

# Sustainability Statement

## General Information

### Our take on sustainability

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

#### T36 List of disclosure requirements

General Disclosure	ESRS	See page
Our take on sustainability		
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## Principles for the preparation of the Sustainability Statement

This Sustainability Report/Sustainability Statement fulfills the requirements for the non-financial (group) statement prepared in accordance with § 289b et seq. and 315b to 315c of the German Commercial Code (HGB), thus representing the combined non-financial statement for the Jenoptik Group and JENOPTIK AG. The first-time voluntary and complete use of the European Sustainability Reporting Standards (ESRS) as a framework according to § 315c (3) in conjunction with § 289 HGB for the group declaration reflects the importance of the ESRS for our stakeholders as well as the reporting standards for sustainability reporting adopted by the European Commission. In doing so, it also fulfills the requirements of the Corporate Sustainability Reporting Directive (CSRD). We did not use a framework for our non-financial statement in relation to JENOPTIK AG in accordance with Section 289b HGB because for our stakeholders an ESRS sustainability statement for the group is relevant.

As part of the key aspects and the ESRS standards applied in this context, the report refers to environmental, employee, and social concerns as well as respect for human rights and the fight against corruption and bribery. The double materiality analysis did not identify any key impacts, risks or opportunities regarding our social concerns. There are no key risks resulting from our own business activities or from business relationships, products, and services that are very likely to have serious negative impacts on non-financial aspects.

Within the framework of the initial application (phase-in provisions), the information not reported is that relating to financial impact of significant impacts, risks, and opportunities, as well as disclosures related to agency workers and the number of lost days due to work-related injuries as a result of occupational accidents. The reporting requirements pursuant to Article 8 of the EU Taxonomy Regulation relating to the disclosure of environmentally sustainable business activities are also fulfilled, while in prior years the GRI standard served as an orientation aid and reporting was carried out in accordance with the requirements of the CRS-RL-UG. No other legal provisions were applied.

The information in the Sustainability Statement applies equally to the Jenoptik Group and JENOPTIK AG and was prepared on a consolidated basis. The scope of consolidation is identical to that of the Consolidated Financial Statements. Information on strategies, guidelines, actions, key figures, and targets relate both to the company's own business activities and, where necessary and material, to the upstream and downstream value chain. The upstream and downstream value chain was considered particularly when assessing the impacts, risks and opportunities in the double materiality analysis and when determining Scope 3 emissions. In the area of supplier management, for example, actions and targets relate exclusively to the upstream value chain. Previously reported figures contain comparative information from the prior year. For newly introduced metrics Jenoptik uses the transitional provision in accordance with ESRS-1 and does not disclose the prior year's figures.

**Information in connection with specific circumstances:** Short, medium and long-term timescales correspond to the usual assumptions of one, up to five, and more than five years. Estimates of parameters in connection with the value chain were applied in particular to determine Scope 3 emissions. The relevant sources, the principles for preparation, the resulting degree of accuracy, and planned actions for future improvement are explained in more detail with the result uncertainties in the section Environmental information/Scope 3. The key figures presented in this report have not been subject to any other external audit than the audit by the auditor.

In accordance with ESRS 1.119 or § 315b (1) (3) HGB, reference is also made to other information available in the Group Management Report for individual aspects. The following list shows all components and disclosure requirements of the ESRS that are relevant to the Sustainability Statement and have been incorporated by reference. Further information on the disclosure requirements and principles of preparation can be found in the appendix, section "Additional information and notes" from p. 153. The option to omit information relating to intellectual property, innovations and know-how was utilized.

**T37 ESRS disclosure requirement included by reference**

ESRS disclosure requirement which was included by reference	See page
ESRS-2, SBM-1 (40a): Products, markets, market position and customers	p. 26: Business model and markets
ESRS-2, SMB-1 (40b): Breakdown of total revenue: segment report	p. 47: Earnings position
ESRS -2, SBM-1 para 40a-iii, Number of employees by geographic area	p. 42: Employees

**Sustainability governance**

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

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

**Executive Board:** All Executive Board members (namely Dr. Stefan Traeger (CEO), Dr. Prisca Havranek-Kosicek (CFO), Dr. Ralf Kuschnerreit) are jointly responsible for the overall management of the Group and decide on primary matters of company policy, the corporate strategy in which sustainability targets are given appropriate consideration alongside long-term economic goals, as well as planning with financial and sustainability-related targets. The Executive Board ensures that strategic, operational, financial, and compliance-related risks and opportunities, as well as sustainability risks within these categories, are identified, presented transparently and comparably, systematically assessed, and managed at an early stage as part of the risk management process. When making decisions regarding important transactions and in its risk management process, it takes these opportunities and risks into account. Jenoptik follows the recommendations of A.3 of the German Corporate Governance Code, according to which the Executive Board's internal control system and risk management system also cover sustainability-related objectives. The processes and systems for collecting and processing sustainability-related data and KPIs are defined in the process description "Non-financial Reporting Manual" and are incorporated into strategic corporate decisions in the context of board and committee meetings. In the past fiscal year, the Chief Financial Officer dealt, e.g., with the main impacts, risks, and opportunities associated with the reduction of emissions (increasing customer requirements, transformation plan, reduction targets), KPIs associated with diversity, pay gap, and sustainable supplier management (due diligence in the supply chain) as part of the ESG Committee meetings.

Due to the different personalities, training, professional and personal careers of its members, the Executive Board as a whole has extensive experience, skills, and expertise which are relevant in the photonics sector, in which Jenoptik operates, and for its products and geographical locations.

The résumés of the members of the Executive Board can be found at  
[www.jenoptik.com/about-jenoptik/management/executive-board-and-executive-management-committee-emc](http://www.jenoptik.com/about-jenoptik/management/executive-board-and-executive-management-committee-emc)

At Executive Board level, the Chief Financial Officer is responsible for sustainability and has several years of experience in managing sustainability issues. The Investor Relations & Sustainability department is responsible for the group-wide coordination of Jenoptik's sustainability management. It coordinates these issues in close cooperation with the specialist departments involved as well as the divisions, and reports directly to the Chief Financial Officer. Group-wide coordination of all sustainability issues is carried out by an ESG Committee comprising the relevant representatives of the central and operating divisions. With the Chief Financial Officer, the committee discusses current cross-cutting issues and ongoing ESG projects on a monthly basis, coordinates the implementation of new regulations and makes the necessary decisions associated with the key impacts, risks, and opportunities (IROs) relating to sustainability and the implementation of due diligence obligations in this area. The Chief Financial Officer monitors the established targets connected with the IROs and the progress made in achieving them at least on a quarterly basis as part of the ESG Committee meetings, discusses relevant ESG key figures, and decides on necessary actions. The Audit and ESG Committee of the Supervisory Board also deals with the relevant ESG key figures for measuring selected sustainability targets during the year as part of its work on the quarterly statements and interim reports. Employees actively involved in sustainability management regularly attend ESG training courses and webinars, have certified skills and knowledge, take part in expert panels on various sustainability issues, or are a member of the Sustainability Working Group of Deutsches Aktieninstitut. At Executive Board level, the required expertise is available to the full extent due to the work history. The monthly ESG Committee meetings also ensure that sustainability-related expertise is also deepened in relation to the key impacts, risks, and opportunities (IROs) at both working and management level. This means that comprehensive consideration can be given to key IROs in connection with Jenoptik's business activities and value chain. Close cooperation with the divisions and the central Compliance & Risk Management department ensures that the skills available within the company regarding sustainability issues are also considered when assessing the company's risks and opportunities.

The Executive Board of JENOPTIK AG is also responsible for the internal control system (ICS) within Jenoptik, which deals with financial and non-financial risks (including for ESG organization and sustainability reporting) and their management. Since the end of 2024, significant sustainability-related risks have also been considered systematically. Controls for existing organizational security measures for sustainability reporting are currently being developed. It also includes control processes for the IROs key to Jenoptik. The Executive Board receives regular reports on the status of the ICS from the head of Internal Audit, who monitors the ICS framework on process-integrated monitoring measures and reviews its effectiveness (see information on GOV-5).

Internal Audit reports to the Chief Executive Officer of JENOPTIK AG (since January 1, 2025, to the Chief Financial Officer) and supports the Executive Board in achieving its targets (including sustainability targets). In addition to the ongoing reporting to the Executive Board, six-monthly reports are also submitted directly to the Audit and ESG Committee (see information on "Risk management and internal controls of sustainability reporting" starting on p. 94)

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

| Additional information in section "Risk management" from p. 71

The Supervisory Board has determined that the Executive Board should include at least one woman. With a three-member Executive Board, this corresponds to a gender ratio of at least 33 percent women. In the current composition of the Executive Board, this ratio is met by Dr. Prisca Havranek-Kosicek as Chief Financial Officer.

**Supervisory Board:** The Supervisory Board of JENOPTIK AG has equal representation in accordance with the German Co-Determination Act and consists of twelve members, six of whom are elected by the shareholders at the Annual General Meeting and six of whom are nominated by employees in accordance with the Codetermination Act.

Sustainability and the associated cross-cutting issues are so important to Jenoptik that they were initially left to the responsibility of the full Supervisory Board in its supervision and monitoring of the company's activities. However, numerous aspects as cross-cutting issues also affect the areas of responsibility of the Personnel Committee (e.g., non-financial KPIs in remuneration of the Executive Board as well as annual target settlements) and the Audit and ESG Committee in the Supervisory Board (reporting and planning of sustainability KPIs, the inclusion of sustainability targets in risk and opportunity management, the internal control system and the compliance management system, the preparation of the Sustainability Report).

At its meeting on December 11, 2024, the Supervisory Board decided to assign the Audit Committee a stronger preparatory role with regard to other, non-accounting-related sustainability issues due to the particular and growing importance of ESG issues and the specialist expertise available in the Audit Committee, and to rename it as Audit and ESG Committee. The four-member Audit Committee is also able to discuss sustainability-related issues more intensively and efficiently than the twelve-member body as a whole. The Executive Board, as well as representatives of Investor Relations & Sustainability, Internal Audit, Compliance & Risk Management, and other Corporate Center departments, report directly to the Audit and ESG Committee on a regular basis; Internal Audit, Investor Relations & Sustainability, and Compliance & Risk Management report at least every six months. However, the full Supervisory Board also continues to deal with the Executive Board's sustainability strategy at least once a year, receives status updates on key sustainability issues, and approves adjustments and updates to the double materiality analysis. This ensures regular monitoring of the defined sustainability targets and the progress in achieving them as well as the implementation of due diligence in this area.

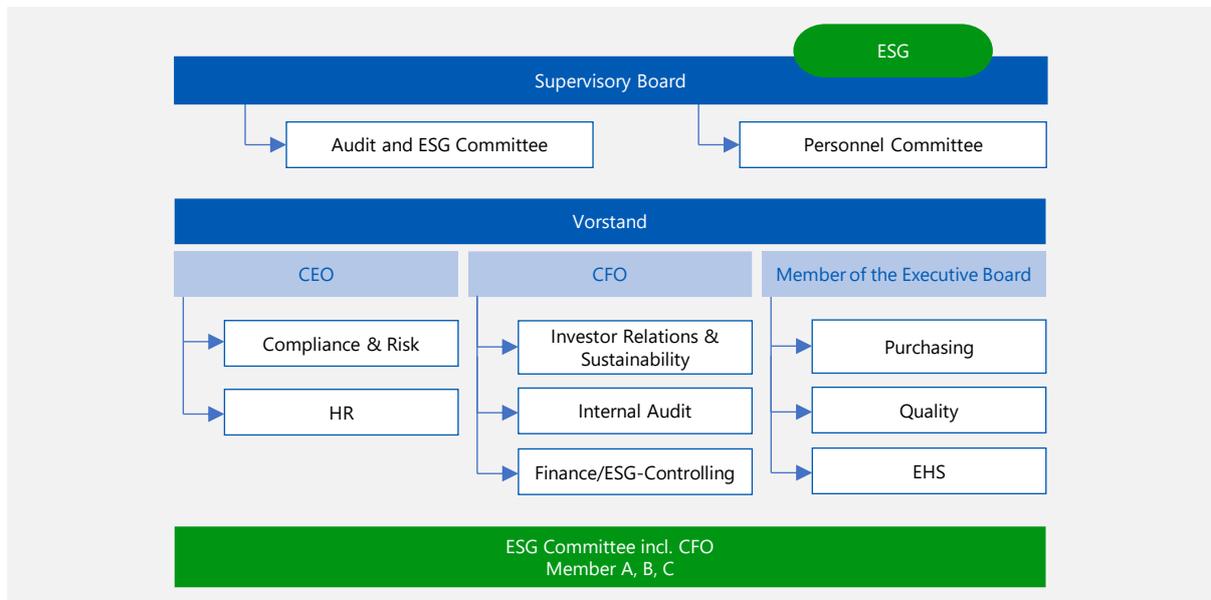
In the 2024 reporting period, the Supervisory Board and the Audit and ESG Committee were informed of the process and results of the double materiality analysis, the transformation plan, and energy management as well as the activities in the social (diversity, commitment, and trainees) and governance areas (results of the climate risk analysis). The Audit and ESG Committee also dealt extensively with the preparation and drafting of this Sustainability Statement.

In particular three members (Ms. Elke Eckstein, Ms. Daniela Mattheus, and Mr. Thomas Spitzenpfeil) have dedicated ESG and sustainability expertise on the Supervisory Board. They have extensive expertise in accounting and auditing, along with expertise and specialist knowledge in sustainability reporting and its auditing due to their activities on various supervisory boards and comparable regulatory bodies, including various audit committees. Audit Committee and Supervisory Board are therefore able to comprehensively assess key impacts, risks, and opportunities in connection with Jenoptik’s business activities and value chain. In addition to her various positions on supervisory boards, Ms. Daniela Mattheus is also honorary president of the Financial Expert Association e.V. and a member of the associated sustainability working group and holds CSRS certification from the Accovallist Institute. She completed further training to become a Certified Sustainability Reporting Specialist and also actively participates in the discussion regarding current developments in the field of sustainability reporting and its auditing in specialist committees, bringing this additional expertise to the Audit and ESG Committee.

The Supervisory Board is composed in such a way that, as a whole, it is endowed with the knowledge, abilities, and professional experience necessary to carry out its tasks in an orderly manner. In accordance with its Diversity Statement, the Supervisory Board currently has at least three members who have extensive international experience. Furthermore, the Supervisory Board is to include at least four women, i.e., at least 33 percent. With three women on the shareholder side and three women on the employee side, the proportion of at least 30 percent required by the German Stock Corporation Act is exceeded with a current figure of 50 percent. The members of the Supervisory Board as a whole are also familiar with the photonics sector in which Jenoptik operates and its products and have experience relevant to the company’s geographical locations. At least seven members have specific industry and sector experience. Five of the six shareholder representatives on the Supervisory Board, i.e., 83.3 percent, are independent in the opinion of the Supervisory Board.

The Executive and Supervisory Boards jointly consider the key impacts, risks, and opportunities relating to sustainability in their decisions on important transactions and the risk management process, as well as any compromises associated with these IROs.

G20 Role and responsibilities of the administrative, management and supervisory bodies



### Sustainability-related performance in incentive systems

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

Sustainability-related aspects are included in both the short-term and long-term variable remuneration of the Executive Board. The (one-year) bonus (~40 percent of variable remuneration) is based on the achievement of certain targets within a fiscal year and is paid out in the following year. The bonus amount resulting from the achievement of targets is calculated using a multiplier ranging between 0.8 and 1.2. This multiplier is determined on the basis of the individual performance of the Executive Board member and the attainment of specific sustainability targets. The multiplier's sustainability targets are derived from the sustainability road map described in the Sustainability Report and published on our website at [www.jenoptik.com/sustainability/sustainability-targets](http://www.jenoptik.com/sustainability/sustainability-targets).

In addition, the variable remuneration of the Executive Board consists of a multi-year component in the form of performance shares (~60 percent of the variable remuneration). For each installment of performance shares granted, the target achievement is determined after a four-year performance period. With a weighting of a total of 20 percent of the multi-year component, the achievement of long-term (four-year) ESG targets, which are redefined annually, is taken into account. The ESG targets agreed for the fiscal year 2024 also include a climate-related target including a GHG emissions reduction target (see Table T39).

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

The individual sustainability-related targets in the remuneration of the Executive Board members are shown in the following tables T38 to T39).

