

2025

Sustainability Report

CeramTec



About CeramTec

Since 1903, CeramTec has innovated in the design and production of ceramic components to meet the needs in health care and industry. Our teams have spent decades honing their expertise through application and research, and we are using this experience in our journey towards sustainable operations.

Our world-leading ceramic solutions include our BIOLOX® range for medical applications, our high-performance substrates, piezoceramics, and a wide selection of specialised components for industrial, aerospace, automotive, electronic, and semiconductor applications.

Our portfolio comprises well over 10,000 products, components, and parts. For more information, visit our [website](#). What underpins our success is the dedication of our people, to continue to develop innovative ceramic solutions.

3,500+
employees worldwide

~€685
million revenue in 2025

16
production sites in
Europe, the Americas, and Asia

CeramTec global locations

● Sales offices and agencies ● Subsidiaries

America

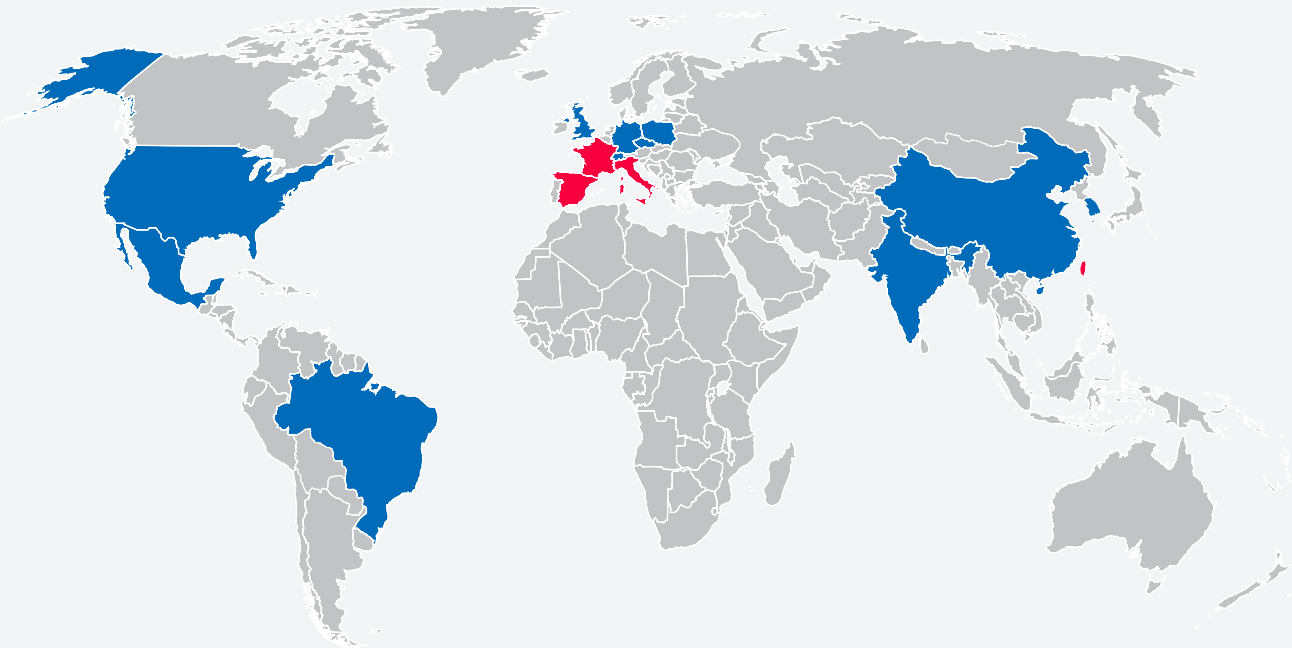
USA, Brazil, Mexico

Europe

Germany, Switzerland, United Kingdom,
Poland, Czech Republic, France, Italy, Spain

Asia

China, India, South Korea,
Malaysia, Taiwan





Introduction

We are conscious of the need to meet and maintain compliance with developing sustainability standards, as well as embracing our responsibility to future generations by promoting better environmental and social practices. We acknowledge that we are an inherently energy-intensive enterprise, which means we have

a specific responsibility to research and implement mitigation strategies. In 2025, we continued to build on the foundations laid in previous years by advancing our bespoke ESG strategy – ensuring it evolves in step with the growing needs of our business, our people, and our commitment to sustainability.

01

Our ESG strategy

General disclosures 5 →

Sustainability governance 6 →

Strategy, business model & value chain 9 →

Our ESG strategy 10 →

ESG: Where we are headed 11 →



General disclosures (ESRS 2)



Basis for preparation (BP-1)

The structure of this report is guided by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). We are using the CSRD and ESRS as an opportunity to review the nuances of our ESG strategy. In alignment with the Omnibus package and the Stop-the-Clock Initiative we intend to issue our first fully CSRD-aligned sustainability statement as of 2028. All information included in this report is accurate as of 31 December 2025.

This sustainability statement is prepared on a consolidated basis and follows the same consolidation principles applied in our financial statements. Consolidation is conducted according to the principle of financial control. Quantitative ESG data have been consolidated using the same approach.

In line with our materiality assessment, pure sales locations are excluded from the environmental disclosures, as their activities are limited to office-based functions with no energy-intensive processes or material environmental emissions.

Where exceptions arise – for example where data availability or data quality is insufficient – this is explicitly indicated at the level of the respective KPI.

The scope of the report currently covers mostly our own business. Joint ventures and associates are not included in the scope of consolidation.

The present report is prepared on a voluntary basis in alignment with the ESRS 2023 architecture and does not yet constitute a fully CSRD-compliant sustainability statement as defined under Directive 2022/2464/EU. As our data collection systems and internal processes continue to mature, not all material topics can yet be reported in full. We will progressively expand reporting coverage as underlying data processes are finalised and strengthened.

Time horizon

The reporting period applicable to the sustainability statements is equal to the reporting period for the financial statements, 01.01.2025 – 31.12.2025.

External assurance

This sustainability statement has not been subject to external assurance.

Changes in preparation and reporting errors

In the reporting year, CeramTec enhanced its sustainability reporting processes by introducing a software-supported ESG reporting for the first time. This led to more standardised data collection, improved internal controls and sharpened definitions, with the objective of increasing data quality and consistency.

As part of the continuous improvement process, several estimates used in the prior year were replaced by measured or invoice-based data, although some estimates remain where data availability is still limited. In this context, minor prior-year reporting errors were identified and corrected, mainly related to technical data processing issues and methodological refinements. In addition, the collection of energy data for the vehicle fleet was further harmonised at Group level.

Definitions for selected social KPIs were also refined, and a reconciliation to the workforce figures disclosed in the financial statements was introduced to reflect differences in scope and definitions.

Sustainability governance

Our ESG governance structure

Our governance approach embeds sustainability across the organisation and enables it to be reflected in all key decision-making processes. CeramTec's administrative, management and supervisory bodies fulfil clearly defined roles in guiding, overseeing and strengthening our sustainability strategy.

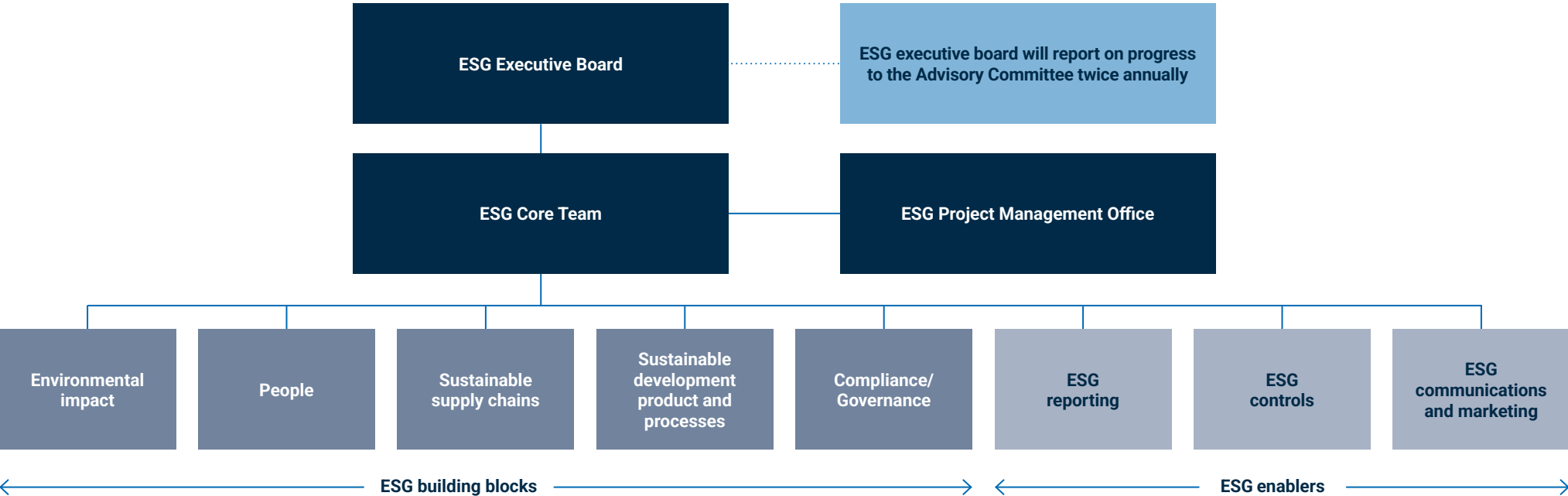
Role and information of the administrative, management and supervisory bodies in relation to sustainability (GOV 1+2)

The CeramTec Management Board bears overall responsibility for integrating sustainability into CeramTec's business strategy and long-term direction. It reviews the company's ESG priorities, monitors progress on key targets and ensures alignment with financial, operational, and strategic objectives. Regular updates on sustainability performance and ESG-related risks support the Board's informed decision-making.

The CeramTec Supervisory Board reviews compliance with legal, ethical, and sustainability-related obligations and receives regular updates on material sustainability topics and strategic ESG developments.

The Advisory Committee, representing CeramTec's shareholders, is informed about material sustainability matters through its Audit Committee as well as directly. The Audit Committee, as a dedicated subcommittee of the Advisory Committee, receives sustainability updates twice a year, covering ESG performance and key metrics, material sustainability-related risks and opportunities, progress against climate targets, and regulatory developments including CSRD compliance. This ensures structured shareholder-level oversight of CeramTec's sustainability agenda alongside financial governance.

Together, these bodies ensure effective accountability, transparency and consistent oversight of sustainability matters, strengthening the integration of ESG considerations into strategic and operational decisions.



The Executive Board and the ESG Core Team coordinate sustainability activities across all business functions. They consolidate ESG-related insights, oversee implementation of action plans and ensure that sustainability considerations are integrated into operational processes, product development, and supply chain management. Close collaboration with subject matter experts at our sites enables a comprehensive view of ESG risks and opportunities across the organisation.

Our commitment to sustainability is rooted in three core areas: Own Operations, Products & Customers, and Value to Society, which guide how we manage our material impacts and create long-term value. As part of the ongoing double materiality assessment, we are currently reviewing and refining our ESG building blocks to ensure an even stronger alignment with the material topics identified.

The CeramTec ESG team links existing functions across the organisation and brings these efforts together in a companywide sustainability strategy. Transparent ESG reporting and communication support this process through internal channels, stakeholder communication and external disclosures. Our goal is to further embed ESG factors into our business strategy, product development, and supply chain management. By continuously reflecting on our processes, we identify ESG risks and opportunities and take appropriate measures to strengthen our overall sustainability performance.

Integration of sustainability-related performance in incentive schemes (GOV-3)

There are currently no sustainability-related components integrated into CeramTec’s remuneration or incentive structures. This reflects CeramTec’s current approach of keeping sustainability governance and remuneration structures separate during the build-up phase of its ESG reporting framework. As data quality and target-setting processes mature, the integration of sustainability metrics into incentive structures will be evaluated.

Statement on due diligence (GOV-4)

CeramTec applies a due diligence process aligned with the main steps outlined in ESRS 1 General Requirements, AR 33. The application of these steps is reflected across the sustainability statement and is referenced in the sections listed below.

Due diligence step (ESRS 1 AR 33)	Description in CeramTec report	Reference in this report
Embedding due diligence into policies and governance	Integration of sustainability responsibilities into governance structures, policies and oversight mechanisms	Governance (ESRS 2 GOV-1, GOV-2, GOV-3)
Identifying and assessing actual and potential impacts, risks and opportunities	Double Materiality Assessment covering impacts, risks and opportunities across own operations and the value chain	Materiality assessment (ESRS 2 IRO-1, IRO-2; SBM-2)
Preventing, mitigating and bringing to an end adverse impacts	Actions and measures addressing identified material impacts and risks	Environmental and Social sections (e.g. E1-3, E5-2, S1-4)
Tracking the effectiveness of actions	Monitoring through KPIs, targets and performance indicators	Metrics and targets (e.g. E1-4, E1-6, S1-14, S1-16)
Communicating on due diligence	Sustainability reporting and stakeholder communication	Basis for preparation (ESRS 2 BP-1); Governance (ESRS 2 GOV-1)
Providing for or cooperating in remediation	Grievance mechanisms, whistleblowing channels and investigation processes	Governance – Whistleblowing & grievance mechanisms (ESRS 2 GOV-4; G1-1, G1-3)



Risk management and internal controls over sustainability reporting (GOV-5)

CeramTec has established internal controls to ensure the accuracy, consistency, and reliability of its sustainability reporting. The reporting process is coordinated by a central Reporting Management function and supported by a dedicated ESG reporting tool as the central system for CSRD-aligned data collection.

The tool enables structured, role-based data submission, integrated plausibility checks and multi-level review and approval workflows, providing a central audit trail and controlled access to support data consistency and traceability across the Group. Given that this was the first year of software-supported reporting, additional validation steps were implemented to ensure data quality during the transition period.

