

Sustainability Report

General information

Our take on sustainability

For Jenoptik, entrepreneurial activity entails not only the realization of economic goals, but also a commitment to the environment and society. Sustainability forms part of our corporate strategy and is deeply rooted in the organization. As an "enabler," we use our expertise and innovative products to make an important contribution to addressing social and climate challenges, helping customers worldwide to contribute more efficiently and sustainably to conserving resources and protecting the climate.

T32 List of disclosure requirements

General Disclosure	ESRS	See page
Our take on sustainability		
Principles for the preparation of the Sustainability Statement	BP-1, BP-2	Page 83f.
Sustainability Governance		
Role and responsibilities of the administrative, management and supervisory bodies	GOV-1, GOV-2	Page 84f.
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Principles for the Sustainability Report

This Sustainability Report has been prepared on a consolidated basis for the Jenoptik Group and JENOPTIK AG. It constitutes the Group Sustainability Report and simultaneously fulfills the requirements of the European Sustainability Reporting Standards (ESRS), the non-financial reporting requirements pursuant to §§ 289b et seq. of the German Commercial Code (HGB) and §§ 315b to 315c HGB (combined non-financial (Group) statement), as well as the requirements of Article 8 of the EU Taxonomy Regulation (EU) 2020/852. As the CSRD (Corporate Sustainability Reporting Directive) did not come into force on December 31, 2025, this Sustainability Report has been prepared on the basis of the voluntary and full application of the ESRS, and fully meets the requirements of the Corporate Sustainability Reporting Directive (CSRD). No other legal provisions were applied. For the Non-financial Statement relating to JENOPTIK AG pursuant to § 289b HGB, no separate framework has been used, as an ESRS-compliant Sustainability Report is of overriding relevance for our stakeholders.

Within the scope of the material matters and the ESRS standards applied in this context, the report refers to environmental, employee, and social matters as well as respect for human rights and the fight against corruption and bribery. The double materiality assessment did not identify any material Impacts, Risks, or Opportunities (IROs) relating to social matters. There are no material risks posed by our own business activities or from business relationships, products, or services that are very likely to have serious negative impacts on non-financial aspects.

Existing relief provisions, such as phase-in or quick fixes, are applied in the reporting process. On this basis, the only disclosures not reported relate to the financial effects of material impacts, risks, and opportunities, and the percentage of persons with disabilities.

A correction of the reporting for the previous reporting period became necessary in connection with the disclosure of Scope 3 emissions (upstream) and is explained in the section "Environmental information."

The scope of consolidation and the reporting period for the Sustainability Report are identical to those of the Consolidated Financial Statements and relate to the fiscal year from January 1 to December 31, 2025. Disclosures relating to strategies, policies, actions, KPIs, and targets refer to both the Group's own operations and, where required and material, the upstream and downstream value chain (for example, in the double materiality assessment and in the determination of Scope 3 emissions). Measures and targets relating to supplier management, for example, refer exclusively to the upstream value chain. Previously reported key figures contain comparative information from the prior year.

Disclosures regarding time horizons and specific circumstances: All disclosures follow the time horizons proposed in the standards. Estimates of parameters relating to the value chain were applied in particular in the calculation of Scope 3 emissions and in the estimation of working hours abroad. These estimates, including related details such as sources, underlying assumptions, degree of accuracy, and result uncertainties, are explained in more detail in the section "Environmental information/Scope 3" or in the relevant chapter.

The entire Sustainability Report has been reviewed with limited assurance engagement and, apart from the audit performed by the auditor, was not subject to any other external review.

To avoid duplication, Jenoptik refers to other content in the Management Report for certain aspects. The following list shows all relevant ESRS components and disclosure requirements that are included by reference. These disclosure requirements are identified by cross-references in the Management Report and form an integral part of this Sustainability Report. Further information on the disclosure requirements and principles of preparation can be found in the appendix, section "Additional disclosures and notes," starting on page 148f. The option to omit information relating to intellectual property, innovations, and know-how was not exercised, and all relevant required information has been disclosed.

T33 ESRS disclosure requirement included by reference ESRS 2, BP-2

ESRS disclosure requirement which was included by reference	See page
ESRS-2, SBM-1 (40a): Products, markets, market position and customers	Page 28f.: Business model and markets
ESRS-2, SMB-1 (40b): Breakdown of total revenue: segment report	Page 48: Earnings position
ESRS -2, SBM-1 para 40a-iii: Number of employees by geographic area	Page 43: Employees

Sustainability governance

Role and responsibilities of the administrative, management, and supervisory bodies

JENOPTIK AG is a stock corporation under German law. The central body of management is the Executive Board that runs the company on its own responsibility and in the interests of the company, with the aim of sustainably increasing the value of the company. It takes into account the concerns of all stakeholders, in particular shareholders and the Group's employees. The Supervisory Board advises and monitors the Executive Board in its management of the company and is involved in decisions of fundamental importance.

Executive Board: All Executive Board members (Dr. Stefan Traeger (CEO until February 15, 2026), Dr. Prisca Havranek-Kosicek (CFO), Dr. Ralf Kuschneireit) share common responsibility for the overall management of the Group and decide on primary matters of company policy, the corporate strategy in which sustainability targets are given appropriate consideration alongside long-term economic goals, and on planning that includes financial and sustainability-related targets. The Executive Board ensures that strategic, operational, financial, and compliance-related risks and opportunities, as well as sustainability risks within these categories, are identified at an early stage within the risk management process, presented transparently and comparably, systematically assessed, and managed. When making decisions regarding important transactions and in its risk management process, it takes these opportunities and risks into account. The processes and systems for collecting and processing sustainability-related data and KPIs are defined in the process description "Non-financial Reporting Manual" and are incorporated into corporate decision-making within Executive Board and committee meetings. As part of the Supervisory Board's strategy days, the Executive Board also reports on the ESG roadmap and the integration of the ESG strategy into day-to-day operations. During the past fiscal year, the Chief Financial Officer addressed, within ESG Committee meetings, among other things: (1) the update of the double materiality assessment (including the addition of a further material IRO, "inclusion of persons with disabilities"); (2) material impacts, risks, and opportunities relating to emissions reduction (increasing customer requirements, transformation plan, and reduction targets); (3) diversity and inclusion; (4) the establishment of sustainable supplier management; (5) quarterly ESG KPI performance and medium-term ESG planning; and (6) the integration of sustainability into the internal control system and its further linkage with operational activities.

Owing to the diverse personalities, educational backgrounds, professional and personal career paths, and extensive international experience of its members, the Executive Board as a whole possesses comprehensive experience, skills, and competencies that are relevant to the photonics sector in which Jenoptik operates, as well as to its products and locations. At Executive Board level, the Chief Financial Officer is responsible for sustainability and has several years of experience in managing sustainability issues.

Résumés of the members of the Executive Board are available at
www.jenoptik.com/about-jenoptik/management/executive-board-and-executive-management-committee-emc

The Investor Relations & Sustainability department is responsible for the group-wide, global coordination of sustainability management at Jenoptik, and acts as the central interface to all business and functional units and reports directly to the Chief Financial Officer (see chart G19). An ESG Committee, comprising relevant representatives from central and operational business areas and chaired by the Investor Relations & Sustainability department, serves as the steering body and central decision-making platform for all sustainability-related topics within the Group. Together with the Chief Financial Officer, the ESG Committee discusses current cross-functional topics and ongoing sustainability projects and initiatives, coordinates the implementation of new regulatory requirements, and reviews and adapts the processes, structures, and content of sustainability management. The ESG Committee also takes necessary decisions relating to material Impacts, Risks, and Opportunities (IROs) and implements due-diligence obligations in this context. The Chief Financial Officer monitors the established targets connected with the IROs and the progress made in achieving them at least on a quarterly basis as part of the ESG Committee meetings, discusses relevant ESG KPIs, and decides on necessary actions.

Employees actively involved in sustainability management regularly attend training courses and webinars, have certified skills and knowledge, take part in expert panels on various sustainability issues, or are a member of the Sustainability Working Group of Deutsches Aktieninstitut and the German Investor Relations Association. At Executive Board level, the required expertise is fully available based on professional experience. Through the monthly meetings of the ESG Committee, sustainability-related expertise is further deepened at both operational and management levels. This means that comprehensive consideration can be given to material impacts, risks, and opportunities in connection with Jenoptik's business activities and value chain, and that necessary strategic adjustments can be made. Close cooperation with the business units and the central Compliance & Risk Management department ensures that the skills available within the company regarding sustainability issues are also considered when assessing the company's risks and opportunities.

The Executive Board of JENOPTIK AG is also responsible for the Group's internal control system (ICS), which deals with financial and non-financial risks (including for ESG organization and sustainability reporting) and their management. In this context, material sustainability-related process risks are systematically considered. In 2025, controls relating to existing organizational safeguards for sustainability reporting were further expanded and documented in a process description in the form of monitoring measures with clearly defined responsibilities for ESG reporting and the double materiality assessment. Sustainability risks were integrated into the risk control matrix and incorporated into the Jenoptik ICS system. In addition to control and safeguarding measures within quarterly ESG reporting, further processes were automated, for example in the area of occupational safety, and are now handled more securely and digitally via the central reporting system. The ICS also includes control processes relating to material IROs in the areas of energy consumption and emissions, as well as occupational safety. Internal Audit, which is responsible for the ICS, reports to the Chief Financial Officer of JENOPTIK AG and supports the Executive Board in achieving its financial and non-financial objectives. The Head of Internal Audit regularly informs the Executive Board, the Audit Committee, and the Supervisory Board about the status of the ICS.

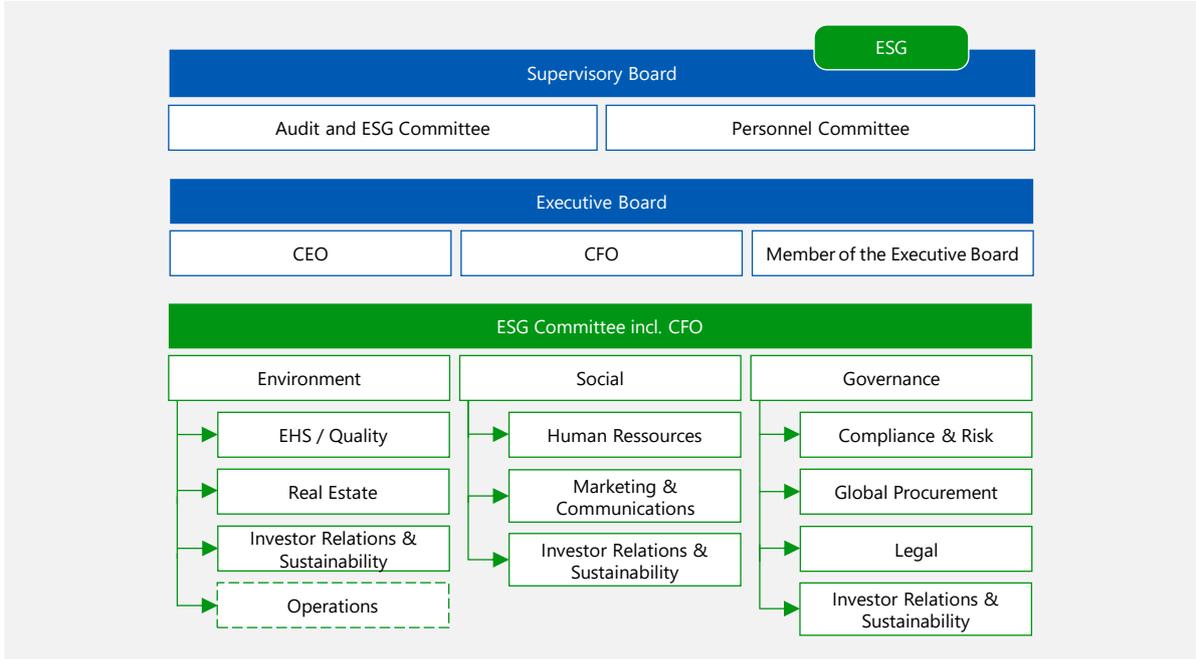
See also disclosures under GOV-5 and the information on "Risk management and internal controls for sustainability reporting" on page 91

In addition, the Executive Board is regularly informed about fulfillment of the requirements of global human rights and environmental regulations, both in relation to its own business area, including majority shareholdings, and the supply chain (e.g., German Supply Chain Due Diligence Act ("LkSG")).

Further information can be found in the section "Risk management" starting on page 68f.

As in the previous year, the Supervisory Board has determined that the Executive Board should include at least one woman. With a three-member Executive Board, this corresponds to a gender ratio of at least 33 percent women. As at December 31, 2025, this quota is met with Dr. Prisca Havranek-Kosicek as Chief Financial Officer. Further diversity requirements for the Executive Board are set out in the Supervisory Board's Rules of Procedure, which stipulate a maximum age limit of 65 years at the time of appointment for Executive Board members. Initial appointments of Executive Board members are to be made for a maximum of three years in accordance with the Code, unless the Supervisory Board agrees on a longer initial appointment period due to special circumstances in individual cases. The goal of the diversity policy for the Executive Board is to ensure that, as a whole, its members complement each other as well as possible in terms of their skills, expertise, and experience.

G19 Role and responsibilities of the administrative, management and supervisory bodies



Supervisory Board: The Supervisory Board of JENOPTIK AG has equal representation and, in accordance with § 11 of the Articles of Association, generally consists of twelve members, six of whom are elected by the shareholders at the Annual General Meeting and six of whom are nominated by employees in accordance with the Codetermination Act. As of December 31, 2025, the Supervisory Board temporarily had eleven members (prior year: twelve members) due to the early resignation of a shareholder representative.

The full Supervisory Board is responsible for oversight and supervision of company activities in the area of sustainability and the associated cross-cutting issues as they are of fundamental importance to Jenoptik. However, numerous aspects also fall within the remit of the Personnel Committee (for example, non-financial targets in Executive Board remuneration) and the Supervisory Board's Audit and ESG Committee (including sustainability KPI reporting and planning, integration of sustainability objectives into risk and opportunity management, the internal control system and the compliance management system, and the preparation of the Sustainability Report). Accordingly, the Audit and ESG Committee also reviews the relevant ESG KPIs for measuring selected sustainability targets in connection with quarterly statements and interim reports.

In late 2024, the Supervisory Board decided to assign the Audit Committee a stronger preparatory role with regard to other, non-accounting-related sustainability issues due to the particular and growing importance of ESG issues and the specialist expertise available in the Audit Committee. The four-member committee is also able to discuss sustainability-related issues more intensively and efficiently than the twelve-member Supervisory Board as a whole. The Executive Board, as well as representatives from Investor Relations & Sustainability, Internal Audit, Compliance & Risk Management, and other specialist departments, regularly report directly to the Audit and ESG Committee, with Investor Relations & Sustainability reporting at least on a quarterly basis. The full Supervisory Board nevertheless continues to address the Executive Board's sustainability strategy on a regular basis, receives status updates on material sustainability topics, including the ESG organizational structure and the integration of the ESG strategy into day-to-day operations, and approves adjustments to and updates of the double materiality assessment. This ensures regular monitoring of the defined sustainability targets and the progress in achieving them as well as the implementation of due diligence in this area.

The Executive Board and the Supervisory Board jointly take material sustainability-related impacts, risks, and opportunities into account when deciding on significant transactions, within the risk management process, and when weighing potential trade-offs relating to these IROs.

During the 2025 reporting period, the Supervisory Board addressed the status of non-financial KPIs in three of its meetings. At its March meeting, the Supervisory Board also assessed the achievement of ESG targets in relation to the bonus and long-term remuneration of the Executive Board and conducted an in-depth review of the Sustainability Report. At the June Supervisory Board meeting, ESG-related focal points additionally included a benchmark analysis of EU Taxonomy and CSRD reporting, an update on new legislative initiatives in the ESG area, and the status of implementation of recommendations made by the auditor of the 2024 Sustainability Report. At its December meeting, the Supervisory Board defined the quantitative ESG KPIs for Executive Board remuneration for 2026 and discussed the Executive Board's ESG strategy. The Executive Board also presented the updated materiality assessment, which includes the addition of a further IRO in the S1 category (inclusion of persons with disabilities).

The Audit and ESG Committee addressed the performance review of non-financial KPIs in every meeting in preparation for the Supervisory Board and, from May 2025 onward, also reviewed new legislative initiatives in the field of ESG regulation on a quarterly basis. At its May meeting, the committee additionally examined a benchmark analysis relating to the EU Taxonomy and CSRD reporting. In August 2025, the committee was presented with the double materiality assessment updated by the Executive Board and expanded to include one additional IRO. It also received an update on the integration of the environmental strategy within the global organization and on the organizational structure of ESG committees within the Group. At its November meeting, the committee discussed ESG planning for the following year, medium-term ESG targets through 2030, and the timeline for preparing the next Sustainability Report.

Both bodies also dealt extensively with the preparation and drafting of this Sustainability Report. All documents provided to the Supervisory Board and the Audit and ESG Committee in preparation for meetings were explained during the sessions by the Executive Board and representatives of the Investor Relations & Sustainability.

Dedicated ESG and sustainability expertise within the Supervisory Board is present in particular among four members (Ms. Elke Eckstein, Mr. Andreas Gerstenmayer, Ms. Daniela Mattheus, and Mr. Thomas Spitzenpfeil) who, based on their previous or current professional activities in various control bodies, including service on various audit committees, possess extensive expertise in accounting and auditing as well as in sustainability reporting and its assurance. The Audit and ESG Committee and the Supervisory Board are therefore able to comprehensively assess the material IROs associated with Jenoptik's business activities and value chain. In addition to her various positions on supervisory boards, the Chair of the Supervisory Board Ms. Daniela Mattheus is also honorary president of the Financial Expert Association e. V. and a member of the associated sustainability working group and holds CSRS certification from the Accoalist Institute. She completed advanced training as a "Certified Sustainability Reporting Specialist" and also actively participates in expert panels discussing current developments in sustainability reporting and its assurance. She brings this additional expertise to the Audit and ESG Committee in her role as Deputy Chair.

The members of the Supervisory Board as a whole are familiar with the photonics sector in which Jenoptik operates and with its products, and they possess experience relevant to the company's geographical locations. At least seven members have specific industry and sector experience. As at December 31, 2025, all five shareholder representatives on the Supervisory Board, i.e. 45.5 percent of the entire Board (prior year: 41.7 percent of the entire Board), are considered independent by the Supervisory Board. In accordance with its Diversity Statement, the Supervisory Board currently has at least three members who have extensive international experience. With three women representing shareholders and three women representing employees, the proportion of at least 30 percent required by the German Stock Corporation Act is exceeded with a current figure of 54.5 percent as of the reporting date (prior year: 50.0 percent).

Sustainability-related performance in incentive systems

The remuneration system for the members of the Executive Board uses clear targets to provide an incentive for implementing the corporate strategy. The remuneration system is based on both long-term (generally four-year) and short-term (i.e., one-year) targets for the Group. At JENOPTIK AG, the Supervisory Board is responsible for passing resolutions on the remuneration system for the members of the Executive Board and for establishing the total remuneration of the individual members of the Executive Board. The Annual General Meeting approves the remuneration system for the members of the Executive Board presented by the Supervisory Board whenever a key change is made, but at least every four years.

Sustainability-related aspects are included in the short-term, one-year, and long-term variable remuneration of the Executive Board. The one-year bonus is based on the achievement of certain targets within a fiscal year and is paid out in the following year. The bonus amount resulting from the achievement of targets is calculated using a multiplier ranging between 0.8 and 1.2. This multiplier is determined on the basis of the individual performance of the Executive Board member and the attainment of specific sustainability targets which are shown in detail in Table T34.

In addition, the variable remuneration of the Executive Board consists of a multi-year component in the form of performance shares. For each tranche of performance shares granted, the target achievement is determined after a four-year performance period. With a weighting of a total of 20 percent of the multi-year component, the achievement of long-term ESG targets, which are redefined annually, is taken into account. The ESG targets agreed for the fiscal year 2025 also include a climate-related target including a GHG emissions reduction target (see Table T35).

The agreed sustainability-related performance parameters (minimum target value, target value 100 percent, maximum target value) are to be regarded as performance benchmarks.

