

Chapter 4

Combined Non-financial Report

Separate Combined Non-financial Report in Accordance with the CSR Directive Implementation Act

Position and Business Model

For Jenoptik, entrepreneurial activity is not only the realization of economic goals but also a commitment to the environment and society. As a globally operating photonics group, innovation is our driving force and the basis of our success in business. Innovation and responsibility also form the core of our sustainability strategy. Together with our customers, we create forward-looking trends in the fields of healthcare, the environment, mobility, and safety. As an “enabler” we use our expertise and innovative products to make an important contribution to overcoming social and climate challenges as well as enabling customers worldwide to contribute more efficiently and sustainably to greater resource conservation and climate protection.

Jenoptik operates in the photonics market and supplies the majority of its products and services to the capital goods industry. The Group is thus primarily a technology partner to industrial companies and public sector contractors. According to the current SPECTARIS Trend Report, photonic solutions can make a significant contribution to reducing greenhouse gas emissions due to their properties, applications, and effects and enable resource-saving production processes as well as energy savings and reduce material consumption. According to SPECTARIS, the use of photonic technologies will reduce global greenhouse gas emissions by at least 11 percent by 2030.

As an enabler, Jenoptik supports the achievement of the United Nations Sustainable Development Goals (SDGs) through its products and solutions. Our biophotonics products improve health and well-being (SDG 3), Jenoptik road safety solutions help to make cities and communities more sustainable (SDG 11). We strengthen industry, innovation, and infrastructure (SDG 9) and enable responsible production through smart manufacturing (SDG 12). We promote more diversity among our employees (SDG 5) and continue to intensify our efforts to reduce greenhouse gases (SDG 13). As a supporter of the UN Global Compact – the world's largest initiative for responsible corporate governance – we commit to comprehensively complying with the ten principles in the areas of human rights, labor standards, environmental protection, and anti-corruption.

More information on the business model and markets can be found in chapter Business Model and Markets of this Annual Report

Our Take on Sustainability

Our understanding of sustainability is based on the conviction that we can only achieve our economic goals, thereby sustaining profitable growth, by behaving responsibly towards the environment and society. The issue of sustainability, including climate protection, is the responsibility of the Chief Financial Officer. Responsible for the group-wide coordination of Jenoptik's sustainability management is the Investor Relations & Sustainability department, which coordinates this cross-cutting issue in close cooperation with the specialist departments involved as well as the divisions. An ESG Committee, comprising the relevant representatives of the central and operating business units, discusses current cross-cutting issues and ongoing ESG projects, coordinates the implementation of new regulations, and makes the necessary decisions. In 2023, for example, initial preparatory projects were carried out in connection with the implementation of the Corporate Sustainability Reporting Directive (CSRD), such as the revision of our emission reduction targets and the determination of Scope 3 emissions. The Executive Board and Supervisory Board are regularly updated on the current projects.

With the publication of this separate Combined Non-financial Report we fulfill the requirements of the currently valid CSR Directive Implementation Act (CSR-RL-UG) in accordance with § 289b (3) and 315b (3) of the German Commercial Code (HGB). For example, some individual indicators are already based on the CSRD to be applied in the future and the associated European Sustainable Reporting Standards (ESRS). The reporting requirements pursuant to Article 8 of the EU Taxonomy Regulation relating to the disclosure of environmentally sustainable business activities are also implemented. Taking into account the interests of our stakeholders, the report explains the material topics in terms of their impact and business relevance. This includes the areas of employees, the environment, social commitment, human rights, anti-corruption and supplier management. The basis for this is the materiality analysis prepared in accordance with the requirements of the CSR-RL-UG, the results of which were also consistently relevant for Jenoptik in 2023.

The information in the Non-financial Report applies equally to the Group and JENOPTIK AG; any information that differs is indicated. The GRI standard served as an orientation aid for the selection of key figures, but was not used for further detailing. This includes information on the number of employees, employees on parental leave or the fluctuation rate. In addition, to maintain clarity of reporting, no further framework was used. Risks were assessed in accordance with the requirements of CSR-RL-UG. In accordance with § 315b (1) (3) of the German Commercial Code, reference is occasionally made to other information available in the Group Management Report. The list below shows all the relevant passages in the Management Report that are relevant to the separate Combined Non-financial Report.

- Business model page 28
- Strategy from page 32 on
- R+D/Innovation management from page 39 on
- Risks & opportunities from page 72 on
- Diversity concept from page 102 on

Materiality Analysis

Jenoptik maintains ongoing dialog with all of its stakeholders. The materiality analysis carried out in 2020 in the form of an online survey via an independent assessment of all non-financial aspects that are material to sustainable business development was confirmed for the fiscal year 2023. The following sections report on the topics that are relevant both from the company's perspective and from the perspective of the respective external target groups (customers and business partners, suppliers, employees, shareholders, investors, and the general public). They are summarized in table T50 and reviewed annually. In addition to the reduction of CO₂ emissions, recruiting, and HR development as well as sustainable supplier management became of great importance to Jenoptik in the fiscal year 2023. In preparation for reporting in accordance with the European Sustainability Reporting Standards (ESRS) for the fiscal year 2024, we have already started to carry out a so-called double materiality analysis. Based on expert assessments, Jenoptik's impact on people and nature as well as opportunities and risks for Jenoptik – in each case with the involvement of stakeholders – are identified and evaluated by experts. These key topics for Jenoptik in the future form the basis of all long-term ESG activities and will be incorporated into the new corporate strategy in the current fiscal year.

In the following, we provide information on key sustainability issues that are relevant both for our business performance and for our stakeholders, who have a particular focus on our impact on the environment and society, and that therefore have an impact on the environment and society.

Sustainability Targets

Sustainability plays a crucial role in our corporate culture and is firmly anchored in the Group's corporate strategy. Our clear commitment to greater sustainability is evident in the wide range of sustainability objectives, some of which are also reflected in remuneration for the Executive Board and group financing. Both our debenture bonds and the syndicated loan are aligned to the ESG targets diversity rate, green electricity rate, and the Group's CSR rate.

The Group's sustainability objectives cover all ESG areas and are summarized in table T51. Jenoptik made considerable progress in the year under review, particularly in the environmental and climate protection area, and achieved the target values early, so that the short-term objectives were revised at the end of the year covered by the report. By 2025, Scope 1 + 2 emissions are to be reduced by at least 55 percent (before 30 percent) compared to the base year 2019 and the green electricity rate is to be more than 90 percent (before > 75 percent). The Jenoptik Group is striving to achieve "net zero" with regard to Scope 1+2 emissions by 2035 at the latest. Jenoptik has also increased its targets in the area of innovation management. For example, the Vitality Index is to reach a level of 25 percent in 2025 compared to the previous target of 22 percent. In the area of human resources, the target for employee-related turnover has been adjusted from <5 percent to < =10 percent due to changing market trends.

The sustainability targets are explained in detail in the respective subsequent sections of the Non-financial Report. Innovation topics can be found in the Research and Development chapter.

For more on the topic of innovation management, see the R+D chapter from page 39 on

T50 Key topics for Jenoptik

Employees	Environment and climate protection	Social commitment	Human rights	Anti-corruption	Other topics
Corporate culture HR development	Energy management Reduction in CO ₂ emissions	Social commitment in science, education, art & culture, and social projects	Compliance with human rights and social standards in the supply chain	Responsible business relationships and fair business practices	Innovation: Environmentally friendly products and efficient use of materials
Recruiting and attractiveness as employer	Water management		Sustainable supplier management	Integrity and compliance	Innovation-friendly environment
Fair working conditions	Resource conservation			Data protection	Customer satisfaction
Occupational safety				Data security	