Clear roles and responsibilities support data quality at each stage of the process. Local Data Submitters collect site-level information and validate it against invoices, system data or other documentation. A second control level is performed by Cluster Supervisors, who review and approve the data within their respective functional areas. In addition, the reporting tool performs automated plausibility checks by comparing current-year data with prior-year values and applying uniform, integrated conversion factors to ensure consistency across different units and sources.

Following consolidation, the CeramTec ESG function conducts further validation, including cross-checks against previous years' consolidated data and review of significant deviations. Any discrepancies or failed plausibility checks are discussed with the responsible sites to ensure accuracy and clarity before finalisation.

Overall responsibility for the sustainability report, including the final review and sign-off of the consolidated sustainability data, lies with the CeramTec ESG Lead. Overall responsibility for the integrated Annual Report, encompassing both financial and sustainability information, lies with the Management Board.

These internal controls form the foundation of CeramTec's sustainability reporting and support the quality and traceability of the information disclosed.

Strategy, business model and value chain (SBM-1)



CeramTec is a global developer, manufacturer and supplier of high-performance ceramic (HPC) solutions, drawing on more than 120 years of materials science and manufacturing expertise. Leveraging this deep domain knowledge, we design and manufacture high-performance ceramic components. Our ceramic products are characterized by their superior biochemical, mechanical, electrical, and thermal properties.

These material characteristics form the strategic foundation of CeramTec's role as a specialised supplier of mission-critical components.

CeramTec's business model focuses on the development and manufacture of customer-specific engineered ceramic solutions for OEM customers across medical and industrial markets. Our components are essential for performance, safety, and durability within complex, high-value systems in healthcare, mobility, electronics and other industrial applications. As a specialised component supplier, our role is to translate demanding technical requirements into precise, reliable ceramic solutions – a positioning that reflects both the depth of our materials expertise and our long-term relevance in mission-critical value chains. This positioning naturally limits our influence on downstream product

design, while reinforcing our long-term relevance as a supplier of highly durable, precise and reliable components.

Our diversified product portfolio comprises more than 10,000 items, among other BIOLOX® components for joint replacement, piezoceramics for sensor and actuator applications, substrates for electronic components, and ceramic parts for conventional, hybrid and electric mobility systems. This extensive range enables a broad market presence and reduces dependency on individual sectors or regions.

CeramTec's performance and operations are driven by two end markets: Medical Markets and Industrial Markets.

The Medical Markets business focuses, among others, on BIOLOX®, DENSILOX®, and ZERAMEX® ceramic components for medical implants. Due to their biocompatibility, high wear resistance, manufacturing precision and quality, our implants have a positive effect on patients' lives and create real added value for healthcare systems. Furthermore, we develop a number of Medical Equipment products, including medical sensors for Medical Markets.

The Industrial Markets business develops and supplies a broad range of highly specialised, performance-critical components for a myriad of applications in Electronics, Measurement, Semiconductor, Mobility, Aeronautics/Defense, Machinery, Chemical, and other industries.

This balanced market split reflects the versatility of high-performance ceramics and supports resilient long-term growth across global end markets.

CeramTec operates a global manufacturing footprint with 18 production facilities across Europe, the Americas and Asia. Our manufacturing processes are energy-intensive and include mass preparation, forming, machining and finishing steps. Continuous process optimisation, regulatory compliance and quality assurance are therefore core elements of our operational model and directly linked to our sustainability strategy.

By integrating sustainability considerations into operational excellence, innovation and regulatory compliance, CeramTec aims to support profitable and sustainable business growth while strengthening its position as a trusted supplier in high-performance ceramic value chains.

Role in the Value Chain

As a specialised component supplier, CeramTec plays a critical role in enabling the performance, durability and precision of high-value end applications across markets such as healthcare, semiconductors, mobility, aerospace, industrial machinery and electronics. Our components contribute materially to the functional integrity of end products such as medical implants, vehicles, and electronic devices.

Upstream activities

CeramTec sources raw materials and chemical components, including binders and plasticisers, from specialised suppliers. Ethical, environmental and human rights considerations are embedded into procurement through our Supplier Code of Conduct and due diligence processes, ensuring responsible sourcing and compliance with regulatory expectations.

Own operations

Within our own operations, sustainability considerations are integrated through continuous process optimisation, energy efficiency initiatives and the adoption of advanced manufacturing technologies. These measures support our strategic ambition to reduce the environmental footprint associated with high-temperature and high-energy ceramic production.

Downstream activities

Because CeramTec supplies intermediate components rather than finished goods, our influence on downstream value chain design and marketing is naturally limited. Nonetheless, our products are critical enablers of safety, longevity, and precision in the end applications of our customers, many of which operate in regulated or safety-critical industries.

Our ESG strategy

We are conscious of the need to meet and maintain compliance with developing sustainability standards, as well as embracing our responsibility to future generations by promoting better environmental and social practices. We acknowledge that we are an inherently energy-intensive enterprise. We take our specific responsibility to research and implement mitigation strategies seriously. In 2025, we continued to build on the laid in previous years by advancing our bespoke ESG strategy – ensuring it evolves in step with the growing needs of our business, our people, and our commitment to sustainability.

CeramTec’s ESG strategy is aligned with the United Nations Sustainable Development Goals (SDGs) as a globally recognised reference framework for sustainable development. For each of the strategic ESG focus areas – environmental, social and governance – CeramTec has identified the SDGs that are most closely linked to its ambitions and areas of impact.

The SDG mapping supports a structured understanding of how CeramTec’s long-term strategic direction contributes to selected global sustainability objectives. It serves as an orientation framework for the further development of topic-specific policies, actions, targets and metrics, which are disclosed in the respective ESRS topical sections of this report.

ESG: Where we are headed

CeramTec's ESG strategy is structured around three focus areas, reflecting the company's role in the value chain and its material sustainability topics:

Own operations



We are dedicated to leading the way in sustainable operations, with a focus on decarbonisation and high standards in ESG. Our goals include:

- Becoming an industry leader in decarbonisation, with a long-term ambition towards net zero emissions.
- Upholding high ESG standards across all value-creation processes.
- Ensuring a safe workplace with zero accidents by implementing robust health and safety measures.
- Embedding ESG principles as a fundamental part of our employee value proposition.

Products and customers



Our products are designed not only for quality but also to support our customers' sustainability efforts. We focus on:

- Delivering best-in-class quality across our product offering.
- Developing technical ceramics that aid the sustainability transformation of our industry customers, especially in areas such as electrification and smart grid technology.
- Offering durable, biocompatible implant components that enhance the well-being of patients.

Value to society



We believe in making a positive impact on society by fostering an inclusive and ethical environment. Our social responsibility initiatives include:

- Growing our company in a sustainable way, thereby creating diversified employment opportunities
- Being a fair and equal-opportunity employer, committed to driving employee training and capability development.
- Promoting respect and recognition for all employees and building respectful relationships with our customers, suppliers and business partners.
- Maintaining a zero-tolerance policy for non-compliant behaviour and discrimination, creating an ethical workplace for all.

Our materiality assessment

Interests and views of stakeholders (SBM-2)

As part of the Double Materiality Assessment (DMA), CeramTec gathered stakeholder perspectives through a structured online survey and targeted interviews with selected internal experts and management. The input was systematically considered in the identification and prioritisation of material sustainability topics.

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-2)

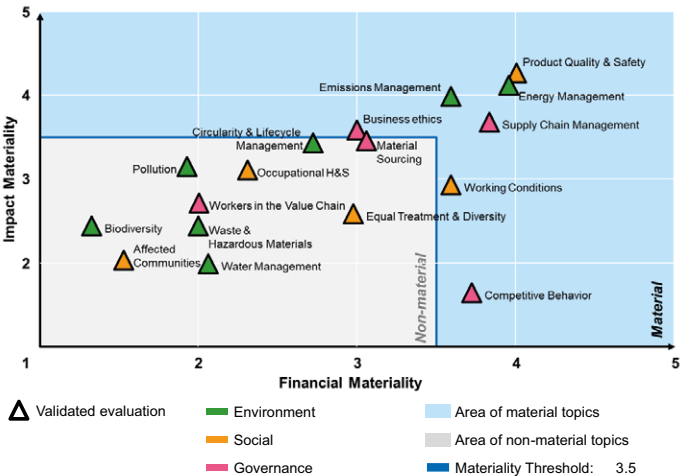
The DMA identified seven material sustainability topics for CeramTec, covering environmental, social and governance aspects. These topics are closely linked to CeramTec’s business model, strategic objectives and long-term value creation.

From an impact perspective (inside out), CeramTec’s energy-intensive production processes result in significant environmental impacts, particularly related to energy consumption and greenhouse gas emissions. At the same time, high standards in product quality and safety, especially in the medical sector, generate positive societal impacts by contributing to health and safety for end users.

From a financial perspective (outside in), material risks include volatile energy prices, increasing regulatory requirements (e.g. climate regulation, supply chain due diligence) and potential supply chain disruptions. Opportunities arise from energy efficiency measures, decarbonisation initiatives, innovation in ceramic technologies and a strong ethical and sustainable positioning in the market.

These material impacts, risks and opportunities directly influence CeramTec’s strategy and business model. Energy and emissions management are integrated into operational efficiency and investment decisions. Working conditions and business ethics support CeramTec’s ability to attract and retain skilled employees and maintain stakeholder trust. Sustainable supply chain management enhances resilience and regulatory compliance, while product quality and innovation strengthen market positioning and long-term competitiveness.

By integrating the results of the DMA into strategic planning and operational decision-making, CeramTec ensures that sustainability considerations are systematically embedded in its business model and contribute to long-term value creation.



Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)

CeramTec conducted a structured DMA between September 2024 and February 2025 in accordance with the requirements of CSRD and ESRS. The objective of the process was to systematically identify, assess and validate material sustainability-related impacts, risks and opportunities (IROs) across the company's operations and value chain.

The DMA followed a multi-phase methodology:

1. Pre-analysis

The assessment started with an analysis of CeramTec's business model, strategic priorities and value chain. Relevant sustainability topics were identified based on ESRS requirements (ESRS 1, AR 16), industry standards (e.g. SASB, MSCI), internal documentation and expert knowledge.

2. Stakeholder identification and consultation

Relevant internal and external stakeholder groups were identified, including management, employees, suppliers, customers and financial institutions. Stakeholder perspectives were collected through an online survey and structured interviews.

3. Identification of impacts, risks and opportunities (IROs)

For each sustainability topic, potential and actual impacts as well as financial risks and opportunities were identified along the value chain (own operations, upstream and downstream). The identification was based on stakeholder input, internal expert workshops and ESG expertise.

4. Assessment and scoring of IROs

IROs were evaluated using a standardised assessment framework aligned with EFRAG guidance. Impact materiality was assessed based on severity and likelihood, while financial materiality was assessed based on potential magnitude, likelihood and time horizon.

5. Validation and finalisation

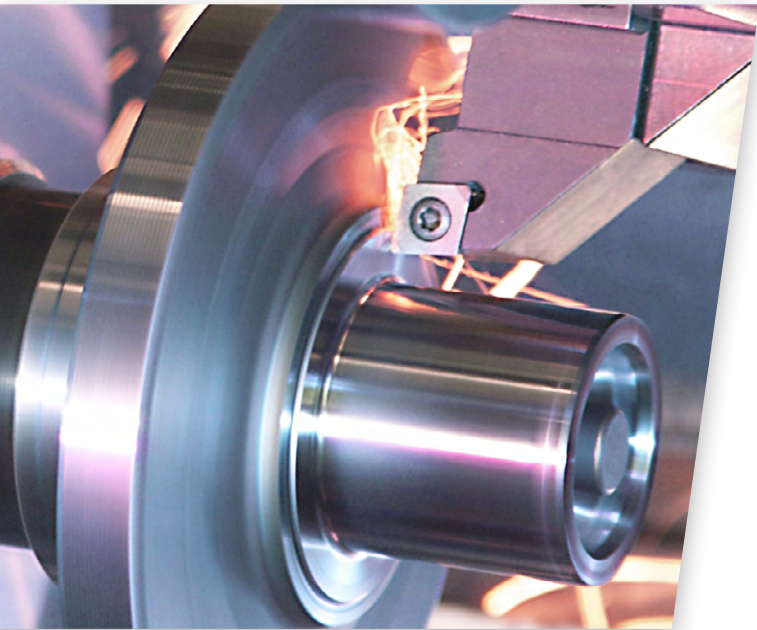
The preliminary results were discussed and validated in several workshops with the ESG core team and relevant subject-matter experts. A materiality threshold of 3.5 was defined to determine material sustainability topics.

This process ensures that the identification and assessment of IROs is robust, transparent and aligned with regulatory requirements.



Topics in this report (IRO-2)

We are in the process of reviewing our ESG strategy through a CSRD and ESRS lens, incorporating the requirements of the double materiality assessment. This report focuses on topics that we deem most relevant for CeramTec at this point.



Topic	Subtopic
E1 Climate change	Climate change adaptation
	Climate change mitigation
	Energy
E2 Pollution	Substances of concern ^[1]
	Substances of very high concern
	Pollution of soil
E3 Water and marine resources	Water ^[1]
E5 Circular economy	Resources inflows, including resource use
	Resource outflows related to products and services
	Waste
S1 Own workforce	Working conditions
	Equal treatment and opportunities for all
	Other work-related rights
S2 Workers in the value chain ^[1]	Working conditions
	Equal treatment and opportunities for all
	Other work-related rights
S4 Consumers and end users	Information-related impacts for consumers and/or end-users
G1 Business conduct	Corporate culture
	Protection of whistleblowers
	Political engagement ^[1]
	Management of relationships with suppliers including payment practices ^[1]
	Corruption and bribery

[1] These topics are not included in our 2025 report, but will be reported on in future years if deemed material by the double materiality assessment.

