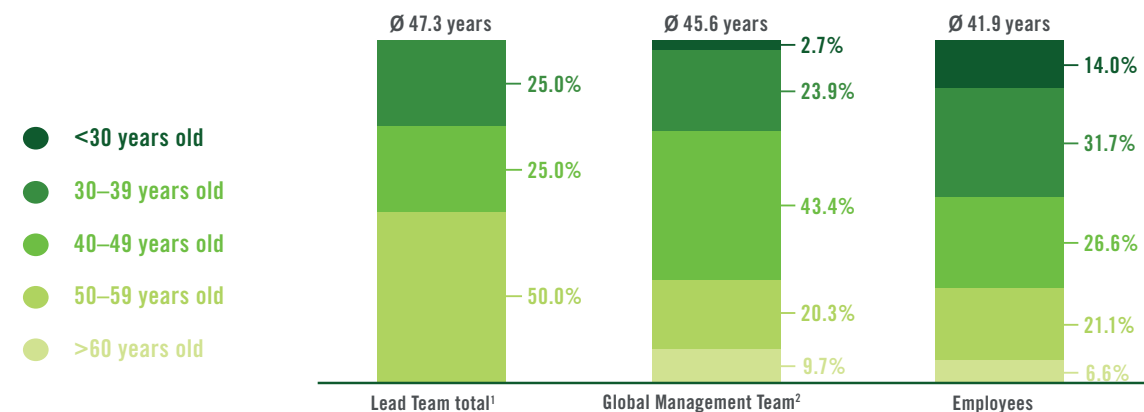
Share of women within Global Management Team



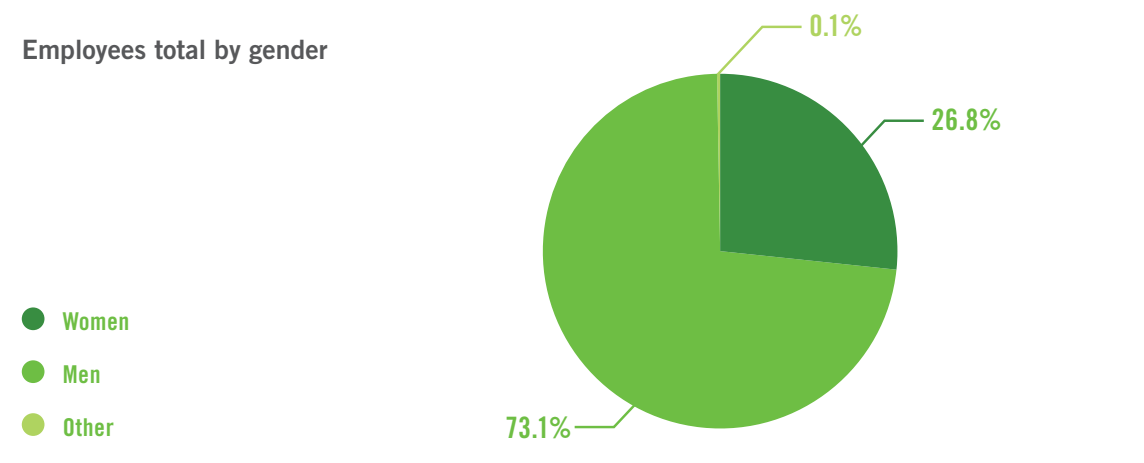
Share of non-German employees within Global Management Team



Age distribution of employees



Employees total by gender



¹ Including CEO
² Including Lead Team and most senior leaders (in 2022: 113 people)

Projects and examples

Hiring for diversity

Diverse recruitment and promotion form the basis of our successful workforce. We use gender-neutral language in job advertisements, are working to enhance our brand as a diverse employer, and place less emphasis on the ability to speak the local language fluently. We require search firms to provide us with at least 50% female candidates. Our trainee and talent programs include at least 50% women and 50% non-Germans. Ultimately, we hire or promote the best candidate for a particular position.