#### T38 ESG targets and target achievement in the multiplier 2024

		2024 target	Target achievement
Green electricity rate	Active reduction of CO <sub>2</sub> emissions: Green electricity share as a proportion of the total electricity demand of the main sites	95.0 %	95.8 %
Employee satisfaction	Global Engagement Score: Commitment of our employees, i.e., the proportion of our employees who identify positively with their tasks at Jenoptik and make an active contribution	better than global benchmark <sup>1</sup> (75 %), but not less than 75 % <sup>2</sup>	76.0 %
CSR rate	Increased transparency in the supply chain for supply chain management regarding compliance with due diligence: CSR rate: The percentage of suppliers of production materials with an annual purchase volume in excess of 200,000 euros for which full CSR self-assessments are available	55.0 %	60.9 %

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

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

## T39 Target agreement for ESG targets 2024 (LTI)

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

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

In the fiscal year 2024, 3.15 percent of the total remuneration for the Executive Board members was attributable to the performance factor (multiplier) within the scope of the one-year variable remuneration. When determining the multiplier as part of an overall assessment, increasing the share of green electricity at the main locations to 95 percent of total electricity demand was taken into account as a predefined climate-related target. Targets for employee satisfaction and transparency in the supply chain were also taken into account (see table T38). Exact percentage allocation of the climate-related target or the total share of variable remuneration that depends on sustainability-related targets, however, is not possible because, when the multiplier is determined, as the individual and collective performance of the members of the Executive Board is taken into account, in addition to ESG targets, and the Supervisory Board only uses this information to determine an overall figure. In fiscal year 2024, the Personnel Committee took into account the fulfillment of the ESG targets shown in Table 38 and the extensive preparatory work for implementing the verticalized group structure that will apply from 2025, as well as the cost and timely progress of the construction and commissioning of the new factory in Dresden when recommending a multiplier of 0.95. However, the lower-than-expected order intake, the continued work required to achieve an appropriate working capital ratio and the ongoing challenges in connection with the further development of the non-photonic portfolio companies were also taken into consideration as part of an overall assessment. The ESG targets included in the long-term variable compensation (performance shares) since the fiscal year 2023 will be settled for the first time as part of the recognized compensation of the members of the Executive Board for the fiscal year 2026.

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

#### Declarations on due diligence

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

**T40 ESRS disclosure requirements**

Core elements of due diligence	Paragraphs in the Sustainability Statement
a) Integration of due diligence into governance, strategy, and business model	ESRS-2 GOV-2: General information/GOV-2, p. 88 and Report of the Supervisory Board, p. 8, Declaration on Corporate Governance, p. 153 ESRS-2 GOV-3: General information/GOV-3, p. 92 as well as Remuneration Report, p. 170 ESRS-2 SBM-3: General information/SBM-3, p. 99 as well as materiality analysis, p. 100
b) Involvement of affected stakeholders in all important steps of due diligence	ESRS 2 GOV-2: p. 88 ESRS 2 SBM-2: p. 98 ESRS 2 IRO-1: Materiality analysis, p. 100 ESRS 2 MDR-P: p. 95 Issue-related ESRS-S-1-2, p. 127, ESRS-E-1-2, p. 107
c) Identification and assessment of negative impacts on people and the environment	ESRS 2 IRO-1: Materiality analysis, p. 100 ESRS 2 SBM-3: Strategy/materiality analysis, p. 103
d) Actions to counter these impacts	ESRS 2 MDR-A: Issue-related ESRS: Regarding actions for environmental aspects ESRS-E1-3, p. 107 and transition plans for environmental aspects ESRS-E1-1, p. 108; social aspects, p. 132f.; ESRS-S1-4, p. 127 as well as Governance ESRS-G1, p. 147
e) Follow-up of the effectiveness of these efforts and communication	ESRS 2 MDR-M: ESG reporting (quarterly), p. 98, 103 and 108; anchoring in group financing and remuneration ESRS 2 MDR-T: Overview, p. 96 Issue-related ESRS regarding parameters and targets: Environmental aspects ESRS-E1-4, p. 109, ESRS-E1-5, p. 110, ESRS E1-6, p. 112 Social aspects: ESRS-S1-5, S1-6, S1-7, p. 131f.; S1-8, S1-10, S1-11, S1-15, p. 134; S1-9, S1-16, p. 136 and S1-14, p. 137f. Governance aspects: ESRS-G1-4, p. 142ff.

**Risk management and internal controls of the sustainability reporting**

The internal control system (ICS) established at Jenoptik is designed to ensure in particular the security and efficiency of business transactions as well as the reliability of financial and sustainability reporting. The ICS covers financial and non-financial risks (including those relating to the ESG organization and sustainability reporting) as well as their control. In addition to the risk and compliance management systems, the internal control system (ICS) is a key component of corporate governance. It encompasses technical and organizational rules and control steps for compliance with guidelines and the prevention of damage, as well as clear responsibilities and the separation of functions, while maintaining the four eyes principle. In particular, it is designed to ensure the security and efficiency of business transactions, compliance with applicable laws and regulations, and the reliability of financial and sustainability reporting.

The Investor Relations & Sustainability department coordinates group-wide sustainability reporting, which covers all quantitative and qualitative requirements of the CSRD and is responsible for managing the sustainability reporting process. Responsibility for compliance with the guidelines and statutory requirements lies with the respective departments, which address this through appropriate control activities. In addition to the review and compliance with the four eyes principle at department level, the ESG key figures are also reviewed centrally on a quarterly basis by the Investor Relations & Sustainability department and reported, including a risk assessment, to the Group's management committees.

The formal risk management and internal control system in relation to sustainability reporting is currently being developed. In the reporting year, the first elements of an internal control system were in place, such as process descriptions as a monitoring measure, clear assignment of responsibility, and the establishment of regular reporting. Regular reporting is currently provided to the Executive Board, the Audit and ESG Committee and the Supervisory Board, including on risks in the area of sustainability. In addition, risk assessments are carried out twice a year with the central divisions and segments. An internal audit was also conducted to verify the correctness of the sustainability reporting in terms of processes and results. With regard to the risk of incomplete reporting, the compliance of the CSRD reporting regarding qualitative requirements is ensured analogously by the departments involved by comparing it with the EFRAG data point list, among other things. The experts from the respective departments prepared the report on the basis of the standards and used the ESRS standards as a basis for preparing the text. The experts in the respective specialist areas were also responsible for checking completeness. In addition, the Investor Relations & Sustainability department carried out a completeness check. The quality assurance of the content follows the already implemented process for preparing the Annual Report. No significant risks were identified that are highly likely to have a seriously negative impact on the aforementioned key aspects of sustainability at Jenoptik.

In the past fiscal year, an ICS self-assessment was carried out at all group companies, focusing on financial and non-financial risks (including ESG organization and sustainability reporting) and their management. In future, this assessment will take place in a two-year cycle, alternating with compliance interviews. Detailed information on the compliance risk analysis procedure, of which the compliance interviews are a component, are given in the section on the G1 standard.

For further information on risk management and the internal control system, see the Risk Report from p. 69 on

## Strategy, targets, and business model

### Strategy

For Jenoptik, entrepreneurial activity is not only the realization of economic goals but also a commitment to the environment and society. Working with our customers, we shape forward-looking trends in the fields of digitization, health-care, mobility, and sustainability. As an enabler, we use our expertise and innovative products to make an important contribution to overcoming social and climate challenges as well as enabling customers worldwide to contribute more efficiently and sustainably to greater resource conservation and climate protection.

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

Our Agenda 2025 "More Value" and the associated transformation of Jenoptik into a global photonics group is based on the "enabler principle." As an enabler, Jenoptik can create added value ("More Value") for all stakeholders – e.g., customers, employees and shareholders – with its photonic solutions. According to the SPECTARIS Trend Report, photonic solutions can make a significant contribution to reducing greenhouse gas emissions due to their properties, applications, and effects, and avoiding global greenhouse gas emissions of at least 11 percent by 2030. They enable resource-saving production processes, material savings, and reduced energy consumption.

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

- | See "Earnings position" chapter in the Segment Report, p. 47
- | For further information on strategy, see the "Targets and strategies" chapter on p. 30 of this Annual Report
- | Statements on our products and services (ESRS-2, 40a.i) as well as important markets and customer groups (ESRS-2, 40a.ii) are included in the "Business model and markets" chapter from p. 26 on of the Annual Report. For statements revenue and employees by division (ESRS-2, 40a.iii), see the Segment Report from p. 60 on
- | Statements relating to our employees by region can be found in the "Employees" section from p. 42 on of the Management Report

**Sustainability targets**

Our sustainability targets in the environment, social, and governance areas therefore also focus on our most important resources: protecting the earth and the climate, our own employees, and the responsible management of the company. Our targets relate to the entire Jenoptik Group, are summarized in the following overview, and are explained in detail in the issue-specific sections of this Statement. Throughout the year, certain product groups, customers, or geographical areas may be the focus of attention. For example, a switch to green electricity has taken place in the Asia/Pacific region during the past fiscal year. Dialog with our top suppliers has further intensified during the past fiscal year in order to achieve a more sustainable and transparent supply chain. Our own employees and trainees were the focus of HR work and recruiting in order to achieve more diversity (diversity rate) and a greater training rate.

**T41 Overview of key sustainability targets**

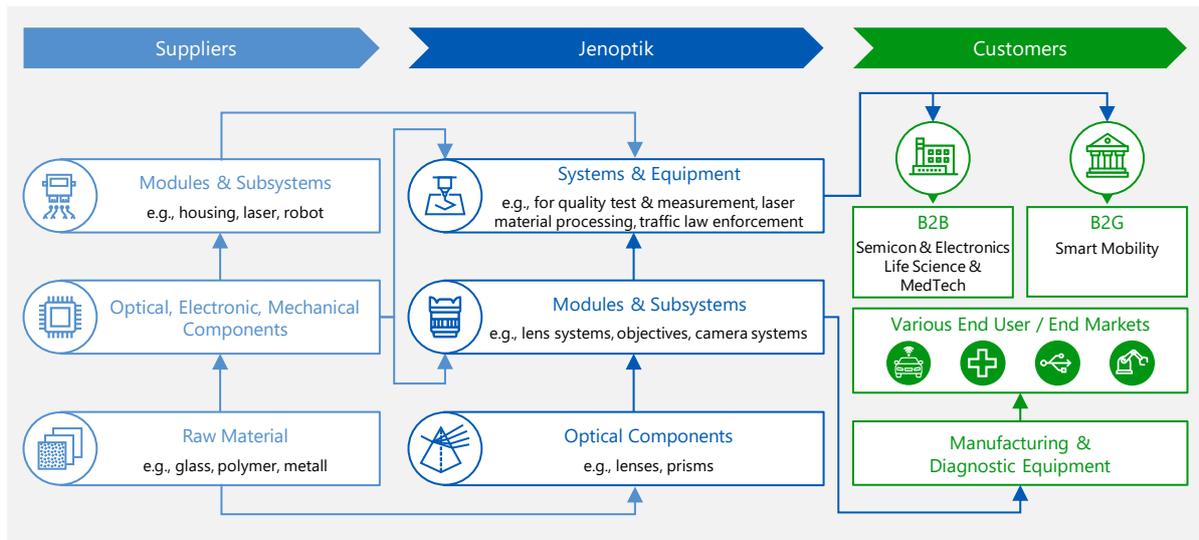
Aspects	Performance indicators	Base year 2019	2024	Target 2025
Environment	Portion of green electricity	63.1 %	95.8 %	> 90 %
	CO <sub>2</sub> reduction	0		
	Comp. with base year 2019 (10,161 t)		55.8 %	> 55 %
	Achieving net zero (Scope 1+ 2) by 2035 at the latest			
Social	Diversity rate	25.5 %	31.6 %	33 %
	Engagement score	72 %	76 %	better than global benchmark
	Training rate	3.8 %	3.8 %	> 4.0 %
Governance / supply chain	CSR rate	25.4 %	60.9 %	50 %

**Business model and value chain**

Jenoptik offers the majority of its services in the photonics market and is a supplier of capital goods. The Group is thus primarily a technology partner to industrial companies and public sector contractors. The company's range of products comprises OEM and standard components, modules and subsystems, and complex systems and production equipment, particularly for the semiconductor & electronics, life science & medical technology, and smart mobility sectors. The range also includes total solutions and full-service operator models. Alongside industrial customers, clients in the Smart Mobility division include public sector contractors. With our technologies and their focus on the three high-growth future markets of Semiconductors & Electronics, Life Science & Medical Technology, and Smart Mobility, Jenoptik can create significant added value ("More Value") for customers, employees, and shareholders with its photonic solutions and is therefore aiming for above-average growth and an increase in profitability.

As a technology group, Jenoptik is dependent on various raw materials, materials, and services that the company procures from a global supplier base. More than half of our direct suppliers and our purchasing volume come from Germany. The most important product group areas in direct purchasing are optics, mechanics, and electronics which are based on mineral, metallic and fossil raw materials and the associated mining and processing (see G21). In indirect purchasing, goods and services are procured on the one hand to support facility management, and on the other for machines and equipment, marketing and communication, and transportation services.

G21 Illustration of the value chain



For further information on the business model and the value chain see chapter "Business model and markets" from p. 26 on of this Annual Report

## Stakeholder commitment

As a responsible company, employer, and business partner, Jenoptik is in continuous dialog with internal and external stakeholders. In addition to their own employees, the relevant departments also regularly exchange regularly communicate with both customers and suppliers as well as with analysts, investors, and the general public in order to grasp, understand, and take into account their views, thus being able to optimally consider them when making decisions. The Executive and Supervisory Boards are informed by the respective specialist departments at regular committee meetings regarding the main views of the stakeholders in connection with sustainability-related impacts, risks, or opportunities. In the fiscal year 2024, e.g., the increasing customer requirements for emission reduction targets, including Scope 3 and net zero targets, the demands of ESG investors for increased transparency, and the increasing number of requests from ESG rating agencies were discussed and were taken into account in decisions. Jenoptik's corporate strategy is aligned with the interests of our most important stakeholders. For example, important customer requirements for increased transparency in sustainability reporting are implemented and taken into account in strategic decisions. Our sustainability strategy is currently an integral part of our corporate strategy and business model.

**Employees:** With their experience and expertise, our employees are essential to our business success and are the most important stakeholder group. In order to grow sustainably and profitably, we must be an attractive employer, attracting and retaining highly qualified and committed employees. Our focus is on our corporate values – open, driving, confident –, and a dialog-oriented corporate culture, which is characterized by personal initiative and respect for diversity and equal opportunities as an important building block in achieving our strategic goals. Exchange with employees also takes place in a variety of ways: through intensive intranet communication, the exchange with employee representatives in the works councils and staff meetings, and in an annual employee survey including an evaluation of the results or our complaints channels. The interests, views, and rights, including respect for human rights of our employees, are incorporated into Jenoptik's strategy and business model, primarily through the participation and representation of the works council in Supervisory Board meetings, but also through employee meetings attended by management. The annual employee survey gives employees the opportunity to express their concerns and wishes anonymously. In addition, concerns can also be expressed or complaints submitted anonymously via a whistleblower system.

For further information, see section "Governance information/ Supplier management" from p. 145 on and section "Social information/ corrective measures" from p. 127 on

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

**Suppliers:** As a manufacturing company, Jenoptik is dependent on its suppliers and engages in ongoing dialog with them, especially with its top suppliers. Intensive supplier management increases transparency and awareness with regard to respect for the human rights of employees in the value chain, implemented sustainability aspects, and emissions generated in the supply chain in order to better manage these and reduce risks in the future.

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

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

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

For further information on customers and suppliers, see the “Business model and markets” chapter of the Management Report from p. 26 on

### Process for identifying and assessing significant impacts, risks and opportunities

By identifying the key sustainability issues for Jenoptik, we create the basis for our global sustainability activities. Specific targets, actions, and management approaches are explained in the issue-specific chapters of this Declaration. To identify the potential and actual impacts, risks, and opportunities key to Jenoptik, a double materiality analysis was carried out in the past fiscal year in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). The Group perspective was adopted, and the upstream and downstream value chain was included in the analysis alongside the company’s own business activities. Any differences in terms of regionality or segments were documented, but did not result in different evaluations. The method for conducting the double materiality analysis corresponds to the evaluation of the two dimensions “impact on people and the environment” and “financial materiality” for Jenoptik as required by ESRS. The assessment of the impacts on people and the environment, including the risks regarding human rights violations, and the assessment of the financial materiality in terms of risks and opportunities, is based on the methodology used in the group-wide risk management system.

Our materiality analysis was carried out in the following process steps:

#### G22 Process steps of the materiality analysis



On the basis of expert assessments as well as by taking our stakeholder issues into account, the key impacts, risks, and opportunities were identified and evaluated and will be subject to an annual review in the future. These key impacts, risks, and opportunities for Jenoptik form the basis of all long-term sustainability activities and are considered in the corporate strategy as well as general management procedures.

### Materiality analysis: Process for determining materiality and stakeholder involvement

**Identification:** Jenoptik maintains ongoing dialog with all of its stakeholders. The relevant departments communicate with its own employees, customers and suppliers as well as analysts and investors in order to understand their views, considering them in the operating business.

