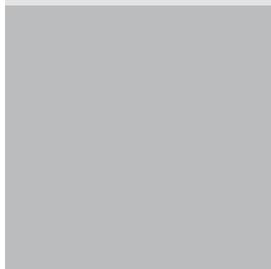
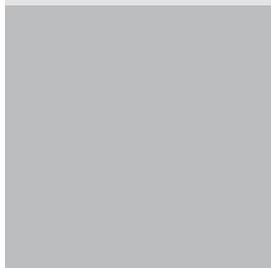
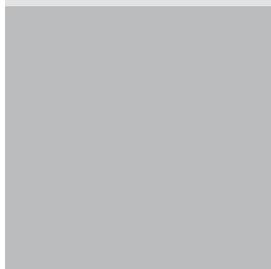


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LETTER FROM THE CEO

Dear readers,

Conscious of our responsibility, we present our 2023–2024 Sustainability Report. It not only reflects what we have already achieved, but also demonstrates our ongoing commitment to a sustainable future.

Our Heraeus Vision makes it clear that, our commitment to sustainability and responsibility is a fundamental part of our business strategy. We are convinced that this not only allows us to fulfill our responsibility to future generations, but also supports our business growth, enables long-term success and strengthens the resilience of the entire Heraeus Group.

It is at the heart of our identity as a family-owned, global technology company to enable sustainable transformation towards a healthy planet and society with our responsible leadership and technology. We are forward looking, curious, creative, and eager to learn. With our expertise and our resources, we have been making meaningful contributions over generations and we are committed to doing so in the future. Only successful businesses sustain long term. What makes us strong is our entrepreneurial drive, our independence, financial stability, and our integrity.

Materials. Innovations. For generations. Our new claim is a promise to consistently focus all our activities on resilience, innovation, and having a positive impact for future generations.

Sustainability: a cornerstone of success

I am pleased to report that Heraeus has made significant progress in its sustainability initiatives, both in the environmental and social areas. We have further specified our existing, 1.5 °C global warming-aligned, near-term Scope 1 and 2 target. By 2030, we are committed to source 50% of our electricity consumption from renewable sources. Besides site-specific energy efficiency improvements, we have expanded the number of on-site solar PV installations to a total of 25 Heraeus locations in 16 countries. With this Sustainability Report we also have set ambitious new targets to reduce our Scope 3 emissions by 37.5% by 2035 from 2021 levels.

Our contribution is not limited to emission targets. We are aiming to increase intake volumes of secondary precious metals and in doing so foster the circular economy. With the acquisition of McCol Metals, we have expanded our precious metals recycling capabilities.

We prioritize the health and safety of our employees and secure working conditions throughout the wider value chain. We value diversity of thought, equal access to opportunities and an inclusive corporate culture and have made further progress in this respect. All Operating Companies are actively committed to a respectful, appreciative, and fair working environment. This also forms the basis of our value-based corporate culture, which is founded on integrity. We will continue to strengthen and develop this culture going forward.

Our efforts are also reflected in the specific sustainability goals of our Operating Companies and their sustainability ratings. We are dedicated to reducing our environmental footprint further and will provide annual updates on our progress towards achieving our objectives.

Recognizing the important role that sustainability plays in our company's success, we have elevated its position within our corporate structure as a dedicated function reporting directly to the Board of Managing Directors. We have continued our regular ESG chapter meetings to ensure proper governance and oversight. In this way, we have achieved readiness to comply with evolving reporting standards and regulatory requirements, such as CSRD. But our work goes beyond compliance: through robust baselining and continuous stakeholder engagement, we have set goals that strengthen not only the resilience of our Operating Companies, but also that of our entire Group.

I encourage you to explore our 2023–2024 Sustainability Report to gain a deeper insight into our initiatives and achievements. Heraeus is committed to advancing on a foundation of innovation and responsibility, and we invite you to join us on this ongoing journey.

Sincerely,

A handwritten signature in blue ink, appearing to read 'F. Stietz', with a long horizontal stroke extending to the right.

Dr. Frank Stietz
CEO of the Heraeus Group

FOREWORD

About this report

To prepare for the future reporting requirements laid out by the Corporate Sustainability Reporting Directive (CSRD), Heraeus initiated forward-looking efforts as early as 2023. As part of this, a double materiality assessment in line with the requirements of the European Sustainability Reporting Standards (ESRS) was carried out. With this as the basis, the topics identified as material provided the framework for preparing this 2023–2024 Sustainability Report oriented on CSRD requirements. A wide range of these requirements have already been integrated into this report in order to be optimally prepared for the publication of the first CSRD-compliant report. Our next report will be published in 2026.

An overview of ESRS Disclosure Requirements and references to corresponding content in this report can be found in the appendix.

External assurance

This report has not been subjected to external review by an auditing company. Heraeus has prepared this 2023–2024 report with a view to aligning its current reporting with the future requirements for CSRD-compliant reporting. We have initiated extensive efforts with our auditors regarding various aspects of CSRD reporting. In addition, several consulting and auditing companies provided guidance and frameworks on specific topics.

Overview of key Group commitments

Target	Time horizon
Climate	
Reduce our Scope 1 and 2 emissions by 42% from 2021 base year	2030
Increase share of renewable electricity to 50%	2030
Reduce our Scope 3 emissions by 37.5% from 2021 base year	2035
Pollution	
Ensure 80% of our production sites fulfill our internal EHS management system requirements	2025 ¹
Circular economy	
Increase intake volumes of secondary precious metals	Ongoing
Health & safety	
Achieve a lost-time incident rate of less than 2	2025
Diversity	
Target not yet defined	
People in our value chain	
Ensure 80% of Heraeus Precious Metals' mining partners have sustainability targets in place	2026

¹ The target was fulfilled ahead of schedule in 2024.

ESRS 2 GENERAL DISCLOSURES

BP-1: General basis for preparation of sustainability statements

Scope of report

This Heraeus Group Sustainability Report has been prepared in close alignment with the European Sustainability Reporting Standards. Throughout the report Heraeus Group is referred to as Heraeus or Group. Should the CSRD be transposed into German law in 2025, these standards will be binding for the Group as of the reporting year 2025. All Group companies that are included in the consolidated financial statements also fall within the scope of the Heraeus Group Sustainability Report.

In our double materiality assessment, the entire value chain was evaluated, in particular with regards to potential impacts, insofar as potential impacts were known and could be identified.

This sustainability report covers the period of January 1, 2023 to December 31, 2024.

Omissions of data points and use of phase-ins

Heraeus has made use of the phase-in option for anticipated financial effects from material physical and transition risks and potential climate-related opportunities as described in ESRS 1, Appendix C and E1-9. The assessment of these financial effects was carried out in a qualitative way. A quantitative assessment will be performed in the next few years.

Heraeus has omitted the disclosure under E5-4, no. 31 related to weight of precious metals used in operations as this information is considered sensitive.

BP-2: Disclosures in relation to specific circumstances

Time horizons

Time horizons are defined in accordance with ESRS 1 and aligned with the Heraeus financial planning process. A “short-term horizon” refers to the next 12–24 months (“forecast”). A “medium-term horizon” refers to the next two to five years (Financial Year Outlook and strategic planning). A “long-term horizon” refers to a period of longer than five years.

This attribution was applied in the assessment of impacts, risks, and opportunities.

Source of estimations

The majority of metrics relating to own operations rely on sound data with limited scope for uncertainty. With regard to value chain metrics, a key area of estimation and uncertainty relates to Scope 3 greenhouse gas (GHG) emissions. Calculation of these emissions relies to a significant extent on the use of industry average values and factors from databases. The area with the highest impact is purchased goods, as this category makes up the largest share of the Group’s emissions. A strong focus was set in the past year on using activity-based factors instead of value-based factors to ensure higher quality and reliability of the data. As of 2024, 98% of the Scope 3.1 GHG emissions were calculated using activity-based factors. A next step will be to progressively introduce primary factor data from our suppliers.

Dedicated supplier engagement has been initiated in order to obtain such factors, with a particular focus on precious metal mining companies.

Explanation of changes in preparation and presentation of sustainability information

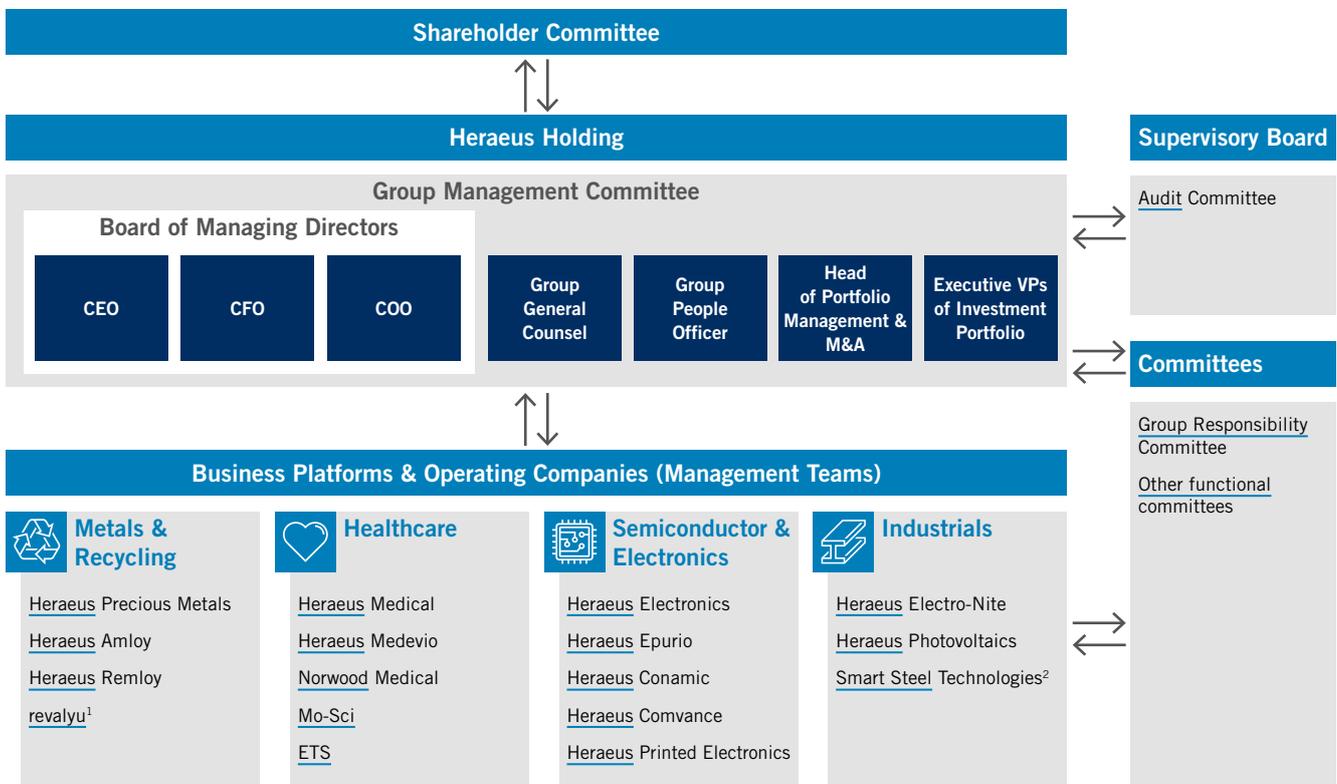
This report is the first report Heraeus has prepared oriented on the requirements of the CSRD and structured according to ESRS 1. According to the “Stop the clock” Omnibus proposal of the EU ((EU) 2025/794) Heraeus is not required to publish an audited CSRD report until 2028 (for the 2027 financial year). The company has used this current report to prepare for ensuring compliance with all new requirements and that all changes have been implemented. As the previous sustainability report covered financial years 2021 and 2022, this report covers financial years 2023 and 2024.

Main additions in this report include:

- A sustainability statement based on ESRS 2 requirements
- A double materiality assessment and outcome as well as material impacts, risks, and opportunities (IROs)
- New data points and KPIs in line with ESRS topical requirements

- Restatement of Scope 1 and 2 emissions following the sale of Heraeus Conamic UK Ltd. in Wallsend, UK, to Krystal Technology as of the end of November 2023
- Improved transparency on GHG emissions with calculation of Scope 3 emissions
- Results of a CSRD-compliant climate risk assessment

GOV-1: Role of administrative, management, and supervisory bodies & GOV-2: Information provided to administrative, management, and supervisory bodies



Overview of governing bodies in the reporting period

¹ Majority shareholding ² Minority shareholding

Board of Managing Directors – The Board of Managing Directors (BMD) is the highest operational management body of the Heraeus Group. It makes strategic, financial, personnel, and organizational decisions regarding the Group's structure as well as decisions of Group-wide importance. Its main responsibilities include the further development of the Heraeus Group's current and future business portfolio and the approval of the strategy and value creation plans of the Operating Companies. The BMD represents the Heraeus Group towards its shareholders, supervisory bodies, and the outside world.

In the financial years 2023 and 2024 the Board of Managing Directors comprised of three members CEO, CFO, and COO.

Since August 2025 the BMD consists of CEO, CFO and the Managing Directors for the Business Areas Metals & Recycling, Healthcare, Semiconductor & Electronics, and Industrials.

Group Management Committee – The Group Management Committee (GMC) supports and advises the BMD in the performance of its tasks, especially portfolio development. All decisions which are reached in the GMC meetings are decisions of the BMD. The BMD and GMC members allocate the responsibilities among one another. The GMC meets at least monthly. The BMD is part of the GMC.

In addition, the GMC approves all Group-wide policies.

In the financial years 2023 and 2024, the GMC consisted of one woman (11%) and 8 men. In August 2025 the GMC was renamed Group Executive Leadership Team (GELT) and extended by the functions Compliance and Transformation as well as Audit, as a permanent guest.

Management teams of the Operating Companies – The Operating Companies comprise our fundamental organizational structure. They operate as independent businesses and are responsible for their short- and long-term development in line with value creation plans approved by Heraeus Holding. The Operating Companies maintain regular exchange with the management bodies of Heraeus Holding, e.g. to seek approval for major decisions and to report on strategy, value creation plans, and other key operational aspects.

Each Operating Company has a management team that is responsible for oversight of the unit's operating activities and achievement of the defined strategy plans.

The Operating Companies have a holistic understanding of their respective ecosystem and are in contact with all relevant stakeholder groups. They ensure appropriate customer focus and competitive advantage through innovation and functional excellence.

Supervisory Board – The Supervisory Board is responsible for monitoring and advising the company's management, presiding over compliance with legal and regulatory requirements, and guiding strategic decisions to support sustainable growth. It plays a crucial role in overseeing the company's operations and safeguarding the interests of shareholders and stakeholders. Certain Group decisions require the Supervisory Board's approval.

More information on the activities of the Supervisory Board can be found in the report of the Supervisory Board in the Heraeus Financial Report.

The structure of the Supervisory Board is regulated and set up in accordance with legal requirements. It consists of 4 women (33%) and 8 men. 6 members (50%) are employee representatives.

Audit Committee – The Audit Committee of the Supervisory Board is tasked with overseeing the company's financial reporting processes, internal controls, and compliance with legal and regulatory requirements. It ensures the integrity of financial statements, coordinates with internal and external auditors, and monitors risk management practices to safeguard the company's financial health.

The Audit Committee maintains a close relationship with the Supervisory Board by regularly reporting on its findings and recommendations. This ensures that the Supervisory Board is

well informed about the relevant subject matters and can make strategic decisions based on accurate and comprehensive information.

Shareholder Committee – The Shareholder Committee is responsible for representing the interests of the shareholders, ensuring that their perspectives are considered in strategic decisions. It works closely with the Supervisory Board to provide input on major corporate actions and policies, ensuring alignment with shareholder expectations and long-term value creation. Certain Group decisions require the Shareholder Committee's approval.

Group Responsibility Committee – During the reporting period, the Group Responsibility Committee comprised the CEO, the Group General Counsel, the Head of the Responsibility Office as well as the heads of key corporate functions, among others. During the reporting period, all heads of Operating Companies were briefed on new compliance developments, including those involving legal structures. Once a year, the auditors also attended and were informed about new developments by the heads of key corporate functions. During the reporting period, several topical committee subgroups (chapters) were launched by the Group Responsibility Committee to handle and closely manage specific areas such as sustainability or supply chain compliance aspects. In 2025, Heraeus restructured its compliance organization and, among other things, separated it from the legal department. This will be reported in more detail in the next sustainability report.

Ensuring appropriate skills and expertise are available to oversee sustainability matters

The decentralized setup with sustainability teams at Operating Company level ensures that these teams are closer to the business and its needs, and thus better empowered to create own sustainability strategy, road maps, and targets. Regular discussions between functions and with the management teams of the Operating Companies are coordinated by the sustainability managers.

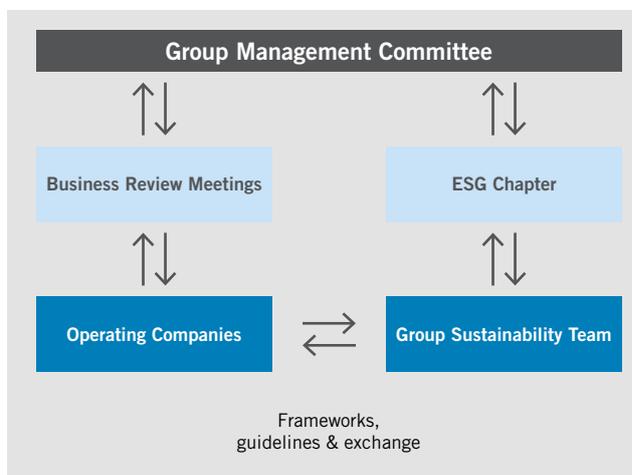
In addition, a close exchange between the Operating Companies and with Group functions is encouraged and supported via a number of initiatives. For instance, a Sustainability Network, comprising the sustainability managers of the Operating Companies and relevant corporate functions, meets monthly to exchange on general direction, best practices, and learnings.

Sustainability governance and oversight over material sustainability matters

The Operating Companies report to the GMC on sustainability topics and progress-to-target for key selected topics on a quarterly basis.

In 2023, the Group Responsibility Committee introduced an ESG Chapter that convenes monthly. The Group Sustainability Team reports core sustainability issues to the ESG Chapter. In the reporting period, the ESG Chapter comprised the CEO, CFO, Group People Officer, Group General Counsel, and Head of Group Sustainability as well as additional participants from the Operating Companies where required. Its role is to discuss and decide on environmental, social, governance (ESG) topics, measures, and targets from a portfolio.

The Head of Group Sustainability acts as the link between the Group’s sustainability framework and the sustainability strategies of the Operating Companies. In the reporting period, the Head of Group Sustainability reported directly to the CEO. This role involves defining the sustainability framework for the Heraeus Group, guiding sustainability development across the Operating Companies, supporting their implementation efforts, and ensuring compliance with regulatory standards, such as CSRD.



Overview of Sustainability governance in the reporting period

GOV-3: Integration of sustainability-related performance in incentive schemes

Heraeus has started to integrate sustainability components into the incentive schemes of its Operating Companies. A first step was initiated in 2024 with the integration of climate KPIs covering Scope 1 and 2 emissions in the scorecards

of the Operating Companies. Further integration of sustainability-related performance in incentive schemes will be discussed in the coming years.

GOV-4: Statement on due diligence

The table below provides an overview of how and where the main aspects and steps of the due diligence process

are reflected in the sustainability statement.

Core elements of due diligence	Sections in the sustainability statement	Disclosures relate to impacts on
a) Embedding due diligence in governance, strategy, and business model	ESRS 2 GOV-2	People & environment
	ESRS 2 GOV-3	People & environment
	ESRS 2 SBM-3	People & environment
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2	People & environment
	ESRS 2 IRO-1	People & environment
	S1-2	People
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1	People & environment
	ESRS 2 SBM-3	People & environment
d) Taking actions to address those adverse impacts	E1-3, E2-2, E5-2	Environment
	S1-3, S1-4, S2-4, S3-4	People
e) Tracking the effectiveness of these efforts and communicating	E1-4, E1-5, E1-6, E1-7, E1-8, E1-9; E2-3, E2-4; E5-3, E5-4	Environment
	S1-5, S1-9, S1-13, S1-14, S1-16; S2-5; S3-5	People

GOV-5: Risk management and internal controls over sustainability reporting

Heraeus operates a Group-wide system of risk management that is used to systematically document and assess risks. The aim is to identify risks at an early stage and to initiate corrective action as appropriate. The assessment is done both at Operating Company and Group level. Risks are assessed in a quantitative manner on a gross basis. The likelihood of occurrence is estimated separately to then determine a net risk. This process is updated twice per year.

Sustainability-related risks and opportunities as well as CSR requirements related to financial materiality assessment were included in this financial risk process.

No material sustainability-related risks were identified in the materiality process. Details are available under ESRS 2 SBM-3. Other risks are disclosed in the Heraeus Financial Report.

SBM-1: Strategy, business model, and value chain

Business model

Heraeus is a family-owned, global technology group headquartered in Hanau, Germany. The company can trace its roots back to a pharmacy opened by the family in 1660. Based on its range of products, the Group is one of the leading providers in each of its global sales markets. These include the markets for electronics, semiconductors, telecommunications, automotive products, chemicals, medical equipment, pharmaceuticals, and steel.

Heraeus groups its wide-ranging operations into the Business Platforms: Metals & Recycling, Healthcare, Semiconductor & Electronics, and Industrials. The Metals & Recycling Business

Platform is for activities connected with metals, particularly precious metals, and with the circular economy. In the Healthcare Business Platform, Heraeus supplies its customers with materials and technologies for use in medical equipment, orthopedics, and infection management. The Semiconductor & Electronics Business Platform offers technologies, materials, integrated material solutions for packaging technology, electrochemical solutions, materials for semiconductor manufacturing equipment, and optical fibers for telecommunications. The Industrials Business Platform provides its customers with materials and technologies for applications in industrial production. This includes measurement equipment for molten metal processes and products for the photovoltaics industry.



Heraeus Group – organized in four Business Platforms

¹ Majority shareholding ² Minority shareholding

Heraeus Holding is responsible for the corporate strategy of the Group, which controls the Business Platforms. Preserving the long-term independence of the Group has priority in all corporate decisions. The key financial performance indicators relevant to the management of the business are revenue excluding precious metals, profit before taxes (earnings before tax, EBT), earnings before interest and tax (EBIT),

earnings before interest, tax, depreciation, and amortization (EBITDA), and profit after tax.

