Sustainability Report

ESRS 2

General Disclosures

Basis for Preparation

BP-1 General Basis for Preparation of Sustainability Statements

ams-OSRAM AG is a stock corporation under Austrian law and is headquartered in 8141 Premstaetten (Austria). Its shares are listed in Switzerland on the SIX Swiss Exchange. The company is one of the world's leading companies in the design, manufacture, and sale of high-performance LED solutions for automotive and industrial applications as well as of optical sensor solutions for the automotive, industrial, medical technology, and consumer end-user markets. The company is also a leading provider of optical technologies and solutions for sensors, lighting, and visualization. These technologies and solutions may also contain packaging and software. Sustainability reporting covers the ultimate parent company ams-OSRAM AG and its subsidiaries (together referred to as ams OSRAM Group, the Group or ams OSRAM).

Due to its stock exchange listing in Switzerland, ams-OSRAM AG is not subject, in relation to sustainability reporting, to the provisions of the Austrian Sustainability and Diversity Improvement Act (NaDiVeG). ams OSRAM was also not subject to reporting obligations under the European Union (EU) Corporate Sustainability Reporting Directive (CSRD) in the 2025 financial year, as the EU decided to postpone the initial application date of the CSRD reporting requirements for so-called second-wave companies, a category which also includes ams OSRAM. Furthermore, the Austrian Sustainability Reporting Act (NaBeG), which will transpose the CSRD into national law, had not yet entered into legal force for the 2025 financial year. The act came into force on February 19, 2026, when it was published in the Austrian Federal Law Gazette. As a consequence, ams OSRAM will be subject to reporting obligations under the CSRD for financial years commencing on January 1, 2027.

Reporting for the 2025 financial year is performed voluntarily in the form of a Sustainability Report (the "Report") to inform ams OSRAM's stakeholders about the sustainability activities of the ams OSRAM Group.

This Sustainability Report has been prepared under the application of selected European Sustainability Reporting Standards (ESRS) in preparation for future CSRD reporting obligations. Furthermore, this Sustainability Report includes disclosures in accordance with EU Taxonomy Regulation (EU) 2020/852. Reporting in accordance with the requirements of the European Sustainability Reporting Standards (ESRS) is currently being established. For this reason, the following information is not included in the Sustainability Report for the 2025 financial year: ESRS E2-1, ESRS E2-5, ESRS E3-2, ESRS E3-3, ESRS S1-4, ESRS S1-16, ESRS S2-4. It is intended to develop these disclosures on a step-by-step basis in subsequent years and to incorporate them into future reporting. In addition to the mandatory disclosures required under ESRS, the Sustainability Report also includes Group-specific metrics. These are highlighted in italics in both the running text and the tabular overviews.

The present Sustainability Report generally follows the financial reporting methodology:

- In line with the consolidated financial statements, the reporting period for the Sustainability Report 2025 is from January 1 to December 31, 2025; however, due to the initial application of ESRS, comparative figures for the previous year are generally not presented.
- Unless stated otherwise, all fully consolidated entities included in the consolidated financial statements are included in sustainability reporting. Likewise, unless otherwise stated, the corporate policies and processes mentioned in this Sustainability Report are valid for all companies and their employees included in this report.
- The use of automated calculation systems may give rise to rounding differences in the totals of rounded amounts and percentages.

As part of the double materiality assessment in accordance with ESRS, impacts, risks, and opportunities (IROs) relating to environmental, social and governance topics are considered both within the Company's own operations and along its upstream and downstream value chain. A comprehensive description of the value chain can be found in ESRS 2 SBM-1.

In the 2025 reporting year, ams OSRAM did not utilize the option to omit certain information relating to intellectual property, know-how or the results of innovations.

BP-2 Disclosures in Relation to Specific Circumstances

In implementing the CSRD reporting requirements, estimates are used in part in data collection. This applies in particular to metrics relating to energy and water consumption, resource inflows, and the data basis for Scope 3 greenhouse gas (GHG) emissions originating from the value chain. The underlying assumptions, the methodological approach, and the resultant accuracy of the disclosures are explained in the relevant section of the topic standards.

The report also contains forward-looking statements and information that are based on currently available information and assumptions and are consequently subject to uncertainties. Accordingly, forward-looking statements are not to be regarded as certain. The forward-looking time horizons of this report are aligned with the ESRS requirements. In this context, "short term" refers to up to twelve months, "medium term" covers one to five years, and "long term" refers to a period of more than five years.

Unless otherwise stated, the key figures presented in the Sustainability Report have not been validated by an external body other than the appointed auditor.

Governance

GOV-1 The Role of the Administrative, Management and Supervisory Bodies

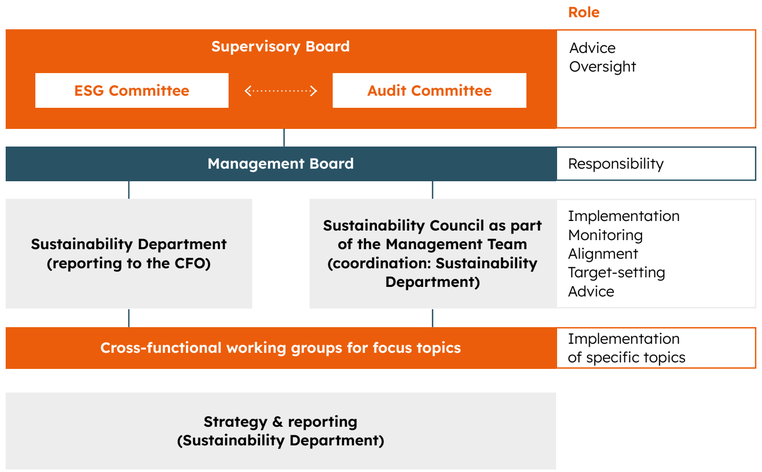
Corporate governance at ams OSRAM is shaped by the dual management system applicable under Austrian stock corporation law, consisting of a Management Board and a Supervisory Board. The company's shareholders exercise their rights as owners, in particular via the Annual General Meeting. The management of company-wide sustainability activities and IROs is governed by a governance framework set out in the Sustainability Guideline.

Governance Framework for IRO Management

The Sustainability Guideline establishes sustainability as an integral component of business conduct. It defines responsibilities and processes for managing material IROs with a governance structure which includes the Management Board, the ESG Committee, the Sustainability Council, and the Sustainability Department.

Management Board

As the management body, the Management Board is responsible for corporate governance and decides on the fundamental issues of business policy and corporate strategy. It consists of two male members; the percentage of female members amounts at present to 0%. The Management Board is responsible for implementing relevant and legally required sustainability topics within the Company and takes appropriate actions to ensure their implementation, including the management of material IROs. Changes to or further development of the sustainability strategy as well as the materiality assessment are resolved and approved by the Management Board. This also includes the approval of sustainability targets. Any deviations from defined targets and actions must be submitted to the Management Board in a timely manner.



Within the Management Board, responsibility for sustainability lies with the Chief Financial Officer (CFO). The Sustainability Department and other relevant corporate functions provide the Management Board with quarterly updates on the development of key sustainability topics, including significant developments relating to material IROs and the progress of sustainability-related KPIs. Deviations from the defined targets are discussed and, if necessary, actions are defined accordingly. The Management Board informs the Supervisory Board or the two committees concerned with sustainability of key decisions relating to sustainability and climate as part of its regular reporting or, when necessary, on an ad hoc basis.

The Management Board has access to training and expertise relating to topics that are material to ams OSRAM (including IROs) and actively makes use of these resources. The Management Board possesses the following experience and expertise required to steer sustainability-related activities:

Management Board Competency Profile: Information on Diversity, Expertise, and IRO Management

		Aldo Kamper	Rainer Irle
Date of appointment		April 1, 2023	July 1, 2023
Diversity	Gender	m	m
	Year of birth	1970	1970
	Nationality	Dutch	German
Relevant experience, expertise, and skills			
International experience	Europe region	■	■
	Americas region	■	■
	Asia-Pacific region	■	■
Sectors and products	Semiconductors	■	■
	Automotive	■	■
	Manufacturing and/or supply chain	■	■
Sustainability expertise	Environmental sustainability	■	■
	Social sustainability	■	■
	Compliance and/or corporate governance	■	■

■ = Criterion met based on the self-assessment of the Management Board members.

Supervisory Board

The Supervisory Board advises the Management Board and monitors its work. It regularly discusses the latest business developments and planning as well as the company's long-term strategy and its implementation. Another of the Supervisory Board's tasks is to decide on appointments to and remuneration of the Management Board. Within the Supervisory Board, various committees are dedicated to specific specialist topics. The chairs of these committees report on their work at the Supervisory Board meetings.

Of the twelve members of the Supervisory Board, eight (67%) are independent shareholders and four are workers' representatives. The Supervisory Board members have been classified as independent or non-independent members in accordance with Section 15 of the Swiss Code of Best Practice for Corporate Governance. Moreover, new members are appointed in line with the criteria for the independence of its members set out by the Supervisory Board in the principles for the composition and diversity of the Supervisory Board. In the 2025 financial year, the percentage of female members amounted to 42% (5/12 members). The employee representatives on the Supervisory Board are employed by ams OSRAM; no further restrictions on their independence are known.

The composition of the Supervisory Board should reflect a broad mix of professional qualifications as well as diverse personal characteristics among the members, such as age, gender, and cultural background. Details are set out in a competency profile developed by the Supervisory Board and based on three pillars, which is published in a policy on the composition and diversity of the Supervisory Board. The Supervisory Board has access to training and expertise relating to material topics for ams OSRAM (including IROs) and actively makes use of these resources. The Supervisory Board conducts an annual assessment of the effectiveness of its work – most recently in 2025 – and incorporates the insights gained from this assessment into its further activities.

ESG Committee

Within the Supervisory Board, the ESG Committee is responsible for sustainability matters (Environmental, Social and Governance, ESG), including the management of material IROs. It is responsible for overseeing the development and implementation of the company's ESG strategies, the integration of ESG topics into the corporate strategy, and the management of climate-related risks. It works closely with the Audit Committee, which also addresses sustainability-related regulatory requirements and the reporting obligations that will become mandatory for ams OSRAM under the CSRD.

The experience and expertise of the Supervisory Board and the ESG Committee required to steer all sustainability-relevant activities are presented in an overview at the end of this section.

Sustainability Council

The company has established a Sustainability Council that coordinates the implementation of sustainability topics including the sustainability and climate strategy. This covers the management of IROs. The council also monitors these topics and is responsible for integrating new topics into the company. It comprises the Management Board, the heads of business units (BUs), and the heads of certain corporate functions; it meets at least once a year. As of December 31, 2025, the Sustainability Council consisted of the following members:

- Aldo Kamper (CEO and Head of BU (interim) Opto Semiconductors, OS)
- Rainer Irle (CFO)
- Jens Milnikel (Head of BU CMOS Sensors and ASICs, CSA)
- Adam Wu (Head of BU Lamps & Systems, L&S)
- Mark Hamersma (Head of Corporate Development)
- Kai Rossig (Group General Counsel (Legal & Intellectual Property))
- Mark Roeloffzen (Head of Global Semiconductor Sales)
- Babette Fröhlich (Head of Human Resources, HR)
- Markus Bolte (Head of Group Strategy and Transformation)

Governance Structure on Business Conduct Matters

In the context of its oversight of the Management Board in its executive function within the company, the Supervisory Board's Audit Committee also monitors the functionality, appropriateness, and efficacy of the compliance management system (CMS). The Management Board bears responsibility for compliance and the corresponding CMS. The CMS serves the Management Board as a means of fulfilling its mandatory management responsibility, its corporate due diligence, and its duty to set up a control and monitoring system, which at an early stage identifies developments that represent existential threats to the Group. Within the Management Board, the CFO is responsible for all compliance issues. The Head of Corporate Governance is responsible for the design, global operational implementation and continuous development of the CMS, as well as for achieving the defined targets in connection with the compliance frameworks. The Head of Corporate Governance leads a global organization of experts across various locations and reports both to the Management Board and directly to the Supervisory Board's Audit Committee on a quarterly basis, as well as on an ad hoc basis, on current topics and potential risks.

Shareholder Representatives Competency Profile: Information on Diversity, Expertise, and IRO Management

		Dr. Margarete Haase	Andreas W. Mattes	DI (FH) Andreas Gerstenmayer	Kin Wah Loh	Yen Yen Tan, MBA	Univ. Prof. Dr. Monika Henzinger	Mag. Brigitte Ederer	DI Arunjai Mittal
Period of service	Member since	June 2, 2021	June 23, 2023	June 24, 2022	June 2, 2016	June 6, 2018	June 6, 2018	June 2, 2021	October 20, 2023
Diversity	Gender	f	m	m	m	f	f	f	m
	Year of birth	1953	1961	1965	1954	1965	1966	1956	1971
	Nationality	Austrian	German and American (US)	German	Malaysian	Singaporean	Austrian	Austrian	Singaporean
Relevant experience, expertise and skills									
Sector and company-specific expertise/experience	Semiconductors	■	■	■	■				
	Automotive	■		■					
	Manufacturing and/or supply chain	■	■	■	■			■	■
	Research and development, digitalization	■	■	■	■		■		■
International experience relevant to the company	Europe region	■	■	■	■		■	■	■
	Americas region	■	■	■	■		■		
	Asia-Pacific region	■	■	■	■	■			■
Business conduct and corporate governance	Business conduct and/or oversight	■	■	■		■	■	■	■
	Basic knowledge of stock corporation law and general company law	■	■	■					■
	Basic knowledge of compliance	■	■	■		■		■	■
	Financial expertise	■	■	■					
Sustainability	Environmental and social sustainability	■		■	■			■	
Risk control and reporting	Financial accounting, financial auditing, risk management, and internal controls	■		■		■		■	
Membership in Supervisory Board committees with sustainability relevance	Member of the ESG Committee			■		■		■	
	Member of the Audit Committee			■		■		■	

■ = Criterion met based on the self-assessment of the shareholder representatives.

Workers' Representatives Competency Profile: Information on Diversity, Expertise, and IRO Management

		DI Dr. Nadine Stoiser-Raidl	Ing. DI (FH) Wolfgang Koren	DI Michael Krainz	Martin Bauer
Period of service	Member since	June 21, 2023	June 21, 2023	June 21, 2023	September 4, 2024
Diversity	Gender	f	m	m	m
	Year of birth	1990	1966	1965	1988
	Nationality	Austrian	Austrian	Austrian	Austrian
Relevant experience, expertise and skills					
Sector and company-specific expertise/experience	Semiconductors		■		
	Automotive				
	Manufacturing and/or supply chain	■			
	Research and development, digitalization			■	
International experience relevant to the company	Europe region				
	Americas region				
	Asia-Pacific region				
Business conduct and corporate governance	Business conduct and/or oversight	■		■	■
	Basic knowledge of stock corporation law and general company law				
	Basic knowledge of compliance				
	Financial expertise				
Sustainability	Environmental and social sustainability				■
Risk control and reporting	Financial accounting, financial auditing, risk management, and internal controls				
Membership in Supervisory Board committees with sustainability relevance	Member of the ESG Committee	■			■
	Member of the Audit Committee		■	■	

■ = Criterion met based on the self-assessment of the workers' representatives.

GOV-2 Information Provided to and Sustainability Matters Addressed by the Undertaking's Administrative, Management and Supervisory Bodies

The management and monitoring of IROs at ams OSRAM are organized as described below. In order to ensure an economically efficient monitoring of IRO management, the individual IROs are grouped at sub-topic level.

Governance Structure – Oversight and Management of IROs

Control mechanism	Activities	Review cycle	Responsible for the review
Identification	Double materiality assessment	Annually[1]	Sustainability Department, supported by corporate functions
Implementing	Management systems/ KPIs[2]; risks and opportunities: short-term risks are monitored via ERM, other time horizons by the Sustainability department[3]	Ongoing	Corporate functions/ Sustainability Department
Targets	Target-setting	Ongoing	Sustainability Department, supported by corporate functions
Steering	Overall steering of implementation, advisory support	Ongoing	Sustainability Department, supported by corporate functions
Management	Monitoring of progress	Quarterly	Management Board
Embedding sustainability topics in the organization	Implementation of new topics within the organization	At least once per year	Sustainability Council (Management Team)
Monitoring	Overarching monitoring and monitoring of relevant activities	Twice per year	ESG Committee (Supervisory Board)

[1] Annual review and, where necessary, update; at least, however, every five years.
[2] The same process applies to topics that are not IRO-relevant, such as due to new regulations that are not related to the Sustainability Department's governance function.
[3] Material medium- and long-term risks are assessed and monitored by the Sustainability Department. Their strategic implications are discussed annually with the CFO, who decides on responsibilities together with the heads of the affected departments or sites.

The Management Board is comprehensively informed about sustainability matters. This includes IROs as well as the effectiveness of policies, actions, metrics, and progress on targets. Reporting is provided on a regular basis or on an ad hoc basis by the corporate functions and/or by the Head of Sustainability. In the reporting year, this covered the following sub-topics and potential breaches in these areas: all topics on climate change (ESRS E1), water (ESRS E3), resource use and circular economy (ESRS E5) and workers in the value chain (ESRS S2) as well as diversity, health and safety, corruption and bribery, and their prevention and detection, including training.

The ESG Committee met twice in the reporting year. The Management Board reported here on sustainability matters, in particular on climate change mitigation, energy, water consumption, waste, child and forced labor, as well as occupational health and safety. The reporting also covered the material IROs, the effectiveness of policies, actions, and metrics, as well as progress toward targets.

In the Audit Committee, the Management Board reported on a quarterly basis on the effectiveness of policies, actions, and metrics in relation to potential breaches in the areas of corruption and bribery, working time, as well as child and forced labor.

The Sustainability Council met once in 2025 and addressed the update of the materiality assessment, customers' sustainability requirements, transparency regarding Scope 3 emissions, and the approach to life cycle assessments (LCA).

Sustainability in Key Business Processes
Sustainability aspects are taken into consideration in business processes. Environmental and social criteria are incorporated into product development, materials selection, and supply chain management. Short-term material sustainability-related risks are managed with the Enterprise Risk Management System (ERM). Sustainability plays a central role in business relationships with suppliers – from qualification through to ongoing cooperation. In addition, energy efficiency is taken into consideration in investment decisions at the company's sites, thereby contributing to the integration of sustainability aspects into the management of the Company.

Responsibility for compliance with relevant principles (such as the Code of Conduct) and statutory requirements regarding fair working conditions, occupational health and safety, human rights, and compliance matters lies with the respective functions.

In the context of corporate transactions, sustainability aspects such as guidelines, standards, practices, and ongoing litigation, such as in relation to working conditions, compliance, environmental protection, product safety (quality), and procurement, are taken into consideration as part of a due diligence process. In 2025, no relevant conflicts of interest arose between the sustainability strategy and decisions on corporate strategy, transactions, and risk management.