Further information on stakeholders can be found in the Stakeholder commitment section of this chapter from p. 98 on

The involvement of both external and internal stakeholders as part of the double materiality analysis already took place in 2023 in the form of an online survey. The external stakeholders comprised individual customers, suppliers, analysts, and investors; internally, both employees and managers, including the Executive Board, who is responsible for implementing the sustainability strategy, took part in the survey. The starting point for preparing the survey was a gross issue list, drawn up on the basis of the sustainability aspects taken into account in the ESRS-1 and supplemented by Jenoptik's own specific criteria as well as potentially relevant ESG aspects from peer group analyses. Our business model and the group strategy were used as the basis for identifying possible key issues. After consolidating and clustering the issues into a net list, a survey was created with the categories environment, social, and governance, taking into account the two necessary perspectives "inside-out" (impact of Jenoptik on people and the environment) and "outside-in" (impact of sustainability aspects on Jenoptik) in the respective questions.

**Evaluation:** In order to determine the key aspects for Jenoptik, our teams of experts from various specialist functions evaluated these at several workshops. The respective experts – experienced managers in environment, social, and governance areas who can take the perspective of both internal and external stakeholders – evaluated the sustainability aspects on the basis of the collected data, processes, and assumptions with regard to the impacts of Jenoptik's business activities and its value chains on people and the environment (inside-out perspective or impact materiality) as well as the risks and opportunities of the respective sustainability aspects on Jenoptik's business activities (outside-in perspective or financial materiality). In this process, the entire consolidated group of companies was always considered. Possible impacts, risks, or opportunities were discussed and analyzed in detailed discussions by the experts in the workshops in compliance with the dual control principle on the basis of implemented processes and available data sources. The explanation of the interim results in the ESG Committee ensured an appropriate assessment and evaluation of the key impacts, risks, and opportunities with regard to its relevance.

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

Further information on the management of significant risks and opportunities can be found in the relevant topic-specific sections of the Sustainability Statement.

For further information on the management process and the associated guidelines, see the Risk and Opportunities Report starting on page 71

In addition, all issues examined in the materiality analysis are also part of the risk management process. The restructuring of the risk universe within Enterprise Risk Management is based on the Cambridge Taxonomy for Business Risks, which now also explicitly identifies the "Environmental," "Social," and "Governance" areas in thematic blocks, allowing us to establish a better link to the materiality analysis. The focus of the evaluation of impacts, risks, and opportunities was on our own business activities. The evaluation of the IROs in the upstream and downstream value chain was carried out from the perspective of the experts and based on media research, focusing on areas in which these are considered likely. The evaluation also took into account the extent to which the impact of the respective topics may be expected to change within short, medium, or long-term timescales. The respective thresholds that determine when impacts, risks, or opportunities are considered material were determined in a management workshop. The thresholds for both impact materiality and financial materiality were 4 on a scale of 1-5. All sustainability aspects that were evaluated as 4 or higher in terms of their impacts or risks and opportunities are therefore key to Jenoptik.

The evaluation of the materiality of the actual negative impacts is based on the degree of severity, which is determined on the basis of the extent, scope, and immutability of the impacts. In the case of potential negative impacts, this is considered in connection with the probability. Relating to positive impacts, the materiality is based on scale and scope; in the case of potential impacts, it is also based on probability. In order to determine the impacts on people and the environment, the experts focused their evaluation on areas where impacts were considered likely due to activities, business relationships, or geographical circumstances and where there was an increased risk of adverse impacts. Major impacts in which Jenoptik is involved due to its own activities or business relationships were considered by the experts. As a result, the impacts, risks, and opportunities identified for Jenoptik and evaluated as material in the expert workshops correspond to the issues that were also considered key by our stakeholders in the online survey and were therefore able to verify the result.

From a financial perspective, a sustainability aspect is material if it has significant financial impacts on the company or if it gives rise to risks and opportunities that may have a significant influence on the development, financial position, financial performance (cash flows), or access to funds (cost of capital) in the short, medium, or long term. Sustainability-related risks and opportunities are also an integral part of our risk assessment process, which takes place twice a year. In the fiscal year 2024, this was converted to the Cambridge Taxonomy and sustainability risks were considered as a separate category. Further information on this can be found in the Risks and Opportunities section of the Management Report from p. 69 on. Overall, an IROs considered key if it has been assessed as key in one of the two dimensions, i.e., in terms of impact or financially.

The evaluation of the impacts, risks, and opportunities of environmental issues associated with climate change, environmental pollution, water and marine resources, biodiversity and ecosystems, resource use, and the circular economy, as well as the governance issue of "corporate policy" was always conducted by the expert teams across the Group, taking into account all key locations. In addition to the company's own business activities, the upstream and downstream value chain was also included in the analysis, whereby the evaluation was based on media research and focused on areas in which impacts, risks, and opportunities are considered likely. The compliance risk analysis was also taken into account accordingly. No further consultations with affected communities were carried out in this context, as issue mentors in the expert team acted as representatives for direct consultation with stakeholder groups. Stakeholders were directly involved in advance through the survey within the scope of the double materiality analysis. As a result, no key impacts on people and the environment in terms of pollution, water and marine resources, biodiversity and ecosystems, resource use and circular economy, or on opportunities and risks for Jenoptik, were identified in the above-mentioned areas.

**Climate change:** Climate-related risks may exist for Jenoptik's business model both in its own business area as well as in the upstream and downstream value chain. As a manufacturing company, both physical climate risks (for example, floodings, storms and droughts, etc.) and transition risks (for example, legal risks, market and reputation risks, etc.) – are relevant for our own business activities and assets and for the upstream and downstream value chains.

In order to evaluate the physical climate risks in our own business operations, all of Jenoptik's key locations were subjected to an external risk assessment at the end of 2023 in accordance with the requirements of the EU Taxonomy. The analysis was carried out in various climate scenarios including those with high emissions for the timescales 2025, 2040, and 2060, comprising the areas of temperature, wind, water, and solid mass-related risks. The results of the analysis for the timescale up to 2025 were included in the risk assessment and appropriate measures were defined if necessary. In the reporting period, both physical and transition climate risks in our value chain were assessed on the basis of expert workshops. A scenario analysis apart from the base scenario (limiting warming to 1.5°C) was not carried out at this point.

Climate-related transition risks in our own business operations were assessed in the reporting year along the following risk areas: political/regulatory, legal, market, competition, and reputational risks. The analysis and assessment was carried out as part of expert workshops, taking into account various climate-related factors, e.g., with regard to future CO<sub>2</sub> pricing in the short, medium, and long term. The risk of transition climate risks in our value chain was also assessed on the basis of expert workshops in 2024. A scenario analysis for the assessed timescale up to 2025 was not carried out here.

**Climate-related opportunities:** Light-based solutions enable resource-saving production processes, material savings, and reduced energy consumption, thereby contributing to the global reduction of greenhouse gas emissions. According to the latest SPECTARIS Trend Report, the use of photonic solutions may avoid at least 11 percent of global greenhouse gas emissions by 2030. Against this background, there are fundamental opportunities for Jenoptik, although we classify these as moderate.

Further information on climate-related risks can be found in the Risk Report on p. 78

**Environmental pollution:** The review of our sites and business activities as well as the value chain we are considering was carried out within the scope of the materiality analysis in accordance with the process described under IRO-1 from p. 100 on. As a result, no key impacts, opportunities, or risks were identified in connection with environmental pollution.

**Water:** In connection with water and marine resources, no key impacts, risks, and opportunities were identified by our teams of experts when reviewing the assets and business activities as well as the direct value chain as part of the materiality analysis in accordance with the process described under IRO-1.

**Biodiversity:** Jenoptik's site in Monheim is located on the edge of a conservation area and complies with the conditions required regarding tree pruning and noise, ensuring that habitats and their species are not endangered. At all other group locations, no dependencies or physical risks associated with biodiversity were identified as part of the materiality analysis and the process described under IRO-1.

**Resource use, waste, and circular economy:** As Jenoptik is largely active in the OEM business, manufacturing components, our materiality analysis and the process described under IRO-1 did not identify any key impacts, risks, and opportunities in connection with resource use, waste, and the circular economy within the scope of our business activities, assets, and the direct value chain.

**Corporate governance:** The review of our sites and business activities, as well as the value chain we consider, was carried out as part of the materiality analysis according to the process described under IRO-1 starting on p. 100. With regard to corporate governance, the materiality assessment took into account regional requirements at our locations, e.g. with regard to compliance with due diligence, sector-specific considerations, the structure of our suppliers and the type of customer relationships (B2B vs. B2G). The impacts, opportunities or risks identified in connection with corporate governance are described in detail in the Governance section of this chapter.

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

**Implementation:** The key sustainability issues are coordinated centrally by Investor Relations & Sustainability as the responsible member of the ESG Committee and are processed by the responsible members of the respective departments. This also includes the relevant sustainability-related opportunities and risks as well as the necessary actions, which are depicted in group-wide risk management. The quarterly internal reporting of the relevant key figures also serves to monitor the strategy implementation and, if necessary, to initiate further actions.

#### **Key impacts, risks, and opportunities as a result of the double materiality analysis**

The key impacts, risks, and opportunities for Jenoptik resulting from the double materiality analysis are presented here in an overview. They relate to environment, social, and governance issues, focusing in most cases on the company's own business area and are relevant at present or in a medium to long-term time frame. Currently, there are no significant financial implications of the IROs on strategy and business model. Information on the expected financial impact of significant IROs will be reported at a later stage as part of the phase-in. Associated strategies, management, actions, and targets of the key IROs are developed in the respective departments and coordinated and implemented as part of Jenoptik's sustainability management. They are in line with our current corporate strategy and the Jenoptik business model so that no adjustment is currently required.

Our key impacts, risks, and opportunities are represented here as an overview. The respective impacts on people and the environment as well as their association with our strategy and the Jenoptik business model are explained in detail in the respective thematic sections. This report does not contain any additional company-specific disclosures regarding impacts, risks or opportunities. As a manufacturing technology company with more than 4,600 employees, Jenoptik's key impacts on people and the environment as well as the sustainability-related risks and opportunities for the Group lie both in the social area for employee issues (e.g., Jenoptik as an attractive employer, diversity, personnel development & recruitment), due to the emissions caused by our own production and those of the value chain, but also in climate protection issues and aspects of responsible corporate management (governance, compliance, supplier management). In view of the existing actions already implemented in connection with the key impacts, risks and opportunities as well as the departmental strategies in the areas of environmental, social and governance designed to address them and considered effective, the Executive Board currently considers the company to be resilient in the short to medium term. The mid- to long-term resilience considerations in connection with the main IROs in the environmental, social and governance areas were discussed with the board member responsible for the respective department as part of the strategic roadmap. Jenoptik's strategy and business model are currently agile and resilient, enabling the company to cope with all the identified impacts, risks and opportunities. Based on the continuous monitoring of important trends, including medium-term ones, and agile operations, we consider ourselves to be resilient in terms of achieving positive impacts in the short and medium term and dealing with the identified potential risks.

T42 Key impacts, risks, and opportunities

Issue/sub-issue	Positioning in the value chain	Temporal reference	IRO: Key impacts, risks, and opportunities
Climate protection (ESRS-E1)	Own business activities	Currently negative impacts	Production-related CO <sub>2</sub> emissions (Scope 1+2) from our own business activities currently have a negative impact on people and the environment
	Supply chain (up-stream)	Currently negative impacts	Currently, there are negative impacts on people and the environment due to a high proportion of Scope 3 emissions, particularly within the upstream supply chain (e.g., through purchased materials that are emission-intensive in their manufacture, such as electronics or glass)
	Supply chain (down stream)	Mid- to long-term risk	A potential risk is associated with high customer requirements regarding CO <sub>2</sub> reduction/product carbon footprint
Own workforce: (ESRS-S1) Working conditions/ secure employment	Own business activities	Currently positive impacts	As a growth company, Jenoptik is a large and reliable employer, especially at its production sites, has hardly any short-term positions or temporary workers, and currently has a positive effect on its employees
Working hours	Own business activities	Currently positive impacts	Collective agreements for a high proportion of the employees as well as the works agreement on "flexible working" go beyond the statutory requirements and guarantee employees a relatively flexible working environment as well as time off in lieu, and have a positive effect on our employees
		Mid- to long-term potential risk	In the medium to long term, there is a risk that competitors, especially at the headquarters in Jena, will offer more attractive working-time models and that this will lead to redundancies or loss of productivity due to changes to our working hours
Adequate remuneration	Own business activities	Currently positive impacts	Through collective bargaining agreements for a large part of our workforce and orientation towards renowned remuneration studies, Jenoptik is currently having a positive effect on employees in terms of adequate remuneration
Social dialog	Own business activities	Currently positive impacts	Through employee representatives on the Works Council, regular company meetings, and active internal employee communication, Jenoptik is currently having a positive effect on our employees and, as a social partner, is improving working conditions
Work-life balance	Own business activities	Potentially negative impacts	High workloads, overtime, and sometimes fixed working hours or shift models could restrict the work-life balance and potentially have a negative impact on employees
Health and occupational safety	Own business activities	Potentially negative impacts	The potential for injury, stress, and psychological strain associated with the job may have a negative impact on employees
Gender equality	Own business activities	Currently positive impacts	Collective agreements and implemented grading systems ensure equal pay for equal positions for the majority of the workforce and currently have a positive effect on employees
Training and skills development	Own business activities	Currently positive impacts	Diverse personnel development programs ensure the continuous development of the workforce and are currently having a positive effect, further reinforced by training and feedback
Diversity	Own business activities	Currently positive impacts	Currently positive and potentially negative impacts on employees, as many measures have already been implemented and are having a positive effect, but diversity at management level is still below the target value, with women and international employees still not yet fully represented.
		Potentially negative impacts	
Governance (ESRS-G1) corporate culture	Own business activities	Mid- to long-term potential risk	In international business relationships, non-compliance represents an intrinsic theoretical gross risk despite implemented processes and may lead to reputational damage. There is also a potential risk that customer requirements regarding material compliance will not be met sufficiently well
Protection of whistleblowers	Own business activities on supply chain (down stream)	Currently positive impacts	Currently, there are positive impacts and the protection of affected employees through established processes, continual training and education that protect employees
Management of supplier relationships	Own business activities	Mid- to long-term potential risk	There is a potential reputational and default risk due to non-compliance with due diligence obligations in the supply chain despite high regulation density
Corruption and bribery	Own business activities	Mid- to long-term potential risk	Potential theoretical risk regarding corruption in B2G business/emerging markets despite the low percentage of total revenue and no incidents to date

List of essential disclosure obligations in the last chapter of the Sustainability Statement “Additional information and notes”)

Explanations on how the material information is determined, including the use of thresholds, are provided in section IRO-1 of this chapter. The following overview summarizes where the relevant information on essential disclosure obligations can be found in the Sustainability Statement.

**T43 List of the essential disclosure obligations**

ESRS	Disclosure obligation	Full description of the disclosure obligation	Page
<b>General information</b>			
ESRS-2	BP-1 and BP-2 SBM-1 and SBM-2 IRO-1 and SBM-3 GOV-1 to GOV-5  IRO-2 ESRS-G1 (5), ESRS-E1 (13)	Principles for preparation and disclosures regarding specific circumstances Strategy (including business model, value chain, stakeholders) Key impacts, risks, and opportunities Governance (administrative, management and supervisory bodies, incentive systems, due diligence, risk management, and internal controls) Disclosure requirements contained in ESRS and covered by the company	87ff.
<b>Environmental information</b>			
ESRS-E1	E1-1 E1-2 E1-3 E1-4 E1-5 E1-6 E1-9 EU taxonomy	Transition plan for climate protection Policies relating to climate protection Actions and resources relating to climate protection Targets relating to climate protection Energy consumption and energy mix Gross GHG emissions Scope 1, 2, 3 Phase-in: expected financial impact of physical climate risks and transition risks	106ff.
<b>Social information</b>			
ESRS-S1	S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-8 S1-9 S1-10 S1-11 S1-13 S1-14 S1-15 S1-16 S1-17	Policies relating to own workforce Processes for involving own employees, employee representation Processes for remediating negative impacts, whistleblower system Actions regarding significant impacts, risks, and opportunities Targets relating to key IROs Characteristics of employees Characteristics of non-salaried employees Collective bargaining coverage and social dialog Diversity indicators Adequate wages Social protection Training and skills development Health and safety Work-life balance Compensation indicators Incidents, complaints, and serious impacts relating to human rights	125ff.
<b>Governance information</b>			
ESRS-G1	G1-1  ESRS-G1-1 ESRS-G1-2 ESRS-G1-3, G1-4	Corporate policy  Policies relating to corporate policy and culture Management of supplier relationships Corruption and bribery	140ff.
<b>Appendix</b>			
<b>Additional information and notes</b>			148ff.

## Environmental information

Protection of the environment has a high priority for Jenoptik. We see it as our corporate responsibility to grow sustainably in harmony with the environment and society. Accordingly, Jenoptik has already reduced its Scope 1 and 2 (greenhouse gas (GHG)) emissions by more than 55 percent in recent years, and has also set itself an ambitious reduction goal.