More details on Heraeus and its Business Platforms are available in the Heraeus Financial Report. Going forward, the four Business Platforms will become four Business Areas, each headed up by a dedicated Managing Director.

Details on activities and employees of the Group

Of total Group revenue of € 29,396.9 million in fiscal year 2024, revenue excluding the precious metals share accounts for € 2,711.3 million. This KPI is used to compare the different businesses and limit the dilution effect from precious metals revenue (including trading sales) on other businesses. In 2024, Heraeus generated a relatively equal share of revenue excluding precious metals in Europe, Asia, and the Americas.

Heraeus employs some 15,181 staff worldwide, of which roughly half are located in Europe, one fourth in the Americas, and one fourth in Asia.

More details on revenue and business development can be found in the Heraeus Financial Report.

Heraeus Group revenue excluding precious metals can be attributed to the following ESRS sectors:

€ million	2023		2024	
	Revenue excl. precious metals	Share	Revenue excl. precious metals	Share
Electronics and electrical equipment	748.6	26.2%	567.8	20.9%
Medical instruments	880.1	30.8%	900.7	33.2%
Metal processing	682.6	23.9%	656.1	24.2%
Chemicals	105.5	3.7%	112.8	4.2%
Construction materials	430.0	15.0%	463.4	17.1%
Other	15.2	0.5%	10.5	0.4%
Total revenue excl. precious metals	2,861.9		2,711.3	

The allocation was carried out in line with the requirements of ESRS 2 SBM-1 with a focus on key activities.

Heraeus does not generate revenue from the fossil fuel sector, as defined in Article 2, point (62) of Regulation (EU) 2018/1999, from chemicals production that falls under Division 20.2 of Annex I to Regulation (EC) No. 1893/2006, from controversial weapons, or from the cultivation and production of tobacco.

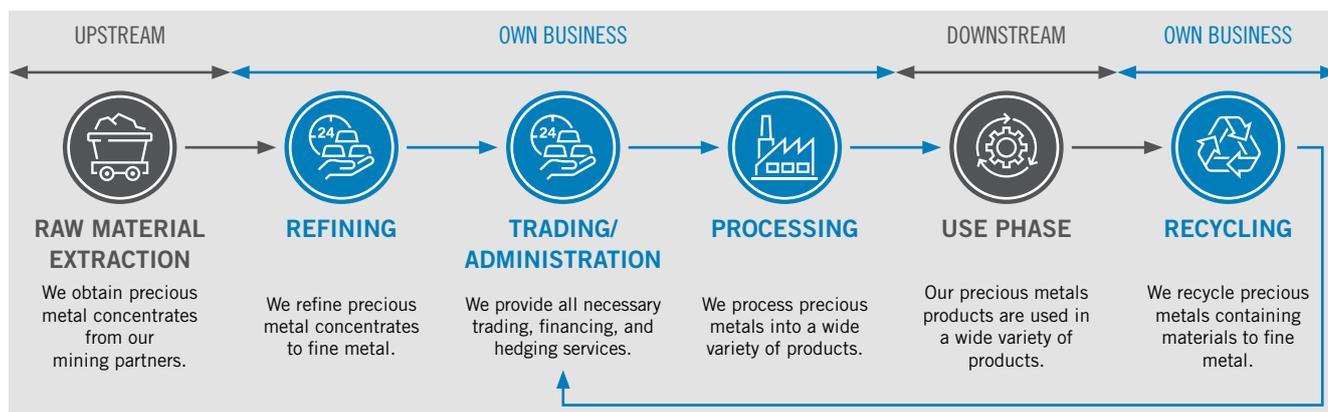
Value chains

Due to its diverse portfolio, Heraeus is active in a variety of value chains. These value chains can be categorized into

three main areas, presented below in a simplified manner to provide an understanding of our operations and the links to upstream and downstream activities across our portfolio.

1. Precious metals value chain:

The precious metals value chain has six stages: 1. raw material extraction, 2. refining, 3. trading and administration, 4. processing, 5. use phase, and 6. recycling of secondary materials, including end-of-life materials. The Operating Company Heraeus Precious Metals is itself active at four of these stages: refining, trading and administration, processing, and recycling. Other Operating Companies, such as Heraeus Electronics, are also involved in the processing phase for specific applications.

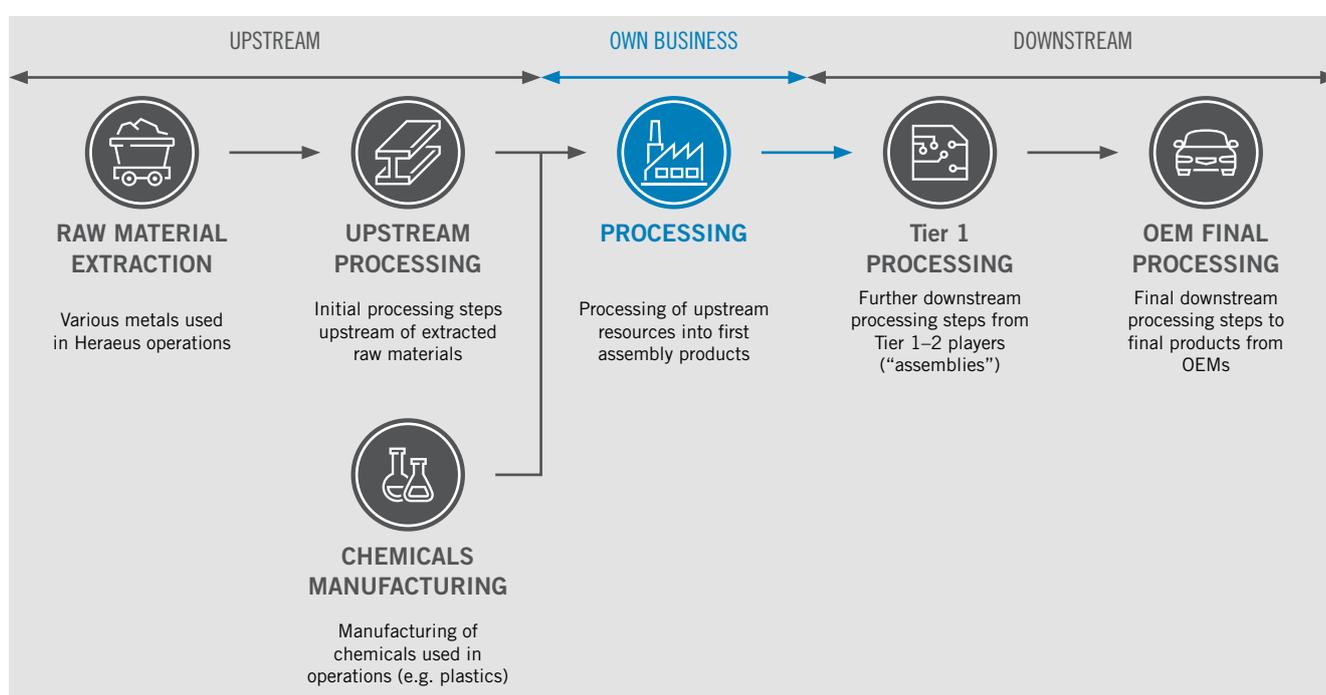


The precious metals value chain

Although the value chain of gold and silver differs from that of platinum group metals (PGMs: platinum, palladium, rhodium, ruthenium, iridium, and osmium) in terms of mining, processing, and applications, this simplified overview illustrates the relevance of upstream activities with respect to our assessment of double materiality. More details can be found in the sustainability reports of Heraeus Precious Metals.

2. Manufacturing of semi-finished goods:

Most Heraeus Operating Companies are located relatively far upstream in the value chain and purchase processed raw materials (e.g. metals or chemicals) to be further processed and sold for downstream further processing and assembly. Depending on the application, the downstream processing can extend to multiple steps and players. Suppliers, customers, and Heraeus operations are located around the globe.



Value chain for semi-finished goods manufacturing

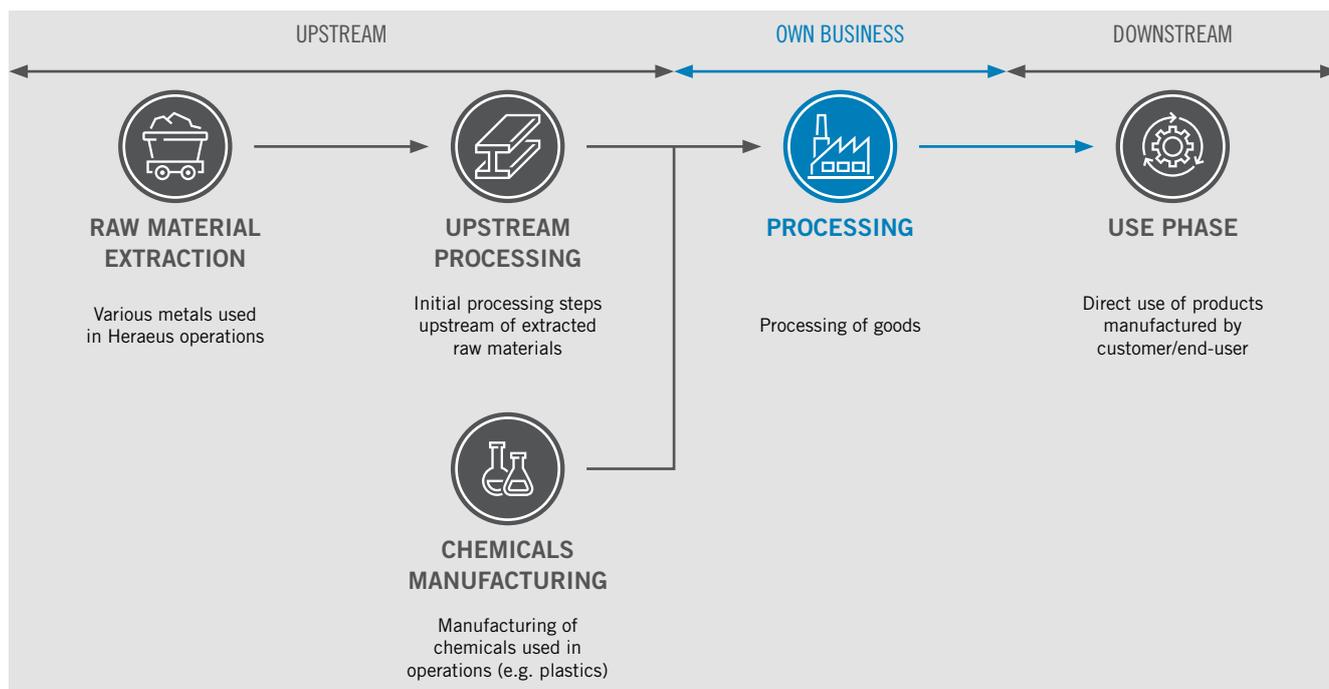
Examples of such a value chain are products for the electronics industry, where purchased precious and non-precious metals are used to manufacture wires, pastes, and other

components that are then processed further and assembled in consumer devices.

3. Manufacturing of products for direct use:

This value chain and business model is similar to the previous one. The main difference is that the products manufactured

are then used directly by the customers and are not processed further.



Value chain for manufacturing of products for direct use

Examples of such a value chain are sensors for the steel industry, where customers use Heraeus products for own measurements.

Generally speaking, upstream mining activities constitute a significant component of Heraeus' value chains, especially with regards to precious metals. This is reflected in the Group's high Scope 3 emissions and particular need for

processes to safeguard social and governance aspects. This aspect is highly relevant for our customers. Heraeus directly engages with precious metals mines and regularly conducts audits to ensure good transparency in these upstream activities. A particular focus was placed in the double materiality assessment and the definition of IROs on actual and potential impacts caused by upstream precious metals mining.

SBM-2: Interests and views of stakeholders

Engaging with internal and external stakeholders is essential to Heraeus in order to gain a better understanding of the relevance of specific sustainability matters. During its materiality process, Heraeus combined a bottom-up approach at Operating Company level with a top-down review at Group or corporate function level. This was done to ensure that the diverse ecosystems the Operating Companies are active in were properly considered.

Affected stakeholders, such as local communities, NGOs, employee representatives, and users of the sustainability statement, were actively included.

To ensure that the value chain perspective was considered, focused engagement with business partners, such as suppliers and customers, was conducted.

The insights gained from this engagement were used to inform our due diligence process and materiality assessment.

Our engagement with stakeholders is summarized in the table below:

Stakeholders	Type of engagement	Purpose	Outcome
Business partners (customers & suppliers)	Regular exchanges, partnerships, and direct engagement on sustainability within Operating Companies	Building trust, understanding needs, and developing sustainable solutions	Understanding of customers' requirements and potential need for adjustment of offering and strategy
Employees and employee representatives	Surveys, information via internal communication channel, and dialogue with works councils and unions	Considering views and perspectives of employees	Collaboration with the works council on relevant people matters as required by applicable laws, regular engagement with employees and employee representatives, introduction of relevant measures
Shareholders	Information and exchange in board meetings	Providing transparency on company performance and aligning on strategy and long-term perspective	Aligned long-term strategy, company purpose, and values
Banks, investors, and rating agencies	Dialogue, road shows, and various exchanges	Understanding current and upcoming requirements as well as expectations on ESG matters	Definition of internal road map regarding ESG ratings and improvement levers
Industry associations	Participation in initiatives and workshops, exchanges	Clarifying company and industry position on specific ESG matters, developing standards on sustainability matters, and working on best practice for decarbonization	Aligned standards on sustainability practices and reporting
Regulators/authorities	Follow-up of regulatory requirements and participation in public consultation	Ensuring regulatory compliance on ESG matters	Definition of minimum requirements to ensure compliance and risk mitigation in the Group
NGOs	Regular exchange on precious metals mining aspect and discussion in relevant industry associations	Ensuring transparency in the value chain and addressing concerns	Positioning by responsible business practices and continuously enhancing our sector's sustainability and excellence

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

General process description

In 2023/2024, Heraeus conducted a double materiality assessment in accordance with requirements under ESRS 1, section 3. For this process, the first three steps outlined in the EFRAG guidance on materiality assessment were applied:

- Understand the context
- Identify actual and potential impacts, risks, and opportunities (IROs)
- Assess and determine material IROs related to sustainability matters

The Group decided to combine a bottom-up with a top-down approach for the materiality assessment of all Heraeus

subsidiaries. The Operating Companies delivered respective inputs, which were then used as a basis for an assessment at Group level, in line with the subsequent guidance by EFRAG for diversified undertakings in the materiality assessment. The decentral assessment was crucial as the Heraeus Operating Companies operate within very different ecosystems.

At Heraeus Group level, the Group Sustainability department was mainly involved in the process with members of the Group Management Committee as sparring partners. Within the Operating Companies, cross-functional teams involving relevant functions such as sustainability, EHS, HR, and procurement were closely involved in the assessment process.

Decentral assessments were gathered at Group level and supplemented with assessment from central functions to ensure a holistic and comparable evaluation of sustainability matters.

Identification of sustainability matters

Topics listed in AR 16 of ESRS 1 were used as a basis for the assessment. In addition, external sources such as GRI and SASB were consulted by the Operating Companies to identify topics relevant in specific industries and sectors. Finally, topics already addressed in existing Group reporting (e.g. in Group Financial Risk Management Report and Financial Report) were added to the list to ensure an exhaustive assessment. This process led to the creation of an extensive list of sustainability matters to be assessed. No topic was excluded prior to the assessment.

Stakeholder engagement

To conduct the double materiality assessment and identification of material IROs, both internal and external stakeholders were involved. In order to ensure detailed insights in the various areas Heraeus is active in, cross-functional expert teams participated in the assessment at Operating Company level. Key business partners were included by these teams to provide insights on the sustainability matters assessed, either through direct interviews and questionnaires or desktop research.

In addition, experts in selected functions at Group level were involved to challenge and validate these decentral inputs and provide a consistent perspective at Group level on selected sustainability matters. These functions included mainly HR, EHS, and Compliance.

Finally, additional external engagement at Group level such as with financial investors and industry peers was conducted with a focus on validating the IRO assessment.

A detailed overview of our stakeholder engagement strategy can be found under ESRS 2 SBM-2.

Process to identify, assess, and prioritize impacts

Actual and potential impacts were assessed at Operating Company level by cross-functional teams. Site-specific impacts were documented and, where necessary, separate engagement meetings with local site managers were conducted – particularly with regard to environmental impacts.

Where possible, value chain impacts were considered with a particular focus on upstream aspects that are potentially more critical. However, primary data from business partners could only be assessed to a limited extent, meaning the assessment of value chain impacts mostly relied on secondary sources. The assessment of environmental impacts in the value chain remains limited and will be further improved in the coming years. A particular focus will be set on upstream precious metals mining activities.

The engagement and consultation with affected communities in the context of upstream mining activities is described in this report in the section on S2-2 & S3-2.

For social topics, a particular focus was placed on alignment via Corporate HR to ensure that current focus topics of the Group were properly considered.

For topics related to governance and business conduct, existing assessments were used. In particular, the German Supply Chain Due Diligence Act (LkSG) risks analysis as well as risks associated with precious metals were considered. A risk assessment of the regions and countries Heraeus is active in was used to complete the evaluation. In addition, topics such as lobbying and political involvement were also assessed as they concern the industries and value chain position in which Heraeus and its Operating Companies are active. Finally, we referred to known past issues in order to evaluate the likelihood of potential impacts.

Impacts were rated qualitatively along three components: scale, scope, and likelihood. For negative impacts, remediability was assessed too. In the case of actual impacts, the likelihood was marked as not applicable. These components were then used to calculate the severity of each impact – actual or potential, positive or negative – and thus prioritize the impacts with the highest overall severity. An exception was applied for potential human rights violations in the value chain, where the likelihood was disregarded in the assessment, as specified in ESRS 1.

Process to identify, assess, and prioritize risks and opportunities

Similarly to the assessment of impacts, risks and opportunities were evaluated at Operating Company level. Risks identified in the risk management process were considered. In addition, several iterations were carried out in cross-functional teams in order to consider potential connections between identified impacts and risks or opportunities for Heraeus.

Financial risks typically covered three main components: financial risks directly related to an impact, reputational risks, and business impacts from potential market or regulatory changes.

Risks and opportunities were rated qualitatively across three aspects: short- to medium-term effect, long-term effect, and likelihood of occurrence. The three components were used to calculate the magnitude of risks and opportunities and prioritize accordingly.

Description of the processes to identify and assess material climate-related IROs

For climate-related impact, a climate risk assessment was conducted applying the requirements named under ESRS E1, with the support of an external consultancy, where physical and transition risks and opportunities were evaluated.

For climate-related physical risks, own sites and key value chain dependencies were considered and assessed under a high-emission climate scenario (IPCC SSP5-8.5) for 2030, 2040, and 2050 to cover short-, medium-, and long-term views. All climate-related hazards mentioned in ESRS E1 were taken into consideration and assessed. Financially important and strategically relevant sites with higher exposure to specific climate hazards were subjected to a vulnerability assessment based on a standard site archetype to understand climate impact chains. The sites' vulnerability was subsequently validated via structured, site-specific questionnaires regarding historical events as well as mitigation and adaptation measures. When viewed holistically, the results provided insight into Heraeus' overall resilience.

The identification of climate-related transition risks and opportunities was conducted based on the climate-related transition events classification recommended by the Task Force on Climate-Related Financial Disclosures (TCFD) and via interviews with employees from various functions in our Operating Companies. This assessment was carried out under application of a climate scenario that is in line with limiting global warming to 1.5 °C (IPCC SSP1-2.6) for 2030, 2040, and 2050 to cover short-, medium-, and long-term views. A detailed climate scenario narrative considering political, economic, social, technological, and underlying environmental factors was defined and used as the basis for the assessment.

The results were discussed with the management team and compared with existing assessments from Group risk management. Even stronger alignment will be achieved in the future as our climate risk assessment becomes more quantitative and thus more relevant for the Group financial statements.

More details on the process to identify climate-related IROs can be found in the section on E1.

Description of the processes to identify and assess material pollution-related IROs

Identification and assessment of pollution-related IROs was carried out based on the requirements of ESRS 2 IRO-1 as applied to E2. Existing environmental assessments and standards checked in regular EHS (environment, health, safety)

audits at Heraeus production sites were used as a basis to identify known impacts. Risks and opportunities identified in the risk management process were evaluated. In addition, the use of substances of (very high) concern was reviewed in the different businesses, and the related risks or potential impacts reassessed. As a result, one material impact related to air pollution and more specifically emissions from quartz glass manufacturing processes was identified. We are in constant contact with the authorities. As our air pollution levels are under control within current legal requirements, we did not conduct consultations with affected communities. An official emissions prognosis exists and is compliant with existing laws.

Description of processes to identify and assess material water and marine resource-related IROs

To identify and assess water-related IROs, the water intake and discharge amounts were reviewed at site level. In addition, the location of sites with respect to water scarcity areas was analyzed. Applying these results, an overview of potential significant water use in critical areas was checked. Furthermore, existing environmental assessments and standards reviewed in regular EHS audits were used as a basis to identify known impacts.

Risks and opportunities identified in the risk management process and related to water were reviewed. In the course of the climate risk assessment described in the section on IRO-1 as applied to E1, physical risks related to water stress in own operations and critical value chain dependencies were assessed separately.

No material water-related IROs were identified.

Description of processes to identify and assess material biodiversity and ecosystem-related IROs

The identification and assessment of biodiversity-related IROs was initiated under consideration of the requirements of ESRS 2 IRO-1 as applied to E4. Looking at own operations, a first step was to identify relevant impacts and dependencies based on the industry sectors in which Heraeus is active. In a second step, the potential pressure on biodiversity resulting from own sites and their closeness to biodiversity-sensitive areas was reviewed. The assessment of potential adverse impacts is still ongoing and will be updated next year. In addition, existing environmental assessments and standards reviewed in regular EHS audits were used to identify known impacts. Finally, risks and opportunities identified in the risk management process were evaluated. Viewing the combined results, no material biodiversity-related IROs were identified in own operations thus far.

Description of the processes to identify and assess material resource use and circular economy-related IROs

The identification and assessment of IROs related to waste was based on decentral input from the Operating Companies and sites. These entities assessed and reported potential or actual impacts in own operations. For this, existing environmental assessments and standards were used as the basis.