GOV-3 Integration of Sustainability-related Performance in Incentive Schemes

The current remuneration policy for the Management Board also includes an ESG-related target under the long-term remuneration component (Long Term Incentive Plan, LTIP). The LTIP, in which senior executives and selected employees also participate, provides incentives for the sustainable value creation of the Company, and the long-term commitment of the members of the Management Board. Accordingly, the underlying performance criteria are linked to the Company's long-term and sustainable development. For Management Board members, the LTIP is structured as a performance share plan with a total term of four years, consisting of a three-year performance period followed by a one-year vesting (waiting) period. A new LTIP tranche is granted annually, with a provisional allocation of Performance Share Units (PSUs) to the members of the Management Board. As a matter of principle, the PSUs entitle the holder to the transfer of ams OSRAM shares after the end of the performance and vesting periods. The final number of shares to be transferred depends on target achievement, which is determined on the basis of two financial performance criteria – relative total shareholder return (TSR) and adjusted EBIT or EBITDA – each weighted at 40%, as well as ESG targets weighted at 20%. Target achievement is capped at a maximum of 150%.

The Supervisory Board's Remuneration Committee has the possibility for each LTIP tranche to define ESG targets on the basis of a defined list of criteria, taking into consideration the current priorities of the sustainability strategy. For each tranche, one or more ESG targets are determined on the basis of the Company's sustainability strategy and underpinned with measurable targets. In the tranches granted to date for 2023 to 2025, the target of CO_2 reduction was defined in each case. For the 2025 financial year, this target relates to the reduction of Scope 1 and Scope 2 CO_2 emissions with a weighting of 20%. This is in line with the Company's sustainability

and climate strategy ESRS E1-1. The following target values were defined for the 2025 financial year (based on the 2023 tranche) for Scopes 1 and 2:

Sustainability-related Performance in Management Board Remuneration

Target achievement	Target values for CO_2 emissions in Scopes 1 and 2 (in t CO_2e)
Threshold value	245,000
Target value	235,000
Maximum value	225,000

The remuneration of the Supervisory Board is governed by the remuneration policy for the Supervisory Board and consists of a fixed base remuneration. The members of the Supervisory Board do not receive any variable or share-option-based remuneration.

GOV-4 Statement on Due Diligence

The following overview presents the core elements of the due diligence process and shows how and where these are addressed within the Sustainability Report.

References to the Core Elements of Due Diligence

Core elements of due diligence	Disclosures on actions and targets in the respective topical standards
a) Embedding due diligence in governance, strategy, and business model	ESRS 2 GOV-1, ESRS 2 GOV-2, ESRS 2 GOV-3, ESRS 2 SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV-2, ESRS 2 SBM-2, ESRS 2 IRO-1, Disclosures on actions in the respective topical standards
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1, ESRS 2 SBM-3
d) Taking actions to address those adverse impacts	Disclosures on actions in the respective topical standards
e) Tracking the effectiveness of these efforts and communicating	Disclosures on actions and targets in the respective topical standards

GOV-5 Risk Management and Internal Controls over Sustainability Reporting

The approach to sustainability reporting at ams OSRAM is defined in a clearly structured process. The Accounting Department coordinates this process and is responsible for preparing the Sustainability Report, which is produced in close cooperation with the ESG data owners in the corporate functions and the Sustainability Department. The Sustainability Department is responsible for the strategic steering and further development of sustainability within the company. In the 2025 financial year, the information subject to reporting was for the first time collected and consolidated company-wide via a central ESG software solution. As part of this process, the data owners at the operational level ensured the accuracy, traceability, and auditability of the reported information. The final report was approved by the Management Board.

In 2025, ams OSRAM began establishing an internal ESG control framework for sustainability reporting. This framework follows a risk-based approach that focuses on the material processes and data points of sustainability reporting (materiality assessment and reporting scope) to address risks relating to the completeness, accuracy, and consistency of the reported information. The control framework for sustainability reporting is being developed jointly by the functions Corporate Internal Control System, Sustainability, and Accounting. To ensure the completeness, accuracy, and consistency of the information to be disclosed, the dual control principle is implemented via the ESG software solution used. Further controls, including plausibility checks and variance analyses, are being gradually integrated into the data collection processes.

ams OSRAM aims to establish a robust control environment characterized by a balanced combination of preventive and detective control measures. This risk-based approach supports the early identification of risks in the context of data collection and reporting, and enables the timely detection and remediation of deviations or errors. The ESG control framework for sustainability reporting will be further developed step by step, and aligned with the control system for financial reporting. Key elements such as data responsibilities, reporting process flows, and validation steps are currently being defined and embedded in the relevant internal functions. The implementation of controls at all relevant process levels is being continuously advanced. The effectiveness of the controls is reviewed on a regular basis, and the results feed into the ongoing development of the control framework. In the future, material findings are to be reported annually to the Management Board and to the Audit Committee.

Strategy

SBM-1 Strategy, Business Model, and Value Chain

Business Model and Portfolio

ams OSRAM is a provider of lighting and sensor technologies and, with its business activities, covers the entire value chain, from design and development through to the manufacture and sale of the products. ams OSRAM has its own R&D locations and a broad manufacturing structure. More information can be found in the Group Management Report, see Group Management Report, Research and Development, Group Management Report, Purchasing and Manufacturing. Business operations are structured across the BUs Opto Semiconductors (OS) and CMOS Sensors and ASICs

(CSA), which together comprise the Group's semiconductor business, and the Lamps & Systems (L&S) BU.

In the semiconductor business, ams OSRAM addresses the automotive, industrial, medical, and consumer markets with its innovative products and mainly supplies distributors and original equipment manufacturers (OEMs). The products are used in a variety of applications, for example for dynamic automotive lights, laser diodes for LiDAR systems, LED interior and outdoor lighting, lighting systems for green-houses, projection systems, and sensors based on photon counting for X-ray imaging. Furthermore, ams OSRAM provides special solutions for portable devices such as mobile phones and tablets, including display management with light sensors and camera improvements.

In the L&S BU, ams OSRAM offers a broad, leading product portfolio of traditional lighting and other solutions for the automotive (lamps and lights, LED retrofit products, replaceable LED light sources, and automotive accessories), entertainment, medical, and industrial markets. L&S supplies products to both OEMs and customers in the retrofit market (e.g. retailers) and to distributors, which in turn distribute the products to these customer groups.

The Company's activities are geographically divided into the three regional markets EMEA (Europe, Middle East and Africa), Americas (North and South America) and Asia/Pacific. The number of employees by region is disclosed in ESRS S1-6.

Sustainability in the Corporate Strategy

Sustainability forms an integral element of the newly defined corporate strategy and constitutes one of the ten focus areas in the strategic approach of ams OSRAM. Giving the business model a sustainable focus supports generating future business activities, while at the same time reducing sustainability-related risks. Further benefits include improved opportunities to access "green" financing, a high appeal to employees and potential talents, recognition by industry leaders (premium customers), cost advantages through efficient use of resources, and the perception of ams OSRAM as a trustworthy global player.

ams OSRAM pursues the goal of comprehensively integrating sustainability into its business processes. In doing so, not only economic aspects but also the expectations of relevant stakeholders, such as customers, shareholders, employees, and society are taken into consideration. The focus areas of the sustainability strategy are integrity, human rights, people, climate, circular economy, and sustainable portfolio. The sustainability strategy covers the entire value chain, from the supply chain, production, and the product portfolio through to customer value.

Based on its corporate strategy, ams OSRAM aims to develop innovations that contribute to a sustainable future, such as energy-efficient products or solutions that provide people with greater safety or well-being. ams OSRAM's products directly contribute to the Group-wide sustainability targets by reducing energy consumption and lowering CO_2 emissions. The share of revenue classified as sustainable in accordance with the EU Taxonomy criteria is disclosed, see EU Taxonomy.

ams OSRAM's corporate, product, and innovation strategy is aligned with societal megatrends such as digitalization, smart living, the Internet of Things (IoT), energy efficiency, and sustainable technologies. These help to reduce CO_2 emissions, provide clean drinking water, and promote a sustainable lifestyle. The Company's products support, among other uses, safe mobility, precise medical diagnostics, and efficient industrial applications.

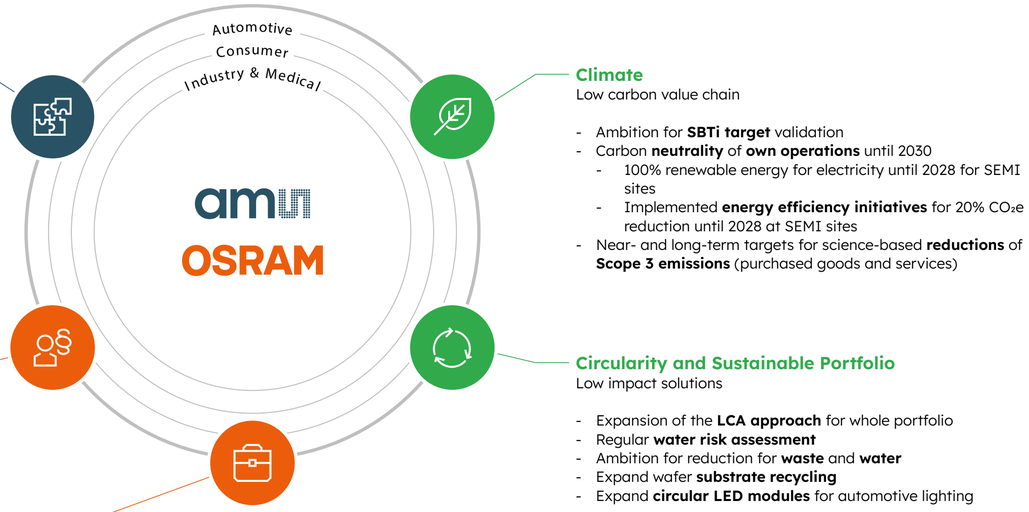
At the core of the sustainability strategy lies the challenge of strengthening the Company's resilience – one of the greatest challenges of the future – while at the same time meeting stakeholder expectations. This also includes requirements, particularly from customers, for transparency regarding products, for example with respect to their carbon footprint or circularity. To this end, ams OSRAM relies on LCAs, although implementation involves a high level of resource input due to the extensive portfolio. Customer and capital market requirements also include the validation of climate targets by the Science Based Targets initiative (SBTi); a SBTi target submission is intended over the medium term. A significant step forward was achieved in 2025 with the disclosure of product-related emissions under Scope 3. Employees play a central role in the successful implementation of the corporate strategy: Given the potential shortage of skilled workers in many regions, creating attractive and fair working conditions remains essential.

ams OSRAM's sustainability strategy encompasses targets along the entire value chain and addresses the interests of the most important stakeholders, such as customers, employees, suppliers, and the capital market.

The specific topic-related targets are explained in the respective sections.

Sustainability strategy: Creating sustainable value and positive impact with innovative light and sensor solutions

ams OSRAM portfolio contributes to: **UN Sustainable Development Goals**



Integrity
Ethical business practices and responsible sourcing

- 20% of **long-term incentive plan** of **Management Board** and other **executives remuneration** tied to climate target
- 100% of employees covered by **Code of Conduct** training
- Increase of **supply chain transparency** and execution of **due diligence**
- **Responsible digitization** with AI policy

Human Rights
Due Diligence

- 100% of **employees** covered by human rights **training**
- 100% of **own sites** covered by human rights **risk assessments**
- 100% of **suppliers** covered by human rights **risk assessments**

People
Building trust through dialogue & shared values

- 25% **women in management** until 2026
- Employee **mental well-being** and **resilience** program
- Implementation of our new **company values**

Climate
Low carbon value chain

- Ambition for **SBTi target** validation
- Carbon **neutrality** of **own operations** until 2030
  - 100% renewable energy for electricity until 2028 for SEMI sites
  - Implemented **energy efficiency initiatives** for 20% CO_2e reduction until 2028 at SEMI sites
- Near- and long-term targets for science-based **reductions** of **Scope 3 emissions** (purchased goods and services)

Circularity and Sustainable Portfolio
Low impact solutions

- Expansion of the **LCA approach** for whole portfolio
- Regular **water risk assessment**
- Ambition for reduction for **waste** and **water**
- Expand wafer **substrate recycling**
- Expand **circular LED modules** for automotive lighting

Description of the Value Chain
Given the business-specific differences involved, the following outline of the value chain distinguishes between the semiconductor business (consisting of the OS and the CSA BUs) and the L&S BU.

Semiconductor Business
At the R&D and production sites as well as in administrative functions, employees from various specialist fields and with different levels of training/education are involved in developing, manufacturing, and selling the products of the semiconductor operations and the L&S BU. In the semiconductor business, the value chain starts with R&D activities. First, ams OSRAM engages in R&D for LED technologies, lasers, and other light-emitting components. Second, sensors, integrated circuits (ICs) with embedded software and packaging solutions, as well as the corresponding manufacturing and testing processes are developed. These R&D activities and the subsequent production steps take place at sites in Europe, Asia, and North America, see ESRS 2 SBM-3. The Company procures goods and services in the environment of a complex, multi-stage supply chain; these include commodities and raw materials, such as wafers, components, process gases, and production and logistic services. In-house manufacturing is subdivided into frontend and backend activities. Initially, at the front end, multiple process stages are used to process individual microchips on the procured wafers. In the subsequent backend activities, the individual microchips are first separated and then, in the course of various stages, wired and packaged. The frontend and backend manufacturing stages are subject to testing processes. The semiconductor operations mainly supply OEMs who make products for the automotive, industrial, medical, and consumer goods sectors, as well as distributors in the relevant markets. If required, customer services are provided, including technical support and guarantee services.

L&S
In the L&S BU, R&D activities concentrate on developing lighting solutions for automotive and special applications including halogen, xenon, and signal lamps. These R&D activities as well as production and testing are conducted at sites in Germany, China, and the USA. The materials and components required for manufacturing are procured across various production stages. The manufacture of LED products relies on the above-mentioned semiconductor technology. Manufacturing of traditional products entails molding glass into tubes, adding base sockets and filaments, and filling the tubes with gases. These stages take place in China, the Czech Republic, Germany, Slovakia, and the USA. The L&S BU supplies products to both OEMs and customers in the retrofit market (e.g. retailers) and to distributors who sell products to these customer groups for the automotive, entertainment, medical, and industrial markets. Sales are supported by marketing activities and customer support, including technical support and guarantee services.

SBM-2 Interests and Views of Stakeholders

ams OSRAM is in continuous dialog with a wide range of stakeholder groups to systematically incorporate their interests into the corporate strategy and into the derivation of actions. Dialog with the most important stakeholders occurs across sites, at different management levels, and via various corporate functions, and is conducted either on a regular basis or on an ad hoc basis, depending on the format. Such stakeholders include customers, employees, owners, and investors, as well as suppliers.

Furthermore, dialog is conducted with further stakeholders such as analysts, journalists, scientists, neighbors, politicians, representatives of non-governmental organizations (NGOs), public authorities, and associations. Nature is also taken into consideration as a relevant stakeholder group with the involvement of environmental NGOs. Stakeholder interests are taken into consideration in the development of company-wide policies and frameworks, which are described in the topical sections. The following overview provides a summary of the most important stakeholders, the focus areas, and the format of engagement, as well as how the results are taken into consideration within the company:

Interests and Views of Stakeholders

Stakeholder	Thematic priorities and purpose of engagement	Results of engagement and impact on strategy/ business model	Communication channels
Consumers and end-users	- General issues linked to the customer relationship - Ensuring customer satisfaction - Implementation of regulatory requirements from different areas - Technological progress/innovations - Quality and product safety	- Influence on product development - Expansion of transparency regarding sustainability data for customers - Safeguarding the “license to operate”	- Customer Relationship Management (CRM) systems - Participation in trade fairs - Direct exchange - Tech Days - Customer service
Own workforce	- General economic and company trends - Implementation of the strategy - Technological trends and product themes - Employee retention and development - Performance reviews - Occupational health and safety	- Works council agreements - Individual development plan - Global initiatives such as the Mental Health Program - Follow-up actions from the employee survey	- Town hall meetings - Web chats with the Management Board/ management - Annual performance management process between manager and employee - Tech Talks - Employee surveys (OHI) - Webinars - Works council and workers’ representatives on the Supervisory Board - Direct exchange with non-employees
Owners and investors	- Interaction on the interests of the owners, investors, and providers of outside capital - Approving the actions of the Management and Supervisory Boards at the Annual General Meeting - Consultation on the agenda of the Annual General Meeting items - Information exchange on business performance and implementation of the strategy	- Investment decisions - Analyst reports - Annual General Meeting decisions	- Annual General Meeting - Investor conferences/roadshows - Analyst calls
Suppliers/value chain workers (indirect)	- Issues linked to the business relationship - Further development of supplier relationships - Business and sector trends - Mutual requirements (e.g. sustainability)	- Development plans - Expanding transparency in relation to sustainability data in the upstream value chain - Ensuring compliance with German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz”, LkSG)	- IT tool-based communication with existing suppliers - Direct exchange with suppliers

Through regular dialog, stakeholders’ interests were taken into consideration in the assessment of IROs as part of the double materiality assessment. In addition to the formats mentioned above, stakeholders were involved as described in more detail in section ESRS 2 IRO-1.

ams OSRAM’s corporate strategy is also aligned with the expectations of key stakeholders, in particular employees, customers, and the capital market. The strategy includes ESG as a central driver and places a focus on climate-related targets. Stakeholder sustainability requirements are monitored by the relevant corporate functions, including with customer questionnaires and ESG ratings, for example. Employee-related topics are incorporated via managers, dialog formats, and the employee survey (Organizational Health Index, OHI). No further steps are planned at present. The corporate strategy is not aimed at changing stakeholder relationships, but at more strongly integrating their interests and perspectives into corporate development. This integration is based on insights gained from dialog with various stakeholder groups.

ams OSRAM thereby takes into consideration the rights, interests, and viewpoints of its own employees, the workers in the value chain (via engagement with suppliers), as well as consumers and end-users, particularly in relation to respect for human rights. The strategic direction and the business model are reviewed on a regular basis to determine whether material impacts arise for such groups. Where necessary, adjustments are made to avoid or mitigate potential negative effects. The inclusion of the aforementioned stakeholder groups, as well as other relevant stakeholder groups, is presented in the table above. For each group, the table shows the key thematic priorities and the purpose of the engagement, the results of the engagement, and the communication channels used.

In addition to the aforementioned engagement formats, an established whistleblower system applies in cases of suspected breaches of the company's principles, or in the event of negative impacts on stakeholders, particularly in relation to human rights, environmental protection, integrity, and compliance. The underlying processes, including stakeholder engagement, are described in section ESRS G1-1.