02

Reducing our environmental impact

Environmental overview	16 →
Climate change	17 →
Greenhouse gas emissions	21 →
Water and marine resources	25 →
Resources use & circular economy	26 →



Environmental overview

We are actively researching innovative ways to decarbonise and reduce our energy consumption. While we are proud of our efforts, we recognise there is much more to achieve.

Certifications

A key aspect of responsible environmental operations is compliance with strict management systems. The frameworks below ensure our sites comply with responsible energy and environmental standards.

- **ISO 14001:** sets the standard for environmental management systems, helping organisations reduce their environmental impact through sustainable practices and regulatory compliance.
- **ISO 50001:** provides a framework for energy management systems, enabling organisations to improve energy efficiency, reduce energy consumption, and lower greenhouse gas emissions.



Our ambitions

How we track our performance

- Total energy consumption
- Total GHG emissions Scope 1 and 2
- Energy consumption from renewable sources (percentage of total energy consumption)

These ambitions are aligned with the United Nations Sustainable Development Goals, in particular SDG 12 (Responsible consumption and production) and SDG 13 (Climate Action). The alignment reflects CeramTec’s strategic focus on energy efficiency, increased use of renewable energy and the reduction of greenhouse gas emissions within our own operations

Actions to achieve targets

- Numerous operative activities and investments to reduce energy consumption in daily operations some examples are listed below:
 - Ongoing installation of photovoltaic (PV) panels
 - Power Purchase Agreement for 10 GWh of electricity produced by German PV park
 - Purchase of certificates of origin for renewable electricity
- Continuous involvement of all employees to develop new ideas across all functions
- CO₂-neutral electricity procurement strategy
 - Development of a decarbonisation roadmap
 - Green electricity by 2030

Climate change (ESRS E1)

As a company with a business model based on energy-intensive processes, CeramTec considers energy efficiency and the reduction of its climate impact in terms of emissions as a core element of our ESG strategy.

We are therefore continuously investigating ways to innovate and to reduce our energy consumption and CO₂ emissions. In this section, we will outline our current initiatives and strategy.

Transition plan for climate change mitigation (E1-1)

CeramTec has initiated a structured transition plan to reduce greenhouse gas emissions from its energy-intensive operations, with a focus on Scope 1 and Scope 2 emissions. As part of a decarbonisation project launched in 2024 and executed in 2024/2025, site-specific decarbonisation roadmaps were developed for the most energy-intensive production sites, outlining short-, medium- and long-term measures to improve energy efficiency, increase the use of renewable electricity and transition to lower-carbon energy sources. The transition plan is implemented through targeted investments and operational measures.

CeramTec follows a clear mitigation hierarchy in its climate strategy, prioritising the avoidance and reduction of greenhouse gas emissions in its own operations. Offsetting measures are not considered a primary lever and are only assessed for residual emissions that cannot be technically or economically avoided.

These roadmaps are based on various pathways that reflect the costs and availability of different energy sources and technologies now, in the medium and in the long term. The decarbonisation roadmaps were developed together with external consultants and internal experts. The strategies and roadmaps developed focus on reducing carbon emissions by improving our internal processes and technologies, enhancing energy and material efficiency, transitioning to cleaner fuels, and increasing the use of renewable electricity.

The responsibility for and ownership of environmental issues is integrated throughout the company. To achieve the best results, experts from CeramTec's operations, working daily with the machines and equipment, as well as internal energy and sustainability experts, external consultants, and the top management and Management Board are involved in evaluating, discussing, developing and implementing the best-fit strategies for each plant.

All this is not only intended to help reduce emissions but also to increase energy efficiency. We also strive to have the best available technology and create synergies throughout the supply chain. With a focus on new technologies, we also aim to reduce our impact on resources, for example, by reducing material consumption through precise processes and minimising material waste.

Policies related to climate change mitigation and adaptation (E1-2)

CeramTec is committed to making the world a more sustainable place by keeping our environmental footprint as small as possible. We recognise that ecological sustainability is a key component of our corporate social responsibility, and we strive to minimise our own impact on the environment through environmentally friendly, professional and safe operations. This includes conserving scarce resources such as raw materials, energy, and water, as well as preventing and reducing CO₂ emissions and waste.

From the way we manage our business and manufacture our products to the way we source our resources, our approach is fair, ethical, and environmentally responsible. By continually tracking our efforts, we are improving our energy management programmes, while making our methods and processes safer and more efficient. We consider various aspects of energy management in the development of materials and products. Regular information on energy management and campaigns asking our employees for input contribute significantly to employee awareness in this matter.

Employees are actively involved in the various aspects of energy management as part of their day-to-day work, helping us to achieve our goals and continually improve our methods and processes.

Actions and resources in relation to climate change policies and targets (E1-3)

CeramTec implements a range of concrete operational measures and investments to reduce energy consumption and greenhouse gas emissions in its own operations. The actions outlined below focus on renewable electricity sourcing, energy efficiency improvements and process-related emission reductions.

As part of our renewable electricity sourcing activities, CeramTec continues to source a share of its electricity through a long-term Power Purchase Agreement (PPA) for photovoltaic electricity generated in Germany. The solar parks have been operational since June 2024 and contribute physically generated renewable electricity to CeramTec's supply. To further increase the share of renewable electricity covered, CeramTec additionally purchases European Guarantees of Origin. Many of CeramTec's sites already have photovoltaic systems in operation, ensuring local sourcing of renewable energy. Other CeramTec plants, such as those in the UK, are fully supplied with green electricity through 100 % green electricity Renewable Energy Certificates (REC).

As part of our continuous improvement approach, CeramTec further enhances energy efficiency across its operations. Measures implemented or expanded in the reporting year include the optimisation of waste heat recovery potentials, the conversion to LED lighting, improvements to building insulation and additional site-specific efficiency measures identified through regular energy reviews. In addition, CeramTec initiated a major process-related emission reduction project by converting an existing thermal afterburner (TNV) into a regenerative thermal oxidiser (RTO). The conversion significantly improves thermal efficiency and reduces fuel consumption per unit of exhaust air treated, contributing to lower Scope 1 emissions from production processes.

Targets related to climate change mitigation and adaptation (E1-4)

CeramTec has set a target to reduce its Scope 1 and Scope 2 greenhouse gas emissions by 40 % by 2030, compared to the base year 2023. In December 2025, CeramTec submitted near-term greenhouse gas reduction targets for the CeramTec GmbH to the Science Based Targets initiative (SBTi) for validation. The submission reflects our commitment to aligning our climate ambition with the goal of limiting global warming to 1.5°C and with the latest climate science. The outcome of the validation process is expected in the course of 2026 and will inform the further development of CeramTec's long-term decarbonisation strategy. These targets reflect the company's focus on reducing emissions from our own operations, particularly from energy-intensive production processes.

The target is supported by the measures described in the climate transition plan and the related actions. Based on the latest available emissions data, CeramTec has already achieved a reduction of approximately 25 % in Scope 1 and Scope 2 greenhouse gas emissions compared to the base year 2023. This development reflects the combined effects of operational efficiency improvements, changes in the energy mix and other emission reduction measures implemented to date. Progress towards the target is monitored based on annual greenhouse gas emissions data for Scope 1 and Scope 2 shown in E1-6.

At the time of reporting, CeramTec does not yet have a fully quantified Scope 3 emissions inventory and therefore has not set a Scope 3 emissions reduction target. The development of a more comprehensive Scope 3 baseline and potential future targets is planned as data availability and methodological robustness improve.



In addition, CeramTec aims to progressively increase the use of renewable electricity across its operations. For its German and European production sites, CeramTec's strategic direction is to source electricity predominantly from renewable sources by 2030, subject to technical and contractual feasibility. At locations outside Europe, CeramTec seeks to expand the use of renewable electricity where technically and contractually feasible, taking into account local market conditions and availability.

No quantitative target for renewable electricity has been defined at the time of reporting. The progressive expansion of renewable electricity sourcing is a key lever for reducing CeramTec's Scope 2 emissions and thereby contributes to the achievement of the combined Scope 1 and Scope 2 greenhouse gas emissions reduction target.

Energy consumption and mix (E1-5)

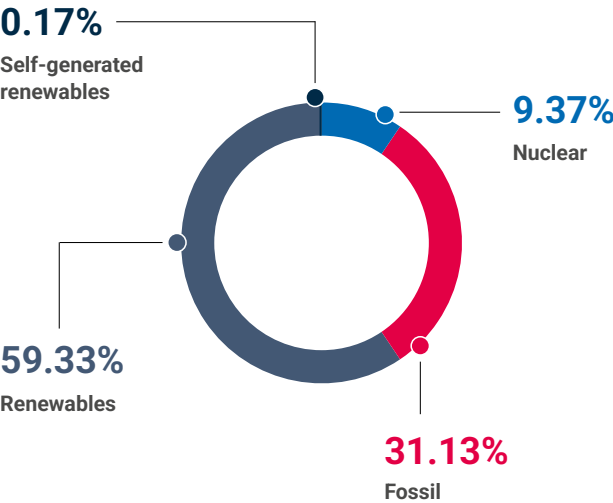
According to the Sustainable Finance Disclosure Regulation (SFDR, Regulation (EU) 2019/2088) and the European Sustainability Reporting Standards (ESRS E1 – Climate Change), CeramTec is classified as an undertaking with 100 percent of our business activities in our own operations in a “high-impact climate sector.” This classification is based on the company’s NACE Code 23, which falls under Section C (Manufacturing) – one of the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 and therefore defined as having a significant climate impact. As a result of this status, ESRS E1 requires CeramTec to provide detailed disclosures on its energy usage, including the energy consumption intensity (MWh per net revenue) associated with its activities in this high-impact sector. This reflects the heightened importance of energy consumption reporting for companies in high-impact climate sectors, ensuring alignment with EU climate disclosure obligations.

Energy consumption data is calculated based on monthly invoices or delivery notes and covers energy use within CeramTec’s own operations. Reported energy consumption includes purchased and self-generated electricity as well as fuels and other energy carriers used in production and supporting processes. Energy consumption is disclosed by energy source and aggregated at Group level.

At the time of reporting, fossil fuel sources account for 73.50 % of our energy mix, while renewable and other non-fossil energy sources account for the remaining share. Compared to the prior year, the share of electricity sourced from renewable sources increased by approximately 6 percentage points. With regard to electricity consumption, the share of renewable sources in CeramTec’s electricity mix amounted to 59.33 % in the reporting year, reflecting the composition of the electricity supplied across the Group. Of this amount, approximately 33 % of total electricity

consumption was covered by electricity explicitly sourced from renewable sources through CeramTec’s own generation assets and contractual arrangements. This includes self-generated renewable electricity from photovoltaic installations under CeramTec’s operational and financial control, as well as renewable electricity sourced through a long-term Power Purchase Agreement (PPA) for physically delivered solar power generated in Germany and European Guarantees of Origin (GoOs). The remaining share of electricity classified as renewable reflects the underlying grid mix and residual mix composition and is not covered by explicit contractual instruments. Detailed information on electricity consumption, the energy mix by source and energy intensity is provided in the tables below.

Electricity sources (in MWh)





Energy consumption and mix	2025	2024
Fuel consumption from coal and coal products	0	–
Fuel consumption from crude oil and petroleum products	4,240.778	4,102.05
Fuel consumption from natural gas	144,513.716	155,610.74
Fuel consumption from other fossil sources	148.301	139.25
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	32,545.041	38,053.20
Total energy consumption from fossil sources	181,447.836	197,905.24
Share of fossil sources in total energy consumption	73.50%	77.27%
Total energy consumption from nuclear sources	8,897.853	9,816.43
Share of nuclear sources in total energy consumption	3.60%	3.83%
Fuel consumption for renewable sources, including biomass	14.04	1.00
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	56,343.917	48,284.80
The consumption of self-generated non-fuel renewable energy	161.758	107.66
Total energy consumption from renewable sources	56,343.917	48,393.46
Share of renewable sources in total energy consumption	22.9%	18.90%
Total energy consumption related to own operation	246,865.4	256,115.13
Energy intensity from activities in high climate impact sectors (total energy consumption per net revenue) in MWh/EUR^[1]	0.0003601766	0.0003433422

[1] Based on net revenue of 685.401.085 EUR

Greenhouse gas emissions (E1-6)

As a result of the decarbonisation assessment conducted, the base year for GHG emissions was set to 2023, which serves as the reference for tracking future emissions performance.

Given the current maturity of data availability, CeramTec does not yet have complete and reportable data for all Scope 3 emission categories and is therefore not yet able to fully quantify Scope 3 emissions. CeramTec is working towards meeting the relevant calculation requirements to enable reporting in future years.

Our Scope 1 includes stationary combustion, mobile combustion (car fleet, forklift trucks etc.). Refrigerants, solvents, binders, and plasticiser are excluded due to a lack of data for the year 2025. It is planned to include those within the next two years. Mobile combustion data are partly estimated. Sources for the emission factors that have been used are mainly GHG Protocol, BAFA and the respective environmental authorities of the individual countries, such as, for example Umweltbundesamt (German Federal Environment Agency) or US EPA.

Our Scope 2 location-based emissions include all energy consumed (electricity, district heating) multiplied by country-level emission factors provided by the respective environmental authorities of the individual countries, such as, for example Umweltbundesamt or US EPA. Scope 2 market-based emissions include all energy consumed (electricity, district heating) multiplied by emission factors provided by the relevant energy supplier.