The identification and assessment of IROs related to resource inflows was carried out in two stages:

- Relevant product inflows were identified together with the Operating Companies. Here, a particular focus was set on so-called critical and conflict minerals as well as other mined materials with potential significant impact on the environment.
- The relevance of these products in own operations was assessed. The estimated volumes purchased as well as expected demand were reviewed and compared to global output quantities as well as general trends in demand for these materials.

Scoring of IROs

The scoring of IROs with respect to severity (impacts) and magnitude (risks and opportunities) was described above. Based on this assessment, thresholds were defined for actual and potential impacts, as well as risks and opportunities. All components were considered separately to avoid “netting out” relevant IROs.

Validation of results and identification of material IROs

The outcome of the double materiality assessment was discussed and challenged with central functions. A strong focus was placed on ensuring consistency of the assessment conducted at decentral level and a high level of transparency in documentation. The results were then discussed with the Group Management Committee and subsequently validated.

Materiality thresholds for impacts, risks, and opportunities were defined by applying the corresponding EFRAG guidance.

As several guidance and Q&A documents were published during the course of conducting our materiality assessment,

some adjustments and realignments had to be conducted afterwards to ensure better compliance with these requirements. The updated assessment was once again discussed, challenged, and validated by central Group functions and the Group Management Committee. Besides material IROs, a list of important IROs to be closely monitored was also defined. These topics – though not material – are considered important for the Group and will be regularly reassessed for materiality. A particular focus will be set on improving data transparency in these areas in the future.

Integration into management processes

The double materiality assessment conducted in 2023 relied on existing data points and processes but was run as a cross-functional project and thus decoupled from established processes.

The process of defining and setting up policies, actions, and targets related to material IROs was carried out together with relevant corporate functions to ensure proper integration into existing processes. One example here is the expansion of our corporate EHS policy and EHS development path as described in the sections on E2 and S1.

The integration of a risks and opportunities assessment into our financial risk management process was initiated in 2024 and will be strengthened in the coming years. This will ensure a more quantitative assessment of risks and opportunities related to sustainability matters.

Output of materiality assessment

Overall, 68 IROs were defined and assessed. Out of these, 18 were identified as material across 11 ESRS sub-topics.

As recommended under ESRS 2 IRO-2, the list of Disclosure Requirements triggered by the topics identified as material and table of all the data points that derive from other EU legislation can be found in the Appendix. An explanation of how an IRO was determined to be material as per ESRS 1, section 3.2 can be found in the section on ESRS 2 SBM-3 below.

The next materiality assessment update is planned for 2025, and any resulting changes to current reporting will be described in future reports.

IRO-2: Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

A list of the Disclosure Requirements that have been met in the preparation of the sustainability statement including page references to where the corresponding disclosures can be found in the sustainability statement is provided in the Appendix.

A table covering all the data points that derive from other EU legislation including page references to where these can be found in this report is also available in the Appendix.

SBM-3: Material impacts, risks, and opportunities and their interaction with strategy and business model

The impacts, risks, and opportunities (IROs) identified during the materiality assessment are detailed below:

E1 – Climate change

Material IROs	Description	Category
Climate change mitigation		
Value chain GHG emissions	Most GHG emissions of Heraeus relate to its value chain and are primarily due to the mining of materials used in operations: roughly 90% of total Group emissions stem from purchased precious metals.	Actual negative impact Upstream Short-, medium-, and long-term
GHG emissions from own operations	High relevance of Scope 1 and 2 GHG emissions for most producing entities. Scope 1 and 2 emissions accounted for approx. 200k tons of CO ₂ e in 2023, the majority of which related to electricity usage.	Actual negative impact Own operations Short-, medium-, and long-term
Energy		
Value chain energy consumption	A key driver is the mining of (precious) metals used at Heraeus as energy consumption in the mining industry is significant. Moreover, mines mostly operate in regions where grid electricity is strongly dependent on coal or gas and thus the climate impact is significant.	Actual negative impact Upstream Short- and medium-term
Energy consumption from own operations	Several businesses at Heraeus rely on energy-intensive processes such as quartz glass manufacturing or precious metals recycling. This energy consumption, when derived from fossil-based fuels, leads to high GHG emissions.	Actual negative impact Own operations Short- and medium-term

E2 – Pollution

Material IRO	Description	Category
Pollution of air		
Pollutants emitted by own operations contributing to air quality degradation	The manufacturing of quartz glass in own operations generates emissions of pollutants to air. Emissions of NO _x particles are especially relevant as they can cause health and environmental issues.	Actual negative impact Own operations Short-, medium-, and long-term

E5 – Circular economy

Material IROs	Description	Category
Resources inflows		
Use of precious metals (mining) materials in own operations	Due to high demand in various applications, several Operating Companies at Heraeus rely on mining of precious metals. Extractive industries including the mining of scarce and finite resources like gold, silver, and platinum group metals can have significant adverse impacts on social and environmental aspects.	Actual negative impact Own operations Short-, medium-, and long-term
Promoting a circular economy for precious metals	The recycling of precious metals is one of Heraeus' core business models and can help reduce the environmental footprint of these materials. Based on internal and external ² Life-Cycle Assessment data, the carbon footprint of recycled precious metals is up to 98% lower compared to primary sources.	Actual positive impact Own operations Short-, medium-, and long-term

S1 – Own workforce

Material IROs	Description	Category
Own workforce • Working conditions		
Injuries, accidents, and fatalities in own operations	Due to the nature of its operations and various manufacturing processes, employees of Heraeus can face risks of injuries and accidents. Although many safeguards are in place, such negative impacts cannot be fully excluded.	Potential negative impact Own operations Short-, medium-, and long-term
Own workforce • Equal treatment and opportunities for all		
Fostering of innovation, creativity, and excellence through diversity of thought	Fostering diversity of thought and an inclusive corporate culture enables innovative problem-solving. For employees, it builds confidence, strengthens the sense of belonging, and encourages unique contributions in an appreciative environment.	Actual positive impact Own operations Short-, medium-, and long-term
Personnel and professional development through training & skills development	Investing in training and skills development by up-/reskilling and providing continuous learning opportunities empowers employees to navigate evolving job demands. It enhances job security, supports career growth, and strengthens individual adaptability.	Actual positive impact Own operations Short-, medium-, and long-term
Contribution to stronger gender equality	Recruiting and developing female talents and leaders will promote gender equality, reduce the gender pay gap, and foster a more inclusive workforce. This empowers women through career advancement and visibility in decision-making roles.	Actual positive impact Own operations Short-, medium-, and long-term

² International Platinum Group Metals Association reports from 2022 and 2023.

S2 – Workers in the value chain

Material IROs	Description	Category
Workers in the value chain • Working conditions		
Poor working conditions for workers in the value chain	Working conditions related to metal and mining operations are usually physically demanding and potentially dangerous. Safety is critical to mining operations due to the often hazardous working conditions. The metals and mining industry has relatively high fatality rates compared to other industries.	Actual negative impact Upstream Short-, medium-, and long-term
Workers in the value chain • Other work-related rights		
Forced and child labor among value chain workers	Despite being regulated, mining operations can have the risk of human rights infringements. Particularly artisanal and small-scale mining that is more prone to issues of lacking compliance with existing regulations can contribute to human rights abuses including child labor and forced labor.	Potential negative impact Upstream Short-, medium-, and long-term

S3 – Affected communities

Material IROs	Description	Category
Affected communities • Communities' economic, social, and cultural rights		
Creation of employment and other economic opportunities through upstream mining activities	Mining has a complex relationship with communities, culture, and society in the countries in which it operates. Mining brings employment and can enhance services and infrastructure as well as draw investment to the country. It may give rise to associated socio-economic improvements, such as education, health, livelihoods, and food security for the community.	Actual positive impact Upstream Short-, medium-, and long-term
Adverse environmental impacts on nearby communities from upstream mining activities	Communities located near mines can be exposed to dust and toxic substances. Improperly handled mining waste including tailings can negatively impact ground and surface water, which is used for drinking or agriculture.	Potential negative impact Upstream Short-, medium-, and long-term
Lack of involvement and displacement of affected communities in upstream mining development projects	When mines are engaging in new activities, affected communities might not be involved in the decision-making process and be able to voice concerns early on. The initiation of new or expansion of existing mining activities can furthermore lead to the displacement of affected communities from their traditional rural lands and resettlement into areas with township-like conditions.	Potential negative impact Upstream Short-, medium-, and long-term

G1 – Business conduct

Material IRO	Description	Category
Business conduct • Corporate culture		
Healthy corporate culture ensuring responsible business practice	The fundamental set of values on which compliance at Heraeus rests is defined in the Heraeus Code of Conduct. Together with Heraeus' Group-wide compliance management, they create the framework for ethical and responsible business conduct.	Actual positive impact Own operations Short-, medium-, and long-term

Entity-specific topics

Material IRO	Description	Category
Responsible supply chain		
Money laundering, theft, and other illegal activities in the value chain	Procuring and processing precious metals brings with it the possibility of accepting precious metals and precious metal-containing materials from doubtful sources and Heraeus being misused for money laundering or terrorist financing. When Heraeus accepts and treats precious metal-containing materials from mines there also is a risk of human right violations.	Potential negative impact Own operations Short-, medium-, and long-term

Beside these IROs identified as material, several IROs were assessed as important for the Group. These include matters that are strategic for the Group as well as topics where

more transparency is required for the assessment. These IROs will be analyzed in more detail in the next full materiality assessment.

ESRS E1 CLIMATE CHANGE

E1.GOV-3: Integration of sustainability-related performance in incentive schemes

The use of sustainability-related incentive schemes is described in the section on ESRS 2 GOV-3.

E1.IRO-1: Description of the processes to identify and assess material climate-related impacts, risks, and opportunities

The process to identify and assess climate-related IROs was described in the section on ESRS 2 IRO-1.

E1.SBM-3: Material impacts, risks, and opportunities and their interaction with strategy and business model

Climate-related risks and opportunities

In the 1.5 °C global warming scenario (SSP1-2.6)³ used to assess transition risks and opportunities, immediate and long-term energy and climate policies are enacted, leading to global harmonization of carbon pricing and higher price levels as well as greater coverage. The focus on economic growth shifts toward a broader emphasis of human well-being. Consumption trends move towards low materials use and lower resource and energy intensity. Fossil-based markets decline, while electricity prices peak in 2030 before stabilizing, and natural gas prices rise until 2050. Society supports the transition. Consumer preferences shift to sustainable products, and companies set ambitious decarbonization targets, investing heavily in low-carbon technologies. Rapid deployment of existing and emerging low-carbon technologies occurs, with costs declining due to increased experience and economies of scale. Uncertainties regarding the SSP1-2.6 scenario are the evolution of carbon pricing mechanisms and markets over time. None of the risks and opportunities identified under this scenario were considered material for the Group, and

the Heraeus portfolio was assessed as resilient under a 1.5 °C scenario.

Heraeus' sites will become increasingly exposed to climate hazards. Through site engagement, it was concluded that most sites have a combination of structural/physical and institutional adaptation measures that help to effectively manage the risks. Unless we see compounding and cascading climate risks across multiple sites, Heraeus is viewed as resilient to physical climate change. Heraeus has limited value chain dependencies across its raw materials, suppliers, logistics routes, and customers. Physical climate-related risks were evaluated according to the SSP5-8.5 global warming scenario, projecting a significant increase in global temperatures, potentially reaching 4.4 °C above pre-industrial levels by 2100.

Climate-related impacts

The following climate-related impacts were identified as material for Heraeus:

Material IROs	Description	Category
Climate change mitigation		
Value chain GHG emissions	Most GHG emissions of Heraeus relate to its value chain and are primarily due to the mining of materials used in operations: roughly 90% of total Group emissions stem from purchased precious metals.	Actual negative impact Upstream Short-, medium-, and long-term
GHG emissions from own operations	High relevance of Scope 1 and 2 GHG emissions for most producing entities. Scope 1 and 2 emissions accounted for approx. 200k tons of CO ₂ e in 2023, the majority of which related to electricity usage.	Actual negative impact Own operations Short-, medium-, and long-term

³ The Shared Socioeconomic Pathways (SSP) 1-2.6 were defined in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC). They describe a set of possible paths societal and climate development may take under various parameters related to a shared commitment towards achieving a sustainable economy and way of living and the corresponding likely level of increase in average worldwide temperatures.

Material IROs	Description	Category
Energy		
Value chain energy consumption	A key driver is the mining of (precious) metals used at Heraeus as energy consumption in the mining industry is significant. Moreover, mines mostly operate in regions where grid electricity is strongly dependent on coal or gas and thus the climate impact is significant.	Actual negative impact Upstream Short- and medium-term
Energy consumption from own operations	Several businesses at Heraeus rely on energy-intensive processes such as quartz glass manufacturing or precious metals recycling. This energy consumption, when derived from fossil-based fuels, leads to high GHG emissions.	Actual negative impact Own operations Short- and medium-term

E1-1: Transition plan for climate change mitigation

Group targets

Heraeus Group committed to setting near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi) in January 2025. The SBTi provides a comprehensive framework to scientifically calculate and formulate greenhouse gas reduction targets that are aligned with the most current climate science and international climate goals. Heraeus has been using the cross-sector pathway to identify the most suitable target-setting method within the SBTi framework.

In 2023, Heraeus already set Group-level near-term Scope 1 and 2 GHG emissions reduction target of 42% from 2021 to 2030. Concretely, this means the value from the 2021 baseline year of 209,863 metric tons of CO₂ equivalents is to be cut by 42% to 121,721 metric tons by the year 2030, excluding compensation actions. This target is aligned with the requirements to ensure a warming trajectory of 1.5 °C above pre-industrial levels.

Our Scope 3 GHG emissions reduction target is to reduce our 2021 Scope 3 emissions by 37.5% by 2035. In absolute terms this translates to reducing the 12,901,581 metric tons of Scope 3 CO₂e emitted in 2021 to 8,063,488 metric tons by 2035. Our ambition is aligned with SBTi's near-term target-setting requirements and is consistent with the level of decarbonization required to keep global temperature increase well below 2 °C compared to pre-industrial temperatures.

More information on Heraeus' decarbonization target can be found in the section on E1-4.

Decarbonization levers & key actions

The actions for reducing GHG emissions are defined in the form of a carbon road map. Actions to reduce emissions are identified in close collaboration between the sites, Operating Companies, and the relevant corporate functions, such as Group Sustainability.

Key decarbonization levers include:

Lever	Impact on	Description
Reduce footprint from purchased precious metals	Scope 3.1	Prioritize low-carbon mines through active portfolio management on the basis of mine-specific data and cooperations or strategic partnerships Increase secondary volumes of precious metals through expansion of recycling capacities and tapping of additional streams Augment supplier data with mine and industry data as well as overall better transparency
Decarbonize energy used	Scope 2	Expand on-site renewable energy with the installation of rooftop or ground-mounted solar photovoltaic systems Use regional power purchase agreements (PPA) Purchase bundled and unbundled Energy Attribute Certificates (EACs)

Lever	Impact on	Description
Increase energy efficiency	Scopes 1 and 2	Implement energy-efficient technologies and practices Improve building and infrastructure efficiency Use sensors, automation, digital twins, and AI to reduce and optimize energy consumption in industrial processes
Implement technology shift away from fossil fuels	Scope 1	Electrification of fossil-based manufacturing processes Preparing for low-carbon alternatives such as green hydrogen to replace fossil fuels used in production

More than 98% of our carbon emissions occur indirectly in our upstream value chain, and over 95% of our emissions from purchased goods and services (Scope 3.1) relate to precious metals mines. The affected Operating Companies are working to draw up a detailed road map and a better quantification of measures to decarbonize our Scope 3 emissions. We will update accordingly in future reports on our actions and progress to target.

As around 80% of our Scope 1 and 2 GHG emissions result from the purchase of electricity, we ran a Group-level project in 2024 to address electricity decarbonization and create an electricity decarbonization road map for Heraeus Group. The outcome of this project is the following:

- We have set a target of sourcing at least 50% of our global power use from renewables by 2030.
- We are engaging in the use of the following decarbonization levers when it comes to electricity: on-site renewables where possible and meaningful – currently primarily solar photovoltaics, power purchase agreements (PPAs), and Energy Attribute Certificates (EAC); EAC procurement must be aligned with our internal guideline defining minimum standards.
- We have set up the necessary governance to ensure smooth implementation of the decarbonization tools in our main regions.

Scope 1 GHG emissions are either due to site-specific space heating or process-related emissions. The main levers for reduction are related to energy efficiency, electrification, and a technological shift away from fossil fuels as well as evaluation of alternative energy sources such as green hydrogen.

Detailed actions can be found under E1-3.

Locked-in emissions

Due to the nature of its processes, some GHG emissions can be considered unavoidable or “locked-in.” A prime example of this are processes where material is burned and CO₂ directly

emitted, for instance our operations related to quartz glass manufacturing as well as precious metals recycling. Besides having CO₂ as a byproduct from industrial combustion processes, both quartz glass and precious metals operations use fossil fuels to reach high material-processing temperatures. We plan to achieve additional reductions in the use of fossil fuels via further electrification and the use of green hydrogen. The successful and timely implementation of these projects hinges to some extent on the advancement of green hydrogen availability. Locked-in emissions do not jeopardize the Group reaching its near-term decarbonization targets.

Integration of transition plan in strategy

The transition plan is embedded in the annual financial planning process and – along with other sustainability-relevant topics – specific measures. Examples include decarbonization-relevant investments, like electrification or on-site renewables included in the financial planning. This ensures that the GHG emissions, as well as the overall goal of reducing carbon emissions, are considered in the decision-making of key functions and at specific Operating Companies during existing processes such as procurement or innovation. Integrating decarbonization into our existing strategic processes enables us to align the Heraeus portfolio’s businesses with the Group decarbonization targets.

Both the targets and the road maps were approved by the ESG Chapter of the Group Responsibility Committee and the Group Management Committee and discussed with the Supervisory Board and Shareholders’ Committee (see the chapter ESRS 2 General Disclosures for more details).

Heraeus is not subject to the Paris-aligned benchmark, which is an EU regulation that applies to investment portfolios in the finance sector; it is therefore irrelevant for Heraeus Group.

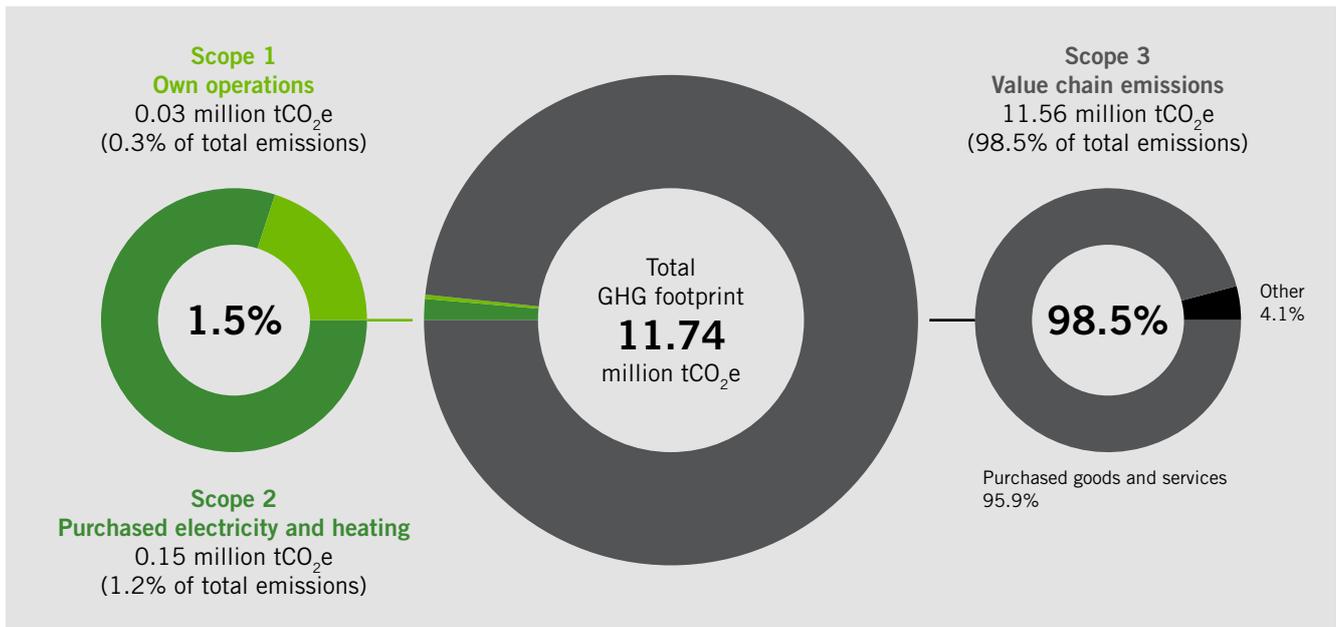
Progress in implementing transition plan

Scope 1 and 2 GHG emissions decreased by 15.2% between 2021 and 2024, driven mainly by increased use of electricity from renewable sources and energy efficiency improvements. More details on that can be found in the section on E1-3.

As described in the section on ESRS 2 GOV-2, the Heraeus Operating Companies report on progress on a quarterly basis in the Business Review Meetings to the GMC and regularly align with Group Sustainability. Tracking the Group's progress to target is coordinated by Group Sustainability and regularly

discussed in the ESG Chapter and with the GMC.