The Management Board is informed on a quarterly basis about the further development of the material sustainability matters, including significant developments relating to the material IROs. Overall oversight lies with the ESG Committee, which reviews the IROs as part of an annual evaluation.

SBM-3 Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

As part of the double materiality assessment in accordance with the requirements of ESRS, see ESRS 2 IRO-1, actual and potential, positive and negative impacts arising from the business activities of ams OSRAM on the environment, people, and society, as well as the resultant financial risks and opportunities for the Company along the entire value chain, were identified. The material IROs are presented in the following table.

Topic	Sub-topic	IRO	Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Environment								
E1 Climate Change	Climate change adaptation	Risk		■				■
	Climate change mitigation	Impact (negative, actual)	■	■	■	■	■	■
		Opportunity		■		■	■	■
	Energy	Impact (negative, actual)		■		■	■	■
E2 Pollution	Pollution of air	Impact (negative, actual)	■			■	■	■
	Pollution of water	Impact (negative, actual)	■			■	■	■
	Substances of very high concern	Risk		■				■
E3 Water and Marine Resources	Water consumption	Impact (negative, actual)		■		■	■	■
E5 Resource Use and Circular Economy	Resources inflows, including resource use	Risk		■				■
	Waste	Impact (negative, actual)		■			■	■

Topic	Sub-topic	IRO	Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Social								
S1 Own Workforce	Diversity	Impact (positive, actual)		■		■	■	■
	Gender equality and equal pay for work of equal value	Impact (negative, actual)		■		■		
	Health and safety	Impact (negative, potential)		■		■		
S2 Workers in the Value Chain	Child labor	Impact (negative, potential)	■			■	■	■
	Forced labor	Impact (negative, potential)	■			■	■	
	Working conditions – working time	Impact (negative, actual)	■			■	■	
S4 Consumers and End-users	Personal safety of consumers and/or end-users	Impact (positive, actual)		■	■	■	■	■
Governance								
G1 Business Conduct	Corporate culture	Impact (positive, potential)		■		■	■	■
	Corruption and bribery; prevention and detection including training	Risk		■		■	■	■
	Management of relationships with suppliers including payment practices	Impact (negative, potential)	■			■	■	

Moreover, no Group-specific IROs were identified beyond the topics defined by the ESRS. The management of the identified IROs, including actions and objectives, is described in the respective topical sections.

The actual and potential effects of the identified IROs on the strategy, business model, value chain, and decision-making, as well as their interdependencies and the actions developed to address them, are reviewed continuously. Neither the identified IROs nor the actions taken and planned led to any modification of the strategy or the business model in the reporting year. Even in the short- to medium-term, no corresponding impact is expected.

In connection with the material sustainability-related risks and opportunities, no events occurred in the reporting year that led to material financial effects. Furthermore, no indications exist that in the next reporting year a significant risk exists of a need for a material adjustment to the assets and liabilities recognized in the related financial statements.

Resilience Analysis

ams OSRAM sees itself as well positioned for the future. The semiconductor industry can be described as a key to digitalization and enables numerous applications that are deployed in many sectors. The semiconductor industry is also an important economic sector that directly and indirectly creates jobs and contributes to economic development with high levels of investment.

At the same time, products and solutions incorporating semiconductors for end consumers often have positive effects on nature and/or climate change mitigation and society. Accordingly, the products developed by ams OSRAM can contribute to the transition toward a decarbonized economy. For this reason, improving energy efficiency is a key criterion for customers' purchasing decisions and satisfaction. In ams OSRAM's automotive lighting business, demand for halogen lamps is diminishing. At the same time, the product portfolio is being expanded to include modern, replaceable LED light sources that are more energy-efficient. As the semiconductor industry is highly energy-intensive, the activities of ams OSRAM itself and of the companies in its supply chain will in the future benefit from generally low CO_2 energy supplies, particularly with green electricity. This development also helps to reduce the products' emissions during the use phase.

To investigate resilience to climate risks, in 2024 ams OSRAM conducted an analysis of physical and transition risks over various time horizons and scenarios, which are described in the section ESRS 2 IRO-1. Given that its products are energy-efficient, combating global climate change and the responsible use of resources offers ams OSRAM a substantial business opportunity. The implementation of the "increased demand for energy-efficient products" opportunity is a key component of the corporate strategy as well as the current and future technology and product roadmap and is intended to help strengthen the resilience of the business model. The identified physical and transition risks were included in the resilience analysis.

To strengthen innovative capabilities and to develop its future portfolio, ams OSRAM utilizes public-sector programs and funding opportunities. In personnel development, ams OSRAM pursues a strategy that addresses not only the individual skills and interests of its employees but also the corporate and technological developments in the relevant industry, as well as general behavioral trends. Regulatory requirements are anticipated at an early stage with continuous monitoring via membership in industry associations. Moreover, cooperation between the relevant BUs to incorporate regulatory changes into product and service development at an early stage is being continued.

ams OSRAM considers itself to be resilient to climate change in the short-, medium- and long-term. As an enabler of more energy efficiency, ams OSRAM considers access to capital to remain available in the future, whether via the described funding projects or potential green financing instruments (such as green bonds).

Management of Impacts, Risks, and Opportunities

IRO-1 Description of the Processes to Identify and Assess Material Impacts, Risks, and Opportunities

Double Materiality Assessment – Process and Methodology
Pursuant to ESRS, sustainability matters are to be assessed on the basis of double materiality. This comprises two dimensions: impact materiality and financial materiality.

From an impact perspective (“inside-out”), a sustainability matter is material if it relates to the company’s actual or potential, positive or negative impacts on people or the environment over the short-, medium- or long-term. From a financial perspective (“outside-in”), a sustainability matter is material if it triggers, or is likely to trigger, material financial implications for ams OSRAM. This is the case if the financial position, financial performance, cash flows, access to financing or the cost of capital are affected over the short-, medium- or long-term, thereby impairing the company’s ability to create value for its stakeholders.

The materiality assessment in accordance with ESRS, based on the principle of double materiality, was conducted for the first time in 2024. The identification and assessment of IROs was based on an analysis of the value chain in relation to ams OSRAM’s own business activities as well as to its upstream and downstream activities, see ESRS 2 SBM-1. IROs were generally observed at the level of the ams OSRAM Group. Potential differences for specific sites or units were taken into consideration.

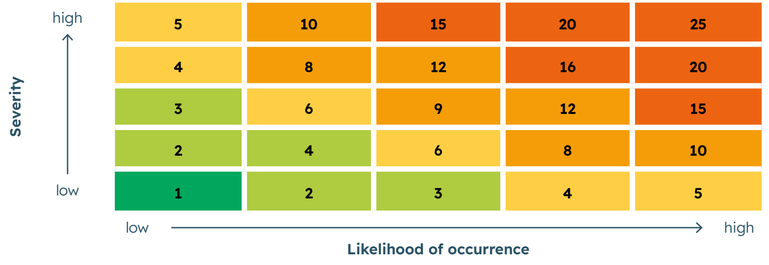
In identifying and subsequently assessing the IROs, the results of internal analyses (such as the climate risk analysis) and due diligence processes were integrated with the involvement of in-house experts. Furthermore, sector standards (such as ENCORE, SASB standards for Semiconductors and Electrical & Electronic Equipment), as well as ESG ratings, customer questionnaires, and peer reporting were analyzed to identify further potentially relevant sustainability matters and impacts. All topics listed in ESRS 1 AR 16 were taken into consideration for the identification of IROs in connection with ams OSRAM’s business activities and value chain. No further Group-specific topics were identified. The list of IROs was validated with in-house experts and checked for completeness. The identified IROs were initially assessed in joint workshops of the Accounting and Sustainability Departments. The assessment was reviewed by selected in-house experts from all relevant business areas. The detailed assessment methodology is described below. The results of the materiality assessment were also validated by means of an external stakeholder survey (questionnaire).

In the 2025 financial year, the existing materiality assessment was reviewed in order to validate the 2024 results and to further refine the assessment of topics. This constituted a further development of the existing approach, without any fundamental change to the methodology or a complete re-assessment compared to the previous year. The validation of the results was performed by in-house experts; external stakeholders were not involved in this cycle. The results of the materiality assessment were approved by the Management Board and acknowledged with approval by the Supervisory Board.

Impact Materiality
The assessment of impact materiality was conducted both for the company’s own operations, taking into consideration differences between the various BUs, and for the upstream and downstream value chain, see ESRS 2 SBM-1.

For the assessment of positive and negative impacts, the criteria in accordance with ESRS – severity (scale, scope, and irremediability) as well as probability of occurrence – were rated on a scale from 1 to 5. A probability of occurrence of 5 was considered to represent an actual impact. Positive impacts were assessed on the basis of scale, scope, and probability of occurrence, while negative impacts were assessed based on scale, scope, irremediability, and probability of occurrence. In the case of potential negative impacts on human rights, the severity of impact takes precedence over the probability of occurrence. The assessment was conducted for the short-, medium- and long-term time horizons.

The score for each impact was calculated as follows: score = average (scale, scope, irremediability [for negative impacts]) × probability of occurrence. As a consequence, the scores can lie between 1 and 25. All impacts with a score (severity × probability of occurrence) of 15 or higher are considered material. The materiality of each (sub-)topic was assessed on the basis of the highest score of the respective impacts across the three time horizons. The following table illustrates the approach, taking into consideration the scales from low to high as defined by the European Financial Reporting Advisory Group (EFRAG), with “high” representing the most significant, and thereby material, impacts (score of 15 or more).



Financial Materiality
The assessment of impact materiality and financial materiality was conducted as an integrated process. As part of this process, the company's dependencies on social and natural resources were analyzed to understand how changes in these areas can give rise to risks and opportunities. In addition, a link was also established between the identified impacts and the corresponding risks and opportunities in order to obtain a comprehensive view of the potential financial effects.

In assessing financial materiality, risks and opportunities arising from past and future events were also taken into consideration, even if these lie outside the company's control. Dependencies on natural, human, and social resources were taken into consideration, as their availability, quality, and cost or the stability of the corresponding business relationships, may entail financial risks or opportunities for ams OSRAM.

Pursuant to ESRS, the assessment of risks and opportunities was based on a rating of both the potential extent of the financial impact and the probability of occurrence on a scale from 1 to 5. The assessment was conducted for the short-, medium- and long-term time horizons. The score was calculated in line with ams OSRAM's risk management methodology: Score = 2 × scale + probability of occurrence. As a consequence, the scores can lie between 1 and 15. All risks and opportunities with a score of 10 or higher are considered material, based on ams OSRAM's Company-wide risk management. The materiality of (sub-)topics was assessed based on the highest score of the respective risks and opportunities across the three time horizons.

ams OSRAM operates a systematic risk management system (ERM) to identify, assess, monitor, and manage risks. Risks that could jeopardize the Group's continued existence as a going concern, or the achievement of strategic, operational, financial and compliance-related objectives, are consequently to be identified at an early stage and mitigated by appropriate actions. Sustainability-related risks, such as transition and physical climate risks, are also included in the ERM. These are not considered separately, but are systematically integrated into the ERM. All identified risks currently lie below the defined ERM thresholds. Accordingly, under the ERM logic, their potential financial effects do not need to be assessed. The existing risk management system is continuously refined and adapted in order to meet changing internal and external requirements. Impacts do not form part of ams OSRAM's ERM at present. While ERM focuses on the systematic identification, assessment, and management of enterprise-related risks, the strategy, planning, and controlling processes concentrate on identifying and realizing business opportunities.

Stakeholder Engagement
To validate the results of the materiality assessment with a special focus on the assessment of impacts, both affected stakeholders and users of sustainability reports were included:

Stakeholder Engagement in the Materiality Assessment

Stakeholder group	Consultation to validate the materiality assessment
Banks, investors, and rating agencies	Yes
Shareholders, owners	Yes
Supervisory Board	Yes
Employees (workers' representatives)	Yes
Business partners, suppliers	Yes
Customers	Yes
Nature (NGOs)	Yes
Value chain workers	No
Affected communities[1]	No
Press and media	No
Authorities	No

The results of the double materiality assessment were reflected back to stakeholders by means of a comprehensive online questionnaire, in which they validated the results at the level of the (sub-)topics. The majority of stakeholders agreed with the results. Isolated divergent feedback, regarding biodiversity, for example, was discussed internally and with stakeholders and did not lead to any changes to the material topics in the 2025 reporting year. The methodology for stakeholder engagement will be further developed in the future to take the diverse perspectives into consideration as effectively as possible.

[1] Including indigenous communities

Processes to Identify Potential Material IROs Related to Climate Change
As an industrial corporation, ams OSRAM primarily contributes to climate change via GHG emissions associated with the manufacturing of its products. In addition, climate-relevant emissions also arise in the upstream and downstream value chain. For this reason, as part of its climate strategy ams OSRAM commits to reducing emissions; see Targets in ESRS E1-4.

ams OSRAM records and reports its GHG emissions in accordance with the recognized Greenhouse Gas Protocol and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). ams OSRAM thus subdivides its emissions into:

- Scope 1: direct emissions from the use of energy sources and of gases with climate-relevant characteristics that are used in manufacturing processes and cannot be completely broken down in the exhaust gas flow,
- Scope 2: indirect emissions resulting from the use of secondary energy sources such as electricity or district heating,
- Scope 3: emissions that occur upstream or downstream in the value chain and are attributable to the Company.

The calculated emissions were included in the evaluation of climate-related IROs, see ESRS 2 IRO-1.

Climate Risks
ams OSRAM conducted a climate risk analysis in 2024, in which climate-related opportunities and risks were identified for both physical risks and transition risks, hereinafter also referred to as transition risks.

The identification of the physical climate risks was conducted in a first step by a recognized service provider of climate data and climate simulation models. In the process, 29 climate-related risks and hazards (acute and chronic) were geo-located for 22 key ams OSRAM sites (production, R&D, administration, and logistics), two important supplier sites, and three important customer sites, and analyzed taking into consideration various scenarios and time horizons. In a second step, the sites identified as exhibiting potentially significant risks were subjected to a more detailed analysis. This included a review of local hazard zoning plans, including measures such as municipal flood protection. Moreover, site-specific preparedness measures

were taken into consideration, including structural measures such as reinforced roofs, embankments or rainwater drainage systems. A review of any damage that had occurred in the past was also included.

The identification of transition risks and opportunities was initially conducted by identifying potentially significant risks and opportunities in the areas of regulation (current and future), markets, technology, reputation, assets, and operations. As with the physical risks, these were then assessed in accordance with the methodology defined in the ERM system in terms of probability and magnitude, taking into consideration existing risk mitigation actions or risk mitigation actions that have been proposed or are being evaluated.

Time Horizons and Uncertainties
The short- to medium-term assessment covers the period up to 2030. The long-term assessment was based on long-term climate data projections and/or the scenarios mentioned below for the period 2031 to 2050. Long-term assessments of climate risks are subject to significant uncertainties, as they are based on complex and changing scientific, political, and economic frameworks.

Assumptions and Scenarios
The following assumptions and scenarios were used to identify and assess physical climate risks:

- Short- to medium-term physical climate risks are based on information and data on events from 2011 onwards, projected to 2030. As climate modeling is oriented further into the future, it was not applicable here.
- The long-term analysis of physical climate risks was conducted on the basis of four climate scenarios, the so-called Representative Concentration Pathways (RCP) 2.6, 4.5, 6.0, and 8.5, and, where data were available, the newly developed Shared Socioeconomic Pathways (SSPs). The focus was on the worst-case scenario “fossil-fueled development” (RCP 8.5/SSP 5). SSP 5 assumes the increased exploitation of fossil-fuel resources and an energy-intensive lifestyle globally.
- The assessment of transition risks and opportunities is based on assumptions from climate-compatible scenarios of the International Energy Agency (in particular NZE 2050 and SDS), which are consistent with the Paris 1.5°C target. No model values were adopted. Instead, ams OSRAM used these assumptions as a reference and supplemented them with industry-specific assessments of the energy transition and its impact on regulation as well as on demand for rare earths, semiconductors, and energy-efficient technologies.

The results of the analysis described can be found in ESRS E1 SBM-3.

The climate scenarios used are generally consistent with the assumptions applied in the preparation of the Consolidated Financial Statements and with the disclosures in the Notes to the Consolidated Financial Statements, see Notes to the Consolidated Financial Statements, Note 1. The identified risks, where relevant in the short-term, are incorporated into the ERM. Medium- and long-term risks are subject to regular monitoring and are discussed annually with the CFO and the relevant units. For all risks identified as material, a potential occurrence has been assessed as medium- or long-term. For this reason, the duration of the transition risks cannot be estimated at present.

Processes to Identify Potential Material IROs Related to Pollution
As part of the double materiality assessment the Company’s own operations and value chain were analyzed for potential and actual positive and negative IROs related to pollution ESRS 2 IRO-1. No site-specific analysis of ams OSRAM’s individual locations was performed. The activities of ams OSRAM’s BUs were reviewed, as part of Taxonomy reporting, in relation to the use of substances in accordance with Annex I, Appendix C of Delegated Regulation (EU) 2021/2139 EU Taxonomy. The results were taken into consideration accordingly in the materiality assessment.

Affected communities were not explicitly consulted on the topic of pollution as part of these analyses. Information was incorporated in line with the formats described in SBM-2 as well as within the materiality assessment process.

Processes to Identify Potential Material IROs Related to Water
As part of the double materiality assessment the company’s own operations and value chain were analyzed for potential and actual positive and negative IROs related to water ESRS 2 IRO-1. It examines both the water withdrawal volume and the type and scale of wastewater discharge at the sites. To identify bottlenecks in water availability at an early stage, water demand at the company’s sites is subjected to a risk analysis each year using the Aqueduct Water Risk Atlas. In this context, both water withdrawals and the type and volume of wastewater discharges at the sites are taken into consideration. Data on wastewater volume per individual location are collected every year.

For sites with direct water discharge, compliance with the stipulations of the EU Water Framework Directive (WFD) is verified via local discharge permits. ISO 14001 certification (International Organization for Standardization) of a site ensures that an effective water management system has been established. If unacceptable water risks are detected, suitable countermeasures are introduced to avoid production bottlenecks that may result from rationed water supplies. Where no formal Environmental Impact Assessment (EIA) is available, alternative permitting processes (e.g. official site permits) are used to ensure that all water-relevant requirements are met.

Furthermore, as part of the Taxonomy reporting, the activities of the BUs as well as the individual sites of ams OSRAM were reviewed in accordance with Annex I, Appendices B and D of Delegated Regulation (EU) 2021/2139, see EU Taxonomy. The results of the aforementioned analyses were taken into consideration accordingly in the materiality assessment.