### T44 List of disclosure requirements

General disclosure	ESRS	Page reference
Climate-related impacts, risks, and opportunities (incl. climate risk analysis)	ESRS 2 IRO-1	p. 106 and 102
Material impacts, risks, and opportunities and their interaction with strategy and business model	ESRS 2 SBM 3	p. 106f.
Policies related to climate protection and climate change adaptation	ESRS E1-2	p. 107
Transition plan for climate protection	ESRS E1-1	p. 107f.
Actions and resources related to climate policies	ESRS E1-3	p. 108f.
Targets related to climate protection and climate change adaptation	ESRS E1-4	p. 109f.
Energy consumption and energy mix	ESRS E1-5	p. 110f.
Gross GHG emissions in the categories Scope 1, 2, and 3 as well as total GHG emissions	ESRS E1-6	p. 112ff.
Information on EU Taxonomy	Article 8 of the Regulation (EU) 2020/852	p. 114ff.

## Climate-related impacts, risks, and opportunities

As part of the climate risk analysis described in the "Procedure for identifying and assessing material impacts, risks and opportunities" in the general section, subsection "Climate change" on pages 102ff., experts were consulted to take an integrated view of measures that would be appropriate in principle for addressing the identified risks. The measures were initially selected qualitatively and without considering different scenarios. Based on the decarbonization levers relevant to Jenoptik, the measures already initiated, and the expected resource requirements for implementing measures, we consider Jenoptik to be resilient to climate risks. A more thorough analysis is planned for future reporting periods.

On the basis of the double materiality analysis, the following impacts and risks were assessed as material:

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

## Policies related to climate protection and climate change adaptation

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

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

**Group guidelines:** The issue of the environment is represented in various guidelines at Jenoptik. General requirements are regulated in the Integrity Code, which is valid throughout the Group and binding on all employees. It also covers environmental issues such as the sparing use of resources such as energy and water. In addition, special environmental aspects are included in our purchasing and company car policies, among other things. Corresponding with their environmental relevance, selected Jenoptik companies are certified in accordance with the ISO 14001 environmental management standard. Certification according to the ISO 50001 standard for relevant Jenoptik companies is being prepared and is scheduled to be conducted in 2025.

## Transition plan for climate protection

The transition plan outlined below does not yet show a path to achieving a 1.5°C compatible climate target, as a target for Scope 3 has not yet been set. The decarbonization levers and actions described outline our plan for achieving the Scope 1+2 target.

**GHG emission reduction already achieved:** Due to the continuous conversion of our energy supply to renewable sources and the use of state-of-the-art building technology in new builds, we have been able to significantly improve both our energy efficiency and our GHG emissions (Scope 1+2) in comparison with the base year 2019. For example, the reduction in the aforementioned GHG emissions in 2024 amounted by 55.8 percent in comparison with the base year 2019.

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

### T45 Key decarbonization levers

Energy sources	Approach	Decarbonization lever
Electricity	Avoidance/ conversion	Conversion of electricity procurement to 100 percent green electricity Introduction of ISO 50001 at key sites in Germany Replacement and expansion investment in energy-efficient buildings, machinery, and equipment
Diesel/gasoline	Avoidance/ conversion	Significant increase in proportion of vehicles with alternative drive systems using appropriate incentive measures
District heating	Conversion	Conversion to climate-friendly production by suppliers
Gas	Avoidance/ conversion	Reduction of consumption and, if possible, economically viable conversion to alternative renewable energy sources

**Risks for achieving our Scope 1+2 goals** are posed by a delayed conversion of our suppliers in the district heating sector and a delayed conversion to net-zero drives in the vehicle fleet. The progress in implementing these actions is reviewed continuously in the quarterly ESG Committee meetings in order to be able to initiate countermeasures if necessary. We consider the risk of not achieving our GHG emission reduction targets due to included greenhouse gas emissions, such as fossil fuel-powered industrial plants, to be low.

**Implementation of the transition plan:** A number of actions have already been implemented in the fiscal year 2024. In order to manage the reduction of our emissions related to diesel and gasoline, a new company car policy has been introduced for our locations in Germany, which provides an incentive to use electric vehicles. The respective electric vehicles are powered entirely by green electricity. In connection with the reduction to areas needed for operations, the Rochester Hills site in the US was sold and adequate space was leased in return. In addition, we have made our IT infrastructure more efficient and have begun to switch our energy supply to renewable sources in Asia.

**OpEx and CapEx related to the transition plan:** Jenoptik generally aims to finance its infrastructure investment from operating cash flow. According to current estimates, implementation of the transition plan is not associated with significant expenses and capital expenditure. We therefore do not expect any significant impact on our cost structure. The expenses (OpEx) and capital expenditure (CapEx) related to the transition plan are taken into account in the Group's annual budget planning with its individual items and are approved by the Executive and Supervisory Boards. A final quantification of the transition plan was not carried out given the fact that capital expenditure on buildings in particular cannot be determined separately in accordance with sustainability aspects.

**Scope 3 emissions:** We are also seeing an impact on climate protection in the upstream and downstream value chain due to our Scope 3 footprint. Therefore, in 2025, following further detailing and analyzing of the key levers and reduction opportunities, Jenoptik will create a strategic road map and formulate corresponding goals within the scope of managing our CO<sub>2</sub> footprint.

## Actions and resources related to climate policies

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

### T46 Overview of actions for the reduction of Scope 1+2 emissions

Energy sources	GHG emissions 2024 (t)	Key actions	Period	Targeted reduction
Electricity	1,172	Conversion to green electricity (Asia)	by 2030	approx. 100 %
District heating	825	Conversion to renewable generation (Stadtwerke Jena and Berlin)	by 2035	approx. 80 %
Gas	1,112	Partial electrification of the clean-room air conditioning system	by 2030	approx. 30 %
Gas/electricity		Reduction to areas needed for operations (worldwide)	2024	
Gas/electricity		Active consumption control (worldwide)	continuous	
Diesel/gasoline	1,384	Incentive for e-vehicle use (worldwide)	from 2024	approx. 90 %

The table above shows the Scope 1+2 emissions by energy source and the targeted reduction in emissions. The reduction target is only shown at the level of the respective energy source, but not for each measure. The above-mentioned reduction targets were determined without taking into account various climate scenarios.

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

- Revenue increases in line with corporate planning
- Complete conversion of district heating by Stadtwerke Jena and Berlin to CO<sub>2</sub>-free generation by 2040
- Gradual conversion of electricity procurement in Asia to renewable energy sources
- Gradual conversion of the vehicle fleet to electric vehicles
- Extension of the purchasing policy for machinery and power-consuming appliances to include the issue of energy efficiency
- Successive conversion of lighting in office and production buildings to LED lighting
- Consolidation and optimization of existing on-site data centers

**Infrastructure and building technology:** When equipping production facilities, Jenoptik implements the latest technologies for resource-saving and environmentally friendly processes. With LEED Gold certification (Leadership in Energy and Environmental Design), a recognized sustainability standard in the construction industry, being implemented for all newly constructed buildings, the Group far exceeds the statutory requirements in terms of sustainability. Ecological and social aspects are implemented to a particular extent, e.g., the installation of photovoltaic systems, e-charging stations, covered bicycle parking, the use of low-emission interior materials, or actions for reduced water consumption.

**New factory in Dresden:** The Jenoptik Group’s new high-tech factory (fab) at the Airportpark Dresden meets both precise manufacturing conditions as well as high environmental standards. To achieve this, a photovoltaic system, the use of recycled materials in construction, a highly efficient building envelope including extensive greening, cold and heat recovery, and water reuse, among other things, were implemented. Production in the new fab will begin in early 2025 replacing two previous production sites in Dresden, so a reduction of emissions is expected on balance.

**Other actions:** At several sites around the world, conversion of existing lighting to LED lighting is being examined and successively implemented, taking into account cost-saving and environmentally friendly aspects. In addition, the course was set for the further development of an energy monitoring system. With the help of ultra-efficient building control technology (BCT) and a computer-aided facility management system, data quality is to be further increased, evaluation facilitated, and transparency improved.

The actions related to the gradual conversion of electricity procurement in Asia, the reduction in areas needed for operations, and the incentive for the use of electric vehicles in Germany were already partially or fully implemented in 2024.

## Goals related to climate protection and climate change adaptation

The Jenoptik Group has set itself the goal of reducing Scope 1+2 emissions and increasing the share of green electricity in its total electricity consumption. In defining these goals, the expectations of external stakeholders (in particular customer requirements) were included through expert assessments and, in some cases, direct stakeholder dialog. The formulated goals are in line with the Group’s strategic targets and are shown in detail in the following table:

### T47 Climate protection goals

Scope	Reference value in base year 2019	Disclosure 2024	Short-term goal 2025	2030 goal	Long-term goal
Scope 1+2	10,161 t CO <sub>2</sub> eq <sup>1</sup>	55.8 %	> 55 % reduction compared to 2019	> 70%	> 90 % reduction by 2035 at the latest
Share of green electricity in total electricity consumption	-	95.8 %	> 90 %	-	-

<sup>1</sup> CO<sub>2</sub> equivalent; for explanation see chapter on Total Greenhouse Gas Emissions (E1-6)

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

In the 2025 milestone, Scope 1+2 emissions are included in a combined goal with roughly equal shares. We believe that by 2035, the share of Scope 2 emissions in the combined goal will have fallen steadily to around 10 percent.

Our targets for Scope 1+2 take into account, in both the short and long term, the level of ambition for a reduction in line with a 1.5°C-compatible target set by the Science Based Target Initiative (SBTi). In the short term, all target values are above a linear annual reduction (LAR) target of > 4.2 percent (2025 goal: LAR=9.2 percent, 2030 goal: LAR=6.4 percent). In the long term, by 2035 at the latest, we are aiming to reduce Scope 1+2 emissions by 90.0 percent in comparison with the base year. In relation to our total footprint, i.e. direct (Scope 1+2) plus indirect emissions (Scope 3), we currently have no target determined, so it is not possible to comply with the Paris Agreement. The development of such a target and a verification by the SBTi is planned for the coming years.

The emission reductions to date have been achieved exclusively by means of active reductions, e.g., the use of green electricity. Offsetting has not been used to date. The use of generally accepted high-quality offsetting standards for the remaining maximum 10 percent of Scope 1+2 emissions is planned after 2030.

With the current Scope 1+2 emissions reduction by 55.8 percent in the fiscal year 2024, we have already achieved the interim target of CO<sub>2</sub> reduction for 2025 of > 55.0 percent ahead of schedule. The goals are reviewed and adjusted if necessary as part of the annual corporate planning.

## Energy consumption and energy mix

Jenoptik's energy consumption is listed in T48. The consumption values are determined on the basis of bills from the energy suppliers, meter values, and estimates. Publicly available information on the electricity mix of the respective countries and regions is used to determine fossil and nuclear shares in gray electricity purchases. Since the figures were collected in this form for the first time in the reporting year, the prior year's figures are only specified in those categories where there was a figure for the prior year.

## T48 Energy consumption (in MWh) and energy mix

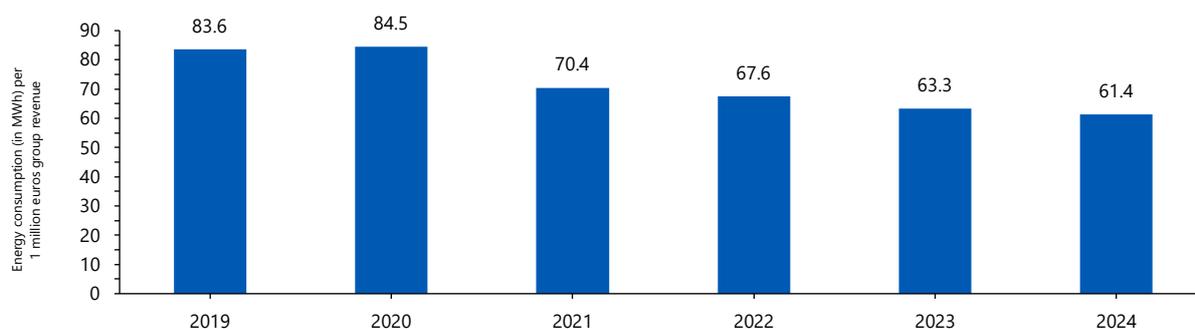
	2024	2023
(1) Fuel consumption from coal and coal products	0	0
(2) Fuel consumption from crude oil and crude oil products	5,264	4,460
(3) Fuel consumption from natural gas	5,488	4,925
(4) Fuel consumption from other fossil sources	0	0
(5) Consumption from purchased or received electricity, heat, steam, and cooling from fossil sources	8,817	11,018
<b>(6) Total consumption of fossil fuels</b>	<b>19,570</b>	<b>20,403</b>
Share of fossil sources in total energy consumption	28.6 %	30.2 %
(7) Consumption from nuclear power sources	996	n. a.
Share of consumption from nuclear sources in total energy consumption	1.5 %	n. a.
(8) Fuel consumption for renewable sources, including biomass (including industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.)	517	408
(9) Consumption from purchased or received electricity, heat, steam, and cooling from renewable sources	47,428	46,665
(10) Consumption of self-generated renewable energy other than fuels	2	0
<b>(11) Total consumption of renewable energy</b>	<b>47,947</b>	<b>47,073</b>
Share of renewable sources in total energy consumption	70.0 %	69.8 %
<b>Total energy consumption</b>	<b>68,512</b>	<b>67,476</b>

The energy intensity is shown in Table 49. Despite low total emissions from its own business activities (Scope 1+2), Jenoptik is operating in one of the climate-intensive sectors overall (NACE Code C, manufacturing). Consequently, the following value applies to the entire business of the Jenoptik Group. Compared to the prior year, energy intensity has continued to fall, and the positive trend of previous years has continued.

## T49 Energy intensity

Energy intensity per net revenue	Comparison	2024	2024/2023
Total energy consumption from activities in climate-intensive sectors per net income from activities in climate-intensive sectors (MWh/currency unit)	decreased	61.4	-3.0 %

## G23 Energy efficiency



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

## Gross GHG emissions in the categories Scope 1, 2, and 3 as well as total GHG emissions

The GHG emissions are presented in T50 in Scopes 1, 2 and 3. The emissions relate to the entire Group and thus reflect the scope of consolidation of financial reporting.

**Scope 1+2 emissions:** The GHG emissions are determined on the basis of media consumption (electricity, district heating, gas, wood pellets, and diesel/gasoline). In order to maintain comparability and accuracy, we use fuel- or supplier-specific emission factors for Scope 1+2 wherever possible, and residual mixes (RE-DISS) for electricity of unknown origin if possible. Site-based Scope 2 emissions are primarily based on emission factors from the current version of the Ember Yearly Electricity Dataset. By using CO<sub>2</sub> equivalent factors in all scopes, all greenhouse gases are represented in the inventory. An analysis of the base year for Scope 1+2 with the new equivalent factors showed a deviation of < 1.5 percent between t CO<sub>2</sub> and t CO<sub>2</sub>eq, so that the base year figures will be given as 10,161 t CO<sub>2</sub>eq from 2024.

Group-wide emissions fell by 10.7 percent to 4,493 t in 2024 despite an increase in revenue (prior year: 5,031 t CO<sub>2</sub>eq). Relative to the base year 2019, Jenoptik has already been able to reduce CO<sub>2</sub> emissions by 55.8 percent. In addition to active management, the main drivers for this were the partial conversion of our Chinese sites to green electricity and thus a higher overall share of green electricity.

Direct emissions from gas, heating oil, diesel, and gasoline (Scope 1) amounted to 2,496 t CO<sub>2</sub>eq in 2024 (prior year: 2,254 t CO<sub>2</sub>eq), while indirect emissions from electricity and district heating totaled 1,997 t CO<sub>2</sub>eq (prior year: 2,778 t CO<sub>2</sub>eq).

Table T50 shows the indirect Scope 2 emissions on both a market and site-specific basis. The difference between site-specific and market-specific emissions shows the reduction of emissions that Jenoptik has already achieved today through the targeted purchase of emission-free energy. This amounts to 14,193 t CO<sub>2</sub>eq. The purchase of green electricity is based on the use of certificates of origin (European electricity market; 77.0 percent of total green electricity consumption), RECs (Renewable Energy Certificates, US market, 13.3 percent) and GECs (Green Energy Certificates, Chinese market, 4.9 percent).

**Scope 3 emissions:** Emissions along our value chain are listed per category along with the total emissions in T50. Scope 3 categories that are essential for Jenoptik are Purchased goods and services (3.1), Capital goods (3.2), and Use of sold products (3.11). They cover more than 90 percent of Jenoptik's total GHG footprint. The categories Upstream leased assets (3.8), Processing of sold products (3.10), Downstream leasing (3.13), and Franchises (3.14) are not relevant due to Jenoptik's business model. Product leasing takes place at Jenoptik in the Smart Mobility Solutions division as part of the TSP business. On the basis of the GHG Protocol, leased products were reported under category 3.11, which means that category 3.13 is not relevant for Jenoptik. Emissions from the use of rented buildings and leased vehicles are included in Scope 1+2 emissions, which means that category 3.8 is also not relevant for Jenoptik.