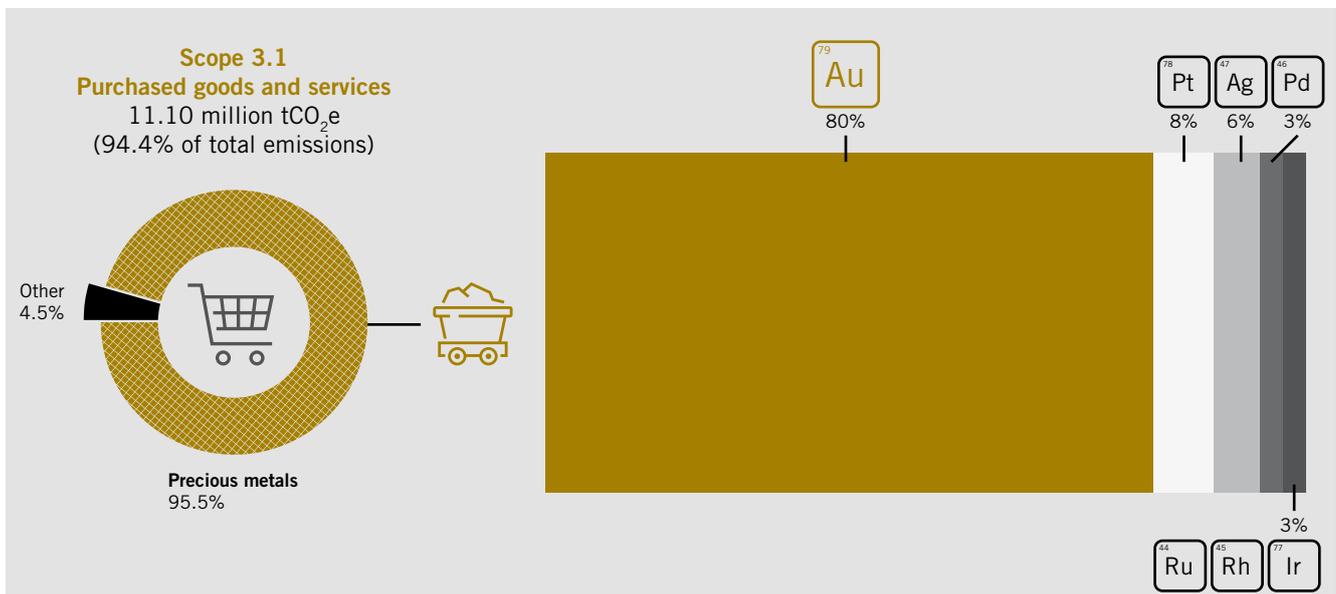
The chart below shows the total Group GHG emissions in 2024. It also provides a more precise breakdown of Scope 3, the biggest emissions driver for the Group.



Total GHG emissions of the Heraeus Group in 2024

Within Scope 3, purchased precious metals represent the largest share of emissions due to their very high footprint.

As result of the Group's business models, gold is especially relevant for Heraeus Scope 3 emissions:



Share of precious metals in purchased goods and service of the Heraeus Group in 2024

E1-2: Policies related to climate change mitigation and adaptation

The topic of climate change mitigation from a Group perspective is steered by Group Sustainability, and relevant decisions are made in the ESG Chapter. Strategically and operationally, these topics are managed within the Operating Companies. Formal and regular exchanges between the Operating Companies' sustainability leads regarding decarbonization take place in the monthly Sustainability Network meetings.

To formalize Group requirements and strengthen its commitment to climate change, the GMC and Group Sustainability approved and released an official Group climate policy in 2024. This policy focuses on climate change mitigation through energy efficiency and renewable energy deployment and commits to regularly assessing the Group's climate change-related resilience. The policy covers Heraeus' climate-related commitments, goals, strategies, and governance with a view to reducing negative material impacts from corporate carbon emissions. Heraeus commits to be aligned with SBTi's cross-sectoral 1.5 °C pathway for near-term Scope 1 and 2 GHG reductions and the WB2C (well below 2 °C) pathway for near-term Scope 3 reductions. The policy covers these

near-term Scope 1, 2, and 3 GHG emissions reduction targets. It was communicated to all employees and made available for external stakeholders on the Heraeus website.

In addition, several documents were released to clarify Group requirements related to decarbonization and provide guidance to the Operating Companies:

- Carbon accounting guidelines aligned with the Greenhouse Gas Protocol for Scope 1, 2, and 3 GHG emissions
- EAC (Energy Attribute Certificate) position paper laying out the Group-level position on the use of EACs for electricity decarbonization aligned with SBTi, Carbon Disclosure Project (CDP), and RE100 technical guidance
- Decarbonization guidance outlining the Group-level best practices regarding various decarbonization tools and enabling the Group and Operating Companies to (1) avoid potential reputational risks, (2) minimize financial risks, and (3) ensure adherence to key standards and thus auditability.

E1-3: Actions and resources related to climate change policies

Value chain emissions – reduction of footprint from purchased precious metals

A major focus in our decarbonization efforts today is the enhancement of data transparency and data. To do this, we are focusing on accessing mine-specific data, secondary supplier data, and industry data. This involves aligning with industry associations and defining internal standards to track and calculate emissions. These efforts are currently ongoing and form a critical part of our strategy.

Additionally, we are reviewing strategies to increase the share of material from low-carbon mines through strategic cooperations with our mining partners. This initiative is under review and aims to ensure that our sourcing practices support our decarbonization goals.

On top of this, we are looking at increasing our secondary volumes of precious metals. Since 2018, Heraeus Precious Metals has been expanding its recycling capacities in North America, Europe, and China. This effort includes the installation of a new recycling smelter in Wartburg, TN, USA, in 2024, as well as various investments to enlarge recycling capacity at the site in Hanau, Germany. Finally, through an external acquisition finalized in 2024 Heraeus will strengthen

its expertise in precious metals recycling via new capabilities for recovering iridium from spent mixed metal oxide electrodes. Between 2018 and 2026, Heraeus Precious Metals is planning to invest up to € 300 million in recycling and refining measures.

Value chain emissions – other measures

Even though other Scope 3 emissions represent only a small share of our total emissions, we plan to address these too. As we have gained transparency on our emissions and hotspots, we are now in the process of defining, assessing, and prioritizing concrete measures to reduce other Scope 3 emissions, such as those related to logistics. We will report on these measures in future reports.

Emissions from own operations – installation of on- and near-site PV systems

As of the end of 2024, a total of 25 Heraeus locations in 16 countries already had on-site PV systems in operation, and five extensions or new constructions are underway or planned for 2025 and beyond. As of the end of 2024, a capacity of 13 MWp was installed at our sites.

The proportion of electricity requirements covered by the existing solar installations at each site varies, depending on the respective power consumption, the available on-site area, and irradiation. Solar electricity produced at our sites is expected to cover roughly 8% of Heraeus' planned electricity consumption by 2030.

Emissions from own operations – use of renewable electricity instruments

In 2023, our industrial park operator for the Rhine-Main region, Heraeus Site Operations and the Operating Company Heraeus Precious Metals concluded a PPA with a solar park operator in the Rhine-Main region for a capacity of 40 MWp from 2025. The generated electricity is expected to cover approximately 25% of the electricity needs at the German sites. Additional PPAs are being considered in Germany to increase the share of energy consumption covered via long-term renewable energy supply.

In addition to the instruments described above, where necessary, the Heraeus sites purchase unbundled EACs to increase the share of renewable electricity in their mix. In 2024, 60,783 MWh of electricity was decarbonized via these unbundled EACs.

Finally, where possible, sites increase the share of renewable sources in their electricity mix by concluding green electricity supply contracts – so-called bundled EACs. In 2024, 16,457 MWh of electricity was decarbonized via such green electricity contracts.

Emissions from own operations – improved energy efficiency

Various efficiency measures are being conducted at our sites. These measures include the use of energy management systems, reductions of heating energy, recovery of waste heat, and

investment in more efficient equipment and infrastructure. Concrete examples of measures include digital metering, energy data tracking and analysis, building management and tighter control of room temperatures and humidity, installation of LED lights, and shut-down management for certain production equipment.

Some Operating Companies have set ambitious energy efficiency targets, track progress toward these targets, and report quarterly to the Group Management Committee. Energy efficiency assessments and road maps can be supported by our in-house consultancy teams Supply Chain Excellence and Digital Hub.

Emissions from own operations – implementation of technology shift away from fossil fuels

A technological shift to reduce Scope 1 emissions is key in the area of precious metals recycling and quartz glass manufacturing. These production processes are energy-intensive and partially rely on natural gas or propane. Specialized teams within the respective businesses are evaluating technological changes and process adjustment such as electrification or the use of green hydrogen as a lever for decarbonization.

In the precious metals recycling and refining area, electrification of first processes is already ongoing. Electrification will contribute to a roughly 25% decrease in the use of fossil fuels in this production area by the end of 2025, compared to 2019. In addition, further reductions are expected on the basis of other technological improvements.

In the quartz glass manufacturing area, the first feasibility trials will be launched in 2025.

The use of biogenic gas to reduce our Scope 1 emissions is currently not being considered, as we are awaiting the updated Greenhouse Gas Protocol and respective SBTi guidance on this topic.

E1-4: Targets related to climate change mitigation and adaptation

We have set up our Group-level near-term GHG reduction targets according to SBTi's cross-sectoral guidance in order to align them with the latest climate science from IPCC (Intergovernmental Panel on Climate Change) and the Paris Agreement's ambition level. Our target setting for Scopes 1 and 2 as well as Scope 3 is aligned with our carbon accounting inventory boundaries, which follow the Greenhouse Gas Protocol.

Due to the nature of our Group structure and its Operating Companies, our approach has been to take both a top-down and bottom-up perspective to identifying suitable targets within the Group. The GMC – via the Group Sustainability

Team – tasks the Operating Companies with setting their own decarbonization targets by indicating the preferred Group ambition level. Once the Operating Companies report back their commitments, Group Sustainability aggregates and sets a Group target, which is then approved by the ESG Chapter and the GMC.

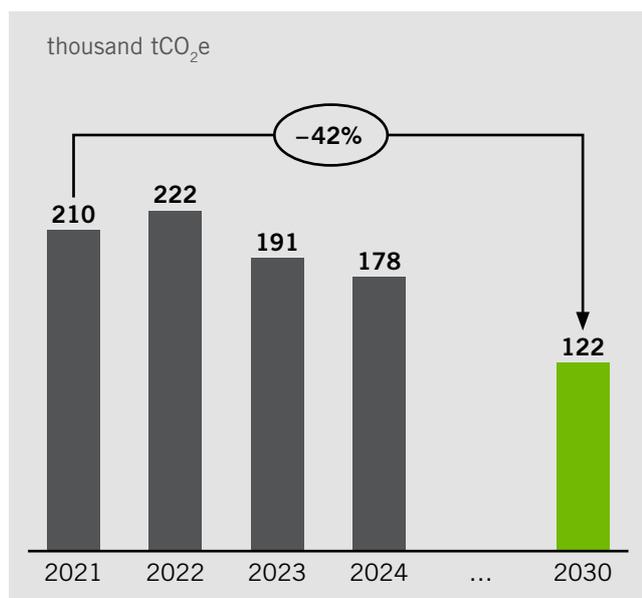
The key decarbonization levers and quantified impact, where known, are described in the sections on E1-1 and E1-3. Progress to the targets is regularly discussed with the Operating Companies and ESG Chapters.

Target for Scope 1 and 2 emissions

For Scopes 1 and 2 we have defined our base year as 2021, as this was the first year with the required availability of high-quality data. We have also oriented our Scope 3 target on the same base year.

Following the SBTi guidance, we commit to reducing our Scope 1 and 2 emissions from the 2021 base year by an absolute volume of 42% by the target year 2030; this is aligned with a 1.5 °C global warming trajectory. Our Scope 1 and 2 emissions in 2021 totaled 209,863 metric tons CO₂e, which means we are aiming to lower emissions to 121,721 metric tons of CO₂e by 2030, without the use of carbon credits.

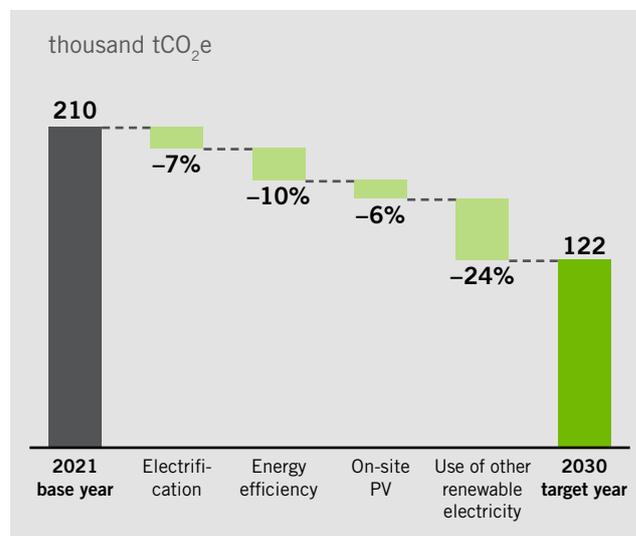
The chart below shows the Scope 1 and 2 Group-level, near-term decarbonization target:



Scopes 1 and 2 emissions: Absolute reduction target of the Heraeus Group by 2030

Should the technological, policy-related, market availability, and feasibility prerequisites in the area of green hydrogen become reality in an economy aligned with the 1.5 °C global warming scenario, Heraeus plans to make use of such new technologies. However, these developments are not needed in order to reach our Scopes 1 and 2 reduction target by 2030.

Over the past years, we have been able to reduce our Scope 1 and 2 emissions by 15.2% so that we are on track to reach our 2030 target. The chart below shows the reduction path for Heraeus Scope 1 and 2 emissions from base year to target year via the key levers described in the section on E1-3.

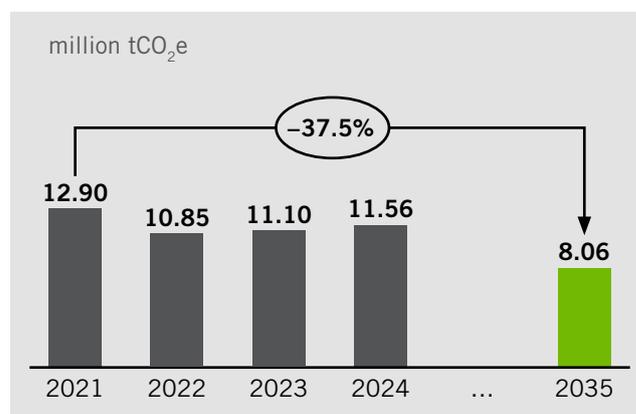


Key decarbonization levers for the Heraeus Group to reach the set Scope 1 and 2 target

Target for Scope 3 emissions

Our Scope 3 near-term carbon reduction target is aligned with SBTi's WB2C (well below 2 °C) near-term absolute target-setting method: we commit to reducing our Scope 3 emissions by 37.5% by 2035, as compared to the base year 2021. We have chosen 2035 as the target year here in order to be aligned with both SBTi and ESRS requirements. We plan to report 2030 as a milestone interim target year due to ESRS. Our Scope 3 emissions in 2021 totaled 12,901,581 metric tons of CO₂e, meaning we aim to bring these emissions down to 8,063,488 metric tons of CO₂e by 2035.

The chart below shows the Group-level Scope 3 target commitment:



Scope 3 emissions: Absolute reduction target of the Heraeus Group by 2035

Since we only recently calculated our Scope 3 emissions at Group level, we are currently focusing strongly on transparency

and data quality. As a next step, initiatives and reduction measures will be defined and implemented.

E1-5: Energy consumption and mix

The largest component of our energy consumption is electricity. As described previously, we are working towards increasing the share of renewable energy in the mix via on-site PV, power purchase agreements, and EAC purchasing.

In 2024, our total energy consumption came to 650,392 MWh.

Following the ESRS guidance under E1-5, since Heraeus is active entirely in manufacturing and precious metals trading

sectors, its operations are all situated in high-climate impact sectors. The table below provides details about the share of energy consumed from fossil, nuclear, and renewable sources. The share of renewable sources increased by 18.0% from 2023 to 2024, primarily driven by additional on-site PV production and increased use of green electricity contracts and unbundled EACs.

	2023	2024
Fossil energy consumption (MWh)		
1. Fuel consumption from coal and coal products	–	–
2. Fuel consumption from crude oil and petroleum products	1,068	572
3. Fuel consumption from natural gas	184,807	176,370
4. Fuel consumption from other fossil sources	38,802	25,303
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	338,086	331,123
6. Total fossil energy consumption	562,762	533,367
Share of fossil sources in total energy consumption (%)	84.1%	82.0%
Nuclear energy consumption (MWh)		
7. Consumption from nuclear sources	27,984	27,274
Share of consumption from nuclear sources in total energy consumption (%)	4.2%	4.2%
Renewable energy consumption (MWh)		
8. Fuel consumption from renewable sources, including biomass	–	–
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	71,537	77,239
10. The consumption of self-generated non-fuel renewable energy	6,657	12,511
11. Total renewable energy consumption	78,194	89,750
Share of renewable sources in total energy consumption (%)	11.7%	13.8%
Total energy consumption (MWh)	668,940	650,392

The energy intensity per net revenue is shown below in the section on E1-6. No separate breakdown for revenue in high-climate impact sectors is required as all Heraeus activities are situated in

high-climate impact sectors. The net revenue in high-climate impact sectors is equal to the total revenue shown in the financial statements.

The following table shows the total Group energy production in 2023 and 2024.

	2023	2024
Energy production (MWh)		
(1) Non-renewable energy production	185,874	176,942
(2) Renewable energy production	6,657	12,511
Total energy production	192,532	189,453

E1-6: Gross Scopes 1, 2, 3 and total GHG emissions

The methodologies used and further details on calculation and assumptions related to our GHG emissions tracking are described in the carbon accounting section below.

Scopes 1 & 2

Our Scope 1 and 2 GHG emissions decreased by 3.5% from 2023 to 2024, driven mainly by increased use of renewable electricity and energy efficiency gains.

Scope 1 and 2 emissions in 2021 were restated versus previous reports due to the sale of Operating Companies and sites, based on our Restatement Policy.

Scope 3

Our Scope 3 GHG emissions increased by 4.1% from 2023 to 2024. Current fluctuations are mostly volume driven. As a strong focus is still being placed on improving data transparency and preparing our decarbonization road map, no significant measures have been implemented yet nor has there been a substantial reduction impact on our emissions thus far.

The table below provides a detailed overview of Heraeus GHG emissions broken down by Scope.

	2021	2023	2024	% N / N-1
Scope 1 GHG emissions in tCO₂e				
Gross Scope 1 GHG emissions	41,910	38,845	33,953	-12.6%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	34.1%	36.8%	42.1%	14.5%
Scope 2 GHG emissions in tCO₂e				
Gross location-based Scope 2 GHG emissions	162,451	165,045	164,078	-0.6%
Gross market-based Scope 2 GHG emissions	167,953	145,423	143,952	0.0%
Scope 3 GHG emissions in tCO₂e				
Total gross indirect (Scope 3) GHG emissions	12,901,581	11,104,257	11,561,148	4.1%
1 Purchased goods and services	12,523,468	10,703,513	11,082,531	3.5%
2 Capital goods	97,517	150,657	197,972	31.4%
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	41,248	42,505	54,361	27.9%
4 Upstream transportation and distribution	88,336	55,583	58,003	4.4%
5 Waste generated in operations	42,789	34,870	48,002	37.7%
6 Business travel	2,500	10,378	9,471	-8.7%
7 Employee commuting	32,716	36,031	38,636	7.2%
8 Upstream leased assets	-	1,541	863	-44.0%
9 Downstream transportation and distribution	33,262	13,121	19,216	46.4%
10 Processing of sold products	5,944	12,475	7,096	-43.1%

	2021	2023	2024	% N / N-1
11 Use of sold products	6,571	7,779	5,169	-33.6%
12 End-of-life treatment of sold products	-	-	-	-
13 Downstream leased assets	-	-	-	-
14 Franchises	-	-	-	-
15 Investments	27,230	35,804	39,828	11.2%
Total GHG emissions in tCO₂e				
Total GHG emissions (location-based)	13,105,941	11,308,147	11,759,178	4.0%
Total GHG emissions (market-based)	13,111,444	11,288,539	11,739,053	4.0%

A few subsidiaries where Heraeus has operational control are not included in the consolidated financial statements. The breakdown of GHG emissions between companies consolidated in the Group financial statements and associates,

joint ventures, or subsidiaries that are not fully consolidated, but for which Heraeus has operational control is provided below.

	2021	2023	2024	% N / N-1
Scope 1 GHG emissions in tCO₂e				
Gross Scope 1 GHG emissions – entities consolidated in Group financial statements	41,910	38,845	33,953	-12.6%
Gross Scope 1 GHG emissions – non-consolidated entities under operational control	-	-	-	-
Scope 2 GHG emissions in tCO₂e				
Gross location-based Scope 2 GHG emissions – entities consolidated in Group financial statements	162,451	165,045	164,078	-0.6%
Gross location-based Scope 2 GHG emissions – non-consolidated entities under operational control	-	-	-	-
Gross market-based Scope 2 GHG emissions – entities consolidated in Group financial statements	167,953	145,423	143,952	0.0%
Gross market-based Scope 2 GHG emissions – non-consolidated entities under operational control	-	-	-	-

The table below shows the GHG intensity per net revenue. The net revenue used to calculate GHG emissions is fully

aligned with the total net revenue from the financial statements.

GHG intensity per net revenue in tCO₂e/€	2023	2024	% N / N-1
Total GHG emissions (location-based) per net revenue	0.000441	0.000400	-9.3%
Total GHG emissions (market-based) per net revenue	0.000440	0.000399	-9.3%

€ million	2024
Net revenue used to calculate GHG intensity	29,397
Net revenue (other)	-
Total net revenue (in financial statements)	29,397

Accounting policies – environment

Reporting scope & framework

The voluntary Group reporting period covers the period from January 1, 2023 to December 31, 2024. For the Heraeus Group, all Group companies and subsidiaries which are fully consolidated for the Heraeus Group financial reporting are included in GHG reporting. For entities where Heraeus Group has operational control, all Scopes (1, 2, and 3) are reported. Where Heraeus Group does not have operational control, these entities are reported under Scope 3, category 15 (Investments). For reporting on CO₂e emissions, Heraeus Group applies the standards set by the Greenhouse Gas Protocol.

Restatement policy

The Heraeus Group follows a restatement policy based on guidelines from the Science Based Targets initiative and the Greenhouse Gas Protocol. The general restatement logic applies for Scopes 1, 2, and 3. For all Scopes, recalculations are undertaken when significant changes – those resulting in more than 5% difference – occur to our data. Restatements of past years can occur due to the following reasons:

- Structural changes in the Heraeus Group such as mergers, acquisitions, and divestments or outsourcing and insourcing of emitting activities and therefore the transfer of ownership or control
- Change in calculation methodology to improve data accuracy
- Discovery of significant errors or a number of cumulative errors that are collectively significant

Scopes 1 & 2

Scope 1 and 2 GHG emissions are calculated based on the purchased quantities within various energy types. This means that all activity data is based on posted invoices in the ERP system. Energy-type-specific emissions factors are then applied to the invoiced quantities to calculate the associated total emissions. The following types of emissions factors are applied:

1. Constant/physical factors: factors that are stable over time and can be applied for all years. This factor type is used for Scope 1 energy types, such as natural gas or propane gas. To reflect the individual composition of the energy types, site-specific constant factors can be applied, if available. If no site-specific factor is available, a global average is applied.