The individual sustainability-related targets in the remuneration of the Executive Board members are shown in the following Tables T34 and T35:

T34 ESG targets and target achievement in the multiplier 2025

		Target 2025	Actual 2025
Green electricity rate	Active reduction of CO ₂ emissions: Green electricity share as a proportion of the total electricity demand of the main production sites	96.0 %	96.8 %
Employee satisfaction	Global Engagement Score: Commitment of our employees, i.e., the proportion of our employees who identify positively with their tasks at Jenoptik and make an active contribution	better than global benchmark ¹ , but not less than 75 % ²	73.0 %
CSR rate	Increased transparency in the supply chain to protect human rights and the environment: CSR rate: The percentage of suppliers of production materials with an annual purchase volume in excess of 200,000 euros for which full CSR self-assessments are available	62.0 %	64.0 %

¹ Is determined annually on the basis of Qualtrics (survey to determine the engagement score)

² I. e., no less than 75 % of the employees who took part in the survey identify positively with Jenoptik and are actively involved

T35 Target agreement for ESG targets 2025 (LTI)

		Gewichtung
CO ₂ reduction ¹	Active reduction in CO ₂ emissions (Scope 1+2) compared to the base year 2019	1/3
Diversity rate	Increase in diversity: Proportion of managers with an international background and female managers Calculation: ~ Ø (proportion of international managers + proportion of female managers)	1/6
Training rate	Objective is to gradually increase the training rate to the industry average	1/6
Vitality index	Increase in innovative strength: Percentage of revenue generated by products and services developed within the last three years	1/3

¹ Based on the data and scope of the Jenoptik Group's audited Sustainability Statement for the respective fiscal year. In the case of M&A activities, the target is adjusted in line with the conditions of the Science Based Targets Initiative (SBTi)

In fiscal year 2025, 20.0 percent of the Executive Board's variable remuneration depended on sustainability-related targets, including the performance factor (multiplier) applied to the one-year variable remuneration. The percentage of total remuneration that depended on climate-related targets amounted to 4.08 percent (prior year: 3.15 percent). When determining the multiplier for the one-year variable remuneration, an overall assessment took into account, among other factors, the increase in the share of green electricity at the main sites to 96 percent of total electricity consumption as a predefined climate-related target. In addition, targets relating to the development of employee satisfaction and supply chain transparency were considered (see Table T34). A precise percentage allocation of the climate-related target or of the total share of variable remuneration linked to sustainability-related targets is not possible, as the determination of the multiplier also takes into account individual and collective performance of the Executive Board members, and the Supervisory Board derives a single overall value from this assessment. In fiscal year 2025, the Personnel Committee, in its recommendation to set the multiplier at 1.00 (previous year: 0.95 percent), the Personnel Committee took into account the overachievement of the ESG targets for the green electricity rate and CSR rate shown in Table T38, as well as the attainment of the global benchmark of 73 percent for employee satisfaction, with the increase in the participation rate in the employee survey being viewed particularly positively. In an overall assessment, the successful organizational implementation of the new SBU structure and the cost-cutting measures taken in an overall challenging economic and geopolitical environment were also factored into the decision

In accordance with recommendation G. 18 of the German Corporate Governance Code, the members of the **Supervisory Board** only receive fixed remuneration for their activities, as set out in the Articles of Association. For this reason, there are also no sustainability-related targets in the remuneration of the Supervisory Board. Changes to or retention of the remuneration for the Supervisory Board as defined in the Articles of Association are resolved by the Annual General Meeting at least every four years.

Declarations on due diligence

Jenoptik comprehensively integrates sustainability into its business activities. This includes strategy and business development, reporting, risk management, and group policy. This enables us to create the basis for sustainable governance and meet the requirements of our stakeholders. Both the Executive and Supervisory Boards address the central management of environmental and climate protection issues, as well as social and governance matters in a structured, regular, and in-depth manner. The following overview sets out in which sections of this report a more detailed explanation of the core elements of the due diligence obligations can be found.

T36 ESRS disclosure requirements

Core elements of due diligence	Paragraphs in the Sustainability Statement
a) Integration of due diligence into governance, strategy, and business model	ESRS-2 GOV-2: General information/GOV-2, p. 84 and Report of the Supervisory Board, p. 8, Corporate Governance Statement, p. 153f. ESRS-2 GOV-3: General information/GOV-3, p. 89 as well as Remuneration Report, p. 170 ESRS-2 SBM-3: General information/SBM-3, p. 100 as well as materiality assessment, p. 96
b) Involvement of affected stakeholders in all important steps of due diligence	ESRS 2 GOV-2: p. 84 ESRS 2 SBM-2: p. 95 ESRS 2 IRO-1: Materiality assessments, p. 96 ESRS 2 MDR-P: p. 92f. Issue-related ESRS-S1-2, p. 125f., ESRS-E1-2 p. 104f.
c) Identification and assessment of negative impacts on people and the environment	ESRS 2 IRO-1: Materiality analysis, p. 96 ESRS 2 SBM-3: Strategy/materiality assessment, p. 100
d) Actions to counter these impacts	ESRS 2 MDR-A: Issue-related ESRS: Regarding actions for environmental aspects ESRS-E1-3, p. 105 and transition plans for environmental aspects ESRS-E1-1, p. 104; social aspects, p. 123f.; ESRS-S1-4, p. 130f. as well as Governance ESRS-G1, p. 140f.
e) Follow-up of the effectiveness of these efforts and communication	ESRS 2 MDR-M: ESG reporting (quarterly), p. 86, and 92, anchoring in group financing and remuneration ESRS 2 MDR-T: Overview, p. 96 Issue-related ESRS regarding parameters and targets: Environmental aspects ESRS-E1-4, p. 107, ESRS-E1-5, p. 107f., ESRS E1-6, p. 108f. Social aspects: ESRS-S1-5, S1-6, S1-7, p. 127f.; S1-8, S1-10, S1-11, S1-15, p. 134f.; S1-9, S1-16, p. 137f. and S1-14, p. 139 Governance aspects: ESRS-G1-4, p. 147

Risk management and internal controls of the sustainability reporting

The internal control system (ICS) established at Jenoptik is intended in particular to ensure the security and efficiency of business transactions as well as the reliability of financial and sustainability reporting. The ICS addresses financial and non-financial risks, including sustainability-related topics and sustainability reporting, and their management. Together with the risk management and compliance management systems, it constitutes a key element of corporate governance. It covers technical and organizational regulations and control steps to ensure compliance with guidelines and prevent losses, as well as ensuring clear divisions of responsibility and function, in adherence to the principle of dual control. In particular, the ICS is intended to ensure secure and efficient business processes, compliance with applicable laws and regulations, and the reliability of financial and sustainability reporting.

For further information on the internal control system, see the Management Report, Risk and Opportunity Report, page 65ff.

The Investor Relations & Sustainability department coordinates group-wide sustainability reporting, which covers both the quantitative and qualitative requirements of the CSRD, and is responsible for managing the sustainability reporting process. Responsibility for compliance with the guidelines and statutory requirements lies with the respective departments, which address this through appropriate control activities. In addition to the application and monitoring of the dual control principle at departmental level, ESG KPIs are subject to an additional central review on a quarterly basis by ESG Controlling and the Investor Relations & Sustainability department. These KPIs, including an assessment of related risks, are reported to the Group's governing bodies.

In 2025, the formal risk management and internal control system relating to sustainability reporting was further expanded and supplemented with process descriptions and internal controls. In addition to control and safeguarding measures within quarterly ESG reporting, processes were further formalized, for example in the area of occupational safety, and handled in a more digital manner via the central reporting system. The Jenoptik ICS system also includes control processes relating to material KPIs in the areas of energy consumption and emissions, as well as occupational safety. Regular reporting to the Executive Board, the Audit and ESG Committee, and the Supervisory Board is currently in place, including reporting on sustainability-related risks. In addition, risk assessments are conducted twice a year with the central functions and segments. An internal audit also reviewed the compliance of the sustainability reporting process from a procedural and result-oriented perspective. With respect to the risk of incomplete reporting, compliance of CSRD reporting with qualitative requirements was ensured by the involved specialist departments, among other things through reconciliation with the EFRAG datapoint list. The report was prepared by experts from the respective specialist departments on the basis of the ESRS. Completeness checks are performed by the experts within the relevant specialist departments, while the overall reconciliation of completeness is carried out by Investor Relations & Sustainability. The quality assurance of the content follows the established process for preparing the Annual Report.

In 2024, an ICS self-assessment was carried out at all Group companies, focusing on financial and non-financial risks (including ESG organization and sustainability reporting) and their management. This assessment is performed on a two-year cycle, alternating with compliance interviews; the next assessment is scheduled for 2026. Detailed information on the compliance risk analysis procedure, of which the compliance interviews are a component, follows in the section on the G1 standard.

For further information on risk management and the internal control system, see the Risk Report starting on page 65ff.

Strategy, targets, and business model

Strategy

For Jenoptik, entrepreneurial activity entails not only the realization of economic goals, but also a commitment to the environment and society. Working with our customers, we create forward-looking trends in the fields of digitization, healthcare, mobility, and sustainability. As an "enabler," we use our expertise and innovative products to make an important contribution to addressing social and climate challenges, helping customers worldwide to contribute more efficiently and sustainably to conserving resources and protecting the climate. Jenoptik's strategy focuses on photonic core markets and is therefore built on the "enabler principle." With its photonic solutions, Jenoptik creates added value for its stakeholders – for example customers, employees, and shareholders. As a supplier to the semiconductor equipment industry, we support the production of increasingly powerful yet energy-efficient microchips and enable new chip manufacturing processes with reduced need for multiple patterning steps. Medical technology products of the SBU Biophotonics, for example, enhance health and well-being. Our traffic technology solutions of our SBU Smart Mobility Solutions help to make cities and municipalities safer in terms of road traffic. SPECTARIS has similarly concluded that photonic solutions are able to make a significant contribution to reducing greenhouse gas emissions due to their properties, applications, and impact, reducing at least 11 percent of global greenhouse gas emissions by 2030. They enable resource-saving production processes, material savings, and reduced energy consumption.

As a supporter of the UN Global Compact – the world's largest initiative for responsible corporate governance – Jenoptik is committed to comprehensively complying with the ten principles in the areas of human rights, labor standards, environmental protection, and anti-corruption.

Jenoptik reports group revenue by segment. The entire revenue is to be allocated to the application area of the ESRS. Jenoptik is not active in the areas of fossil fuels (coal, gas, oil), controversial weapons, the manufacture of chemicals, or tobacco.

See Earnings position, page 48f.

For further information on strategy, see the chapter "Targets and strategies" on page 32f. of this Annual Report

Disclosures relating to our products and services as well as significant markets and customer groups are included in the chapter "Business model and markets" starting on page 28f. of the Annual Report. Information on revenue and employees by SBU can be found in the Management Report starting on page 43f.

For disclosures relating to employees by region see section "Employees" on page 43f. of the Management Report.

Sustainability targets: Our sustainability targets in the areas of environment, social, and governance focus on our most important resources: climate protection, our own employees, and the responsible management of the company. They apply to the entire Jenoptik Group and are explained in detail in the thematic sections of this report. Throughout the year, certain product groups, customers, or geographical areas may be the focus of attention. Our own employees and trainees were the focus of HR work and recruitment in order to achieve more diversity (diversity rate) and a greater training rate.

In the past fiscal year, Jenoptik was able to achieve the sustainability targets for 2025 almost in full. New medium-term targets for 2030 were developed jointly with management and are being incorporated into the corporate strategy and remuneration system. These targets are summarized in the following overview.

T37 Overview of key sustainability targets

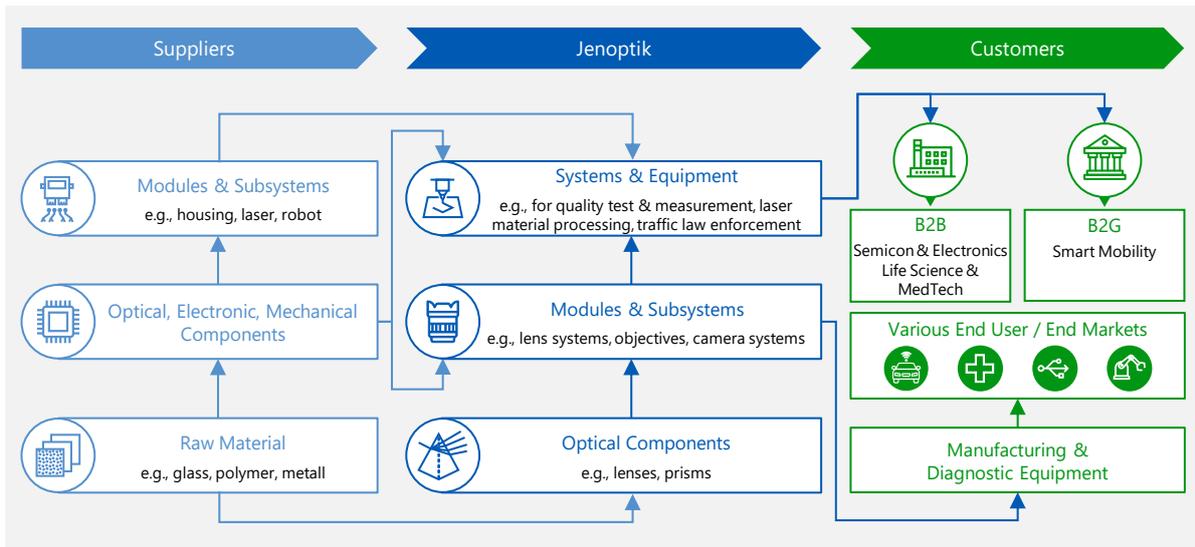
Aspects	Performance indicators	Base year 2019	2025	Target 2025	Target 2030
Environment	Portion of green electricity	63.1 %	96.8 %	> 90 %	100 %
	CO ₂ reduction Comp. with base year 2019	- (10,161 t)	59.0 %	> 55 %	> 70 %
	Achieving net zero (Scope 1+ 2) by 2035 at the latest				
Social	Diversity rate	25.5 %	31.0 %	> 33 %	> 33 %
	Engagement score	72 %	73.0 %	better than global benchmark	better than global benchmark
	Training rate	3.8 %	4.5 %	> 4 %	> 4.5 %
Governance/supply chain	CSR rate	25.4 %	64.0 %	50 %	new target being developed

Business model and value chain

Jenoptik offers the majority of its services in the photonics market and is a supplier of capital goods. The Group is thus primarily a technology partner to industrial companies and public sector contractors. The company's range of products comprises OEM and standard components, modules and subsystems, and complex systems and production equipment, particularly for the growth fields of semiconductors, medical technology, metrology, and smart mobility. The range also includes total solutions and full-service operator models. As an "enabler," Jenoptik is able to create significant added value with its photonic solutions and therefore targets above-average growth and increased profitability.

As a technology group, Jenoptik is dependent on various raw materials, products, and services that the company procures from a global supplier base. More than half of our direct suppliers and our procurement volume come from Germany. The most important product group categories in direct procurement are optics, mechanical components, and electronics. These are based on mineral, metallic, and fossil raw materials and are associated with extraction and processing activities. In indirect procurement, goods and services are procured on the one hand to support facility management, and on the other for mechanical engineering and equipment, marketing and communication, and transportation services.

G20 Illustration of the value chain



For further information on the business model and the value chain, see the chapter "Business model and markets" starting on page 28f. of this Annual Report

Stakeholder commitment

As a responsible company, employer, and business partner, Jenoptik is in continuous dialogue with internal and external stakeholders. The relevant specialist departments engage regularly with employees, customers, and suppliers, as well as with analysts, investors, and the general public, in order to take and understand their perspectives and to appropriately take them into account in decision-making. The Executive Board and the Supervisory Board are regularly informed by the respective specialist departments, within committee and board meetings, about material sustainability-related stakeholder perspectives. In the fiscal year 2025, the increasing customer requirements for emission reduction targets, including Scope 3 and net zero targets as well as the increasing number of requests from ESG rating agencies were discussed and incorporated into decisions. Jenoptik's corporate strategy is aligned with the interests of our most important stakeholders and, for example, incorporates material customer requirements into strategic decision-making. At present, the sustainability strategy is an integral part of the company's overall corporate strategy and business model.

Customers: As an innovation partner, Jenoptik works closely with its customers on joint solutions and is in constant dialogue with them in order to understand and consistently implement perspectives and needs. Customer orientation is therefore a core strategic element. As a long-term systems partner, Jenoptik concentrates on key customers in order to further expand and strengthen customer relationships in joint development projects.

Employees: With their experience and expertise, our employees are essential to our business success and are our most important stakeholder group. In order to grow sustainably and profitably in the long term, we must be an attractive employer, attracting and retaining highly qualified and committed employees. Our focus is on our corporate values – open, driving, confident – and a dialogue-oriented corporate culture, which is characterized by personal initiative and respect for diversity and equal opportunities as an important building block in achieving our strategic goals. Engagement with employees takes place in different ways. Intensive intranet communication and employee meetings are used to provide information on current topics. Employees' interests, views, and rights, including respect for human rights, are incorporated into Jenoptik's strategy and business model, primarily through the participation and representation of the Works Council in Supervisory Board meetings, but also through employee meetings attended by management. Our annual employee survey provides an opportunity to express concerns and suggestions anonymously. The results are evaluated annually at group level and within individual teams. Concerns can also be expressed or complaints submitted anonymously via a whistleblower system.

For further information, see the section "Governance information/Supplier management" starting on page 145f. and the section "Social information/Remediation measures" starting on page 126f.

Suppliers: As a manufacturing company, Jenoptik depends on its suppliers and maintains continuous dialogue, particularly with its key suppliers. Intensive supplier management increases transparency and awareness with regard to respect for the human rights of employees in the value chain, implemented sustainability aspects, and emissions generated in the supply chain. This enables better management of these issues and supports the reduction of related risks over time.

Society and affected communities: In a globalized market environment, Jenoptik is fully committed to responsible corporate governance and law-abiding, compliant conduct. We reach our business decisions with this in mind and always work to ensure that our actions are in accordance with regulations, laws, our values, and our responsibility toward the environment and society, including respect for human rights. As an innovative photonics group, strategic and research cooperations play an important role for Jenoptik. Through membership in various industry and technology-oriented associations such as Optonet e. V., SPECTARIS e.V., and EPIC, as well as in specialist groups and committees, Jenoptik maintains a dialogue with and actively participates in networks in order to tap into external expertise and leverage cooperation potential.

Shareholders and investors: Jenoptik is listed on the Frankfurt Stock Exchange and, among other things, is a member of the TecDax. Communicating openly, promptly, and continuously with shareholders, analysts, and investors is therefore natural to us. In this way, we want to guarantee the greatest possible transparency for capital market participants as well as interested members of the public, strengthening their confidence in Jenoptik. The Executive Board and the Investor Relations team use financial reports and press releases to explain the Group’s business development, key figures, and strategy in detail to institutional investors, analysts, and journalists, through our Annual General Meeting and in the form of numerous personal discussions at investor conferences and roadshows.

Consumers and end users: As an OEM supplier, Jenoptik is primarily active in B2B and B2G business. In business areas involving end products (e.g., laser machines or traffic safety technology, metrology), we fully respect the rights of consumers and end users, including human rights, and ensure responsible use and compliance with statutory regulations and limits.

For further information on customers and suppliers, see the chapter “Business model and markets” of the Management Report starting on page 28f.

Procedures for determining and assessing material impacts, risks, and opportunities

Identifying the key sustainability issues for Jenoptik enables us to create the basis for our global sustainability activities. Specific measures, targets, and management approaches are explained in the topic-specific chapters of this report. To determine the material impacts, risks, and opportunities relevant to the Jenoptik Group, the double materiality assessment was updated in the past fiscal year. In addition to the Group’s own operations, upstream and downstream value chains were also included in the assessment. Any differences related to regions or segments were documented, but did not result in different assessments overall. The methodology used to conduct the double materiality assessment complies with the ESRS-required evaluation of the two dimensions “impact on people and the environment” and “financial materiality.” This includes the assessment of risks relating to human rights violations as well as the evaluation of financial materiality based on risks and opportunities, using an approach aligned with the methodology applied in the group-wide risk management system.

Our materiality assessment took place in the following process steps:

G21 Process steps of the materiality analysis



Based on expert assessments, the evaluation of material impacts, risks, and opportunities (IROs), which form the basis of our long-term sustainability activities and are incorporated into the corporate strategy as well as general management decisions, was reviewed and, where necessary, updated.

Materiality assessment: Procedures for determining materiality and stakeholder involvement (IRO-1)

Identification: Jenoptik maintains ongoing dialogue with all of its stakeholders. The relevant departments communicate with employees, customers, and suppliers, as well as with analysts and investors, in order to capture their perspectives and take them into account in day-to-day operations.

Further information on stakeholders can be found in the "Stakeholder commitment" section of this chapter starting on page 95f.

The involvement of both external and internal stakeholders as part of the double materiality assessment already took place in 2023 in the form of an online survey. In the reporting year, discussions with experts and internal stakeholders confirmed the continued validity of the results. The external stakeholder representatives comprised individual customers, suppliers, analysts, and investors; internally, both employees and managers, including the Executive Board, who is responsible for implementing the sustainability strategy, took part in the survey. The survey was based on a questionnaire structured around the categories Environmental, Social, and Governance.

Evaluation: Expert teams from various specialist functions within the areas of environment, social, and governance who can take the perspective of both internal and external stakeholders evaluated the IROs on the basis of the collected data, processes, and assumptions with regard to the impacts of Jenoptik's business activities and its value chains on people and the environment (inside-out perspective or impact materiality) and the risks and opportunities of the respective sustainability aspects on Jenoptik's business activities (outside-in perspective or financial materiality). The entire consolidated group of companies was always taken into account. The analysis and evaluation were conducted in workshops and in-depth discussion rounds, in compliance with the dual control principle, and based on established processes and available data sources. Interim results were reviewed by the ESG Committee and subsequently presented to the Audit and ESG Committee and to the Supervisory Board.