T51 Non-financial targets and key performance indicators

Aspects	Aspiration	Performance indicators	Status 2022	Status 2023	Target	
Employees	We want to increase the satisfaction and commitment of the employees and the attractiveness of Jenoptik as an employer	• Fluctuation (attributable to employees)	7.1 %	5.8 %	<=10 %	
		• Engagement score	76 %	75 %	Better than global benchmark	
		• Absenteeism	6.5 %	6.2 %	<5 %	
	We want to increase our diversity and employ more women and employees of international origin in management positions	• Diversity rate ¹	30.6 %	29.4 %	33 % by 2025	
	We want to fill more vacancies with our own trainees	• Training rate	3.5 %	3.5 %	>4 %	
		• Number of trainees taken on (retention rate)	83.8 %	88.0 %	100 %	
Innovation	Securing and boosting competitiveness, revenue, and earnings through successful innovations	• We want to increase the share of revenue generated by products and platforms which have been developed in the last three years	• Vitality Index	23.7 %	27.7 %	Level >25 %
Environment	Reduction in CO ₂ emissions:	• We want to increase the proportion of green electricity used at our main sites ³	• Proportion of green electricity at main sites	85.4 %	93.6 %	>90 % by 2025
		• We want to reduce our CO ₂ emissions	• CO ₂ reduction (Scope 1+2) in comparison to the base year 2019 (10,161 t)	35.9 %	50.5 %	>55 % by 2025
		• We want to expand our fleet of trucks with alternative drive technologies and build up a corresponding infrastructure	• Number of trucks in the fleet with alternative drives	16	35	Increase
			• Number of charging columns/ charging points	23	15	Increase
Suppliers	We want to increase transparency in our supply chain in order to guarantee the protection of human rights and the environment	• CSR rate ²	51.4 %	49.0 %	50 % by 2025	

¹ Diversity rate: average percentage of the number of managers with an international background as well as female managers

² CSR rate: Corporate Social Responsibility Rate: percentage of all suppliers of production materials with an annual purchasing volume in excess of 200,000 euros for which complete CSR self-assessments assessed as non-critical exist

³ Main sites: are responsible for more than 98 percent of the Jenoptik Group's total energy consumption

Since 2021, the group-wide recording of all key performance indicators (KPIs) for sustainability reporting has been carried out quarterly as part of the existing LucaNet financial reporting system. The creation of a uniform reporting process guarantees the provision of regular information to the boards as well as the management of these KPIs.

Risks in Connection with Non-financial Aspects

Weighing up corporate risks and opportunities is one of Jenoptik's principles of responsible corporate governance. The Group has a risk manual and a system of guidelines, thus providing a reliable reference framework for all employees worldwide.

| See Corporate Governance Statement from page 94 on

In two risk periods per year, Compliance & Risk Management identifies all risks within the Group and discusses the top issues – set in net terms – with the Executive Board and the Supervisory Board. Our processes for the identification, management, and control of risks involve non-financial environmental, social, and corporate governance risks, including climate-related risks in the form of physical risks. These result from the physical effects of climate change, e.g. plant damage due to extreme weather events or losses due to long periods of drought.

The net analysis did not identify any risks that are very likely, now or in the future, to have a serious negative impact on the specified key non-financial aspects.

| Detailed information on the risk management system as well as risks associated with non-financial aspects, can be found in the Risk and Opportunity Report from page 72 on

Employees

HR at Jenoptik covers all employee-related operating and strategic measures for the implementation of the Group's objectives and is thus an essential component of the overall leadership and management process. The HR department globally provides governance for the most important HR processes and offers local service on site in the respective country for all employees and managers. It provides local HR teams with support for division-specific projects and central expert knowledge in the areas of recruiting, HR development, compensation & benefits, health management, and supporting HR systems. The HR department reports directly to the Chairman of the Executive Board, who is also HR Director, via the function Head of Global HR.

Our colleagues from the dedicated HR support team are the first point of contact for all HR-related issues in day-to-day business concerning the Group's employees and managers. Each division and business unit has an HR Business Partner who is part of the management team. Working with division management, the HR Business Partners develop and implement HR strategic topics. SuccessFactors as a new complete solution for the Human Experience Management (HXM) supports all HR processes in digital form.

Jenoptik's corporate culture is characterized by initiative, respect for diversity, and equal opportunities. The basis for this is formed by our Jenoptik values – open, driving, confident.

| For further information on the topic of corporate culture, please refer to the Strategy chapter from page 32 on

We have continued to pursue our **diversity** initiatives. The focus was on internal communication and our external "Stay open" campaign. Increasing the diversity rate, calculated as the average percentage of managers with an international background and female managers, to 33 percent by 2025 is therefore a key objective of the Group. In the fiscal year 2023, the diversity rate was 29.4 percent (prior year: 30.6 percent). Detailed information on gender equality and targets for the proportion of women on the Supervisory Board, Executive Board, and the management level below the Executive Board can be found in the Corporate Governance Statement.

Our regional diversity councils have supported us in our activities, promoting implementation in the various countries. For external benchmarking, we once again took part in the Women's Career Index (FKI) audit, scoring 86 (out of 100) in 2023, three percentage points better than in the prior year.

Jenoptik promotes [equal pay in the workplace](#) and ensures comparability and fairness through a group-wide uniform, person-independent assessment of all jobs. Using a standardized software solution, jobs will be continuously classified in terms of requirements, tasks, and responsibilities. In all divisions or areas of activity, new jobs undergo a structured classification process. This counteracts gender-specific salary differences for comparable activities.

We have measured the [satisfaction and commitment of our employees](#) using an employee survey. This is carried out annually worldwide. When completing the survey, employees evaluate the various facets of the corporate and leadership culture. The commitment of our employees (so-called Engagement Score) and the recommendation rate (so-called Net Promoter Score) are also measured.

A total of 69 percent of our employees took part in the 2023 survey (prior year: 63 percent). The engagement score was 75 percent, i.e. 75 percent of the employees who took part in the survey positively identify with their duties at Jenoptik and actively contribute (prior year: 76 percent). With a "Net Promoter Score" of 72 percent (prior year: 74 percent) more than two thirds of the participating employees would recommend Jenoptik as a good employer.

Jenoptik is family-friendly and responds to the needs of its employees with flexible working hour models. Flextime, part-time work, and flexible parental leave all make it easier for our employees to strike their own balance between family and working life. In 2023, 155 employees made use of parental leave in Germany (prior year: 165 employees). The number of part-time contracts in Germany rose to 15.1 percent in 2023 and, globally, 11.4 percent of our employees are part-time workers (prior year: 13.3 percent in Germany and 10.6 percent worldwide). In 2023, the global employee turnover rate was 5.8 percent (prior year: 7.1 percent). The target for employee-related turnover was adjusted from <5% to <=10 percent in the reporting year due to changes in market trends. The aim is to keep staff turnover within the target corridor, among other things through training and promotions as well as the associated internal communication.

One of the most important preconditions for balancing career and family is the availability of childcare. For several years, Jenoptik has been investing in flexible childcare models at daycare centers at the Jena, Wedel, and Monheim sites. This means that our employees are assured a fixed quota of places at the daycare centers.

[HR development](#) is a key factor that determines the future viability of the company and the commitment of our employees. To help promote them in line with their potential and interests, the development needs are analyzed in regular staff appraisals. In 2023, Jenoptik invested around 2.9 million euros (prior year: 2.7 million euros) in the professional development of its employees. This includes both the costs for trainees and students at the Cooperative State Universities and the costs for further training for our employees.

Learning at Jenoptik is structured according to the 70:20:10 principle: as employees and their supervisors are the experts for their own further development, 70 percent of learning takes place in the workplace and 20 percent through learning from others. Classroom or online training makes up 10 percent.

We have also been following the 70:20:10 learning principle in the development of our managers: there are three target-group specific programs aimed at potential employees or new and experienced managers. We will again offer training in healthy management and conflict management for our experienced managers in 2024.

HR Recruitment

Jenoptik's personnel requirements are aligned with the Group's growth strategy. As a result of this and due to staff turnover, there is a greater need for recruitment, particularly in Germany, Canada and the USA. The target groups for recruitment and thus also HR marketing are primarily junior employees, specialists, and skilled workers in the natural and engineering sciences.

In order to fill more vacant positions with internal specialists trained at Jenoptik, the training ratio was increased, taking into account the retirement of employees in the context of succession planning. In the reporting period, the training rate was 3.5 percent (prior year: 3.5 percent). Thus, at the end of 2023, a total of 163 trainees were employed by the Group worldwide (prior year 154 worldwide). The retention rate for trainees who successfully completed their vocational training in 2023 was 88.0 percent (prior year: 83.8 percent). These trainees were taken on for an unlimited period by the company.

Specific support for school students, university students, and graduates is part of the Group's expertise strategy, ensuring early loyalty to the company and thus making the recruitment process easier. A selection of targeted initiatives and cooperation arrangements is shown in the following table T52:

T52 Initiatives and cooperation arrangements (selection)

Jenoptik supports	<ul style="list-style-type: none"> • career guidance projects at schools, also offering their students the opportunity to complete an internship • young researchers in Thuringia as a longstanding state-level corporate sponsor of the "Jugend forscht" initiative • various industry organizations to promote professional development activities • students in the form of degree theses, internships, and scholarships
Jenoptik works with	<ul style="list-style-type: none"> • selected universities around the world with regards to HR marketing and recruitment, for research purposes, and to foster the professional development of its employees • selected universities around the world via projects and is active through a range of committees and networks in an advisory capacity

Further information on our social commitment can be found in the section "Social commitment" from page 147 on

Increasing **attractiveness as an employer** is the focus of employer branding at Jenoptik. Clear and distinctive positioning as an attractive employer should support recruitment and develop a positive and unmistakable employer image as a future-oriented, innovative high-tech company in the photonics industry. Social media channels as well as training and university fairs are used for this purpose.