At present, water availability is not classified as critical at any ams OSRAM site. However, the risk analyses indicate increased water risk exists at the sites in Wuxi and Foshan (China) and in Calamba (Philippines), as a consequence of which the volumes withdrawn at these sites are reported as withdrawals in water-stressed areas. Developments in Malaysia, where two major semiconductor manufacturing facilities are located, continue to be monitored. In addition, business activities in Malaysia, the Philippines, and Singapore could be increasingly affected by water stress in the future. At all semiconductor sites, water is essential for manufacturing and cooling. Both water withdrawal volume and the type and volume of wastewater discharge at these sites are continuously monitored. Continuous efforts are being made to reduce water consumption in order to utilize resources efficiently. It may be necessary to intensify these efforts in the future, which could require additional investments. Furthermore, rising water costs could have a negative impact on operating costs.

Affected communities were not explicitly consulted on the topic of water and marine resources as part of these analyses. Information was incorporated in line with the formats described in SBM-2, as well as within the materiality assessment process.

Processes to Identify Potential Material IROs Related to Biodiversity
As part of the double materiality assessment the company's own operations and value chain were analyzed for potential and actual positive and negative IROs related to biodiversity, see ESRS 2 IRO-1. In alignment with global political developments such as the CBD COP 15 (15th United Nations Biodiversity Conference of the Parties to the UN Convention on Biological Diversity, 2022, Montréal (Canada)) and the Post-2020 Global Biodiversity Framework, as well as corresponding market initiatives, ams OSRAM recognizes biodiversity as an increasingly important sustainability matter. For this reason, the approach to biodiversity risk assessment described below was applied in order to understand the actual and potential impacts.

The most important operating sites are located in Asia, Europe, and the USA. To identify their site-specific dependencies and impacts on biodiversity, three mutually supplementary instruments were utilized:

- **WWF Biodiversity Risk Filter:** This tool enables the identification of hotspots at operating sites, and delivers spatially high-resolution data relating to biodiversity and freshwater ecosystems at global level. It offers site- and sector-specific evaluations of physical and reputation-related risks related to biodiversity, taking into consideration factors such as the condition of ecosystems, the presence of threatened species, and the impacts of human activities.
- **The Natura 2000 Network Viewer:** This tool provides data relating to areas of communal importance and special protected areas within the European Natura-2000 Network. The Natura-2000 Viewer supplements the results of the WWF Risk Filter and provides additional insights into interactions with protected areas. Combining the information from both these tools provides a comprehensive understanding of the impacts on biodiversity.
- **Integrated Biodiversity Assessment Tool (IBAT):** Biodiversity sites close to the production locations in Asia and the USA were evaluated using the free version of IBAT. Biodiversity-sensitive areas were identified on the basis of this mapping.

All sites were mapped using the WWF Biodiversity Risk Filter, and no material risks were identified. Moreover, the proximity of the sites to biodiversity-sensitive areas was calculated applying a 10 km buffer (2.5 km in the USA). This radius is regarded as the most appropriate according to the specialist literature. The initial assessment showed that the sites have only low impact on these protected areas. For this reason, no remedial actions are necessary or planned at present. A review was also conducted to examine whether communal management plans exist for all protected areas located within these buffer zones.

No detailed scenario analysis was conducted for systemic, transition, and physical risks related to biodiversity, as no material impacts or risks were identified on the basis of the analysis described above. Furthermore, as part of the Taxonomy reporting, the activities of the BUs as well as the individual sites of ams OSRAM were reviewed in accordance with Annex I, Appendix D of Delegated Regulation (EU) 2021/2139, see EU Taxonomy.

Affected communities were not explicitly consulted on the topic of biodiversity and ecosystems as part of these analyses. Information was incorporated in line with the formats described in SBM-2 as well as within the materiality assessment process.

Processes for Identifying Potential Material IROs Related to Resource Use and Circular Economy
As part of the double materiality assessment the Company's own operations and value chain were analyzed for potential and actual positive and negative IROs related to resource use and circular economy, see ESRS 2 IRO-1. This assessment focused on the extraction, use, and disposal of primary and secondary raw materials. In accordance with the EHS Policy (Environmental Health & Safety, EHS), the impacts of the Company's activities are carefully considered, and the effects on human health and the environment are assessed by integrating risk control, development, and energy efficiency measures into every stage of the value chain.

The procurement volume is examined each year concerning governance-related (business ethics and human rights), social (labor, health, and safety), and ecological risks. In the case of the latter, there is a risk of non-compliance with environmental regulations. To prevent such risks, a number of processes are in place as part of the management system. Environmental risk is calculated using the Responsible Business Alliance (RBA) risk assessment platform. This abstract risk rating is based on an array of criteria that allow geographical and product-related risk ratings to be carried out. In a second step, the supplier risk is individually assessed using existing certificates, self-assessments (Corporate Responsibility Self-Assessment, CRSA), sustainability evaluations, and other information. The suppliers can also be asked to undergo an audit (Corporate Responsibility Audit), such as according to the RBA standard. The results of the aforementioned analyses were taken into consideration in the materiality assessment.

Affected communities were not explicitly consulted on the topic of resource use and circular economy as part of these analyses. Information was incorporated in line with the formats described in SBM-2 as well as within the materiality assessment process, see ESRS 2 SBM-2.

Processes for Identifying Potential Material IROs Related to Business Conduct Matters
As part of the double materiality assessment the Company's own operations and value chain were analyzed for potential and actual positive and negative IROs related to business conduct, see ESRS 2 IRO-1. The materiality assessment was supported by the Company's general compliance risk process. To identify compliance risks at an early stage and counter them appropriately, annual risk assessments are carried out at selected Group entities and BUs on all compliance issues. Taking into consideration a categorization of Group companies in risk groups on the basis of the Transparency International's ranking, the companies to be audited are selected using a risk-based approach and the risk analysis is performed. Key corporate functions are also scrutinized with regard to their risk potential. Significant compliance risks are likewise the subject of risk management at Group level and in the relevant reporting.

Insights gained from complaints submitted via the grievance mechanism process were also incorporated into the process. In cases where risks or violations are identified, appropriate remedial measures are implemented to address and prevent the recurrence of the issues concerned.

IRO-2 Disclosure Requirements in ESRS Covered by the Undertaking's Sustainability Statement

ams OSRAM identified the information to be disclosed by means of the materiality assessment, see ESRS 2 IRO-1. On this basis, the materiality and applicability of individual data points were evaluated. Disclosures for which a phase-in option exists or which are voluntary were taken into consideration only in exceptional cases. As reporting in accordance with ESRS requirements is currently being established, some disclosures were excluded from the Sustainability Report 2025, see ESRS 2 BP-1. The disclosure requirements that are material for ams OSRAM are presented in the following ESRS Index:

ESRS Index

Disclosure Requirement		Section
General Disclosures		
ESRS 2 BP-1	General basis for preparation of the sustainability statements	ESRS 2
ESRS 2 BP-2	Disclosures in relation to specific circumstances	ESRS 2
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	ESRS 2
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	ESRS 2
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	ESRS 2
ESRS 2 GOV-4	Statement on due diligence	ESRS 2
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	ESRS 2
ESRS 2 SBM-1	Strategy, business model and value chain	ESRS 2
ESRS 2 SBM-2	Interests and views of stakeholders	ESRS 2
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS 2
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	ESRS 2
ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	ESRS 2
Environment		
ESRS E1 Climate Change		
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	ESRS 2
ESRS E1-1	Transition plan for climate change mitigation	ESRS E1
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS E1
ESRS 2 IRO-1	Description of the processes to identify and assess climate-related material impacts, risks and opportunities	ESRS 2
ESRS E1-2	Policies related to climate change mitigation and adaptation	ESRS E1
ESRS E1-3	Actions and resources in relation to climate change strategies	ESRS E1
ESRS E1-4	Targets related to climate change mitigation and adaptation	ESRS E1
ESRS E1-5	Energy consumption and mix	ESRS E1
ESRS E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	ESRS E1
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	not reported, phase-in
ESRS E2 Pollution		
ESRS 2 IRO-1	Description of the processes to identify and assess impacts, risks and opportunities related to pollution	ESRS 2
ESRS E2-1	Policies related to pollution	not reported, scope-out
ESRS E2-2	Actions and resources in relation to pollution	ESRS E2
ESRS E2-3	Targets related to pollution	ESRS E2
ESRS E2-5	Substances of concern and substances of very high concern	not reported, scope-out
ESRS E3 Water and Marine Resources		
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to water and marine resources	ESRS 2
ESRS E3-1	Policies related to water and marine resources	ESRS E3
ESRS E3-2	Actions and resources related to water and marine resources	not reported, scope-out
ESRS E3-3	Targets related to water and marine resources	not reported, scope-out
ESRS E3-4	Water consumption	ESRS E3
ESRS E5 Resource Use and Circular Economy		
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to resource use and circular economy	ESRS 2
ESRS E5-1	Policies related to resource use and circular economy	ESRS E5
ESRS E5-2	Actions and resources related to resource use and circular economy	ESRS E5
ESRS E5-3	Targets related to resource use and circular economy	ESRS E5
ESRS E5-4	Resource inflows	ESRS E5
ESRS E5-5	Resource outflows	ESRS E5
ESRS E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	not reported, phase-in
Social		
ESRS S1 Own Workforce		
ESRS 2 SBM-2	Interests and views of stakeholders	ESRS 2
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS S1
ESRS S1-1	Policies related to own workforce	ESRS S1
ESRS S1-2	Processes for engaging with own workforce about impacts	ESRS S1
ESRS S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	ESRS S1
ESRS S1-4	Taking action on material impacts, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	not reported, scope-out
ESRS S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S1
ESRS S1-6	Characteristics of the undertaking's employees	ESRS S1
ESRS S1-7	Characteristics of non-employees in the undertaking's own workforce	ESRS S1

Disclosure Requirement		Section
ESRS S1-9	Diversity metrics	ESRS S1
ESRS S1-11	Social protection	not reported, phase-in
ESRS S1-14	Health and safety metrics	ESRS S1
ESRS S1-15	Work-life balance metrics	not reported, phase-in
ESRS S1-16	Compensation metrics (pay gap and total compensation)	not reported, scope-out
ESRS S1-17	Incidents, complaints and severe human rights impacts	ESRS S1
ESRS S2 Workers in the Value Chain		
ESRS 2 SBM-2	Interests and views of stakeholders	ESRS 2
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS S2
ESRS S2-1	Policies related to value chain workers	ESRS S2
ESRS S2-2	Processes for engaging with value chain workers about impacts	ESRS S2
ESRS S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	ESRS S2
ESRS S2-4	Taking action on material impacts, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches	not reported, scope-out
ESRS S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S2
ESRS S4 Consumers and End-users		
ESRS 2 SBM-2	Interests and views of stakeholders	ESRS 2
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS S4
ESRS S4-1	Policies related to consumers and end-users	ESRS S4
ESRS S4-2	Processes for engaging with consumers and end-users about impacts	ESRS S4
ESRS S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	ESRS S4
ESRS S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	ESRS S4
ESRS S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S4
Business conduct		
ESRS G1 Business Conduct		
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	ESRS 2
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, opportunities and risks	ESRS 2
ESRS G1-1	Corporate culture and business conduct policies	ESRS G1
ESRS G1-2	Management of relationships with suppliers	ESRS G1
ESRS G1-3	Prevention and detection of corruption and bribery	ESRS G1
ESRS G1-4	Confirmed incidents of corruption or bribery	ESRS G1

List of data points in general and topical standards arising from other EU legislation

Disclosure requirement	Data point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS 2 GOV-1	21d	Board's gender diversity paragraph	■		■		material	ESRS 2
ESRS 2 GOV-1	21e	Percentage of Board members who are independent			■		material	ESRS 2
ESRS 2 GOV-4	30	Statement on due diligence	■				material	ESRS 2
ESRS 2 SMB-1	40d i	Involvement in activities related to fossil fuel activities	■				material (not reported, as not applicable)	
ESRS 2 SMB-1	40d ii	Involvement in activities related to chemical production	■	■	■		material (not reported, as not applicable)	
ESRS 2 SMB-1	40d iii	Involvement in activities related to controversial weapons	■		■		material (not reported, as not applicable)	
ESRS 2 SMB-1	40d iv	Involvement in activities related to cultivation and production of tobacco			■		material (not reported, as not applicable)	
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				■	material	ESRS E1
ESRS E1-1	16g	Undertakings excluded from Paris-aligned Benchmarks		■	■		material	ESRS E1
ESRS E1-4	34	GHG emission reduction targets	■	■	■		material	ESRS E1
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	■				material	ESRS E1
ESRS E1-5	37	Energy consumption and mix	■				material	ESRS E1
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	■				material	ESRS E1
ESRS E1-6	44	Gross Scopes 1, 2, 3 and Total GHG emissions	■	■	■		material	ESRS E1
ESRS E1-6	53-55	Gross GHG emissions intensity	■	■	■		material	ESRS E1
ESRS E1-7	56	GHG removals and carbon credits				■	not material	
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks paragraph			■		material (not reported, phase-in)	
ESRS E1-9	66a	Disaggregation of monetary amounts by acute and chronic physical risk		■			material (not reported, phase-in)	
ESRS E1-9	66c	Location of significant assets at material physical risk		■			material (not reported, phase-in)	
ESRS E1-9	67c	Breakdown of the carrying value of real estate assets by energy-efficiency classes		■			material (not reported, phase-in)	
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			■		material (not reported, 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	■				material	ESRS E3
ESRS E3-1	13	Sustainable oceans and seas	■				material (not reported, as not applicable)	
ESRS E3-1	14	Sustainable oceans and seas	■				material (not reported, as not applicable)	
ESRS E3-4	28c	Total water recycled and reused	■				material	ESRS E3
ESRS E3-4	29	Total water consumption in m3 per net revenue on own operations	■				material	ESRS E3
ESRS 2 IRO-1 – E4	16a i		■				not material	
ESRS 2 IRO-1 – E4	16b		■				not material	
ESRS 2 IRO-1 – E4	16c		■				not material	
ESRS E4-2	24b	Sustainable land/agriculture practices or policies	■				not material	
ESRS E4-2	24c	Sustainable oceans/seas practices or policies	■				not material	
ESRS E4-2	24d	Policies to address deforestation	■				not material	
ESRS E5-5	37d	Non-recycled waste	■				material	ESRS E5
ESRS E5-5	39	Hazardous waste and radioactive waste	■				material	ESRS E5
ESRS 2 SBM3 – S1	14f	Risk of incidents of forced labor	■				material	ESRS S1
ESRS 2 SBM3 – S1	14g	Risk of incidents of child labor	■				material	ESRS S1

Disclosure requirement	Data point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S1-1	20	Human rights policy commitments	■				material	ESRS S1
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8			■		material	ESRS S1
ESRS S1-1	22	Processes and actions to prevent trafficking in human beings	■				not material	
ESRS S1-1	23	Workplace accident prevention policy or management system	■				material	ESRS S1
ESRS S1-3	32c	Grievance/complaints handling mechanisms	■				material	ESRS S1
ESRS S1-14	88 b/c	Number of fatalities and number and rate of work-related accidents	■		■		material	ESRS S1
ESRS S1-14	88e	Number of days lost to injuries, accidents, fatalities or illness	■				material	ESRS S1
ESRS S1-16	97a	Unadjusted gender pay gap	■		■		material (not reported, scope-out)	
ESRS S1-16	97b	Excessive CEO pay ratio	■				material (not reported, scope-out)	
ESRS S1-17	103a	Incidents of discrimination	■				material	ESRS S1
ESRS S1-17	104a	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	■		■		material	ESRS S1
ESRS 2 SBM3 – S2	11b	Significant risk of child labor or forced labor in the value chain	■				material	ESRS S2
ESRS S2-1	17	Human rights policy commitments	■				material	ESRS S2
ESRS S2-1	18	Policies related to value chain workers	■				material	ESRS S2
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	■		■		material	ESRS S2
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8			■		material	ESRS S2

Disclosure requirement	Data point	Description	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Section
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	■				material (not reported, scope-out)	
ESRS S3-1	16	Human rights policy commitments	■				not material	
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights 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	■				material	ESRS S4
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	■		■		material	ESRS S4
ESRS S4-4	35	Human rights issues and incidents	■				material	ESRS S4
ESRS G1-1	10b	United Nations Convention against Corruption	■				material	ESRS G1
ESRS G1-1	10d	Protection of whistle-blowers	■				not material	
ESRS G1-4	24a	Fines for violation of anti-corruption and anti-bribery laws	■		■		material	ESRS G1
ESRS G1-4	24b	Standards of anti-corruption and anti-bribery	■				material	ESRS G1

ESRS E1

Climate Change

EU Taxonomy

Disclosures pursuant to Article 8 of Regulation (EU) 2020/852

Introduction and Strategic Context
Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investments (the EU Taxonomy Regulation) creates a uniform classification system for defining environmentally sustainable economic activities and enhances transparency to steer capital flows toward sustainable investments. The six environmental objectives of the EU Taxonomy Regulation as per Commission Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 are:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

To be classified as taxonomy-aligned, an economic activity must not only be deemed taxonomy-eligible, but must also meet the technical screening criteria for making a substantial contribution to at least one of the environmental objectives; it must not cause significant harm (Do No Significant Harm, DNSH) to other environmental objectives; and it must comply with the minimum safeguards. In the long term, ams OSRAM aligns its portfolio and its value chain with its Climate Policy to contribute to a climate-neutral and resource-efficient economy, see ESRS E1-1.

The following disclosures on the EU Taxonomy continue to be made on a voluntary basis. In doing so, ams OSRAM applies Commission Delegated Regulation (EU) 2021/2178. As part of the European Commission's Omnibus Initiative I in 2025, Commission Delegated Regulation (EU) 2026/73, published in the Official Journal on January 8, 2026, also amended Delegated Regulation (EU) 2021/2178 relating to Article 8 of the EU Taxonomy Regulation (EU) 2020/852. This leads to a reduction in the scope of the reporting templates and, under certain conditions, in simplifications in the assessment of the economic activities as well as financing activities and investments that are included. The disclosures in accordance with the EU Taxonomy Regulation (EU) 2020/852 in conjunction with Delegated Regulation (EU) 2021/2178 are made as of December 31, 2025, in this version. Given that uncertainties in legal interpretation continue to exist, ams OSRAM, where appropriate, relies on the European Commission's interpretative guidance published in the Official Journal.

Methodology and Evaluation Process
The two-stage approach to identifying and evaluating taxonomy-eligible and taxonomy-aligned economic activities is based on the methods developed in the previous year:

1. **Identification of Taxonomy-Eligible Economic Activities:** Based on a matrix approach, the products in the ams OSRAM portfolio are assigned to the economic activities stated in the relevant Delegated Regulations. To ensure precise identification in this regard, they are classified at the level of product families, application fields, and technologies. This tried-and-true approach has been supplemented to include newly published or changed stipulations.
2. **Assessment for Taxonomy Alignment:** For the identified taxonomy-eligible activities, an assessment of the technical screening criteria and compliance with the minimum safeguards is performed. In doing so, ams OSRAM relies on existing management systems (e.g. ISO 14001), internal processes and policies, see ESRS E1-1, ESRS E2-1, ESRS E3-1, ESRS S1-1, ESRS S2-1, ESRS G-1. When classifying turnover, capital expenditures (CapEx), and operating expenses (OpEx), allocation keys are applied to ensure an appropriate and consistent classification.