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

Scope 3 emissions are disclosed group-wide. Only Prodomax's Scope 3 emissions (a small share of revenue) were extrapolated over revenue in the calculation of downstream emissions. The calculation of Scope 3 emissions was carried out solely on the basis of secondary data.

GHG emissions per 1 million euros in Group revenue amounted to 26.0 t CO<sub>2</sub>eq/million euros in revenue for the market-specific approach and 27.3 t CO<sub>2</sub>eq/million euros in revenue for the site-specific approach.

Further information on group revenue can be found in the Management Report chapter on earnings, asset, and financial position from p. 46 on

T50 Greenhouse gas emissions (in t CO<sub>2</sub>eq)

	Retrospective				Milestones and target years			
	2019	2023	2024	Change in %	2025	2030	2035	Annual % of the target 2035/ base year
<b>Scope 1 greenhouse gas emissions</b>								
Scope 1 gross greenhouse gas emissions	-	2,254	2,496	10.8	-	-	-	-
Percentage of Scope 1 greenhouse gas emissions from regulated emissions trading schemes	-	-	-	-	-	-	-	-
<b>Scope 2 greenhouse gas emissions</b>								
Site-specific Scope 2 gross greenhouse gas emissions	-	-	16,190	-	-	-	-	-
Market-specific Scope 2 gross greenhouse gas emissions	-	2,778	1,997	- 28.1	-	-	-	-
<b>Scope 1 and market-specific Scope 2 gross greenhouse gas emissions combined</b>	<b>10,161</b>	<b>5,031</b>	<b>4,493</b>	<b>- 10,7</b>	<b>4,300</b>	<b>3,050</b>	<b>1,000</b>	<b>5.6</b>
<b>Significant Scope 3 greenhouse gas emissions**</b>								
Total indirect (Scope 3) gross greenhouse gas emissions	-	-	285,705	-	-	-	-	-
1 Goods and services purchased	-	-	197,010	-	-	-	-	-
2 Capital goods	-	-	33,750	-	-	-	-	-
3 Activities related to fuel and energy (not included in Scope 1 or Scope 2)	-	-	not material	-	-	-	-	-
4 Upstream transport and sales	-	-	not material	-	-	-	-	-
5 Waste generation in companies	-	-	not material	-	-	-	-	-
6 Business travel	-	-	not material	-	-	-	-	-
7 Employee commutes	-	-	not material	-	-	-	-	-
8 Upstream leased assets	-	-	not relevant	-	-	-	-	-
9 Downstream transport	-	-	not material	-	-	-	-	-
10 Processing of sold products	-	-	not relevant	-	-	-	-	-
11 Use of sold products	-	-	54,945	-	-	-	-	-
12 Handling of products at the end of their life	-	-	not material	-	-	-	-	-
13 Downstream leased assets	-	-	not relevant	-	-	-	-	-
14 Franchises	-	-	not relevant	-	-	-	-	-
15 Capital expenditure	-	-	not material	-	-	-	-	-
<b>Total greenhouse gas emissions</b>								
Total greenhouse gas emissions (site-specific)	-	-	304,391	-	-	-	-	-
Total greenhouse gas emissions (market-specific)	-	-	290,198	-	-	-	-	-

\* According to the table of goals under E1-4

\*\* Itemization and analysis of the key levers and reduction opportunities of Scope 3 will be carried out in 2025 and corresponding goals will be formulated. A corresponding base year value has therefore not yet been determined

### Determination method for essential Scope 3 category

**Scopes 3.1 and 3.2:** The determination of category 3.1 Purchased goods and services and category 3.2 Capital goods was calculated on the basis of input data such as purchasing volume of the Jenoptik companies, and purchased product groups, and country from which the goods were obtained. In order to map the upstream supply chain, a macro-economic model was used, which uses statistical data to include global trade flows and the respective national emission balances. The scope3analyzer used was developed as part of a climate protection project at the University of Pforzheim and complies with the requirements of the GHG Protocol, ISO standard 14064, and the Science Based Target Initiative (SBTi). As a result, it was established that approximately 23 percent of indirect emissions originate from our direct supply chain. The remaining 77 percent of emissions come from the upstream, deeper supply chain.

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

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

### Information on EU taxonomy

The EU Commission has used the taxonomy regulations to define uniform standards for ecological management, using a number of criteria to specify when an economic activity is to be classified as ecologically sustainable. The aim is to increase the transparency of the sustainability level of companies and to channel more cash flows into sustainable capital expenditure in order to achieve net zero in the European Union by 2050 in line with the European Green Deal. To this end, the EU Taxonomy Regulation classifies sustainable economic activities into six different environmental objectives:

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

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

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

As part of environmental goal (1) "Climate protection," Jenoptik reports individual investments and operating expenses in the same categories as in the prior year: CCM 6.5 Transport by motorbikes, passenger cars, and light commercial vehicles, CCM 7.1 Construction of new buildings, CCM 7.3 Installation, maintenance, and repair of energy-efficiency equipment, CCM 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings, and CCM 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings. In addition, in 2024, Jenoptik has invested in the categories CCM 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings and CCM 7.6 Installation, maintenance, and repair of renewable energy technologies.

The majority of the taxonomy-eligible activities are to be found primarily in the area of manufacturing electrical equipment, such as measuring and testing systems, traffic monitoring systems, or infrared cameras. These activities make a significant contribution to the environmental goal (4) "Transition to a circular economy" and are therefore reported in the same categories as in the prior year: CE 1.2 Manufacture of electrical and electronic equipment, CE 5.1 Repair, refurbishment, and remanufacturing; CE 5.2 Sale of spare parts; CE 5.4 Sale of second-hand goods, and CE 5.5 Product-as-a-service and other circular use- and result-oriented service models. In the course of the European Commission's extension of the reporting obligations for 2024, the economic activities for this environmental goal were examined for the first time in 2024 for their taxonomy alignment in accordance with Annex II of the Act. To this end, a screening model was developed that translates the legal requirements into a transparent system in order to review the technical assessment criteria and the "Do No Significant Harm" criteria for the Jenoptik portfolio. Jenoptik meets most of the requirements for the technical assessment criteria, as the Group's plants are designed for the longest possible useful life. To check the DNSH criteria, for example, climate risk and vulnerability analyses were executed within the scope of Annex A. For 2024, the evidence could not be fully provided and thus no alignment with the climate goal (4) "Transition to a circular economy" is disclosed.

The tables T51 – T56 at the end of the Sustainability Statement show an overview of the key performance indicators (KPIs) to be disclosed. The composition of the revenue, CapEx, and OpEx KPIs is explained below.

#### Taxonomy-eligible economic activities

The **revenue** from taxonomy-eligible economic activities was determined in accordance with the requirements of the delegated act on reporting obligations. In order to avoid double counting, specific queries were executed in the reporting units in which taxonomy-eligible economic activities were identified. Only external revenue was taken into account and each product or product group was allocated solely to one economic activity. The taxonomy-eligible numerator value determined in this way was compared to the total revenue (denominator). The Group revenue was 1,115.8 million euros in 2024 (prior year: 1,066.0 million euros). The revenue from taxonomy-eligible economic activities comprised 416.9 million euros (prior year: 412.1 million euros) and thus corresponds to a taxonomy-eligible revenue share of 37.4 percent of the total revenue (prior year: 38.7 percent). As a result, not all evidence could be provided this year either, so there is no taxonomy-aligned revenue.

The **capital expenditure (CapEx)** was also determined in accordance with the requirements of the delegated act on reporting obligations. The methodology for this was adopted from the prior year. Additions to property, plant, and equipment, intangible assets, and right-of-use assets amounted to 114.6 million euros in 2024 (prior year: 111.4 million euros).

Detailed information on the financial situation can be found in the Management Report starting from page 55 and in the Notes starting from page 218

In 2024, the capital expenditure by the Jenoptik Group for the acquisition of products from taxonomy-eligible economic activities amounted to a total of 66.0 million euros (prior year: 41.1 million euros), which equates to 57.6 percent of the total investment volume. This taxonomy-eligible capital expenditure was also checked for alignment. In addition to capital expenditure on property, plant, and equipment for the production of taxonomy-eligible products, this also includes capital expenditure on, for example, construction of the high-tech fab in Dresden or capital expenditure on energy-efficient equipment, renewable energy technologies, and the leasing of vehicles. As a result, not all evidence could be provided this year either, so there is no taxonomy-aligned capital expenditure.

The [operating expenses](#) (OpEx) of the Jenoptik Group from taxonomy-eligible economic activities totaled 37.5 million euros in 2024 (prior year: 37.6 million euros) and the total operating expenses 92.0 million euros (prior year 86.3 million euros<sup>1</sup>). This results in a taxonomy-eligible share of 40.8 percent. The methodology for determining taxonomy-eligible operating expenditure was carried out in accordance with Article 8(1.1.3) of the delegated act, as in the prior year. These operating expenses were also fully checked for alignment – this year, for the first time, this also included the operating expenses related to climate goal (4) “Transition to a circular economy.” As a result, not all evidence of alignment could be provided in the fiscal year 2024 either, so there are no taxonomy-aligned operating expenses.

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

T51 Share of revenue from goods or services related to taxonomy-aligned economic activities – disclosure for 2024

Details in thousand euros			Criteria for a significant contribution							DNSH criteria ("Does Not Significantly Harm")							Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023		Category-enabling activity	Category transitional activity
Economic activities (1)	Code (2)	Revenue (3)	Share of revenue, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protec-tion (11)	Climate change adapta-tion (12)	Water and marine re-sources (13)	Circular econo-my (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	(18)	(19)	(20)	
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
<b>A. Taxonomy-eligible activities</b>																				
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																				
<b>Revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)</b>																				
		0	0.0 %	0	0					N	N	N	N	N	N	N	0.0 %			
	<b>Of which enabling</b>	0	0.0 %	0	0					N	N	N	N	N	N	N	0.0 %			
	<b>Of which transition</b>	0	0.0 %	0						N	N	N	N	N	N	N	0.0 %			
<b>A.2 Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)</b>																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL											
Manufacture of electrical and electronic equipment	CE 1.2	271,004	24.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								23.8 %			
Repair, refurbishment, and remanufacturing	CE 5.1	58,679	5.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.0 %			
Sale of spare parts	CE 5.2	55,749	5.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								7.7 %			
Sale of second-hand goods	CE 5.4	976	0.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.1 %			
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	30,444	2.7 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								2.0 %			

Details in thousand euros			Criteria for a significant contribution							DNSH criteria ("Does Not Significantly Harm")										Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023		Category-enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	Revenue (3)	Share of revenue, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protection (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular economy (14)	Environ mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023 (18)	Category-en-abling activity (19)	Category transitional activity (20)				
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T				
<b>Revenue from taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)</b>																							
		416,851	37.4 %	0.0 %	0.0 %	0.0 %	37.4 %	0.0 %	0.0 %								38.7 %						
<b>A. Revenue from taxonomy-eligible activities (A.1 + A.2)</b>																							
		416,851	37.4 %	0.0 %	0.0 %	0.0 %	37.4 %	0.0 %	0.0 %								38.7 %						
<b>B. Not taxonomy-eligible activities</b>																							
<b>Revenue from not taxonomy-eligible activities</b>																							
		698,936	62.6 %																				
<b>Total</b>		<b>1,115,787</b>	<b>100.0 %</b>																				

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

T52 CapEx share of goods or services associated with taxonomy-aligned economic activities – disclosure for 2024

Details in thousand euros

Criteria for a significant contribution

DNSH criteria ("Does Not Significantly Harm")

Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protec-tion (11)	Climate change adapta-tion (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2023 (18)	Cate-gory-en-abling activity (19)	Cate-gory transi-tional activity (20)
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																			
CapEx on environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which enabling		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which transition		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
<b>A.2 Taxonomy-eligible, but not environmentally sustainable activities (non taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2	5,150	4.5 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								5.8 %		
Repair, refurbishment, and remanufacturing	CE 5.1	854	0.7 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.7 %		
Sale of spare parts	CE 5.2	1,703	1.5 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								3.7 %		
Sale of second-hand goods	CE 5.4	15	0.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.0 %		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	13,061	11.4 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								4.6 %		

Details in thousand euros			Criteria for a significant contribution							DNSH criteria ("Does Not Significantly Harm")									
Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protection (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2023 (18)	Cate-gory-en-abling activity (19)	Cate-gory transi-tional activity (20)
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%		E
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	2,148	1.9 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.6 %		
New build	CCM 7.1/ CE 3.1	42,137	36.8 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								19.7 %		
Installation, maintenance, and repair of energy efficient appliances	CCM 7.3	758	0.7 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1 %		
Installation, maintenance, and repair of equipment for measuring, regulating, and controlling the overall energy performance of buildings	CCM 7.5	214	0.2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0 %		
Installation, maintenance, and repair of technologies for renewable energies	CCM 7.6	2	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0 %		
<b>CapEx taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)</b>		<b>66,043</b>	<b>57.6 %</b>	<b>39.5 %</b>	<b>0.0 %</b>	<b>0.0 %</b>	<b>18.1 %</b>	<b>0.0 %</b>	<b>0.0 %</b>								<b>37.3 %</b>		
<b>A. CapEx taxonomy-eligible activities (A.1 + A.2)</b>		<b>66,043</b>	<b>57.6 %</b>	<b>39.5 %</b>	<b>0.0 %</b>	<b>0.0 %</b>	<b>18.1 %</b>	<b>0.0 %</b>	<b>0.0 %</b>								<b>37.3 %</b>		

Details in thousand euros				Criteria for a significant contribution							DNSH criteria ("Does Not Significantly Harm")							Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023		Category-enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	CapEx (3)	CapEx share, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protection (11)	Climate change adaptation (12)	Water and marine re-sources (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum protec-tion (17)	Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023 (18)	Category-enabling activity (19)	Category transitional activity (20)		
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%		E		
<b>B. Not taxonomy-eligible activities</b>																					
<b>CapEx not taxonomy-eligible activities</b>		<b>48,536</b>	<b>42.4 %</b>																		
<b>Total</b>		<b>114,579</b>	<b>100.0 %</b>																		

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

T53 OpEx share of goods or services associated with taxonomy-aligned economic activities – disclosure for 2024

Details in thousand euros				Criteria for a significant contribution						DNSH criteria ("Does Not Significantly Harm")									
Economic activities (1)	Code (2)	OpEx (3)	OpEx share, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protec-tion (11)	Climate change adapta-tion (12)	Water and m-arine resourc-es (13)	Circular eco-nomy (14)	Environ-mental pollu-tion (15)	Bio-logical diversity and eco-systems (16)	Mini-mum safe-guards (17)	Share of taxo-nomy-aligned (A.1.) or taxo-nomy-eligible (A.2.) revenue, 2023 (18)	Cate-gory-en-abling activity (19)	Cate-gory transi-tional activity (20)
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (taxonomy-aligned)</b>																			
<b>OpEx on environmentally sustainable activities (taxonomy-aligned) (A.1)</b>																			
		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which enabling		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
Of which transition		0	0.0 %	0	-	-	0	-	-	N	N	N	N	N	N	N	0.0 %		
<b>A.2 Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)</b>																			
				Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2	26,284	28.6 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								30.1 %		
Repair, refurbishment, and remanufacturing	CE 5.1	2,820	3.1 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								4.3 %		
Sale of spare parts	CE 5.2	2,265	2.5 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								4.8 %		
Sale of second-hand goods	CE 5.4	169	0.2 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.2 %		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	5,178	5.6 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL								3.6 %		

Details in thousand euros				Criteria for a significant contribution						DNSH criteria ("Does Not Significantly Harm")						Share of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) revenue, 2023		Category-enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	OpEx (3)	OpEx share, 2024 (4)	Climate protection (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Bio-logical diversity and eco-systems (10)	Climate protection (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Environmental pollution (15)	Bio-logical diversity and eco-systems (16)	Minimum safeguards (17)	(18)	(19)	(20)
		Currency thousand euros	%	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y, N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5	359	0.4 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3 %		
Installation, maintenance, and repair of energy efficient appliances	CCM 7.3	391	0.4 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2 %		
Installation, maintenance, and repair of equipment for measuring, regulating, and controlling the overall energy performance of buildings	CCM 7.5	23	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0 %		
<b>OpEx taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)</b>		<b>37,490</b>	<b>40.8 %</b>	<b>0.8 %</b>	<b>0.0 %</b>	<b>0.0 %</b>	<b>39.9 %</b>	<b>0.0 %</b>	<b>0.0 %</b>										
<b>A. OpEx taxonomy-eligible activities (A.1 + A.2)</b>		<b>37,490</b>	<b>40.8 %</b>	<b>0.8 %</b>	<b>0.0 %</b>	<b>0.0 %</b>	<b>39.9 %</b>	<b>0.0 %</b>	<b>0.0 %</b>										
<b>B. Not taxonomy-eligible activities</b>																			
<b>OpEx not taxonomy-eligible activities</b>		<b>54,471</b>	<b>52.9 %</b>																
<b>Total</b>		<b>91,960</b>	<b>100.0 %</b>																

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

T54 Revenue share/total revenue

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	37.4 %
PPC	0 %	0 %
BIO	0 %	0 %

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

T55 CapEx share/total CapEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	39.5 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	18.1 %
PPC	0 %	0 %
BIO	0 %	0 %

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

T56 OpEx share/total OpEx

	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	0.8 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	39.9 %
PPC	0 %	0 %
BIO	0 %	0 %

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

## Social information: Own Workforce

### General social information

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

#### T57

ESRS S1 Own workforce	Mandatory disclosures	Section/page
Policies and governance related to own workforce	ESRS S1-1	Own workforce/p. 125f.
Processes for engaging with own workers and workers' representatives	ESRS S1-2	p. 127
Remediation measures: Processes to remediate negative impacts and channels for own workers to raise concerns	ESRS S1-3	Business model and markets/p. 127
Incidents, complaints, and severe human rights impacts	ESRS S1-17	p. 128
Characteristics of the undertaking's employees	ESRS S1-6	p. 128
Material impacts, risks, and opportunities in the social area:	ESRS 2, SBM-3	p. 130ff.
Jenoptik as an attractive employer:		
- Secure employment		
- Work-life balance	ESRS S1-15	
- Adequate wages	ESRS S1-10	
- Social protection	ESRS S1-11	
- Training and skills development	ESRS S1-13	
- Collective bargaining coverage and social dialogue	ESRS S1-8	
Equal treatment and equal opportunities		
- Gender equality and equal pay for equal work	ESRS S1-16	
- Diversity	ESRS S1-9	
Health and occupational safety		
Parameters and targets related to material impacts, risks, and opportunities	ESRS S1-14	
Policies and measures related to material impacts, risks, and opportunities	ESRS S1-4, MDR-P, and MDR-A	p. 131ff.
Parameters and targets related to material impacts, risks, and opportunities	MDR-T and ESRS-S1-5	p. 134ff.