Occupational health and safety are also key topics affecting the basic needs of our employees and their satisfaction in the workplace. They are firmly anchored in the Group's operating processes to minimize risks arising in the work environment, work processes as well as work and operating equipment, that may endanger employees. Their principles apply to all Jenoptik employees. The Jenoptik companies are each responsible for applying the law on all aspects of occupational health and safety. Occupational health and safety and environmental protection issues are the responsibility of the Executive Board. Managers are advised and supported by occupational safety specialists and company physicians. They provide advice to all companies, coordinate tasks and support the Executive Board in implementing measures. Occupational health and safety committee meetings are held in all divisions each quarter. In addition, all employees are briefed on issues relating to occupational health and safety at least once a year. At all the German locations, around ten percent of the workforce are trained as first-aiders. In 2023, the number of reportable **workplace and commuting accidents** in Germany was 11.6 per 1,000 employees (prior year: 9.9). For the Group as a whole, the rate of workplace accidents (excluding commuting accidents) was 5.5 (prior year: 4.3). Compared to the

other member companies of the ETEM trade association (Energy, Textile, Electronics, and Media Products), Jenoptik was still below the average figure of 15.9 in 2022. Once again this year, we have not recorded any fatal accidents at work across the Group.

In the interests of our employees' health and performance, the Group also offers regular preventive medical checkups in line with the employees' working conditions and tasks, in addition to occupational health management measures.

Company health management at Jenoptik in Germany is centrally managed within the HR department. A cooperation agreement with the Techniker Krankenkasse (TK) health insurance fund and the establishment of local "health steering groups" to support the implementation of on-site activities further enabled the implementation of various employee offerings. In addition, the psychological risk assessment was carried out as part of our employee survey and the measures were tracked on an ongoing basis.

Environmental and Climate Protection

The protection of our environment is of high priority to Jenoptik. Accordingly, we see it as our corporate responsibility to grow sustainably in harmony with the environment and society and to use resources efficiently at all our sites worldwide.

Environmental management is a key part of our business practices. We comply with national and international statutes and ensure that our products are manufactured in line with resource conservation and energy efficiency. However we also require our suppliers and contractual partners to comply with relevant laws to minimize environmental risks. As a manufacturing company, we focus on efficient resource management so as to reduce energy consumption and greenhouse gas emissions to the best of our ability, use commodities and materials in a safe and resource-saving manner, and to largely avoid producing hazardous waste. We pay attention to good environmentally friendly design and the economical use of resources as early as the development stage, while minimizing the impact on people, the environment, and nature through regulated recycling and disposal. In line with their environmental relevance, selected Jenoptik companies are certified in accordance with the ISO 14001 environmental management standard, which sets out globally recognized requirements for an environmental management system.

| See section on quality management in the Non-financial Report

Environmental protection issues, including climate protection, are the responsibility of Investor Relations & Sustainability in cooperation with the operating divisions Corporate Real Estate Management in the reporting year. All environmental issues were reported to the Executive Board. Active operational environmental management is carried out in the divisions. The Jenoptik companies are each responsible for applying the law on all aspects of environmental protection. Waste officers take care of all matters relating to the prevention, accrual, recycling, and disposal of hazardous and non-hazardous waste.

2023 has already seen the fourth group-wide sustainability competition focusing on environmental protection. The numerous contributions of projects presented by our employees show how committed they are to contributing to greater sustainability at Jenoptik in a wide range of areas. An independent internal jury evaluated the project entries, and the winners were awarded prizes.

Projects from the 2023 sustainability competition:

- In optics production in Jena, rejects of highly specialized cables that are required in the manufacturing process of assemblies for semiconductor chips can now be repaired in cooperation with the supplier, thus reducing electronic waste, saving valuable components and avoiding costs.
- By readjusting and adapting heating circuits in the production areas, we were able to significantly reduce gas consumption, lower CO₂ emissions and cut heating costs.
- With a great deal of commitment, abandoned bicycles were repaired in Wedel, converting them into bikes which our employees can use to travel between plant buildings.
- Through active participation in the DTE Energy MI Greenpower program, the US site in Rochester Hills, Michigan, promotes the development of wind and solar farms in Michigan and thus the transition to renewable energies.

In the Real Estate area, Jenoptik implements the statutory requirements relating to nature conservation and environmental protection for all new buildings, extensions, and the modernization of production facilities. For example, state-of-the-art technologies for saving resources and protecting the environment are utilized when fitting out production facilities. With LEED Gold certification (Leadership in Energy and Environmental Design), most recognized sustainability standard in the construction industry, being implemented for all newly constructed buildings, the Group far exceeds the statutory requirements in terms of sustainability. Ecological and social aspects are implemented to a particularly high degree, e.g. the installation of photovoltaic systems, e-charging stations, covered bicycle parking spaces, low-emission interior materials or measures to reduce water consumption.

On September 6, 2023, the topping-out ceremony for the Jenoptik Group's new high-tech factory (Fab) took place at Airportpark Dresden. The high-tech fab, with an investment volume of 90 to 100 million euros, will not only provide precise manufacturing conditions but also meet stringent environmental standards. Jenoptik is striving to comply with the "KfW 40 Standard" and "LEED Gold Certification", the most comprehensive and strictest building criteria in terms of sustainability. In order to achieve this, plans include a photovoltaic system, the use of recycled materials in construction, an ultra-efficient building envelope including extensive vegetation, cold and heat recovery, as well as the recycling of water. Production is scheduled to start at the fab at the beginning of 2025.

Following renovation work, a new production area was completed at the Berlin site in 2023 and a lease was signed with the landlord with the most sustainable criteria possible, a so-called "Green Lease Agreement". In connection with operation of the rental space, this includes the use of sustainable energy sources, links to public transport, energy-saving lighting (LED), and recommendations for sustainable cleaning with green cleaning agents and materials.

At several sites around the world, the conversion of existing lighting to LED lighting is being examined and successively implemented in ongoing renovation measures, taking into account cost and environmental aspects. In addition, the course was set for the further development of an energy monitoring system. With the help of ultra efficient building control technology (BCT) and a computer-aided facility management system (CAFM), data quality is to be further increased, evaluation facilitated, and transparency improved. The successive development of an e-charging network will create the basis for the further expansion of the vehicle fleet with alternative drive technologies.

Energy consumption and greenhouse gases:

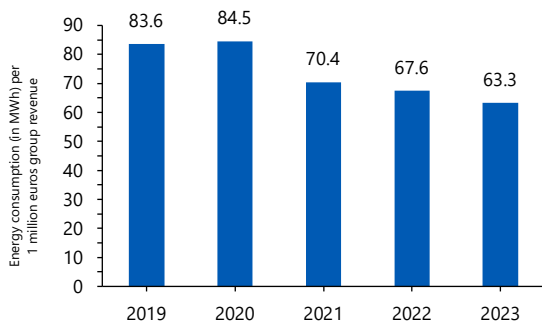
As a photonics group, Jenoptik actively contributes to climate protection and was able to make considerable progress in the year under review. Due to the continued move towards green electricity at our primary sites, 2023 in the USA, it was possible to reduce the CO₂ emissions for the first time by more than 50 percent to 5,031 t compared to the 2019 base year.

In 2023, Jenoptik set itself the target of being “net zero” with respect to Scope 1+2 emissions by 2035 at the latest. Due to the successful implementation of measures to date, the short-term interim targets for reducing emissions by 2025 have also been adjusted: Emissions are now to be reduced by more than 55 percent by 2025 in comparison with the base year 2019 (previously by 30 percent). In this way, the Group is supporting the climate policy goals of the Paris Agreement and is closely aligned to the requirements of the Science Based Targets Initiative (SBTi), which aims to limit the average rise in world temperatures to significantly below 1.5 degrees. Specific actions include energy efficiency measures in the buildings and facilities at Jenoptik’s locations worldwide. For example, new buildings are constructed and certified as standard in accordance with the stringent “LEED Gold” environmental standards. Our measures also include the further conversion of our foreign production facilities to green electricity as well as the continued expansion of the fleet to vehicles with alternative drive systems with the corresponding charging infrastructure. The use of intelligent production control software to increase energy efficiency is also being examined.