Target

Reduce Scope 1 and 2 CO₂ emissions by

40%

by 2030

Target: Reduce Scope 1 and 2 CO₂ emissions by 40% by 2030 (Base year 2023)

	Current year 2025	2024	Comparative Base year 2023	Change to base year %
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions (tCO ₂ eq) ^[1]	30,221.82	32,400.82	38,092.00	-21
Scope 2 GHG emissions				
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	36,666.95	37,425.03	38,395.00	-4
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	25,034.80	26,099.54	35,629.00	-30
Significant Scope 3 GHG emissions				
Total Gross indirect Scope 3 GHG emissions (tCO ₂ eq)	Not available	Not available	Not available	Not available
Total GHG emissions				
Total GHG emissions (location-based) ^[1]	66,888.80	69,825.86	76,387.00	-13
Total GHG emissions (market-based) ^[1]	55,256.62	58,210.41	73,721.00	-25

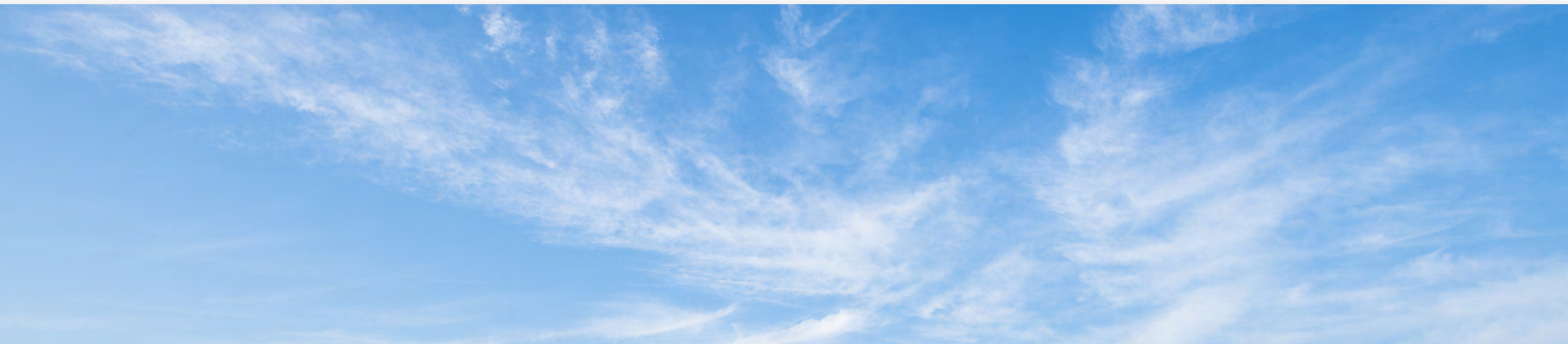
[1] Total emissions only include Scope 1 and Scope 2 GHG emissions.

GHG intensity per net revenue (tCO₂eq/Monetary unit)^[2]	2025	2024
Total GHG emissions (location-based) per net revenue ^[1]	0.0000975907	0.0000936070
Total GHG emissions (market-based) per net revenue ^[1]	0.0000806194	0.0000784243

[1] Based on net revenue of 685.401.085 EUR

In addition to the reported Scope 1 greenhouse gas emissions, 3.93 t CO₂ of biogenic emissions resulted from the combustion of bioethanol. In line with the GHG Protocol, these emissions are reported separately and are not included in the Scope 1 total.





Pollution (ESRS E2)

Through proactive management and continued compliance with regulatory standards, we intend to promote a cleaner, healthier environment through pollution reduction

Policies related to pollution (E2-1)

Each of our sites operates a variety of air filters, thermal upgrades, cooling towers and wastewater treatment systems. All sites, including those without ISO certification, comply with the respective national legislation regarding pollution limits.

Our ISO 14001-certified sites, which include all sites in Germany, Czech Republic, UK, and China, have emergency management systems in place, including procedures to ensure preparedness for incidents also involving hazardous substances. These substances are stored in compliance with applicable legal requirements.

Pollution to air, water and soil (E2-4)

Our operations may result in some pollution to air, water and soil. Given the nature of our high-temperature ceramic manufacturing processes, air emissions are the most relevant pollution pathway for our own operations. These emissions are subject to regulatory permitting requirements, including periodic measurements of relevant pollutants conducted as part of operating permits. While such measurements are not performed annually at all sites, the underlying data is available at site level.

To prevent and mitigate air emissions, our production sites operate a range of abatement systems, including thermal afterburners, regenerative thermal oxidisers and filtration units. In addition, measures to prevent pollution to water and soil are implemented across all sites. These include on-site wastewater neutralisation and filtration systems, as well as the discharge of treated wastewater to external municipal wastewater treatment plants or collection by licensed waste management providers. These measures are designed to prevent the release of harmful substances into the environment.

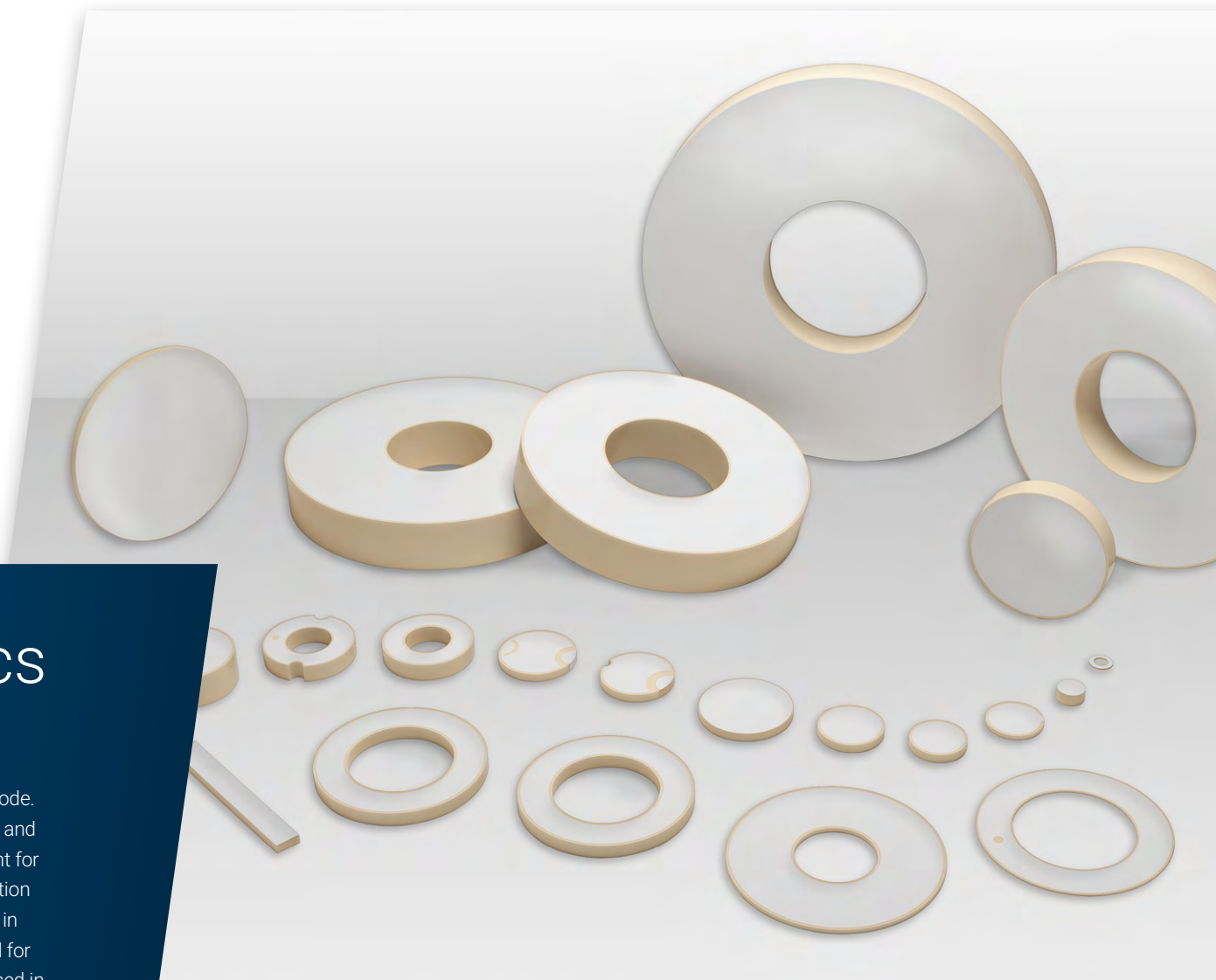
At the time of reporting, CeramTec has not yet disclosed comprehensive quantitative pollution data under ESRS E2, as data collection cycles, methodologies and reporting requirements are still being further clarified. CeramTec is reviewing its approach to pollution-related disclosures and intends to expand quantitative reporting as data availability, consistency and regulatory guidance continue to evolve.

Substances of very high concern (E2-5)

CeramTec uses substances of very high concern (SVHCs) in certain production processes, primarily lead-containing compounds in piezoelectric ceramics. Products containing SVHCs account for a share below 5 % of CeramTec's net revenue. CeramTec actively works to reduce its reliance on SVHCs where technically feasible.

Lead-free piezoceramics

CeramTec has developed a lead-free BNT-BT-based piezoceramic, offering a sustainable alternative to conventional PZT piezoceramics while delivering comparable performance in certain applications which are using thickness mode. However, extensive testing is required to evaluate the overall lifetime reliability and temperature stability on a case-by-case basis, as no direct drop-in replacement for PZT-based piezoceramics exists. This innovation enables options for the creation of lead-free ultrasonic flow sensors, crucial for precise, durable measurement in water, heat, and gas metering. BNT-BT piezoceramics can especially be suited for applications like ultrasonic water meters, environmental sensors, and parts used in bubble detection in medical equipment or in medical transducers. Novel lead-free BNT-BT-based piezoceramic supports the transition to lead-free water networks.



Water and marine resources (ESRS E3)

Water and marine resources are currently not identified as material based on CeramTec’s 2024/25 Double Materiality Assessment. Nonetheless, water consumption data is disclosed voluntarily in this reporting period in response to stakeholder requests. Materiality will be reassessed in future DMA cycles.

Water consumption (in m³)	2025	2024
Total water consumption ^[1]	58,661.24	59,254.77
Water withdrawal ^[2]	242,026.87	261,816.56
Water discharge ^[3]	183,365.63	202,561.79
Water recycled and reused ^[4]	101,668.00	101,296.00
Water intensity (m³/EUR) ^[5]	0.000085587	0.0000794356

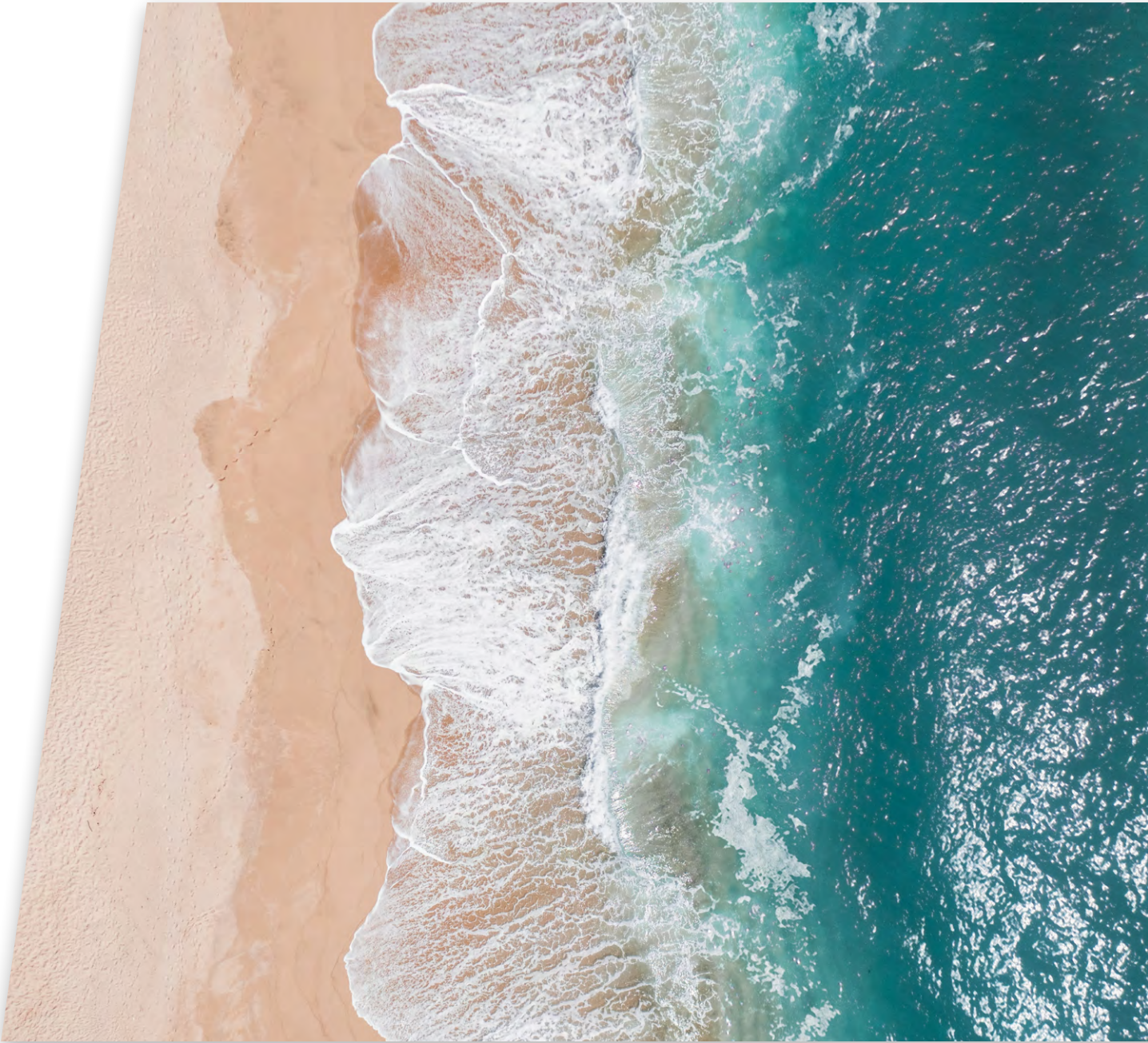
[1] Water consumption = water withdrawal – water discharge

[2] Includes city water and well water.