The evaluation of the impacts was carried out on a scale of 1 to 5, whereby an impact may vary from 1 (low) to 5 (high). The assessment of the risks and opportunities associated with the impacts was also carried out on a scale of 1 to 5, corresponding to the evaluation in the risk assessment from 1 (very low) to 5 (high). A comparison of the results of the double materiality assessment with the risk assessments already carried out ensured that all risks and opportunities related to material sustainability identified there as well as their impacts and dependencies are also included in the evaluation of financial materiality and may therefore be prioritized as part of sustainability management.

Further information on the management of material risks and opportunities can be found in the topic-specific sections of the Sustainability Report

Additional details on the management process and related policies are provided in the Risk and Opportunity Report starting on page 67f.

In addition, all matters examined in the materiality assessment are also part of the risk management process. The Jenoptik risk universe within Enterprise Risk Management is based on the Cambridge Taxonomy of Business Risks, explicitly identifies "Environmental", "Social", and "Governance" categories, and enables closer alignment with the materiality assessment. The focus of the assessment of impacts, risks, and opportunities was on our own business activities. The assessment of the IROs in the upstream and downstream value chain was carried out from the perspective of the experts and based on media research, focusing on areas in which these are considered likely. The likelihood of changes in impacts over short-, medium-, and long-term time horizons was also taken into account. Threshold values determine when impacts, risks, or opportunities are classified as material. In a management workshop, it was defined that the materiality threshold on a scale from 1 to 5 is set at 4. All sustainability aspects that were evaluated as 4 or higher in terms of their impacts or risks and opportunities are therefore considered material for Jenoptik.

In order to determine the material impacts on people and the environment, the experts focused their assessment on areas where impacts were considered likely due to activities, business relationships, or geographical circumstances and where there was an increased risk of adverse impacts. Overall, the impacts, risks, and opportunities identified as material for Jenoptik in the expert workshops correspond to the topics also considered material by stakeholders.

Sustainability-related risks and opportunities are an integral part of our risk assessment process, which takes place twice a year. Under the Cambridge Taxonomy applied there, sustainability risks are treated as a separate category. Further information on this can be found in the Risks and Opportunities section of the Management Report starting on page 65ff. An IRO is considered material if it has been assessed as material in one of the two dimensions, i.e., in terms of impact or financially.

The assessment of the impacts, risks, and opportunities of environmental issues associated with climate change, environmental pollution, water and marine resources, biodiversity and ecosystems, resource use, and the circular economy, as well as the governance issue of "corporate policy" was always conducted by the expert teams across the Group, taking into account all key locations. In addition to the company's own business activities, the upstream and downstream value chain was also considered. The assessment was based on media research and focused on areas in which impacts, risks, and opportunities were deemed likely according to our compliance risk analysis. No further consultations with affected communities were carried out in this context, as subject-matter owners in the expert team acted as representatives for direct consultation with stakeholder groups. Direct stakeholder involvement had already taken place through the survey conducted as part of the double materiality assessment. As a result, no material impacts on people or the environment, nor any material risks or opportunities for Jenoptik, were identified in relation to pollution, water and marine resources, biodiversity and ecosystems, or resource use and circular economy.

Climate change: Climate-related risks may exist for Jenoptik's business model both in its own business area as well as in the upstream and downstream value chain. As a manufacturing company, Jenoptik is exposed to both physical climate risks (such as flooding, storms, and droughts) and transition risks (including regulatory, market, and reputational risks) affecting its operations, assets, and value chains.

In order to assess the physical climate risks in our own business operations, all of Jenoptik's major locations underwent an external risk assessment at the end of 2023 in accordance with the requirements of the EU Taxonomy, and were still considered valid. The analysis covered multiple climate scenarios (SSP1-2.6 and SSP5-8.5) for the time horizons 2040 and 2060 and included temperature-, wind-, water-, and solid-mass-related risks. The results of the analysis were included in the risk assessment for the timescale up to 2040 and appropriate measures were defined if necessary. Within the value chain, both physical and transition climate risks were assessed during the reporting period based on expert workshops. No scenario analysis beyond the base scenario (limiting global warming to 1.5°C) was conducted at this stage.

The assessment of transition climate risks within Jenoptik's own operations focused on the following risk categories: political and regulatory risks, legal risks, market and competitive risks, and reputational risks. The analysis and assessment was carried out as part of expert workshops, taking into account various climate-related drivers, such as future CO₂ pricing, in the short, medium, and long term. The risk of transitions climate risks in our value chain was also assessed on the basis of expert workshops. No additional scenario analysis was conducted for the assessed time horizon up to 2040.

Climate-related opportunities: Light-based solutions enable resource-saving production processes, material savings, and reduced energy consumption, thereby contributing to the global reduction of greenhouse gas emissions (see the current SPECTARIS trend report). Against this background, there are fundamental opportunities for Jenoptik, although we classify these as moderate.

Further details on climate-related risks can be found in the Risk Report on page 74

Environmental pollution: As part of the materiality analysis, the review of our sites and business activities, as well as the value chains we consider, was conducted with the involvement of stakeholders, experts, and operational business units. As a result, no material impacts, opportunities, or risks were identified in connection with environmental pollution.

Water: As part of the materiality analysis, our teams of experts reviewed our assets, business activities, and immediate value chain, taking into account water and marine resources and involving stakeholders, experts, and the operational business units. No significant impacts, risks, or opportunities related to water and marine resources were identified.

Biodiversity: Jenoptik's site at Monheim is located on the edge of a conservation area and complies with the conditions required regarding tree pruning and noise, ensuring that habitats and their species are not endangered. At all other group sites, biodiversity and ecosystems were taken into account as part of the materiality analysis, with the involvement of stakeholders, experts, and the operational business units. In this process, no dependencies, transition risks, physical risks or systemic risks related to biodiversity were identified as part of the materiality assessment and the process described under IRO-1.

Resource use, waste, and circular economy: As Jenoptik is largely active in the OEM business, manufacturing components, our materiality assessment, which involved stakeholders, experts, and the operating business units, did not identify any material impacts, risks, and opportunities in connection with resource use, waste, and the circular economy within the scope of our business activities, assets, and the direct value chain.

Corporate governance: The review of our sites and business activities as well as the value chain we are considering was conducted within the scope of the materiality assessment in accordance with the process described under IRO-1 starting on page 96f. With regard to corporate governance, the assessment took into account regional requirements at our locations, for example with respect to compliance with due diligence obligations, sector-specific considerations, the structure of our supplier base, and the nature of customer relationships (B2B versus B2G). The impacts, risks and opportunities identified in connection with corporate governance are described in detail in the Governance section of this chapter.

The **review and validation** of the implementation and results of the double materiality assessment were carried out by an external consultant. In a management workshop, attended by the Executive Board, those responsible for sustainability, and individual representatives of the expert groups, we developed the respective threshold values which determine when impacts, risks, or opportunities are considered to be material. As a result, the material impacts, risks, and opportunities for Jenoptik with a threshold value of 4 on a scale of 1-5 result in those sustainability issues that are of central importance for our future corporate strategy and our business model.

Implementation: Material sustainability topics are coordinated centrally by the Investor Relations & Sustainability department via the ESG Committee and are managed by the responsible members of the respective departments. This also includes the relevant sustainability-related opportunities and risks as well as the necessary actions, which are included in group-wide risk management. The quarterly internal reporting of the relevant key performance indicators also serves to monitor the strategy implementation and, if necessary, to initiate further actions.

Material impacts, risks, and opportunities as a result of the double materiality assessment

The material impacts, risks, and opportunities (IROs) for Jenoptik are presented here in an overview. They relate to environment, social, and governance issues, focusing in most cases on the company’s own business area and are relevant at present or in a medium to long-term time frame. Associated strategies, management, actions, and targets of the material IROs are developed in the respective departments, and are coordinated as part of Jenoptik’s sustainability management. The respective impacts on people and the environment as well as their association with our strategy and the Jenoptik business model are explained in detail in the respective topic-specific sections. This report does not identify any additional company-specific impacts, risks, or opportunities.

As a manufacturing technology company with more than 4,500 employees, the material impacts of Jenoptik on people and the environment, as well as the sustainability-related risks and opportunities for the Group, lie primarily in the social domain, particularly in employee-related matters (for example, Jenoptik as an attractive employer, diversity, HR development, and recruitment). In addition, due to emissions resulting from our own production activities and those of the value chain, we also identify material impacts in the areas of climate protection as well as responsible corporate governance (governance, compliance, and supplier management). Compared with the prior year, the employment of persons with disabilities has been added as a material topic within the employee-related matters. There are no significant financial impacts associated with the relevant risks and opportunities. They are consistent with Jenoptik’s corporate strategy and business model, and therefore no adjustments are currently required.

In light of the measures already implemented, the function-specific strategies designed for and considered effective in the areas of Environment, Social, and Governance, as well as the company’s agile working methods, the Executive Board considers the company, on balance, to be resilient in the short to medium term with respect to its strategy and business model. This enables the realization of short- and medium-term positive impacts and the effective management of identified potential risks. Medium- to long-term resilience considerations in connection with the material IROs were discussed at the functional level as part of the strategic roadmaps with the respective Executive Board members and are based on continuous monitoring of key trends, including those with a medium-term horizon.

T38 Key impacts, risks, and opportunities

Issue/sub-issue/ sub-sub-issue	Positioning in the value chain	Temporal reference	IRO: Key impacts, risks, and opportunities
ESRS E1 Climate protection	Own business activities	Currently negative impacts	Production-related CO ₂ emissions (Scope 1+2) from our own business activities currently have a negative impact on people and the environment
	Supply chain (up-stream)	Currently negative impacts	Currently, there are negative impacts on people and the environment due to a high proportion of Scope 3 emissions, particularly within the upstream supply chain (e.g., through purchased materials that are emission-intensive in their manufacture, such as electronics or glass)
	Supply chain (down stream)	Mid- to long-term risk	A potential risk is associated with high customer requirements regarding CO ₂ reduction/product carbon footprint
ESRS S1 Own workforce: Working conditions/ secure employment	Own business activities	Potentially positive impacts	As a growth company, Jenoptik is a large and reliable employer, especially at its production sites, has hardly any short-term positions or temporary workers, and currently has a positive effect on its employees
Working hours	Own business activities	Currently positive impacts	Collective agreements for a high proportion of the employees as well as the works agreement on “flexible working” go beyond the statutory requirements and guarantee employees a relatively flexible working environment as well as time off in lieu, and have a positive effect on our employees
		Mid- to long-term potential risk	In the medium to long term, there is a risk that competitors, especially at the headquarters in Jena, will offer more attractive working-time models and that this will lead to redundancies or loss of productivity due to changes to our working hours
Adequate remuneration	Own business activities	Currently positive impacts	Through collective bargaining agreements for a large part of our workforce and orientation towards renowned remuneration studies, Jenoptik is currently having a positive effect on employees in terms of adequate remuneration

Issue/sub-issue/ sub-sub-issue	Positioning in the value chain	Temporal reference	IRO: Key impacts, risks, and opportunities
Social dialog	Own business activities	Currently positive impacts	Through employee representatives on the Works Council, regular company meetings, and active internal employee communication, Jenoptik is currently having a positive effect on our employees and, as a social partner, is improving working conditions
Work-life balance	Own business activities	Potentially negative impacts	High workloads, overtime, and sometimes fixed working hours or shift models could restrict the work-life balance and potentially have a negative impact on employees
Health and occupational safety	Own business activities	Potentially negative impacts	The potential for injury, stress, and psychological strain associated with the job may have a negative impact on employees
Gender equality	Own business activities	Currently positive impacts	Collective agreements and implemented grading systems ensure equal pay for equal positions for the majority of the workforce and currently have a positive effect on employees
Training and skills development	Own business activities	Currently positive impacts	Diverse personnel development programs ensure the continuous development of the workforce and are currently having a positive effect, further reinforced by training and feedback
Persons with disabilities	Own business activities	Potentially positive impacts	The introduction of an inclusion agreement and measures to raise awareness among all employees have a positive effect
Diversity	Own business activities	Currently positive impacts Potentially negative impacts	Currently positive and potentially negative impacts on employees, as many measures have already been implemented and are having a positive effect, but diversity at management level is still below the target value, with women and international employees still not yet fully represented
ESRS G1 Governance Corporate culture	Own business activities	Mid- to long-term potential risk	In international business relationships, non-compliance represents an intrinsic theoretical gross risk despite implemented processes and may lead to reputational damage. There is also a potential risk that customer requirements regarding material compliance will not be met sufficiently well
Protection of whistleblowers	Own business activities	Currently positive impacts	Currently, there are positive impacts and the protection of affected employees through established processes, continual training and education that protect employees
Management of supplier relationships	Supply chain (down stream) Own business activities	Currently positive impacts Mid- to long-term potential risk	There is a potential reputational and default risk due to non-compliance with due diligence obligations in the supply chain despite high regulation density
Corruption and bribery	Own business activities	Mid- to long-term potential risk	Potential theoretical risk regarding corruption in B2G business/emerging markets despite the low percentage of total revenue and no incidents to date

List of key disclosure obligations according to IRO-2
 (Appendix B in the last chapter of the Non-financial Statement "Additional information and notes")

The following overview summarizes where the relevant information on the material disclosure requirements can be found in the Sustainability Report. Explanations of how the material information was identified, including the application of thresholds, are set out in the IRO-1 section of this chapter.

T39 List of the essential disclosure obligations

ESRS	Disclosure obligation	Full description of the disclosure obligation	Page
General information			
ESRS 2	BP-1 and BP-2 SBM-1 and SBM-2 IRO-1 and SBM-3 GOV-1 to GOV-5 IRO-2 ESRS G1 (5) ESRS-E1 (13)	Principles for preparation and disclosures regarding specific circumstances Strategy (including business model, value chain, stakeholders) Key impacts, risks, and opportunities Governance (administrative, management and supervisory bodies, incentive systems, due diligence, risk management, and internal controls) Disclosure requirements contained in ESRS and covered by the company	83
Environmental information			
ESRS E1	E1-1 E1-2 E1-3 E1-4 E1-5 E1-6 EU taxonomy	Transition plan for climate protection Policies relating to climate protection Actions and resources relating to climate protection Targets relating to climate protection Energy consumption and energy mix Gross GHG emissions Scope 1, 2, 3	103ff.
Social information			
ESRS S1	S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-8 S1-9 S1-10 S1-11 S1-12 S1-13 S1-14 S1-15 S1-16 S1-17	Policies relating to own workforce Processes for involving own employees, employee representation Processes for remediating negative impacts, whistleblower system Actions regarding significant impacts, risks, and opportunities Targets relating to key IROs Characteristics of employees Characteristics of non-salaried employees Collective bargaining coverage and social dialog Diversity indicators Adequate wages Social protection Persons with disabilities Training and skills development Health and safety Work-life balance Compensation indicators Incidents, complaints, and serious impacts relating to human rights	123ff.
Governance information			
ESRS G1	G1-1 ESRS G1-1 ESRS G1-2 ESRS G1-3, G1-4	Corporate policy Policies relating to corporate policy and culture Management of supplier relationships Corruption and bribery	140ff.
Appendix/ Additional information and notes			
			148ff.

Environmental information

Protection of the environment is a high priority for Jenoptik. We see it as our corporate responsibility to grow sustainably in harmony with the environment and society. Accordingly, Jenoptik has already reduced its Scope 1+2 greenhouse gas (GHG) emissions by 59 percent over recent years and has also set an ambitious reduction target until 2035.

T40 List of disclosure requirements

General disclosure	ESRS	Page reference
Climate-related impacts, risks and opportunities, including climate risk analysis	ESRS 2 IRO-1	Page 96
Material impacts, risks, and opportunities, and their interaction with strategy and business model	ESRS 2 SBM 3	Page 100
Strategies related to climate change mitigation and climate change adaptation	ESRS E1-2	Page 104
Transition plan for climate change mitigation	ESRS E1-1	Page 104
Measures and resources related to climate change policies	ESRS E1-3	Page 105
Targets related to climate change mitigation and climate change adaptation	ESRS E1-4	Page 107
Energy consumption and mix	ESRS E1-5	Page 107
Gross Scopes 1, 2, and 3 and total GHG emissions	ESRS E1-6	Page 108
EU Taxonomy disclosures	Article 8 of the Regulation (EU) 2020/852	Page 111

Climate-related impacts, risks, and opportunities

As part of the climate risk analysis described under “Procedures for identifying and assessing material impacts, risks, and opportunities” in the “General,” “Climate change” section starting on page 98ff., an integrated assessment of measures that are in principle suitable for addressing the identified risks was carried out on the basis of expert assessments. The measures were initially selected on a qualitative basis, taking into account different climate scenarios. In view of the decarbonization levers relevant to Jenoptik, the measures already initiated, and the expected resource requirements for their implementation, Jenoptik considers itself to be generally well positioned and resilient with respect to climate-related risks.

Based on the double materiality assessment, the following impacts and risks were evaluated as material:

GHG emissions: Due to production-related GHG emissions (Scope 1+2), our own business operations currently have a negative impact on people and the environment. The comparatively high proportion of Scope 3 emissions, especially within the upstream supply chain (e.g., through purchased materials such as electronics or glass that are emission-intensive in their production), is also currently having a negative impact on people and the environment. Furthermore, due to stringent customer requirements regarding the reduction of GHG emissions, there is a potential transition risk for Jenoptik with regard to compliance with and fulfillment of these requirements, which may lead to an impact on revenue.

Strategies related to climate change mitigation and climate change adaptation

In order to meet the constantly increasing requirements of our stakeholders and to further significantly reduce our GHG emissions, Jenoptik is pursuing a strategy that is primarily based on the avoidance and reduction of GHG emissions. Accordingly, we want to use renewable energies wherever possible. As far as technically feasible and economically viable, we are consistently improving our energy efficiency or replacing energy sources. This procedure is used group-wide and is based on energy consumption and GHG emissions by energy source. Achieving these goals does not require a fundamental adjustment of the business model with the transition plan described below, which refers to the reduction of Scope 1+2 emissions. A transition plan for Scope 3 emissions will be drawn up in the coming years.

Appropriate measures relating to the management of our greenhouse gas footprint are developed by the Jenoptik ESG Committee and approved by the Executive Board and the Supervisory Board. The Chief Financial Officer is responsible for the area of sustainability and the associated strategy development. Implementation takes place at operational level and is conducted and coordinated group-wide by the Investor Relations & Sustainability department. The quarterly internal reporting of the relevant key performance indicators serves to monitor the strategy implementation and, if necessary, to initiate further measures.

Group policies: The issue of the environment is addressed in various policies at Jenoptik. General requirements are regulated in the Integrity Code, which is valid throughout the Group and binding on all employees. It also covers environmental issues such as the sparing use of resources such as energy and water. In addition, specific environmental aspects are reflected, among other things, in our procurement guidelines, company car policy, and our Product Life Cycle Management system. Corresponding with their environmental relevance, selected Jenoptik companies are certified in accordance with the ISO 14001 environmental management standard. In addition, certification in accordance with ISO 50001 was achieved in the reporting year for the largest Jenoptik production entities.

Transition plan for climate change mitigation

The transition plan presented below does not yet outline a pathway to achieving a 1.5-degree-compatible climate target, as a target for Scope 3 emissions has not yet been defined. The decarbonization levers and measures described represent our plan to achieve the Scope 1+2 emissions target.

GHG emission reduction already achieved: Due to the continuous transition of our energy supply to renewable sources and the use of state-of-the-art building technology in new builds, we have been able to significantly improve both our energy efficiency and our GHG emissions (Scope 1+2) in comparison with the base year 2019. In 2025, the reduction in the aforementioned GHG emissions amounted to 59.0 percent in comparison with the base year 2019.

With regard to our manufacturing processes and the structure of our resource consumption and energy sources (Scope 1+2), we have identified the following key decarbonization levers:

T41 Key decarbonization levers

Energy source	Approach	Decarbonization lever
Electricity	Avoidance/ substitution	Transition of electricity procurement to 100 percent renewable electricity
		Introduction of ISO 50001 at key sites in Germany
		Replacement and expansion investment in energy-efficient buildings, machinery, and equipment
Diesel/gasoline	Avoidance/ substitution	Significant increase in proportion of vehicles with alternative powertrains through appropriate incentive measures
District heating	Substitution	Transition to climate-friendly generation by suppliers
Gas	Avoidance/ substitution	Reduction of consumption and – where possible and economically viable – transition to alternative renewable energy sources

Risks to achieving our Scope 1+2 targets are identified, among other things, in a delayed transition by suppliers in the area of district heating as well as a slower-than-expected transition to climate-neutral powertrains within the vehicle fleet. Progress in the implementation of the measures is continuously reviewed within the framework of the quarterly ESG Committee meetings, in order to be able to initiate countermeasures where necessary. The risk of failing to achieve our GHG emissions reduction targets due to locked-in greenhouse gas emissions, for example from industrial facilities operated with fossil fuels, is assessed as low.

Implementation of the transition plan: In fiscal year 2025, a number of measures became effective that had already been initiated in the prior year. To manage the reduction of emissions related to diesel and gasoline, a new company car policy was introduced at our sites in Germany in 2024, providing incentives for the use of electric vehicles. The corresponding electric vehicles are powered entirely by renewable electricity. As a result, the share of electric vehicles in the fleet increased significantly during the reporting year. In connection with the reduction to operationally required floor space, the Camberley site in the United Kingdom was closed and, in return, appropriate smaller premises were leased, and operations at the Mühlhausen site were discontinued. In addition, we improved the efficiency of our IT infrastructure and continued the transition of the energy supply to renewable sources in Asia.