Reducing biases

We provide training to minimize unconscious bias and foster inclusive leadership. In 2022, we conducted an intensive six-hour training session with 110 members (97%) of our Global Management Team to reinforce awareness of unconscious bias and its adverse impact on leadership.

Balancing family and career

Enabling job sharing and parental leave is essential for improving gender diversity. We support parental leave for all genders. Almost 50% of our employees on parental leave are men. After their leave, 98% of our employees return to the same or a comparable role in full or part time, and 100% of them are still employed by us 12 months later. We support parental leave options at our major sites worldwide. We enable part-time leadership and job-sharing.

Gender pay gap analysis

In 2022, we started a gender pay gap analysis. If we discover gaps, we will identify measures by the end of 2023.

Working conditions

Our employees worldwide are our most important asset. Their skills, knowledge, and dedication—as well as their diverse experience and personalities—shape our company and its success. We strive to offer attractive salaries as well as opportunities for development and are committed to providing a modern work environment in which all employees feel appreciated and can realize their full potential.

Where we stand

Salary and benefits

We offer competitive salaries and benefits. The aim is not only to show our appreciation but also to enhance employee retention. The numbers point to our success: The average employee has been with us for 11 years, and our global fluctuation rate is 9.6%.

EMPLOYEES ARE WITH US FOR AN AVERAGE OF **11** years

Our objective is to provide the best possible work conditions and a variety of benefits at all our sites. Therefore the benefits differ by country. Examples include insurances, housing funds, subsidized public transport, fitness courses, retirement funding, and paid leave.

Training and education

We are committed to offering professional development opportunities to all employees throughout their career. We invest in our future workforce by offering apprenticeship programs, a management

trainee program for graduates, internships during university programs, work-study schemes, and scholarships. For example, in Germany we employed 99 apprentices and dual students in 2022. Our employees received an average of four hours of training by means of eLearning; third-party and in-person training was provided as well. 98% of our employees worldwide received periodic performance and development feedback, which we believe is essential for their growth.

Talent management

We have been running talent programs for many years. Their purpose is to enable talented employees to take on more responsibility and fill key positions internally. In 2022 employees from our own company were appointed to 86% of our vacant Global Management Team positions, with the majority having previously participated in our talent program.

86% OF VACANT GLOBAL MANAGEMENT TEAM POSITIONS WERE FILLED INTERNALLY

Health and safety

Health and safety of our employees are our top priority. We strive to ensure that everyone starts their workday in good health and finishes it without any harm or negative impact. Our certified health and safety (H&S) management systems and comprehensive policies give our organization a strong safety culture. Nevertheless, we continually work to make our operating facilities and offices even safer.

Where we stand

To reach our ultimate target of zero work-related incidents, we have numerous measures in place.

REDUCE LOST DAYS CAUSED BY INCIDENTS AND HIGH POTENTIAL EVENTS IN 2023 BY AT LEAST 20%

As an interim target on the way to zero incidents we are striving to reduce lost days caused by incidents and High Potential Events¹ by at least 20% in 2023. All H&S incidents, including injuries, illnesses, process safety incidents, unsafe situations, and near misses, are reported, investigated, and addressed with corrective and preventive actions. To prevent platinumosis disease, by 2030 we will voluntarily implement an exposure limit of 100 ng/m³ for chloroplatinates. This goes significantly beyond the regulatory limit of 2,000 ng/m³.

We promote a strong H&S culture among our employees through daily routines such as safety moments and briefings before each shift. We assign health & safety officers at all levels of our organization—from top management to shop floor.

All employees are trained on H&S topics, according to the conditions of their workplace. Occupational health exposures are thoroughly documented and managed using an industrial hygiene matrix to ensure compliance with statutory exposure thresholds. Our H&S experts at all sites worldwide have up-to-date qualifications and are readily available to provide guidance on questions, training programs, and educational materials.