2. Market-based factors: This factor type varies over time and is the supplier-specific factor of our energy providers, e.g. our electricity supplier. The factors are updated once a year as soon as the factor is available.
3. Location-based factors: If our energy supplier does not disclose a market-based factor, the location-based factor is applied. This factor represents a country average and is updated once per year using the figures of the International Energy Agency (IEA).

All factors are available in two quality standards:

- a) CO₂ factor: only considers the global warming potential of carbon dioxide
- b) CO₂e factor: considers the global warming potential of all six GHGs separately (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆)

Heraeus strives to apply CO₂e factors wherever available and therefore report on all six greenhouse gases as far as possible.

Scope 1 emissions at Heraeus Group include gases and relevant raw materials burned in our processes such as natural gas, propane gas, gasoline, diesel oil, and fuel oil.

Scope 2 emissions at Heraeus Group include electrical power (purchased for own use), thermal heat, steam, compressed air, cooling water, and refrigeration.

Scope 3

The Heraeus Group reports information on all applicable Scope 3 GHG categories. Of the 15 categories in Scope 3 emissions, only two downstream-related categories are not applicable: downstream leased assets (C13) and franchises (C14). The data foundation for every category comes from our ERP system. The relevant Scope 3 data per category is exported from our data storage system and subsequently conveyed to an external provider, who performs the calculation of CO₂e. For the management and calculation of Scope 3 emissions, the Heraeus Group has chosen carbon management software with a methodological approach that is in compliance with the Greenhouse Gas Protocol standards as well as Global Reporting Initiative (GRI) guidelines. When entered into the software, transaction data is automatically matched with the best possible emissions factor depending on data availability and the relevant Scope 3 category. As purchased goods and services make up more than 98% of our Scope 3 emissions, the detailed methodology for this category is explained below.

Purchased goods and services (Scope 3.1)

The emissions from purchased goods and services are calculated using data from purchase management software integrated with our ERP system. Activity data is sourced from the purchase management software, recording information in terms of expenditure, weight, volume, or pieces. Emissions are calculated using two methods, depending on data availability: an activity-based approach is used when weight information is available, converting quantities into kilograms and applying industry or supplier-specific emission factors. If no

primary data is available for a purchased material, a matching emissions factor from the ecoinvent database is applied. When weight information is not available, an expenditure-based approach is used, applying EXIOBASE emissions factors to total expenditure.

Within purchased goods and services, precious metals are critical as they make up the majority of emissions within this category. Continuous improvement in methodology and data availability for precious metals emissions factors is a priority.

E1-7: GHG removals and GHG mitigation projects financed through carbon credits

Heraeus does not finance GHG removal or GHG mitigation projects through carbon credits.

E1-8: Internal carbon pricing

Heraeus does not use internal carbon prices.

E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Heraeus is applying the phase-in allowance regarding the Disclosure Requirement on anticipated financial effects from material physical and transition risks and potential

climate-related opportunities stipulated by E1-9 and is not currently reporting this data.

ESRS E2 POLLUTION

E2.IRO-1: Description of the processes to identify and assess material pollution-related IROs

The process to identify and assess pollution-related IROs was described in the section on ESRS 2 IRO-1. The following

impact was identified as material for Heraeus under ESRS E2 Pollution:

Material IRO	Description	Category
Pollution of air		
Pollutants emitted by own operations contributing to air quality degradation	The manufacturing of quartz glass in own operations generates emissions of pollutants to air. Emissions of NO _x particles are especially relevant as they can cause health and environmental issues.	Actual negative impact Own operations Short-, medium-, and long-term

E2-1: Policies related to pollution

Environment, Health & Safety Policy

The current Heraeus Environment, Health & Safety (EHS) Policy covers the topics of leadership, guidelines and procedures, processes, and responsibilities. The policy is binding for all employees in all countries in which Heraeus operates. Knowledge of the policy itself, and transposition of the global policy into local policies is reviewed during internal audits (assessments) of the Heraeus EHS Management System.

The policy was updated and released again in 2025. The revised version delivers a stronger focus on material topics such as air pollution and health and safety, and how to monitor these.

EHS Management System & organization

Overall responsibility for EHS lies with the Board of Managing Directors, with policies and measures implemented accordingly throughout the Group's operational hierarchy. EHS responsibilities are clearly defined throughout using standardized templates adjusted to local needs. The responsible persons are supported by a robust EHS organization including:

- Corporate EHS: provides governance and central services
- Regional EHS Coordinator: functions as local enabler
- Operating Company EHS Manager: responsible for EHS within the Operating Company
- Site EHS Manager: responsible for day-to-day EHS activities on site; Heraeus requires every production site to clearly define EHS responsibilities and assign adequately trained Site EHS Managers

Heraeus has developed an overarching structure to define uniform EHS processes, guidelines, and tools worldwide. It comprises the following key elements:

- Site risk classification: each production site within Heraeus is classified according to their EHS risk
- EHS organization with clearly defined roles and responsibilities at all hierarchy levels
- EHS company standards: the Heraeus EHS Development Path
- EHS assessment program comprising regular audits of compliance with company standards
- EHS compliance audits: regular audits against applicable legal EHS requirements
- Software and tools: systems that allow homogenous EHS management and reporting at all Heraeus sites globally

EHS compliance audits

The EHS compliance audits are based on the ScoreCards defined by Enhesa. Enhesa is an entity that provides guidance on compliance and international legal requirements in a number of forms. In the area of EHS compliance audits, Enhesa provides an Audit ScoreCard which allows users to review regulatory requirements in a checklist manner in order to carry out audits of their facilities. Each ScoreCard includes detailed requirements, guidance to further explain each requirement, applicability screening questions, a list of essential documents, and hyperlinks to related citations.

Enhesa categorizes EHS topics into general environment and air, among others. Environmental and pollution topics can also be found in other categories such as waste, water, technical safety, and emergency preparedness. The Heraeus audit program was established in 2017, and all production sites are subject to these audits. Audits are prioritized by site risk level. All findings as a result of these audits are categorized according to their impact. Corresponding action items are created and tracked in Intellex, a cloud-based EHS software solution.

EHS Development Path

The EHS Development Path is the Heraeus internal EHS Management System and provides the foundation for systematically implementing environment-, health-, and safety-related actions and processes throughout the Group. It has been verified by a variety of certification bodies such as SGS, TÜV Rheinland, TÜV SÜD, and DEKRA. It is based on the applicable legal requirements, the EHS management system standards ISO 14001 and ISO 45001, as well as global EHS insurance contracts, and the Heraeus minimum EHS standards. Where applicable laws and regulations mandate

stricter requirements, those take precedence over the requirements and interpretations of the EHS Development Path. The Development Path is continuously reviewed, further developed, and adjusted accordingly where necessary.

In addition to our internal EHS Management System, 74% of our production sites are externally certified in line with ISO 14001 and 66% in line with ISO 45001. In the area of air pollution, the EHS Development Path requires a detailed inventory and reporting of air emissions, formal management of any change process for EHS-relevant changes, monitoring of air emissions to ensure compliance with legal requirements, and an inspection program for EHS-critical equipment, including air pollution control equipment.

All production sites where Heraeus Operating Companies have management control are required to apply this framework. Heraeus sites perform a self-assessment on a yearly basis and are required to undergo the Heraeus internal assessment. The latter is managed by Corporate EHS and determines if the sites meet the requirements of the Heraeus EHS Management System.

E2-2: Actions and resources related to pollution

Actions related to air pollution in own operations

Quartz glass production is under constant supervision to reduce the output of pollutants such as NO_x , SO_x , and particulate matter. Measures have been implemented in production processes that have a material impact on air pollution from own operations. These measures aim at limiting current impacts and ensuring that regulatory standards are met at all times.

One example where we take action is the manufacturing of synthetic quartz glass. Here, our operations are currently testing the best available technology (BAT) for separating NO_x from the exhaust gas stream in a so-called DeNO_x process. In the traditional selective catalytic reaction (SCR) process, the NO_x is converted into N_2 and H_2O in a catalytic converter at temperatures of approximately 250 °C with ammonia as a reaction medium (either as ammonia water, urea, or gaseous ammonia). In most cases, the catalytic converter used here is a honeycomb catalytic converter that is a separate section in the exhaust gas line, and, depending on the magnitude of the exhaust gas flow, can reach the height of a multi-story building. In its own quartz glass manufacturing, Heraeus is trialing a new system for removing NO_x from the exhaust gas stream that employs the DeNO_x process at temperatures below 250 °C. This reduces energy consumption, as in the

conventional DeNO_x process the NO_x is burned at higher temperatures, and thus translates to avoidance of further CO_2 emissions. This new system has the potential to lower NO_x emissions by 50% but currently requires further long-term testing over the coming years to determine the durability of the system.

Actions related to air pollution in the value chain

Although the aspect of air pollution was assessed as material in own operations only, Heraeus engages with suppliers where the type of operation they are involved in may entail the risk of air or water pollution. The risk of air and water pollution is addressed:

- In the classification of industries as low- or high-risk industries
- In the supplier questionnaire that we require of suppliers with high or very high risk of violation of our human rights or environmental standards
- In the sustainability audit questionnaire required when we conduct sustainability audits of a supplier's site

E2-3: Targets related to pollution

Heraeus aims for its facilities to adhere to local pollution-related requirements at all times and continuously reduce its emissions of air pollutants, in particular NO_x. Although no quantitative target was defined in regard to air pollution, all production sites are part of the EHS framework and required

to set themselves targets and improve their performance in various EHS-related areas. The Group-wide target of having 80% of Heraeus production sites fulfilling our internal EHS Management System requirements was achieved in 2024.

E2-4: Pollution of air, water, and soil

As described in the section on IRO-1, only air emissions of NO_x were identified as material for Heraeus. The amounts of this pollutant emitted by facilities belonging to own operations are reported in an internal data collection tool (Code On Time).

Applicable threshold values are specified in Annex II of Regulation (EC) No. 166/2006. Values from the Heraeus quartz glass manufacturing operations are listed below:

in metric tons	2023	2024
NO _x emissions ⁴	395	252

These values are provided by direct measurements conducted in the relevant facilities; every three years measurements are taken by an accredited measuring institute.

Continuous measurements are carried out to ensure the legally stipulated threshold values are complied with.

⁴ The Heraeus Group reports on air emissions in line with the provisions of ESRS E2-4, which limit emissions reporting to emissions from facilities that exceed the applicable threshold value specified in Annex II of Regulation (EC) No. 166/2006. In the reporting period, that applied only to NO_x.

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

E5.IRO-1: Description of the processes to identify and assess material IROs related to resource use and circular economy

The process to identify and assess IROs related to resource use and circular economy was described in the section on ESRS 2 IRO-1. The following impacts were identified as

material for Heraeus under ESRS E5 Resource Use and Circular Economy:

Material IROs	Description	Category
Resources inflows		
Use of precious metals (mining) materials in own operations	Due to high demand in various applications, several Operating Companies at Heraeus rely on mining of precious metals. Extractive industries including the mining of scarce and finite resources like gold, silver, and platinum group metals can have significant adverse impacts on social and environmental aspects.	Actual negative impact Own operations Short-, medium-, and long-term
Promoting a circular economy for precious metals	The recycling of precious metals is one of Heraeus' core business models and can help reduce the environmental footprint of these materials. Based on internal and external ⁵ Life-Cycle Assessment data, the carbon footprint of recycled precious metals is up to 98% lower compared to primary sources.	Actual positive impact Own operations Short-, medium-, and long-term

Precious metals closed loop business

The Operating Company Heraeus Precious Metals, a global leader in precious metals, manages the entire value chain from refining and trading to creating innovative precious metal products and recycling of secondary materials, including end-of-life materials. Its core businesses include refining precious metals from primary sources and recycling and refining

them from secondary sources, practices that have been well-established for many decades. With 13 recycling facilities across eight countries – including three joint venture facilities⁶ – Heraeus Precious Metals recycles and refines all eight precious metals and rhenium, continuously keeping recovered precious metals in circulation by creating new products from recycled fine metal.

E5-1: Policies related to resource use and circular economy

Precious Metals Resource Use and Circularity Policy and Supply Chain Due Diligence Policy

In 2024, we formalized our long-standing approach to supporting a circular economy for precious metals through our Precious Metals Resource Use and Circularity Policy; it was made publicly available on our website in the first quarter of 2025.

This new policy outlines our commitment to increasing the intake volume of secondary precious metals and promoting a circular economy for these materials. A key aspect of this effort is the continuous expansion of our technical recycling capabilities, which includes making more material streams recyclable and further improving recovery rates. We operate our recycling facilities responsibly, adhering to all applicable

regulations in the regions where we are located. This encompasses waste management and the systematic decarbonization of our operations.

Given that the demand for precious metals exceeds what can be supplied through recycling alone, the policy also emphasizes our commitment to enhancing resource efficiency in our industrial precious metals products and supporting the sustainable development of our mining partners. Our Supply Chain Due Diligence Policy details the social and environmental criteria we require from our mining partners, explicitly addressing human rights for workers and affected communities as well as the negative environmental impacts from improper handling of hazardous substances like waste. This policy as well as the corresponding processes and actions are described in more detail in the sections on S2 and S3.

⁵ International Platinum Group Metals Association reports from 2022 and 2023.

⁶ Data from joint ventures are not included in reporting scope.

E5-2: Actions related to resource use and circular economy

General approach

We recognize the significant environmental and social impacts associated with the mining and processing of precious metals. Although the environmental footprint of secondary materials is considerably lower, we understand that the immense demand for precious metals cannot be met through recycling alone, making mining essential.

Our approach is therefore twofold. Firstly, we take action to keep as much precious metals volume in the loop as possible. Secondly, we support an overall sustainable development of the precious metals mining industry. The latter is described in more detail in the sections on S2 and S3.

Heraeus Precious Metals also actively engages in driving the development of standards in the context of precious metals within our industry and beyond, such as the definition of recycled or Scope 3 accounting methodologies in the context of precious metals. We strive to improve transparency and establish processes together with our industry partners. For this, we are also active in various industry associations and working groups, such as the International Platinum Group Metals Association (IPA), the European Precious Metals Federation (EPMF), and the Responsible Jewellery Council (RJC).

Enhancing secondary precious metals volume and recycling capabilities

Heraeus Precious Metals is committed to continuously increasing the intake volumes of secondary precious metals, while recognizing that economic developments, particularly in industries that use precious metal products such as catalysts, glass tools, or sputtering targets, impact the amount of industrial end-of-life material we receive. Therefore, we are always seeking new ways to conserve resources and enhance our technical capabilities for recovering precious metals. This comprises making additional material streams recyclable and further improving our recovery rates. To accomplish this, we engage in research, investments, and partnerships.

Recent investments include a new smelter at one Heraeus Precious Metals facility in the USA, which began operations in 2024 and enables processing of additional material types and lower-grade materials. Moreover, in June 2024, Heraeus acquired the Canadian recycling company McCol Metals, which

specializes in recovering iridium from spent mixed metal oxide electrodes used in electrochemical processes such as chlorine production, battery copper foil production, water treatment, and electrowinning. On top of this, at its Hanau site in Germany, Heraeus Precious Metals is expanding the wet chemical recycling and refining capacity for platinum group metals and a new chamber furnace enables the recycling of new materials such as fuel cell membranes.

Providing 100% recycled precious metals products

Since 2024, our customers have had the option to purchase many of our industrial products made with 100% recycled precious metals, under the brand name Circlear. This offering helps our customers reduce their Scope 3 carbon footprint and track their progress toward their own sustainability goals. For instance, using one kilogram of recycled precious metals can save up to 98% – or 33 metric tons – of CO₂ compared to using primary materials.⁷

Circlear's 100% recycled content is based on mass balance and has been verified by TÜV SÜD according to ISO 14021 for seven precious metals: gold, silver, platinum, palladium, iridium, rhodium, and ruthenium. Currently, Circlear is available in the EMEA, Americas, and APAC, excluding China and India.

In addition to Circlear, we offer to process gold and silver in segregated lines. This way, our customers can be sure that the precious metal is physically of the desired origin, for example purely recycled or from a specific mine or panel of mines.

Increasing resource efficiency and recyclability of products

We continuously explore ways to reduce the precious metals content in our products for industrial applications, while making sure to meet customer needs, enhance product efficiency and lifespan, and ease of recyclability.

For instance, together with Sibanye-Stillwater, Heraeus Precious Metals has developed a ruthenium-based catalyst for producing green hydrogen via proton exchange membrane water electrolysis. This new catalyst significantly reduces the iridium required to build one gigawatt of capacity – from around 400 kg to just 30–150 kg.

⁷ Based on Life-Cycle Assessment data from internal sources and International Platinum Group Metals Association reports from 2022 and 2023.

E5-3: Targets related to resource use and circular economy

To monitor the effectiveness of our initiatives in promoting a circular economy for precious metals, Heraeus Precious Metals has established a target to raise intake volumes of

secondary precious metals compared to the base year 2024. In future reporting, we will express the target achievement as a percent value compared against the base year.

E5-4: Resource inflows

	Unit	2023	2024
Secondary platinum group metals (PGM) processed at Heraeus Precious Metals			
Share of total PGM processed	%	60.4%	62.5%
Secondary gold processed at Heraeus Precious Metals			
Share of total gold processed	%	20.4%	17.6%
Secondary silver processed at Heraeus Precious Metals			
Share of total silver processed	%	19.2%	25.0%

ESRS S1 OWN WORKFORCE

S1.SBM-2: Interests and views of stakeholders

The consideration of interests and views of people from our own workforce was described in the section on ESRS 2 SBM-2.

S1.SBM-3: Material impacts, risks, and opportunities and their interaction with strategy and business model

The description of the processes to identify and assess people-related material impacts, risks, and opportunities was

described in the section on ESRS 2 IRO-1. In line with this process, the following material IROs were identified:

Material IROs	Description	Category
Own workforce • Working conditions		
Injuries, accidents, and fatalities in own operations	Due to the nature of its operations and various manufacturing processes, employees of Heraeus can face risks of injuries and accidents. Although many safeguards are in place, such negative impacts cannot be fully excluded.	Potential negative impact Own operations Short-, medium-, and long-term
Own workforce • Equal treatment and opportunities for all		
Fostering of innovation, creativity, and excellence through diversity of thought	Fostering diversity of thought and an inclusive corporate culture enables innovative problem-solving. For employees, it builds confidence, strengthens the sense of belonging, and encourages unique contributions in an appreciative environment.	Actual positive impact Own operations Short-, medium-, and long-term
Personnel and professional development through training & skills development	Investing in training and skills development by up-/reskilling and providing continuous learning opportunities empowers employees to navigate evolving job demands. It enhances job security, supports career growth, and strengthens individual adaptability.	Actual positive impact Own operations Short-, medium-, and long-term
Contribution to stronger gender equality	Recruiting and developing female talents and leaders will promote gender equality, reduce the gender pay gap, and foster a more inclusive workforce. This empowers women through career advancement and visibility in decision-making roles.	Actual positive impact Own operations Short-, medium-, and long-term

The material impacts described above affect (or can affect) all members of Heraeus' own workforce.

Risks of injuries, accidents, and fatalities in own operations apply particularly to production employees and temporary workers in production areas. Through the EHS processes and regular audits described in the section on E2-1 and below in the section on S1-1, such potential impacts are regularly assessed and proactively addressed.

Actual positive impacts described above generally apply to the entire workforce at Heraeus. We strive to be an "employer of choice" by providing equal treatment and opportunities for all our employees, e.g. when it comes to up-/reskilling of our workforce.

No material risks and opportunities arising from impacts and dependencies on Heraeus' workforce were identified. The same applies to material impacts on its workforce that may arise from transition plans.

S1-1: Policies related to own workforce

Code of Conduct

Our Heraeus Group operations are governed by the Heraeus Code of Conduct, which is an integral part of our responsibility-conscious management structure. The Code applies to the employees, officers, and directors of all Heraeus organizations worldwide. Compliance with the principles described in this Code safeguards the long-term business success of Heraeus. Furthermore, compliance with all binding statutory requirements at national and international level, with the Universal Declaration of Human Rights, and with the regulations of the organizations of which Heraeus is a member forms the basis of all corporate and business activities at Heraeus.

Heraeus denounces, and does not tolerate, any form of discrimination, harassment, retaliation, or prejudice (disadvantage) on grounds of race, skin color, national origin, ancestry, citizenship status, gender, religious or philosophical belief, disability, age, sexual identity, sexual expression, marital status, medical condition, or any other characteristic protected by countries where Heraeus acts as employer.

Heraeus does not tolerate any form of discrimination in the workplace in relation to hiring, remuneration, overtime, access to training, promotion, termination of employment, or retirement. We ensure that any decisions regarding the abovementioned topics are made based on merit and qualifications. We aim to identify and eliminate inequalities that may prevent fair access and advancement.

Human Rights Policy

As stated in the Heraeus Human Rights Policy, our commitment to respecting human rights is founded on internationally recognized declarations:

- Universal Declaration of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the corresponding conventions
- UN Guiding Principles on Business and Human Rights

Heraeus commits to the principle of sustainability and the observance of universally recognized human rights and has issued the Heraeus Human Rights Policy, which supplements the Code of Conduct. Heraeus commits to treat its employees, including temporary hires and migrant workers, and all individuals in other types of employment relationships, with respect and dignity. Moreover, the Operating Procedure for the Implementation of the Heraeus Human Rights Policy, which

is binding on all employees of all legal entities of the Heraeus Group worldwide, ensures that the Heraeus Human Rights Policy is implemented in a responsible and effective manner.

Heraeus obligates itself to adhere to the following principles:

- Ban on child labor, as well as the worst forms of child labor
- Ban on all forms of forced labor, slavery, and human trafficking
- Adherence to locally admissible working hours with a maximum of 60 hours per week
- Creating and maintaining safe working conditions
- Granting fair wages
- Human treatment of employees
- Ban on discrimination
- Freedom of association
- Ban on unlawful infringement of land laws
- Ban on unlawful use of private security forces

Human Rights Operating Procedure

The Operating Procedure requires an annual human rights risk assessment to identify potential human rights risks and violations and to initiate appropriate preventive or remedial measures. The internal human rights risk assessment is carried out once per year by the person appointed by the Operating Company or legal entity.