OpEx and CapEx related to the transition plan: Jenoptik generally aims to finance its infrastructure investment from operating cash flow. According to current estimates, implementation of the transition plan is not associated with significant expenses and capital expenditure. We therefore do not expect any significant impact on our cost structure. Operating expenses (OpEx) and capital expenditure (CapEx) arising from the transition plan are taken into account in the Group’s annual budget planning, broken down into individual line items, and approved by the Executive Board and the Supervisory Board. A final quantification of the transition plan has not been carried out, as sustainability aspects in building-related investments in particular cannot be separately identified.

Scope 3 emissions: We are also seeing an impact on climate protection in the upstream and downstream value chain due to our Scope 3 footprint. Following further refinement and analysis of the material levers and reduction potentials, Jenoptik will, in the near future, develop a strategic roadmap and define corresponding targets as part of the management of its carbon footprint.

Measures and resources related to climate strategies

In order to achieve our goals, which include an active reduction in our Scope 1+2 GHG emissions of 90 percent by 2035 at the latest (base year 2019), the following key measures are planned, which aim at reducing both energy consumption and GHG emissions:

T42 Overview of measures to reduce Scope 1+2 emissions

Energy source	GHG emissions 2025 (t)	Key measures	Period
Electricity	486	Transition to renewable electricity (Asia)	by 2030
District heating	781	Transition to renewable generation (municipal utilities Jena and Berlin)	by 2040
Gas	1508	Partial electrification of the cleanroom air conditioning system	by 2030
Gas/electricity		Reduction to operationally required floor space (worldwide)	2024-2026
Gas/electricity		Active consumption management (worldwide)	continuous
Diesel/gasoline	1396	Incentives for the use of electric vehicles (global)	from 2024

The table above presents Scope 1+2 emissions by energy source as well as the targeted emissions reductions. The reduction target is specified only at the level of the respective energy source, not for each individual measure. The above-mentioned reduction targets were determined without taking into account various climate scenarios.

The measures for reducing Scope 1+2 emissions were determined on the basis of an energy consumption and emission model. This model includes the following further considerations, measures, and policy scenarios:

- Revenue increases in line with corporate planning
- Full transition of district heating supplied by the municipal utilities of Jena and Berlin to carbon-free generation by 2040
- Gradual transition of electricity procurement in Asia to renewable energy sources
- Gradual transition of the vehicle fleet to electric vehicles
- Amendment of the procurement guideline for machinery and electricity-consuming equipment to include energy efficiency requirements
- Successive transition of lighting in office and production buildings to LED lighting
- Consolidation and optimization of existing on-site data centers

Infrastructure and building technology: When equipping production facilities, Jenoptik implements the latest technologies for resource-saving and environmentally friendly processes. With LEED Gold certification (Leadership in Energy and Environmental Design), the 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 particular extent, e.g., the installation of photovoltaic systems, e-charging stations, covered bicycle parking, the use of low-emission interior materials, or measures for reduced water consumption.

New factory in Dresden: The Jenoptik Group's new high-tech factory (fab) at the Airportpark Dresden satisfies high environmental standards and precise manufacturing conditions. This has been achieved through the implementation of a photovoltaic system, the use of recycled materials in construction, a highly efficient building envelope including extensive greenery, cold and heat recovery, and water reuse, among other things. Production at the new fab commenced in early 2025 and replaces two previous production sites in Dresden, resulting in a net efficiency gain.

Other measures: At several sites around the world, there are ongoing transition measures to switch existing lighting to LED lighting, taking into account cost-saving and environmentally friendly 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 and a computer-aided facility management system, data quality is to be further increased, evaluation facilitated, and transparency improved.

Measures relating to the gradual transition of electricity procurement in Asia, the reduction to operationally required floor space, and the incentive program for electric-vehicle use in Germany were partially or fully implemented in 2025.

Targets related to climate change mitigation and climate change adaptation

The Jenoptik Group has set itself the goal of reducing Scope 1+2 emissions and increasing the share of renewable electricity as part of its total electricity consumption. In defining these targets, the expectations of external stakeholders (in particular customer requirements) were taken into account through expert assessments and, in part, direct stakeholder dialogue. The formulated goals are in line with the Group's strategic objectives and are shown in detail in the following table:

T43 Climate change mitigation targets

Scope	Reference value in base year 2019	Disclosure 2025	Short-term target 2025	Target 2030	Long-term target
Scope 1+2	10,161 t CO ₂ e ¹	59.0 %	> 55 % reduction compared to 2019	> 70 %	> 90 % reduction by 2035 at the latest
Share of renewable electricity in total electricity consumption	-	96.8 %	> 90 %	100 %	100 %

¹ CO₂ equivalents; for further explanation, see the chapter "Total GHG emissions" (ESRS E1-6)

The reference value specified for the base year 2019 remains representative of our portfolio. Both the reference value and the targets relate to the Group's entire scope of consolidation, in line with the financial reporting.

For the interim target year 2030, we expect Scope 2 emissions to account for approximately 25 percent of the combined reduction target, and further assume that this share will continuously decline to approximately 10 percent by 2035.

Our Scope 1+2 targets, both in the short-term and long-term perspective, are aligned with the ambition level required to achieve the 1.5-degree goal as defined by the Science Based Targets initiative (SBTi). In the short term, all target values exceed the requirement of a linear annual reduction (LAR) of more than 4.2 percent (target 2030: LAR = 6.4 percent). In the long term, we aim to achieve a reduction of more than 90 percent in Scope 1+2 emissions compared with the base year by no later than 2035. With respect to our total carbon footprint, i.e., GHG emissions across Scopes 1 to 3, no target has yet been defined. Consequently, alignment with the Paris Agreement cannot currently be demonstrated. The development of such a target, as well as validation by the SBTi, is planned for the coming years.

The emissions reductions achieved to date have been realized exclusively through active reduction measures, such as the use of renewable electricity. Offsetting has not been used to date. The use of generally accepted high-quality offset standards for the remaining maximum 10 percent of Scope 1+2 emissions is planned from 2030 onward.

With the current achievement of a 59.0 percent reduction in Scope 1+2 emissions and a renewable electricity share of 96.8 percent in fiscal year 2025, both interim targets have been exceeded. The targets are reviewed and adjusted if necessary as part of the annual corporate planning. Accordingly, the target for 2030 has now been updated to 100 percent renewable electricity as a share of total electricity consumption.

Energy consumption and mix

Jenoptik's energy consumption and energy intensity are presented in Table T44. The consumption values are determined on the basis of bills from the energy suppliers, meter values, and estimates. Publicly available information on the electricity mix of the respective countries and regions is used to determine fossil and nuclear shares in gray electricity purchases.

T44 Energy consumption (in MWh) and energy intensity

	2025	2024
(1) Fuel consumption from coal and coal products	0	0
(2) Fuel consumption from crude oil and petroleum products	5,297	5,264
(3) Fuel consumption from natural gas	7,439	5,488
(4) Fuel consumption from other fossil sources	0	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	8,093	8,817
(6) Total fossil energy consumption	20,829	19,570
Share of fossil sources in total energy consumption	28.8 %	28.6 %
(7) Consumption from nuclear sources	865	996
Share of nuclear sources in total energy consumption	1.2 %	1.5 %
(8) Fuel consumption from renewable sources, including biomass (including industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.)	720	517
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	49,856	47,428
(10) Consumption of self-generated renewable energy that is not fuel	23	2
(11) Total renewable energy consumption	50,598	47,947
Share of renewable sources in total energy consumption	70.0 %	70.0 %
Total energy consumption	72,293	68,512
Energy intensity		
Total energy consumption from activities in climate-intensive sectors per net revenue from activities in climate-intensive sectors (MWh/currency unit)	69.1	61.4

Despite low total emissions from its own business activities (Scope 1+2), Jenoptik ranks in one of the climate-intensive sectors overall (NACE Code C, manufacturing). Accordingly, the energy intensity figures apply to the entire business of the Jenoptik Group. Compared with the prior year, energy intensity increased due to the decline in revenue.

Further information on group revenue can be found in the chapter "Earnings, financial, and asset position" of the Management Report starting on page 61.

Gross GHG emissions (Scopes 1, 2 and 3) and total GHG emissions

Greenhouse gas (GHG) emissions for Scopes 1, 2 and 3, including GHG emission intensity, are presented in Table T46. The emissions relate to the entire Group and thus reflect the scope of consolidation of financial reporting.

Scope 1+2 emissions: GHG emissions are determined on the basis of energy consumption (electricity, district heating, natural gas, wood pellets, and diesel/gasoline). In order to maintain comparability and accuracy, we use fuel-specific and supplier-specific emission factors for Scope 1+2 wherever possible, and residual mixes (RE-DISS) for electricity of unknown origin if possible. Location-based Scope 2 emissions are based on emission factors from the current version of the Ember Yearly Electricity Datasets. By using CO₂ equivalent factors across all scopes, all greenhouse gases are represented in the statement of financial position.

In 2025, group-wide emissions decreased by 7.2 percent to 4,171 t CO₂e (2024: 4,493 t CO₂e). Relative to the base year 2019, Jenoptik has thus already reduced its CO₂ emissions by 59.0 percent. In addition to active management, the main drivers of this were the almost complete transition of our Chinese sites to renewable electricity, resulting in an overall higher share of renewable electricity.

In 2025, direct emissions from natural gas, diesel, and gasoline (Scope 1) amounted to 2,903 t CO₂e (prior year: 2,496 t CO₂e), while indirect emissions from electricity and district heating (Scope 2) totaled 1,267 t CO₂e (prior year: 1,997 t CO₂e).

Table T46 shows the indirect Scope 2 emissions, both market-based and location-based. The difference between location-based and market-based emissions represents the emissions reductions already achieved by Jenoptik through the targeted procurement of emission-free energy. This amounts to 15,372 t CO₂e. The procurement of renewable electricity is based on various international instruments, the shares of which in total renewable electricity consumption are shown in Table T45.

T45 Shares of renewable electricity contracts (share of total renewable electricity consumption)

	2025	2024
Guarantees of Origin (European market)	79.9 %	77.0 %
Renewable Energy Certificates (US market)	12.3 %	13.3 %
Green Energy Certificates (Chinese market)	6.0 %	4.9 %

Scope 3 emissions: Emissions along our value chain are listed per category along with the total emissions in T46. The material Scope 3 categories for Jenoptik are Purchased goods and services (3.1), Capital goods (3.2), and Use of sold products (3.11). They cover more than 90 percent of Jenoptik’s total GHG footprint. The categories Upstream leased assets (3.8), Processing of sold products (3.10), Downstream leased assets (3.13), and Franchises (3.14) are not relevant due to Jenoptik’s business model. Product leasing takes place at Jenoptik in the SBU Smart Mobility Solutions as part of the TSP business. On the basis of the GHG Protocol, leased products are reported under category 3.11, which means that category 3.13 is not relevant for Jenoptik. Emissions from the use of rented buildings and leased vehicles are included in Scope 1+2 emissions, which means that category 3.8 is also not relevant for Jenoptik.

All other categories were analyzed and excluded from consideration due to their small size (in total, < 10 percent of Jenoptik’s total GHG footprint).

Scope 3 emissions are disclosed group-wide. Within upstream emissions, small sales locations in Category 3.1 (Purchased goods and services) were extrapolated based on procurement volume (less than 3 percent of total procurement volume). In calculating downstream emissions, Prodomax (small share of revenue) was extrapolated based on revenue. The calculation of Scope 3 emissions was carried out solely on the basis of secondary data.

Further information on group revenue can be found in the chapter “Earnings, financial, and asset position” of the Management Report starting on page 61.

T46 Greenhouse gas emissions (in t CO₂e)

	Retrospective				Milestones and target years		
	2019	2024	2025	Change in %	2030	2035	Annual % of the target 2035 / base year
Scope 1 greenhouse gas emissions							
Scope 1 gross GHG emissions	-	2,496	2,903	16.3	-	-	-
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes	-	-	-	-	-	-	-
Scope 2 greenhouse gas emissions							
Location-based Scope 2 gross GHG emissions	-	16,190	16,640	2.8	-	-	-
Market-based Scope 2 gross GHG emissions	-	1,997	1,267	-36.5	-	-	-
Combined Scope 1 and market-based Scope 2 gross GHG emissions¹	10,161	4,493	4,171	-7.2	3,050	1,000	5.6
Significant Scope 3 greenhouse gas emissions²							
Total indirect (Scope 3) gross GHG emissions ³	-	240,235	197,025	-18.0	-	-	-
1 Purchased goods and services ³	-	166,050	149,760	-9.8	-	-	-
2 Capital goods ³	-	19,240	9,080	-52.8	-	-	-
3 Activities related to fuel and energy (not included in Scope 1 or Scope 2)	-	Not material	Not material	-	-	-	-
4 Upstream transport and distribution	-	Not material	Not material	-	-	-	-
5 Waste generation in operations	-	Not material	Not material	-	-	-	-
6 Business travel	-	Not material	Not material	-	-	-	-
7 Employee commuting	-	Not material	Not material	-	-	-	-
8 Upstream leased assets	-	Not relevant	Not relevant	-	-	-	-
9 Downstream transport	-	Not material	Not material	-	-	-	-
10 Processing of sold products	-	Not relevant	Not relevant	-	-	-	-
11 Use of sold products	-	54,945	38,185	-30.5	-	-	-
12 End-of-life treatment of sold products	-	Not material	Not material	-	-	-	-
13 Downstream leased assets	-	Not relevant	Not relevant	-	-	-	-
14 Franchises	-	Not relevant	Not relevant	-	-	-	-
15 Capital expenditure	-	Not material	Not material	-	-	-	-
Total greenhouse gas emissions³							
Total GHG emissions (location-based)	-	258,921	216,568	-16.4	-	-	-
Total GHG emissions (market-based)	-	244,728	201,196	-17.8	-	-	-
GHG intensity³							
GHG intensity (location-based) in t CO ₂ e/million euros revenue		232.1	207.0	-10.8			
GHG intensity (market-based) in t CO ₂ e/million euros revenue		219.3	192.4	-12.3			

¹ In accordance with the target table under ESRS E1-4

² A detailed breakdown and analysis of material levers and reduction potentials for Scope 3 will be carried out in the coming years, and corresponding targets will be defined. A corresponding base year value has therefore not yet been determined

³ Prior-year figures adjusted due to double counting of GHG emissions in upstream categories 1 and 2

All material Scope 3 categories show reduced emission levels. In category 3.1, the reduction compared with the adjusted prior-year figure is attributable to a lower procurement volume in the current fiscal year. The change in category 3.2 is due to the one-off high value recorded in fiscal year 2024 as a result of investments in the semiconductor factory in Dresden, which was opened in May 2025. In category 3.11, the change is primarily attributable to discontinued projects in the laser products business and to lower output in the SBU Metrology & Production Solutions.

Determination methodology by material Scope 3 category

Scopes 3.1 and 3.2: The determination of category 3.1 Purchased goods and services and category 3.2 Capital goods was calculated on the basis of input data such as procurement volume of the Jenoptik companies, purchased product groups, and country from which the goods were obtained. To reflect the upstream supply chain, a macroeconomic model was used that incorporates statistical data on global trade flows and the respective national emissions inventories. The scope3analyzer used was developed as part of a climate protection project at the University of Pforzheim and conforms with the requirements of the GHG Protocol, ISO standard 14064, and the Science Based Targets Initiative (SBTi).

Scope 3.11: The calculations of the emissions during the use of our products are based on the consumption of electrical energy over the entire life cycle in the respective destination countries. Where necessary, the consumption of compressed air by machinery and plant was converted into electrical energy. Indirect emissions are optional on the basis of the GHG Protocol, so passive products without electricity consumption are not included in Scope 3.11. The spare parts business is still excluded, as consumers of electricity are replaced in the process and the emission effect is therefore zero, as well as repairs and services in the field.

Each relevant active product was assessed on the basis of its lifetime consumption of electrical energy. For this purpose, average consumption and lifetimes, along with typical usage profiles in the various end markets, were assumed. If no service life was known from the market, a standard service life of 10 years has been assumed. This lifetime consumption was multiplied by the number of products sold per destination country (activity data from the ERP system) and the specific emission factors of the destination countries. The specific emission factors of the electricity mixes of the destination countries come primarily from the current version of the Ember Yearly Electricity Dataset. Where appropriate, products were grouped into product groups and evaluated as a group.

EU Taxonomy disclosures

The EU Commission has used the taxonomy regulations to define uniform standards for ecological management, using a number of criteria to specify 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 channel more cash flows into sustainable capital expenditure in order to achieve climate neutrality in the European Union by 2050 in line with the European Green Deal. To this end, the EU Taxonomy Regulation classifies sustainable economic activities into six different environmental objectives:

- 1. Climate change mitigation
- 2. Climate change adaptation
- 3. Sustainable use and protection of water and marine resources
- 4. Transition to a circular economy
- 5. Pollution prevention and control
- 6. Protection and restoration of biodiversity and ecosystems

In addition, the Taxonomy Regulation distinguishes between “taxonomy-eligible” and “taxonomy-aligned” activities. Activities defined in one of the Delegated Acts of the Regulation are considered taxonomy-eligible. These activities are considered taxonomy-aligned as soon as they meet the technical assessment criteria, do not meet any of the “Do No Significant Harm” criteria, and do not violate the “Minimum Safeguards.”

In accordance with Article 8 of the EU Taxonomy Regulation, the Jenoptik Group meets the transparency requirements to ensure transition to a climate-neutral, resource-efficient, and circular economy for the long-term competitiveness of the EU. As a result, since 2022, the Group has been reporting taxonomy-related revenues, operating expenditure (OpEx), and capital expenditure (CapEx). As in prior years, reporting focuses on the environmental goals (1) "Climate change mitigation" and (4) "Transition to a circular economy." This was determined by updating the screening, which had already been carried out in prior years.

Within the environmental objective (1) "Climate change mitigation," Jenoptik reports individual investments and operating expenditure in the same categories as in the prior year: CCM 6.5 Transport by motorbikes, passenger cars, and light commercial vehicles, CCM 7.1 Construction of new buildings, CCM 7.3 Installation, maintenance, and repair of energy-efficiency equipment, CCM 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings, and CCM 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings. In addition, in 2025, Jenoptik has invested in the categories CCM 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings and CCM 7.6 Installation, maintenance, and repair of renewable energy technologies.

The majority of the taxonomy-eligible activities are to be found primarily in the area of manufacturing electrical equipment such as measuring and testing systems, traffic monitoring systems, or infrared cameras. These activities make a significant contribution to environmental objective (4) "Transition to a circular economy", and are therefore reported in the same categories as in the prior year: CE 1.2 Manufacture of electrical and electronic equipment, CE 5.1 Repair, refurbishment, and remanufacturing; CE 5.2 Sale of spare parts; CE 5.4 Sale of second-hand goods, and CE 5.5 Product-as-a-service and other circular use- and result-oriented service models. The economic activities were once again assessed for taxonomy alignment in accordance with Annex II of the Regulation. To this end, a screening model was developed that translates the legal requirements into a transparent system in order to review the technical assessment criteria and the "Do No Significant Harm" criteria for the Jenoptik portfolio. Jenoptik meets most of the requirements for the technical assessment criteria, as the Group's plants are designed for the longest possible useful life. To check the DNSH criteria, for example, climate risk and vulnerability analyses were executed within the scope of Annex A. For fiscal year 2025, the required evidence could not be fully provided. As a result, no taxonomy alignment is reported for environmental objectives (1) "Climate change mitigation" or (4) "Transition to a circular economy."

Tables T47–T49 at the end of the Sustainability Report provide an overview of the KPIs to be disclosed. The composition of the revenue, CapEx, and OpEx KPIs is explained below.

Taxonomy-eligible economic activities

The **revenue** from taxonomy-eligible economic activities was determined in accordance with the requirements of the Delegated Act on disclosure obligations. In order to avoid double counting, specific queries were executed in the reporting units in which taxonomy-eligible economic activities were identified. Only external revenue was taken into account and each product or product group was allocated solely to one economic activity. The taxonomy-eligible numerator value determined in this way was compared to the total revenue (denominator). In fiscal year 2025, group revenue amounted to 1,046.0 million euros (prior year: 1,115.8 million euros). Revenue from taxonomy-eligible economic activities totaled 423.8 million euros (prior year: 416.9 million euros), corresponding to a taxonomy-eligible revenue share of 40.5 percent of total revenue (prior year: 37.4 percent). The taxonomy-eligible products were additionally assessed for taxonomy alignment. As in the prior year, not all required evidence could be provided; consequently, no taxonomy-aligned revenue is reported.

Capital expenditure (CapEx) was also determined in accordance with the requirements of the Delegated Act on disclosure obligations. The methodology for this was adopted from the prior year. Additions to property, plant, and equipment, intangible assets, and right-of-use assets amounted to 77.4 million euros in fiscal year 2025 (prior year: 114.6 million euros).