Transparency of the Database and Documentation
The three KPIs subject to reporting requirements – turnover, CapEx, and OpEx – are based on the figures disclosed in the consolidated financial statements prepared according to IFRS. In line with the financial reporting, the total amounts calculated cover all Group entities included in the scope of consolidation minus those that are not considered in the EU Taxonomy Report. The assignment of turnover, CapEx, and OpEx to eligible and aligned economic activities was undertaken on the basis of allocation keys that were established for the lowest consolidation level (down to the product-family level). To achieve the greatest possible accuracy in the application of these allocations, the allocation keys of the respective lowest consolidation level (group, segment, business line, application and product family level) were assigned and calculated according to their respective population basis. A clear and consistent methodology was developed to avoid double counting in the assignment of revenue, CapEx, and OpEx KPIs. This ensures that each KPI is always assigned to only one economic activity, thereby excluding multiple recordings of the same values. Compared to the previous reporting period, there were no significant changes to the underlying calculation methodology. If adjustments become necessary in the future, they will be disclosed and it will be explained to what extent they enable more reliable and meaningful information.

Turnover
The KPI for turnover is based on the revenue reported in the Consolidated Statement of Income published in the Consolidated Financial Statements as per IFRS 15 amounting to EUR 3,323 m (2024: EUR 3,428 m); see Consolidated Financial Statements as of December 31, 2025, Consolidated Statement of Income. Revenue from Group companies not considered is deducted from this figure, resulting in a taxonomy revenue (turnover) denominator of EUR 3,312 m for the 2025 reporting year (2024: EUR 3,416 m). Next, the relevant revenue is allocated by product and application field to the eligible economic activities. This process factors in the activities defined in Annexes I and II of Delegated Regulation (EU) 2021/2139 as well as Annexes I to IV of Delegated Regulation (EU) 2023/2486. Total revenue from eligible economic activities forms the numerator. For activities that meet all requirements in terms of taxonomy-alignment, a further partial amount is reported. This enables a clear distinction between revenue that already meets all alignment criteria and the remaining revenue for which this is not yet the case. A combination of taxonomy-eligible and taxonomy-aligned activities gives rise to a total denominator of EUR 1,286 m. The precise figures are listed in the tables at the end of the section. Compared to the previous year (EUR 1,914 m), only minimal relative deviations are observed; accordingly, no additional explanation is deemed necessary.

During the reporting period, no environmentally sustainable bonds or debt securities were issued for the purpose of financing specific taxonomy-aligned activities.

CapEx
The CapEx KPI covers all additions to intangible assets, tangible assets (including right of use) in the reporting year (totaling EUR 261 m; see Notes to the Consolidated Financial Statements, Notes 13-15). The Taxonomy CapEx denominator for the 2025

reporting year amounts to EUR 286 m (2024: EUR 405 m). Additions to prepayments made in the reporting year are not included in the CapEx denominator, whereas those from the previous year are included.

To identify the share of eligible and aligned capital expenditures, project descriptions and investment plans are analyzed by profit center and application field. The numerator is then calculated based on defined revenue keys or selection of specific measures that are directly associated with an eligible (and possibly an aligned) economic activity. Hence, the total numerator amounts to EUR 102 m (2024: EUR 199 m). Due to the Group-wide reduction in investment budgets, absolute CapEx has decreased significantly; accordingly, the share of taxonomy-aligned investments has also reduced. Detailed figures on each aggregated addition and their respective allocations can be found in the corresponding table.

OpEx
The OpEx KPI refers to the direct, non-capitalized costs of R&D, building modernization measures, short-term leases, maintenance and repairs, as well as other direct expenses on ongoing maintenance of property. To ensure the required level of detail for the corresponding components of the Taxonomy Regulation (e.g. building modernization measures, maintenance and repair expenses, and other direct maintenance expenses), a data query was conducted among the Group companies consolidated under EU Taxonomy reporting. Accordingly, the Taxonomy OpEx denominator for the 2025 reporting year amounts to EUR 579 m (2024: EUR 594 m). Here, too, revenue keys or project-related classifications were used to define the eligible and aligned OpEx. The sum of the taxonomy-eligible (and, if applicable, aligned) OpEx forms the numerator. For the 2025 financial year, this results in a total numerator of EUR 267 m (2024: EUR 308 m). As part of Group-wide cost reduction measures, OpEx has also decreased. This particularly affects R&D expenses, which account for the greater part of taxonomy-aligned OpEx, with the consequence that the corresponding share has decreased year-on-year.

For the OpEx KPI, ams OSRAM utilizes the 10% materiality threshold provided for in Article 2 (1) (c) of Commission Delegated Regulation (EU) 2021/2178, as amended by Delegated Regulation (EU) 2026/73. Unassessed OpEx mainly comprises general, infrastructure-related expenses in connection with buildings that do not directly affect revenue-generating activities, and were consequently classified as non-material. On a cumulative basis, these account for less than 10% of the OpEx KPI denominator.

These items are not assessed for Taxonomy eligibility and alignment and are presented separately. All other OpEx components are fully assessed.

All key performance indicators (turnover, CapEx and OpEx) are presented in tabular form at the end of this section. The tables correspond to the templates for non-financial undertakings in Annex II pursuant to Commission Delegated Regulation (EU) 2021/2178, as amended.

Detailed Description of the Revenue-Generating Economic Activities
The portfolio includes the following taxonomy-eligible activities:

- CCM 3.4 (Manufacture of batteries; environmental objective: climate change mitigation): manufacture of electrical components for battery controls
- CCM 3.5 (Manufacture of energy efficiency equipment for buildings; environmental objective: climate change mitigation): development of energy-efficient LEDs and sensors for building management systems
- CCM 3.6 (Manufacture of other low-carbon technologies; environmental objective: climate change mitigation): powerful LEDs to support considerable emission reductions in other sectors
- CE 1.2 (Manufacture of electrical and electronic equipment; environmental objective: transition to a circular economy): manufacture of devices for end applications (e.g. lighting, sensors)
- CE 5.2 (Sale of spare parts; environmental objective: transition to a circular economy): replacement parts to modernize existing applications

Compared to the previous year, taxonomy-eligible and taxonomy-aligned activities have not changed substantially. The activities under CCM 3.4, CCM 3.5, and CCM 3.6 meet the technical screening criteria for making a substantial contribution to climate change mitigation (e.g. adherence to specific emission thresholds, use of energy-efficient technologies), do not cause any DNSH violations, and comply with the minimum safeguards. These activities are therefore reported as taxonomy-aligned. Furthermore, CCM 3.4, CCM 3.5, and CCM 3.6 are considered enabling activities because they are based on LED and sensor technology that significantly reduce energy consumption and GHG emissions. Examples are optimized battery controls for vehicles (CCM 3.4), energy-efficient LED and sensor solutions for buildings (CCM 3.5), and high-performance LEDs that can be used across sectors to minimize CO_2 emissions (CCM 3.6).

As for the activities under CE 1.2 and CE 5.2, not all alignment criteria were met, so these continue to be reported as taxonomy-eligible but not taxonomy-aligned.

By applying allocation keys and assigning them at the profit center level, it is also possible to accurately capture CapEx and OpEx for aligned revenue-generating activities. Other investment expenses related to infrastructure activities were reported as taxonomy-eligible but not aligned in this reporting year. The exact disclosures can be found in the tables at the end of the section.

Substantial Contribution and Alignment
The technical screening criteria for an activity making a substantial contribution were assessed in detail for each relevant economic activity on the basis of the Delegated Regulations. In the case of CCM activities, this meant, among other things, adherence to specific emission thresholds or proof that the products or technologies achieve substantial reductions in GHG emissions. Where these criteria were fully met, the activity was classified as aligned. The proportion of turnover, CapEx, and OpEx attributable to these aligned activities serves as the indicator of their ecological benefit.

DNSH and Minimum Safeguards
As regards aligned activities, ams OSRAM has confirmed that they do not cause any significant harm to other environmental objectives and comply with the minimum safeguards. In this context, in addition to the generic DNSH criteria set out in Annexes A–D, the activity-specific DNSH requirements of the technical screening criteria were also assessed and met. The presentation below focuses on the generic DNSH criteria in accordance with Annexes A–D:

- **Climate risks (DNSH Appendix A):** A physical climate risk analysis for all production sites, key suppliers, and key customers was conducted. Standardized climate scenarios were used (e.g. SSP1-2.6, SSP2-4.5, SSP3-7.0, SSP5-8.5) to identify possible physical risks under different future emission pathways. This screening is updated every three years for existing risks and every five years for long-term developments, or on an ad hoc basis if fundamental assumptions change (e.g. new IPCC reports are published). Based on the findings, suitable adaptation measures were implemented where necessary to minimize potential harm.

- **Water resources (DNSH Appendix B):** When assessing water-related risks, the Aqueduct Water Risk Atlas was used to identify sites located in regions potentially exposed to water stress, see ESRS E3-1. For sites with direct water discharge, compliance with the stipulations of the EU Water Framework Directive (WFD) is verified via local discharge permits. With ISO 14001 certification of a site, it is ensured that an effective water management system is in place. If unacceptable water risks are detected, suitable countermeasures are introduced to avoid production bottlenecks that may result from rationed water supplies. Where no formal Environmental Impact Assessment (EIA) is available, alternative permitting processes (e.g. official site permits) are used to ensure that all water-relevant requirements are met.
- **Use of chemicals and pollution prevention (DNSH Appendix C):** As part of the product and process management, the use of substances that may pose environmental risks is continuously monitored. Newly added requirements for the substitution of substances of very high concern (SVHC) are incorporated. Where the regulations cannot be completely complied with, the respective activity is declared as non-aligned. For the aligned activities, it is ensured that the relevant substances are identified, potential alternatives are examined, and substitutions are undertaken where feasible. Internal processes, a hazardous substances register, training sessions, and regular audits help avoid or minimize emissions into the air, water, and soil.
- **Biodiversity (DNSH Appendix D):** To identify risks to the protection and restoration of biodiversity and to detect risks to sensitive ecosystems at an early stage, tools such as the Natura 2000 Expert Viewer, IBAT (Integrated Biodiversity Assessment Tool) and the WWF Risk Filter are used. If a site is located in the vicinity of biodiversity-sensitive areas, an assessment is conducted to determine whether a relevant nature conservation assessment or environmental impact assessment has been conducted.

The requirements set out in Annex E, “Technical specifications for water appliances”, are currently not applicable to the aligned activities.

Implementation of Minimum Safeguards

Compliance with human rights, labor standards as well as anti-corruption and compliance requirements forms an integral part of the due diligence system, see ESRS S1-1, ESRS S2-1, ESRS G1-1. This includes:

- Binding internal guidelines and supplier codes (e.g. prohibiting forced or child labor, fair wages, anti-discrimination).
- Regular training for employees to create awareness of human rights and ethical standards.
- A global whistleblower system (“Tell ams OSRAM”) enabling the anonymous reporting of violations. Reports are examined by specialized teams, corrective measures initiated, and their implementation monitored.
- Risk analyses, audits, and, if necessary, a change of supplier should requirements not be met.

Summary and Outlook

ams OSRAM will continue its taxonomy reporting and further develop it methodologically in line with future regulatory developments. The aim is to provide a reliable and comparable presentation of the taxonomy-eligible and taxonomy-aligned shares of turnover, CapEx, and OpEx.

Proportion of Turnover, CapEx, Opex from Products or Services Associated with Taxonomy-eligible or Taxonomy-aligned Economic Activities – Disclosure Covering Year 2025

Summary KPIs

Financial Year (2025)															
KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year 2024	Proportion of Taxonomy-aligned activities in previous financial year 2024
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Text	EUR m	%	EUR m	%	%	%	%	%	%	%	%	%	%	EUR m	%
Turnover	3,312	55%	1,286	39%	39%	—	—	—	—	—	39%	—	—	1,377	40%
CapEx	286	36%	75	26%	26%	—	—	—	—	—	26%	—	—	158	39%
OpEx	579	46%	243	42%	42%	—	—	—	—	—	42%	—	8%	282	48%

Proportion of Turnover, CapEx, Opex from Products or Services Associated with Taxonomy-eligible or Taxonomy-aligned Economic Activities – Disclosure Covering Year 2025

Activity Breakdown

Reported KPI: Turnover														
Financial Year 2025														
Economic Activities	**Code**	**Taxonomy-eligible KPI (proportion of Taxonomy-eligible Turnover)**	**Taxonomy-aligned KPI (monetary value of Turnover)**	**Taxonomy-aligned KPI (proportion of Taxonomy-aligned Turnover)**	**Environmental objective of Taxonomy-aligned activities**						**Enabling activity**	**Transitional activity**	**Proportion of Taxonomy-aligned in Taxonomy-eligible**
					Climate Change Mitigation	**Climate Change Adaptation**	**Water**	**Circular Economy**	**Pollution**	**Biodiversity**			
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**	**(7)**	**(8)**	**(9)**	**(10)**	**(11)**	**(12)**	**(13)**	**(14)**
Text		**%**	**EUR m**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**(E where applicable)**	**(T where applicable)**	**%**
Manufacture of electrical and electronic equipment	CE 1.2	2%	0	0%	0%	–	–	–	–	–	–	–	0%
Manufacture of batteries	CCM 3.4	0%	8	0%	0%	–	–	–	–	–	E	–	100%
Manufacture of energy efficiency equipment for buildings	CCM 3.5	1%	43	1%	1%	–	–	–	–	–	E	–	100%
Manufacture of other low carbon technologies	CCM 3.6	37%	1,234	37%	37%	–	–	–	–	–	E	–	100%
Sale of spare parts	CE 5.2	14%	0	0%	0%	–	–	–	–	–	–	–	0%
Sum of alignment per objective					**39%**	**–**	**–**	**–**	**–**	**–**			
Total KPI (Turnover)		**55%**	**1,286**	**39%**	**39%**	**–**	**–**	**–**	**–**	**–**	**39%**	**0%**	**71%**

Reported KPI: CapEx

Financial Year 2025

Economic Activities	Code	Taxonomy-eligible KPI (proportion of Taxonomy-eligible CapEx)	Taxonomy-aligned KPI (monetary value of CapEx)	Taxonomy-aligned KPI (proportion of Taxonomy-aligned CapEx)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text		**%**	**EUR m**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	(E where applicable)	(T where applicable)	**%**
Manufacture of electrical and electronic equipment	CE 1.2	0%	0	0%	0%	–	–	–	–	–	–	–	0%
Manufacture of batteries	CCM 3.4	0%	0	0%	0%	–	–	–	–	–	E	–	100%
Manufacture of energy efficiency equipment for buildings	CCM 3.5	2%	5	2%	2%	–	–	–	–	–	E	–	100%
Manufacture of other low carbon technologies	CCM 3.6	24%	69	24%	24%	–	–	–	–	–	E	–	100%
Sale of spare parts	CE 5.2	3%	0	0%	0%	–	–	–	–	–	–	–	0%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	2%	0	0%	0%	–	–	–	–	–	–	–	0%
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1%	0	0%	0%	–	–	–	–	–	E	–	0%
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0%	0	0%	0%	–	–	–	–	–	E	–	0%
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	0%	0	0%	0%	–	–	–	–	–	E	–	0%
Acquisition and ownership of buildings	CCM 7.7	3%	0	0%	0%	–	–	–	–	–	–	–	0%
Sum of alignment per objective					**26%**	**–**	**–**	**–**	**–**	**–**			
Total KPI (CapEx)		**36%**	**75**	**26%**	**26%**	**–**	**–**	**–**	**–**	**–**	**26%**	**0%**	**73%**

Reported KPI: OpEx

Financial Year 2025

Economic Activities	Code	Taxonomy-eligible KPI (proportion of Taxonomy-eligible OpEx)	Taxonomy-aligned KPI (monetary value of OpEx)	Taxonomy-aligned KPI (proportion of Taxonomy-aligned OpEx)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text		**%**	**EUR m**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	(E where applicable)	(T where applicable)	**%**
Manufacture of electrical and electronic equipment	CE 1.2	1%	0	0%	0%	–	–	–	–	–	–	–	0%
Manufacture of batteries	CCM 3.4	0%	1	0%	0%	–	–	–	–	–	E	–	100%
Manufacture of energy efficiency equipment for buildings	CCM 3.5	1%	8	1%	1%	–	–	–	–	–	E	–	100%
Manufacture of other low carbon technologies	CCM 3.6	41%	235	41%	41%	–	–	–	–	–	E	–	100%
Sale of spare parts	CE 5.2	3%	0	0%	0%	–	–	–	–	–	–	–	0%
Sum of alignment per objective					**42%**	**–**	**–**	**–**	**–**	**–**			
Total KPI (OpEx)		**46%**	**243**	**42%**	**42%**	**–**	**–**	**–**	**–**	**–**	**42%**	**0%**	**91%**

Strategy

E1-1 Transition Plan for Climate Change Mitigation

At present, ams OSRAM does not yet have an ESRS-aligned transition plan for climate change mitigation; however, it is committed to the objectives of the Paris Agreement and, accordingly, aims to achieve climate neutrality by 2050. Transition strategies for Scopes 1 and 2 already largely exist as part of the company-wide transition plan for carbon neutrality; transition strategies for Scope 3 are currently under development. A comprehensive transition plan is to be available in the medium-term.

The implementation of the climate strategy is governed by the Climate Policy adopted in 2025 ESRS E1-2. Progress is reported upon in particular in section ESRS E1-6. The key features of these policies and of other regulations are summarized in the table under ESRS E1 SBM-3 in aggregated form.

SBM-3 Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

The climate-related IROs arise from ams OSRAM's business model and the specific conditions of the semiconductor industry, including the upstream and downstream value chain. The industry is characterized by particularly energy- and resource-intensive production processes. The negative climate impacts arise primarily from the consumption of energy from non-renewable sources and the associated GHG emissions from the company's own operations as well as along the value chain. There is also a risk of rising operating costs over the long term as a consequence of extreme weather events and the need for infrastructure investments to prevent climate-related impacts. At the same time, opportunities arise for market advantages and financial growth with a portfolio of energy-efficient products that helps customers to reduce their energy consumption.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following IROs:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Climate change adaptation	Risk		■				■
	Risk of increasing operating expenses due to damage resulting from extreme weather events, as well as additional investments in infrastructure to address climate-related impacts.						
Climate change mitigation	Impact (negative, actual)	■	■	■	■	■	■
	GHG emissions from the company's own facilities (office buildings, production facilities, vehicles) and within the supply chain (procurement of precursor materials/intermediate products and transportation of products).						
	Opportunity		■		■	■	■
	Opportunities for significant market advantages and financial growth based on a portfolio of energy-efficient products.						
Energy	Impact (negative, actual)		■		■	■	■
	Energy consumption from non-renewable sources in the Company's own buildings and production facilities.						