The objective of the Operating Procedure is to mitigate the risk of human rights violations in Heraeus' own business operations, and, if necessary, to take corrective actions in the event of human rights violations. The managing directors of the legal entities are accountable for and direct the implementation of the Heraeus Human Rights Policy or appoint a person to be in charge of the implementation.

Every entity in the Heraeus Group conducts an annual internal human rights risk assessment as required by the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG). The results of these risk assessments are consolidated by the compliance department (Responsibility Office) and reported to the Group Responsibility Committee

Human Rights Chapter (GRC Human Rights Chapter). If the risk assessment suggests that preventive or remedial measures are necessary and these have not yet been taken by the respective entity, the GRC Human Rights Chapter can initiate appropriate measures. The appropriateness and effectiveness of the process for risk analysis, as well as the implementation of the measures, is monitored by the Responsibility Office and, if necessary, reviewed by Group Internal Audit. At least once a year, the Responsibility Office organizes a GRC Human Rights Chapter meeting to review, evaluate and – where necessary – adjust the existing processes.

Heraeus welcomes employees raising possible violations with their superiors, local Compliance Officers (CO), or the Compliance Officers of Operating Companies. If this does not seem possible (or purposeful) for the whistleblower, compliance violations should be reported via Heraeus SpeakUp (the compliance communication channel), which is globally available to all internal and external stakeholders (please see the section on S1-3 for more details).

Environment, Health & Safety Policy

Ensuring a healthy and safe working environment is a top priority and fundamental responsibility within our organization. The commitment to safety is deeply embedded in our Global

EHS Policy and the Heraeus Code of Conduct, reflecting the emphasis we place on the well-being of our workforce.

We approach this through a robust and systematic framework that focuses on the following elements:

- We maintain effective management systems in accordance with international normative standards.
- We establish and promote EHS principles and standardized procedures.
- We encourage and motivate every employee to take ownership and integrate EHS concerns and awareness into business decisions and daily work.
- We aim to comply with all statutory and regulatory obligations.

By using this systematic framework, we measure and review EHS indicators transparently, derive actions, and enforce EHS management strategies to ensure continual improvement. For a detailed description of the EHS Management System including the EHS Development Path and its organization please see the section on E2-1 for more details.

S1-2: Processes for engaging with own workforce and workers' representatives about impacts

Heraeus believes that a clear understanding of the workforce and its needs is the foundation for attracting, retaining, training, rewarding, and supporting employees to unleash their full potential. The responsibility for strategic HR topics at Group level, such as employee engagement, is held by the Group People Officer, who is a member of the Group Management Committee.

In order to actively involve the workforce in corporate processes, Heraeus offers a wide range of dialogue formats, internal communication channels, and other opportunities for employees to share their views and feedback. We place great emphasis on informing our employees in a timely manner about relevant changes and further topics of interest that have an impact on our workforce, always complying with the applicable local regulations.

We maintain an open, trusting, and constructive exchange with employee representatives worldwide. As stated in our Code of Conduct, Heraeus respects that employees have the right to establish, join, or engage with trade unions, labor organizations, or workers' representatives. Heraeus cooperates in a trusting and constructive manner with the trade unions

active within the company, as well as with the elected workers' representatives.

The most important dialogue formats include both works meetings and information events for employees, such as townhall meetings, all hands meetings, or various dialogue and feedback formats that the Operating Companies and Service Platforms have established. Regarding internal communication channels, we have established an online app with access to the intranet that is available to every employee any time and on the go: Heraeus Touch keeps employees informed, promotes dialogue, offers learning opportunities, and simplifies processes within the Group.

Furthermore, we evaluate the engagement of our employees within Heraeus through institutionalized feedback discussions and annual employee engagement surveys. These allow us to assess the effectiveness of our initiatives and derive necessary action. In designing the surveys, we placed emphasis on including standardized questions to make the results comparable across the Heraeus Group. These questions also contain an inclusion index that will help to gain insights into the perspectives of people that may be marginalized or

particularly vulnerable. For the continuous development of an inclusive culture and to improve engagement, ongoing dialogue with employees is crucial. Hence, leaders are supported with trainings, workshop guides, and facilitation support. The surveys are an important instrument to gain insights

into the diverse perspectives of our employees, their needs, and the topics that matter most to them. Thus, the results form an essential part for our materiality analysis and regular IRO assessment.

S1-3: Processes to remediate negative impacts and channels for own workforce to raise concerns

Grievance mechanism – Heraeus SpeakUp & process to provide remedy

Heraeus SpeakUp is Heraeus' grievance mechanism for violations of the law or of Heraeus' own policies. Both employees and external parties, such as supplier staff, can report compliance violations in their native language and at any time (24/7) via Heraeus SpeakUp. Heraeus SpeakUp is publicized via the internet, through Heraeus' own communication channel Touch, and through posters. Heraeus SpeakUp offers the possibility to report a compliance violation via internet, app, or by phone. The country-specific telephone number for submitting a report can be found in a public overview on the Heraeus website. Compliance violations can be reported by whistleblowers in their native language. This information and SpeakUp itself are made available in a variety of languages.

Reports through Heraeus SpeakUp are directed to the Heraeus Compliance Officer. The procedural rules for Heraeus SpeakUp, which can be viewed on the internet, define the responsibilities, the investigation process, and measures that protect whistleblowers from retaliation. For reports of misconduct by colleagues or superiors not directly related to Heraeus' business activities, for labor law conflicts, or for social conflicts with superiors or colleagues, the works council may be consulted instead.

Furthermore, a report can also be submitted to the ombudsperson by telephone or email or in a personal meeting. The ombudsperson is a lawyer and is bound to professional confidentiality. This means that the ombudsperson will not disclose to Heraeus the facts communicated to them or the name of the whistleblower without the whistleblower's prior written consent. The external ombudsperson is independent and not bound by instructions from Heraeus.

S1-4: Actions to prevent or mitigate negative impacts on own workforce

Human and labour rights

To effectively manage and control the material impacts, risks, and opportunities related to our own workforce, Heraeus has established a comprehensive system for assessing risks in our own business area based on the requirements of the German Supply Chain Due Diligence Act (LkSG). The process is laid down in the Operating Procedure for the Implementation of the Heraeus Human Rights Policy (HuRCMS), which is binding on all employees of all legal entities of the Heraeus Group worldwide (please see the section on S1-1 for more details).

The Operating Procedure ensures that the Heraeus Human Rights Policy is implemented in a socially responsible and effective manner. Time, personnel, and financial resources are allocated to ensure effective implementation. Within the Responsibility Office, a dedicated employee focuses exclusively on LkSG. Furthermore, the Responsibility Office provides essential support materials, including guidelines and policies, conducts training sessions, and remains available as a constant point of contact. Additionally, other departments have

employees primarily dedicated to implementing the LkSG. The Group-wide EHS and HR departments are particularly involved in its implementation.

The Responsibility Office has included LkSG-relevant training courses in the training concept. The requirements of the LkSG have been incorporated into several modules, including an annual compliance training course. The training courses serve to sensitize employees and explain both the legal and Heraeus-internal requirements for implementation.

Furthermore, Group Internal Audit has also included the implementation of the LkSG requirements in its audit catalog. The access to remedy is covered in the HuRCMS. If the risk assessment suggests that preventive or remedial measures are necessary and these have not yet been taken by the respective Operating Company, the GRC Human Rights Chapter can initiate appropriate measures. The implementation of measures is monitored by the Responsibility Office and, if necessary, reviewed by Group Internal Audit. Beyond that, reports about misconduct via the grievance mechanism may also give

rise to cause to initiate remedy. If a report is confirmed, the management team responsible must take appropriate remedial measures.

Moreover, the Responsibility Office monitors the effectiveness of the grievance mechanism using the number of reports received as a KPI. The Responsibility Office also monitors the implementation of the training concept using a compliance questionnaire, which must be submitted once a year by each company.

If the risk assessment suggests that preventive or remedial measures are necessary, appropriate measures must be initiated. The appropriateness is determined by (1) the severity of a risk/violation, (2) the likelihood of occurrence, and (3) the impact contribution by Heraeus. The Responsibility Office, Corporate EHS, and Corporate HR may be consulted to determine an appropriate measure.

Health and safety

All production sites for which Heraeus has operational control are required to apply the Heraeus EHS Development Path (see also E2-1). This framework provides the foundation for systematically implementing health- and safety-related actions and processes throughout the Group. The EHS Development Path is overseen at Group level by Corporate EHS. Corporate EHS is responsible for setting and tracking milestones, defining, and developing the Path, as well as providing the relevant training materials, tools, and processes.

As part of the Global EHS Assessment Program, each production site carries out annual self-assessments to review their implementation of the EHS Development Path and identify opportunities for ongoing improvement. The results of the self-assessments are verified at least every two years in the EHS Assessment Program. The EHS Assessments are conducted by qualified and trained EHS colleagues from other sites or from Corporate EHS and comprise a site visit, interviews, and document review. At each production site, the Site Manager and EHS Manager, with the assistance of additional EHS experts where needed, ensure that the requirements of the EHS Development Path are implemented.

Corporate EHS manages and conducts regular audits of sites globally against applicable EHS legal requirements. The audit program is a mechanism to support management in fulfilling its supervisory duties and to identify and correct problems before someone gets hurt, the environment is damaged, or the company faces legal proceedings. The audits follow a “find it and fix it” culture and seek to identify risk and non-compliance areas that the sites may not yet have recognized. Findings are centrally tracked through to closure and verified by experts from Corporate EHS or the Regional EHS Managers.

Strong programs and practices are in place and embedded in the EHS Development Path to manage Heraeus’ impacts, risks, and opportunities. Those include, among others:

- Risk assessments for each workplace and activity
- Provision of personal protective equipment according to the risk assessment
- Safety competence of employees is ensured via mandatory health and safety training in line with statutory requirements, as well as the requirements of the EHS Development Path
- Monthly EHS walks, safety campaigns, site safety days, and targeted training sessions
- Regular inspections of equipment and installations
- Standards and practices for life-critical activities including confined space entry, lockout/tagout, hot work, electrical safety, elevated work, lifting operations, traffic and forklift safety

The effectiveness of actions and initiatives is tracked via multiple quantitative and qualitative parameters that are followed up at site, Operating Company, and corporate level. This includes, among others, tracking and evaluating near miss and incident data, improvement ideas, feedback surveys, EHS compliance audits, and EHS Assessment results. Based on this quantitative and qualitative information, the effectiveness of completed and ongoing actions and initiatives is evaluated in various permanent or temporary committees, and additional actions and initiatives are defined as needed.

Diversity

At Heraeus, we understand Diversity as diversity of thought, equal opportunities and inclusive corporate culture. Diversity is a key driver to unleash the full potential of all our teams, ensuring our long-term business success. Hence, Diversity is anchored as a strategic priority in our Heraeus Vision. We are convinced that diversity of thought helps us in being more innovative and better at solving complex problems as well as making business decisions. Our initial focus is on creating an inclusive, appreciative, and dialogue-oriented culture that is characterized by psychological safety.

As a pre-condition for an inclusive culture, we strive to create equal opportunities for all employees by identifying and addressing systemic biases and creating a workplace where everyone has access to the resources, opportunities, and support they need to thrive.

Diversity has been on our agenda since 2007, when we signed the German Diversity Charter. In 2022, we embedded Diversity as a Group-wide priority leadership topic and started on our path to globally implement and foster the topic. As part of our Group-wide Diversity initiative, we have for instance:

- Mandated that every Operating Company develops Diversity-related targets that are regularly tracked by the Group Management Committee
- Implemented mandatory training for all managers on the topic of inclusive leadership
- Conducted annual engagement surveys in every Operating Company, including a standardized set of questions regarding Diversity and employee engagement to ensure comparability across the Group
- Raised awareness for Diversity by regularly publishing educational content on our global intranet Touch, e.g. on unconscious biases or micro-aggressions, as well as providing learning nuggets (“Diversity Moments”) or live webcasts with external speakers, e.g. on mental health or appreciative culture
- Provided e-learnings for all employees, e.g. on unconscious biases or cognitive diversity

While the Group-wide initiative focuses on awareness and education, the actual implementation of Diversity at Operating Company level involves a variety of different approaches. Here are a few selected examples:

- Ambassador programs, e.g. “Diversity Catalysts”, to introduce role models advocating for Diversity across the respective organizations
- Revision and update of internal processes to allow for a 360° decision-making approach that accounts for diverse perspectives, e.g. by establishing committees responsible for recruitment or talent selection
- Implementation of processes to further increase the recruitment of global talent from abroad to build and support a multinational workforce

Training and skills development

Continuous learning and development are instrumental in navigating the war for talent, retaining valuable employees, and ensuring our workforce remains agile in a dynamic, global work environment. We recognize the pivotal role of fostering a culture where learning is not only encouraged but also an essential part of our daily operations. We therefore invest in the

professional development of our managers and employees to continuously foster their growth.

The 70:20:10 model lies at the heart of our learning and development approach. This framework reflects our belief that professional development occurs mostly on the job (70%), through interactions with peers (20%), and to a significantly lesser extent (10%) via formal education. Supporting this hands-on learning approach, we encourage our employees to use a variety of learning solutions ranging from on-the-job learning, to mentoring programs, best-practice sharing, and traditional formats of learning such as conferences, in-person seminars, workshops, or online training courses. We provide a range of e-learning resources through our learning platform, myHR Learning, that every employee has access to via the Heraeus Touch app. More than 1,200 online training modules on a multitude of topics are available, also including digital offerings tailored to Heraeus’ needs or Operating Company-individual training programs.

Continuous learning and integration from day one are essential for a career at Heraeus, whether as a new employee or as a new manager. New employees are usually greeted with structured onboarding, e.g. initiatives such as onboarding plans or “welcome days.” In the larger regions, new managers are provided with a standardized curriculum to support their initial steps into leadership roles.

Gender equality

Gender representation and equality are essential cornerstones to foster a diverse and inclusive environment where all employees can thrive. Since we operate in on-average male-dominated industries, we are aiming to contribute to a more inclusive society by further recruiting and developing women talents and leaders to promote gender equality and mitigate the gender pay gap. In this context, our Group-wide activities include:

- Raising awareness for the importance of gender equality via continuous communication activities as part of our global Diversity initiative
- Preparation for compliance with the EU Pay Transparency Directive, especially by extending structures and processes to provide further insights into pay metrics, e.g. by further implementing job grading mechanisms across Europe in 2025 and 2026
- Engagement in partnerships that promote careers in STEM fields (science, technology, engineering, and mathematics) for women: collaboration with Falling Walls’ Female Science Talents and the association Femtec Alumnae to inspire and empower talented women in science and technology

On top of this, there are various individual activities that foster gender equality at Operating Company level, including:

- Launch of several grassroots initiatives, e.g. women's networks, and mentoring programs as platforms for women and their allies to connect, exchange, foster professional growth, and empower their members
- Introduction of job-sharing models to enable

employees working part-time due to care work to take on leadership responsibilities

S1-5: Targets related to own workforce

Health and safety

The primary tracking metric Heraeus uses in the area of health and safety is number of lost-time incidents per one million hours worked (lost-time incident rate, LTIR). For reporting years 2023 and 2024, the LTIR was 2.6 and 2.5, respectively. By the year 2025, we aim to achieve an LTIR of less than 2.

Previously, the Group had set a target for 2025 of having 80% of Heraeus production sites fulfilling the requirements of our internal EHS Management System. In 2024, this target was successfully achieved ahead of schedule. The old target will thus be replaced by the new target of percentage of own workforce covered by the EHS Management System in line with the mandatory ESRS data point ("Own workforce who are covered by the undertaking's health and safety management

system based on legal requirements and/or recognized standards or guidelines"). We aim to sustainably keep our EHS Management System Coverage \geq 80%.

Diversity

An inclusive culture of appreciation is essential for Heraeus so that all employees can contribute their perspectives. This is the only way to develop the power of diverse teams. That is why Heraeus aims to provide all managers with regular training on inclusive leadership.

Heraeus conducts annual surveys to measure its progress regarding employee engagement and inclusive corporate culture, and defines appropriate initiatives to ensure that both engagement and culture develop positively.

S1-6: Characteristics of employees

Our own workforce consists of employees and non-employees. The definition of employees in the sustainability reporting is aligned with the Group's financial reporting and represents all active employees of the Group. Unless stated otherwise,

all employee data reported below are year-end headcount figures. Non-employees only consist of temporary workers. Due to data availability reasons, figures relating to non-employees are year-end FTE values.

Number of employees by gender (headcount)

Gender	2023	2024
Male	9,956	9,952
Female	5,204	5,208
Other	2	1
Not reported	8	20
Total	15,170	15,181

Number of employees by country (headcount)

Country/region	2023	2024
Germany	4,750	4,731
USA	3,212	3,104
China	2,398	2,499
Costa Rica	472	602
Switzerland	536	565
Belgium	404	392
Singapore	382	364
Poland	334	325
Romania	377	323
India	325	321
Mexico	272	273
Czech Republic	181	234
Tuerkiye	208	196
Hong Kong	136	139
Russian Federation	124	131
South Korea	119	121
Japan	118	119
Brazil	108	115
Malaysia	106	103
South Africa	100	98
United Kingdom	184	91
France	67	59
Italy	45	51
Others	212	225
Total	15,170	15,181

Number of employees by contract type and gender (headcount)

Employees by contract type	2023 total	Male	Female	Other	Not reported
Permanent employees	13,624	8,867	4,747	2	8
Temporary employees	1,546	1,089	457	–	–
Employees with non-guaranteed hours	–	–	–	–	–
Total	15,170	9,956	5,204	2	8

Employees by contract type	2024 total	Male	Female	Other	Not reported
Permanent employees	13,600	8,844	4,735	1	20
Temporary employees	1,581	1,108	473	–	–
Employees with non-guaranteed hours	–	–	–	–	–
Total	15,181	9,952	5,208	1	20

Employee turnover overview

	2023	2024
Number of employees who have left undertaking	2,240	2,403
Employee turnover rate %	14.8%	15.8%

S1-7: Characteristics of non-employees

Number of non-employees by activity type (FTEs)⁸

Non-employee activity type	2023	2024
Engaged in employment activities	1,450	1,269
Total	1,450	1,269

S1-9: Diversity metrics

In the reporting period, the top management level at Heraeus comprised the Board of Managing Directors, the Group Management Committee, the Presidents of the Operating

Companies, the management teams of the Operating Companies, as well as the heads of corporate functions.

Employees in top management level by gender

Gender	2023		2024	
	Headcount	%	Headcount	%
Male	89	76.1%	89	76.1%
Female	28	23.9%	28	23.9%
Other	–	–	–	–
Not reported	–	–	–	–
Total	117	100%	117	100%

Employees by age group

Age group	2023		2024	
	Headcount	%	Headcount	%
<30 years	2,258	14.9%	2,269	15.0%
30–39 years	4,395	29.0%	4,423	29.1%
40–49 years	4,134	27.3%	4,137	27.3%
50–59 years	3,300	21.7%	3,210	21.1%
60+ years	1,083	7.1%	1,142	7.5%
Total	15,170	100%	15,181	100%

⁸ Non-employees at Heraeus consist of temporary workers only. FTE figures are shown as year-end values as per the financial report.

S1-13: Training and skills development metrics

As data collection processes still differ somewhat at the various Operating Companies, the figures reported here only cover those data points where we are able to provide comparable data across all sites. In order to report consistent data on training hours, it was decided to report only those hours tracked by the myHR Learning system. However, this represents only a small portion of the training conducted Group-wide. An initiative has been launched to further improve the tracking of training hours. Further data points will be reported as data collection standardization progresses.

Average number of training hours per employee by gender

Gender	2023	2024
Male	4.7	5.3
Female	4.5	4.5
Other	4.8	5.4
Not reported	0.5	4.6
Total	4.6	5.0

S1-14: Health and safety metrics

In addition to the definition of our own workforce, the employee figures related to EHS matters also comprise vocational trainees / apprentices, working students, and interns

to account for Heraeus' responsibility for their health and safety at the workplace.

Own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognized standards or guidelines

Own workforce category	2023	2024
Employees	78.9%	80.1%
Non-employees	94.0%	96.7%
Total	80.2%	81.4%

Defined as percentage of individuals in Heraeus workforce who are located at a site which is covered by the Heraeus EHS Development Path or the Heraeus EHS Starter Development Path or which is certified according to ISO 45001.

Number of fatalities as a result of work-related injuries and work-related ill health

Own workforce category	2023	2024
Employees	0	0
Non-employees	0	0
Other workers	0	0
Total	0	0

Recordable work-related accidents

Own workforce category	2023		2024	
	Number	Rate	Number	Rate
Employees	164	5.7	149	5.2
Non-employees	29	10.9	17	7.0
Total	193	6.2	166	5.3

Work-related accidents include all accidents leading to injury and/or ill health. The rate represents the number of cases per one million hours worked and is calculated as per ESRS guidelines.

Days lost

Own workforce category	2023	2024
Employees	999	1,083
Non-employees	240	81
Total	1,239	1,164

ESRS S2 WORKERS IN THE VALUE CHAIN & S3 AFFECTED COMMUNITIES

S2 & S3.SBM-2: Interests and views of stakeholders

The description of how Heraeus considered the interests, views, and rights of its value chain workers and affected

communities to inform its strategy and business model can be found in the section on ESRS 2 SBM-2.