Detailed information on the asset position can be found in the Management Report starting from page 56. and in the Notes starting from page 221.

In 2025, **capital expenditure** of the Jenoptik Group related to taxonomy-eligible economic activities totaled 42.5 million euros (prior year: 66.0 million euros), corresponding to 55.0 percent of total capital expenditure. In addition to capital expenditure on property, plant, and equipment for the production of taxonomy-eligible products, this also includes investments in new sites, energy-efficient equipment, renewable energy technologies, and leased vehicles. This taxonomy-eligible capital expenditure was also assessed for taxonomy alignment. As in the prior year, the required evidence could not be fully provided; accordingly, no taxonomy-aligned capital expenditure is reported. Double counting of CapEx is avoided through a clear allocation of investment expenditure within the reporting units of Jenoptik. As a result, each unit allocates only its own additions to the respective taxonomy categories.

Operating expenditure (OpEx) of the Jenoptik Group related to taxonomy-eligible economic activities totaled 42.4 million euros in fiscal year 2025 (prior year: 37.5 million euros), while total operating expenditure amounted to 87.5 million euros (prior year: 92.0 million euros). This results in a taxonomy-eligible share of 48.5 percent. The methodology for determining taxonomy-eligible operating expenditure was carried out in accordance with Article 8 (1.1.3) of the Delegated Act, as in the prior year. This operating expenditure was likewise fully assessed for taxonomy alignment. In fiscal year 2025, not all required evidence for alignment could be provided; consequently, no taxonomy-aligned operating expenditure is reported. Double counting of OpEx is avoided through a clear allocation of operating expenditure within the reporting units of Jenoptik. This means that each unit assigns only its own operating expenditure to the taxonomy categories.

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

T47 Share of revenue from goods or services related to taxonomy-aligned economic activities – disclosure for 2025

Details in thousand euros

Substantial contribution criteria

DNSH criteria ("Does Not Significantly Harm")

Economic activities (1)	Code (2)	Revenue (3)	Share of revenue, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2024 (18)	Cate-gory for en-abling activity (19)	Cate-gory for transi-tional activity (20)
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
Revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)																			
		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which enabling		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which transitional		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
A.2 Taxonomy-eligible, but not environmentally sustainable activities (non 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	270,170	25.8 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								24.3 %		
Repair, refurbishment, and remanufacturing	CE 5.1	62,404	6.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.3 %		
Sale of spare parts	CE 5.2	51,735	4.9 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.0 %		
Sale of second-hand goods	CE 5.4	169	0.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.1 %		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	39,312	3.8 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								2.7 %		

Details in thousand euros		Substantial contribution criteria								DNSH criteria ("Does Not Significantly Harm")								Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2024		Category for enabling activity	Category for transitional activity
Economic activities (1)	Code (2)	Revenue (3)	Share of revenue, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (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		
Revenue from taxonomy-eligible but not environmentally sustainable activities (non taxonomy-aligned) (A.2)		423,790	40.5 %	0.0 %	0.0 %	0.0 %	40.5 %	0.0 %	0.0 %								37.4 %				
A. Revenue from taxonomy-eligible activities (A.1 + A.2)		423,790	40.5 %	0.0 %	0.0 %	0.0 %	40.5 %	0.0 %	0.0 %								37.4 %				
B. Non taxonomy-eligible activities																					
Revenue from non taxonomy-eligible activities		622,183	59.5 %																		
Total		1,045,973	100.0 %																		

Abbreviations: N/EL – non eligible / eligible, Y/N – yes / no

T48 CapEx share of goods or services associated with taxonomy-aligned economic activities – disclosure for 2025

Details in thousand euros

Substantial contribution criteria

DNSH criteria ("Does Not Significantly Harm")

Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2024 (18)	Cate-gory for en-abling activity (19)	Cate-gory for transi-tional activity (20)
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
CapEx on environmentally sustainable activities (taxonomy-aligned) (A.1)																			
		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which enabling		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which transitional		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
A.2 Taxonomy-eligible, but not environmentally sustainable activities (non 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	4,945	6.4 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								4.5 %		
Repair, refurbishment, and remanufacturing	CE 5.1	871	1.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.7 %		
Sale of spare parts	CE 5.2	1,816	2.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								1.5 %		
Sale of second-hand goods	CE 5.4	4	0.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.0 %		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	16,353	21.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								11.4 %		

Details in thousand euros				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2024		Category for enabling activity	Category for transitional activity
Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (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
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	2,523	3.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.9 %		
New build	CCM 7.1 / CE 3.1	15,682	20.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								36.8 %		
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3	217	0.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.7 %		
Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings	CCM 7.5	125	0.2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2 %		
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6	0	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0 %		
CapEx taxonomy-eligible, but not environmentally sustainable activities (non taxonomy-aligned activities) (A.2)		42,536	55.0 %	24.0 %	0.0 %	0.0 %	31.0 %	0.0 %	0.0 %								57.6 %		
A. CapEx taxonomy-eligible activities (A.1 + A.2)		42,536	55.0 %	24.0 %	0.0 %	0.0 %	31.0 %	0.0 %	0.0 %								57.6 %		

Details in thousand euros				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxono-my-aligned (A.1.) or taxono-my-eligible (A.2.) revenue, 2024 (18)	Cate-gory for en-abling activity (19)	Cate-gory for transi-tional 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
B. Non taxonomy-eligible activities																			
CapEx on non taxonomy-eligible activities		34,862	45.0 %																
Total		77,398	100.0 %																

Abbreviations: N/EL – non eligible / eligible, Y/N – yes / no

T49 OpEx share of goods or services associated with taxonomy-aligned economic activities – disclosure for 2025

Details in thousand euros				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")							Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2024 (18)		Category for enabling activity (19)	Category for transitional activity (20)
Economic activities (1)	Code (2)	OpEx (3)	OpEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum safe-guards (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 on environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %			
Of which enabling		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %			
Of which transitional		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %			
A.2 Taxonomy-eligible, but not environmentally sustainable activities (non taxonomy-aligned activities)																				
				Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL											
Manufacture of electrical and electronic equipment	CE 1.2	30,154	34.5 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								28.6 %			
Repair, refurbishment, and remanufacturing	CE 5.1	3,744	4.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								3.1 %			
Sale of spare parts	CE 5.2	2,890	3.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								2.5 %			
Sale of second-hand goods	CE 5.4	36	0.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.2 %			
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	4,910	5.6 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.6 %			

Details in thousand euros				Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic activities (1)	Code (2)	OpEx (3)	OpEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum safe-guards (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2024 (18)	Cate-gory for en-abling activity (19)	Cate-gory for transi-tional 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	229	0.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.4 %		
New build	CCM 7.1	121	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3	205	0.2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.4 %		
Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings	CCM 7.5	111	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0 %		
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6	17	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								40.8 %		
OpEx taxonomy-eligible but not environmentally sustainable activities (non taxonomy-aligned activities) (A.2)		42,416	48.5 %	0.6 %	0.0 %	0.0 %	47.7 %	0.0 %	0.0 %										
A. OpEx taxonomy-eligible activities (A.1 + A.2)		42,416	48.5 %	0.6 %	0.0 %	0.0 %	47.7 %	0.0 %	0.0 %								40.8 %		

Details in thousand euros				Substantial contribution criteria							DNSH criteria ("Does Not Significantly Harm")								
Economic activities (1)	Code (2)	OpEx (3)	OpEx share, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum safe-guards (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2024 (18)	Cate-gory for en-abling activity (19)	Cate-gory for transi-tional 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
B. Non taxonomy-eligible activities																			
OpEx non taxonomy-eligible activities		45,104	51.5 %																
Total		87,520	100.0 %																

Abbreviations: N/EL – non eligible / eligible, Y/N – yes / no

T50 Revenue share/total revenue

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	40.5 %
PPC	0 %	0 %
BIO	0 %	0 %

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

T51 CapEx share/total CapEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	24.0 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	31.0 %
PPC	0 %	0 %
BIO	0 %	0 %

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

T52 OpEx share/total OpEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0.8 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	47.7 %
PPC	0 %	0 %
BIO	0 %	0 %

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

Social Information: Own Workforce

General social information

Jenoptik is a globally operating technology group. The majority of our portfolio is focused on the photonics market. To implement our strategy – which is based on leveraging our technological expertise to achieve sustainable, profitable growth with our core customers – the continuous recruitment and retention of skilled professionals worldwide is a critical success factor.

T53

ESRS S1 Own workforce	Mandatory disclosures	Section/page
Strategies and governance related to the undertaking's own workforce	ESRS S1-1	Own workforce/page 123ff.
Processes for engaging with the undertaking's own workforce and workers' representatives	ESRS S1-2	page 125ff.
Remediation measures: Processes to remediate negative impacts and channels for the undertaking's own workforce to raise concerns	ESRS S1-3	Business model and markets/page 126ff.
Incidents, complaints, and severe human rights impacts and incidents	ESRS S1-17	page 127
Characteristics of the undertaking's employees	ESRS S1-6	page 127ff.
Material social impacts, risks, and opportunities:	ESRS 2, SBM-3	page 130ff.
Policies and measures related to material impacts, risks, and opportunities	ESRS S1-4, MDR-P, and MDR-A	
Parameters and targets related to material impacts, risks, and opportunities	MDR-T and ESRS-S1-5	
Jenoptik as an attractive employer:		page 130ff.
– Secure employment	ESRS S1-15	
– Work-life balance	ESRS S1-10	
– Adequate compensation and remuneration	ESRS S1-11	
– Social protection	ESRS S1-13	
– Training and skills development	ESRS S1-8	
– Collective bargaining coverage and social dialogue		
Equal treatment and equal opportunities		page 135ff.
– Gender equality and equal pay for equal work	ESRS S1-16	
– Diversity	ESRS S1-9	
– Employment and inclusion of persons with disabilities	ESRS S1-12	
Occupational health and safety	ESRS S1-14	page 137ff.

Strategies and governance related to the undertaking's own workforce

Our employees are our most important asset. Alongside the Human Resources department, the Chair of the Executive Board of Jenoptik, in his capacity as HR Director, is responsible for the human resources policy of the Jenoptik Group. The Group's strategic workforce management is regularly discussed with the Executive Board, setting both short-term and medium-term goals.

To ensure the protection of our employees, we prioritize the creation of a safe and discrimination-free working environment. Respect for human rights, including labor rights, and the prohibition of forced and child labor are fundamental principles for us. We reject any form of discrimination, including exclusion based on age, gender, sexual identity and orientation, ethnic origin and nationality, religion and belief, or physical abilities. As a commitment to these principles, we have signed the "Diversity Charter." A confidential whistleblower system is available for reporting cases of discrimination. Further detailed information on the Jenoptik whistleblower system can be found in the "Governance" section, as part of the IROs commentary, particularly regarding whistleblower protection.

Jenoptik enforces a clear zero-tolerance policy for confirmed cases of discrimination, including sexual harassment, as defined in the Jenoptik Integrity Code. In fiscal year 2025, an inclusion agreement was initiated, and the topic of persons with disabilities will be addressed for the first time in 2026. Jenoptik does currently not have any specific commitments relating to inclusion or positive measures for persons belonging to groups within its own workforce who are particularly vulnerable.

In addition, Jenoptik holds a global responsibility for the health and safety of its employees in the workplace. Safe and dignified working conditions are a fundamental standard for us. Occupational health and safety is therefore integrated into our structures and processes and is regulated under our group guideline on "Health, Safety, and Environmental Protection."

Another key measure to ensure compliance with human rights, prevent discrimination, and combat sexual harassment is the continuous raising of awareness of these issues at all hierarchical levels. This is ensured through regular, mandatory training courses, both digital and in-person, which are monitored and documented accordingly. Moreover, the Group's Human Rights Officer provides regular updates on these topics. No further measures are currently in place to eliminate discrimination through specific procedures to promote diversity and inclusion in general.

If a human rights violation is confirmed within our own operations, Jenoptik is committed to implement immediate remediation measures to promptly eliminate the identified shortcomings.

Standards and principles: Respect for international human rights and adherence to labor standards are a matter of course for us. We support and uphold international standards and principles including the International Human Rights Convention and its Universal Declaration of Human Rights, as well as the fundamental principles of the International Labour Organization (ILO). In 2021, Jenoptik joined the UN Global Compact. We do not tolerate any form of human rights violations, human trafficking, forced labor, slavery, involuntary prison labor, or child labor. These principles are enshrined in our "Policy statement on compliance with human rights and environmental due diligence obligations," which was approved by the Executive Board of Jenoptik and is publicly available at www.jenoptik.com/-/media/websitedocuments/responsibility/2025-joag-policy-statement-lksg.pdf.

Policies and disclosures: Jenoptik publishes its policy statement on compliance with human rights and environmental due diligence obligations in both its own operations and along the supply chain. This statement outlines the company's priorities and provides detailed information on how Jenoptik globally ensures compliance with human rights, including the prohibition of human trafficking, within its business activities and among its business partners. The requirements are aligned with the ILO core labor standards. The human rights strategy is complemented by our Integrity Code. Jenoptik has further developed its human rights risk management system with the goal of ensuring compliance with applicable laws and regulations, identifying and minimizing human rights-related risks within Jenoptik's business activities and supply chain, and striving for continuous improvement. Compliance with human rights requirements is monitored across all subsidiaries through an ESG reporting platform via an annual self-assessment process, in accordance with the company's internal processes for human rights compliance. The assessment covers topics such as equality and discrimination, forced labor and mistreatment, child labor, working conditions and minimum wage, freedom of association and collective bargaining, and impacts on local communities. The assessment results from the reporting year indicate that Jenoptik's business operations comply with the UN Guiding Principles on Business and Human Rights.

In 2024, we began conducting on-site human rights audits. While no such audits were conducted in 2025, an expansion of these audits and their extension to the supply chain is planned for fiscal year 2026.

Processes for engaging with the undertaking's own workforce and workers' representatives:

We engage in active dialogue with our employees at various levels to take their perspectives into account. At the highest level, employee representatives on the company's co-determined Supervisory Board engage directly with the Executive Board in at least five regular annual meetings. There is also ongoing exchange with works councils at both group and subsidiary levels, as well as employee meetings. In coordination with the HR Director, operational responsibility for employee involvement lies with the Global Head of HR. As part of the Quarterly CEO Update, the Chair of the Executive Board also regularly informs the workforce about current developments and quarterly results and is available for active dialogue. This update is conducted bilingually and subsequently made available on the intranet, ensuring that employees who are unable to attend in person can access the information at any time and actively engage in dialogue with the Group's management.

We respect democratically and legally recognized forms of cooperation with employees and their representatives. Freedom of association, works councils, and employees' rights to information, consultation, and codetermination are self-evident for us. We explicitly commit to a relationship of trust and mutual respect. This includes the right to freedom of association and collective bargaining within the framework of applicable national laws, practices, and agreements. Local management and the HR department serve as the primary points of contact for shaping labor and social relations based on shared values while adhering to national laws and practices. Extending this responsibility, the Executive Board has issued a policy statement on compliance with human rights and environmental due diligence obligations. This statement emphasizes that respect for human rights is an essential component of our actions and values, applying both to our own workforce and to all business partners. At group level, all local units conduct annual tool-based self-assessments, including an evaluation of human rights issues.

Jenoptik conducts an annual employee survey, gathering feedback on a range of topics. In the 2025 employee survey, a global participation rate of 67 percent (prior year: 65 percent) was achieved. The Engagement Score amounted to 73 percent (prior year: 76 percent), and the Net Promoter Score reached 70 percent (prior year: 73 percent). The Engagement Score measures satisfaction with the employer based on three statements, while the Net Promoter Score reflects the likelihood of recommending Jenoptik as an employer. The statements assessed are: 1) "This company motivates me to do more than is required by my role."; 2) "I would recommend my company to family or friends as a good employer."; 3) "Overall, I am satisfied with my job at my company." Responses are collected using a five-point agreement scale (from 1 = strongly disagree to 5 = strongly agree). At present, there is no specific strategy in place to systematically capture the perspectives of individual employee groups. In addition, the Compliance & Risk Management department conducts an annual Compliance Culture Survey, providing insights into the Group's compliance culture.

A key element of our corporate culture is the "Future Formers" initiative, launched in 2023 in response to a comprehensive combined customer and employee survey. The survey results identified three key fields of action: customer focus, reduction of bureaucracy, and fostering a sense of unity in the company.

Under the responsibility of the Chair of the Executive Board, approximately 100 employees currently participate in eight international and interdisciplinary teams representing all hierarchical levels. These teams work in a self-organized manner on projects aimed at improving efficiency, collaboration, and customer centricity. This cross-hierarchical approach promotes individual initiative, innovation, and identification with the company. The results and progress of the teams are communicated regularly via the intranet as well as through management and project meetings. Initial outcomes from the first program phase (September 2024 to September 2025) have already been successfully implemented, including:

- simplified approval processes for smaller purchases,
- introduction of mandatory intercultural training to strengthen understanding of diverse cultural backgrounds,
- establishment of a digital ideas platform for the structured collection and implementation of improvement proposals,
- implementation of an “empowerment thermometer” on the intranet to visualize perceived levels of individual responsibility,
- creation of a knowledge platform with chat functionality on the intranet to promote global knowledge exchange.

Through the “Future Formers” initiative, Jenoptik specifically strengthens employee participation, internal networking, and customer focus, thereby laying the foundation for sustainable performance and growth.

Remediation measures: Processes to remediate negative impacts and channels for the undertaking’s own workforce to raise concerns

Whistleblower policy and system: Violations of ethical standards, laws, and regulations, including suspected human rights violations, not only conflict with our values but also harm both society and the company itself.

To protect individuals within the company’s operations and the entire supply chain, maintain stakeholder trust, and minimize potential harm, risks and misconduct must be identified at an early stage. Effective communication is key to achieving this. Ensuring continuous improvement and incorporating stakeholder concerns, the reporting channels and case-handling process are integral components of the Compliance Culture Survey. This survey uses a questionnaire to measure awareness of the Integrity Line and provides insights into the level of trust employees place in the reporting channels. At present, we observe a very high level of awareness across all global entities as well as a high degree of trust in the Global Group Function Compliance & Risk Management. For the protection of whistleblowers, reference is made to the “Governance” section under “Whistleblower protection”. No additional remediation measures have been implemented at this time.

For further details on the whistleblower system, complaints mechanisms, and remediation measures, please see the “Governance” section. Incidents, complaints, and severe human rights impacts related to the undertaking’s own workforce

T54 Key figures relating to human rights

		2025	2024
		Number	Number
S1-17.103 a)	Reports related to discrimination issues (discrimination, harassment, and bullying)	15	8
	of which: confirmed cases of discrimination (discrimination, harassment, and bullying)	2	4
S1-17.103 b)	Other reports related to social factors or aspects	13	15
	of which: reports related to human rights violations	0	0
S1-17.103 c)	Total amount of significant fines, sanctions, and compensation payments related to discrimination, harassment, and bullying, and information on social factors or aspects	0	0
S1-17.104 a)	Confirmed severe human rights incidents	0	0
S1-17.104 b)	Total amount of fines, sanctions, and compensation payments related to severe human rights incidents	0	0

In 2025, a reclassification of categories was carried out in order to better consolidate the topic of "ethical misconduct." In this context, reports relating to bullying were combined with reports relating to discrimination, including harassment, to enable a direct comparison. The prior-year figures presented above therefore now also reflect the aggregated total of these categories.

Jenoptik utilizes a digital incident and case management system to consolidate all reporting channels, ensuring the availability of necessary information. The process follows an internal procedural framework that defines case categorization and relevant reporting deadlines. All case categories are clearly defined, and for mixed categories the cases are classified based on their primary focus. Each report's credibility is assessed individually, based on the available information, and always involves communication with the reporting party whenever possible. Personnel responsible for handling reports are trained in internal investigations by subject matter experts and, based on their experience, are capable of conducting appropriate assessments regarding credibility. For cases involving human rights violations, the company's Human Rights Officer is involved already in the initial evaluation.

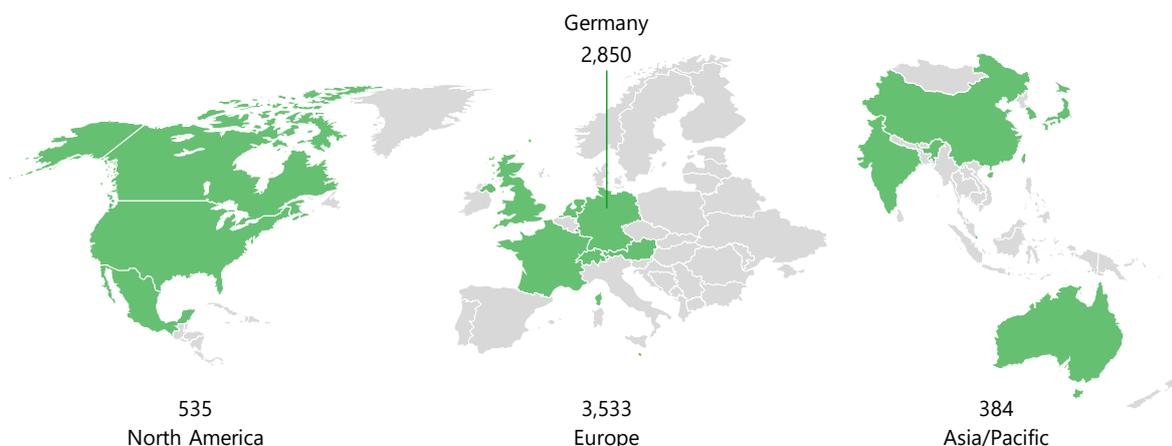
No fines, sanctions, or compensation payments related to compliance-relevant incidents, including human rights violations or corruption cases, were imposed on Jenoptik during the reporting year due to the absence of relevant incidents or convictions.