The IROs related to climate change identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topic of climate included therein specifically addresses these aspects and is derived from the strategic focus on sustainability within the corporate strategy.

Climate Risks
The approach to the climate risk analysis is described in ESRS 2 IRO-1; the results are explained in more detail below. They were also incorporated into the resilience analysis, see ESRS 2 SBM-3.

Physical Risks
At five of the Company's own sites, one significant short- to medium-term risk was identified at each site (see chart). Furthermore, two risks were assessed as significant for sites of key suppliers and key customers, respectively. No site is affected by more than one such climate risk. The acute climate risks predominate. From a regional viewpoint, it is exclusively sites in Southeast Asia,

particularly in Malaysia and China, that are currently affected. To date, the identified risks have not led to any notable impacts at any of the sites, or mitigation measures have already been implemented, so that no material damage or operational disruptions are expected in the short- to medium-term. Nevertheless, ams OSRAM carefully monitors trends specifically at these sites to be able to respond at an early stage. The monitoring process is aligned with the expected life of the assets, the strategic planning horizons, and, if applicable, the capital allocation plans.

The long-term analysis time horizon (2031–2050) shows an increase in risks in the various SSP scenarios. Above all in the SSP 5-8.5 emissions scenario, 25 significant risks at 12 own sites were identified. Chronic, heat-induced climate risks predominate here. Half of the Company's sites could potentially be threatened by heat stress and rising temperatures. Almost all the sites in Southeast Asia and North America could be affected by this, as will one site in Europe. Rising temperatures and heat stress are also the primary risks in the SSP3-7.0 and SSP2-4.5 scenarios.

ams OSRAM assumes that the global efforts to reduce GHG emissions, the increasing investments in renewable energy, and progress in technologies such as enhancing energy efficiency will reduce the probability of an extreme emissions scenario (SSP 5-8.5). Nevertheless, a temperature rise will lead to necessary adjustments to infrastructure and/or equipment as well as the energy required for air conditioning and cooling. This may result in additional investments and higher operating costs. The same applies to suppliers and customers in these regions. The potential effects of rising temperatures and the need for additional cooling are monitored.

Physical Risks – Number of Affected Sites

	Until 2030	2030–2050			
		Scenario			
		SSP1-2.6	SSP2-4.5	SSP3-7.0	SSP5-8.5
Acute risks					
Windstorm (incl. cyclone, hurricane and typhoon)	1	*	*	*	*
Heavy precipitation	1	*	*	*	*
Flood (coastal, fluvial, pluvial, ground water)	1	*	*	*	*
Subsidence	1	*	*	*	1
Chronic risks					
Changing air temperature			2	5	9
Heat stress				1	7
Sea level rise	1	*	*	*	1
Water stress			4	4	4

* Despite the absence of identified risks or data in these scenarios, developments will still be monitored closely.

The following long-term physical risk was also identified as part of the materiality assessment: rising operating costs due to damage resulting from extreme weather events and additional investments in infrastructure to address climate-related impacts. This risk is likewise monitored in accordance with the process for long-term risks, and the assessment is reviewed on a regular basis, see ESRS 2, GOV-1.

Transition Risks

The following two-stage assessment (risks/opportunities before and after mitigating measures) led to the identification of two moderate risks and one potentially significant opportunity for the Group, all of which could materialize in the medium- to long-term. The following table focuses on the most significant risks and opportunities.

Transition Risks and Opportunities

Risk/opportunity	1.5° scenario & time horizon	Potential impacts	Risk-mitigation measures	Risks after mitigating measures
Rising costs for rare earths and other critical resources (element of the risk of dependence on suppliers[1])	Market-related transition event; medium- to long-term	Rise in procurement costs that could result from higher commodity prices	- Continued investment in R&D to reduce reliance on rare earths and other critical resources, such as through alternative materials in existing technologies or new technologies that require no or fewer rare earths - Continued monitoring of market forecasts on supply/demand of rare earths and alternatives - Long-term supply relationships including long-term contracts for access to materials with attractive/plannable prices	ams OSRAM rates the risk as moderate in the medium- to long-term. Uncertainties could come into play, in particular in relation to geopolitical conflicts that could lead to trade conflicts with unexpected impacts on prices.
Unsuccessful investments in new low-carbon products or production processes (element of the risk of competition for the introduction of new technologies)[1]	Technology-related transition event; medium- to long-term	Declining revenue and/or rising capital expenditures (CapEx) and/or R&D costs	- Continued market research to monitor trends, the competition, consumer preferences, and legal requirements as regards low-carbon products - Continued close customer relationships to understand/predict customer requirements and/or future requirements to manage R&D activities and product developments - Continued participation in industry associations to constantly monitor the sector's role and reputation - Continuation/expansion of cooperation between the relevant BUs to incorporate regulatory changes into product and service development at an early point in time	As a supplier, ams OSRAM classifies the risk as moderate in the medium- to long-term, as more rapid adjustments may be necessary, which could possibly also lead to undesirable developments and higher costs.
Risk of key accounts switching to competitor's products with a lower CO_2 footprint (element of the risk of competition for the introduction of new technologies)[1]	Market-related event; medium- to long-term	Investments made cannot be recouped through sales revenue, or only insufficiently, or only after a time lag	- Expansion of R&D for low-carbon products and services - Expansion of targeted communication to raise awareness of the benefits of the Company's low-carbon products and services - Expansion of customer management/marketing - Expansion/systematic management of sustainability-relevant data required by customers - Targeted market research activities	Although the regulation of products is increasing, ams OSRAM currently rates the risk as low, as monitoring processes have been put in place. The risk could be higher in the long-term, as global developments make it difficult to predict how quickly or progressively legislation will develop in the respective countries.
Opportunity of greater demand for energy-efficient products	Market-related transition event; medium- to long-term	Positive revenue and earnings trend	- As part of the description of resilience, see ESRS 2 IRO-1 and the positive impacts relating to energy efficiency, see ESRS E1 SBM-3, it is explained how ams OSRAM is working on solutions and which measures are being taken to make the best possible use of the resultant business opportunities.	ams OSRAM assumes that these opportunities will materialize in the medium to long-term through implementation of the corresponding product roadmaps.

[1] Part of risk reporting

Summary
The aforementioned analysis of physical risks and transition risks does not indicate the existence of significant short- or medium-term climate-related risks. Given the long period in which the potential physical risks could materialize (at the earliest as of 2030), no actual measures are necessary in the short-term. In the medium- to long-term, ams OSRAM will monitor developments as required and initiate corresponding measures. Moreover, we assume in the medium- to long-term that the probability of occurrence and the impacts of transition risks will be moderate to low. We will continue to monitor the above developments carefully.

Exploiting the opportunity of the increased demand for energy-efficient products is a key component of the corporate strategy as well as the current and future technology and product roadmap and should help to strengthen the resilience of the business model.

In the context of the analysis and evaluation, no assets or business activities were identified that are incompatible with the transition to a climate-neutral economy or entail considerable efforts to achieve compatibility. All identified transition risks relate to operating activities and do not relate to any assets.

Energy Efficiency as a Business Opportunity
In addition to the risks described, ams OSRAM also identifies opportunities for significant market advantages and financial growth based on a portfolio of energy-efficient products.

The business opportunities identified in the area of energy-efficient products (see also “General Principles – Contingencies and Main Judgments”, in Notes to the Consolidated Financial Statements, Note 1) are directly connected with the requirements of the EU Taxonomy for environmentally sustainable activities. Products that enhance energy efficiency can contribute to achieving climate change mitigation targets and, provided that the technical screening criteria are met, can be classified as taxonomy-aligned, see EU Taxonomy.

New product developments reflect ams OSRAM’s strategic focus on energy efficiency and take market trends and customer requirements into consideration. Examples include high-performance LEDs for horticultural lighting with an efficiency of around 82%, highly efficient UV-C LEDs for mercury-free disinfection, compact high-performance LEDs for energy-efficient portable projectors, ultra-efficient LEDs for indoor lighting, adaptive pixel LEDs for glare-free main beam headlights, and improved energy consumption in electric vehicles, as well as microLED technology for urban lighting in smart city applications. Further energy-efficient solutions for vehicle lighting are offered by the products OSRAM XLS LR6 and NIGHT BREAKER LED Speed as well as the SMART models, which provide high luminous output with reduced glare and significantly lower energy consumption, respectively.

Action plans to pursue this opportunity form part of the BUs’ strategies. R&D-relevant measures are reported in detail in the Group Management Report, see Group Management Report, Research and Development.

ams OSRAM uses LCAs to transparently assess the environmental impacts of its products across their entire life cycle. Integrating the LCA results into marketing strengthens the communication of the benefits of the energy-efficient portfolio and clearly positions the Company with customers and investors who increasingly value verifiable sustainability. The methodology applied was externally reviewed in accordance with DIN EN ISO 14067 and certified in 2024. The data obtained serve not only to optimize existing products, but also to identify new market opportunities in areas with high demand for energy-efficient solutions.

Management of Impacts, Risks and Opportunities

E1-2 Policies Related to Climate Change Mitigation and Adaptation

ams OSRAM has implemented key policies to effectively manage material IROs in relation to climate change.

EHS Policy

Relation to material topic	- Climate change adaptation - Climate change mitigation - Energy
Content	- Commitment to carbon neutrality in the company’s own operations by 2030 - Energy-efficiency programs at site level - Procurement of green electricity and energy attribute certificates (EACs) - Portfolio of energy-efficient products - Mitigation of operational disruptions caused by climate-related events
Scope	- Group-wide
Responsibility	- Management Board - Implementation by Head of EHS
References to third-party standards/initiatives	- Consideration of relevant ISO standards (e.g. ISO 14001, 45001, 50001)
Consideration of stakeholders’ interests	- Consideration of the interests of internal and external stakeholders (employees, customers, legislators)
Availability	- In-house - Published on the website of ams OSRAM

Climate Policy

Relation to material topic	- Climate change adaptation - Climate change mitigation - Energy
Content	- Strategic framework for managing climate-related impacts, risks, and opportunities across the entire value chain - Target of achieving net-zero emissions by 2050 and carbon neutrality for Scopes 1 and 2 by 2030 - Framework for climate change mitigation actions such as the reduction of GHGs, increasing energy efficiency, the use of renewable energy, and adaptation to climate risks at the Company's own sites
Scope	- Group-wide - Effect on upstream and downstream value chain
Responsibility	- Management Board - Implementation by BUs and functions, e.g. EHS and Procurement (overseen by the Sustainability department)
References to third-party standards/initiatives	Consideration of: - Paris Agreement (UNFCCC) - Greenhouse Gas Protocol (WRI/WBCSD) - Science Based Targets Initiative (SBTi) - Task Force on Climate-related Financial Disclosure (TCFD)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (internal corporate functions, legislators, capital markets)
Availability	- In-house - Published on the website of ams OSRAM

Code of Conduct for Suppliers

Relation to material topic	- Climate change mitigation
Content	- Obligation of suppliers to comply with international environmental standards and to support the Company's own climate targets - Requirement for measures to reduce GHGs, use renewable energy, and improve energy efficiency - Requirement to monitor emissions, provide climate-relevant data, and develop their own climate targets in line with international agreements
Scope	- Group-wide - Suppliers, contractors, and business partners with an annual procurement volume of at least EUR 50,000
Responsibility	- Management Board - Implementation by Head of the Procurement Department
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance
Consideration of stakeholders' interests	- Consideration of the interests of external stakeholders (workers in the value chain, suppliers, contractors, and business partners)
Availability	- In-house - Published on the website of ams OSRAM - Suppliers with a procurement volume of at least EUR 50,000 confirm compliance with the Code of Conduct as a contractual obligation

E1-3 Actions and Resources in Relation to Climate Change Policies

ams OSRAM has already implemented climate change mitigation actions for Scope 1 and 2 in order to implement its Climate Policy and the adopted targets, see ESRS E1-4 including energy-efficiency programs and the transition to renewable energy. For Scope 3, specific actions currently exist only for Category 1 "Purchased goods and services". The planning and management of climate-related investments and expenditures are conducted on a decentralized basis by the respective business areas; a central overview of CapEx/OpEx budgets for climate change mitigation actions is not available at present.

In 2025, ams OSRAM implemented the following measures to achieve the target of carbon neutrality in its own operations (Scopes 1 and 2) by 2030:

- Transition to renewable energy, including through the procurement of green electricity with guarantee-of-origin certification or Energy Attribute Certificates (EACs). In 2025, a reduction of GHG emissions of 86,700 t CO_2e was achieved via EACs. The share of renewable electricity amounted to 63% in the reporting year. By 2028, the Company plans to cover 100% of the electricity demand of its semiconductor sites with renewable energy. Progress was achieved in 2025, especially in Penang (Malaysia) and Wuxi (China). Via the procurement of green electricity and EACs, as well as the implementation of energy efficiency measures, potential emissions of around 153,000 t CO_2e were avoided.

- To avoid direct emissions and to further reduce energy consumption, energy efficiency measures were implemented. The table below shows the savings achieved in the 2025 reporting year. The measures are not time-limited; a continued reduction in energy consumption is also expected in the coming years. By 2028, the Company plans to achieve a 20% reduction in CO_2 emissions (based on 2021) at its semiconductor sites through the implementation of energy efficiency measures.

Selected Key Projects

Site/location	Measure/result	Saving (in MWh)	Saving (in metric tons CO_2e)
Regensburg	Optimized control system for combined heat and power plants (reduced natural gas consumption)	8,000	1,600
Penang	Modernization of air-conditioning and ventilation systems, lighting, and (process) vacuum pumps	3,600	2,800
Kulim	Modernization of cooling and air-conditioning systems, replacement of (process) vacuum pumps	2,400	1,400
Wuxi	Modernization of cooling systems and lighting	700	0
Herbrechtingen	New transformer and optimized exhaust air in the compressor room	200	0
Bruntál	Modernization of lighting	100	0
Overall savings of selected energy efficiency measures		**15,000**	**5,800**

GHG emissions were significantly reduced in the reporting year, including through the measures listed here. In addition, reductions were also achieved as a consequence of the electricity supplier at the sites in Slovakia and the Czech Republic switching to 90% nuclear power. As a consequence, the internally communicated interim target for 2025 under the climate roadmap has been achieved. Further climate change mitigation actions planned under the climate strategy, as well as the expected resultant reduction in GHG emissions, are presented in section ESRS E1-4.

In 2025, a materiality analysis was conducted for Scope 3 emissions, thereby creating transparency for categories not previously considered. The material Scope 3 categories are reported under ESRS E1-6. In the case of upstream Scope 3 emissions, ams OSRAM focuses on Category 1 “Purchased goods and services”, for which a target has already been defined. To date, no specific reduction measures have been implemented. To improve data quality and manageability, ams OSRAM is currently developing a supplier engagement strategy and plans to systematically integrate Scope 3 emissions from the upstream value chain into its transition plan as well as into climate-related policies and processes. Further planned actions include defining the material categories with the highest climate impact within the procurement categories, identifying the key suppliers in these areas in order to prioritize data collection, and assessing and defining decarbonization levers for each of these material categories to develop reduction strategies. The aim is to specifically address emission hotspots and to develop a feasible roadmap for emissions reduction. These actions form the basis for the future integration of upstream Scope 3 emissions into a more comprehensive transition plan.

For Scope 3, Categories 2 “Capital goods” and 3 “Fuel- and energy-related emissions”, no actions have yet been planned or implemented. In order to make well-founded decisions, reliable data and greater transparency are required, which will be developed step by step over the coming years. With regard to Scope 3, Category 6 “Business travel”, ams OSRAM is developing actions to reduce emissions from business travel. Appropriate systems and processes have been implemented for CO_2 recording and management. Virtual meetings are preferred in order to avoid air travel. A policy on green mobility is in preparation. ams OSRAM addresses emissions from the use of sold products (Scope 3, Category 11) through targeted product innovations. In line with the Climate Policy, low-carbon and energy-efficient product solutions are to be developed across all business areas wherever technically feasible.

An analysis of potentially long-term locked-in emissions has not yet been conducted. The Climate Policy forms the basis for further actions. For example, it provides for the further electrification of production processes, their increasingly intelligent control, and the use of LCAs to identify transparency and optimization potentials.

The implementation of the Climate Policy is realized with the climate strategy. Strategic oversight of this lies with the Management Board, which reports on progress at regular intervals to the Supervisory Board. Operational implementation is realized by various corporate functions, while governance lies with the Sustainability Department, which reports to the Management Board.

Metrics and Targets

E1-4 Targets Related to Climate Change Mitigation and Adaptation

ams OSRAM aims to reduce its Scope 1 and 2 emissions by a total of around 85% by 2030 (equivalent to approximately 263,000 t CO_2e). As an additional measure, the remaining nearly 15% of emissions (equivalent to approximately 45,000 t CO_2e) will be offset using high-quality certificates (carbon credits). For Scope 3, the Company has set a specific reduction target for Category 1 “Purchased goods and services”: a reduction of 47.5% per euro of value added by 2030, and of 97% by 2050.