At the end of 2022, 94% of our employees were working at a facility with a certified H&S system, and we continue to strive to increase the number of certified facilities.

Lost time incident rate (LTIR) 2022

	TOTAL NUMBER	RATE ²
Total recordable incidents	39	8.6
Thereof with serious consequences	0	-
Thereof fatalities	0	-

¹ Any incident or near miss that might, in other circumstances, have resulted in a major or catastrophic event.
² Lost time incidents are all incidents with lost time of 1 day or more. LTIR is calculated per 1,000,000 hours worked.

People in our value chain

We are aware of the significant impact our business has on people along our value chain and recognize our responsibility for their welfare. We systematically assess our precious metal suppliers' social and environmental performance, particularly with regard to protection of human rights.

Where we stand

Human rights due diligence is an integral part of our general due diligence process. Our measures to safeguard human rights include:



conducting appropriate due diligence processes



collaborating with mining partners to improve living conditions of workers and communities along our value chain



monitoring observance of human rights along our value chain



providing channels for value chain workers to raise concerns



engaging with stakeholders in the industry to further foster a sustainable work environment, especially in artisanal and small-scale mining

Our efforts to protect human rights along our value chain are based on recognized international industry standards. We supplement these with our own even more stringent guidelines.

Collaborating with our mining partners

We are aware that engaging with our stakeholders has the greatest potential to improve the living conditions of workers in our value chain and our impact on the environment and local communities. We strongly believe that we can only create a positive impact by collaboration.

These considerations have resulted in a roadmap, setting milestones for transparency, improvements, and progress assessment for the impact of our mining partners.

Timeline



Projects and examples

Promoting mercury-free mining

We are active in projects around the world to promote mercury-free mining. Large amounts of toxic mercury are used in artisanal and small-scale gold mining (ASM), posing a serious threat to people and the environment. A prominent example of our engagement is the collaboration with the Fairtrade Max Havelaar Foundation, a Swiss-based non-governmental organization, and the mining cooperatives of Central de Cooperativas Mineras de San Antonio de Poto de Ananea (CECOMSAP) in Peru. By investing part of the revenue generated through the sales of Fairtrade gold in processing technologies at the mine sites, the use of mercury in Peru has been significantly reduced.

ments to administration and teaching spaces, sanitary facilities, playgrounds, and security fencing. These improvements have significantly improved the dignity and general health of the students. School attendance and enrolment in the area have improved as a result of this project.

The partnership between Northam and Heraeus Precious Metals goes back more than 35 years. After underground mining, concentrating, smelting, and base metal removal, the remaining precious metal concentrate is sent to Heraeus Precious Metals for refining.

Northam Platinum overhauls schools in South Africa

Northam is focusing on several areas to help improve conditions in local communities. One of their recent community projects was a contribution of 14.5 million rand to renovate three local junior secondary schools in the rural Eastern Cape Province. The Emnyezwini, Mbotyi, and Sichwe schools in Lusikisiki have undergone improve-





Guided by integrity

Our compliance and transparency standards are the foundation on which the trust of our employees and customers as well as other stakeholders is built. Earning and maintaining this trust is the basis for our success. It requires an unwavering commitment to integrity and good business practices.

We value long-term relationships over short-term profits and have always ensured that processes are transparent and auditable. Our approach to compliance has three aspects: prevent, detect, and respond. Our highest priority by far is prevention.

Responsible precious metals sourcing

We apply the strictest industry standards and take all reasonable steps to ensure that the precious metals in our value chain originate from legal and ethical sources, whether it be from mines or end-of-life material for recycling.