### Policies and governance related to own workforce

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

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

Jenoptik enforces a clear zero-tolerance policy for confirmed cases of discrimination, including sexual harassment, as defined in the Jenoptik Integrity Code.

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

Another key measure to ensure compliance with human rights, prevent discrimination, and combat sexual harassment is to continuously raise awareness of these issues among colleagues at all levels of the organization. We ensure this through regular, mandatory training sessions – both digital and in-person – that are monitored for compliance, and properly documented. The Group's Human Rights Officer provides regular updates on these topics.

If a human rights violation is confirmed, Jenoptik is committed to taking immediate remedial action to remedy the violation.

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

**Policies and disclosures:** Since the fiscal year 2023, Jenoptik has annually published a statement on human rights and environmental due diligence obligations in both its own operations and supply chain. This statement outlines the company's priorities and provides detailed information on how Jenoptik globally ensures compliance with human rights, including the prohibition of human trafficking, within its business activities and among its business partners. The human rights strategy is complemented by our Integrity Code. Jenoptik has further developed its human rights risk management system with the goal of ensuring compliance with applicable laws and regulations, identifying and minimizing human rights-related risks within Jenoptik's business activities and supply chain, and striving for continuous improvement. Compliance with human rights requirements is monitored across all subsidiaries through an ESG reporting platform via an annual self-assessment process, aligning with the company's internal processes for human rights compliance. The assessment covers topics such as equality and discrimination, forced labor and mistreatment, child labor, working conditions and minimum wage, freedom of association and collective bargaining, as well as impacts on local communities. The assessment results in the reporting year indicate that Jenoptik's business operations comply with the UN Guiding Principles on Business and Human Rights.

In 2024, we began conducting on-site human rights audits, with plans to expand these further, including within the supply chain.

## Our processes for engaging with our own workers and workers' representatives

We maintain an active dialogue with our employees at various levels to incorporate their perspectives. At the highest level, worker representatives on the company's co-determined Supervisory Board engage directly with the Executive Board in five regular annual meetings. There is also ongoing exchange with works councils at both Group and subsidiary levels, as well as employee meetings. In coordination with the HR Director, operational responsibility for employee engagement lies with the Global Head of HR.

We respect democratically and legally recognized forms of cooperation with employees and their representatives. Freedom of association, works councils, and employees' rights to information, consultation, and participation are fundamental principles that Jenoptik explicitly commits to, fostering a culture of mutual respect and trust. This includes the right to freedom of association and collective bargaining within the framework of applicable national laws, practices, and agreements. Local management members are the primary points of contact for shaping labor and social relations based on shared values while adhering to national laws and practices. At the Group level, all local units conduct annual tool-based self-assessments, including an evaluation of human rights issues. Jenoptik conducts an annual employee survey, gathering feedback on various topics, including job satisfaction. However, there is currently no strategy in place to gain specific insights from individual employee groups. In addition, the central Compliance & Risk Management department conducts periodic Compliance Culture Surveys to assess corporate compliance culture.

**Future Former Initiative:** Our Future Former Initiative offers employees an additional opportunity to engage in dialogue and actively contribute to the company's development. Sponsored by the Chairman of the Executive Board, the initiative allows participants to propose their own improvement topics and work on them within project teams. The project status and results are regularly communicated to the Executive Board via the intranet, management meetings, and project briefings.

## Remediation measures: Processes to remediate negative impacts, and channels for own workforce to raise concerns

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

To protect individuals within the company's operations and the supply chain, maintain stakeholder trust, and minimize potential harm, risks and misconduct must be identified at an early stage. Communication is key to achieving this. Ensuring continuous improvement and incorporating concerns of all stakeholders, the reporting channels and case-handling process are integral components of the Compliance Culture Survey. No additional remedial measures have been implemented at this time.

For further details on the whistleblower system, complaints mechanisms, and remedial measures, please see the "Governance" section.

**Annual employee survey:** Our annual employee survey measures not only employee satisfaction and engagement but also provides an opportunity to offer feedback on various aspects of corporate and leadership culture. Feedback can also be provided across departments, and results are made available anonymously to managers through dashboards. They are expected to discuss the results with their teams and jointly develop action plans, supported by the HR team. In addition, the global survey results are communicated via the intranet, and works councils are granted access to the data relevant to their areas of responsibility.

## Incidents, complaints, and severe human rights impacts

No reports of potential or actual human rights violations were received through our channels during the reporting year. Consequently, no human rights violations were identified. Similarly, no reports of other social infractions, such as violations of the General Equal Treatment Act or discrimination by the employer, were received. A total of seven (7) reports related to the category "discrimination and harassment" were submitted through the central Compliance & Risk Management department's reporting channels during the reporting period. These primarily concerned violations of the Jenoptik Integrity Code by individual employees. The number of reports in other categories totaled sixteen (16), including violations of internal policies. Reports that are unfounded or lack substantive details and have no relation to legal or internal guideline violations, such as personal disputes, are not pursued further.

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

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

## Characteristics of the undertaking's employees

### Number of employees

Jenoptik is a globally active Group. In 2024, 380 employees, or approximately 8.2 percent of the 4,646 employees (prior year: 4,658), worked in the Asia/Pacific region. 79.4 percent of all employees (3,690) were based in Europe, the majority in Germany (2,969). 12.4 percent (576 employees) were employed in North America.

As of December 31, 2024, Jenoptik had 178 trainees and dual-study students, 99 temporary workers and student employees, 26 interns, and 38 agency workers. In the fiscal year 2024, 64 new trainees and dual-study students were hired.

The term "employees" includes all active employees (both those covered by a collective bargaining agreement and those not covered), trainees, dual-study students, and temporary workers and student employees who were employed at the company on the reporting date. All parameters were collected group-wide as of December 31, 2024, and verified using the dual control principle.

### Characteristics of company employees

As of December 31, 2024, out of a total of 4,646 employees, 1,409 (or 30.3 percent) were female, 3,236 (or 69.7 percent) were male, and one employee did not specify a gender.

**T58 Workforce structure by gender and type of employment as headcount**

	Female	Male	Other	Not reported	Total
Number of employees (active employees, trainees, temporary workers)	1,409	3,236	< 5HC, therefore not reported		4,646
Number of permanent employees	1,244	3,008	< 5HC, therefore not reported	-	4,253
Number of fixed-term employees	165	228	-	-	393
Number of employees without guaranteed working hours	42	57	-	-	99
Number of full-time employees	1,088	2,983	-	-	4,071
Number of part-time employees	321	253	< 5HC, therefore not reported	-	575

**T59 Employment structure of the countries with the most employees – with 50 or more employees that make up at least 10 percent of the total workforce (as headcount)**

	Germany	Switzerland
Number of employees	2,967	556
Female	915	181
Male	2,051	375
Other	< 5HC, therefore not reported	-
Not reported	-	-

**Turnover rates:** In the fiscal year 2024, 444 employees and trainees worldwide voluntarily or involuntarily left Jenoptik. The turnover rate was 9.7 percent (prior year: 10.3 percent). This figure is determined by calculating the number of employees and trainees who voluntarily or involuntarily left the company, i.e. due to termination by the employer or employee, after expiry of a fixed-term employment contract, due to retirement or death in the past fiscal year. This is set in relation to the average headcount of employees and trainees present during the fiscal year. The voluntary, employee-driven turnover rate, which includes any termination of the contract by the employee in relation to the average number of employees and trainees present in the past fiscal year, was 4.8 percent (prior year: 5.8 percent).

**Age structure:** Demographic change also affects the age structure at Jenoptik. To counteract the effects of demographic change at individual locations, we implement measures based on local needs in the areas of work organization, qualification and knowledge transfer, talent management, health management, and corporate and leadership culture.

**T60 Group age distribution**

	under 30	30-50	over 50	Total
31/12/2024	799	2,606	1,241	4,646
31/12/2023	1,028	2,454	1,176	4,658

In the past fiscal year too, agency workers were also employed to cover production peaks and short-term order intakes as well as for major projects. They were employed mainly in the operating areas and the number fluctuated during the year. On the reporting date of December 31, 2024, 38 agency workers were employed by Jenoptik (31/12/2023: 42). All parameters were collected group-wide as of December 31, 2024, as headcounts and verified using the dual control principle.

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

Considering our business model and strategy for sustainable and profitable growth, social aspects play a crucial role in Jenoptik's long-term success and sustainable development. Our commitment extends to creating attractive working conditions, promoting diversity and inclusion, and supporting employee health and well-being. Through targeted initiatives and continuous improvements, we aim to create a work environment that not only meets the needs of our employees but also contributes positively to our communities and society.

The double materiality analysis forms the foundation for our understanding of social aspects that are critical to our corporate strategy, business activities, stakeholder interests, and long-term value creation. In the following sections, we outline the material social impacts, risks, and opportunities and explain how these insights are integrated into our strategic decisions and operational measures. The IROs we have identified can be summarized into three pillars:

- **Attractiveness as an employer** (attractive working conditions, work-life balance, training and skills development, social dialogue, freedom of association, and collective bargaining)
- **Equal treatment and equal opportunities** for all (including diversity and measures against workplace violence and harassment)
- **Health and safety** incl. occupational health and safety

We consider these pillars essential, as achieving our goals as a growth-oriented technology company depends on highly skilled professionals.

### Jenoptik as an attractive employer

#### Description of material impacts, opportunities, and risks

A key part of our strategy is to create an attractive working environment. From a materiality perspective, this particularly includes job security, fair pay, social partnership, work-life balance, and training and skills development programs. The management of material impacts is anchored in the HR department. The areas of Compensation & Benefits, Health Management, and Learning & Development focus on the content of the respective topics. Our business strategy, employee surveys, and market research serve as input. This ensures that our practices do not cause or contribute to significant negative impacts on our workforce.

**Secure employment:** Jenoptik is a financially solid and growing company. As a global photonics group, our products are embedded in the value chain of companies across various industries, providing stability. Jenoptik is largely covered by collective agreements, and the majority of employees have permanent contracts. With a very low proportion of temporary employees and agency workers, the company is seen as a secure employer from an employee perspective, which has a positive impact on our workforce.

**Work-life balance and working hours:** Working hours and work-life balance are key considerations for Jenoptik and are therefore embedded in our HR strategy. As an employer, we see a positive influence on our employees, both currently and in the future. We have established a framework for this through our collective agreement and additional company agreements, such as flexible working time models. We are guided by market trends toward greater flexibility. However, periods of increased workload can also potentially have a negative impact on our employees, leading to reduced work-life balance. A potential risk for the near future is the reduction of general working hours. Providing this flexibility as a positive impact for our employees involves coordination efforts for us as a company. It will then be necessary to examine how profitability can be maintained and productivity optimized.

**Adequate wages:** Jenoptik aims to attract and retain top talents. Offering attractive, market-driven remuneration and appropriate participation in the company's success is therefore a matter of course, providing a positive impact on our employees. We compensate our employees worldwide based on job-related criteria such as job requirements and performance, in line with local market conditions, and currently have a positive influence. Despite appropriate pay levels, there is currently a gender pay gap (unadjusted earnings difference). Fields of action to promote women are therefore part of our HR strategy.

**Training and skills development:** Training and skills development are essential for Jenoptik as they continuously enhance employee capabilities and knowledge, thereby improving productivity and work quality. Well-trained employees develop innovative solutions, whether in product development or optimizing work processes, and can more quickly adapt to the changes we constantly face as a company. In addition, training fosters employee retention and satisfaction while enhancing employer attractiveness. This enhances Jenoptik's competitiveness and efficiency, enabling it to respond more effectively to new market demands.

Our employees' expertise is crucial to our business success and a core component of our HR and corporate strategy. Our diverse programs and offerings have short-, medium-, and long-term positive impacts on our employees and contribute to the continuous development of our workforce.

**Collective bargaining coverage and social dialogue:** Collective bargaining coverage and social partnership positively impact employees covered by collective agreements, providing planning security and contributing to a positive working atmosphere. This also influences productivity and the consistent quality of our work.

In Germany, employment and working conditions for employees not covered by collective agreements are governed by company agreements. Jenoptik is not represented in a European Works Council, an SE (Societas Europaea) works council, or an SCE (Societas Cooperativa Europea).

#### Policies for Jenoptik as an attractive employer

The global HR strategy, including the associated guidelines, defines responsibilities and targets, as well as key levers, and actions in compensation and employment policy. It covers all the impacts, risks and opportunities identified and described in the following sections "Jenoptik as an attractive employer" and "Equal treatment and equal opportunities" and forms the basis of our HR work. The HR strategy aims to establish long-term attractive working conditions while maintaining competitiveness. Our corporate strategy is the most important starting point for the global HR strategy. The goals and areas of action defined here are translated into specific HR measures. For 2025, this means focusing on topics such as onboarding, international trainees, management development and the digitalization of HR processes, among other things. The HR strategy is reviewed regularly, typically annually. Our Global Head of HR, who reports to the Chairman of the Executive Board, is responsible for the implementation of the strategy and the related guidelines.

**Secure employment:** Secure employment is a prerequisite for the performance and innovative strength of our employees. Our HR work as a whole (HR strategy) is geared towards supporting the implementation of our business strategy and therefore also towards retaining and attracting skilled employees, while there is no separate strategy for secure employment. We address our impact on secure employment through our HR strategy which applies globally to all employees throughout the Group. Our strategy prioritizes offering permanent employment contracts to our employees. Temporary contracts and agency workers are used for growing areas and to bridge personnel shortages. We offer social protection for difficult phases of life in almost all countries. (See information under Parameters and targets, p. 135ff.)

Various guidelines and company agreements, such as the group works agreement on "mobile working" that applies to all employees throughout Germany and the "More Caring" policy, anchor key aspects of [work-life balance](#) and working hours within the organization. The aim of mobile working is to make the company more attractive and ensure that work is carried out efficiently, as well as enabling employees to organize their work themselves and achieve a better work-life balance. It requires mutual trust and ongoing communication between employees and their superiors. Contractual working hours are not extended by mobile working. Monitoring is conducted through daily time tracking. If the agreed working hours are exceeded a reporting system has been implemented. Regular monitoring and reporting of weekly working hours ensure that legally defined maximum limits are not exceeded. The "More Caring" policy is aimed at all permanent employees in Germany and aims to provide additional company offers over and above the statutory options for taking time off to care for relatives. These include, for example, the Jenoptik care bonus and the Jenoptik care sabbatical.