Characteristics of the undertaking's employees

Number of employees

Jenoptik is a globally active group. In 2025, 384 employees (prior year: 380), representing approximately 8.6 percent of the 4,453 employees (prior year: 4,646), worked in the Asia/Pacific region. With 3,534 employees (prior year: 3,690), 79.3 percent of the workforce was employed in Europe in 2025; the majority of these, 2,850 employees, were based in Germany (prior year: 2,969). In North America, 535 employees (prior-year: 576) worked for the company, corresponding to 12.0 percent of the total workforce.

G22 Distribution of employees by geographic region



As at December 31, 2025, Jenoptik employed a total of 201 trainees and dual-study students (prior year: 178), 95 temporary workers and student employees (prior year: 99), 9 interns (prior year: 26), and 42 agency workers (prior year: 38). In fiscal year 2025, 67 new trainees and dual-study students were hired (prior year: 64).

The term “employees” includes all active employees (both those covered by a collective bargaining agreement and those not covered), trainees, dual-study students, and temporary workers and student employees who were employed at the company on the reporting date. All parameters were collected group-wide as of December 31, 2025 and verified using the dual control principle.

Characteristics of the company’s employees

As at December 31, 2025, of the total 4,453 employees, 1,363 were female (prior year: 1,409), 3,087 were male (prior year: 3,236), and three employee had no gender specification (prior year: one employee). This corresponds to a distribution of 30.6 percent female employees (prior year: 30.3 percent), 69.3 percent male employees (prior year: 69.7 percent), and 0.1 percent without gender specification (unchanged from the prior year).

T55 Workforce structure by gender and type of employment, by headcount

	Female	Male	Other	Not disclosed	Total
Number of employees (active employees, trainees, temporary workers)	1,363	3,087	< 5HC, therefore not disclosed	< 5HC, therefore not disclosed	4,453
Number of permanent employees	1,213	2,848	< 5HC, therefore not disclosed	< 5HC, therefore not disclosed	4,064
Number of fixed-term employees	150	239	-	-	389
Number of employees without guaranteed working hours	40	55	-	-	95
Number of full-time employees	1,057	2,839	< 5HC, therefore not disclosed	< 5HC, therefore not disclosed	3,898
Number of part-time employees	306	246	< 5HC, therefore not disclosed	-	553

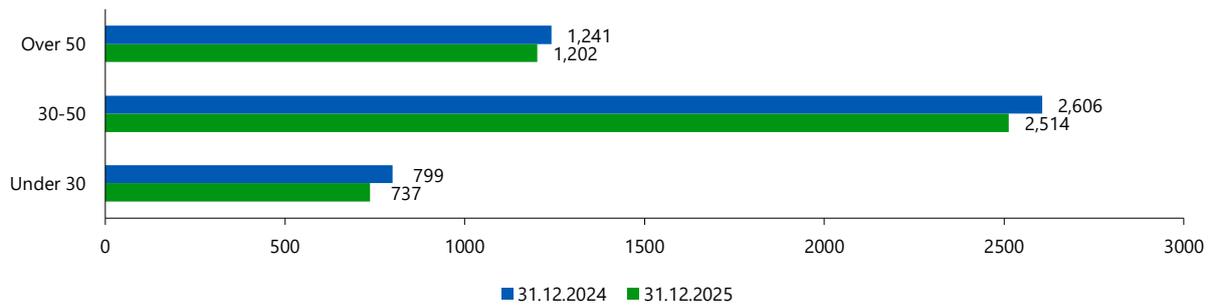
T56 Workforce structure in the countries with the largest number of employees (50 or more employees and representing at least 10 percent of the total workforce), by headcount

	Germany	Switzerland
Number of employees	2,848	518
Female	865	181
Male	1,982	337
Other	< 5HC, therefore not disclosed	-
Not disclosed	-	-

Turnover rates: In fiscal year 2025, 426 employees and trainees worldwide voluntarily or involuntarily left Jenoptik (prior year: 444). The turnover rate was 9.6 percent (prior year: 9.7 percent). For this purpose, the number of employees and trainees who left the company in the past fiscal year, voluntarily or involuntarily, including employer-initiated or employee-initiated terminations, expiry of fixed-term contracts, retirement, or death, is set in relation to the average number of employees and trainees present in the past fiscal year. The voluntary, employee-initiated turnover rate, which includes all contract terminations initiated by employees in relation to the average number of employees and trainees present in the past fiscal year, amounted to 4.5 percent (prior year: 4.8 percent).

Age structure: Demographic change also affects the age structure at Jenoptik. To counteract its effects at individual locations, we implement measures based on local needs in the areas of work organization, qualification and knowledge transfer, talent management, health management, and corporate and leadership culture. As at December 31, 2025, of the total 4,453 employees, 737 were under 30 years of age (prior year: 799), 2,514 were between 30 and 50 years of age (prior year: 2,606), and 1,202 were over 50 years of age (prior year: 1,241). This corresponds to 16.6 percent under 30 years of age (prior year: 17.2 percent), 56.5 percent aged between 30 and 50 years (prior year: 56.1 percent), and 27.0 percent over 50 years of age (prior year: 26.7 percent).

G23 Age structure Group (comparison of 2024 vs. 2025)



Agency workers were also employed in the past fiscal year to cover production peaks and short-term order intakes as well as for major projects. They were employed mainly in the operating areas and the number fluctuated during the year. On the reporting date of December 31, 2025, 42 temporary workers were employed by Jenoptik (prior year: 38). All parameters were collected group-wide as of December 31, 2025, as headcounts, and verified using the dual control principle.

Material impacts, risks, and opportunities (IROs) in the social area

In light of our business model and strategy aimed at achieving sustainable and profitable growth, our workforce and its needs are of particular importance to our long-term success and sustainable development. Our commitment extends to creating attractive working conditions as well as promoting diversity and inclusion. Through targeted initiatives and continuous improvements, we aim to create a work environment that not only meets the needs of our employees but also contributes positively to our communities and society.

The double materiality assessment forms the foundation for our understanding of social factors that are critical to our corporate strategy and business activities. It places the interests of our stakeholders and our long-term value creation at the forefront. The following sections outline the material impacts, risks, and opportunities associated with these factors. Strategic considerations, current policies, and operational measures for fiscal year 2025 are presented in an integrated manner. The pillars defined by us in the prior year remain in place as clusters:

- **Attractiveness as an employer** (attractive working conditions, work-life balance, training and skills development, social dialogue, freedom of association, and collective bargaining)
- **Equal treatment and equal opportunities** for all (with regard to pay equity, diversity, and inclusion)
- **Health and safety** with a focus on occupational safety

In 2025, the impact "Employment and inclusion of persons with disabilities" was newly defined as material. This impact is classified under "Equal treatment and equal opportunities for all."

Jenoptik as an attractive employer

Description of material impacts, opportunities, and risks

Within the materiality assessment, creating an attractive working environment primarily relates to job security, work-life balance, adequate compensation, training and skills development programs, and social partnership. The management of material impacts is anchored in the HR department. Our business strategy, employee surveys, and market research serve as input. This ensures that our business activities do not cause or contribute to significant negative impacts on our workforce.

Secure employment: Jenoptik is fundamentally a growth-oriented company and is financially sound. With its products, Jenoptik is integrated into the value chains of companies across a wide range of industries. This diversification contributes to the Group's overall economic stability. Jenoptik is largely covered by collective agreements, and the vast majority of employees have permanent contracts. With a very low proportion of temporary employees and agency workers, the Group is therefore seen as a secure employer from an employee perspective, which has a positive impact on our workforce.

Work-life balance and working hours: The topics of working hours and work-life balance are material for Jenoptik and are therefore embedded in our HR strategy. In this area, we see both a current and future positive impact on employees. Through collective bargaining agreements and supplementary works agreements, a clear framework has been established for these topics. We align ourselves with current market trends with the objective of increasing flexibility. Conversely, periods of overtime during phases of high order intake or staff shortages, as well as partially fixed working hours within various shift models, may have potential negative impacts on employees. This may lead to limitations in the compatibility of work and family life.

A potential future risk is that competitiveness in the labor market with regard to the availability of flexible working time models may not be ensured. Competitors may offer more attractive working time arrangements, which could result in a potential loss of employees. This, in turn, could require further adjustments to the working hours of remaining employees. It is therefore necessary to assess how working time flexibility can be shaped in the future in order to continue ensuring the effectiveness and resilience of the company.

Adequate compensation and remuneration: Jenoptik aims to attract and retain top talent. Accordingly, competitive, market-oriented remuneration and appropriate participation in the company's success are a matter of course. This has a positive impact on employees. We compensate our employees worldwide based on job-related criteria such as job requirements and performance, in line with local market conditions, resulting in a currently positive impact.

Training and skills development: Training and skills development are a key component of sustainable human resources management at Jenoptik. The objective is to continuously expand employees' skills and knowledge in order to enhance productivity and work quality, and ensure long-term innovative capacity. Well-qualified employees develop innovative solutions, for example in product development or process optimization, and can respond more flexibly to changes in the market. Further objectives of training activities include increased employee retention and satisfaction as well as enhanced employer attractiveness. In addition, leadership development and onboarding are core elements of skills development initiatives. Onboarding is intended to ensure that new employees are integrated quickly in both technical and organizational terms, to foster early engagement and identification with corporate values, and to facilitate a smooth transition into the productive phase.

Our employees' expertise is crucial for our business success and a core component of our HR and corporate strategy. Through a wide range of programs and initiatives, Jenoptik creates the framework for the continuous and sustainable development of its workforce.

Collective bargaining coverage and social dialogue: Collective bargaining coverage and social partnership have a positive impact on employees who are covered by collective agreements. They provide planning security and contribute to a positive working environment, leading to stable productivity and work quality.

Active dialogue contributes to continuous improvements in working conditions. Employment and working conditions for employees not covered by collective agreements in Germany are governed by company agreements. Jenoptik is not represented in a European Works Council, an SE (Societas Europaea) works council, or an SCE (Societas Cooperativa Europaea).

[Policies relating to Jenoptik as an attractive employer:](#)

The global HR strategy, including the associated policies, governs responsibilities, targets, key levers, and action areas of the Group's remuneration and employment policy. It covers all impacts, risks, and opportunities identified and described in the following sections "Jenoptik as an attractive employer" and "Equal treatment and equal opportunities" and forms the foundation of our human resources work. The HR strategy aims to create attractive working conditions over the long term while simultaneously safeguarding the Group's competitiveness. The most important point of reference for the global HR strategy is the corporate strategy. The objectives and action areas defined therein are translated into concrete HR measures. In fiscal year 2025, this included, among other things, a focus on onboarding, international trainees, leadership development, and the digitization of HR processes. The HR strategy is reviewed regularly, typically annually. Responsibility for implementation of the strategy, including the associated policies, lies with the Global Head of HR, who reports to the Chair of the Executive Board of Jenoptik.

Secure employment: Secure employment is a prerequisite for the performance and innovative capacity of our employees. Our HR activities are designed to support the implementation of the business strategy. The focus is placed on retaining existing employees while simultaneously attracting new skilled professionals. There is no standalone policy or strategy dedicated exclusively to secure employment. However, our objective is to offer employees stable, open-ended employment relationships. Temporary contracts and agency workers are used for growing areas and to bridge personnel shortages. For challenging life situations, we provide social protection in nearly all countries in which we employ staff.

Our policies for employees covered by collective agreements are based on constructive cooperation with works councils and the resulting works agreements. Together with overarching policies such as the Jenoptik Integrity Code, these agreements define the framework for a relationship of trust between the works councils and Jenoptik as an employer.

Various policies and works agreements, such as the Group Works Agreement on mobile working, which applies across Germany, and the "More Caring" policy, firmly embed key aspects of **work-life balance** and working hours within the organization. Mobile working is intended to enhance the attractiveness of the company as an employer. The objective of the policy is to enable efficient work execution and self-directed work organization, thereby improving the compatibility of work, family life, and leisure time. This form of work requires mutual trust as well as continuous communication between employees and their managers. In addition, the "More Caring" policy applies to all permanent employees who require support in caring for relatives. The Group aims to provide the best possible support in such situations. The measures go beyond statutory entitlements to caregiving leave and include, among other things, the Jenoptik care bonus and the Jenoptik caregiving sabbatical.

With the global job architecture, which applies to all employees worldwide, we have defined a standard for appropriate compensation. This serves as the basis for a transparent and fair remuneration structure across the Group. In addition, remuneration levels are benchmarked annually against external market data. The relevant policies clearly define responsibilities and approval processes. Full compliance with the rules governing the approval, documentation, and payment of remuneration and benefits is of critical importance.

With the global job architecture, which applies to all employees worldwide, we have defined a standard for appropriate compensation. This global job architecture represents a structured and globally consistent classification system for positions and their associated responsibilities within the company, and forms the basis for appropriate compensation for all employees worldwide. It ensures transparency and fairness in the remuneration structure and defines standard frameworks for evaluating and remunerating positions, regardless of geographic location or specific job content.

With our global job architecture, which applies to all our employees, we have defined a standard for appropriate remuneration. This job architecture is a structured and globally uniform systematization of positions and the associated tasks within the company and forms the basis for appropriate remuneration for all employees worldwide. It ensures transparency and fairness in the compensation structure. The job architecture defines standard frameworks for the assessment and remuneration of positions, regardless of the geographical location or specific areas of responsibility of the employees.

In addition to the internal job architecture, internal remuneration standards are reviewed annually against external market benchmarks to ensure that compensation remains competitive and fair. The job architecture policies also define clear responsibilities and approval processes for the authorization, documentation, and payment of remuneration and benefits. Strict adherence to these requirements is essential to maintain the integrity of the system.

A globally standardized system-driven process governs salary adjustments, incorporating our core remuneration criteria. Reviews ensure compliance with these standards. For employees covered by collective agreements in Thuringia and Baden-Württemberg, remuneration is determined in accordance with the IG Metall collective bargaining agreements. A key element of remuneration determination is the use of company-specific job descriptions for classification purposes. These descriptions are reviewed twice per year through a formal process.

Training and skills development: A Group Works Agreement has been concluded governing the annual performance and development discussions for all permanent employees in Germany and is implemented analogously for all permanent employees worldwide. Among other aspects, the agreement regulates the content of the performance reviews, the process, and the involved parties. The process is conducted consistently via SAP SuccessFactors and are monitored through HR reporting.

Measures relating to Jenoptik as an attractive employer

Our strategic workforce planning is managed globally in close coordination between the Human Resources and Finance functions and covers all employees. Emerging economic developments are incorporated into the rolling planning process to mitigate the risk of job cuts. To ensure a sustainable and stable organizational structure, a voluntary workforce program was implemented in the past fiscal year. Through the voluntary reduction of headcount, the company is able to adjust its cost structure to current market conditions over the medium to long term. This creates financial flexibility that can be reinvested in securing and developing the remaining jobs. In addition, our new fab in Dresden was opened in May of last year. This facility provides opportunities for future growth. Further investments at the Jena site are planned over the coming years and are aimed at strategically secure employment.

We offer flexible working hours and mobile working arrangements, where job roles permit, in countries including Germany, the US, and Australia. Contractual working hours are not extended as a result of mobile working. Monitoring is conducted through daily time tracking. Regular monitoring and reporting of weekly working hours ensure that legally defined maximum limits are not exceeded, allowing employees to better align their work schedules with personal needs, such as childcare arrangements. Our objective is to achieve higher employee satisfaction, as we believe that autonomy is an important motivator for our workforce. Where possible and operationally feasible, we therefore prioritize self-determination regarding the start and end of individual working hours. This approach is particularly evident at the new Dresden fab, where a variety of shift models are offered to improve the compatibility of work and private life. In addition, we offer a wide range of tailored working time models that cater to the individual desire for more leisure time, embracing the concept of "time as the new currency."

Jenoptik has also established childcare partnerships at several locations, for example in Jena. Priority placement in daycare facilities allows parents to reliably plan their return to work. The proximity of daycare centers to the Jenoptik site also enhances time efficiency in balancing childcare and work. In addition, Jenoptik offers flexible parental leave models for both mothers and fathers at its locations worldwide, thereby supporting both parents in responding flexibly to the demands and priorities of different roles and phases of life.

Furthermore, Jenoptik supports all employees in Germany with **care leave and caregiving benefits** beyond statutory requirements. Through additional company-sponsored measures such as a care bonus and a caregiving sabbatical, the compatibility of work and caregiving responsibilities is improved. Employees are supported through the provision of templates in the application process.

Adequate compensation: Jenoptik is committed to fair and transparent remuneration, regardless of gender or other characteristics. Through a standardized evaluation system, regular salary reviews, and targeted development programs for women, we aim to contribute to reducing the gender pay gap. These measures apply to all locations and business areas of Jenoptik and support a non-discriminatory remuneration structure.

Uniform processes for job evaluation and promotion foster both adequate compensation and social dialogue. Dedicated evaluation committees, composed of employer and works council representatives, oversee these processes.

Training and skills development: During annual performance reviews, employees and their supervisors collaboratively define and document individual development objectives, including individual training and development measures.

Framework agreements have been established with external training providers for teaching methodology, personal development, and language skills. For example, employees have access to digital learning resources via the LinkedIn Learning platform. In addition, regular mandatory training programs are conducted by Compliance & Risk Management, HR, and IT Security, alongside target group-specific development and leadership programs. The range of training opportunities is continuously expanded. Further learning resources and specialized training are offered through our Learning Management System as well as in-house subject matter experts.

Jenoptik supports employees at different stages of their professional development – from specialist career paths, through project leadership roles, to management careers – in line with their individual skills and talents. As an international company, we strive to offer career development opportunities that transcend organizational and national boundaries. We also support employees with part-time further education or academic studies, providing financial assistance for these programs.

The learning framework at Jenoptik is aligned with the 70:20:10 learning model. This model assumes that the majority of learning (70 percent) takes place directly on the job, as employees and their managers are best positioned to drive individual development. A further 20 percent occurs through learning from and with others, and 10 percent through formal learning formats, such as in-person or online training. In this way, continuous learning is embedded as an integral part of everyday work, in line with our corporate values: open, driving, confident.

Parameters and targets relating to Jenoptik as an attractive employer

To assess the effectiveness of our strategy and initiatives, we have defined targets related to sickness rates, turnover rates, training rates, and diversity. They are compiled on a quarterly basis, and provided to management. Workforce capacity is reported on a monthly basis and reviewed in conjunction with personnel planning and business development. All parameters were collected Group-wide as of December 31, 2025 and verified using the dual control principle.

Depending on country-specific regulations, the majority of our employees and trainees are entitled to leave **for family-related reasons**. This includes maternity leave, paternity leave, parental leave, and caregiving leave. No specific target value has been set for the utilization of these benefits. In the reporting year, 67 (prior year: 82) female employees (5.7 percent/prior year: 7.6 percent) and 91 (prior year: 129) male employees (3.3 percent/prior year: 4.7 percent) made use of these entitlements. This corresponds to 4.1 percent of employees group-wide (prior year: 5.5 percent). Overall, 88 percent of employees across the Group (prior year: 82 percent) are entitled to leave for family-related reasons.

The majority of our workforce is covered by social protection measures, whether through public programs or company-specific benefits, to safeguard against income loss due to major life events. These include illness, workplace accidents, disability, retirement, parental leave, and unemployment. The only exception is our colleagues in India and Australia, who are not covered for unemployment, either by public programs or by us as an employer.

Training and skills development: The key figures for training and skills development are derived from our HR tool, SAP SuccessFactors, which tracks all centrally managed training programs across the Group. This data is supplemented by decentralized training activities recorded by local administrators in the Learning Management System. In fiscal year 2025, employees participated in a total of 38,991 hours of in-person and online training (prior year: 27,524 hours). Of total training hours, 29.2 percent were attributable to female employees (prior year: 31.6 percent) and 70.8 percent to male employees (prior year: 68.4 percent). Overall, 94.6 percent of female employees (prior year: 95.7 percent) and 96.7 percent of male employees (prior year: 97.9 percent) participated in training activities.

T57 Average training hours

Female	Male	Other	Total
8.35	8.94	< 5 HC, not disclosed	8.76

T58 Completed and systemically documented employee performance reviews in %

Female	Male	Other	Total
55.2	58.9	66.7	57.8

Collective bargaining agreements, including the proportion of employees covered: 44.0 percent of employees in the own workforce (prior year: 43.8 percent) are covered by collective bargaining agreements, which govern matters such as working hours and remuneration. This corresponds to 1,957 employees (prior year: 2,033). In total, 62.8 percent of employees (prior year: 62.7 percent), corresponding to 2,795 employees (prior year: 2,914), are employed by entities in which employee representatives have been elected. This applies exclusively to employees in Germany.