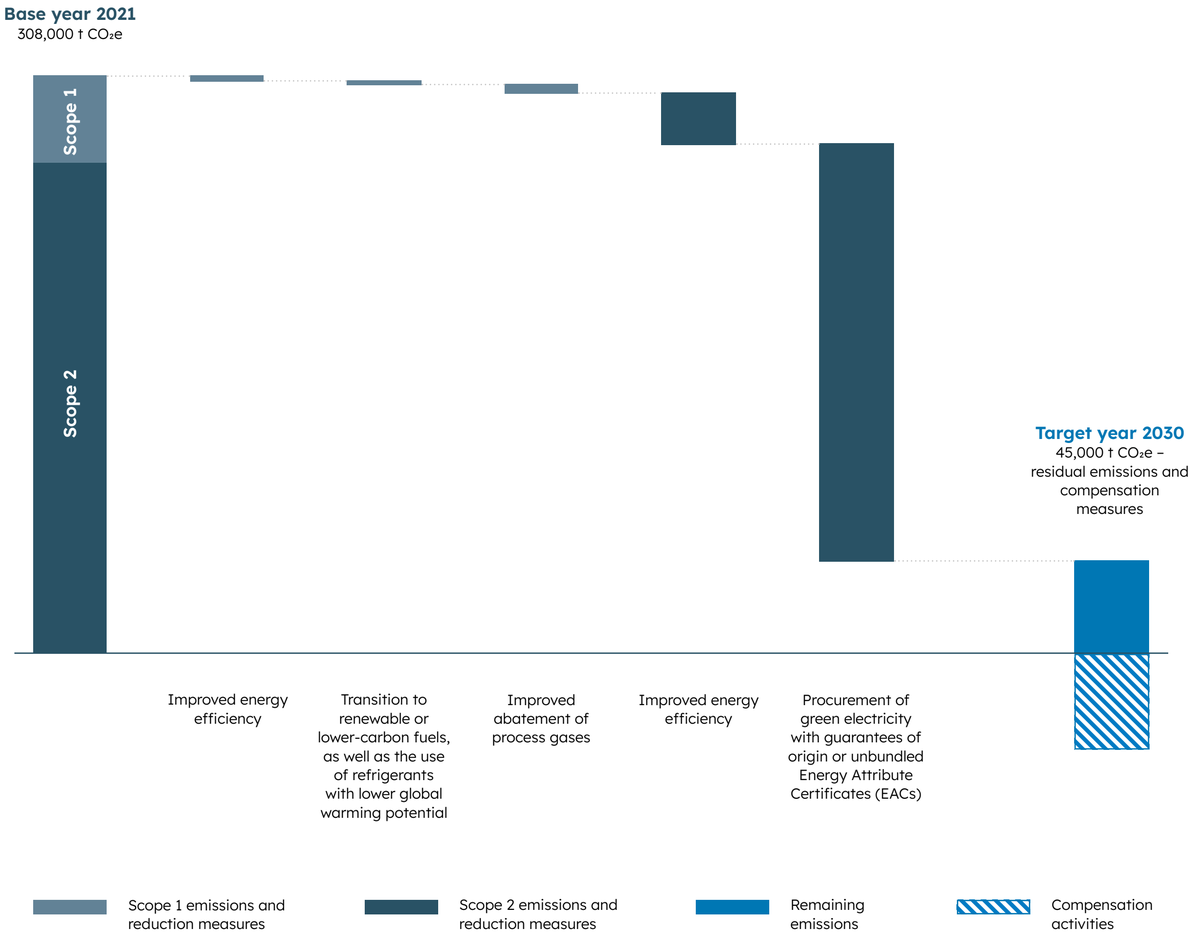
These targets are in line with the objectives of the Paris Agreement to limit warming to a maximum of 1.5°C and form part of the overarching corporate strategy. They are science-based, aligned with the requirements of the SBTi, and meet the expectations of relevant stakeholders such as customers and investors. The base year for Scopes 1, 2, and 3 is 2021, the first representative year following ams’s acquisition of OSRAM.

Scopes 1 and 2
ams OSRAM pursues the goal of carbon neutrality for Scopes 1 and 2 by 2030 with the following levers:

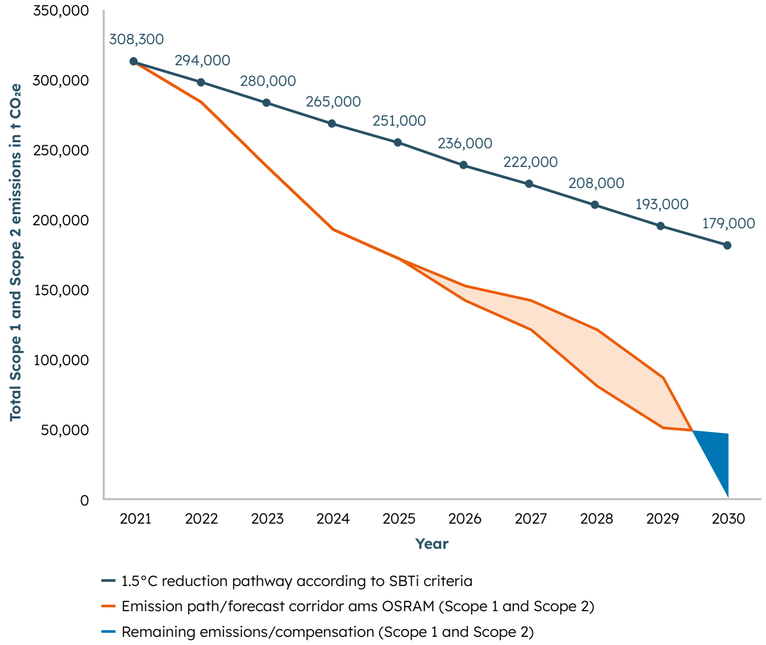
Scope 1:
- Reduction of GHG emissions of up to 5% or 2,300 t CO_2e via increased energy efficiency in facilities and processes
- Switch to renewable or lower-carbon fuels and the use of refrigerants with lower global warming potential – contributing up to a 5% or 2,300 t CO_2e reduction in emissions
- Improved post-combustion systems for process gases – contributing up to 10% or 4,700 t CO_2e

Scope 2:
- Avoidance of emissions of up to 10% or 26,200 t CO_2e via energy-efficiency measures and further expansion of PV installations
- Procurement of green electricity with guarantee-of-origin certification or Energy Attribute Certificates (EACs) – contribution of more than 85% or 222,500 t CO_2e

Additional actions:
Carbon credits for remaining emissions of up to 15% or 45,000 t CO_2e of combined Scope 1 and 2 emissions. No offsets were used in 2025. Further information can be found in section ESRS E1-3



Implementation follows a long-term, progressive reduction pathway. This pathway is regularly adjusted to reflect portfolio changes and growth. However, the overall target remains unchanged. It is presented below as a timeline. ams OSRAM reports on a market-based basis in accordance with ESRS E1-6.



Progress toward the targets is regularly reviewed by EHS, the energy procurement function, and the Sustainability Department and monitored at Group level as part of quarterly EHS reporting. Scope 3 targets form part of the overarching decarbonization strategy and are supported by supplier engagement, data collection, and the definition of decarbonization levers. Based on an estimate, the following expectations arise up to 2030:

ams OSRAM continuously monitors the development of new technologies and reviews their potential use, provided their application also makes sense from an economic perspective. At present, no specific statements can yet be made in this context.

ams OSRAM has also set additional targets for energy consumption and GHG emissions to operative output. These targets are defined at site level and aggregated to global targets. Managers implement the measures specified at the individual manufacturing locations. ams OSRAM tracks the data collected and achievement of relative targets at the Group level as part of the quarterly EHS reporting. These relative KPIs set an absolute budgeted target or actual figure in relation to the generated or budgeted operative output (operative output in EUR m). This approach allows relative environmental parameters to be defined based on the Company's own operational activity, regardless of contract manufacturing. The targets for the 2025 financial year comprised energy consumption of 417 MWh and GHG emissions from own operations (Scopes 1 and 2) of 137 t CO_2e per EUR 1 m of operative output. In setting these targets, energy consumption and GHG emissions from Company vehicles were not included, as no reliable planning and reduction processes have yet been defined for this area.

Scope 3

ams OSRAM has also defined a reduction target for Scope 3, Category 1 "Purchased goods and services". This target is set out in the Climate Policy; the reduction pathway is aligned with the requirements of the SBTi. To take planned growth into consideration, an economic intensity target has been defined, measured in t CO_2e per EUR of value added from purchased goods and services. The base value for 2021 is 0.41 kg CO_2e/EUR. The target envisages an annual reduction of at least 7%, or a reduction of 47.5% by 2030 and of 97% by 2050. In addition, ams OSRAM is working toward reporting absolute targets in the future. Reduction measures are currently being developed, see ESRS E1-3; for this reason, no further details on the decarbonization levers are available at present. No reduction targets have yet been developed for the other Scope 3 categories considered material.

Investments are planned for the implementation of the climate change mitigation actions, in particular for energy efficiency projects, the expansion of renewable energy generation at the sites, and the increase in the share of renewable energy in overall energy supplies. These investments form part of the medium-term financial planning and are regularly reviewed for effectiveness and economic efficiency. A fully quantified investment plan is not yet available, but is planned in the medium-term.

E1-5 Energy Consumption and Mix

As part of its environmental reporting, ams OSRAM collects data on energy consumption, energy efficiency, and the energy mix. Energy consumption is determined with monthly data collection at the individual sites based on invoices and meter readings and is aggregated at Group level. Group-specific metrics are highlighted in italics.

Energy Consumption

in MWh	2025
Primary energy	***125,500***
Natural gas	94,900
therein used for tri-generation	*35,300*
Fuel consumption from coal and coal products	0
Fuel consumption from crude oil and petroleum products	18,700
Fuel consumption from other fossil sources (hydrogen)	11,900
Fuel consumption from renewable sources including biomass	0
Secondary energy (non-renewable)	***244,700***
Electricity, purchased, from fossil sources	170,400
Electricity, purchased, from nuclear sources	*60,400*
District heating and steam	*13,900*
Secondary energy (renewable)	***387,600***
Electricity from renewable sources	*387,600*
therein consumption of purchased or acquired or offset compensated by EACs (Energy Attribute Certificates)	385,400
therein energy generated in-house (solar)	2,200
Share of total electricity	*63%*
Total energy consumption from fossil sources	**309,800**
Share of fossil sources in total energy consumption	**41%**
Total energy consumption from nuclear sources	**60,400**
Share of nuclear sources in total energy consumption	**8%**
Total energy consumption from renewable sources	**387,600**
Share of renewable sources in total energy consumption	**51%**
Total (primary and secondary energy)	***757,800***
Specific energy consumption (primary and secondary energy) per EUR 1 m operative output	***403***
Energy production in-house	31,600
therein non-renewable (tri-generation)	29,400
therein renewable (solar)	2,200
Purchased EACs (Energy Attribute Certificates)	*143,582*

During the reporting period, no fuel from renewable sources was used at the company's own sites. Likewise, no hydrogen from renewable sources (green hydrogen) and no hydrogen from fossil sources with carbon capture and storage (CCS) was used. Accordingly, energy consumption from these sources is entirely absent from the energy mix. The consumption of company vehicles forms part of fuel consumption from crude oil and petroleum products and was determined based on the approach described in ESRS E1-6.

The operational activities of ams OSRAM rank among climate-intensive sectors. Energy intensity is based on total energy consumption and revenue from all business activities of the ams OSRAM Group, which are fully assigned to the following NACE classes:

- 26.11 Manufacture of electronic components
- 26.5 Manufacture of instruments and appliances for measuring, testing and navigation
- 27.4 Manufacture of electric lighting equipment
- 27.9 Manufacture of other electrical equipment

Energy intensity amounts to 228 MWh per EUR 1 m of net revenue. Revenue corresponds to the revenue reported in the consolidated statement of income, see Consolidated Financial Statements as of December 31, 2025, Consolidated Statement of Income.

The target scaled to operative output was exceeded in the reporting year. The energy-efficiency measures listed in ESRS E1-3 contributed in this context. In addition, energy consumption was also affected by the low utilization of some sites as well as by the reduction in floor space and the associated decommissioning of clean rooms, such as in Ang Mo Kio (Singapore).

E1-6 Gross Scopes 1, 2, 3 and Total GHG Emissions

ams OSRAM records and reports its GHG emissions in accordance with the recognized Greenhouse Gas Protocol standard and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), see ESRS 2 IRO-1.

Scope 1 and Scope 2 emissions are recorded based on site-specific energy consumption, which in turn is recorded in the form of absolute figures and converted using appropriate emission factors. Emissions from climate-relevant process gases are calculated using models at the sites in Premstaetten (Austria), Kulim (Malaysia), Regensburg (Germany), and Wuxi (China). The volumes consumed, operating hours, and the efficiency of exhaust gas treatment systems are taken into consideration in the calculations. Emissions from the loss of refrigerants are also included, even though their share of total emissions is comparatively minor. For Scope 1, ams OSRAM uses a tool provided by the Bavarian State Office for the Environment to determine the emission factors. For Scope 2 (market-based), supplier-specific emission factors are used, while for location-based Scope 2 emissions the emission factors of the International Energy Agency (IEA) are applied. GHG emissions from company vehicles (Scope 1) were calculated in accordance with ESRS E1 and the GHG Protocol on the basis of recorded fuel consumption. Conversion into CO_2 equivalents was carried out using the emission factors of Defra (Department for Environment, Food & Rural Affairs). Due to limited data availability on the electricity origin of electric vehicles within the company vehicle fleet, all related GHG emissions were allocated to Scope 1.

ams OSRAM's Scope 1 emissions are currently not subject to any mandatory emissions trading scheme. The Company's own operations do not generate any biogenic CO_2 emissions. Along the value chain, biogenic CO_2 emissions are likely to occur; however, no reliable data are available at the time of reporting. The systematic recording and reporting of biogenic CO_2 emissions in Scope 3 will be implemented in the future.

Scope 3 emissions in accordance with the GHG Protocol were reviewed for their materiality for ams OSRAM in the 2025 reporting year, see ESRS E1-1. Due to its relevance for customers, Scope 3, Category 1 "Purchased goods and services" is of central importance. The calculation methods for all categories identified as material are set out below:

Scope 3, Category 1 "Purchased goods and services"

- This category comprises emissions from the manufacture of products and materials (raw materials and components) sourced from suppliers.

- To calculate emissions in Categories 1, 2, and 3, a spend-based approach was selected, incorporating information on material categories, countries of production, and procurement volume (PVO). This entailed applying the industry-recognized estimation method “estell 6”. The result – expressed as kilograms of CO_2e per euro of procurement volume (PVO) – is analyzed by supplier and procurement category and integrated into the procurement system. This ensures continuous monitoring. The system boundaries cover the upstream supply chain (Tier 1). The calculation is performed in accordance with the standards of the GHG Protocol and is supported by an external service provider.

Scope 3, Category 2 “Capital goods”
- This category includes emissions from the production of capital goods (such as buildings, machinery and equipment).
- The calculation is performed using a spend-based approach analogous to that described in Category 1.

Scope 3, Category 3 “Fuel- and energy-related activities”
- This category includes emissions in connection with the production and provision of fuels and energy that were purchased and consumed in the reporting year.
- The calculation is performed using a spend-based approach analogous to that described in Category 1.

Scope 3, Category 4 “Upstream transportation and distribution”
- This category includes emissions from transport and distribution services purchased in the reporting year (including inbound and outbound logistics).
- Emissions are calculated on the basis of primary data and a well-to-wheel (WTW) approach, which covers both upstream supply chain emissions and emissions from operation. The calculation is provided by business partners and service providers; where such calculations are not available (such as in the case of small logistics companies for local transport), emissions are estimated based on distance travelled.

Scope 3, Category 6 “Business travel”
- This category also includes emissions from business travel involving external transport and accommodation services.
- The calculation is based on primary data provided by business partners and service providers. In some cases, the data are based on estimates, such as emissions from taxi journeys on the basis of prices. The emissions calculation is based on a well-to-wheel (WTW) approach.

Scope 3, Category 11 “Use of sold products”
- This category includes the total emissions from the usage phase of the products sold in the reporting year.
- In addition to technical product data and sales figures, the calculation is largely based on estimates, assumptions, and averages. This applies in particular to product and product family usage scenarios and the selection of the corresponding emission factors. Performance and lifetime data were systematically derived from technical data sheets and application-specific parameters and modeled using conservative, standardized usage assumptions, as end-use applications, usage intensity and regional deployment are often not known. For grid-connected applications, the IEA’s global average emission factors are used; for all automotive applications, a uniform emission factor was derived from average fuel consumption and efficiency assumptions.

The share of Scope 3 GHG emissions based on primary data amounts to 3% (volume of Scope 3 emissions based on primary data divided by total Scope 3 GHG emissions).

The GHG intensity of ams OSRAM under the location-based and market-based methods is calculated as the sum of Scope 1, Scope 2, and Scope 3 emissions divided by the revenue reported in the Consolidated Financial Statements, see Consolidated Financial Statements as of December 31, 2025, Consolidated Statement of Income. ams OSRAM uses the global overall target shown in the following table, expressed in metric tons of CO_2 equivalents (t CO_2e) in relation to operative output. Operative output is determined on the basis of standard costs and includes material and personnel expenses, depreciation, and value added.

ams OSRAM’s GHG emissions are shown in the following table. Group-specific metrics are highlighted in italics.

Greenhouse Gas Emissions

		Retrospective			Milestones and target years		
in metric tons CO_2e	**Base year**	**2024**	**2025**	**% N / N-1**	**2030**	**2050**	**Annual % target / Base year**
GHG Scope 1 emissions	**46,600**	**53,100**	**54,900**	**3%**	**40,000**	**5,000**	**2%**
Natural gas	*29,600*	*21,700*	*18,800*	*-13%*	*n. a.*	*n. a.*	*n. a.*
Liquefied petroleum gas, diesel for on-site use, heating oil	*2,600*	*2,000*	*2,700*	*35%*	*n. a.*	*n. a.*	*n. a.*
Diesel and gasoline for company cars	*n. a.*	*n. a.*	*1,800*	*n. a.*	*n. a.*	*n. a.*	*n. a.*
Process gas emissions (PFC, HFC, SF6, NF3, N2O)	*14,400*	*27,500*	*30,100*	*9%*	*n. a.*	*n. a.*	*n. a.*
Emissions from coolants	*n. a.*	*1,900*	*1,500*	*-21%*	*n. a.*	*n. a.*	*n. a.*
Percentage of GHG Scope 1 emissions from regulated emissions trading schemes (in %)	0%	0%	0%	n. a.	n. a.	n. a.	n. a.
GHG Scope 2 emissions (market-based)	**261,700**	**211,600**	**199,800**	**-6%**	**5,000**	**0**	**11%**
Electricity	*256,000*	*209,200*	*197,600*	*-6%*	*n. a.*	*n. a.*	*n. a.*
District heating and steam	*5,700*	*2,400*	*2,200*	*-8%*	*n. a.*	*n. a.*	*n. a.*
GHG Scope 2 emissions (location-based)	**321,400**	**308,600**	**285,500**	**-7%**	**n. a.**	**n. a.**	**n. a.**
Total GHG Scope 1 and 2 emissions (market-based)	***308,300***	***264,700***	***254,700***	***-4%***	***n. a.***	***n. a.***	***n. a.***
Metric tons of GHG emissions from own activities (Scope 1 and 2) per EUR 1 m operative output	***146***	***140***	***135***	***n. a.***	***n. a.***	***n. a.***	***n. a.***
Compensation of GHG emissions by EACs (Energy Attribute Certificates)	*n. a.*	*91,600*	*86,700*	*-5%*	*n. a.*	*n. a.*	*n. a.*
Net GHG Scope 1 and Scope 2 emissions (market-based)[1]	***308,300***	***173,100***	***168,000***	***-3%***	***45,000***	***0***	***9%***
GHG reduction (market-based) compared to base year 2021 (308,300 metric tons CO_2e), absolute[2]	*n. a.*	*135,200*	*140,300*	*n. a.*	*n. a.*	*n. a.*	*n. a.*
GHG reduction (market-based) compared to base year 2021 (in %)[2]	*n. a.*	*44%*	*46%*	*n. a.*	*n. a.*	*n. a.*	*n. a.*
Significant GHG Scope 3 emissions[3]	**1,245,500**	**768,700**	**797,900**	**4%**	**n. a.**	**0**	**n. a.**
1 Purchased goods and services	1,106,400	623,700	592,700	-5%	n. a.	n. a.	n. a.
Reduction of GHG emissions per EUR of value added compared to base year 2021 (in %)	n. a.	11%	15%	n. a.	48%	97%	n. a.
2 Capital goods	76,800	105,600	45,000	-57%	n. a.	n. a.	n. a.
3 Fuel and energy-related activities	n. a.	n. a.	135,500	n. a.	n. a.	n. a.	n. a.
4 Upstream transport and distribution	59,700	33,400	16,000	-52%	n. a.	n. a.	n. a.
6 Business travel	2,600	6,000	8,700	45%	n. a.	n. a.	n. a.
Sum of all GHG emissions, gross (marked-based)	**1,553,800**	**1,033,400**	**1,052,600**	**2%**	**n. a.**	**0**	**n. a.**
Sum of all GHG emissions, gross (location-based)	**1,613,500**	**1,130,400**	**1,138,300**	**1%**	**n. a.**	**0**	**n. a.**
Total GHG emissions (market-based) per net revenue	**n. a.**	**n. a.**	**317**	**n. a.**	**n. a.**	**0**	**n. a.**
Total GHG emissions (location-based) per net revenue	**n. a.**	**n. a.**	**343**	**n. a.**	**n. a.**	**0**	**n. a.**

[1] Net GHG emissions include the reduction in GHG emissions via EACs.
[2] Emissions for the base year do not include GHG emissions from company cars.
[3] GHG Scope 3 emissions are only comparable to a limited extent with the previous year, as fewer categories were reported in previous years.