[3] Does not include rainwater discharge.

[4] Mainly circulating water.

[5] Based on net revenue of 685,401,085 EUR



Resource use & circular economy (ESRS E5)

At CeramTec, our operations are largely focused on production, so circular economy and all its components are of very high importance to our sustainability strategy. Our approach to waste and resource management is supported by established management systems. At certified sites, environmental aspects are addressed within ISO 14001 environmental management systems, while documented processes, responsibilities and controls are embedded in ISO 9001 quality management systems.

Where possible, we resell our waste products to be recycled or repurposed. A portion of our ceramics waste is utilised by other companies, while some metals are sold to specialised waste companies.

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (ESRS 2 IRO-1)

Across CeramTec's production sites, the most relevant waste streams include waste from thermal processes, construction waste, municipal waste and hazardous waste. These waste streams occur at a large share of our locations and are therefore considered material from an environmental and operational perspective.

The qualitative identification of relevant waste streams is performed at site level. The focus of this assessment is on waste types that are either generated in significant quantities or require particular attention due to regulatory or safety requirements, such as hazardous waste.

Our waste is categorised as 'hazardous waste', 'non-hazardous waste' and 'radioactive waste' in accordance with the European Waste Catalogue (2014/955/EU). CeramTec does not generate or dispose of any radioactive waste. Hazardous and non-hazardous waste is generated at our sites and is disposed of in accordance with local regulations.

Actions and resources related to resource use (E5-2)

In the reporting year, CeramTec focused on improving waste separation and handling at site level. Key measures included clearer labelling of waste containers, targeted employee awareness initiatives on correct waste separation, and site-specific process adjustments to reduce overall waste volumes. Where possible, waste materials are sold for recycling or

repurposing – a portion of ceramic waste is utilised by other companies, while certain metals are sold to specialised waste contractors.

Implementation is site-specific and reflects national requirements and local waste management infrastructure. In some countries, such as Mexico, waste is collected via standard container-based systems without site-level separation or weight-based documentation. Where no alternative measurement options are available, waste quantities are determined using estimations. These approaches are reviewed locally and further developed where feasible.

As a best-practice example, the Southampton site was able to achieve a noticeable reduction in waste volumes through improved waste separation and targeted process adjustments.

Handling of hazardous waste

The handling of hazardous waste is governed by applicable national legislation at all sites. Qualified personnel – from functions including SHE, technical services and site management – are responsible for ensuring compliant storage, labelling and disposal. At sites where required by national law, officially appointed waste officers oversee hazardous waste processes. Disposal is carried out exclusively via certified specialist waste disposal companies, which provide the required verification documentation.

The handling of hazardous waste and substances is regularly reviewed as part of internal and external audits, and employees receive regular training on compliant storage, labelling and handling. To drive continuous improvement beyond individual sites, lessons learned and best-practice guidance are systematically shared across the organisation to support a consistent and improving level of protection group-wide.

Resource outflows – Waste (E5-5, ESRS 2 BP 1)

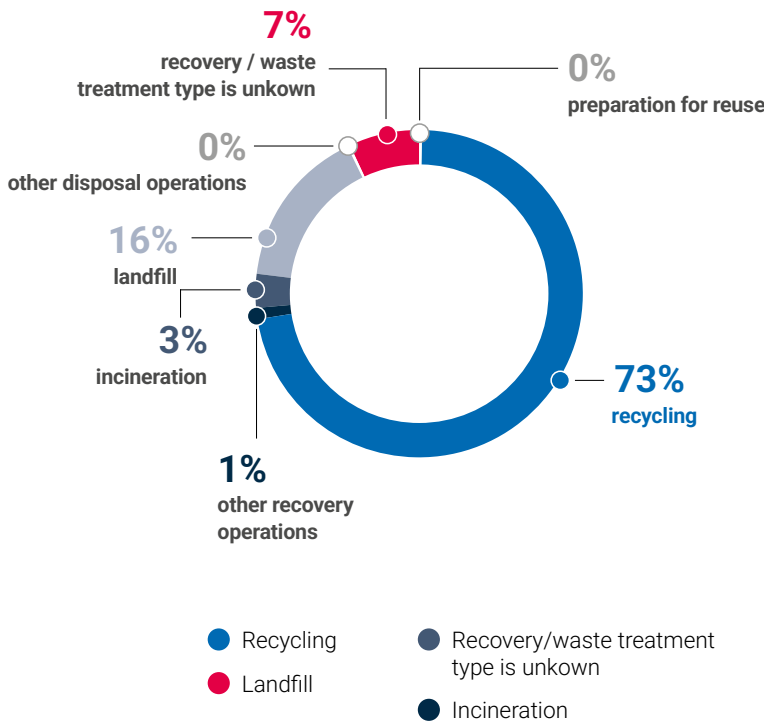
Waste data is collected using site-specific approaches. In several countries, including Germany and the United Kingdom, disposal documentation from specialist waste contractors allows for differentiated tracking of waste types.

In other locations, only aggregated waste data based on invoices or collection records is available. Where detailed weight-based information from disposal documentation was not available, waste quantities were determined using estimates, for example based on container volumes, collection frequency, or comparable reference values. As data availability and methodologies differ between sites, the level of detail and accuracy may vary.

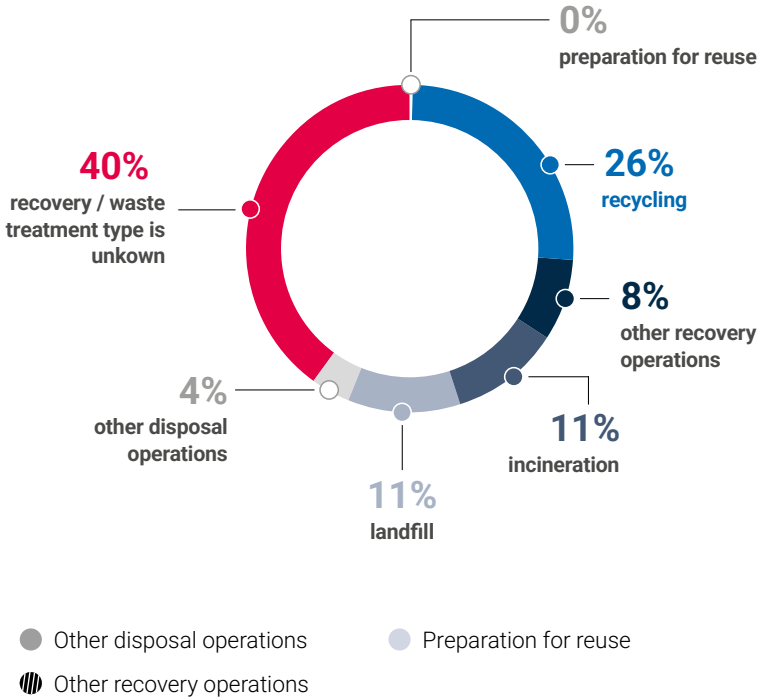
Resource outflow–waste	2025	2024
Total waste generated (t)	5,151.88	5,605.01
Total amount of non-recycled waste ^[1]	1,122.45	1,692.73
Percentage of non-recycled waste ^[1]	21.79	30.20%
Total amount of hazardous waste	1,745.81	1,845.19
Total amount of non-hazardous waste	3,406.07	3,759.82
Total amount of radioactive waste	0	0.00

[1] Does not include waste where the recovery/disposal type is unknown.

Waste disposal and treatment – non hazardous waste (t)



Waste disposal and treatment – hazardous waste (t)



03

Improving social outcomes in our industry

Social overview 29 →

Own workforce 31 →

Taking action & looking after our own workforce 32 →

Encouraging sustainable supply chains 42 →



Social overview

As we utilise our products and processes to improve industry outcomes, we also look inwards and aim to foster a thriving and diverse workforce with a positive attitude. Our policies, procedures, and everyday actions encourage a safe and healthy working environment.

Our ambitions

The SDG alignment reflects a qualitative mapping of CeramTec's strategic ambitions to selected Sustainable Development Goals and does not represent a measurement of impact or contribution.



How we track our performance	Actions to achieve targets
------------------------------	----------------------------

Promote equal opportunity and improve team performance through diverse teams:

We value diversity, inclusion and international talent as part of our people strategy. Our goal is to improve representation in leadership through hiring, succession planning and development.

- | | |
|---|---|
| ■ Percentage gender distribution in senior management | ■ Plans to implement team to promote inclusion, women in leadership, and internal role models |
| ■ Percentage gender pay gap | ■ Planned implementation of bias training |
| ■ Percentage of employees having participated in equal opportunities training | ■ Inclusive employer branding through gender-neutral job postings and embracing diverse applicant pools |

This ambition is aligned with SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). The SDG mapping reflects CeramTec's strategic commitment to equal opportunities, fair treatment and the promotion of diversity and inclusion across the workforce.

Workplace conditions reflect high health, safety, and welfare standards

- | | |
|--|---|
| ■ Lost Time Accident (LTA) rate | ■ Flexible working models, including hybrid working where available, and flexible shift patterns where relevant |
| ■ Lost Time Accident Frequency (LTAF) rate | ■ Safety training, health and well-being workshops |
| ■ Near miss rate of work-related accidents | ■ Continued investment into safety equipment and upgrading of machines to improve safety standards and reduce risks |
| ■ Percentage of employees receiving safety & health training | ■ Workplace assessments and provision of personal protective equipment |
| | ■ Training of first aid workers |
| | ■ Company medical service, voluntary vaccinations, preventive medical care offer |
| | ■ Employee well-being initiatives |

This ambition is aligned with SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth). The alignment highlights CeramTec's strategic focus on safe working conditions, occupational health and the well-being of its employees

Encourage and empower employee engagement

How we track our performance

- Percentage of employee survey participation
- Adjustment of the KPIs after the first execution of an employee survey

Actions to achieve targets

- Fostering idea management through dedicated idea management programmes
- Social and employee dialogues, such as informal dinners or jogging with board members
- Employee engagement survey
- Continue to tailor our actions based on employee survey results

This ambition is aligned with SDG 8 (Decent Work and Economic Growth). The SDG mapping reflects CeramTec's strategic intention to foster employee engagement, participation and continuous dialogue within the organisation.



Own workforce (ESRS S1)



Material impacts to our workforce (ESRS 2 SBM-3, ESRS 2 IRO-1)

Based on our double materiality assessment, CeramTec identifies health and well-being, working conditions and people development as key impact areas for our own workforce. Positive impacts include stable employment relationships and continued investment in employee development, access to health and well-being support measures, and dialogue across regions. At the same time, periods of economic uncertainty, organisational change and site-specific operational requirements can contribute to increased workload and mental strain. For example, changes in leadership and business developments at individual locations can temporarily increase pressure on employees, while local operating models such as shift work can influence workforce composition.

Alongside the topics prioritised through our double materiality assessment, CeramTec also reports on equal treatment and opportunities for all, as part of our strategic ESG direction and corporate values. We address workforce-related impacts through the measures and engagement formats described in this ESRS S1 section. In addition, we manage health and safety-related risks through our group-wide SHE approaches, complemented by site-level risk assessments that take local operational conditions into account; further information is provided in the relevant health and safety section of this report.

Policies related to own workforce (S1-1)

CeramTec's approach to workforce-related policies combines group-level principles with local implementation adapted to country-specific legal and operational requirements. This approach reflects the diversity of CeramTec's global operations across different legal systems and labour market contexts.

HR holds strategic responsibility for key workforce-related topics including working conditions and equal opportunities. Policies are defined and implemented at local or national level, building on overarching group principles that establish minimum standards across the organisation. CeramTec's workforce-related policies address key areas including working conditions (including working hours), equal opportunities and non-discrimination, freedom of association, the prevention of child labour and forced labour, measures against violence and harassment, and occupational health and safety. A more globally harmonised policy framework is being developed progressively, with selected sites already aligning to centrally defined standards.

Employee engagement initiatives (S1-2)

CeramTec engages with its own workforce through a range of formal and informal engagement formats designed to gather feedback on workforce related topics and to foster open dialogue across regions and employee groups. Engagement processes include international CEO townhalls, topic-specific leadership formats, HR led exchange formats such as local HR office hours, as well as ongoing internal communication via intranet, email and shopfloor-based channels. At site level, engagement formats are adapted to local practices; for example, daily shopfloor meetings and idea management programmes are used at selected locations to collect employee input, while regular site meetings and direct exchanges with HR are established formats in other regions. Feedback from these engagement activities is primarily qualitative and is discussed between HR and local management teams. In addition, a pilot employee survey was conducted at one site, and preparations for a global employee survey were completed in 2025, with initial rollout planned for 2026, to further strengthen the structured collection and evaluation of employee feedback.

Our whistleblowing channel is described in the respective governance section of this report.

Taking action and looking after our own workforce (S1-4)

None of our operations would be possible without the efforts and commitment of our workforce. The health, safety and wellbeing of our people are a priority for CeramTec and form a core element of our approach to managing workforce related impacts. This section describes how we respond to and address the workforce related impacts identified through our double materiality assessment. In the reporting year, broader economic uncertainty and phases of organisational change shaped the context in which workforce-related measures were implemented. In response to these transitional impacts, CeramTec continued to focus on initiatives aimed at supporting employee wellbeing and working conditions.