Our due diligence process verifies the observance of laws, industry standards, and our own guidelines. We aim for the greatest possible transparency over our upstream supply chain. This includes:

- Extensive checks before entering a new business relationship
- Conducting regular on-site audits, typically every three years, depending on the risk assessment
- Ad-hoc mine audits and additional verification by third-parties
- Screening all information for irregularities, for example regarding owners, general plausibility, and origin of metals
- Determination and assessment of the origin of precious metals delivered
- Sanctions screening and monitoring of publications to verify partners' compliance with human rights laws

- Engaging with legislators, NGOs, industry associations, unions, communities, and local governments

If precious metal suppliers do not meet our standards, we refuse to enter a business relationship with them. We terminate existing relationships if violations are detected that cannot be resolved or corrected.

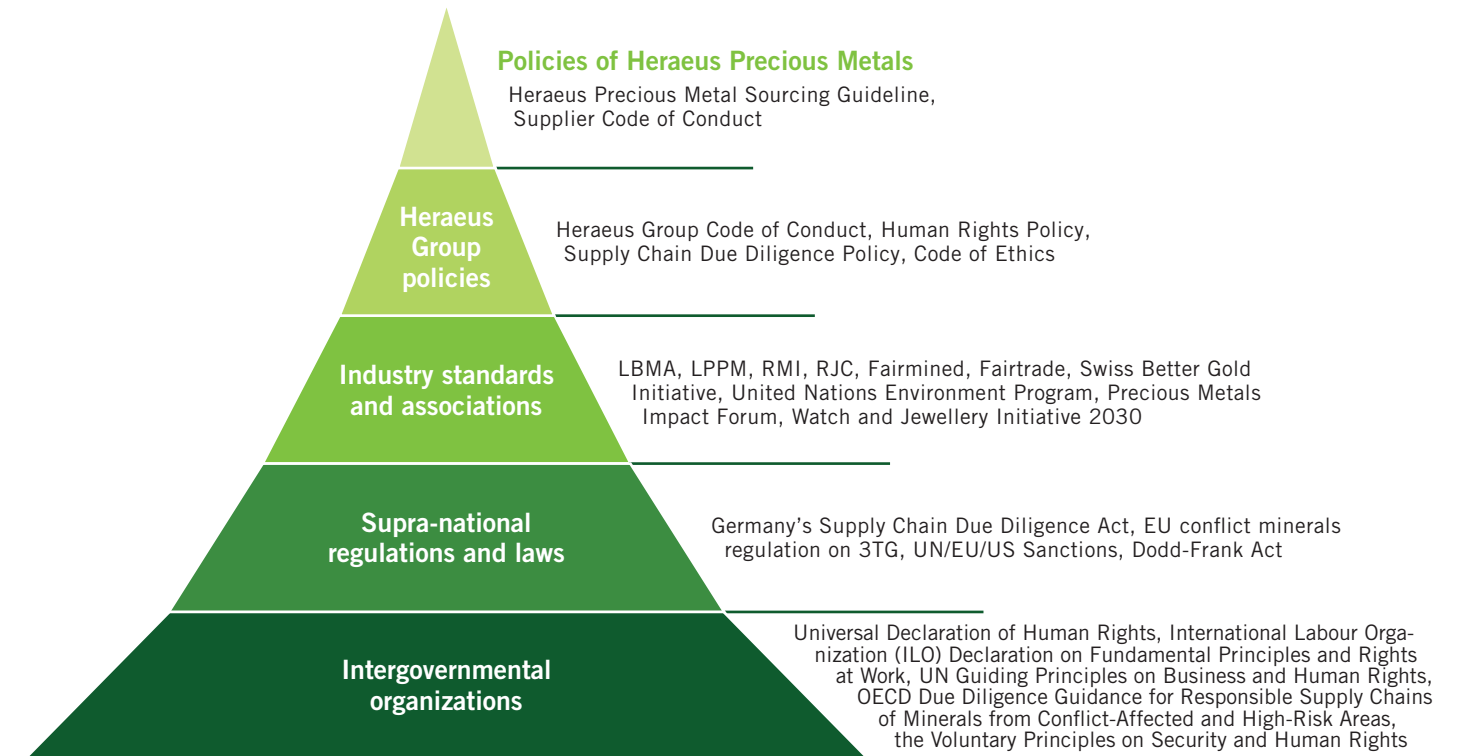
Our system for responsible precious metal sourcing is certified by all major responsible precious metals sourcing frameworks such as RMI, RJC, LBMA, and LPPM.