The group-wide total energy consumption, calculated using the market-based method, is shown in Table T53 and is largely generated from electricity, gas and district heating. Despite a significant increase in revenue, at 67,477 MWh, the 2023 figure was only 2 percent above the prior year’s value (2022: 66,263 MWh).

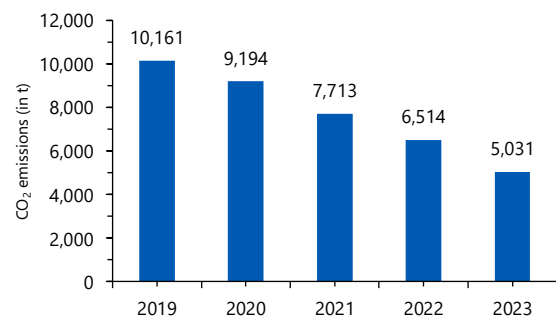
In addition to absolute energy consumption, we are also reporting the energy consumption in relation to revenue, thus making the development of energy efficiency in our production transparent. With total energy consumption of 63.3 MWh per 1 million euros of group revenue, energy efficiency improved in 2023 compared to the prior year (2022: 67.6 MWh per 1 million euros group revenue).

G29 Energy efficiency



Figures correspond to the values published in the respective annual report for the reporting year

G30 CO₂ emissions scope 1+2 (in t)



Figures correspond to the values published in the respective annual report for the reporting year

Throughout Germany, Jenoptik has used the targeted purchase of renewable energies to source predominantly green electricity, documented by certificates of origin. In the year covered by the report, we also successfully completed the switch to green electricity at our locations in the USA. The other international locations are also gradually being converted to renewable energy sources. As a result of these measures, the proportion of green electricity increased significantly to 93.6 percent in the year covered by the report (prior year: 85.4 percent). We want to maintain or gradually increase this level over the next few years, and consequently have increased the short-term target for 2025 to >90 percent of electricity consumption.

The CO₂ emissions are calculated on the basis of media consumption (electricity, district heating, gas, heating oil, wood pellets, and diesel/gasoline) at all main sites, whereby the values stated comprise existing invoices and meter readings as well as estimated values. Group-wide emissions fell by 22.8 percent to 5,031 t in 2023 despite an increase in revenue (2022: 6,514 t). Relative to the base year 2019, Jenoptik was able to reduce CO₂ emissions in 2023 (Scope 1+2) by 50.5 percent. In addition to active management, the main drivers for this were the conversion of our US sites to green electricity and thus a higher proportion of green electricity overall. Direct emissions from gas, heating oil, diesel, and gasoline (Scope 1) amounted to 2,254 t in 2023 (prior year: 2,010 t), while indirect emissions from electricity and district heating totaled 2,778 t (prior year: 4,504 t). We only emit very small quantities of other greenhouse gases in our production processes, so we refrain from reporting them for reasons of immateriality.

T53 Energy consumption and CO₂ emissions by the major Jenoptik sites (in MWh and t)

	Electricity	Gas	Wooden pellets	District heating	Heating oil	Diesel/gasoline	Energy consumption	CO ₂ emissions (in t)
Germany	28,103 (28,562)	1,913 (1,546)	408 (628)	7,851 (8,359)	0 (376)	3,677 (1,528)	41,952 (40,998)	2,324 (2,031)
Europe	10,334 (10,167)	42 (72)	0 (0)	0 (0)	0 (0)	271 (71)	10,648 (10,310)	97 (59)
Americas	8,044 (8,268)	2,970 (3,855)	0 (0)	0 (0)	0 (0)	512 (159)	11,526 (12,282)	861 (2,661)
Asia/Pacific	3,351 (2,673)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3,351 (2,673)	1,750 (1,764)
Energy consumption (in MWh)	49,833 (49,670)	4,925 (5,473)	408 (628)	7,851 (8,359)	0 (376)	4,460 (1,758)	67,477 (66,263)	
of which green electricity	93.6 % (85.4 %)							
CO₂ emissions (in t)	2,053 (3,657)	1,057 (1,419)	0 (0)	725 (848)	0 (120)	1,197 (471)		5,031 (6,514)
of which Scope 1	0 (0)	1,057 (1,419)	0 (0)	0 (0)	0 (120)	1,197 (471)		2,254 (2,010)
of which Scope 2	2,053 (3,657)	0 (0)	0 (0)	725 (848)	0 (0)	0 (0)		2,778 (4,504)

The figures in brackets relate to the prior year

* In order to simplify, a country mix was used in the market-based approach for electricity of unknown origin

Scope 3 emissions were calculated for the first time in the 2023 reporting year. They cover the entire value chain and include both emissions from the upstream supply chain and downstream emissions, such as those resulting from the use of our products by customers. For 2023, the total value of Scope 3 emissions was estimated at around 300,000 tons of CO₂ equivalents (eq), of which around 70 percent came from emissions in the upstream supply chain and around 30 percent from downstream emissions. Jenoptik will refine the survey of Scope 3 emissions in the coming years and derive targets and measures for reduction.

Water: Jenoptik does not require large volumes of water for its manufacturing processes. Water is only used as a coolant, as a process medium, and for sanitary purposes and comes primarily from the public drinking water supply and from groundwater. Nevertheless, as part of our water management, we take care to keep water consumption as low as possible at all our sites. For the current year covered by the report, water consumption and waste volumes were reported as far as possible on the basis of available invoices during the year and valid estimates of the remaining consumption. In 2023, 92,444 m³ of water was consumed at our main sites (prior year: 98,874 m³). The reduction was mainly due to a decrease in water consumption at our sites in Heerbrugg, Switzerland, and Wedel. T54

Due to low volumes of water required for production processes, we do not see ourselves encountering any key risks in this area. Conservation regulations only play a very minor role for the Group due to its business purpose and the location of its sites outside conservation areas.

T54 Water consumption (in m³)

	2023	2022	2021
Total	92,444	98,874	59,166

Waste: Increasing reusability and recycling, e.g. of electronic components, is an important issue for Jenoptik. Both the use of recyclable materials in product development and the increase in recyclable waste make an important contribution to conserving resources and reducing avoidable waste in terms of the circular economy.

Within the scope of our business activities, however, hazardous waste is also generated to a small extent in a few production processes, for example, adhesive residues or solvents. Our goal is to avoid producing such waste which is generated during production as far as possible or to recycle it and, if this is not possible, to dispose of it properly in order to minimize negative effects on the environment. In the production of semiconductor lasers in Berlin-Adlershof, for example, a new process has reduced the solvents used. Volumes sent for recovery or recycling are recorded locally, and we distinguish between hazardous and non-hazardous waste within these categories. In order to increase transparency, the share of recyclable waste in total waste, the recycling rate, was determined for the first time in the year covered by the report. An estimate based on the previous year's figures and ratios resulted in a recycling rate of 38.6 per cent for waste in 2023.

Waste types at Jenoptik are systematically recorded, categorized, and their quantities calculated. The waste volumes are reported group-wide for all main sites. In 2023, the amount of hazardous waste disposed of at treatment and disposal facilities amounted to 195 t (prior year: 175 t). The volume of non-hazardous waste amounted to 1,127 t (prior year: 1,305 t). In general, Jenoptik recycles its waste through certified waste management companies. In order to conserve resources and avoid disposal costs, the introduction of digital production control at the Triptis site, for example, has made it possible to save paper and return more plastic materials to the recycling process.

T55 Hazardous and non-hazardous waste (in t)

	2023	2022	2021
Non-hazardous waste	1,127	1,305	1,014
Paper and cardboard in t	224	198	195
Mixed packaging in t	159	197	212
Household-type commercial waste in t	301	366	290
Metals in t	152	189	133
Other non-hazardous waste in t	292	356	185
Hazardous waste	195	175	64

Resource management

Many innovative Jenoptik products and solutions contribute to an efficient and responsible use of resources and support the UN's Sustainable Development Goals (SDGs). As an "enabler", we enable our customers to design production processes and products more efficiently, thereby saving on energy and resources. The table below provides an overview of the contribution of selected Jenoptik products to resource conservation.