Health and well-being initiatives

Health is a key part of our DNA as a company. Beyond accident prevention, CeramTec promotes employee health through a range of workplace health initiatives. These include preventive health screenings, awareness programmes, and measures to support physical and mental wellbeing, such as mobility initiatives

and digital mental health support offers. At CeramTec, we offer a great variety of healthcare services to our staff, from skin screening to breast cancer awareness and colon cancer detection in people over the age of 55. We also help facilitate blood donation initiatives and promote physical health by providing fitness benefits.

In Germany, CeramTec supports mental health through local measures, including occupational psychologists at selected sites (including Plochingen, Lauf and Marktredwitz). We receive positive feedback from employees on these offers.

Working conditions and pay transparency

To strengthen transparency and consistency in pay-related working conditions, and to support fair and comprehensible remuneration structures, CeramTec introduced the Bundesentgelttrahmentarifvertrag (BERTV – “collectively agreed pay framework”) at the sites in Lauf and Marktredwitz.

In addition to such structural measures, CeramTec focused on improving transparency and stability in day-to-day working conditions through clearer HR processes and strengthened compliance awareness. HR initiatives included targeted supervisor training, increased focus on working hours compliance, and measures to support employee welfare. Clearer communication on applicable HR policies and processes, as well as timely handling of workforce-related issues, supported early resolution and helped prevent escalation.

Across sites, working time arrangements are designed to reflect operational requirements while ensuring transparency and compliance with local regulations. For example, direct employees may work in rotational shift patterns, while indirect employees typically operate under fixed working time models. In addition, an initiative in Malaysia promoting fair treatment between local and

foreign employees contributed to a more transparent, supportive and stable working environment.

Skills, learning and leadership development

CeramTec invests in people development and training and uses employee and participant feedback to continuously improve learning formats. Further information on our skills and learning initiatives is provided in the respective section of this report.

Effectiveness and learnings of workforce-related actions

The effectiveness of workforce-related actions is currently assessed primarily through qualitative feedback mechanisms, including input from employees, management and employee representatives. While a range of measures and initiatives are in place, a fully standardised and globally comparable measurement of effectiveness was not yet established in 2025. CeramTec continues to further develop its approach to effectiveness assessment, including the preparation of more structured feedback mechanisms.

In addition, 2025 marked important progress in strengthening HR-related structures and collaboration, including increased alignment across regions and strong engagement from leadership in supporting workforce-related initiatives.

Employee characteristics (S1-6)

The database for own workforce and own employee data is extracted from CeramTec’s HR system and manual data collection and reported as of 31 December 2025. Employee turnover is calculated based on the average number of employees during the reporting period (1 January – 31 December 2025). In line with ESRS S1, the scope of “own workforce” follows a broader sustainability-oriented definition than the employee figures disclosed in the financial statements. ESRS requires us to include all individuals for whom CeramTec carries employment-related responsibilities – this also covers apprentices, dual students, interns, student workers (“youngsters”) as well as employees on parental leave or long-term sick leave. These groups fall under our duty of care and are considered affected by our workplace conditions, health and safety measures and equal-opportunity commitments, regardless of whether they are currently active or in a training or temporary inactive status.

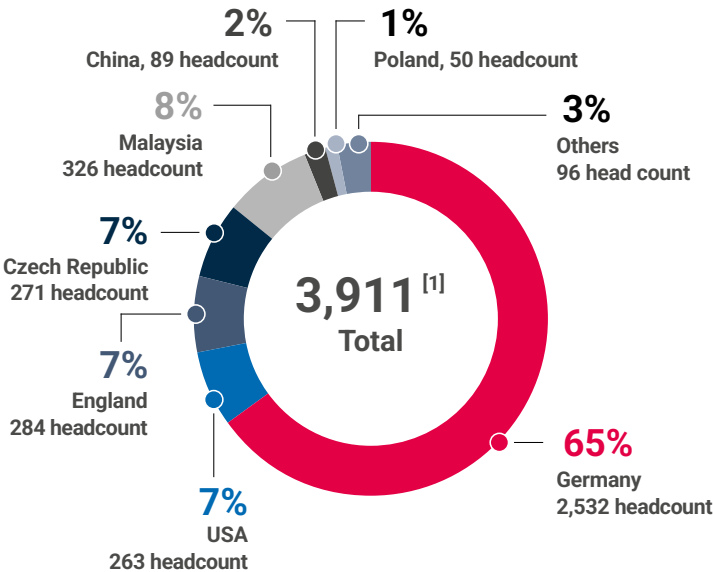
As a result, the ESRS S1 workforce numbers shown here are higher than the population presented in the financial report, which reflects only active, remunerated employees for financial materiality purposes. In the reporting year, this extended ESRS S1 population included 133 apprentices and dual students as well as 51 youngsters.

Number of employees by region^[1]

	Permanent employees (headcount)		Temporary employees (headcount)		Non-guaranteed hours employees (headcount)		Full-time employees (headcount)		Part-time employees (headcount)		Total number of employees by region (headcount)	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Germany	2,220	2,281	299	338	13	1	2,300	2,407	219	214	2,532	2,620
Europe w/o Germany	608	610	32	21	0	13	593	576	47	52	640	644
North and South America	308	341	0	23	0	0	307	363	1	1	308	364
Asia	429	501	2	8	0	0	429	497	0	0	431	509

[1] ESRS S1 applies a broader duty-of-care definition for “own workforce”, including apprentices, interns, student workers and temporarily inactive employees. As a result, ESRS workforce figures exceed the financial statements, which only reflect active, remunerated employees.

Employees by country



Employee turnover

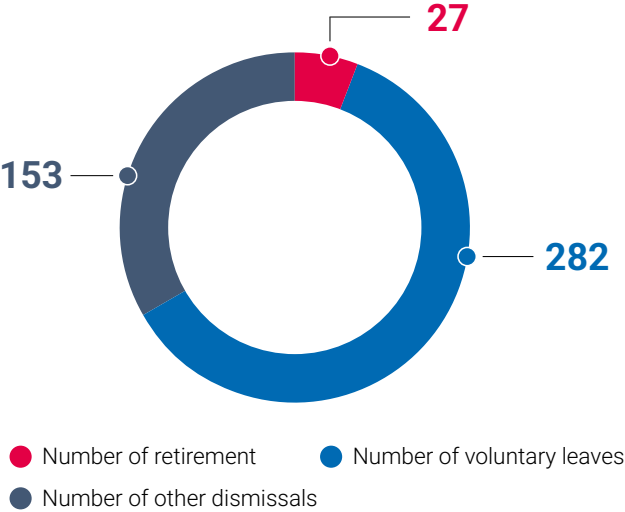
Employee turnover	2025	2024
The total number of employees who have left the Company during the reporting period ^[1]	462	512
The total number of employees who left the Company voluntarily during the reporting period ^[2]	282	229
Rate of employee turnover in the reporting period ^[3]	11.74%	12.91%
Rate of employee turnover in the reporting period – voluntary ^[3]	7.16%	5.77%

[1] Includes voluntary leavers, retirement, dismissal by company, phase-out of temporary contracts, end of apprenticeship, and death.

[2] Includes termination by employee and termination contracts.

[3] Based on an average number of employees during the reporting period of 3,963.

Reasons for dismissal



"Other dismissals" also includes termination of temporary employment, termination of training and cancellation of training.



Social dialogue (S1-8)

CeramTec recognises the importance of social dialogue and respects the rights of employees to freedom of association and collective representation in accordance with applicable local laws. In countries where formal employee representation structures exist, social dialogue is conducted through established bodies and processes at local or national level. In Germany, this includes cooperation with works councils in line with statutory co-determination requirements. In other regions, such as the United Kingdom, employee representation is organised in accordance with local regulations, including recognised trade union structures. These formal social dialogue arrangements complement the broader employee engagement processes described in ESRS S1-2.

Diversity (S1-9)

CeramTec is committed to equal opportunities across its workforce and promotes fair and non-discriminatory access to all positions. Recruitment practices are designed to ensure transparency and equal access, including the use of inclusive language in job postings and the equal promotion of internal career opportunities, in line with applicable legal requirements.

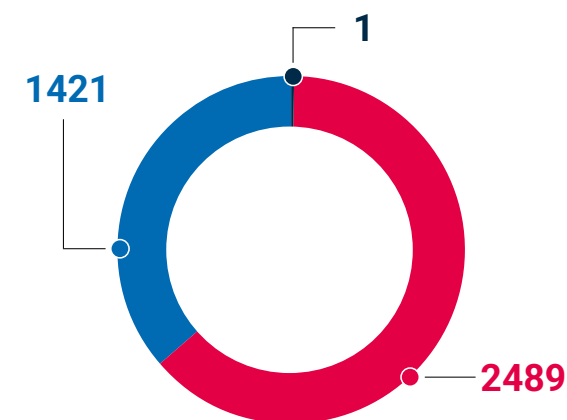
In Germany, CeramTec supports the representation of employees with disabilities through cooperation with the Konzernschwerbehindertenvertretung (KSBV - "Group representative body for employees with disabilities"). In addition, CeramTec supports early career orientation in technical fields through initiatives such as Girls' Day and internship programmes.



Employee characteristics by gender	Permanent employees (headcount)		Temporary employees (headcount)		Non guaranteed hours employees (headcount)		Full-time employees (headcount)		Part-time employees (headcount)		Total number of employees by region in headcount	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Total^[1]	3,565	3,733	333	390	13	14	3,629	3,843	267	267	3,911	4,137
Male	2,270	2,353	215	246	4	5	2,414	2,525	71	67	2,489	2,604
Female	1,295	1,380	117	144	9	9	1,215	1,318	195	200	1,421	1,533
Other/not disclosed	0	0	1	0	0	0	0	0	1	0	1	1

[1] ESRS S1 applies a broader duty-of-care definition for "own workforce", including apprentices, interns, student workers and temporarily inactive employees. As a result, ESRS workforce figures exceed the financial statements, which only reflect active, remunerated employees.

Employees by gender



● Male ● Female ● Divers

Senior management diversity

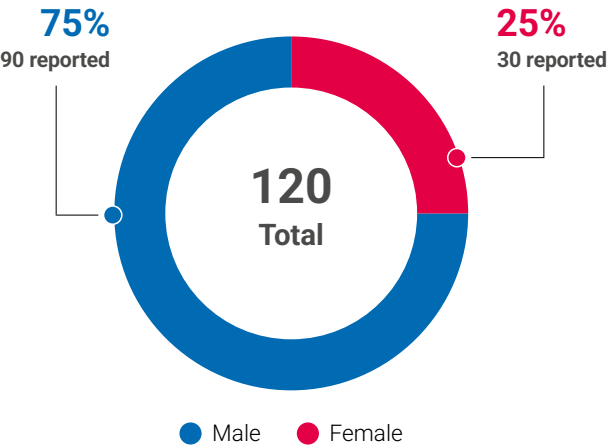
To operate a diverse and inclusive workforce, it is important to us that we accurately represent our people at the senior level. Our definition of senior management is those employees at Board Level and the two levels below, provided that they hold management positions and have personnel responsibility.

Our total workforce gender ratio is 36 % female, 64 % male, proportionally represented by a 25 % female, 75 % male senior management.

In the reporting year, CeramTec conducted a review of role comparability as part of an ongoing job architecture project. This review affected the allocation of certain positions to management levels and, consequently, the composition of the senior management population used for reporting purposes. As a result, the reported figures differ slightly from those disclosed in the previous year. The job architecture project is ongoing and may result in further adjustments to the reported population in future reporting periods.

Our “CT Lead” program, which is described in more detail in the following passages, actively promotes women in leadership.

Number of employees (headcount) at top management level and gender distribution



Persons with disabilities (1-12)

Persons with disabilities	2025	2024
Number of persons with disabilities amongst employees	143	151
Percentage of persons with disabilities amongst employees ¹	3.7%	3.65%

[1] Numbers on disability are not allowed to be raised in UK (legal restriction).

Training and skills development (S1-13)

“Learn and Grow” is one of CeramTec’s corporate values. Continuous learning and development are a central aspect of not only our sustainability strategy, but also our business outlook. Our “Training and Competences” process instruction – applicable to our CeramTec GmbH, Service Centre, and CeramTec ETEC divisions – defines the structured approach to training within the organisation.

To ensure we are actively fostering talent, we implemented specialised talent management. CeramTec Campus, our online learning service, offers a comprehensive range of soft skills development opportunities, supporting our employees in achieving personal and professional growth.

Skills and leadership capabilities are strengthened through a combination of global and local learning formats. Global programmes such as LEAD and CT Grow are complemented by region-specific initiatives. In Germany, these include leadership development rounds, training series on project management and communication, an internal training programme for data analysts, and CT Compass as an orientation workshop for potential leaders. In the United States, local HR functions utilise local training resources, including external certification programmes.

Training approaches also reflect differences in employee roles and operational contexts. For example, at selected sites, direct employees are trained based on defined departmental standard procedure documents to ensure safe and consistent process execution, while training needs for indirect employees are identified through structured training needs analyses and addressed through targeted qualification measures. In addition, training initiatives place a particular focus on supervisors, supporting compliance awareness, the application of working time models and the effective management of diverse workforces, including foreign employees.

Employee training requirements are assessed and documented during the performance review process for those under collective agreements (in Germany) and through the target-setting process for our global workforce.

Health, safety and well-being

The welfare of our staff is paramount to all of our operations. We intend to run a company where our employees feel cared for and protected in the workplace and are aware of all the extra benefits available to them.

Strategy and material impacts to our work (SBM-3)

CeramTec addresses health and safety risks through its central Health, Safety and Environment (SHE) framework, which considers industry-standard hazards. Site-specific risk assessments are conducted by local site management based on operational conditions.