Reporting a concern

Heraeus Precious Metals takes suspected violations of human rights, criminal law, environmental law, and other laws and regulations very seriously. We encourage whistle-blowers to report suspected violations and concerns anytime via our compliance hotline or external ombudsman. They can choose to remain anonymous.

Our own policies and processes go even beyond regulatory requirements and industry frameworks. We promote the adoption of these stricter standards worldwide in our supply chain and the industry.

With the help of our mining partners, we strive to have a positive impact on the people, environment, and communities in the countries of origin and mitigate any negative impact.





About us


We are a global leader in precious metals, covering the value chain from refining to trading to innovative precious metals products to recycling end-of-life waste materials.


We are part of the Heraeus Group, a globally leading family-owned technology company headquartered in Hanau, Germany. The company's roots go back to a family pharmacy started in 1660.


In the 2022 financial year, the Group generated revenues of €29.1 billion with approximately 17,200 employees in 40 countries.

Heraeus Precious Metals at a glance


We offer our customers a global trading, production, recycling, and logistics network.

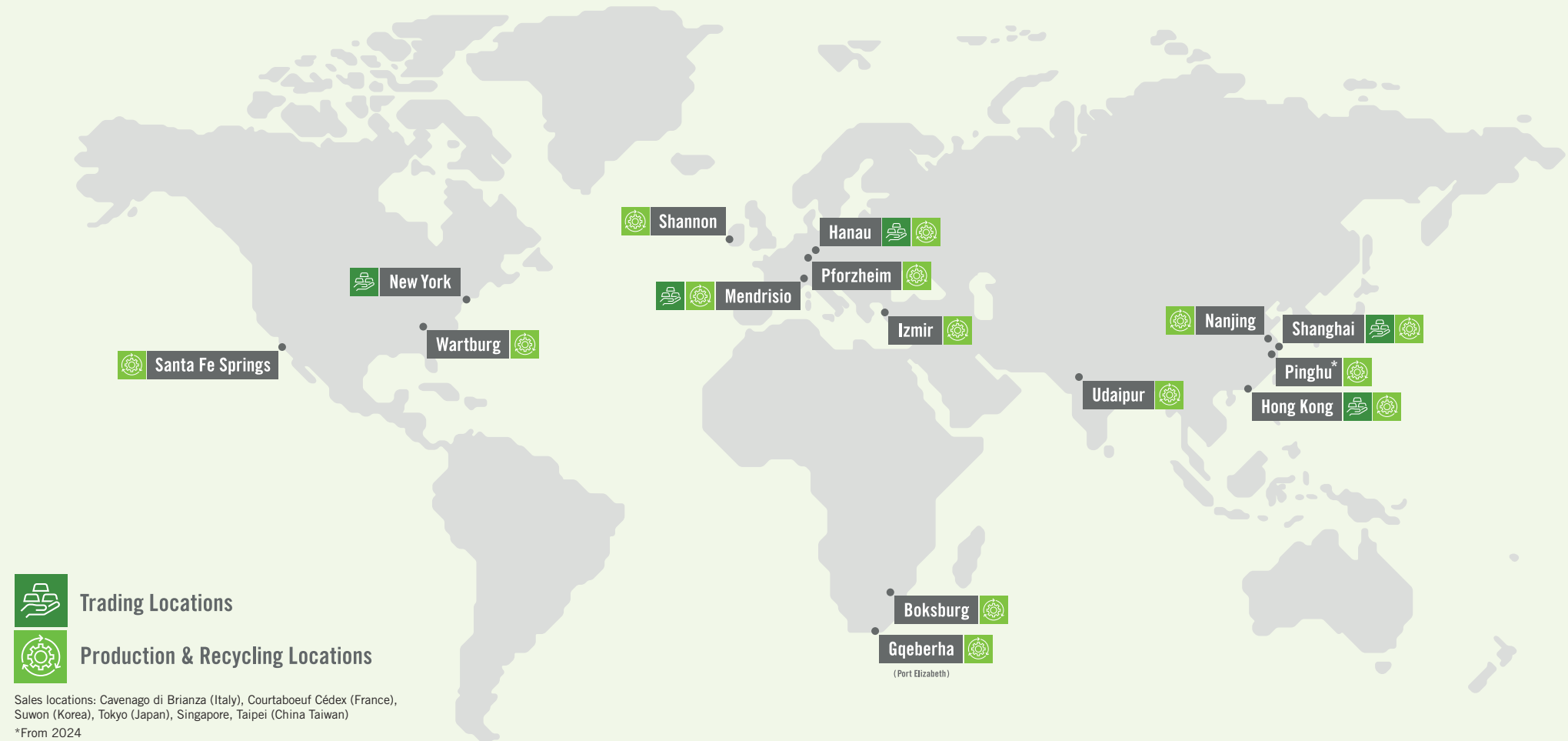
€24.9 BN
TOTAL REVENUE 

 **HEADQUARTERED
IN HANAU
GERMANY**

ABOUT
3,000
EMPLOYEES 

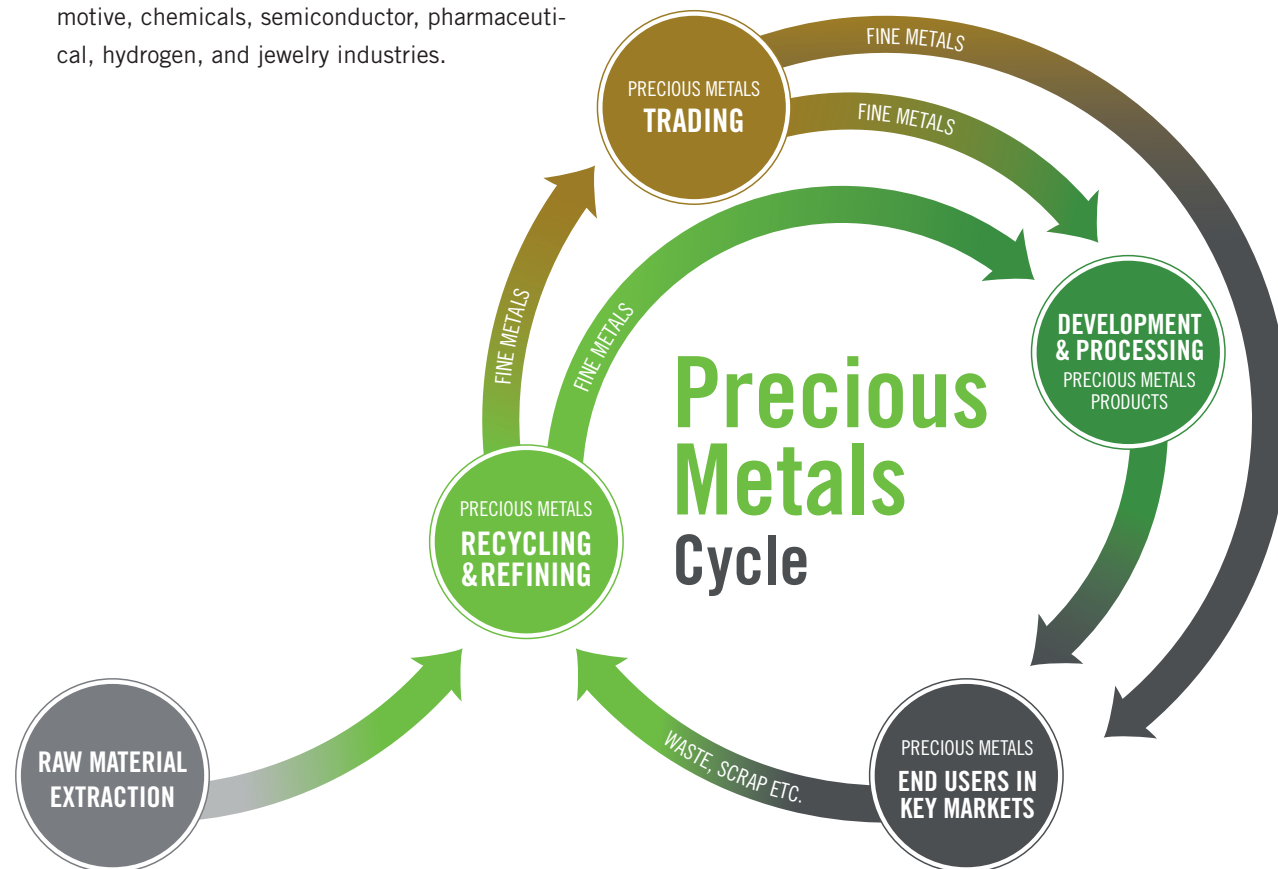
Including joint ventures in 2022