T56 Product contribution to resource conservation

Jenoptik products & solutions	Contribution to resource conservation, environmental and health protection
Optical systems and components for semiconductor equipment or information and data transfer	<ul style="list-style-type: none"> • Ongoing development toward ever-smaller crystalline structures in semiconductor production opens up a growing number of new uses • Customized measurement solutions from TRIOPTICS check the image quality, for example, of smartphone camera lenses or AR/VR systems, thereby helping to reduce waste. • Improving communication options and extending Internet access to remote regions • Efficient and time-saving production processes conserve resources and improve, for example, the data volumes while simultaneously reducing production costs, waste, and power consumption • Thermography solutions facilitate the monitoring and optimization of solar power panels
... for medical diagnostics	<ul style="list-style-type: none"> • Optical systems improve imaging and diagnostics in real-time disease detection, enhancing health and well-being
Diode laser and laser systems for a wide range of applications, e.g. in the automotive industry	<ul style="list-style-type: none"> • Most efficient available light sources with an efficiency of up to 70 percent conserve resources and enable efficient production, especially in comparison with conventional processing methods, when machining high-strength steels with a lower weight
or in medical technology for the treatment of glaucoma in ophthalmology	<ul style="list-style-type: none"> • Increasing health and well-being through minimally invasive surgical methods, e.g. in ophthalmology
Traffic monitoring systems check the compliance with current road traffic regulations and improve traffic flow	<ul style="list-style-type: none"> • Increased safety on the roads and in public squares through reduction of accidents and resilient infrastructures • Improvement of living conditions through reduced noise pollution and environmental pollution • Traffic monitoring with TraffiPole as a sustainable and environmentally conscious solution with reduced power consumption and elimination of cooling due to special design, housing made entirely of recyclable materials, with option for self-sufficient operation using solar panels
Cooperation agreement with SFC-Energy to increase traffic safety with environmentally friendly technologies	<ul style="list-style-type: none"> • SFC fuel cell technology reliably supplies Jenoptik speed monitoring systems with green energy
Green cameras Improve the air quality	<ul style="list-style-type: none"> • Average speed cameras not only improve compliance with speed limits and traffic flow, but also deliberately reduce emissions in so-called "clean air zones"
Toll payment monitoring systems on federal highways	<ul style="list-style-type: none"> • Installation at the side of the road limits interference in the environment (no installation of monitoring gantries)
Metrology systems and equipment for checking shape and roughness, particularly in the automotive industry, stabilize production processes, and reduce failure rates	<ul style="list-style-type: none"> • The results are more precise surfaces and tighter tolerances in engine components (downsizing) and thus vehicles requiring less fuel and generating fewer emissions • More complex transmissions for hybrid vehicles in the field of electromobility demand the increased use of metrology • Flexible design and long service life, often in excess of 10 years, allow upgrades and overhauls for a long time, thus conserving resources

Social Commitment/Corporate Citizenship

Supporting young people in their education and scientific activities, as well as in social projects, is at the heart of our social commitment. Jenoptik supports a large number of non-profit projects, organizations, and initiatives and is chiefly involved in the following areas:

- A commitment to the younger generation with projects in [science, education, and in the social arena](#)
- [Art and cultural projects](#) to lend an attractive design to our company locations
- Creation of conditions to improve our employees' work/life balance
- Commitment to [integration and internationality](#) to strengthen the foundations of business and society in the future

As a responsible and socially committed company, we want to play an active role in shaping our own environment, relying here on close and long-term partnerships that go beyond purely financial aspects. With our commitment to society, we want to strengthen the confidence placed in Jenoptik and boost the employees' sense of identification with the company. We also expect this to have a positive effect on our brand image, reputation, and attractiveness as an employer.

The duties of Corporate Citizenship are the responsibility of Corporate Communications, which reports directly to the Chairman of the Executive Board. Group-wide guidelines govern the principles of a structured and standardized approach to defining "Jenoptik as a Corporate Citizen" and are intended to ensure a standardized method of handling donations and sponsorship queries, as well as carrying out sponsorship projects.

T57 Social commitment – exemplary projects 2023

Social	Jenoptik supports	<ul style="list-style-type: none"> • Summer camps for children of Jenoptik employees and children of recognized refugee families • Thanksgiving food collections for the needy in Jupiter
Science and Education	Jenoptik is a partner with	<ul style="list-style-type: none"> • Experimentarium Imaginata Jena e.V. • Young researcher competitions and support for pupils and students • Applied Photonics Award • Lothar Späth Award for Outstanding Innovations in Science and Business • Global competition "SPIE Startup Challenge"
Art and Culture	Jenoptik supports cultural projects with partners	<ul style="list-style-type: none"> • Light art on the facade of the Ernst Abbe high-rise • Summer concert series at the Thalbürgel monastery church • Open-air Cultural Festival "Kulturarena" organized by the city of Jena

Our commitment to our region is of particular relevance. Since 1996, the Group has supported the Adult Initiative for Children with Cancer Jena e.V. Donations both made by Jenoptik and collected from partners as well as the organization of diverse events help to support children with cancer and their parents. Another pillar of social commitment is the group-wide "Mitarbeiter*innen im Ehrenamt (Employees and Volunteering)" program. Many Jenoptik employees around the world are committed to this and are supported by Jenoptik in doing so.

Jenoptik promotes the work/life balance with a comprehensive concept that takes into account working hour models, comprehensive employee information, and childcare. As a member of the "Familienfreundliches Jena e.V." support group, the Group works with numerous partners to support projects conducted by the "Jenaer Bündnis für Familie (Jena Alliance for the Family)". Once again there was a joint summer camp for the children of Jenoptik employees and children from refugee families.

Since 2021, Jenoptik has been the main sponsor of Imaginata Jena, an experimentarium for the senses and an extraordinary learning and events venue. The aim of Imaginata, to get young people excited about science and technology at an early age, fits in very well with one of the central issues of Jenoptik's social commitment – encouraging young people socially and in education.

Responsible Corporate Governance

In a globalized market environment, Jenoptik is fully committed to responsible corporate governance and law-abiding, compliant conduct. We make our business decisions with this in mind and always work to ensure that our actions are in accordance with regulations, laws, and our values. Compliance & Risk Management lies within the remit of the Chairman of the Executive Board and reports directly and regularly to him. The Director of Compliance & Risk Management is also the Human Rights Officers and is in close contact with all employees throughout the organization. He also controls the Group's enterprise risk management system in close cooperation with the central divisions and the divisions' risk officers. Our compliance organization comprises a central Compliance Competence Center with specialist responsibility for compliance, risk management, data protection as well as customs and export control. In the Asia/Pacific region, the team is strengthened by a regional compliance officer.

Further information on compliance & risk management can be found in the Risk and Opportunity Report chapter

Respect for **human rights** is a high priority for Jenoptik, both in its own operations and especially in the delivery chain. Jenoptik is committed to comply with internationally recognized standards of human rights through a published mission statement and does not tolerate any form of slavery, forced labor, child labor, human trafficking or exploitation. We also expect our suppliers to comply with and respect internationally recognized human rights standards and statutes such as the German Supply Chain Due Diligence Act (LkSG) and the UK Modern Slavery Act. The codes of conduct for sales partners and suppliers define the Jenoptik Group's requirements of its business partners and require them to comply with nationally and internationally applicable statutes, regulations, and standards. As part of the implementation of the LkSG for the Jenoptik Group, our Code of Conduct was adapted, and the Executive Board published a mission statement on respecting and protecting human rights. The abstract and concrete risk analysis takes place with the aid of a platform used group-wide for the identification, validation, and appropriateness assessment of risks as well as for the implementation of preventive and remedial measures. Violations and high-risk business partners identified via the whistleblower system are also taken into account. In particular, the analysis of country and industry-specific risks in the supply chain forms the basis for reporting to the Federal Office for Economic Affairs and Export Control, which took place for the first time in the fiscal year 2023. The results of the risk analysis are regularly discussed and monitored by the LkSG Committee. Cooperation only takes place with those business partners who accept Jenoptik's compliance declaration.

Anti-corruption: Jenoptik fights all forms of active and passive corruption and expects all its business partners to do the same. For detailed information on Jenoptik's compliance management system, the company guidelines, and codes of conduct for employees, suppliers, sales partners, and other contractors, our online training, and our whistleblowing system, we refer you to the Corporate Governance Statement and the Risk and Opportunity Report.

Supply Chain Management

Sustainability in the supply chain: Part of our awareness as a sustainable company is to assume responsibility along the value chain. We have established various measures to implement sustainability standards at our suppliers and demand those from them.