In the reporting year, key health and safety topics were defined through a centrally established SHE focus for 2025 and specified at site level. Priority areas included accident prevention, alongside ergonomic risks, order and cleanliness, hazardous substance handling, appropriate use of personal protective equipment, and psychological strain addressed in cooperation with Human Resources.

Policies related to health and safety (S1-1)

Health and safety are governed through a groupwide Health, Safety and Environment approach that combines certified management systems with site-specific processes in line with applicable national legal requirements.

Selected locations, such as the Ruabon site in the United Kingdom, are certified according to ISO 45001. In 2025, CeramTec further developed a global SHE Guideline defining binding principles and minimum requirements, which is planned to be implemented across the Group from 2026 onwards.

Overall responsibility for SHE lies with local site management and is embedded in leadership responsibilities. The SHE framework applies to the entire workforce, including permanent and temporary employees, leasing workers, apprentices and students.

Actions related to health and safety (S1-4)

All employees are provided with the appropriate personal protective equipment (PPE) as required for their role. CeramTec also operates a portal through which employees can report near misses in the workplace. Following an assessment of each report, we take appropriate next steps to mitigate future risks.

To protect employee health and safety, CeramTec implemented targeted technical, organisational and behavioural measures during the reporting year. These included the further standardisation of accident investigations with root cause analyses and preventive follow-up actions, as well as targeted safety trainings for relevant employee groups and managers. Key findings are shared across the organisation through lessons learned and regular SHE communications, supporting continuous improvement.

In Germany, cooperation between the works council and our employee health and safety (SHE) department is a legal requirement. Employees are involved in inspections and in safety-related reporting. There is high engagement from employees to encourage improvement in safety, health and environmental aspects.





Health and safety metrics (S1-14)

To monitor the effectiveness of health and safety measures, CeramTec uses a combination of quantitative and qualitative indicators, including accident statistics, lost-time accident figures, near-miss reports, and the results of internal and external audits.

Own workforce covered by standards	2025	2024
Number of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines (headcount) ^[1]	3,911	4,137
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines (%) ^[2]	100%	100%

[1] ESRS S1 applies a broader duty-of-care definition for "own workforce", including apprentices, interns, student workers and temporarily inactive employees. As a result, ESRS workforce figures exceed the financial statements, which only reflect active, remunerated employees.

[2] As no separate measurement methodology is applied, coverage is assessed based on the defined scope of applicable internal and external requirements, which are binding for all managers.

In the comparison between 2024 and 2025, an increase in lost-time accidents was observed, while the total number of OSHA-recordable accidents, classified in line with the Occupational Safety and Health Administration (OSHA) criteria, remained stable and the overall number of lost workdays decreased. The number of reported near-misses declined. This development is assessed both as a potential indicator of improved safety conditions and as a signal of changing reporting behaviour.

Clear reporting and escalation pathways are in place for safety incidents and concerns. OSHA-relevant incidents are analysed by local SHE representatives. In the case of lost-time accidents, immediate reporting to central SHE, local site management and the relevant operations management level is required. Near-misses and safety observations are captured via different reporting systems depending on the country, including digital tools in Germany and site-specific software solutions or structured Excel-based systems in other locations.

All reported incidents are subject to structured root-cause analyses. Findings are consolidated centrally, communicated through regular reports and meetings, and integrated into monthly SHE topics, lessons learned and best-practice recommendations, supporting continuous improvement and a consistent safety culture across sites.

Health and safety statistics	2025	2024
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	0	0
Number of recordable work-related accidents	42	42
Lost time accidents (LTA)	20	16
Number of days lost to work-related injuries from work-related accidents, excluding work-related ill health and fatalities	225	238

Work-life balance (S1-15)

Where the working environment allows, flexible working hours and hybrid or remote work are offered to our employees to support a healthier work-life balance. In shift work, we put great effort into early and reliable shift planning through effective communication so employees can better plan their schedules.

In addition, working time arrangements are designed to reflect operational requirements while supporting predictability and compliance with local regulations. Depending on the role, this includes part-time arrangements where operationally feasible, as well as rotational shift patterns for direct employees and fixed working time models for indirect employees, contributing to clearer expectations and improved work-life balance.



Gender pay gap (S1-16)

The unadjusted gender pay gap across the CeramTec Group was 24.88 % in the reporting year. The methodology we used followed the ESRS standard of categorising employees by gender, combining their annual ordinary pay with any relevant bonus pay, and dividing this by annual working hours. We then calculated the average hourly salary by calculating the sum of hourly salary per gender and dividing by total headcount per gender. The figure does not adjust for differences in role, function, seniority or working-time arrangements.

Gender pay gap	2025	2024
Gender pay gap - unadjusted (%)	24.88	24.91

The reported gap is predominantly driven by structural workforce composition effects rather than unequal pay for comparable work. Three factors account for the majority of the difference:

First, shift-based compensation: A significant share of CeramTec’s production workforce operates in rotational or night-shift patterns that attract collectively agreed shift premiums. These roles are disproportionately held by male employees, reflecting labour-market patterns in industrial manufacturing.

Second, working-time distribution: in the reporting year, approximately 73 % of part-time employees were female. While part-time arrangements are offered to support flexibility and work-life balance, they reduce average annualised earnings as calculated under the ESRS methodology.

Third, occupational distribution: male employees are more strongly represented in certain technical and supervisory functions, while female employees account for a higher share of administrative and support roles. This distributional pattern influences the overall average rather than reflecting differences in pay for equivalent positions.

CeramTec is committed to equal pay for equal work in accordance with applicable legal requirements. To improve transparency and address structural imbalances, CeramTec continues to promote roles using inclusive language, review role comparability as part of the ongoing job architecture project and identify targeted actions in areas where compositional gaps are most pronounced. As these structural measures take effect and the underlying data matures, CeramTec intends to complement the unadjusted pay gap figure with more granular analyses in future reporting periods.



Human rights

Policies and actions related to human rights (S-1, S1-4)

We are committed to conducting our business in a manner that respects the human rights and dignity of all, and we support international efforts to promote and protect human rights, including the absolute rejection of child labour, slavery, human trafficking and forced labour. These efforts are led by our Human Rights Delegate and, in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, “LkSG”), supported by our entire organisation. The Human Rights Delegate’s responsibility is limited to CeramTec’s “own business area” (eigener Geschäftsbereich), which for 2025 has been identified as the Group’s German entities: CeramTec GmbH, CeramTec ETEC GmbH, and Emil Müller GmbH, and their direct suppliers (including certain affiliates acting as direct suppliers and, where required under the LkSG, relevant indirect suppliers). If we receive a report of a potential human rights violation in an affiliate that is not a supplier to the German entities, the Human Rights Delegate, together with the CeramTec Group Compliance Officer, will oversee the process and coordinate appropriate next steps with the relevant local management.

Incidents, complaints and severe human rights impacts (S1-17)

We encourage our employees and other stakeholders to report concerns by providing means to contact us confidentially. To that end we have a dedicated hotline, EthicsPoint, which enables anonymous reports. Per policy, we do not retaliate against any reporter who raises a concern or makes a report in good faith, and violations of this commitment are not tolerated.

In the reporting year, there were no fines or penalties issued by any authorities, or compensation for damages paid by the Company based on incidents and complaints.

During the reporting year, CeramTec became aware of allegations of potential human rights-related issues affecting several employees at an entity within the CeramTec Group in Malaysia. The matter was thoroughly assessed and investigated with the support of an independent third party, and remediation measures were implemented as appropriate. The investigation and remediation were conducted in line with internationally recognised standards. In addition, process improvements were implemented to help prevent recurrence.

	2025	2024
Number of complaints filed through EthicsPoint hotline	45	19

The number of cases reported through EthicsPoint increased from 19 in 2024 to 45 in 2025. CeramTec views this development positively – the increase reflects the impact of targeted compliance training and the global SpeakUp campaign launched in 2025, which raised awareness of available reporting channels across all locations. A higher reporting rate indicates growing confidence among employees and stakeholders in the confidentiality and effectiveness of the reporting mechanism, rather than an increase in underlying misconduct.



Certifications

The CeramTec Group's materials testing labs are responsible for clear, professional testing from initial sampling to documenting the end results. These labs are accredited by the German Accreditation Body (DAkkS) according to the DIN EN ISO/IEC 17025 standard.

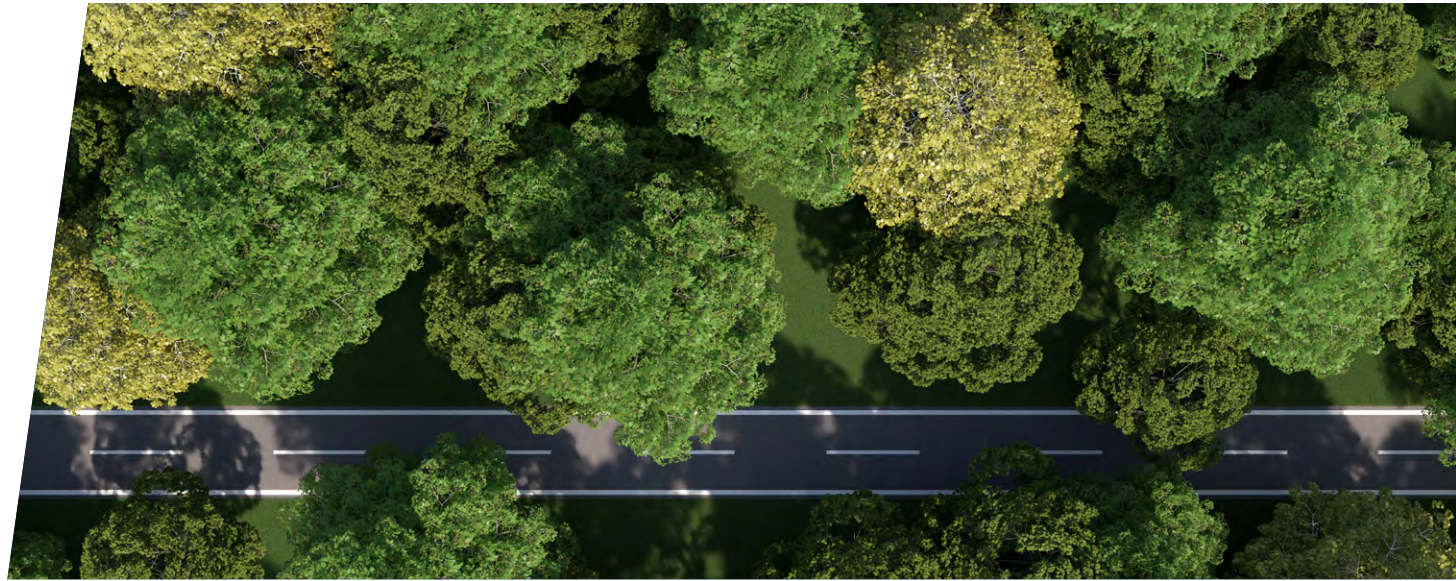
Quality and rigorous testing are essential in ensuring the safety of both workers and end-users, as they help identify potential hazards, prevent defects, and uphold reliability, thereby reducing the risk of accidents and enhancing trust in the final product.

We are proud to uphold a range of certifications for our safety and quality management:

- **ISO 9001:** provides an internationally recognised standard for quality management systems, ensuring that organisations consistently meet customer and regulatory requirements through continuous improvement.
- **DIN EN ISO 13485:** specifies the quality management requirements for the design and manufacturing of medical devices, ensuring compliance with regulatory standards and safety protocols.
- **DIN EN ISO/IEC 17025:** defines the general requirements for the competence of testing and calibration laboratories, ensuring the accuracy and reliability of testing results.

Encouraging sustainable supply chains

We comply with the German Supply Chain Due Diligence Act, and our Human Rights Declaration and Risk Process are publicly available. We intend for CeramTec's entire supply chain to be responsible and ethical, with consideration of human rights and environmental best practice integrated into our supplier contracts



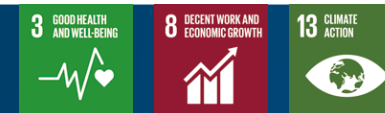
Our certifications

Operating a responsible, well-governed supply chain is important to us. We are proud to set high standards for ourselves and our suppliers, and this is evident in the certifications we have obtained:

- **AEO:** Authorized Economic Operator: signifies that a business is recognised as a reliable and secure player in the global supply chain, facilitating streamlined customs processes and international trade.
- **IATF 16949:** a global standard for quality management in the automotive industry, focusing on defect prevention, reducing variation, and promoting continuous improvement throughout the supply chain.

Management of relationships with suppliers (ESRS G1-2)

CeramTec's approach to supplier relationship management is based on clear expectations, risk-based assessments and continuous dialogue. Our Supplier Standards are publicly available and set out binding requirements for ethical conduct, human rights, environmental responsibility and compliance. We furthermore continuously monitor our suppliers through regular direct interaction and third-party providers of standardized supplier assessment.



Our ambitions

How we track our performance

All high-risk suppliers^[1] have been requested to complete an ESG assessment

- Percentage of high-risk suppliers that have undergone an ESG assessment
- Percentage of suppliers rated as high risk

This ambition is aligned with SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action) and SDG 17 (Partnerships for the Goals). The alignment reflects CeramTec's strategic approach to responsible supplier management, risk based ESG assessments and long-term collaboration with business partners. The SDG alignment reflects a qualitative mapping of CeramTec's strategic ambitions to selected Sustainable Development Goals and does not represent a measurement of impact or contribution.