S2 & S3.SBM-3: Material topics – identified impacts

The process to identify and assess IROs related to social topics was described in the section on ESRS 2 IRO-1. We consider the impact of precious metals mining in our upstream value chain as material to workers in the mines and communities

nearby. In the context of precious metals mining, there is often significant overlap between these two groups. Consequently, we are discussing these together in this section on S2 & S3. The following IROs were identified as material for Heraeus:

S2 – Workers in the value chain

Material IROs	Description	Category
Workers in the value chain • Working conditions		
Poor working conditions for workers in the value chain	Working conditions related to metal and mining operations are usually physically demanding and potentially dangerous. Safety is critical to mining operations due to the often hazardous working conditions. The metals and mining industry has relatively high fatality rates compared to other industries.	Actual negative impact Upstream Short-, medium-, and long-term
Workers in the value chain • Other work-related rights		
Forced and child labor among value chain workers	Despite being regulated, mining operations can have the risk of human rights infringements. Particularly artisanal and small-scale mining that is more prone to issues of lacking compliance with existing regulations can contribute to human rights abuses including child labor and forced labor.	Potential negative impact Upstream Short-, medium-, and long-term

S3 – Affected communities

Material IROs	Description	Category
Affected communities • Communities' economic, social, and cultural rights		
Creation of employment and other economic opportunities through upstream mining activities	Mining has a complex relationship with communities, culture, and society in the countries in which it operates. Mining brings employment and can enhance services and infrastructure as well as draw investment to the country. It may give rise to associated socio-economic improvements, such as education, health, livelihoods, and food security for the community.	Actual positive impact Upstream Short-, medium-, and long-term
Adverse environmental impacts on nearby communities from upstream mining activities	Communities located near mines can be exposed to dust and toxic substances. Improperly handled mining waste including tailings can negatively impact ground and surface water, which is used for drinking or agriculture.	Potential negative impact Upstream Short-, medium-, and long-term
Lack of involvement and displacement of affected communities in upstream mining development projects	When mines are engaging in new activities, affected communities might not be involved in the decision-making process and be able to voice concerns early on. The initiation of new or expansion of existing mining activities can furthermore lead to the displacement of affected communities from their traditional rural lands and resettlement into areas with township-like conditions.	Potential negative impact Upstream Short-, medium-, and long-term

Organizational structure

Several of the Heraeus Group's business activities involve the use of precious metals. The vast majority of precious metals used in these activities is sourced and processed via our Operating Company Heraeus Precious Metals and its

subsidiary Argor-Heraeus. Both Heraeus Precious Metals and Argor-Heraeus are certified as refiners and recyclers by the London Bullion Market Association (LBMA) and the London Platinum and Palladium Market (LPPM). All processes described for Heraeus Precious Metals apply equally to Argor-Heraeus.

S2-1 & S3-1: Policies related to workers in the value chain and affected communities

Strategy

Precious metals can come from problematic sources. Heraeus aims to source precious metals only from legitimate sources that are not associated with crime, armed conflict, or human rights violations. This includes human rights of both workers in the value chain and affected communities.

The objective of the Heraeus human rights due diligence process is:

- To identify and assess risks of human rights violations
- To prevent and mitigate negative impacts due to the identified risks, where these risks are directly or indirectly linked to the activities of Heraeus

We are aware of the significant impact our business has on people along our value chain and recognize our responsibility for their welfare. We systematically assess our precious metal suppliers' social and environmental performance, particularly with regard to protection of human rights. Heraeus will not establish or may terminate an existing business relationship with any suppliers that, from the standpoint of Heraeus, do not take appropriate measures to mitigate human rights risks (please refer to the section below "Risk assessment in the precious metals business").

Our Operating Company Heraeus Precious Metals has a dedicated team of compliance and human rights experts who focus on the identification and mitigation of human right risks in the precious metals supply chain. The experts in this team continuously monitor worldwide media coverage, NGO reports, and reports from governmental agencies so as to have a good understanding of potential human right risks. In addition, on-site assessments of mines, as well as engaging with workers in the value chain and affected communities, underpin a comprehensive picture of the status quo (please see the section below "General approach to identifying risks of human right violations and taking measures: risk assessments"). These processes and engagements, including the handling of identified issues, are overseen and ensured by Heraeus Precious Metals' Global Head of Compliance. Heraeus

Precious Metals is a leading precious metal refiner. As such, it receives precious metals from various primary and secondary sources. Regardless of if the source is a supplier or a customer, the same principles and procedures described in this chapter are applied for business partners in the business line Recycling and Refining.

Human Rights Policy, Supply Chain Due Diligence Policy & Supplier Code of Conduct

Heraeus commits to the principle of sustainability and the observance of universally recognized human rights related to our own workforce, which includes employees and non-employees. The Heraeus Human Rights Policy states that Heraeus also expects our customers and suppliers to respect the human rights of their employees. Among other things, it prohibits child labor, forced labor, and any inhuman treatment of employees. Furthermore, Heraeus does not tolerate any form of discrimination, the unlawful taking of land, or the inappropriate use of security forces.

The Heraeus Supply Chain Due Diligence Policy takes up the principles of the Heraeus Human Rights Policy and specifies that we only source from suppliers and mining partners that are not associated with human rights violations. It explicitly addresses critical issues correlating to the identified IROs such as child labor, forced or compulsory labor, human trafficking, inadequate safety standards, direct or indirect support of non-state armed groups, and the involvement of public or private security forces resulting in cruel or inhumane treatment or injury. With a particular view to the human rights of nearby communities and indigenous peoples, the policy addresses unlawful eviction or land seizure. Additionally, it covers harmful environmental emissions like soil contamination or pollution of water sources.

The Heraeus Supply Chain Due Diligence Policy furthermore outlines our due diligence process, applicable to our suppliers and specifically to mining partners. It requires the identification and assessment of risks and the on-site assessments of mines. We expect all our suppliers and mining partners to comply with national laws and respect international labor and human rights standards.

Heraeus has a Supplier Code of Conduct. All suppliers and mining partners are requested to either sign the Heraeus Supplier Code of Conduct or provide an own standard with similar scope. With this Supplier Code of Conduct we aim to ensure that we are cooperating solely with suppliers who also feel committed to the principles we have laid down for Heraeus in the Heraeus Supply Chain Due Diligence Policy. The terms of the Heraeus Supplier Code of Conduct require our suppliers to also commit their sub-suppliers in a risk-appropriate manner to comply with the human rights and environmental standards laid down in the Heraeus Supplier Code of Conduct.

All suppliers of precious metals materials additionally must confirm compliance with an extended Code of Conduct, which includes the requirements defined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRA), regardless of whether the supplier operates in a CAHRA region or not.

The Heraeus Human Rights Policy and the Heraeus Supply Chain Due Diligence Policy are aligned with:

- The Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- The requirements of the German Supply Chain Due Diligence Act (LkSG)
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The EU Conflict Minerals Regulation 2017/821
- The respective Responsible Sourcing Guidance of the London Bullion Market Association (LBMA) and of the London Platinum and Palladium Market (LPPM), the Responsible Minerals Initiative (RMI) of the Responsible Business Alliance (RBA), and the standards of the Responsible Jewellery Council (RJC)

The Heraeus Supply Chain Due Diligence Policy, the Heraeus Human Rights Policy, and the Heraeus Supplier Code of Conduct are publicly available on the Heraeus website.

General approach to identifying risks of human right violations and taking measures: risk assessments

Heraeus has set up a process for risk assessment of suppliers, which includes a requirement for a risk-appropriate review by the relevant Heraeus Operating Companies of their suppliers for the risks listed above (see the section “S2 & S3.SBM-3: Material topics – identified impacts”). The risk analysis applies an evaluation of country and industry risks. For the risk analysis, the relevant Operating Companies may also use information which they have requested from the supplier, researched themselves, or obtained from external sources. Based on the results of the risk analysis, the relevant Operating Companies are required to take appropriate measures where deemed necessary.

Depending on the risk identified, such measures can range from obtaining confirmations of compliance with the Heraeus Supplier Code of Conduct (minimum requirement for all suppliers), to transmitting and evaluating questionnaires, collecting external data, committing the supplier to certain measures, and to on-site supplier assessments or audits. The relevant Operating Companies may even decide not to enter into a business relationship or to terminate an existing business relationship with certain suppliers if they come to the conclusion that they cannot mitigate or eliminate the human rights risks.

Risk assessment in the precious metals business

Heraeus has additional principles and processes in place for the precious metals business, where we are aware of a potentially higher risk of human right violations in the supply chain. The risk assessment process therefore involves additional elements only to be conducted by Heraeus Precious Metals in the business line Recycling and Refining. Due diligence of supply chain counterparts comprises all measures required by the latest LBMA Responsible Gold & Silver Guidance and the corresponding LPPM Responsible Sourcing Guidance and is performed before entering into a new business relationship with any of our precious metal business partners. Heraeus Precious Metals distinguishes between the following categories of precious metal business partners in the business line Recycling and Refining: mining partners and secondary precious metal suppliers.

For starting a business relationship with a mining partner, Heraeus Precious Metals additionally requires an on-site assessment conducted by us or a third-party due diligence assessment which complies with OECD guidelines. Even after the business relationship is established, our mining business partners need to undergo regular on-site assessments. The frequency is typically every three years, depending on the risk categorization of the mine. The on-site assessments

are based on LBMA's or LPPM's questionnaire on mined materials and explicitly address the identified IROs relating to workers and affected communities.

For secondary precious metal suppliers in the business line Recycling and Refining, all must undergo a due diligence process before Heraeus Precious Metals accepts any materials from them (with exceptions for accepting usual small quantities of precious metal-containing materials, such as scrap gold from private individuals).

For every business partner, Heraeus Precious Metals creates a profile in its business partner database and allocates a risk profile according to internal compliance criteria. This process is a formal requirement before entering into any business relationship with our precious metal business partners.

If Heraeus Precious Metals is offered any minerals originating from or transiting through CAHRA or with less transparent origins, it conducts an enhanced due diligence check. In this case, further risk-based measures complement our standard due diligence check to prevent acceptance of precious metals of unknown or conflict-affected origin.

Depending on the individual situation, these can range from requiring third-party audits or certifications to providing increased transparency, for example by providing detailed transaction lists or video documentation. Heraeus Precious Metals has a robust incoming inspection process for each lot, and specific documents must be received and transactional details entered before any precious metal-containing material is processed. The regions we consider CAHRA are documented in our internal standard operating procedure as assessed by internationally recognized indices such as the Global Risk Index, the Heidelberg Institute for Internal Conflict Index, and the Corruption Perception Index as well as the EU's CAHRA list and sanctions lists from the EU, USA, and UN.

Training for own employees

Heraeus conducted training with all its strategic buyers to create awareness for the risk of human right violations and to explain the risk assessment process. Heraeus has also produced a video highlighting the risk for workers as the weakest part of the supply chain in at-risk industries; this video is for internal use but also for employees of business partners.

S2-2 & S3-2: Processes for engaging with value chain workers and affected communities about impacts

Processes for engaging with value chain workers and affected communities

Depending on the specific mine's own engagement and our risk assessment, we strive to conduct direct interviews with representatives of workers and nearby communities during the regular on-site mine assessments described in the section on S2-1 & S3-1. Additionally, our precious metals business engages with NGOs representing value chain workers, affected communities, or indigenous people in specific regions and industries – either directly or via associations such as the

Alliance for Responsible Mining (ARM) or the Initiative for Responsible Mining Assurance (IRMA).

Due to the exposed position of the gold value chain, our subsidiary Argor-Heraeus established a Sounding Board in 2017, composed of representatives from the corporate, academic, and NGO sectors; their names and roles can be found on the Argor-Heraeus website. Issues relating to sustainability and responsibility are discussed together with the Sounding Board with the aim of fine-tuning our practices and ensuring continuous effort towards excellence in business conduct.

S2-3 & S3-3: Processes to remediate negative impacts and channels for value chain workers and affected communities to raise concerns

Processes to remediate negative impacts

Every entity in the Heraeus Group falling within the scope of application of the German Supply Chain Due Diligence Act conducts an annual supplier risk assessment under the Act. If the results of the supplier risk assessment suggest

preventive or remedial measures are necessary, the management of the responsible entity must initiate appropriate measures.

If the Group Responsibility Committee (GRC) Supply Chain Chapter comes to the conclusion that the documented

measures do not appear appropriate, the GRC can ask the Responsibility Office to review the risk assessment and the measures. The Group Internal Audit conducts audits on the implementation of the internal rules. Beyond that, reports about misconduct via the grievance mechanism may also give rise to cause for remedial measures. If a report is confirmed, the management responsible must initiate appropriate remedial measures.

If issues are identified at our precious metals mining partners, corrective action plans are defined as described in the section on S2-4 & S3-4. The process how we track and assess the effectiveness of these actions can be found in the section on S2-4 & S3-4 under “Evaluation of effectiveness and metrics.”

Channel to raise concerns: Heraeus SpeakUp

Hints regarding human rights violations can be reported via the compliance hotline Heraeus SpeakUp. The tool also allows external stakeholders the possibility to report compliance violations in their native languages. Reports submitted through Heraeus SpeakUp are sent directly to the Compliance Officer at Heraeus. The procedural rules for SpeakUp are published online and lay out the delegated

responsibilities, the investigative procedures, and the safeguards in place to protect whistleblowers from retaliation (please also refer to the Heraeus Supply Chain Due Diligence Policy and the section on S1-3 Grievance mechanism). Furthermore, interviews with value chain workers in the form of a preventive or remedial measure are another channel for raising concerns.

In accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Heraeus requires mining partners to offer publicly available grievance channels such as the ones we offer. The existence of such mechanisms is checked during on-site assessments; if mechanisms are found to not exist, the introduction of such a channel is required. In addition, grievances can be addressed at LBMA, LPPM, RMI, and RJC.

Retaliatory measures, particularly labor law measures, against a whistleblower who reported a possible human rights violation or compliance violation are prohibited and themselves deemed a compliance violation; they are punished accordingly. Intermediaries and supporters of the whistleblower are protected to the same extent.

S2-4 & S3-4: Actions related to value chain workers and affected communities

Taking action on material impacts

According to the identified IROs, the actions described in the following focus on our upstream mining partners.

The general approach and various measures are already described in the sections above on S2-1 & S3-1, S2-2 & S3-2, and S2-3 & S3-3. The priority is to prevent and mitigate negative impacts via the strict general risk assessment process, the on-site assessment of mining partners, and derivation of corresponding measures. Our assessments are based on the strict LBMA and LPPM requirements and explicitly address the identified IROs relating to workers and affected communities. Where issues are identified, they are openly addressed with the mining partner. Appropriate corrective action plans are individually defined together with the mining partner and – if applicable – the affected people. These action plans typically include a timeline, defined deliverables, and how implementation will be checked. Examples for corrective actions are the introduction of grievance mechanisms, the creation of community engagement plans, improvements in tailings management, the elimination of health and safety risks, or conducting water analyses. In 2023 and 2024, we agreed on corrective action plans with seven mining partners.

We believe that our mining partners themselves have the greatest potential to improve the conditions for their workers and the impacts on nearby communities. Heraeus Precious Metals encourages their mining partners in their progress. Heraeus Precious Metals' ultimate aim is for 100% of their mining partners to have sustainability-related targets and measures in place and track progress and target achievement. As of the end of 2024, Heraeus Precious Metals successfully completed its first milestone and obtained transparency on where their mining partners stand in their ESG journey. The next milestone target is that by the end of 2026, 80% of the mining partners have sustainability-related targets in place.

Support for responsible artisanal and small-scale mining (ASM)

Artisanal and small-scale mining (ASM) in the gold sector remains largely informal, making its workers particularly vulnerable. The gold sector's ASM operations often lack access to proper chemicals management, safety procedures, environmental management, labor rights, and social protection. Despite these challenges, according to data from the International Institute for Sustainable Development, ASM supports the livelihoods of around 100 million people.

Heraeus only sources gold from responsible ASM certified by Swiss Better Gold, Fairmined, or Fairtrade. Our intake from ASM accounted for less than 1% of the total precious metals volume processed in 2023.

By engaging with ASM with certification schemes, we support responsible practices to ensure secure working conditions and promote sustainable social development in artisanal mining communities. We understand the complexities of formalizing ASM and we are dedicated to our responsibilities. We believe that enabling artisanal miners to access the international precious metals market is essential. As a founding member of the Swiss Better Gold Association, Argor-Heraeus supports the ASM sector by offering gold from Swiss Better Gold, Fairmined gold, and Fairtrade gold to our customers.

Evaluation of effectiveness and metrics

The GRC Supply Chain Chapter reviews the risk assessments described previously and the adopted measures, as well as the implemented Heraeus grievance mechanism, for effectiveness and appropriateness.

For the precious metals business, the Heraeus Precious Metals Sourcing Committee, consisting of its CEOs, Business Line Heads, Region Heads, and further relevant internal stakeholders, reviews the Heraeus Precious Metals responsible sourcing program quarterly.

The effectiveness of our due diligence process for precious metal suppliers is ensured through various measures, such as:

- 1. Alignment with relevant regulations and strict industry standards:** All Heraeus Precious Metals sites that refine precious metals are audited by a third party according to LBMA, LPPM, or RMI on a yearly basis. In 2024, 100% of these sites were audited.

- 2. Performance metrics:** We document all assessments and on-site mine assessments conducted, issues identified, corrective action plans agreed, and business partners declined. We regularly review these numbers and analyze developments. We thereby ensure the proper application of our due diligence processes, including the timely rating of new partners and the remediation of identified issues.

- 3. Continuous improvement:** Our management system evolves constantly as necessitated by changing market conditions, regulations, and frameworks to maintain the respective certificates. Dialogue with all external stakeholders ensures that continuous improvement reflects as many perspectives as possible.

Grievances

In 2023, Argor-Heraeus processed three grievance cases, two of which were newly reported in 2023. Details on the grievance cases can be found on the Argor-Heraeus website and in the Heraeus Precious Metals Sustainability Factbook. The clarification processes regarding a case reported by Human Rights Watch were completed in 2023. In 2023, we were approached by the NGO Fastenaktion with regard to alleged negative impacts of activities at a Columbian mine. After a detailed exchange, Fastenaktion corrected their analysis and report publicly. The major aspect of the grievance case was thereby withdrawn. We continue to maintain open dialogue to resolve the remaining aspects. In the same year, representatives from communities in the Dominican Republic raised informal concerns about alleged negative impacts of a mine's activities on nearby communities. After communication with involved NGOs, the mine, and affected communities as well as a thorough investigation of local developments, the allegation of the grievance could not be confirmed. No new grievance cases were reported to us in 2024.

S2-5 & S3-5: Targets related to workers in the value chain and affected communities

Heraeus Precious Metals is aiming for 100% of its mining partners to have targets and measures in place, and to monitor their progress and achievements. As a milestone target, Heraeus Precious Metals aims for 80% of its mining partners to have sustainability-related targets in place by the end of 2026.

More details can be found on the Heraeus Precious Metals website and in the Heraeus Precious Metals Sustainability Factbook.

ESRS G1 BUSINESS CONDUCT

G1.IRO-1: Description of the processes to identify and assess material IROs

The process to identify and assess business-conduct-related IROs was described in the section on ESRS 2 IRO-1.

The following impact was identified as material for Heraeus under ESRS G1 Business conduct:

Material IRO	Description	Category
Business conduct • Corporate culture		
Healthy corporate culture ensuring responsible business practice	The fundamental set of values on which compliance at Heraeus rests is defined in the Heraeus Code of Conduct. Together with Heraeus' Group-wide compliance management, they create the framework for ethical and responsible business conduct.	Actual positive impact Own operations Short-, medium-, and long-term

G1.GOV-1: The role of the administrative, management, and supervisory bodies

Information about the role of the administrative, management, and supervisory bodies can be found in the section on

ESRS 2 GOV-1 and GOV-2.

G1-1: Business conduct – corporate culture

Policies & commitment

Compliance with all binding statutory requirements at national and international level forms the basis of all corporate and business activities at Heraeus. The Heraeus Code of Conduct defines the framework for Heraeus' business activities and operations, thereby laying the foundation for compliance at Heraeus. The Code of Conduct emphasizes the significance of sustainable business practices and the personal responsibility of each employee. Our Group-wide compliance management system establishes the framework for responsible business conduct and fosters a culture of compliance at Heraeus.

Each Heraeus Operating Company holds the responsibility to comply with applicable laws and regulations. To support this, Heraeus has established a clearly defined system of requirements and processes to ensure compliance with legal obligations and operational guidelines across the Group. In the reporting period, the Group Responsibility Office, headed by the Heraeus Compliance Officer, set up the compliance management systems at Group level and supported the Operating Companies in the implementation of internal guidelines and external regulations. In the reported period, the Heraeus Compliance Officer reported to the Group Responsibility Committee and annually to the CEO. Furthermore, once per year, at a meeting of the Group Responsibility Committee, the lead teams of the Operating Companies were updated on the latest news and developments in relation to compliance, taking into account the Group's legal structures. The auditors also attended a meeting of the Group Responsibility Committee

once per year and were informed of the latest developments by the heads of key corporate functions. Based on their accumulated knowledge, the Heraeus Compliance Officer and the Board of Managing Directors reported to the Audit Committee of the Supervisory Board on the development of the compliance management system and significant individual incidents and issues. In 2025, Heraeus restructured its compliance organization and adjusted its reporting lines, among other things. This will be reported in more detail in the next sustainability report.

The Presidents of the respective Operating Companies are responsible for the operational implementation of and adherence to Group compliance rules; they are supported by Compliance Officers. Compliance topics are also discussed in the Business Review Meetings between the Heraeus Board of Managing Directors and the Operating Companies.

The Heraeus Code of Conduct

The Heraeus Code of Conduct is the central framework for compliance within our Group. It establishes binding rules for our business conduct, addressing issues such as the prevention of corruption, money laundering, and antitrust violations, as well as managing conflicts of interest and ensuring the accuracy of financial documentation. These rules are supplemented by topic-specific guidelines where necessary. The Code of Conduct and its supplementary guidelines apply to the entire Group. The Code of Conduct is issued to all new employees, and employees in Germany and many other locations

are required to formally acknowledge their commitment to its provisions. The Code of Conduct is accessible via the corporate intranet and the Heraeus website (please see the section on S1-1).

Internal guidelines

Internal guidelines cover topics such as dealing with suppliers and service providers in the procurement of goods and services, sustainable sourcing, prevention of bribery (including entertainment and gifts), consultancy agreements, prevention of money laundering, antitrust compliance, press relations, and intranet use. In the reporting period, all compliance guidelines were approved and updated by the Group Management Committee. Managers are required to confirm in writing every two years that they are familiar with and will comply with the Heraeus Compliance Guidelines.

The Heraeus Supply Chain Due Diligence Policy and the Heraeus Human Rights Policy are further cornerstones in our compliance framework, ensuring responsible conduct throughout our operations (please see the section “S2-1 & S3-1: Policies” and the chapter Responsible Supply Chain, “Policies & responsibilities”).

Interactive training approach embedding compliance culture

To cultivate a corporate culture of compliance that is consistently practiced and respected, Heraeus provides extensive training for its employees on compliance processes. To this end, the Responsibility Office has set up a comprehensive training concept that serves as a guide for all Heraeus locations worldwide, ensuring that relevant employees receive targeted training on important compliance topics and are kept informed about new regulations. Depending on the topic, training is provided in the form of face-to-face or live online seminars, interactive e-learning or video tutorials.