Jenoptik has been a member of the Thuringian Metal and Electrical Industry Association (VMET) since 2020. A supplementary collective agreement from June 2019 governs company-specific provisions for applying the framework agreement at the Thuringia sites until 2025. Since acquiring Jenoptik Industrial Metrology Germany GmbH, Jenoptik has been a member of the Baden-Württemberg Metal and Electrical Industry Association (Südwestmetall). No other collective agreements exist within or outside the European Economic Area.

T59 Collective agreement coverage

Coverage rate	Collective agreement coverage		Social dialogue
	Employees – EEA (for countries with > 50 employees, representing > 10 % of the total workforce)	Employees – non-EEA (for countries with > 50 employees, representing > 10 % of the total workforce)	Workplace representation (EEA only) (for countries with > 50 employees, representing > 10 % of the total workforce)
0–19 %		Switzerland	
20–39 %			
40–59 %	Germany		
60–79 %			Germany
80–100 %			

Equal treatment and equal opportunities for all

Description of material impacts, opportunities, and risks

Equal treatment and equal opportunities are essential for Jenoptik, as they foster an inclusive and diverse working environment that brings together different perspectives and experiences. This is of particular importance as it forms the foundation for a respectful, performance-driven, and innovative workplace, regardless of personal characteristics such as origin, gender, age, religion, or visible and non-visible barriers. The objective for an inclusive working environment is to have a positive impact on employee satisfaction and retention, competitiveness, and to strengthen the company's profile as an attractive employer. In Thuringia, in particular, we face the challenge that meeting the demand for skilled labor is not feasible without immigration.

Gender equality and equal pay for equal work are fundamental to us, as they promote fairness and justice, leading to increased employee satisfaction and motivation. In addition, they have a positive effect on the company's public image and enhance its attractiveness for qualified talent. A diverse workforce supports innovation and competitiveness and reduces legal risks and discrimination. Despite appropriate remuneration levels, there is currently a gender pay gap. Promoting women is therefore an integral part of our HR strategy.

Diversity: Employees from diverse backgrounds present opportunities for innovative and creative solutions. The foundation for this is mutual respect, acceptance, and trust. Through our open corporate culture, a fair working environment, diversity programs and objectives, we actively promote diversity. We assess this as having a positive impact on our workforce. However, there are also potential negative impacts, as the representation of women and international employees at management level remains below our target levels. As a result, Jenoptik is not yet fully realizing its potential in this area.

Employment and inclusion of persons with disabilities: Jenoptik has identified inclusion as a key dimension of diversity within the double materiality assessment and as one of its material fields of action. As with other aspects of diversity, an inclusive corporate culture can have a positive impact on employees by enabling new perspectives and taking both visible and non-visible barriers into account. This approach is intended to promote conscious inclusion of different lived realities, foster understanding, and increase awareness of diverse challenges. In this context, an inclusion agreement is being concluded in the current fiscal year. Due to the specific conditions of a high-tech manufacturing environment, opportunities for employing persons with disabilities are limited depending on location and job function. We are committed to actively addressing this challenge.

Policies on equal treatment and equal opportunities

Strategies relating to equal treatment and equal opportunities are an integral part of our global HR strategy, with the objective of creating an inclusive and diverse working environment. The strategy applies globally to all employees and falls under the responsibility of the Global Head of HR. The primary points of reference for all related measures are our diversity KPIs and our Recruitment Policy. The Recruitment Policy applies globally to all hiring processes and is implemented across all business units and locations. It defines requirements relating to the responsibilities of hiring managers, the content of job postings, the interview structure (in particular the avoidance of unconscious bias), and the involvement of external service providers, who are required to support our diversity objectives. Compliance with the policy is supported through regular interview training for hiring managers and the ongoing review of diversity KPIs. The recruitment team and the hiring managers are responsible for the implementation, while overall accountability rests with the Global Head of HR.

Employment and inclusion of persons with disabilities: To promote participation in working life for employees with disabilities, an inclusion agreement for Germany is currently being negotiated. As a form of voluntary compensatory adjustment, employees with disabilities are to be granted a graduated number of additional paid leave days. The number of days is based on the degree of disability (GdB) and is intended to enable attendance at medical and therapeutic appointments without the need to use regular annual leave. The objective is to create an inclusive and diverse working environment and to support and maintain the long-term employability of persons with disabilities.

Measures relating to equal treatment and equal opportunities

Through our “Stay Open” campaign, Jenoptik positions as an employer committed to openness, tolerance, and diversity, with the aim of remaining attractive to international skilled professionals in the future. To achieve our diversity targets, we have established defined KPIs, which are collected quarterly and reported to the Executive Board. Since 2025, these assessments have been supplemented by a Diversity, Equity, and Inclusion (DEI) scale included in the employee survey questionnaire. The aim is to gain a more comprehensive understanding of perceived conditions within the workforce and to establish a data-based foundation for measures in the areas of diversity and equal opportunities. For selected development programs, we have defined target participation rates for women, aligned with our diversity KPIs. We also offer mentoring and diversity training. In the current fiscal year, Jenoptik introduced a program for the integration of international trainees. The objective of this initiative is to improve access to trainee positions for young people with an international background through professional, linguistic, and social integration into the company. The program includes, among other elements, language support and assistance through a trainee buddy program. We promote gender equality and equal pay for equal work through the measures and policies on fair remuneration and social dialogue outlined in the “Jenoptik as an attractive employer” chapter.

Parameters and targets relating to equal treatment and equal opportunities

To promote diversity and equal opportunities within Jenoptik as effectively as possible, we continue to pursue a **diversity rate** of more than 33 percent. This diversity rate is calculated by determining the number of managers (levels 1–4) with an international background (“non-German”) and the number of female managers. These figures are then assessed individually and in total in relation to all managers across the group, including female employees with an international background, who are counted in both categories. This target is also reflected in the remuneration system for the Executive Board, as approved by the Supervisory Board, and is embedded in our corporate financing framework. In fiscal year 2025, the diversity rate was 31.0 percent (prior year: 31.6 percent). The promotion of women in leadership positions is one of our primary focus areas. At the end of fiscal year 2025, the group-wide proportion of women in middle and senior management positions, i.e., the first and second management levels below the Executive Board, was 33.3 percent (prior year: 30.6 percent). This corresponds to 12 women (prior year: 11) and 24 men (prior year: 25), which corresponds to a male share of 66.7 percent (prior year: 69.4 percent).

For the newly identified material topic of **employment and inclusion of persons with disabilities**, we are currently developing a key performance indicator to measure our disability rate. Based on future results, targets will be defined with the aim of increasing awareness of this topic.

Gender equality and equal pay for equal work: To provide transparency on potential pay disparities between male and female employees at Jenoptik, we calculated the percentage difference in average earnings between female and male employees. The calculation was based on the annual salaries of all employees, taking into account individually agreed working hours. For employees in Germany, actual payroll data was used, for employees outside Germany, contractually agreed remuneration (including bonuses, long-term incentives, etc.) formed the basis. Subsequently, the gross hourly wage for all employees was determined, and the average was calculated for all male and female employees.

In fiscal year 2025, the gender pay gap at Jenoptik amounted to 16.2 percent (prior year: 14.6 percent). The ratio of the total annual remuneration of the highest-paid individual to the median total annual remuneration of all employees was 19.7, meaning the highest-paid employee earns approximately 20 times the median salary. All Jenoptik employees receive appropriate remuneration in accordance with the applicable reference values set out in the ESRS standards.

Occupational health and safety

Description of material impacts, risks, and opportunities

Despite all due diligence, workplace accidents cannot be entirely prevented. Work-related accidents have a potentially negative impact on our employees in our own operations, particularly on those working in production, service, and field operations. Overall, these negative effects primarily concern our employees rather than specific business relationships. For this reason, occupational health and safety is a critical management responsibility at Jenoptik, as safe working conditions and employee protection are top priorities. Without our skilled professionals and specialists, Jenoptik’s economic success would be at risk. Moreover, our business model does not inherently pose significant or atypical industry hazards.

Jenoptik’s occupational health and safety management system is an integral part of our corporate strategy and contributes to safeguarding our business model. Workplace safety is also embedded in our company-wide risk management process and is regularly evaluated. A safe work environment enhances productivity and efficiency while reducing absenteeism and insurance costs. From a temporal perspective, the negative impacts of work-related accidents are typically short-term and manageable. We ensure full compliance with all applicable legal provisions across all our operations. Safe and healthy working conditions also contribute to lower absenteeism, reduced accident costs, and a better workplace climate, making Jenoptik more attractive to talent.

Policies relating to occupational health and safety

Jenoptik has a group-wide policy on occupational health, safety, and environmental protection, which governs reporting obligations, emergency plans, training and instruction, responsibilities, as well as the rectification of deficiencies and violations to protect our employees from potential negative impacts. Occupational safety regulations and the scope of our policies are also codified in the Integrity Code, Section 3.14, applying to the entire Group and ensuring compliance with all legally required provisions. Beyond providing a safe and ergonomic working environment, these policies also regulate the execution of risk and hazard assessments and the subsequent implementation of prevention and protection measures. Occupational safety measures in Germany are monitored and internally audited through quarterly occupational health and safety committee meetings. In addition, an annual occupational safety status survey is conducted by the responsible central department. The person responsible for occupational health and safety is the HR Director (Chair of the Executive Board), together with the respective management teams up to the managing directors of the individual subsidiaries, supported by subject matter experts.

Measures relating to occupational health and safety:

Our goal is to prevent workplace accidents and occupational illnesses before they occur. Jenoptik relies on the active participation of all employees. When introducing new technologies, materials, workplaces, or workflows, the responsible Environmental, Health, and Safety (EHS) management department, along with fire safety officers, must be involved in the risk assessment. We have also implemented a corporate health management system centrally managed by HR. We provide a safe working environment and fully comply with all location-specific health and safety regulations. High technical and operational safety standards form the foundation of our work.

In 2025, as in prior years, the following occupational health and safety measures were implemented at all company locations:

- Annual on-site inspections conducted by subject-matter experts at all German locations and selected international sites and work areas, together with local management, to maintain safe working conditions
- Regular group-wide risk and hazard assessments to identify existing hazards, implement appropriate preventive and protective measures, and realize improvement potential, for example with respect to workplace ergonomics
- Implementation and adjustment of protective measures for new machines, systems, and technologies
- Review of occupational health and safety measures for machines, systems, and activities
- Mandatory training sessions for managers and employees conducted at least once per year

These measures serve to identify weaknesses, implement improvement potential, and train management, directly contributing to increased workplace safety during the reporting year. They align with the company's risk minimization policy. Regular occupational safety briefings and inspections ensure the consistent implementation of identified measures and raise employee awareness of occupational safety. Our customers are instructed in the required safety standards through product training. In addition, suppliers are required, through supplier audits and contractual provisions, to comply with occupational health and environmental protection standards.

The objective of these measures is to further reduce the number of workplace accidents and related downtimes, strengthen occupational safety awareness among managers, employees, and suppliers, and enhance employees' sense of security. Thanks to our implemented measures, workplace accidents at Jenoptik remain at a low level and below the industry average reported by the employers' liability insurance association. Our safety mechanisms for new machinery contribute to the continued pursuit of our zero-accident strategy.

See "Governance information," section "Supplier management," page 145ff.

Protection of our employees: Ensuring a safe working environment is a top priority for Jenoptik, and we take a preventive approach to workplace safety. In the fiscal year 2025, we again invested at least the legally required training hours worldwide in the education and training of our fire protection and occupational safety experts. This helps to strengthen employees' confidence in workplace safety and ensures appropriate responses in emergencies within our own operations. Workplace-specific risk assessments conducted worldwide ensure that occupational hazards that could endanger employees are identified and that the necessary protective measures to minimize risks are implemented in a timely manner. Risk assessment is carried out using the Nohl risk matrix, and measures are subsequently defined according to the STOP hierarchy. This means that substitution and technical measures take precedence over organizational or personal measures, such as personal protective equipment. Fire protection and occupational safety experts are regularly involved in the equipping and redesign of workplaces, the introduction of new technologies and tasks, as well as the implementation and handling of hazardous substances. In particular, they work closely with colleagues from operational units and facility management when relocating workplaces.

Parameters relating to occupational health and safety

All information relating to occupational health and safety requirements applies group-wide to all employees and agency workers (100 percent). In 2025, the parameters for ESRS S1-14 were recorded for the first time via the group-wide consolidation system, and reporting was transitioned to a quarterly process. During the reporting period, there were no (0) fatal work-related accidents at Jenoptik locations (prior year: 0). The number of work-related accidents involving at least one lost workday amounted to 32 accidents among employees worldwide (prior year: 36). This corresponds to 4.5 work-related accidents per 1,000,000 hours worked, or per 500 full-time equivalent employees (prior year: 4.9). For agency workers, this rate was 0 (prior year: 0). In addition, two (2) cases of work-related illnesses among employees were reported during the reporting year (prior year: 0). Lost workdays resulting from work-related illnesses and occupational accidents totaled 290 days during the reporting period (prior year: 261).

Governance information

General governance information

Responsible corporate governance is a key success factor for Jenoptik. Just as we strive for outstanding technologies and innovative solutions, we also aim to align our business activities with the values of integrity, transparency, and ethics, considering them fundamental prerequisites for business success.

The central Compliance & Risk Management department ensures that our processes, interactions, and decisions comply with applicable laws, regulations, and industry standards. Compliance with legal requirements, internal corporate policies, and Jenoptik's core values serves to protect our company, society, and all our stakeholders.

T60 List of disclosure requirements

ESRS-G1 Business conduct	Mandatory disclosures	Section/page
General governance information		Page 140
Role of administrative, management, and supervisory bodies	ESRS 2, GOV-1	Page 140ff.
Description of material impacts, risks, and opportunities in the area of governance	ESRS 2, SBM-3	Page 140ff.
Management of material impacts, risks, and opportunities	ESRS 2, SMB-3	Page 100ff.
Corporate policies and culture	G1-1	Page 142ff.
Whistleblower protection	G1-1	Page 143
Supplier management	G1-2	Page 145
Corruption and bribery	G1-3 and G1-4	Page 147

Procedures for identifying governance-related material impacts, risks, and opportunities (IROs) and internal controls

The procedures for identifying and assessing material impacts, risks, and opportunities were already outlined in the general section of the Sustainability Report starting on page 92. In the governance area, four IROs have been identified: impacts of corporate culture, and the protection of whistleblowers on people and the environment, risks related to supplier management, and risks of corruption and bribery.

Description of governance-related material impacts, risks, and opportunities

Corporate culture

Corporate culture, compliance, and integrity are of particular importance to Jenoptik as a publicly listed company and a major employer at key locations. We believe that maintaining high standards of integrity and legal compliance is a fundamental prerequisite for fulfilling our broader societal responsibilities. In addition, by implementing laws that focus on human rights protection, ensuring fair working conditions, and safeguarding the environment, we contribute to improving people's living conditions both within our company and throughout our supply chains.

We recognize “corporate culture” as an identified material potential risk in the context of “Corporate Culture, Compliance & Integrity” from an outside-in perspective. Adhering to compliant business relationships is essential and indispensable for Jenoptik’s business success – we expect and promote a high standard of integrity and compliance among all our business partners. At the same time, we operate in a large number of markets and, consequently, in many different legal jurisdictions, which increases the complexity of ensuring compliant conduct. Due to the human factor, legal and regulatory violations can never be entirely ruled out, even with an effectively implemented compliance management system and contractual obligations requiring our business partners to act in accordance with compliance standards. Consequently, a residual risk of regulatory violations always exists.

Protection of whistleblowers

Jenoptik recognizes positive impacts on people and the environment arising from the active protection of whistleblowers within the Group. Companies that actively protect whistleblowers by prohibiting retaliation foster a culture of transparency and responsibility, which can have indirect positive effects on people within the organization and along the value chain, as well as on the environment.

Employees who are able to report, without fear of reprisals, violations such as breaches of occupational health and safety requirements, environmental misconduct (for example illegal waste disposal or resource wastage), or human rights violations, contribute to the earlier identification and remediation of such issues. This, in turn, improves compliance with human rights and environmental standards and supports sustainable business practices. In the long term, this protective mechanism helps to reduce various risks, strengthen public trust and the confidence of all stakeholders, and promote sustainable corporate development.

We also require corresponding measures from our suppliers. However, it should be noted that our ability to exert indirect influence is generally greater with suppliers that account for a significant share of purchasing volume than with suppliers with a lower revenue share.

Supplier management

As a manufacturing company with a vast network of suppliers from various countries worldwide, Jenoptik has an impact on individuals in its supply chain and faces the potential risk of non-compliance with due diligence obligations.

The continuously increasing regulatory requirements for supply chain due diligence currently present a risk in terms of obtaining and verifying relevant and accurate information. A reputational risk due to regulatory violations and the associated risk of supplier failure cannot be ruled out, only minimized. Through a rigorous supplier management approach, the Group considers itself strategically and operationally resilient.

Corruption and bribery

Corruption and bribery represent significant global societal and economic challenges, particularly in so-called emerging markets and in countries with a low Corruption Perceptions Index, and can lead to a loss of trust in the integrity of public authorities and companies. As a globally active company, Jenoptik considers it part of its social responsibility to prevent corruption through effective prevention measures.

Although, taking into account the measures and processes implemented at Jenoptik, we assess the risk of corruption and bribery as low from a net perspective, the topic was nevertheless identified as a material potential risk within the materiality assessment from a gross perspective. In this context, it should be noted that there have been no confirmed or suspected cases of corruption or bribery within the Jenoptik Group, either in the past or at present. The materiality assessment is based solely on the nature of the business model and the markets in which we operate.

Due to the business structure in the business-to-government (B2G) segment and, in addition, business activities in countries with a low Corruption Perceptions Index (CPI < 60), we assess the risk of corruption within the Strategic Business Unit (SBU) Smart Mobility Solutions as potentially higher. As a result, corruption risk has been classified as a material potential risk in our IRO assessment. Compared with the SBUs Semiconductor & Advanced Manufacturing, Biophotonics and Metrology & Production Solutions, which primarily operate in business-to-business relationships with listed large corporations and focus mainly on the European and North American markets, this unit is, however, significantly smaller. Business partners in these other SBUs generally operate effective compliance management systems themselves and are subject to high standards with regard to the prevention of corruption and bribery.

Further information on IROs in corporate culture, whistleblower protection, and corruption prevention

The implementation of an effective compliance management system, the establishment of a whistleblower system, and measures to prevent corruption and bribery are not based on strategic corporate goals. Rather, they are driven by legal requirements, and we regard the implementation of these measures as part of our corporate social responsibility, both internally and towards external stakeholders. Due to the nature of these IROs, it is not possible to reasonably quantify the time horizons in which they are expected to materialize.

There are no directly quantifiable financial impacts associated with corporate culture, whistleblower protection, or anti-corruption efforts at Jenoptik. However, it is reasonable to anticipate a positive financial effect resulting from the prevention of financial losses and reputational damage caused by non-compliance incidents.

We also refer to the Risk and Opportunity Report and the assessment of risk-bearing capacity conducted in the context of the analysis of risks and opportunities, as presented in that section of the report starting on page 70.

Management of governance-related material impacts, risks, and opportunities

Corporate culture and corporate policy

Strategies and policies: At Jenoptik, the Executive Board sets the framework for an open corporate culture and, in consultation with the Director of Compliance & Risk Management, determines how this can be ensured through an effective compliance management system. Jenoptik has defined clear corporate values – “open,” “driving,” and “confident” – that guide our interactions with customers, suppliers, colleagues, and all stakeholders we encounter in our business activities. Our values help us to achieve our business and societal objectives while ensuring strict adherence to legal and regulatory requirements. Our compliance objectives include, among other things, ensuring that no human rights violations or confirmed cases of corruption and bribery occur within our company.

“Open” embodies openness toward all internal and external stakeholders, as well as toward other ideas and perspectives, which we actively embrace and encourage in our daily work at Jenoptik. This is crucial for fostering a culture of trust, where everyone feel safe to raise concerns and report potential compliance risks or conflicts with our corporate values.

“Driving” represents our proactive commitment to advancing both our business and society. Every employee is encouraged to actively contribute to achieving our objectives. “Confident” – by working with confidence and handling legal requirements in our respective fields of work, as well as our internal guidelines such as the Jenoptik Integrity Code, with assurance, we demonstrate not only internally but also externally to our business partners and regulatory authorities that we take legal compliance, integrity, and our social responsibility seriously.

Measures: To safeguard the corporate culture, regular annual training on the Jenoptik Integrity Code, our internal Code of Conduct, is conducted for all employees across the Jenoptik Group. No specific high-risk functions (“functions at risk”) have been identified in this context. Acknowledgment of these guidelines via our Learning Management System is mandatory for all employees worldwide and is actively monitored. All applicable processes and work instructions, including documents related to compliance and ethical standards, are published on the intranet and remain permanently available.

The Jenoptik Executive Board communicates clear compliance and integrity guidelines through a public compliance video statement as well as a written compliance policy, thereby setting the “tone from the top.” Aspects of corporate culture are discussed monthly in a regular meeting between the Executive Board and the Director of Compliance & Risk Management. The Audit and ESG Committee reviews Jenoptik’s compliance policy twice a year.