Our standards for [adequate wages](#) are defined in the international remuneration policy which apply globally to all employees. Jenoptik strives for a transparent and fair remuneration structure. We compare the remuneration annually with external market benchmarks. In addition, the guideline clearly regulates responsibilities and approval processes. 100 percent compliance with the regulations regarding the approval, documentation and payment of benefits and remuneration to employees is of crucial importance. We have a systemically mapped, globally standardized process for salary adjustments in which our central compensation criteria are mapped. Review loops ensure compliance with these standards. For employees covered by collective agreements in Thuringia and Baden-Württemberg, remuneration is determined in accordance with the IG Metall collective agreement. The most important point for determining pay is that we have defined our own job descriptions for the grouping, and created a formal promotion process for this purpose, which takes place twice a year. Further information on this can be found under Parameters and targets, p. 135ff.

**Training and skills development:** A group works agreement has been concluded for the annual employee review process. The group works agreement applies to all permanent employees in Germany and is implemented analogously for all permanent employees worldwide. The aim of the group works agreement is to conduct regular employee appraisals. It regulates, among other things, the topics of the employee appraisals, the parties involved in the process and the process. Implementation is standardized in SAP SuccessFactors is monitored and tracked via an HR reporting system.

#### [Measures regarding Jenoptik as an attractive employer](#)

Our strategic workforce planning is jointly managed by HR and Finance worldwide and encompasses all employees. Anticipated economic developments are incorporated into rolling personnel planning to mitigate the risk of job cuts. Employee-related measures are designed for the medium- to long-term timeframe. Our measures are expected to strengthen our position as an attractive employer.

We offer flexible working hours and the option to work remotely, e.g. in Germany, the USA, Australia and wherever the workplace allows it, allowing employees to better align their working hours with personal needs, such as parents regarding their individual childcare needs. This leads to higher job satisfaction, reduced turnover, and lower recruitment efforts. Jenoptik has also established childcare partnerships at several locations, such as in Jena-Göschwitz. Priority placement in daycare facilities allows parents to reliably plan their return to work. The proximity of daycare centers to the Jenoptik site also enhances time efficiency in balancing childcare and work. We at Jenoptik believe that autonomy is a key motivator for our employees. Where possible and operationally feasible, we therefore prioritize self-determination regarding the start and end of individual working hours. In addition, we offer a wide range of tailored working time models that cater to the individual desire for more leisure time, embracing the concept of "time is the new currency." Jenoptik provides flexible [parental leave models](#) for both mothers and fathers at our sites worldwide, ensuring that both parents feel supported, which strengthens their loyalty to the employer and reduces the risk of skilled labor shortages.

Jenoptik goes beyond statutory provisions in Germany by offering additional support for employees who require [caregiving leave and bonuses](#). Through company-specific benefits such as a caregiving bonus and a caregiving sabbatical, Jenoptik significantly exceeds legal requirements, making it easier to balance work and caregiving responsibilities. The eligibility criteria and all further details are outlined in the guideline "More Caring: Support for Employees Caring for Relatives." The corresponding applications for family care leave, the caregiving bonus, and the caregiving sabbatical facilitate the application process for our employees.

We have established standardized processes for job evaluation and promotions to ensure adequate pay and promote social dialogue. Dedicated evaluation committees, composed of employer and works council representatives, oversee these processes.

**Adequate wages:** Jenoptik is committed to fair and transparent remuneration, regardless of gender or other factors. To reduce the gender pay gap, a standardized evaluation system has been introduced, regular salary reviews have been established and targeted support programs for women have been implemented. These measures apply to all Jenoptik locations and divisions and help to ensure a non-discriminatory remuneration structure.

**Training and skills development:** During annual appraisal interviews, employees and their supervisors collaboratively define individual training and development measures, which are then documented in SuccessFactors. Both parties can update and track these development goals. The aim for each supervisor is to conduct at least one structured performance review with every employee each year.

Framework agreements have been established with external training providers for teaching methodology, personal development, and language skills. Employees also have access to LinkedIn Learning's online resources. Mandatory annual training programs are conducted by the Compliance & Risk, HR, and IT Security departments, alongside targeted development and leadership programs. Further learning resources are available via the intranet. Specialized training is offered through our Learning Management System as well as in-house subject matter experts. The major challenge arises, above all, in assessing the "skills of the future". In particular in the technological areas, framework conditions and technologies change so quickly that it is difficult to anticipate this in time and to train employees comprehensively with the currently available resources in HR.

At Jenoptik, employees have career development opportunities tailored to their skills and talents, aligned with the Group's needs. Three career paths have been established: the technical career track, the project management track, and the management track. As an international company, we strive to offer career development opportunities that transcend organizational and national boundaries. We also offer our employees to take part in part-time further education or academic studies, alongside their jobs, providing financial assistance for these programs.

Our learning framework at Jenoptik follows the 70:20:10 model, meaning that ideally, 70 percent of learning occurs directly on the job, as employees and their supervisors are best positioned to drive their professional development. An additional 20 percent comes from learning through others, and 10 percent through online or in-person training. The employees themselves are responsible for their personal development: in line with our corporate values (open, driving, confident), each employee takes charge of their own development within the company.

**Parameters and targets for Jenoptik as an attractive employer**

To assess the effectiveness of our strategy and actions, we have defined targets related to absenteeism, turnover rates, training rates, and diversity. They are compiled quarterly and provided to management. Workforce capacity is reported on a monthly basis and reviewed in conjunction with personnel planning and business development. All parameters were collected group-wide as of December 31, 2024, and verified using the dual control principle. Apart from the limited assurance by the auditor, there was not further external validation of the figures.

The majority of our employees and trainees are entitled to **leave for family-related reasons**. This includes maternity leave, paternity leave, parental leave, and caregiving leave, depending on the country-specific regulations. No specific target value has been set for the utilization of these benefits. During the current calendar year, 82 female employees (7.6 percent) and 129 male employees (4.7 percent) made use of these leave options which corresponds to 5.5 percent of our employees worldwide. Across the entire Jenoptik Group, 82 percent of employees are entitled to family-related leave.

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

The majority of our employees enjoy social protection through public programs or company-specific benefits that cover significant life events and prevent them from losing earnings. These include illness, occupational accidents and disability, as well as retirement, parental leave or unemployment. Only our colleagues in India have no protection in the event of unemployment, either through public programs or through us as an employer.

**Training and skills development:** The key figures for training and skills development are derived from our HR tool, SAP SuccessFactors, which tracks all centrally managed training programs across the Group. This information is supplemented by training courses that our employees do not receive on a systematic basis. In the fiscal year 2024, our employees participated in 27,524 hours of training- either online or in person. Of these, 31.6 percent were attended by female employees and 68.4 percent by male employees. Overall, 95.7 percent of female employees and 97.9 percent of male employees participated in training programs.

**T61 Average training hours**

Female	Male	Other	Total
6.16	5.82	< 5	5.92

**T62 Completed and systemically documented employee performance reviews in %**

Female	Male	Other	Total
48.6	50.5	100	49.9

**Collective bargaining agreements, including the proportion of employees covered:** 43.8 percent of employees in the company’s own workforce are covered by collective agreements, i.e. the collectively agreed regulations apply to them, e.g. on working hours and pay. This corresponds to 2,033 employees. A total of 62.7 percent of employees (2,914) are employed in companies that have elected employee representation. This applies exclusively to employees in Germany.

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

**T63 Collective agreement coverage**

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

**Equal treatment and equal opportunities for all**

**Description of material impacts, opportunities, and risks**

Equal treatment and equal opportunities are essential for Jenoptik, as they foster an inclusive and diverse working environment that brings together different perspectives and experiences, ultimately driving innovation and creativity. As a result, Jenoptik positively impacts employee satisfaction and retention, enhances competitiveness, and strengthens the company’s profile as an attractive employer. Through our “Stay Open” campaign, we position ourselves as an employer that champions openness, tolerance, and diversity, ensuring that we remain attractive to international talent in the future. In Thuringia, in particular, we face the challenge that meeting the demand for skilled labor is not feasible without immigration.

**Gender equality and equal pay for equal work** are fundamental to us, as they promote fairness and justice, leading to increased employee satisfaction and motivation. This, in turn, reduces staff turnover and enhances productivity. It also strengthens the company’s reputation, makes it more attractive to top talents, skilled workers, and fosters employee loyalty. A diverse workforce drives innovation and competitiveness while mitigating legal risks and potential discrimination claims.

**Diversity:** Employees from diverse backgrounds present opportunities for innovative and creative solutions. The foundation for this is mutual respect, acceptance, and trust. Through our open corporate culture, a fair working environment, diversity programs, and targets, we actively promote inclusion, thereby positively impacting our employees. However, there are also potentially negative effects on humans and the environment, because women and international employees remain underrepresented at the management level, meaning Jenoptik has yet to fully unlock its potential.

### Policies on equal treatment and opportunities

Strategies related to equal treatment and equal opportunities are an integral part of our global HR strategy with the aim of creating an inclusive and diverse working environment. It applies to all employees worldwide and is the responsibility of the Global Head of HR, who reports to the CEO. Our diversity KPIs and our recruiting policy are the most important points of reference for all measures. The Recruiting Policy applies globally to all hiring processes and is applied to all business areas and locations. It includes rules on the tasks of hiring managers, the content of job advertisements, the structure of interviews (in particular, how to avoid unconscious bias), and the involvement of external service providers who are committed to supporting our diversity goals. Adherence to the policy is supported by regular interview training for hiring managers and by regular monitoring of diversity KPIs. The recruiting team and the hiring managers are responsible for implementation, while the Global Head of HR has overall responsibility.

### Actions for equal treatment and opportunities

To achieve our diversity target, we have established defined KPIs, which are collected quarterly and reported to the Executive Board. In addition, regular audits through the Women's Career Index (FKI), provide insights into potential areas for improvement and effective measures. For our development programs, we have set a participation quota for women, aligned with our KPIs. We also offer mentoring and diversity training. We promote gender equality and equal pay for equal work through the actions and policies on fair remuneration and social dialogue outlined in the "Jenoptik as an attractive employer" chapter.

### Parameters and targets for equal treatment and opportunities

In order to promote diversity and equal opportunities within Jenoptik in the best possible way, we remain committed to our goal of increasing our **diversity rate** to 33 percent by 2025. This diversity rate is calculated by determining the number of executives (level 1-4) with an international ("non-German") background and the number of female executives. These figures are then compared individually and in total with all executives across the Group, including female employees with an international background, who are counted in both categories. This target is also reflected in the remuneration system for the Executive Board, as approved by the Supervisory Board, and is embedded in our corporate financing framework. In the fiscal year 2024, the diversity rate was 31.6 percent (prior year: 29.4 percent). The promotion of women in leadership positions remains one of our primary focus areas. At the end of the fiscal year 2024, the share of women in mid- and senior management positions, i.e. on the first and second level below the Executive Board, was 30.6 percent across the Group (eleven women). Accordingly, the group-wide proportion of men in middle and senior management positions is 69.4 percent (25 men).

**Gender equality and equal pay for equal work:** To provide transparency on potential pay disparities between male and female employees at Jenoptik, we calculated the percentage difference in average pay between the two groups. The calculation was based on the annual salaries of all employees, taking into account individually agreed working hours. For employees in Germany, actual payroll data was used, while for all other employees, the contractually agreed fixed remuneration (incl. bonus, LTI, etc.) formed the basis. Subsequently, the gross hourly wage for all employees was determined, and the average was calculated separately for male and female employees.

In 2024, the gender pay gap at Jenoptik was 14.6 percent. The ratio of the total annual remuneration of the highest-paid individual to the median total annual remuneration of all employees was 22, meaning the highest-paid employee earns 22 times the median salary.

## Occupational health and safety

### Description of the main impacts, risks and opportunities

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

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

To promote employee health preventively and facilitate reintegration following illness or injury, Jenoptik has implemented [corporate health management](#). The commitment, performance, and, above all, the well-being of our employees are key to our success. The goal of our corporate health management is to safeguard the long-term health and productivity of our employees. Through early intervention, long absences can be prevented, and a swift return to work after extended sick leave can be facilitated. This is particularly important given demographic shifts, as an increasing number of employees stays in employment for longer. The corporate health management is controlled by the HR department, with the implementation of measures coordinated through local "health steering committees."

### Policies on occupational health and safety

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

### Actions for occupational health and safety

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

In 2024, as in prior years, the following occupational health and safety measures were implemented at all company locations:

- To maintain safe working conditions, expert-led inspections are conducted at least once a year at all German and selected international sites and work areas in cooperation with local management
- Throughout the Company/Group, regular risk and hazard assessments are carried out. These assessments serve to identify existing hazards, implement appropriate preventive and protective measures, and also identify opportunities for improvement, such as enhancing workplace ergonomics
- Implementation and adaptation of protective measures for new machinery and equipment
- Review of occupational health and safety measures for machines, equipment, and activities
- Mandatory training sessions for managers and employees are conducted at least once per year

To maintain safe working conditions, expert-led inspections are conducted at least once a year at each site and work area in cooperation with local management. These measures serve to identify weaknesses, implement improvement potential, and train management, directly contributing to increased workplace safety during the reporting year. They align with the company's risk minimization policy. Regular occupational safety briefings and inspections ensure the consistent implementation of identified measures and raise employee awareness of occupational safety. Our customers receive product training to familiarize them with the necessary safety standards, and as part of supplier audits, are encouraged to comply with labor and environmental protection standards in addition to the contractual regulations.

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

| See governance information, section supplier management p. 145

Jenoptik does not view the achieved occupational health and safety results as final. We are aware that ongoing efforts in the area of occupational health and safety are needed to further minimize risks and hazards for our employees. In particular, the introduction of new machines, systems and technologies continues to challenge Jenoptik, and it consistently rises to this challenge.

In the area of health management, in addition to programs accessible to all employees across Germany (e.g., occupational reintegration management (BEM), a health app, a workshop on healthy leadership, and partnerships with fitness studios), additional local offerings cater more specifically to employees' needs (e.g., health days, sports activities, and massage services). An additional control tool are the results of the psychological risk assessment – conducted every three years as part of our employee survey. The HR department supports discussions of the results as well as the development and implementation of agreed-upon measures.

**Protection of our employees:** Ensuring a safe working environment is a top priority for Jenoptik, and we take a preventive approach to workplace safety. In the fiscal year 2024, we again invested at least the legally required training hours worldwide in the education and training of our fire protection and occupational safety experts. This helps to strengthen employees' confidence in workplace safety and ensures appropriate responses in emergencies within our own operations. Workplace-specific risk assessments conducted worldwide ensure that occupational hazards that could endanger employees are identified and that the necessary protective measures to minimize risks are implemented in a timely manner. Risk assessment is carried out using the Nohl risk matrix, and measures are subsequently defined according to the STOP hierarchy. This means that substitution and technical measures take precedence over organizational or personal measures, such as personal protective equipment. Fire protection and occupational safety experts are regularly involved in the equipping and redesign of workplaces, the introduction of new technologies and tasks, as well as the implementation and handling of hazardous substances. In particular, they work closely with colleagues from operational units and facility management when relocating workplaces.

#### Parameters for occupational health and safety

All data for our occupational health and safety regulations apply group-wide to all our employees, i.e. 100-percent of our workforce. The key objectives of our occupational health and safety strategy are to further reduce the number of workplace accidents and related loss of working hours, strengthen occupational safety awareness among managers, employees, and suppliers, and enhance employees' sense of security. During the reporting period, there were zero (0) fatal occupational accidents involving employees on Jenoptik's premises, and zero (0) cases of work-related illnesses. The number of reportable occupational accidents resulting in at least one lost workday stood at 36 for our own employees. This corresponds to 4.9 occupational accidents per 1,000,000 hours worked or per 500 full-time employees at Jenoptik.

## Governance information

### General governance information

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

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

#### T64 List of disclosure requirements

ESRS-G1 Business conduct	Mandatory disclosures	Section/page
General governance information		
Role of administrative, management, and supervisory bodies	ESRS 2, GOV-1	p. 88ff.
Description of material impacts, risks, and opportunities in the area of governance	ESRS 2, SBM-3	p. 140ff.
Management of material impacts, risks, and opportunities	ESRS 2, SMB-3	p. 142ff.
Corporate policies and culture	G-1-1	p. 142
Whistleblower protection	G1-1	p. 143f.
Supplier management	G1-2	p. 145f.
Corruption and bribery	G1-3 and G1-4	p. 146f.

### Procedures for identifying and assessing material impacts, risks, and opportunities (IROs) and internal controls

The procedures for identifying and assessing material impacts, risks, and opportunities were already outlined in the general section of the Sustainability Statement starting on page 100ff.

In the governance area, four IROs have been identified: impacts of corporate culture, protection of whistleblowers, risks related to supplier management, and risks of corruption and bribery.

### Description of material impacts, risks, and opportunities in area of governance

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

We recognize the topic of “corporate culture” as an identified material potential risk in connection with “Corporate Culture, Compliance & Integrity.” Adhering to compliant business relationships is essential and indispensable for Jenoptik’s business success – we expect and promote a high standard of integrity and compliance among all our business partners. However, due to the human factor, legal and regulatory violations can never be entirely ruled out, even with an effectively implemented compliance management system and contractual obligations requiring business partners to act in accordance with compliance standards. Consequently, a residual risk always exists.