Compliance training is also an integral part of the onboarding process for new staff. The Heraeus Learning Management System is used to assign training courses as needed and to track and monitor training attendance.

To raise awareness about cybercrime risks, all IT system users undergo comprehensive e-learning sessions conducted by Group IT. Participation is mandatory and must be validated with a certificate of successful completion. Additionally, all users are given simulations on phishing and handling malicious content. During the reporting period, mandatory data protection e-learning courses were assigned to relevant employees and managers in the EU.

At more senior levels of the company, the ambition is to ensure compliance is a fully embedded priority of our company culture. To this end, in addition to the compliance training provided as part of the training concept, regular workshops are held with Compliance Officers at sites in Europe, the US, and China to facilitate dialogue on cross-divisional topics, challenges, and best practices. Additionally, expert panels frequently share information on new developments under the leadership of the respective corporate function. This approach enables continuous learning from challenges and best practices, thereby raising awareness of responsibility issues throughout the Group.

Framework for reporting compliance violations & implementation of the German Whistleblower Protection Act

While our goal is full adherence to all compliance regulations, providing a framework for reporting potential violations at any time is a crucial component of compliance management at Heraeus. For this purpose, the Group provides multiple reporting channels for employees and external business partners as required by the German Whistleblower Protection Act (HinSchG).

In 2023, the Group’s internal compliance hotline was replaced by the reporting channel Heraeus SpeakUp (see the section on S1-3 for more details). This platform allows internal and external whistleblowers to confidentially report potential compliance violations, human rights abuses or unethical behavior. Reports through Heraeus SpeakUp can be made via Internet, app and telephone. The link to Heraeus SpeakUp and the national telephone numbers for reporting are publicly available. Both internal and external reports are treated as confidential and the identity of whistleblowers will not be revealed without their express consent.

Employees may also report potential compliance violations by email, telephone or in person to their supervisor, the local Compliance Officer, the Compliance Officer of the Operating Company or to the Heraeus Compliance Officer. In addition, reports may be made to an external ombudsperson by telephone, e-mail, or in a personal meeting.

Comprehensive Rules of Procedure for Heraeus SpeakUp in German, English and Chinese are publicly available and describe the reporting process in detail. Any information reported through Heraeus SpeakUp is recorded and forwarded to the Heraeus Compliance Officer. The person or department responsible under the Rules of Procedure takes appropriate investigative measures, involving Corporate Audit where necessary. If any compliance or human rights violations are identified, appropriate remedial action will be taken.

Incidents

The Rules of Procedure for Heraeus SpeakUp ensure that incidents are investigated in a timely, independent and objective manner. The person or department responsible under the Rules of Procedure takes appropriate investigative measures, involving Corporate Audit where necessary. If any compliance or human rights violations are identified, appropriate remedial action will be taken. The Heraeus Compliance Officer is not bound by instructions from management when receiving and evaluating incidents (please see the section on S1-3 Grievance mechanism).

At the Heraeus Precious Metals Operating Company irregularities in the recycling process were identified via the internal whistleblowing system. At the instigation of Heraeus, a law firm was commissioned to conduct a comprehensive independent investigation of the topic. The investigation comprised two parts. The first part of the investigation had been largely completed and a draft report on this part of the investigation had been available. Irregularities were identified at the Hanau site that were to the detriment of certain customers. These customers were informed swiftly and conversations regarding compensation were initiated. The investigation was subsequently expanded to clarify whether irregularities in the handling of precious metals had also occurred in areas adjacent to the first part of the investigation and was still ongoing at the time of publication of this report.

In response to the findings from part one of the investigation extensive changes at personnel and organization level were

already implemented. These also serve to amplify a positive 'tone from the top'; i.e. from the Supervisory Board and the Board of Managing Directors of Heraeus Holding GmbH. In addition to stopping the irregularities, the company's response also included to comprehensively strengthen the compliance organization with a direct reporting line to the CEO of Heraeus Holding GmbH. A broad-based corporate culture initiative was launched, involving extensive communication measures from the Board of Managing Directors of Heraeus Holding GmbH and from the shareholders with the aim of clearly and consistently conveying the leadership's commitment to integrity and compliance at Heraeus and the non-negotiable nature of the Group's shared values. The corresponding measures will be implemented globally as part of an effective compliance management system.

Monitoring and control

Each year, all Heraeus entities and Operating Companies are required to complete a formalized compliance questionnaire. The Compliance Officer and the President of the respective entity must gather compliance-relevant information and respond to the questionnaire. They must confirm that all compliance violations of which they are aware are reported in the questionnaire. Since 2021, Group Internal Audit has been regularly monitoring specific business indicators that may point to compliance risks. Compliance is also evaluated during internal audits conducted by Group Internal Audit in collaboration with the Group Responsibility Office at regular intervals as well as on an ad hoc basis if there are signs of potential non-compliance.

ENTITY-SPECIFIC TOPIC – RESPONSIBLE SUPPLY CHAIN

Description of the processes to identify and assess material IROs

The process to identify and assess IROs was described in the section on ESRS 2 IRO-1. The following material IRO was identified for Heraeus:

Material IRO	Description	Category
Responsible supply chain		
Money laundering, theft, and other illegal activities in the value chain	Procuring and processing precious metals brings with it the possibility of accepting precious metals and precious metal-containing materials from doubtful sources and Heraeus being misused for money laundering or terrorist financing. When Heraeus accepts and treats precious metal-containing materials from mines there also is a risk of human right violations.	Potential negative impact Own operations Short-, medium-, and long-term

Organizational structure

Several of the Heraeus Group’s business activities involve the use of precious metals. The vast majority of precious metals used in these activities are sourced and processed via our Operating Company Heraeus Precious Metals.

Heraeus has set up and maintains a compliance management system for the prevention of money laundering with general rules and procedures for all businesses and additional rules and procedures for the precious metals business, including trading and recycling.

Our commitment to combatting money laundering

A common motive behind crimes is to make profits. If it were not possible for the perpetrator to use the illegally acquired funds in the legal financial and economic system, the incentive to commit crimes would be significantly lower. Therefore, almost all countries worldwide have enacted laws designed to prevent and combat money laundering. These laws are also intended to prevent the abuse of the legal financial and economic system for the financing, and ultimately the support, of terrorism. Compliance with national and international

regulations for the prevention of money laundering and terrorist financing is of great importance to Heraeus. To prevent the company from being instrumentalized for illegal activities, Heraeus has implemented rules and processes to minimize risks. Anti-money laundering experts in all companies with precious metals trading or recycling business implement the Heraeus rules for the prevention of money laundering (please see additional information in the following sections).

Policies & responsibilities

All Heraeus suppliers are required to adhere to the human rights, environmental, and responsible business standards defined in the Heraeus Supply Chain Due Diligence Policy as described in the section “S2-1 & S3-1: Policies”. This policy explicitly addresses the risks related to illegal activities such as bribery or money-laundering, the fraudulent misrepresentation of the origin of minerals, and the non-payment of taxes, fees, or royalties to governments. Heraeus reasonably ensures that the precious metals in its supply chain originate from legitimate and ethical sources, that the precious metals are not associated with crime, armed conflict, or human rights abuses, and that Heraeus will not be misused for money laundering, the financing of terrorism, tax evasion, fraud, or any other crime.

In the Guideline for the Prevention of Money Laundering, the requirements of the money laundering laws are translated into specific requirements for internal processes. This guideline is an integral part of the Heraeus Anti-Money Laundering (AML) Management System. Within this system, Heraeus conducts yearly risk analyses to identify risks. Preventive measures are determined on the basis of these analyses. The guideline also contains rules for payment transactions, a list of potential indicators of unusual transactions, reporting rules for suspicious transactions, details on the risk analysis process by the AML Experts, and criteria for the continuous monitoring of business relationships and related transactions.

In the Sustainable Sourcing Guideline, Heraeus specifies requirements for the selection and monitoring of suppliers, particularly of business partners in precious metals trading and recycling. This corporate guideline aims to ensure Heraeus is able to fulfill its responsibility for the protection of human rights and the environment and does not purchase raw materials or products from dubious sources. Based on the results of the risk assessment, Heraeus takes appropriate measures where deemed necessary. Depending on the risk identified, such measures can range from acceptance of the Heraeus Supplier Code of Conduct, transmission and evaluation of questionnaires, collection of external data, agreement on the implementation of measures with the supplier, including on-site supplier audits. In certain cases, the relevant Heraeus company may even decide not to conduct business with particular suppliers at all or to stop doing business with specific suppliers.

As a rule, the Compliance Officer (CO) of an Operating Company is at the same time the AML Expert of this Operating Company. The appointment of Operating Company COs is subject to the approval of the Heraeus Compliance Officer. In addition to the COs, special AML Experts have been appointed for those areas where Heraeus risk analysis assesses there to be an increased risk of money laundering. A list of all AML Experts is available to all employees in the Heraeus intranet.

The Group Responsibility Office sets up and maintains the AML Compliance Management System, supports the Operating Companies in the implementation, and regularly invites to AML Experts Meetings.

The AML Experts have the following duties:

- Set up and develop the Heraeus Anti-Money Laundering Compliance System in their organizations
- Coordinate AML activities within their organization
- Carry out or support annual AML risk analysis
- Review budget and resources of the AML organization
- Conduct employee training on relevant processes for the prevention of money laundering
- Investigate any suspected AML violations in the organizations
- Support, coordination, and/or reporting, as needed, in case of suspected AML violations

Risk assessment

Heraeus views AML risk analysis as an instrument of overall risk management for the prevention of money laundering. The risk analysis is performed once per year and is set in line with internal and external sources, e.g. international AML indices, typology documents (e.g. Merkblatt Güterhändler RP Darmstadt [leaflet of the Administrative District Council Darmstadt, Germany]), news in the general press, and internal

knowledge and experience. Besides that, the risk analysis requirements of the relevant anti-money laundering legislation are taken into account.

With these sources as their guide, the AML Experts assess the Heraeus money laundering risks by way of a country risk analysis, a product risk analysis, and a market risk analysis.

Actions & resources

Selection and control of high-risk business partners

In the precious metals activities of our Operating Company Heraeus Precious Metals, the distinction between suppliers and customers in the value chain is not always clear-cut. For instance, precious metal mines, which are sources of precious metals, also serve as customers to whom Heraeus provides services such as trading and refining of precious

metal-containing materials. The same applies to secondary precious metal suppliers. The due diligence and “Know Your Business Partner” (KYBP) processes for precious metals partners have been applied for many years and are continuously being further developed to address new challenges in the precious metals sector (please the section “S2-1 & S3-1: Policies” under “Risk assessment in the precious metals business”).

As described in the chapter on S2 & S3 (“Risk assessment in the precious metals business,” “Processes to remediate negative impacts”), our engagement with precious metal suppliers requires strict supplier and mining partner onboarding that as a minimum meets and in most cases surpasses internationally recognized industry standards, such as those of the LBMA, LPPM, RMI, or RJC. After onboarding, precious metal suppliers are subject to continuous monitoring and regular KYBP updates. Mining partners as well as secondary material suppliers with a higher risk profile need to undergo site inspections conducted by specialists from Heraeus Precious Metals or external auditors.

Further elements of the Heraeus Anti-Money Laundering Compliance Management System

An important element of Heraeus’ AML Compliance Management System is the monitoring of payments. Payments from and to contractual partners must always be made from or to a bank account which is:

1. in the name of the specific contracting party (not: its managing director, or a third party) and
2. with a bank that has its registered office in the country in which the specific counterparty has its place of business.

Exceptions to 1. and 2. require the approval of the responsible AML Expert and are only granted if the third-party payment has been sufficiently and comprehensibly justified. In certain cases with a low risk of money laundering, the approval is given by the employees of the Global Accounting Department, who regularly participate in AML training courses.

According to the Training Concept, relevant employees and executive staff are trained annually on anti-money laundering (e.g. Finance, Treasury). The training content is regularly updated with a view to the results of the risk analysis, internal incidents, external requirements, and business developments.

Heraeus documents the number of refused business partners yearly to assess the effectiveness of the Heraeus rules and processes to combat money laundering.

An effectiveness check of the KYBP process is performed by an external auditor within the scope of the annual LBMA and LPPM audits and documented in the LBMA or LPPM Compliance Report, respectively (please see the chapter “S2-1 & S3-1: Policies” under “Risk assessment in the precious metals business”).

APPENDIX

The following tables list all of the ESRS Disclosure Requirements in ESRS 2 related to material topics as well as data points in cross-cutting and topical standards that derive from

other EU legislation. The page reference can help the user to navigate in the report.

List of the Disclosure Requirements (DRs) complied with in preparing the sustainability statement

List of material DRs	Page
ESRS 2 – General disclosures	
BP-1 General basis for preparation of sustainability statements	p. 07
BP-2 Disclosures in relation to specific circumstances	p. 07
GOV-1 The role of the administrative, management and supervisory bodies	p. 08
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	p. 08
GOV-3 Integration of sustainability-related performance in incentive schemes	p. 10
GOV-4 Statement on due diligence	p. 10
GOV-5 Risk management and internal controls over sustainability reporting	p. 11
SBM-1 Strategy, business model and value chain	p. 11
SBM-2 Interests and views of stakeholders	p. 14
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 19
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	p. 15
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	p. 19
E1 – Climate change	
E1.GOV-3 Integration of sustainability-related performance in incentive schemes	p. 23
E1-1 Transition plan for climate change mitigation	p. 24
E1.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 23
E1.IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 23
E1-2 Policies related to climate change mitigation and adaptation	p. 27
E1-3 Actions and resources in relation to climate change policies	p. 27
E1-4 Targets related to climate change mitigation and adaptation	p. 28
E1-5 Energy consumption and mix	p. 30
E1-6 Gross Scopes 1, 2, 3 and total GHG emissions	p. 31
E1-7 GHG removals and GHG mitigation projects financed through carbon credits	p. 34
E1-8 Internal carbon pricing	p. 34
E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	p. 34
E2 – Pollution	
E2.IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	p. 35
E2-1 Policies related to pollution	p. 35
E2-2 Actions and resources related to pollution	p. 36
E2-3 Targets related to pollution	p. 37
E2-4 Pollution of air, water and soil	p. 37
E5 – Resource use and circular economy	
E5.IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	p. 38
E5-1 Policies related to resource use and circular economy	p. 38

List of material DRs	Page
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E5-3 Targets related to resource use and circular economy	p. 40
E5-4 Resource inflows	p. 40
S1 – Own workforce	
S1.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 41
S1-1 Policies related to own workforce	p. 42
S1-2 Processes for engaging with own workers and workers' representatives about impacts	p. 43
S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	p. 44
S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	p. 44
S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 47
S1-6 Characteristics of the undertaking's employees	p. 47
S1-7 Characteristics of non-employee workers in the undertaking's own workforce	p. 49
S1-9 Diversity metrics	p. 49
S1-13 Training and skills development metrics	p. 50
S1-14 Health and safety metrics	p. 50
S2 – Workers in the value chain	
S2.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 51
S2-1 Policies related to value chain workers	p. 52
S2-2 Processes for engaging with value chain workers about impacts	p. 54
S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	p. 54
S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	p. 55
S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 56
S3 – Affected communities	
S3.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 51
S3-1 Policies related to affected communities	p. 52
S3-2 Processes for engaging with affected communities about impacts	p. 54
S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns	p. 54
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S3-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 56
G1 – Business conduct	
G1.GOV-1 The role of the administrative, supervisory and management bodies	p. 57
G1-1 Corporate culture and business conduct policies and corporate culture	p. 57
Entity-specific topic	
Responsible supply chain	p. 60

List of data points in cross-cutting and topical standards that derive from other EU legislation

DR	Related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Category	Page
ESRS 2 GOV-1	Board's gender diversity paragraph 21 (d)	X		X		Material	p. 08
ESRS 2 GOV-1	Percentage of board members who are independent paragraph 21 (e)			X		Not stated	p. 08
ESRS 2 GOV-4	Statement on due diligence paragraph 30	X				Material	p. 10
ESRS 2 SBM-1	Involvement in activities related to fossil fuel activities paragraph 40 (d) i	X	X	X		Not relevant	p. 11
ESRS 2 SBM-1	Involvement in activities related to chemical production paragraph 40 (d) ii	X		X		Not relevant	p. 11
ESRS 2 SBM-1	Involvement in activities related to controversial weapons paragraph 40 (d) iii	X		X		Not relevant	p. 11
ESRS 2 SBM-1	Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			X		Not relevant	p. 11
ESRS E1-1	Transition plan to reach climate neutrality by 2050 paragraph 14				X	Material	p. 24
ESRS E1-1	Undertakings excluded from Paris-aligned benchmarks paragraph 16 (g)		X	X		Not relevant	p. 24
ESRS E1-4	GHG emission reduction targets paragraph 34	X	X	X		Material	p. 28
ESRS E1-5	Energy consumption from fossil sources disaggregated by source (only high-climate-impact sectors) paragraph 38	X				Material	p. 30
ESRS E1-5	Energy consumption and mix paragraph 37	X				Material	p. 30
ESRS E1-5	Energy intensity associated with activities in high-climate-impact sectors paragraphs 40 to 43	X				Material	p. 30
ESRS E1-6	Gross Scope 1, 2, 3 and total GHG emissions paragraph 44	X	X	X		Material	p. 31
ESRS E1-6	Gross GHG emissions intensity paragraphs 53 to 55	X	X	X		Material	p. 31
ESRS E1-7	GHG removals and carbon credits paragraph 56				X	Material	p. 34
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities paragraph 66			X		Not stated	p. 34
ESRS E1-9	Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) Location of significant assets at material physical risk paragraph 66 (c)		X			Not material	–
ESRS E1-9	Breakdown of the carrying amount of real estate assets by energy-efficiency class paragraph 67 (c)		X			Not material	–

DR	Related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Category	Page
ESRS E1-9	Degree of exposure of the portfolio to climate-related opportunities paragraph 69			X		Not material	–
ESRS E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	X				Not material	–
ESRS E3-1	Water and marine resources paragraph 9	X				Not material	–
ESRS E3-1	Dedicated policy paragraph 13	X				Not material	–
ESRS E3-1	Sustainable oceans and seas paragraph 14	X				Not material	–
ESRS E3-4	Total water recycled and reused paragraph 28 (c)	X				Not material	–
ESRS E3-4	Total water consumption in m ³ per net revenue of own operations paragraph 29	X				Not material	–
ESRS E4 IRO 1	Paragraph 16 (a) i	X				Not stated	–
ESRS E4 IRO 1	Paragraph 16 (b)	X				Not stated	p. 17
ESRS E4 IRO 1	Paragraph 16 (c)	X				Not stated	p. 17
ESRS E4-2	Sustainable land/agriculture practices or policies paragraph 24 (b)	X				Not material	–
ESRS E4-2	Sustainable oceans/seas practices or policies paragraph 24 (c)	X				Not material	–
ESRS E4-2	Policies to address deforestation paragraph 24 (d)	X				Not material	–
ESRS E5-5	Non-recycled waste paragraph 37 (d)	X				Not material	–
ESRS E5-5	Hazardous waste and radioactive waste paragraph 39	X				Not material	–
ESRS S1 SBM-3	Risk of incidents of forced labor paragraph 14 (f)	X				Not stated	p. 41
ESRS S1 SBM-3	Risk of incidents of child labor paragraph 14 (g)	X				Not stated	p. 41
ESRS S1-1	Human rights policy commitments paragraph 20	X				Material	p. 42
ESRS S1-1	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 21			X		Material	p. 42
ESRS S1-1	Processes and measures for preventing trafficking in human beings paragraph 22	X				Material	p. 42
ESRS S1-1	Workplace accident prevention policy or management system paragraph 23	X				Material	p. 43
ESRS S1-3	Grievance/complaints handling mechanisms paragraph 32 (c)	X				Material	p. 44

DR	Related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Category	Page
ESRS S1-14	Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	X		X		Material	p. 50
ESRS S1-14	Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	X				Material	p. 50
ESRS S1-16	Unadjusted gender pay gap paragraph 97 (a)	X		X		Not stated	–
ESRS S1-16	Excessive CEO pay ratio paragraph 97 (b)	X				Not material	–
ESRS S1-17	Incidents of discrimination paragraph 103 (a)	X				Not material	–
ESRS S1-17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 104 (a)	X		X		Not material	–
ESRS S2 SBM-3	Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	X				Material	p. 51
ESRS S2-1	Human rights policy commitments paragraph 17	X				Material	p. 52
ESRS S2-1	Policies related to value chain workers paragraph 18	X				Material	p. 52
ESRS S2-1	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	X		X		Not material	–
ESRS S2-1	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 19			X		Material	p. 52
ESRS S2-4	Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	X				Material	p. 55
ESRS S3-1	Human rights policy commitments paragraph 16	X				Material	p. 52
ESRS S3-1	Non-respect of UNGPs on business and human rights, ILO principles and/or OECD guidelines paragraph 17	X		X		Material	p. 52
ESRS S3-4	Human rights issues and incidents paragraph 36	X				Material	p. 55
ESRS S4-1	Policies related to consumers and end-users paragraph 16	X				Not material	–
ESRS S4-1	Non-respect of UNGPs on business and human rights and/or OECD guidelines paragraph 17	X		X		Not material	–
ESRS S4-4	Human rights issues and incidents paragraph 35	X				Not material	–
ESRS G1-1	United Nations Convention against Corruption paragraph 10 (b)	X				Not material	–
ESRS G1-1	Protection of whistleblowers paragraph 10 (d)	X				Not material	–
ESRS G1-4	Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	X		X		Not material	–
ESRS G1-4	Standards of anti-corruption and anti-bribery paragraph 24 (b)	X				Not material	–

Additional data points below materiality threshold

Environment KPIs

Disclosure indicator	KPI description	2023	2024	Unit
Water	Water withdrawal	1,189,835	1,203,828	m ³
	Water discharge	867,774	801,305	m ³
	Water intensity	46.4	41.0	m ³ per € million of revenue
Waste	Total amount of waste generated	28,403	40,381	metric tons
	Non-hazardous waste	20,810	21,932	metric tons
	Hazardous waste	7,592	18,449	metric tons

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Heraeus Group Sustainability
Heraeusstraße 12–14
63450 Hanau, Germany

+49 6181 35-5100
info@heraeus.com
www.heraeus.de

Contact for questions about this report:
sustainability@heraeus.com

Concept, design and implementation:
Heraeus Business Solutions GmbH
Scholz & Friends Berlin GmbH

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