 **190 PEOPLE IN
RESEARCH AND
DEVELOPMENT**



Expertise along the precious metals cycle

We have extensive expertise in all platinum group metals as well as gold and silver. We offer a broad portfolio of products that are essential for many industries, including but not limited to the automotive, chemicals, semiconductor, pharmaceutical, hydrogen, and jewelry industries.



Our Guiding Principles: what we stand for

Heraeus Precious Metals' Guiding Principles are the cornerstone of our culture. They serve as a general orientation and guide as to how we conduct our business. These principles define behaviors and mindsets that are essential for successful cooperation with our partners, customers, and within our company.

We expect all employees worldwide to bring our core values to life and therefore work continuously to ensure their implementation and ongoing development.

<p>CUSTOMER FOCUS</p> <p>We concentrate on our customers' needs.</p>	<p>CLEAR LANGUAGE AND RESPECT</p> <p>We communicate clearly and respect each other.</p>	<p>DIVERSITY</p> <p>We foster different perspectives and diverse teams.</p>
<p>CONTINUOUS IMPROVEMENT</p> <p>We continuously want to get better.</p>	<p>ACCOUNTABILITY</p> <p>We are responsible for our success and failures.</p>	<p>RESPONSIBILITY</p> <p>We care about people and our planet.</p>

Sustainable Development Goals (SDGs)

In 2015, the United Nations Member States adopted the 2030 Agenda for Sustainable Development. It sets out 17 goals, which aim to transform our world: They are the call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice, and prosperity.

We support the United Nations Sustainable Development Goals (SDGs) and continuously review, adapt, and examine our own contributions, actions, and measures to achieve them.



Ratings



Ecovadis rates companies' performance in four categories: environment, labor and human rights, ethics, and sustainable procurement. Our operations in Germany received a Gold Rating in 2022, ranking us among the top 5% of all companies evaluated.

CDP promotes standardized disclosures and rates companies' climate, water, and forest performance. In 2022 Heraeus Precious Metals submitted its first climate disclosures to CDP and received a B rating.



Validations



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



The Science-Based Targets initiative is a collaboration between CDP, WRI, WWF, and the UN Global Compact. It defines and promotes best practices in emissions reductions and net-zero targets in line with climate science. In 2021 we committed to set near- and long-term company-wide emission reductions in line with science-based net-zero with the SBTi. Preparation for submission of the targets is underway, and we expect our validation by year-end 2023.

The Corporate Carbon Footprint of Heraeus Precious Metals has been verified by TÜV SÜD Industrie Service GmbH in accordance with DIN EN ISO 14064-3 on the basis of the Corporate Carbon Footprint Report for financial years 2020, 2021, and 2022.



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