A code of conduct applicable to sales partners defines the requirements for our business partners with regard to compliance with human rights, the prohibition of corruption and bribery, fair conduct in the market and competition, commitment to environmental protection, and the responsible handling of substances, mixtures, and products as well as conflict minerals. International guidelines and standards, such as the UN Global Compact, are of particular relevance to us when it comes to protecting the environment and resources and complying with human rights. Our Code of Conduct is an integral part of all supply contracts and is binding on all suppliers.

As a high-tech company, Jenoptik is dependent on a wide range of **raw materials**. In the face of an increasing scarcity of resources, Jenoptik is committed to making economical use of the materials it requires. Supply bottlenecks were offset by targeted supplier management measures, such as weekly coordination and planning meetings with critical suppliers as well as support for suppliers in the procurement of critical components. We comply with the applicable regulations, for example the requirements of the European chemicals regulation REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and the European RoHS directive (Restriction of certain Hazardous Substances), and are engaged in associated committees. In order to realize efficient processes for collecting relevant data, the "Product Compliance" project was implemented in 2023. In the future, declarations from suppliers, raw material and chemical data can be systematically and automatically evaluated and the respective declarations issued. The objective of our purchasing processes is to meet all regulations relating to so-called conflict minerals in compliance with the Dodd-Frank Act and the EU Conflict Minerals Regulation. Our Code of Conduct for Business Partners requires that our suppliers do not supply any products that violate these requirements. To minimize risks, we use a central digital platform to query the relevant suppliers. This platform is used to obtain the standardized form (CMRT) of the Responsible Minerals Initiative from suppliers. The information provided by the suppliers is checked for possible risks and measures to minimize them are derived.

When assessing our suppliers, we evaluate not only a certified quality management system, but also proof of a certified environmental management system that complies with the international standard ISO 14001. Among other things, the ISO standard requires to define a corporate environmental policy, environmental targets, and an environmental program, and in conjunction with that to establish a corresponding management system to implement the achievement of objectives.

Another component for reviewing and evaluating the sustainability performance of suppliers is our assessment as part of a strategic supplier evaluation. This has been expanded to include the main criterion of sustainability and covers the topics of sustainability, compliance, CO₂ management as well as innovations in the field of sustainability. For the evaluation of the first two criteria, we assess the responses of our suppliers on a global ESG risk management platform with regard to the fulfillment of environmental and energy standards, precautions against bribery and corruption, as well as compliance with human rights. The establishment and publication of the CO₂ emissions of purchased goods and services (Scope 3.1) as well as the definition of reduction measures are rewarded with a higher score. A supplier achieves the maximum score for the main criterion of sustainability if it actively undertakes additional initiatives beyond the statutory requirements.

Purchasing in the Jenoptik Group is globally positioned and responsible for all procurement activities and supplier management. The department reports directly to the Executive Board of JENOPTIK AG. The central topic in the year covered by the report was the implementation of new statutory CSRD requirements and the optimization of sustainability standards in the supply chain. Scope 3 emissions (upstream and downstream) were determined for the first time as part of implementation process. The largest share is caused by our supply chain and comes from category 3.1. purchased goods and services.

See section on environmental matters: Energy consumption and greenhouse gases

Compliance in the supply chain

Compliance in the supply chain is guided by our aspiration to always comply with statutes, internal regulations, and voluntary commitments. In order to further increase transparency in the supply chain, identify compliance violations in good time, and initiate suitable measures to minimize risks, we subject our supplier base to regular risk analyses. For all suppliers with a significant purchasing volume or an increased risk, surveys are conducted on ESG issues such as environmental protection, compliance management, human rights, and the prohibition of child labor, ensuring health and safety, as well as anti-corruption and sustainability. In the event of violations, or where there is potential for improvement, the causes are determined in dialog with the suppliers and joint action plans for improvement are developed and implemented. The Corporate Social Responsibility Rate (CSR rate), indicates the percentage of suppliers of production materials with an annual purchasing volume in excess of 200,000 euros for which completed CSR self-assessments evaluated as non-critical exist. In 2023, the CSR rate was 49.0 percent (prior year: 51.4 percent). The target level for the CSR rate is 50 percent by 2025.

A further target in the year covered by the report was to fulfill the first reporting requirements for the creation of a Carbon Border Adjustment Mechanism (CBAM). Continuous implementation takes place with the help of a time and action plan drawn up in the year covered by the report.

Quality Management

Quality management

The key to Jenoptik’s success as a technology company primarily lies in the quality of its components, products, and solutions. Longstanding collaborations with key customers, sometimes in the form of development partnerships, and the confidence placed in us by our partners are proof that our products and solutions are convincing in their quality worldwide. We are committed to actively ensuring that the quality of our products and services is above average in all of our product areas. For more than 30 years, Jenoptik has been a member of the German Association for Quality (DGQ e.V.).

Quality management at Jenoptik is managed locally in the business units and falls within the responsibility of the division managers. Each division applies individual customer and market-related quality indicators. The following overview summarizes essential Key Performance Indicators (KPIs) for quality management in the Jenoptik Group. The Jenoptik Business System (JBS) was established group-wide to support the divisional QM system in 2022.

T58 Examples for KPIs of the divisions

Criterion	Examples for KPIs of the divisions
Quality from a customer perspective	<ul style="list-style-type: none"> • Customer satisfaction • Complaints costs ratio • Guarantee and warranty costs • Delivery reliability
Quality as an internal operations partner	<ul style="list-style-type: none"> • Internal audits (number of improvements) • Measures in the process of continual improvement (number) • Process and product quality <ul style="list-style-type: none"> – Production yield/quality level – Reworking costs – Scrap costs • Policy Deployment Matrix (PDM)
Quality from the supplier’s perspective	<ul style="list-style-type: none"> • External supplier audits (number of improvements) • Suitable suppliers (number) • Complaints ratio • Complaints costs • Guarantee and warranty costs • Delivery reliability

Measures to ensure and further improve our quality are our process optimizations (Plan-Do-Check-Act (PDCA) and lean cycles), which have a positive impact in all areas – from the development of new products via quality planning to the quality of the finished product (safe launch). The international quality, environmental protection, and occupational health and safety programs were developed on the basis of the Jenoptik and divisional strategies. 2023 saw the implementation of additional modules for computer-aided quality assurance, such as audit and test equipment management for more efficient planning, execution and evaluation of business processes at individual locations. The Smart Mobility Solutions division also set up a “Supplier Quality Development Area” to have a preventative effect on the quality of purchased parts. Currently, the focus is on the further development and improvement of the SAP system, such as integration of a module for product compliance.

Our group companies comply with the requirements of the ISO 9001 quality management standard. Continuous optimization and standardization of processes are among the core tasks of our quality management system. Through dialog with our customers, we are able to align our activities with market requirements.

Selected companies meet the requirements of the ISO 14001 environmental management system. In 2023, another company, JENOPTIK Automatisierungstechnik GmbH in Jena, was certified in accordance with ISO 14001.

Table T59 shows the certifications held by the Group. In 2023, the Advanced Photonic Solutions division successfully passed the multi-site certification in accordance with the ISO 9001 and ISO 14001 international standards for quality and environmental management for several sites. Similarly, some manufacturing sites have obtained ISO 13485 (medical) certification. In all audits, the auditors from the DQS (Deutschen Gesellschaft zur Zertifizierung von Managementsystemen) and TÜV Rhineland positively highlighted in particular the further development of the quality and environmental management system, the high degree of integration of environmental topics into company processes, and the large number of improvement measures planned and implemented. In addition, they certified that the employees have a very high level of qualification. In the fall, the production area at the Shanghai and Wuhan sites successfully passed an ISO 9001 audit by the DQS.

The Smart Mobility Solutions division has also been successful with regard to certifications. Environmentally compatible action is one of the top priorities here. For this reason, environmental management in accordance with ISO 14001 was integrated into the management system for the first time as part of the re-certification of ISO 9001 and successfully certified.

The newly created integrated management system for JENOPTIK Industrial Metrology Germany GmbH was further expanded and recertified in 2023 (ISO 9001/ISO 14001/ISO 45001). In addition, a calibration laboratory was newly accredited. JENOPTIK Industrial Metrology Germany GmbH began the TISAX certification process in 2023 and will complete it in 2024.