**Protection of whistleblowers:** Jenoptik sees positive impacts on the protection of whistleblowers and individuals in its own business area and throughout its value chain. Persons, who may be affected by legal violations or other abuses, are protected through continuous training and education on whistleblower protection and human rights, contractual requirements for suppliers and contractors, and established reporting processes.

It can be assumed that we have greater indirect influence on suppliers with a significant share of our procurement volume compared to those with a lower share.

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

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

**Corruption and bribery:** Corruption and bribery represent significant general societal and economic problems to the detriment of all market participants, particularly in so-called “emerging markets,” and can lead to a loss of trust in the integrity of public authorities and companies. As a globally active company, Jenoptik considers it part of its social responsibility to prevent corruption through effective prevention measures.

Although we consider the risk of corruption and bribery to be low, taking into account the measures and processes in place at Jenoptik (net perspective), the topic was identified as a significant potential risk in the materiality analysis (gross perspective). The risk, however, is considered somewhat higher in the Smart Mobility Solutions division due to its business structure, which includes business-to-government (B2G) transactions and operations in countries with a low Corruption Perception Index (CPI < 60). As a result, corruption risk has been classified as a material potential risk in our IRO assessment. Compared to the Advanced Photonic Solutions division, that division is significantly smaller. The Advanced Photonic Solutions division primarily operates in business-to-business (B2B) transactions with publicly traded large corporations, which themselves generally have efficient compliance management systems and strict anti-corruption policies. Given the Non-Photonic Portfolio Companies’ exclusive focus on B2B transactions and its key markets in Europe and North America, corruption and bribery risks in this division are not considered material.

In this context, it should be noted that there have been no confirmed or suspected cases of corruption or bribery in the past or at present. The materiality assessment is based solely on the nature of the business model and the markets in which we operate.

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

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

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

In addition, we refer to the Risk and Opportunity Report from page 79 on, and the risk-bearing capacity assessment included in this section, which was conducted as part of our evaluation of risks and opportunities.

## Management of material impacts, risks, and opportunities in the area of governance

### Corporate culture and corporate policy

**Strategies and guidelines:** At Jenoptik, the Executive Board sets the framework for a transparent and ethical corporate culture and, in consultation with the Director of Compliance & Risk Management, determines how this can be ensured through an effective compliance management system. Jenoptik has defined clear corporate values – “open,” “driving,” and “confident” – that guide our interactions with customers, suppliers, colleagues, and all stakeholders we encounter in our business activities. Our values help us to achieve our business and societal objectives and meet our standards of legal compliance. Our compliance targets include, among other things, ensuring that no human rights violations or confirmed cases of corruption and bribery occur within our company. “Open” embodies openness toward all internal and external stakeholders, as well as toward new ideas and perspectives, which we actively embrace and encourage in our daily work at Jenoptik. This is crucial for fostering a culture of transparency, where employees feel safe to speak up and report potential compliance risks or conflicts with our corporate culture. “Driving” represents our proactive commitment to advancing both our business and society. Every employee is encouraged to actively contribute to achieving our objectives. “Confident” – by working confidently and complying with the requirements of the law in the respective field of work, we show not only internally but also externally to our business partners and authorities that we take legal compliance and our social responsibility seriously.

**Actions:** To ensure a strong corporate culture, regular annual training sessions on the Jenoptik Integrity Code, the company’s internal Code of Conduct, are conducted every year for all employees of the Group. We do not see any particular functions at risk in this area. Acknowledgment of these guidelines via our Learning Management System is mandatory for all employees worldwide. All applicable processes and work instructions, including documents related to compliance and ethical standards, are published on the intranet and remain permanently available.

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

To ensure regulatory compliance among employees, various governance controls exist within the group-wide Internal Control System (ICS). These are carried out by an "owner" and reviewed by a "reviewer." The status of compliance training is monitored quarterly. Escalation procedures are in place for employees who fail to participate, as these trainings are mandatory. The fulfillment of due diligence obligations in the supply chain management is audited annually by the Group Human Rights Officer. Any documented improvement potential must be implemented within one year. To further enhance corporate culture, "Compliance Days" are held regularly, where current topics from the fields of governance, ethics, and regulation are communicated to all employees worldwide. In addition, compliance-related topics are regularly communicated. Each quarter, a Compliance Newsletter is distributed to all managers, providing relevant information on topics such as prevention of sexual harassment, association activities, and proper handling of ESG questionnaires on the intranet. To measure compliance culture, a Compliance Culture Survey is conducted every two years. After analyzing all survey results, key insights are incorporated into ongoing projects, such as "Future Formers," which aim to continuously enhance corporate culture and the compliance management system.

In view of the existing measures already implemented in connection with the material impacts, risks and opportunities as well as the departmental strategies in the areas of environment, social affairs and governance that are designed to address these and are considered effective, the Executive Board considers Jenoptik to be resilient in the short to medium term in terms of its business model and strategy. The resilience assessments were discussed with the responsible Executive Board member as part of the strategic roadmap for the respective specialist departments and business areas.

#### Whistleblower protection

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

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

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

**Actions:** Jenoptik regularly conducts campaigns to increase awareness of the whistleblower system while consistently emphasizing whistleblower protection. Employees tasked with conducting internal investigations receive specialized training through professional seminars, ensuring they are appropriately qualified.

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

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

In the reporting year, training on the topic of whistleblower protection was offered to all employees as part of the annual Compliance Days. From 2025, digital training on whistleblower protection will be rolled out globally via SAP SuccessFactors. We attach great importance to ensuring that all employees, regardless of their functional areas, are comprehensively trained in this area and do not see any need to differentiate between individual functions.

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

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

### Supplier management

**Strategy:** As a technology company, Jenoptik relies on a wide range of raw materials. Given the increasing scarcity of resources, Jenoptik is committed to making sparing use of the materials it requires. Targeted supplier management measures such as weekly coordination and planning meetings with critical suppliers as well as support for suppliers in the procurement of critical components have helped mitigate supply bottlenecks. We comply with the applicable regulations, for example the requirements of the European chemicals regulation REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and the European RoHS directive (Restriction of certain Hazardous Substances), and are fully involved on associated committees. Our comprehensive supplier management approach integrates not only economic and quality criteria but also ecological, social, and ethical considerations.

Taking responsibility throughout the entire value chain is a fundamental part of our corporate identity. Purchasing in the Jenoptik Group is globally positioned and responsible for all procurement activities and supplier management across the Group. Our global supplier network spans 52 countries and consists of approx. 30 percent companies with more than 1,000 employees, approx. 20 percent medium-sized companies (250 to 1,000 employees) and approx. 50 percent companies with fewer than 250 employees. More than half of our suppliers are based in Germany, both in absolute numbers and in terms of purchasing volume. The procured materials primarily fall within the categories of optics, mechanics, electronics, and services.

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

Compliance in the supply chain is guided by our requirement to always comply with statutes, internal regulations, and voluntary commitments. In order to further increase transparency in the supply chain, identify compliance violations in good time, and initiate suitable measures to minimize risks, we subject our supplier base to regular risk analyses. All suppliers with significant purchasing volumes or an elevated risk profile are surveyed on sustainability topics such as environmental protection, compliance management, human rights, child labor prevention, occupational health and safety, anti-corruption policies, and sustainability. In the event of violations, or where there is potential for improvement, the causes are determined in dialog with the suppliers and joint action plans for improvement are developed and implemented.

To increase customer satisfaction, review compliance with legal requirements, and ensure conformity with international standards, the Jenoptik Group conducts supplier audits. A risk-based list of suppliers to be reviewed annually is compiled and regularly updated. The results of these audits, which are usually carried out on-site at the supplier's premises, are recorded in a central database in audit reports with specific plans for corrective actions. The implementation of these measures is systematically verified and documented. For supplier development, we expect suppliers to formulate improvement plans and implement them within a clearly defined timeframe.

A Code of Conduct for our suppliers and other contractual business partners sets out our expectations regarding human rights, the prohibition of corruption and bribery, fair market and competition practices, environmental responsibility, and the responsible handling of substances, mixtures, products, and conflict minerals. Particularly in the areas of environmental and resource protection as well as human rights compliance, we align ourselves with international guidelines and standards such as the UN Global Compact. To obtain supplier consent and ensure commitment to implementing the principles outlined in the Code of Conduct, we have introduced an automated IT solution.

In the fiscal year 2024, purchasing teams and adjacent departments, including quality management, received training on various sustainability topics such as supply chain due diligence, the Carbon Border Adjustment Mechanism (CBAM), and the Supplier and Business Partner Code of Conduct. In addition, all employees are required to complete mandatory e-learning courses on business conduct, ethical guidelines, and anti-corruption as part of their onboarding process. Completion of these courses raises employee awareness and ensures that applicable standards and guidelines are embedded in daily business activities. These courses are regularly repeated to keep learning content fresh and relevant.

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

The "Corporate Social Responsibility Rate" (CSR rate) serves as a key figure for managing and increasing transparency in the supply chain. It indicates the percentage of suppliers of production materials with an annual purchasing volume in excess of 200,000 euros for which completed CSR self-assessments exist that are evaluated as non-critical. In the form of questionnaires, these cover the topics of environmental protection, compliance management, human rights and the prohibition of child labor, ensuring health and safety, as well as anti-corruption and sustainability in the supply chain. In 2024, the CSR rate was 61 percent (prior year: 49 percent). The target level for 2025 is set at 50 percent. This indicator has been included in the annual report since 2021 and has been validated through external auditing.

### Corruption and bribery

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

Jenoptik does not currently have a formal anti-corruption strategy aligned with the United Nations Convention against Corruption but has implemented preventive processes.

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

In the reporting year, training on corruption and bribery prevention was provided to all 577 employees in roles exposed to risks, which include the "Procurement & Supply Chain" and "Sales" areas. In addition, all employees from manager level upwards were also trained in corruption prevention, including Executive Board and Supervisory Board members who are employee representatives. All other Supervisory Board members will undergo subsequently anti-corruption training in 2025. In future, this training will take place at annual intervals for all of the aforementioned functions.

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

For reporting violations such as incidents of bribery or corrupt practices, Jenoptik maintains a whistleblower system, as described in the "Whistleblower protection" section above. All employees responsible for case management have been released from direct managerial authority to ensure a high level of independence.

**Parameters:** In the reporting year 2024, Jenoptik has no known cases of corruption or bribery, either internally or with its involvement. In this context, Jenoptik has not incurred any fines or penalties.

Additionally, internal targets have been set to ensure that there are no confirmed incidents of corruption or bribery and no obligation to pay fines in this regard. This can be confirmed for the fiscal year 2024.

#### Political influence and lobbying activities

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

## Additional Information and Notes/Appendix

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

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

#### T65

Disclosure requirement and associated data point	Chapters/page number
ESRS 2 GOV-1, § 21d: Gender diversity in the management and control bodies	Gen. information, p. 90/91
ESRS 2 GOV-1, § 21e: Percentage of independent board members	Gen. information, p. 90/91
ESRS 2 GOV-4, § 30: Statement on due diligence	Gen. information, p. 93/94
ESRS 2 SBM-1, § 40d (i): Involvement in activities related to fossil fuels	Gen. information, p. 96
ESRS 2 SBM-1, § 40d (ii): Involvement in activities related to the production of chemicals	Gen. information, p. 96
ESRS 2 SBM-1, § 40d (iii): Involvement in activities related to controversial weapons	Gen. information, p. 96
ESRS 2 SBM-1, § 40d (iv): Involvement in activities related to the cultivation and production of tobacco	Gen. information, p. 96
ESRS E1-1, § 14: Transition plan to reach net zero by 2050	Environment, p. 107f.
ESRS E1-1, § 16g: Companies excluded from Paris-aligned benchmarks	Environment, p. 110
ESRS E1-4, § 34: GHG emission reduction targets	Environment, p. 109f.
ESRS E1-5, § 38: Energy consumption from fossil sources disaggregated by source (only high-impact climate sectors)	Environment, p. 111
ESRS E1-5, § 37: Energy consumption and energy mix	Environment, p. 110f.
ESRS E1-5, §§ 40 to 43: Energy intensity related to activities in high climate impact sectors	Environment, p. 111
ESRS E1-6, § 44: Gross GHG emissions in the categories Scope 1, 2, and 3 as well as total GHG emissions	Environment, p. 112ff.
ESRS E1-6, §§ 53 to 55: Intensity of the gross GHG emissions	Environment, p. 111
ESRS E1-7, § 56: GHG removals and carbon credits	No information
ESRS E1-9, § 66: Exposure of the benchmark portfolio to climate-related physical risks	Phase-in
ESRS E1-9, § 66a and c: Breakdown of monetary amounts by acute and chronic physical risk, and location of significant assets at material physical risk	Phase-in
ESRS E1-9, § 67c: Breakdown of the carrying amount of its real estate assets by energy-efficiency classes	Phase-in
ESRS E1-9, § 69: Degree of exposure of the portfolio to climate-related opportunities	Phase-in
ESRS E2-4, § 28: Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Not material
ESRS E3-1, § 9: Water and marine resources	Not material
ESRS E3-1, § 13: Dedicated policy	Not material
ESRS E3-1, § 14: Sustainable oceans and seas	Not material
ESRS E3-4, § 28c: Total water recycled and reused	Not material
ESRS E3-4, § 29: Total water consumption in m3 per net revenue on own operations	Not material
ESRS 2 – IRO-1 – E4, § 16a (i)	Gen. information, p. 102
ESRS 2 – IRO-1 – E4, § 16b	Gen. information, p. 102
ESRS 2 – IRO-1 – E4, § 16c	Gen. information, p. 102
ESRS E4-2, § 24b: Sustainable land/agriculture practices or policies	Not material
ESRS E4-2, § 24c: Sustainable ocean/sea practices or policies	Not material
ESRS E4-2, § 24d: Policies to address deforestation	Not material
ESRS E5-5, § 37d: Non-recycled waste material	Not material
ESRS E5-5, § 39: Hazardous waste and radioactive waste	Not material
ESRS 2 SBM3 – S1, § 14f: Risk of incidents of forced labor	Social, p. 126/128
ESRS 2 SBM3 – S1, § 14g: Risk of incidents of child labor	Social, p. 126/128
ESRS S1-1, § 20: Human rights policy commitments	Social, p. 126
ESRS S1-1, § 21: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Social, p. 126
ESRS S1-1, § 22: Processes and measures for preventing trafficking in human beings	Social, p. 126
ESRS S1-1, § 23: Workplace accident prevention policy or management system	Social, p. 126
ESRS S1-3, § 32c: Concern handling mechanisms	Social, p. 127
ESRS S1-14, § 88b and c: Number of fatalities and number and rate of work-related accidents	Social, p. 139

Disclosure requirement and associated data point	Chapters/page number
ESRS S1-14, § 88e: Number of days lost to injuries, accidents, fatalities, or illness	Social, p. 139
ESRS S1-16, § 97a: Unadjusted gender pay gap	Social, p. 136
ESRS S1-16, § 97b: Excessive remuneration of board members	Social, p. 136
ESRS S1-17, § 103a: Incidents of discrimination	Social, p. 128
ESRS S1-17, § 104a: Non-respect of UN Guiding Principles on Business and Human Rights and OECD guidelines	Social, p. 126
ESRS 2 SBM3-S2, § 11b: Significant risk of child labor or forced labor in the value chain	Not material
ESRS S2-1, § 17: Human rights policy commitments	Not material
ESRS S2-1, § 18: Policies related to workers in the value chain	Not material
ESRS S2-1, § 19: Non-respect of UN Guiding Principles on Business and Human Rights principles and OECD guidelines	Not material
ESRS S2-1, § 19: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Not material
ESRS S2-4, § 36: Human rights issues and incidents connected to its upstream and downstream value chain	Not material
ESRS S3-1, § 16: Human rights policy commitments	Not material
ESRS S3-1, § 17: Non-respect of UN Guiding Principles on Business and Human Rights principles and OECD guidelines	Not material
ESRS S3-4, § 36: Human rights issues and incidents	Not material
ESRS S4-1, § 16: Policies related to consumers and end-users	Not material
ESRS S4-1, § 17: Non-respect of UN Guiding Principles on Business and Human Rights	Not material
ESRS S4-4, § 35: Human rights issues and incidents	Not material
ESRS G1-1, § 10b: United Nations Convention against Corruption	Governance, p. 142
ESRS G1-1, § 10d: Protection of whistleblowers	Governance, p. 143
ESRS G1-4, § 24a: Fines for violation of anti-corruption and anti-bribery laws	Governance, p. 147
ESRS G1-4, § 24b: Standards of anti-corruption and anti-bribery	Governance, p. 146f.