

MISSION

OF K1-MET GMBH

Our Corporate Mission Statement describes the values, principles and goals that shape our daily actions. It serves as a common point of reference for our employees, industrial and academic partners, and stakeholders. It provides the foundation for the sustainable, successful and responsible development of K1-MET GmbH.

Where Visions Become Solutions

K1-MET GmbH is a competence centre for the development of metallurgical and environmental technologies, headquartered in Austria. As a non-university research institution within the COMET programme, we work on pioneering solutions for energy-efficient, resource-conserving and climate-neutral production processes in energy-intensive industries such as the steel, cement and chemical sectors.

Our identity is shaped by collaborative research, scientific excellence and a corporate culture that puts people at the centre. We see technological innovation, social responsibility and economic sustainability as inseparably interconnected.

Our Vision

We shape the sustainable transformation of resource-intensive production processes through an excellent research. K1-MET stands for a climate-neutral and competitive industry based on efficient resource use, innovative technologies and strong partnerships. Our goal is to make a measurable contribution to reducing CO₂ emissions through research and development and to create the foundations for sustainable industrial value creation.

Our Mission

The mission of K1-MET GmbH is to develop scientifically sound and industrially relevant solutions for metallurgy and other energy-intensive processes. We combine fundamental research with application-oriented development and support the transfer of new technologies into industrial practice.

Our focus is on the circular economy, decarbonisation, sector coupling, the use of green hydrogen, and digital innovations to optimise production processes and increase efficiency. Through collaborative research with national and international partners from academia and industry, we create added value for Europe and make a valuable contribution to safeguarding technological competitiveness.

Our Values and Corporate Culture

K1-MET's corporate culture is based on clearly defined values that shape how we interact and work together:

- **Respect and appreciation** form the basis of our daily actions. We treat one another openly, fairly and as equals.
- **Trust and honesty** are essential for successful collaboration. Transparent communication and reliability strengthen team cohesion and our relationships within the consortium.
- **Fairness and equal opportunities** guide our personnel policies. We make decisions in a transparent, fair and non-discriminatory manner.
- **Willingness to help and team spirit** shape the way we work. Knowledge is shared, and mutual support is a matter of course.
- **Sustainability** is understood holistically – environmentally, economically and socially. It is a guiding principle of both our research and our corporate activities.
- **Family-friendly policies, flexible ways of working and modern working-time models** enable our employees to balance professional and personal responsibilities.
- **Commitment and initiative** are actively encouraged. We encourage our employees to take responsibility, contribute ideas and help shape innovation.

Diversity, Internationality and Gender Equality

Diversity is an integral part of K1-MET. A balanced proportion of female and male employees, together with our international character, shapes our organisation. We see different cultural backgrounds, perspectives and experiences as an asset and a key driver of creativity and innovation.

We are convinced that promoting gender equality is not only a fundamental human right but also a key driver of innovation, collaboration and sustainable growth. Our commitment to a diverse and inclusive workplace goes far beyond mere compliance with legal requirements and is firmly embedded in our values.

For K1-MET GmbH, equality means equal opportunities not only regardless of gender, but also regardless of origin, age or potential mental or physical disabilities. Our goal is to create a working environment in which all employees feel respected, valued and supported in their personal and professional development.

Gender Equality and Responsible Corporate Governance

K1-MET GmbH's Gender Equality Plan (GEP) reflects our clear commitment to equality and fairness. It demonstrates our ongoing commitment to creating an environment in which all employees can thrive, regardless of their gender identity or gender expression.

We understand equality as an ongoing process. Through transparent structures, fair recruitment and promotion processes, regular feedback formats and the commitment to equal pay for women and men, we actively work to identify and reduce existing inequalities.

Family-Friendly Policies as a Living Value

Family-friendly policies are a central part of our identity as an employer. In 2024, K1-MET was certified as a family-friendly company as part of the berufundfamilie programme. The certification serves as a management tool for the systematic development of a family-conscious corporate policy.

For K1-MET, being family-friendly means taking appropriate measures to facilitate the reconciliation of professional responsibilities and family commitments. Our goal is to create a working environment that enables all employees to meet their professional responsibilities while also fulfilling their family obligations. Flexible working-time models, flexitime, home-office solutions, compressed working hours and supportive arrangements for parental leave and returning to work after parental leave provide the necessary framework.

The satisfaction and well-being of our employees are top priorities. Family-friendly measures make an important contribution to employee motivation, long-term retention and a positive working environment.

Responsibility as an Employer

As a family-friendly and socially responsible employer, K1-MET GmbH is committed to equal opportunities regardless of gender or origin. We foster a corporate culture in which diversity is embraced and individual circumstances are respected. By actively shaping modern working conditions, we aim to drive positive change in the world of work and create an environment that supports performance, well-being and personal development equally.

Collaboration as a Key to Success

Collaboration is a core value of K1-MET GmbH. Through networking, knowledge transfer and intensive exchange between academia and industry, we create sustainable partnerships. National and international funding programmes provide an important framework for our research activities. Successful collaborations enable us to jointly address complex challenges and bring innovative technologies into application more quickly.

Scientific Excellence

Scientific quality and integrity form the foundation of our work. Within our research programme, we carry out projects at the highest level and develop processes for climate-neutral production. The transfer of technologies from pilot and demonstration plants into industrial applications and across multiple sectors helps maximise the impact of our research.

Education and Early-Career Development

The training and development of experts is an essential part of our mission. K1-MET provides highly motivated young students with a qualified start to their careers through master's and doctoral theses and supports the development of a sustainable talent pool for participating industrial companies. Knowledge sharing and a continuous professional development ensure long-term innovation and competitiveness. We also participate in initiatives that introduce young people to STEM skills.

Sustainability and Future Orientation

Sustainability is a top priority at K1-MET. Our research activities focus on the circular economy, decarbonisation, sector coupling, the use of renewable energy systems and digital innovations to increase the efficiency of industrial processes.

Our long-term goal is a climate-neutral industry shaped by successful partnerships, scientific excellence and sustainable solutions. This Corporate Mission Statement reflects our commitment to taking responsibility for society, the environment and future generations.