T59 Certification in the Group

Certification	Description	Division and company
ISO 9001	Certification of quality management processes	<ul style="list-style-type: none"> Advanced Photonic Solutions: JENOPTIK Optical Systems GmbH, JENOPTIK Optical Systems, LLC; JENOPTIK (Shanghai) Precision Instrument and Equipment Co., Ltd.; JENOPTIK (Shanghai) Precision Instruments and Equipment Co., Ltd. Smart Mobility Solutions: JENOPTIK Robot GmbH, JENOPTIK UK Ltd, Traffipax, LLC Non-Photonic Portfolio Companies: JENOPTIK Industrial Metrology Germany GmbH
ISO 13485 EN ISO 13485	Certification for the medical market with respect to the design, development, and manufacture of medical products	<ul style="list-style-type: none"> Advanced Photonic Solutions: JENOPTIK Optical Systems GmbH, JENOPTIK Optical Systems, LLC
ISO 14001	Certification for the environmental management system	<ul style="list-style-type: none"> Advanced Photonic Solutions: JENOPTIK Optical Systems GmbH Smart Mobility Solutions: JENOPTIK Robot GmbH, JENOPTIK UK Ltd. Non-Photonic Portfolio Companies: JENOPTIK Industrial Metrology Germany GmbH
ISO/IEC 17025 DIN EN ISO/IEC 17025	Accreditation of the calibration laboratory	<ul style="list-style-type: none"> Non-photonic portfolio companies: JENOPTIK Industrial Metrology Germany GmbH
ISO 27001	Provision, support, and maintenance of traffic control systems, civil security, and smart mobility solutions	<ul style="list-style-type: none"> Smart Mobility Solutions: JENOPTIK UK Ltd, JENOPTIK Benelux B.V.
AEO-F	Customs law simplification and security	<ul style="list-style-type: none"> Smart Mobility Solutions: JENOPTIK Robot GmbH
DIN EN 16247-1	Energy audit to increase energy efficiency	<ul style="list-style-type: none"> Certification with the new scope of JENOPTIK Industrial Metrology Germany GmbH, Villingen-Schwenningen site
NLF/ILO-OSH 2001, ISO 45001	Certification of occupational safety and health management	<ul style="list-style-type: none"> Non-Photonic Portfolio Companies: JENOPTIK Industrial Metrology Germany GmbH

Information on the EU Taxonomy Regulation

With the taxonomy regulations, the EU Commission has defined uniform standards for ecological management and specifies, among other things, when an economic activity is to be classified as ecologically sustainable. The aim is to increase the transparency of the sustainability level of companies and to direct the flow of more money into sustainable investments in order to achieve climate neutrality by 2050. In accordance with Article 8 of the EU Taxonomy Regulation, the Jenoptik Group also fulfills the transparency requirements to ensure transition to a climate-neutral, resource-efficient, and circular economy for the long-term competitiveness of the EU.

After considering the taxonomy eligibility and alignment for the taxonomy environmental objectives (1) "Climate protection" and (2) "Adaptation to climate change" in the fiscal year 2022, the taxonomy eligibility for the environmental objectives (3) "Sustainable use and protection of water and marine resources", (4) "Transition to a circular economy", (5) "Prevention and reduction of pollution", and (6) "Protection and restoration of biodiversity and ecosystems" is also to be reported for the fiscal year 2023. Due to the extended scope of the reporting obligations as a result of environmental goals 3 – 6 and the selective revision and expansion of the economic activities of the environmental objectives 1 - 2, a screening of all key activities of the Jenoptik Group was carried out again in 2023. As a result, it was determined that Jenoptik's business activities relate in particular to environmental objective (4) "Transition to a circular economy". Specifically, the following business activities of the Jenoptik Group listed in Annex II of the environmental act are classified as taxonomy-eligible: CE 1.2. Manufacture of electrical and electronic equipment (including measuring and testing systems, traffic monitoring systems and infrared cameras); CE 5.1. Repair, refurbishment, and remanufacturing; CE 5.2. Sale of spare parts; CE 5.3. Sale of second-hand goods as well as CE 5.5. Products-as-a-service and other circular

use-and result-oriented service models (among other things Traffic Service Provision). Individual investments and operating expenditure also affect the environmental objective (1) Climate protection.

Another prerequisite for taxonomy alignment is the verification of the essential contribution and of the “Do no significant harm” (DNSH) requirements, i.e. the economic activity must not significantly impair any other environmental objective. In order to comply with the “Minimum Safeguards”, the minimum (social) protection requirements must also be fulfilled and international human rights standards and regulations on issues such as bribery and corruption, taxation, and fair competition must be complied with.

Jenoptik invests in sustainability, thereby also contributing to environmental protection and resource conservation. Taxonomy-eligible capital expenditure as well as operating expenditure as per Annex I of climate law act within the scope of business activities CCM 6.5 “Transportation by car and light commercial vehicles”, CCM 7.1 “Construction of new buildings” and CCM 7.3 “Installation, maintenance, and repair of energy efficiency equipment”, 7.4. “Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)”, and CCM 7.5 “Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings”, were made in the year covered by the report. The composition of the revenue, CapEx, and OpEx KPIs is explained below.

The tables T60 – T63 at the end of the Non-financial Report show an overview of the key performance indicators (KPIs) to be disclosed.

The **revenue** was determined in accordance with the requirements of the delegated act on the reporting obligations. In order to determine Jenoptik’s taxonomy-eligible revenue, the first step was to analyze the product portfolio and the revenue generated in the year covered by the report to determine what proportion of this relates to taxonomy-eligible business activities. In order to avoid double counting, only external revenue was taken into account and each product or product group was allocated exclusively to one business activity.

The taxonomy-eligible revenue (numerator) determined in this way was compared to the total revenue (denominator) The group revenue was 1,066.0 million euros in 2023. The revenue from taxonomy-eligible business activities was 412.1 million euros (prior year: 0 million euros), which equates to 38.7 percent of the total revenue.

The audit of revenue for taxonomy alignment with regard to the taxonomy-eligible business activities from environmental objective (4) “Change to a circular economy” is carried out in accordance with the reporting obligation for fiscal year 2024 in the Annual Report 2024.

The **capital expenditure** (CapEx) was determined in accordance with the requirements of the delegated act on the reporting obligations. In order to determine Jenoptik’s taxonomy-eligible capital expenditure, the first step was to analyze the additions to property, plant, and equipment, and intangible assets in the year covered by the report to determine what proportion of these relate to the acquisition of products from taxonomy-eligible business activities and individual measures (numerator). If capital expenditure for certain business activities could not be derived, an allocation key was used. The taxonomy-eligible capital expenditure determined in this way was set in proportion to the total capital expenditure reported in the Notes (denominator).

Detailed information on the asset position can be found in the Management Report starting on page 46 and in the notes 5.1 and 5.2 starting on page 196

Additions to property, plant, and equipment, intangible assets, and right-of-use assets amounted to 110.4 million euros in 2023 (prior year: 106.0 million euros). In 2023, the Jenoptik Group invested a total of 41.1 million euros (prior year: 10.2 million euros) in the acquisition of products from taxonomy-eligible business activities comprised, which equates to 37.3 percent of the total investment volume. Capital expenditure that serves the environmental objective of (1) climate protection was also checked for alignment. This includes, for example, construction of the high-tech fab in Dresden, investment in energy-efficient equipment, renewable energy technologies, and vehicle leasing. To verify the taxonomy alignment of energy-efficient equipment, the suppliers of the relevant equipment were contacted. Ultimately, not all evidence could be provided, so that there were no taxonomy-aligned investments.

The determination of the [operating expenditure](#) (OpEx) was carried out in accordance with Article 8, item 1.1.3. of delegated act on the reporting obligations. As for capital expenditure, in order to determine taxonomy-eligible operating expenditure, the expenditure in the year covered by the report was analyzed in a first step to determine what proportion of this relates to direct, non-capitalized costs for research and development, building renovation measures, short-term leasing, maintenance and repairs as well as all other direct expenditure in connection with the daily maintenance of fixed assets (numerator). If operating expenditure for certain business activities could not be derived, an allocation key was used. The total operating expenditure identified by the taxonomy (denominator) amounted to 86.3 million euros (prior year: 79.7 million euros). In 2023, the Jenoptik Group's operating expenditure from taxonomy-eligible business activities totaled 37.6 million euros (prior year: 0 million euros), which equates to 43.6 percent of the total operating expenditure. Operating expenditure that serves the environmental objectives of (1) "Climate protection" and (2) "Adaptation to climate change" was also checked for alignment. These include, for example, opex in connection with the maintenance and repair of energy-efficient equipment and equipment for regulating overall energy efficiency.

Ultimately, not all evidence could be provided, so that there is no taxonomy-aligned operating expenditure.