All top suppliers^[2] have been requested to complete an ESG assessment

- Percentage of top suppliers that have undergone an ESG assessment

All suppliers undergo an ESG pre-risk check

- Number of top suppliers audited with on-site audit or third-party audit

Cultivate and strengthen partnerships with suppliers for a more sustainable and responsible supply chain

- Dialogue with suppliers, site visits, and renewed contracts
- Review of supplier code of conduct
- Implement new supplier code of conduct
- Online ESG risk assessment for suppliers
- Online ESG self-assessment for suppliers
- Further action based on risk assessment results

[1] High-risk suppliers: all suppliers that are rated as high-risk after an internal ESG risk assessment based on a variety of ESG indices.

[2] Top suppliers: Top 50 suppliers in spend, make up ~ 60% of spend.

04

Governance

Governance structure

45 →

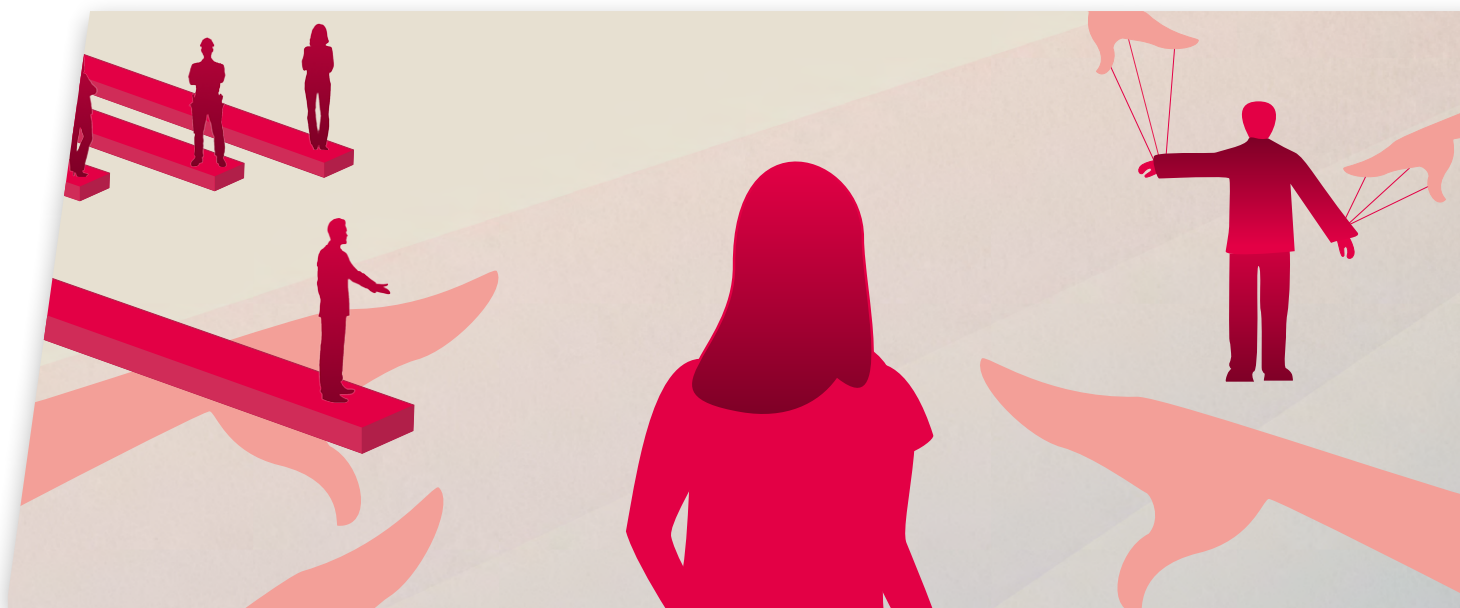


Governance structure (ESRS 2 GOV-1)

CeramTec's business conduct framework is built on a group-wide compliance programme that combines binding policies, targeted training, accessible reporting channels and independent investigation processes. The framework applies to all CeramTec entities worldwide and is designed to prevent, detect and address violations of applicable laws and ethical standards. Supervisory bodies

The role of the administrative, management and supervisory bodies (ESRS GOV-2)

In addition to the overarching responsibilities of the administrative, management and supervisory bodies, CeramTec has established dedicated governance and compliance oversight structures to address specific risk areas and ensure effective supervision of business conduct.



Key oversight structures include:

- **Supervisory Board:** The Supervisory Board is composed of employer and employee representatives in equal measure. It holds formal oversight responsibility for Compliance and Business Conduct and is informed regularly and ad hoc, as appropriate, of significant compliance matters.
- **Advisory Committee and Audit Committee:** The Advisory Committee, representing CeramTec's shareholders and Non-Executive Directors selected by the shareholders, receives regular updates on CeramTec Group compliance and sustainability matters through its Audit Committee. The Audit Committee, as a dedicated subcommittee of the Advisory Committee, receives sustainability updates twice a year, covering ESG performance and key metrics, material sustainability-related risks and opportunities, progress against climate targets, and regulatory developments including CSRD compliance. The Remuneration Committee, also a subcommittee of the Advisory Committee, oversees matters related to equal pay, ensuring that CeramTec's remuneration practices are fair and equitable across the organisation.
- **Corporate Compliance Committee:** Oversees overall compliance activities and receives quarterly reporting on compliance cases, including trends, key findings and preventive measures.
- **Medical Compliance Committee:** Reviews and pre approves interactions with Health Care Professionals (HCPs) and - where applicable - engagements with a government or authority nexus to reduce the risk of improper benefits and compliance breaches.

Business conduct, policies and corporate culture (G11)

CeramTec embeds business conduct through binding group-wide policies and procedures and reinforces them through training and various communication channels. Concerns can be raised through multiple channels, including CeramTec's confidential whistleblowing system; further details are provided in the Protection of Whistleblowers section of this report.

The CeramTec Code of Conduct reflects the Group's commitment to transparent, lawful and ethical business conduct. Last revised in March 2023, it is publicly available on the company website and describes the main principles governing business behaviour as well as the key channels through which employees and third parties can raise concerns. Complementing this, the CeramTec Group Supplier Standards are also publicly available and set out CeramTec's expectations regarding ethical conduct and compliance for suppliers.

These requirements are supported by a number of global policies and procedures. The Global Ethics Compliance Program Policy defines the framework for CeramTec's compliance programme and outlines responsibilities, governance structures and reporting channels. The Global Antibribery Policy applies to all CeramTec entities worldwide and to relevant third parties providing services to or representing CeramTec and sets out binding rules to prevent corruption and bribery. Both were issued in October 2024.

Further policies include the Global Conflicts of Interest Procedure, which establishes requirements for identifying, disclosing and

managing potential conflicts of interest, and the Global Donation and Sponsorship Procedure, which defines the principles and approval processes for donations and sponsorship activities. In addition, the CeramTec Healthcare Compliance Regulations govern interactions with Health Care Professionals and related stakeholders in regulated healthcare environments. Together, these policies cover both anti-corruption requirements and broader business conduct expectations.

Protection of whistleblowers (SpeakUp)

CeramTec promotes a speak-up culture and provides secure and accessible channels for employees and external stakeholders to raise concerns about suspected misconduct. Reports can be submitted via EthicsPoint, a third-party managed tool available 24/7 with online and telephone reporting and translator support, including the option to report anonymously where permitted. Additional reporting routes include line managers, Human Resources, and the Legal & Compliance function.

In 2025, CeramTec further strengthened its whistleblower framework through a global SpeakUp campaign, aimed at increasing awareness of available reporting channels and reinforcing trust in the protection mechanisms. Campaign materials, including posters, were developed and distributed in up to nine languages to ensure broad accessibility across all locations.

Reports submitted through EthicsPoint are accessible only to the Chief Compliance Officer and Deputy Compliance Officer, who are specially trained and handle matters under strict confidentiality. Acting as the primary intake and coordination points, they triage each report and assign it for investigation and follow-up based on the nature of the allegation and the location of the incident, in accordance with the Guidelines for Handling Cases of Suspected Ethics Violations and related investigation guidance.

Cases are allocated to relevant internal experts, such as Human Resources, Legal, Internal Audit or IT Security, following clearly defined decision paths, escalation rules and need-to-know access principles. Investigations follow standardised approval, documentation and follow-up processes, with periodic reporting to the Corporate Compliance Committee to support oversight and trend analysis. Where specialised expertise or additional independence is required, external providers (for example forensic, legal or translation support) may be engaged, while overall case ownership remains with the Compliance function.

CeramTec maintains a strict non-retaliation commitment: no retaliation is tolerated against anyone who reports concerns or asks questions in good faith or assists in an investigation, regardless of their role, employment status or relationship with the company. These principles are anchored in the Code of Conduct, the Global Ethics Compliance Program Policy, the Antibribery Policy and the Guidelines for Handling Cases of Suspected Ethics Violations and are designed to be consistent with the intent of the EU Whistleblowing Directive (EU) 2019/1937 and other applicable laws.

Investigation of business conduct incidents

Reported concerns, including allegations of corruption or bribery, are investigated in accordance with the Guidelines for Handling Cases of Suspected Ethics Violations, which applies across the CeramTec Group and provides a consistent framework for objective, independent and timely case handling.

Investigations are conducted by a team independent of the affected business unit, drawing on expertise from Corporate Legal, Compliance and Internal Audit as appropriate to the nature and scope of the allegation. Investigators are not selected from the involved management area. Where a member of management is implicated, that individual is excluded from any involvement in the investigation and receives information only to the extent required by applicable law and to safeguard their rights of defence. Where appropriate, CeramTec may engage external advisors – such as forensic specialists or outside counsel – to support investigations. The investigation framework is reviewed and updated as needed to maintain effectiveness and alignment with applicable law.

Executive management receives detailed briefings on investigation results as appropriate. The Corporate Compliance Committee reviews quarterly summaries of compliance cases, including key findings, trends and resulting preventive measures, and significant matters are escalated to the Supervisory Board on an ad hoc basis. Access to case information is limited on a need-to-know basis and CeramTec's non-retaliation commitment applies throughout.

Ethics compliance training

CeramTec reinforces ethical business conduct through a structured global training programme. Business conduct requirements are embedded through (i) annual "read & confirm"



of the CeramTec Code of Conduct for all team members (with the opportunity to flag reportable concerns) and (ii) a full Code of Conduct training on a three-year cycle. Delivery is tailored to employee groups: white-collar employees complete training via e-learning, while shop-floor employees receive face-to-face training on the same cycle. White-collar employees also complete an additional e-learning module that covers key compliance policies, with a particular focus on anti-corruption requirements. Additionally, risk-based, targeted trainings are provided to functions and locations with elevated exposure. Functions at risk are defined as those functions whose tasks and responsibilities are associated with an increased risk of corruption or bribery. At CeramTec, the primary risk areas are functions in sales and procurement.

Training and policy updates are communicated through a mix of channels, including e-learning and virtual formats, intranet communications, email one-pagers and podcasts, supported - where relevant - from a culture and awareness perspective by the 2025 SpeakUp campaign.

Compliance training participation and completion are monitored for e-learning trainings through the global learning management system and, for in-person or non-digital sessions, through documented attendee sheets and read-and-sign confirmations. Where relevant, prior-year completion figures are used as context for planning and improving coverage in 2025.

In 2025, 80 % of the AMSB (Administrative, Management and Supervisory Bodies) completed the mandatory compliance trainings. Among functions classified as at risk, the completion rate reached 98%.

Data privacy and cyber security

CeramTec takes data privacy and cybersecurity seriously across all its operations. Employees receive training on applicable data protection requirements in their respective jurisdictions. Regular penetration tests are conducted to identify vulnerabilities, and selected sites maintain TISAX compliance, reflecting CeramTec's commitment to automotive industry security standards.

Anti-corruption and anti-bribery

CeramTec maintains a group-wide anti-corruption and anti-bribery framework aligned with the United Nations Convention against Corruption. Our Code of Conduct sets out the core principles of lawful and ethical business conduct, and the Global Antibribery Policy specifies the rules and controls to implement these commitments in practice. This framework applies to all CeramTec entities worldwide and also to relevant third parties who provide services to, or represent, CeramTec.

As a key preventive control, interactions with Health Care Professionals (HCPs) are subject to defined requirements and prior review and approval by the Medical Compliance Committee to help ensure engagements are appropriate, documented, and compliant with applicable laws and internal standards.

Prevention and detection of corruption and bribery

CeramTec has a zero-tolerance stance towards corruption and bribery and seeks to prevent and detect such conduct through a structured combination of reporting mechanisms, risk-based controls and targeted governance processes.

- **Reporting channels:** Concerns can be raised via EthicsPoint, a third-party managed channel available 24/7 with online and telephone reporting, translator support, and anonymous reporting where permitted by law. Additional internal channels include line management, Human Resources, and the Legal & Compliance function (open-door approach).

- **Compliance controls:** CeramTec conducts regular compliance risk assessments and maintains internal controls and internal audit activities to identify and address corruption-related risks in a structured manner.
- **Training and awareness:** Employees receive training on the Code of Conduct and relevant anti-corruption / anti-bribery policies, supported by proactive communications to reinforce expectations and awareness of available reporting channels.
- **Governance and approvals:** The Corporate Compliance Committee provides oversight of all compliance activities. Interactions with Health Care Professionals require prior approval by the Medical Compliance Committee to mitigate the risk of improper benefits or inducements.

Independent investigation

Investigations are conducted by a team independent of the affected business unit, drawing on expertise from Corporate Legal, Compliance and Internal Audit as appropriate to the nature of the allegation.

Incidents of corruption or bribery (ESRS G1-4)

Category	2025	2024
The total number of convictions for violation of anti-corruption and anti-bribery laws	0	0
The amount of fines for violation of anti-corruption and anti-bribery laws	0	0





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For any queries or feedback about this report, please contact ESG@ceramtec.de