To ensure employee compliance, various governance controls exist within the group-wide internal control system (ICS). These are carried out by an “owner” and reviewed by a “reviewer.” The status of compliance training is monitored quarterly. Escalation procedures are in place for employees who persistently fail to participate, as these trainings are mandatory. Any documented improvement potential must be implemented within one year. To further enhance corporate culture, “Compliance Days” are held regularly, where current topics from the fields of governance, ethics, and regulation are communicated to all employees worldwide. In addition, compliance-related topics are regularly communicated. Each quarter, a Compliance Newsletter is distributed to all managers, providing relevant information on topics such as prevention of sexual harassment, association activities, and proper handling of ESG questionnaires on the intranet. To measure the compliance culture and to assess the performance of Compliance & Risk Management, an annual Compliance Culture Survey is conducted. After analyzing all survey results, key insights are incorporated into ongoing projects, such as “Future Formers,” which aim to continuously enhance corporate culture and the compliance management system.

In view of the existing actions already implemented in connection with the material impacts, risks, and opportunities, as well as the departmental strategies designed to address them and considered effective, Jenoptik’s Executive Board considers the company to be resilient in the short to medium term in terms of its business model and strategy. These resilience assessments were discussed within the strategic roadmaps of the relevant business and functional units with the responsible board members.

Whistleblower protection

Strategy and policies: For reporting crimes or serious violations of internal policies and the Jenoptik Integrity Code, Jenoptik has for several years maintained a secure whistleblowing channel in the form of a digital tool, a 24-hour hotline, and direct communication with the central Compliance & Risk Management department. By fostering a “speak-up” culture and promoting a positive approach to mistakes and feedback, we aim to empower individuals to report misconduct within the company, thereby mitigating potential harm to people, the environment, and Jenoptik itself at an early stage. Through an effective whistleblower protection system, we demonstrate to all potential whistleblowers that reporting wrongdoing within the Group or along the supply chain is an act of responsible conduct and that no disadvantages will be suffered as a result.

Jenoptik ensures, through global and regular information campaigns, that the whistleblower system is available and well known to employees. Posters with corresponding QR codes are displayed at all Jenoptik Group locations, allowing access to the whistleblower and complaint system via personal devices and thereby ensuring accessibility for all employees, including those without computer workstations.

To assess, among other things, the acceptance and trust in Jenoptik’s existing whistleblower system, a Compliance Culture Survey was conducted for the first time in the reporting year, with results showing an above-average level of acceptance. Compliance surveys are conducted to ensure continuous improvement and take into account the concerns of all stakeholders. The procedure for handling reports is audited annually by the Human Rights Officer, and any identified improvement potential must be implemented by Compliance & Risk Management within a year, if applicable. As part of the Compliance Culture Surveys, a sample of individuals who had contact with Compliance & Risk Management or used a reporting channel during the reporting year is selected. While there is currently no active stakeholder involvement in the specific improvement process, such engagement is planned for the future.

Measures: Jenoptik regularly conducts campaigns to increase awareness of the whistleblower system while consistently emphasizing whistleblower protection. Employees tasked with conducting internal investigations receive specialized training through professional seminars, ensuring they are appropriately qualified. The most recent participation in relevant training took place in 2024.

A publicly accessible description of the procedures for handling whistleblower reports is available on our website. All employees involved in the processing of reports are subject to heightened confidentiality obligations, contractually secured, and are released from their regular reporting obligations under their employment contracts to ensure their independence during investigations. All cases, regardless of the reporting channel used, are recorded in a case management system, ensuring comprehensive documentation. This system also guarantees that all incoming complaints can be collectively analyzed. The initial step in the process involves an assessment of the report by employees in the central Compliance & Risk Management department, with possible involvement of Jenoptik's Human Rights Officer. If necessary, further investigative steps follow, such as interviews, document reviews, or site visits to assess the situation. Once the investigation is complete, the findings and final report are presented to the responsible management, along with recommendations for appropriate actions. The management is responsible for implementing the measures and ensuring their effectiveness in coordination with Human Resources and Compliance & Risk Management. Suitable actions may include compensation payments, salary adjustments, or improvements to working conditions.

To protect whistleblowers, Jenoptik enforces a strict prohibition of retaliation against individuals who report concerns, in full compliance with the German Whistleblower Protection Act. This prohibition is explicitly stated in the Jenoptik Integrity Code, regularly communicated, and integrated into the processing of reports and the implementation of measures. As the most effective means of protecting whistleblowers, the central Compliance & Risk Management function provides ongoing support to whistleblowers, provided their identity is known, throughout the duration of the investigation and remains available to them beyond the conclusion of the process. Any labor law measures proposed by a manager or the HR department in connection with a compliance investigation must be reviewed in advance, with whistleblower protection taking precedence in cases of uncertainty. We consider it essential that individuals who disclose knowledge and information in the interest of corporate protection are safeguarded against any form of sanction.

In the reporting year, digital whistleblower protection training was rolled out globally to all employees via the internal learning management platform. We attach importance to ensuring that all employees, regardless of function, receive comprehensive training. Accordingly, we do not consider differentiation by function to be necessary in this context.

The effectiveness of the whistleblower system and of any measures taken in cases of potential human rights violations is reviewed annually by the Group's Human Rights Officer as part of the audit of the grievance mechanism pursuant to the German Supply Chain Due Diligence Act (LkSG). At Jenoptik, both the grievance procedure under the LkSG and reports under the Whistleblower Protection Act (HinSchG) are covered by a single system and a unified handling process. The risk analysis and management tool used for human rights compliance also integrates mechanisms for implementing, tracking, and evaluating corrective actions in response to violations, enabling the initiation of further measures when necessary. Jenoptik recognizes its obligation to remedy violations within its own operations. The company conducts regular assessments of human rights risks within its business activities, with identified risks reported to the Executive Board annually. In coordination with local management, preventive measures are implemented regularly, and corrective actions are taken when violations are identified. Risks are continuously monitored, as is the effectiveness of the measures introduced.

Given Jenoptik's majority ownership in its subsidiaries worldwide and the resulting controlling influence, corrective actions can be implemented swiftly by the relevant management to ensure that violations are addressed and remedied. Such measures may include wage increases in cases where remuneration at a specific location is found to be inappropriately low.

Supplier management

Strategy and policies: As a technology company, Jenoptik relies on a wide range of raw materials. Given the increasing scarcity of resources, Jenoptik is committed to making sparing use of the materials it requires. 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 have helped mitigate supply bottlenecks. 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 actively involved on relevant committees. Our comprehensive supplier management approach integrates not only economic and quality criteria but also ecological, social, and ethical considerations.

Taking responsibility throughout the entire value chain is a fundamental part of our corporate identity. Procurement in the Jenoptik Group is globally positioned and responsible for all procurement activities and supplier management across the Group. Our global supplier base comprises suppliers from 57 countries and consists of approximately 30 percent companies with more than 1,000 employees, approximately 20 percent medium-sized companies (250 to 1,000 employees), and approximately 50 percent companies with fewer than 250 employees. More than half of our suppliers are based in Germany, both in absolute numbers and in terms of procurement volume. The procured materials primarily fall within the categories of optics, mechanics, electronics, and services.

Measures: Supplier selection, evaluation, and auditing are key components of supplier and risk management. The procedures and responsibilities are defined in globally applicable process guidelines. When assessing our suppliers, we require not only a certified quality management system in accordance with ISO 9001 but also proof of an environmental management system that meets the international ISO 14001 standard. This ISO standard mandates the establishment of a corporate environmental policy, environmental objectives, and a corresponding management system to achieve these goals. For suppliers in the medical technology sector, certification according to ISO 13485 is relevant, while for those in the automotive industry, we place particular importance on certification in accordance with IATF 16949. The primary operational evaluation criteria, namely quality and delivery performance, are assessed at least annually for suppliers with high procurement volumes, with results transparently communicated to them, including a detailed performance review.

Compliance in the supply chain is guided by our requirement 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. All suppliers with significant procurement volumes or an elevated risk profile are surveyed on sustainability topics such as environmental protection, compliance management, human rights, child labor prevention, occupational health and safety, anti-corruption policies, and sustainability. In the event of violations, or where there is potential for improvement, the causes are determined in dialogue with suppliers and joint action plans for improvement are developed and implemented.

To ensure customer satisfaction, regulatory compliance, and adherence to legal requirements, the Jenoptik Group conducts supplier audits. In the fiscal year 2025, 45 audits were conducted throughout the Group (prior year: 55). A risk-based list of suppliers to be reviewed annually is compiled and regularly updated. The results of these audits, which are primarily conducted on-site, are recorded in audit reports, and along with concrete corrective action plans stored in a central database. The implementation of these measures is systematically verified and documented. For supplier development, we expect suppliers to formulate improvement plans and implement them within a clearly defined timeframe.

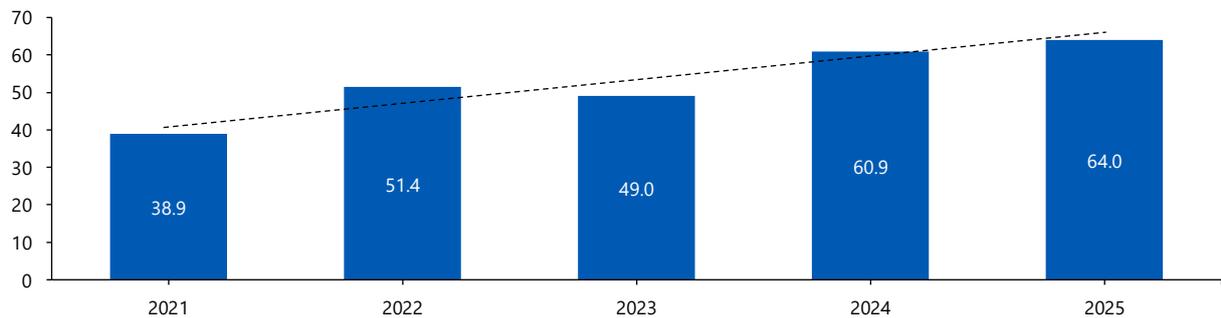
A Code of Conduct for our suppliers and other contractual business partners sets out our expectations on our business partners regarding human rights, the prohibition of corruption and bribery, fair market and competition practices, environmental responsibility, and the responsible handling of substances, mixtures, products, and conflict minerals. Particularly in the areas of environmental and resource protection as well as human rights compliance, we align ourselves with international guidelines and standards such as the UN Global Compact. To obtain consent and commitment to comply with the provisions of the Code of Conduct throughout the supply chain, we have introduced an automated IT solution. The fulfillment of due diligence obligations in the supply chain management is audited annually by the Group Human Rights Officer.

In the fiscal year 2025, both the Procurement department and adjacent areas, such as Quality Management, received training on various sustainability-related topics. In addition, all employees are required to complete mandatory e-learning courses on business conduct, ethical guidelines, and anti-corruption as part of their onboarding process. Completion of these courses raises employee awareness and ensures that applicable standards and guidelines are embedded in daily business activities. These courses are regularly repeated to keep learning content fresh and relevant.

Parameters and targets: The objectives of Procurement department are to ensure production and service supply in line with demand while considering economic factors, to comply with existing external laws and regulations as well as internal processes and guidelines, to create transparency for suppliers and business partners, and to identify and consistently take into account the opportunities and risks arising from our sustainability-oriented supplier management. Our conduct aligns with ethical standards and is based on the principles of fair economic interaction with our business partners. Particular care is required in dealing with vulnerable suppliers who are exposed to significant economic, environmental, and/or social risks.

The Corporate Social Responsibility Rate (CSR rate) serves as a KPI for managing and increasing transparency in the supply chain. It indicates the percentage of suppliers of production materials with an annual procurement volume in excess of 200,000 euros for which completed CSR self-assessments exist and are assessed as non-critical. In the form of questionnaires, these cover the topics of 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 supply chain. In 2025, the CSR rate was 64 percent (prior year: 61 percent). The target level for the CSR rate in 2025 was 50 percent and is to be maintained in the coming fiscal year. This KPI has been included in the Annual Report since 2021 and has been validated through external auditing.

G24 Development of the CSR rate (in percent)



Corruption and bribery

Strategy and policies: The fight against corruption and bribery is of central importance to Jenoptik. Through effective prevention measures such as continuous training and an efficient business partner compliance process, proactive management is ensured by Compliance & Risk Management. The risk situation with respect to corruption and bribery as well as compliance with competition law is regularly assessed in the respective business areas of the Group through risk and compliance analyses, with key factors including business structure (B2C, B2B, or B2G) and the markets in which each Strategic Business Unit operates. Due to their proximity to public officials, business-to-government relationships inherently pose a higher risk of corruption. We evaluate corruption risks in the regions and countries where our SBUs operate using Transparency International's Corruption Perceptions Index (CPI). The Executive Board, along with the Compliance & Risk Management and Human Resources departments, follows a clearly communicated zero-tolerance policy regarding incidents of corruption and bribery.

Jenoptik does not currently have a formal anti-corruption strategy aligned with the United Nations Convention against Corruption, nor has it implemented processes specifically based on that convention for the prevention of corruption.

Measures: Currently, all employees in leadership roles and high-risk functional areas receive training on "corruption and bribery" to ensure awareness of these issues and that business decisions are made solely on a rational basis in the company's best interest. Specific work instructions regulate the handling of gifts and benefits, potential conflicts of interest, and matters related to corruption and bribery. Compliance with these processes is subject to random audits as part of the internal control system.

Within a period of twelve months, training on corruption and bribery prevention was made available to all 523 employees (prior year: 577) in risk-exposed functions, including the "Procurement & Supply Chain", "Sales" and "Management" areas. This also includes all employees at director level and above, including the members of the Executive Board and the employee representatives on the Supervisory Board. These training courses are scheduled as part of the regular training plan in the middle of the fourth quarter each year and must be completed by the middle of the first quarter of the following year.

Jenoptik has implemented a digital process for obtaining compliance approvals regarding invitations, gifts, benefits, and conflicts of interest. For business arrangements that may present a heightened risk of corruption, such as engaging a local consultant or sales partner in high-risk countries, the relevant departments are involved early in the process. Before entering into agreements with high-risk business partners and periodically throughout the business relationship, third-party due diligence is conducted by the Compliance & Risk Management department.

For reporting violations such as incidents of bribery or corrupt practices, Jenoptik maintains a whistleblower system, as described in the "Whistleblower protection" section above.

Parameters: In the 2025 reporting year, no cases of corruption or bribery involving or related to Jenoptik were known (prior year: 0 cases). Accordingly, no fines or penalties were imposed or paid by Jenoptik in this context (prior year: 0 euros). Additionally, internal targets have been set to ensure that there are no confirmed incidents of corruption or bribery and no obligation to pay fines in this regard, which has been confirmed for the fiscal year 2025.

Political influence and lobbying activities

The subject of "Political influence and lobbying activities" is of minor relevance to the Jenoptik Group. Only Jenoptik Robot GmbH, a company within the SBU Smart Mobility Solutions, which represents a smaller share of total group revenue, is listed in the German Lobby Register. Contributions to political events are made exclusively by Jenoptik Traffic Solutions LLC, another company within the SBU Smart Mobility Solutions, in the US, in compliance with local regulations, and amounted to a mid-four-figure euro sum in the reporting year. From a group perspective, the materiality threshold was not reached.

Additional information and notes/appendix

List of the data points from other disclosure requirements as per ESRS-2 IRO-2, Appendix B:

List of the data points from other EU legislation in general and thematic standards

T61

Disclosure requirement and associated data point	Chapter/page number
ESRS 2 GOV-1, § 21d: Gender diversity in the management and control bodies	General information, page 84ff.
ESRS 2 GOV-1, § 21e: Percentage of independent board members	General information, page 88
ESRS 2 GOV-4, § 30: Declaration on due diligence	General information, page 90
ESRS 2 SBM-1, § 40d (i): Involvement in activities related to fossil fuels	General information, page 93
ESRS 2 SBM-1, § 40d (ii): Involvement in activities related to the manufacture of chemicals	General information, page 93
ESRS 2 SBM-1, § 40d (iii): Involvement in activities related to controversial weapons	General information, page 93
ESRS 2 SBM-1, § 40d (iv): Involvement in activities related to the cultivation and production of tobacco	General information, page 93
ESRS E1-1, § 14: Transition plan to reach net zero by 2050	Environment, page 104
ESRS E1-1, § 16g: Companies excluded from Paris-aligned benchmarks	Environment, page 104f.
ESRS E1-4, § 34: GHG emission reduction targets	Environment, page 107
ESRS E1-5, § 38: Energy consumption from fossil sources disaggregated by source (high-impact climate sectors only)	Environment, page 108
ESRS E1-5, § 37: Energy consumption and energy mix	Environment, page 108
ESRS E1-5, §§ 40 to 43: Energy intensity related to activities in climate-intensive sectors	Environment, page 108
ESRS E1-6, § 44: Gross GHG emissions in the categories Scope 1, 2, and 3 as well as total GHG emissions	Environment, page 110
ESRS E1-6, §§ 53 to 55: Intensity of the gross GHG emissions	Environment, page 110
ESRS E1-7, § 56: GHG removals and carbon credits	Not reported
ESRS E1-9, § 66: Exposure of the benchmark portfolio to climate-related physical risks	Phase-in
ESRS E1-9, § 66a and c: Disaggregation of monetary amounts by acute and chronic physical risk, and location of significant assets at material physical risk	Phase-in
ESRS E1-9, § 67c: Breakdown of the carrying amount of its real estate assets by energy-efficiency classes	Phase-in
ESRS E1-9, § 69: Degree of exposure of the portfolio to climate-related opportunities	Phase-in
ESRS E2-4, § 28: Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Not material
ESRS E3-1, § 9: Water and marine resources	Not material
ESRS E3-1, § 13: Dedicated policy	Not material
ESRS E3-1, § 14: Sustainable oceans and seas	Not material
ESRS E3-4, § 28c: Total water recycled and reused	Not material
ESRS E3-4, § 29: Total water consumption in m3 per net revenue on own operations	Not material
ESRS 2 – IRO-1 – E4, § 16a (i)	General information, page 99
ESRS 2 – IRO-1 – E4, § 16b	General information, page 99
ESRS 2 – IRO-1 – E4, § 16c	General information, page 99
ESRS E4-2, § 24b: Sustainable land/agriculture practices or policies	Not material
ESRS E4-2, § 24c: Sustainable ocean/sea practices or policies	Not material
ESRS E4-2, § 24d: Policies to address deforestation	Not material
ESRS E5-5, § 37d: Non-recycled waste material	Not material
ESRS E5-5, § 39: Hazardous waste and radioactive waste	Not material
ESRS 2 SBM3 – S1, § 14f: Risk of incidents of forced labor	Social, page 123f.
ESRS 2 SBM3 – S1, § 14g: Risk of incidents of child labor	Social, page 123f.
ESRS S1-1, § 20: Human rights policy commitments	Social, page 123f.
ESRS S1-1, § 21: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Social, page 123f.
ESRS S1-1, § 22: Processes and measures for preventing trafficking in human beings	Social, page 123f.
ESRS S1-1, § 23: Workplace accident prevention policy or management system	Social, page 137f.
ESRS S1-3, § 32c: Grievance/complaints handling mechanisms	Social, page 126 and 141f.
ESRS S1-14, § 88b and c: Number of fatalities and number and rate of work-related accidents	Social, page 39

Disclosure requirement and associated data point	Chapter/page number
ESRS S1-14, § 88e: Number of days lost to injuries, accidents, fatalities, or illness	Phase-in
ESRS S1-16, § 97a: Unadjusted gender pay gap	Social, page 137
ESRS S1-16, § 97b: Excessive remuneration of members of the governing bodies	Social, page 137
ESRS S1-17, § 103a: Incidents of discrimination	Social, page 137
ESRS S1-17, § 104a: Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Social, page 124
ESRS 2 SBM3-S2, § 11b: Significant risk of child labor or forced labor in the value chain	Not material
ESRS S2-1, § 17: Human rights policy commitments	Not material
ESRS S2-1, § 18: Strategies relating to workers in the value chain	Not material
ESRS S2-1, § 19: Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Not material
ESRS S2-1, § 19: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Not material
ESRS S2-4, § 36: Issues and incidents relating to human rights within the upstream and downstream value chain	Not material
ESRS S3-1, § 16: Human rights policy commitments	Not material
ESRS S3-1, § 17: Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Not material
ESRS S3-4, § 36: Issues and incidents relating to human rights	Not material
ESRS S4-1, § 16: Strategies relating to consumers and end-users	Not material
ESRS S4-1, § 17: Non-respect of UNGPs on Business and Human Rights principles	Not material
ESRS S4-4, § 35: Issues and incidents relating to human rights	Not material
ESRS G1-1, § 10b: United Nations Convention against Corruption	Governance, page 147
ESRS G1-1, § 10d: Protection of whistleblowers	Governance, page 143f.
ESRS G1-4, § 24a: Fines for violation of anti-corruption and anti-bribery laws	Governance, page 147
ESRS G1-4, § 24b: Standards of anti-corruption and anti-bribery	Governance, page 147