Jenoptik is not involved in any economic activity related to energy production from fossil gas or nuclear energy and therefore does not provide the specific reporting forms for these activities.

T60 Share of revenue from goods or services related to taxonomy-aligned business activities – disclosure for 2023

Details in thousand euros			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')										Portion of taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022 (18)		Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	Absolute turnover (3)	Proportion of turnover, year 2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Bio-diversity and ecosystems (16)	Minimum safeguards (17)	(18)	(19)	(20)				
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T				
A. Taxonomy-eligible activities																							
A.1. Environmentally sustainable activities (taxonomy-aligned)																							
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %						
Of which enabling		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %						
Of which transitional		0	0 %	0 %													0 %						
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																							
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL														
Manufacture of electrical and electronic equipment	CE 1.2	254,014	23.8 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Repair, refurbishment and remanufacturing	CE 5.1	53,732	5.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Sale of spare parts	CE 5.2	81,689	7.7 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Sale of second-hand goods	CE 5.4	926	0.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	21,760	2.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						

Details in thousand euros		Substantial contribution criteria								DNSH criteria ('Does Not Significantly Harm')							Portion of taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022		Category enabling activity	Category transitional activity
Economic activities (1)	Code (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Bio-diversity and ecosystems (16)	Minimum safeguards (17)	(18)	(19)	(20)	
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		412,122	38.7 %	0.0 %	0.0 %	0.0 %	38.7 %	0.0 %	0.0 %								0.0 %			
A. Turnover of taxonomy-eligible activities (A.1+A.2)		412,122	38.7 %	0.0 %	0.0 %	0.0 %	38.7 %	0.0 %	0.0 %								0.0 %			
B. Taxonomy-non-eligible activities																				
Turnover of taxonomy-non-eligible activities		653,927	61.3 %																	
Total		1,066,048	100.0 %																	

Abbreviations: N/EL - non eligible/eligible, Y/N - Yes/No

T61 CapEx share of goods or services associated with taxonomy-aligned business activities – disclosure for 2023

Details in thousand euros			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')										Portion of taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18)		Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	Absolute Capex (3)	Proportion of Capex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Bio-diversity and ecosystems (16)	Minimum safeguards (17)	(18)	(19)	(20)				
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T				
A. Taxonomy-eligible activities																							
A.1. Environmentally sustainable activities (taxonomy-aligned)																							
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %						
Of which enabling		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %						
Of which transitional		0	0 %	0 %													0 %						
A.2 Taxonomy-eligible but not environmentally sustainable activities (not-taxonomy-aligned activities)																							
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL														
Manufacture of electrical and electronic equipment	CE 1.2	6,376	5.8 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Repair, refurbishment and remanufacturing	CE 5.1	823	0.7 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Sale of spare parts	CE 5.2	4,103	3.7 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Sale of second-hand goods	CE 5.4	35	0.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	5,111	4.6 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								-						

Details in thousand euros			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')									
Economic activities (1)	Code (2)	Absolute Capex (3)	Proportion of Capex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Portion of taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	2,880	2.6 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.5 %		
Construction of new buildings	CCM 7.1/CE 3.1	21,698	19.7 %	EL	N/EL	N/EL	EL	N/EL	N/EL								6.5 %		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	106	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.6 %		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not-taxonomy-aligned activities) (A.2)		41,131	37.3 %	22.4 %	0.0 %	0.0 %	14.9 %	0.0 %	0.0 %								9.6 %		
A. CapEx of taxonomy-eligible activities (A.1+A.2)		41,131	37.3 %	22.4 %	0.0 %	0.0 %	14.9 %	0.0 %	0.0 %										
B. Taxonomy-non-eligible activities																			
CapEx of taxonomy-non-eligible activities		69,234	62.7 %																
Total		110,365	100.0 %																

Abbreviations: N/EL - non eligible/eligible, Y/N - Yes/No

T62 OpEx share of goods or services associated with taxonomy-aligned business activities – disclosure for 2023

Details in thousand euros			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')										Portion of taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2022 (18)		Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Bio-diversity and ecosystems (16)	Minimum safeguards (17)	(18)	(19)	(20)				
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T				
A. Taxonomy-eligible activities																							
A.1. Environmentally sustainable activities (taxonomy-aligned)																							
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %	-	-				
Of which enabling		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %	-	-				
Of which transitional		0	0 %	0 %	0 %	-	-	-	-	-	-	-	-	-	-	-	0 %	-	-				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																							
				J;N; N/EL	J;N; N/EL	J;N; N/EL	J;N; N/EL	J;N; N/EL	J;N; N/EL														
Manufacture of electrical and electronic equipment	CE 1.2	25,933	30.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL														
Repair, refurbishment and remanufacturing	CE 5.1	3,713	4.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL														
Sale of spare parts	CE 5.2	4,162	4.8 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL														
Sale of second-hand goods	CE 5.4	197	0.2 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL														
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	3,144	3.6 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL														

Details in thousand euros			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')									
Economic activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Bio-diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Bio-diversity and ecosystems (16)	Minimum safeguards (17)	Portion of taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
		Currency Thousand euros	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	266	0.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0 %		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	197	0.2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0 %		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	25	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0 %		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		37,638	43.6 %	0.6 %	0.0 %	0.0 %	43.1 %	0.0 %	0.0 %								0 %		
A. OpEx of taxonomy-eligible activities (A.1+A.2)		37,638	43.6 %	0.6 %	0.0 %	0.0 %	43.1 %	0.0 %	0.0 %										
B. Taxonomy-non-eligible activities																			
OpEx of taxonomy-non-eligible activities		48,653	56.4 %																
Total		86,290	100.0 %																

Abbreviations: N/EL - non eligible/eligible, Y/N - Yes/No

T63 Revenue share/total revenue

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0 %
CCA	0 %	0 %
WTR	-	0 %
CE	-	38.7 %
PPC	-	0 %
BIO	-	0 %

Abbreviations: CCM – Climate Change Mitigation, CCA – Climate change Adaption, WTR – Water, CE – Circular Economy, PPC – Pollution Prevention and Control, BIO – Biodiversity and ecosystems

T64 CapEx share/total CapEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	22.4 %
CCA	0 %	0 %
WTR	-	0 %
CE	-	34.6 %
PPC	-	0 %
BIO	-	0 %

Abbreviations: CCM – Climate Change Mitigation, CCA – Climate change Adaption, WTR – Water, CE – Circular Economy, PPC – Pollution Prevention and Control, BIO – Biodiversity and ecosystems

T65 OpEx share/total OpEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0.6 %
CCA	0 %	0 %
WTR	-	0 %
CE	-	43.1 %
PPC	-	0 %
BIO	-	0 %

Abbreviations: CCM – Climate Change Mitigation, CCA – Climate change Adaption, WTR – Water, CE – Circular Economy, PPC – Pollution Prevention and Control, BIO – Biodiversity and ecosystems

Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting ¹

To JENOPTIK AG, Jena

We have performed a limited assurance engagement on the Combined Separate Non-financial Report of JENOPTIK AG, Jena, (hereinafter the "Company") for the period from 1 January to 31 December 2023 (hereinafter the "Combined Separate Non-financial Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report.

Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Combined Separate Non-financial Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB ("Handelsgesetzbuch": "German Commercial Code") and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section "Information on the EU Taxonomy Regulation" of the Combined Separate Non-financial Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Company that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal control as the executive directors consider necessary to enable the preparation of a Combined Separate Non-financial Report that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section "Information on the EU Taxonomy Regulation" of the Combined Separate Non-financial Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

¹ PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the combined separate non-financial report and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

Audit Firm's Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis - IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Combined Separate Non-financial Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's Combined Separate Non-financial Report, other than the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section "Information on the EU Taxonomy Regulation" of the Combined Separate Non-financial Report.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gaining an understanding of the structure of the Company's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Combined Separate Non-financial Report about the preparation process, about the internal control system relating to this process and about disclosures in the Combined Separate Non-financial Report
- Identification of likely risks of material misstatement in the Combined Separate Non-financial Report
- Analytical procedures on selected disclosures in the Separate Non-financial Report
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and group management report
- Evaluation of the presentation of the Combined Separate Non-financial Report
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Combined Separate Non-financial Report

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Combined Separate Non-financial Report of the Company for the period from 1 January to 31 December 2023 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section "Information on the EU Taxonomy Regulation" of the Combined Separate Non-financial Report.

We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Combined Separate Non-financial Report.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Munich, 15 March 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Hendrik Fink
Wirtschaftsprüfer
[German public auditor]

ppa. Thomas Groth