Direct emissions (Scope 1) remained overall at a similar level in 2025 compared to the previous year. Reductions in natural gas consumption were counterbalanced by higher emissions from uncombusted process gases. Indirect emissions (Scope 2) decreased year-on-year, primarily due to lower electricity consumption.

Only a few sites emit volatile organic compounds (VOCs), and only in small volumes. In 2025, VOC emissions amounted to 47 t (2024: 48 t) and were thereby reduced.

In the 2025 financial year, several methodological enhancements were implemented for Scope 3 emissions in order to increase scope, accuracy, and comparability. Emissions in Categories 3.1 and 3.2 decreased mainly due to optimization of the calculation methodology, inflation-adjusted emission factors, changes in procurement volumes, and shifts in countries of production. Category 3.3 relating to fuel- and energy-related activities was calculated for the first time in the 2025 financial year. Data collection was based on a spend-based approach using country and sector factors, thereby capturing upstream emissions from energy supply for the first time. Emissions from upstream transport and distribution (Scope 3.4) were collected using primary data from service providers. Reductions in transport volumes and in the CO_2 intensity of transport modes also led to a reduction in emissions in this area. In the area of business travel (Scope 3.6), a methodological reclassification was implemented. From the 2025 financial year onwards, emissions from the use of leased company vehicles are allocated to Scope 1, while Scope 3.6 only includes emissions from travel services. The use of a new software solution enabled the inclusion of additional emission categories as well as a WTW approach. The reporting was expanded accordingly in both quantitative and qualitative terms. For Category 3.11 “Use of sold products”, a pilot project was launched to quantify the associated emissions for the first time. Especially in the case of semiconductor components, end use is often not known – whether in terms of specific products, usage intensity or geographical areas of deployment – which required the calculation to be based on a number of simplifying assumptions that were deliberately very conservative. Due to these limitations, the resultant metric is not comparable with the other categories and is reported separately. The extrapolation performed for the 2025 financial year results in emissions from the use of sold products of approximately 103 m t CO_2 equivalent and serves as an initial reference point for future development and reduction strategies along the product life cycle.

ESRS E2

Pollution

Strategy

SBM-3 Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

In its upstream value chain, negative environmental impacts from emission-intensive activities arise for ams OSRAM. This particularly affects the extraction and processing of critical raw materials such as rare earths and metals, which require high energy input and may be associated with air emissions. Impacts related to water pollution may also arise as a consequence of improper disposal or insufficient water treatment. In the company's own operations, the use of substances of very high concern represents a material risk. More stringent regulatory requirements could, in the long term, require significant investments to substitute these substances and to adapt production processes.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impacts and risks:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Pollution of air	Impact (negative, actual)	■			■	■	■
	Pollution of air arising from emission-intensive activities in the upstream value chain.						
Pollution of water	Impact (negative, actual)	■			■	■	■
	Pollution of water arising from activities in the upstream value chain (e.g. extraction of raw materials, improper treatment and disposal of wastewater).						
Substances of very high concern (SVHC)	Risk		■				■
	Investment risk related to the adaptation of existing products, processes or infrastructure due to potential regulations requiring the substitution of substances of very high concern.						

The impacts and risks related to pollution identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it.

Management of Impacts, Risks, and Opportunities

E2-2 Actions and Resources Related to Pollution

In relation to the impacts and risks identified as material, ams OSRAM has not reported any ESRS-aligned actions to date, but is currently in the process of further developing actions in order to fully meet the ESRS requirements in the future. To date, various activities are being pursued in connection with the identified impacts and risks:

Risk in Own Operations
ams OSRAM markets its products worldwide and is consequently subject to increasingly stringent regulatory requirements regarding the substances and materials used in production and remaining in end products. Amendments to statutory requirements, such as the lowering of threshold values, bans, as well as specific customer requirements, may, in the long term, entail investment risks for existing products, processes, and infrastructure. The EHS Department advises and informs all BUs on the relevant statutory requirements and monitors compliance to ensure the environmental compliance of products and production. A special focus is placed on the control and reduction of hazardous and critical substances used in the production process and, in some cases, remaining in the product. This may also include substances of very high concern (SVHCs). Through its activities in various industry associations, ams OSRAM is able to anticipate new regulations, especially those relating to SVHCs, influence them, identify the impacts on its own operations at an early stage, and thereby mitigate associated risks.

Impacts in the Upstream Supply Chain
As a globally operating manufacturing company, ams OSRAM utilizes a wide range of materials sourced from different countries and industrial sectors. Especially in its upstream supply chain – in the extraction and processing of raw materials and the manufacture of intermediate products – significant environmental impacts exist, including adverse impacts on air and water quality. All (Tier 1) suppliers are expected to comply with applicable environmental standards and to implement an effective environmental management system. Selected suppliers are also subject to corporate responsibility audits. Where deviations are identified, corrective measures are initiated; in the event of serious violations, the business relationship may be terminated.

Metrics and Targets

E2-3 Targets Related to Pollution

In connection with the impacts and risks identified as material, ams OSRAM has not yet set any ESRS-aligned targets. An evaluation of possible steps to define additional targets is planned.

As a globally operating manufacturing company, ams OSRAM consistently complies with statutory requirements in the area of pollution and ensures adherence to relevant standards. The company aims to ensure that its own requirements are implemented across the entire supply chain. Within its own business operations, ams OSRAM anticipates possible changes to, and adjustments of, legally mandated prohibitions or restrictions and adapts its processes accordingly.

ESRS E3

Water and Marine Resources

Strategy

SBM-3 Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

Water is an increasingly scarce resource, whose availability is further constrained by climate change. It is required in semiconductor manufacturing as a process medium, including as ultrapure water, for cooling, and for sanitary purposes. Water is consequently of central importance to ams OSRAM. The company is committed to the efficient and responsible use of this resource. In addition to reducing consumption, water withdrawal as well as discharge and disposal are also key factors in minimizing negative impacts on people and the environment.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impact:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Water consumption	Impact (negative, actual)		■		■	■	■
	Water consumption via water-intensive activities in the company's own operations.						

The impacts related to water resources identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topic of circular economy and sustainable portfolio included therein specifically addresses these aspects and is derived from the strategic priority of sustainability within the corporate strategy.

Management of Impacts, Risks, and Opportunities

E3-1 Policies Related to Water and Marine Resources

The following policy framework addresses the material IROs related to the management of water.

EHS Policy

Relation to material topic	- Water consumption
Content	- Water management, including potential recycling - Operation of treatment facilities - Annual water risk assessment (water stress)
Scope	- Group-wide
Responsibility	- Management Board - Implementation by Head of EHS
References to third-party standards/initiatives	- Consideration of relevant ISO standards (e.g. ISO 14001, 45001, 50001)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, customers, legislators)
Availability	- In-house - Published on the website of ams OSRAM

In addition to the EHS Policy, an EHS manual and binding processes are also in place to ensure compliance with environmentally relevant regulations and internal standards.

All production facilities and the headquarters in Premstaetten (Austria) have an environmental management system that is certified to the international standard ISO 14001. In cases where water quality has been altered by production processes, treatment is performed before discharge in accordance with the respective national statutory requirements. All sites hold the necessary regulatory permits for wastewater discharge and, where applicable, for the operation of neutralization plants. These permits contain specific requirements regarding volumes, temperature, chemical composition, and testing.

A portion of the wastewater is classified as hazardous waste and is treated by qualified third-party companies, while the remaining portion is released into the atmosphere via evaporative cooling systems. These two portions constitute losses and consequently represent absolute water consumption. In addition, a water risk assessment is also conducted annually to identify sites located in regions with increased water stress. At present, no sites have been identified in areas with high water stress; however, sites with water risks have been identified in China and the Philippines, see ESRS 2 IRO-1. Due to the available data situation, developments in Malaysia, where two ams OSRAM semiconductor manufacturing facilities are located, continue to be monitored. Beyond the processes described to ensure compliance with environmental regulations and internal standards, no additional procedures to reduce water consumption have been implemented at sites with identified water risks.

Metrics and Targets

E3-4 Water Consumption

At ams OSRAM, water withdrawal at all sites is recorded either on the basis of invoices or with direct measurements and reported quarterly to the EHS Department. Reporting on wastewater data is conducted annually. While data quality for discharges from neutralization plants has reached a very high level, a complete capture of other wastewater pathways, such as sanitary wastewater or evaporative losses from cooling towers, is not possible in all cases, so estimates are required in some instances.

The following tables contain key information on water withdrawal and water discharge for the 2025 financial year.

Water Withdrawal

in m³	2025
Municipal water supply	3,318,000
Groundwater from own supply	661,000
Other water	0
Water consumption (total)	**3,979,000**
therein consumption in areas at water risk	497,000
therein water recycled	899,000
Share of water recycled from water consumption (total)	23%
therein ultrapure water (UPW) consumption	1,099,000
Specific water withdrawal in m³ per EUR 1 m operative output	**2,115**
Target for water withdrawal in m³ per EUR 1 m operative output	2,260
Specific water withdrawal in m³ per EUR 1 m revenue	1,198

Wastewater by Destination

in m³	2025
Into public sewers as industrial wastewater	2,276,000
Into public sewers as sanitary wastewater	542,000
Into saline surface water as industrial wastewater	388,000
Into non-saline surface water as industrial wastewater	11,000
Into the groundwater as chemically unchanged wastewater from cooling processes	0
Water stored (total)	0
Changes in storage	0
Total	**3,217,000**
Consumption – via evaporation, disposal as waste, other losses	**762,000**

ESRS E5

Resource Use and Circular Economy

Strategy

SBM-3 Material Impacts, Risks, and Opportunities and their Interaction with Strategy and Business Model

A wide range of raw materials and other materials are used in the manufacturing processes and products of ams OSRAM. Across the production and logistics processes, waste is generated that has negative impacts on the environment and whose disposal requires special treatment as well as due diligence and documentation obligations. The portfolio in some cases requires the use of rare earths and other critical raw materials that are essential for functionality and performance. Due to high global demand and geopolitical tensions, a risk exists of rising costs and production disruptions in the event of supply shortages.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impact and the following risk:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Resources inflows, including resource use	Risk		■				■
	Risk of increasing costs due to delays or production interruptions resulting from the potentially limited availability of certain precursor materials, such as rare earths.						
Waste	Impact (negative, actual)		■			■	■
	Waste generation from waste arising in production processes (hazardous waste, waste for disposal).						

The impacts and risks related to resource use and circular economy under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topic of circular economy and sustainable portfolio included therein specifically addresses these aspects and is derived from the strategic priority of sustainability within the corporate strategy.

Management of Impacts, Risks, and Opportunities

E5-1 Policies Related to Resource Use and Circular Economy

Availability Risk
With regard to the risk of limited availability of certain input materials such as rare earths, ams OSRAM does not have a specific policy, as global inventories cannot be controlled. Nevertheless, these risks are incorporated into the strategic raw material and supplier assessment and are monitored and analyzed within the framework of existing processes. The established ERM processes, see ESRS 2 IRO-1, provide for continuous risk assessment. Responsibility lies with the respective BU.

Waste
The EHS Policy of ams OSRAM listed in section ESRS E1-2 obligates all sites worldwide to handle waste responsibly. It addresses the waste hierarchy by managing waste in accordance with the principle "prevention – re-use/recycle – disposal". Priority is given to waste prevention in this context. Where waste cannot be avoided, it is sent for re-use. Only after these options have been exhausted is waste disposed of by certified service providers. In this way, valuable materials are to be returned to the material cycle and negative environmental impacts on the environment are to be avoided as far as possible.

E5-2 Actions and Resources Related to Resource Use and Circular Economy

At present, ams OSRAM has not implemented any actions that meet the requirements of the ESRS. To limit negative environmental impacts from waste and to minimize risks arising from certain input materials such as rare earths, the following approach is currently being pursued:

Availability Risk
To limit the risk described, ams OSRAM pursues a diversification of its supply chains. In addition, ams OSRAM also operates forward-looking inventory and procurement management and concludes supply contracts with the longest possible terms, see Group Management Report, Risk Report, Dependence on Suppliers. Due to its classification as a long-term risk, no further actions are currently necessary; instead, monitoring is conducted on a continuous basis, see ESRS 2 IRO-1.

Waste
Waste management forms a central element of the environmental management system. In the material- and chemical-intensive manufacturing processes, both hazardous and non-hazardous waste are generated. Waste separation is performed either directly at the sites or by certified service providers. The recovery of these valuable resources is always carried out by duly qualified specialist companies. In the case of waste for disposal, ams OSRAM uses both the option of incineration and landfill, among other

methods. The choice depends on the local regulations and on what is technically and economically feasible. Employees who work with waste are trained in the locally applicable regulations.

Metrics and Targets

E5-3 Targets Related to Resource Use and Circular Economy

No Group-specific, quantified target has been defined in relation to the availability risk identified in the company's own operations, as control by the company is not possible, as described in ESRS E5-1.

However, ams OSRAM has voluntarily set targets for waste sent for disposal relative to operative output. This target is set annually at site level and aggregated into a global target. Managers implement the measures specified at the individual manufacturing locations. ams OSRAM tracks the data collected and achievement of the relative target at the Group level as part of the quarterly EHS reporting. This relative KPI sets an absolute budgeted target or actual figure in relation to the generated or budgeted operative output (operative output in EUR m). This approach allows relative environmental parameters to be defined based on the company's own operational activity, regardless of contract manufacturing. The target for the 2025 financial year comprises waste sent for disposal of 3.27 m^3 per EUR 1 m of operative output. Under ESRS E5-5, the table of KPIs shows the value for the reporting year.

E5-4 Resource Inflows

For the manufacture of sensors, light sources, and optoelectronic systems, ams OSRAM sources a wide range of material groups. These include semiconductor wafers made from materials such as silicon, gallium nitride, and other compound semiconductors, optical materials such as filters, lenses and reflectors, as well as phosphorescent substances such as yttrium aluminum garnet. In addition, precious metals (such as gold, platinum, palladium), technical metals (such as tungsten, tantalum, aluminum, steel), connecting materials made of ceramics, plastics, epoxy resins, and silicones, as well as packaging materials are utilized. Chemicals of various quantities and grades are also utilized for production and support processes.

Resource Inflows

in metric tons	2025
Overall total weight of products and technical and biological materials used	23,990

As ams OSRAM is a provider of lighting and sensor technologies, no biological materials are utilized in the production process. Accordingly, the entire product weight is classified as technical material. No information is available on reused or recycled secondary components, products or materials. This is primarily due to the fact that the company's sector manufacturing processes are not designed to use reusable resources.

The determination of resource inflows is based on a spend-based approach. The basis is purchasing data from the internal procurement system, which includes all relevant purchasing categories and their expenditure during the reporting period. The metric reflects only direct materials that are used directly in the manufacture of products and services. Indirect materials, finished products, and replacement parts are excluded. Purchasing categories that account for the majority of expenditure (90% of total spend) are determined and calculated in detail. The remaining 10% are extrapolated on the basis of representative assumptions. For determining material prices, predominantly European external sources are used, with both annual average prices and prices at the reporting cut-off date serving as the basis. The material composition per procurement category is based on the knowledge of in-house experts. For the respective purchasing categories, average prices of the materials included are determined. The weights are then derived on the basis of the expenditure per purchasing category. For selected purchasing categories, the weights are calculated on the basis of reference products. The methodology takes into consideration the key assumptions that the prices used are representative and that the excluded purchasing categories do not have a significant influence on the overall result. It also includes a risk-based plausibility check. Limitations exist in relation to the accuracy of the average prices.

E5-5 Resource Outflows

The waste generated at ams OSRAM arises in different production areas and varies depending on the manufacturing process. The main waste streams and the waste materials contained therein for the individual business segments are set out below.

Semiconductor Business
In semiconductor manufacturing, waste streams arise, such as chemical residues (acids, solvents, process chemicals), water mixed with chemicals and sludge from neutralization plants, as well as so-called consumables such as activated carbon filters from clean room ventilation. The waste materials contained include metals such as gold from electroplating solutions, plastics from packaging and filters, as well as critical raw materials such as gallium and indium. Recyclable materials include, among others, glass, metals, paper/cardboard, as well as gold-containing solutions, and contaminated N-Methylpyrrolidone.

Lamps & Systems
In the production of lamps and systems, glass and metal residues from rejected lamps arise, some of which can no longer be economically separated, as well as packaging materials. The waste materials include non-metallic minerals such as glass, metals such as aluminum and tungsten, and plastics from seals and packaging. Here too, glass, metals and paper/cardboard are sent for recycling. Waste data within the company is collected on a quarterly basis via a Group-wide system. The production sites report waste volumes by sub-categories (such as hazardous/non-hazardous, recycling/disposal) in tons. In most cases, the volumes are based on quantified receipts from the waste disposal providers. The waste intensity metric is calculated as the total volume of hazardous and non-hazardous waste sent for disposal (in metric tons) per EUR 1 m of operative output, see ESRS E1-6. Hazardous and non-hazardous waste that is sent for recycling is recorded in absolute terms but is not included in the intensity metric. Construction and demolition waste is excluded.

ams OSRAM's waste data are shown in the following table. Group-specific metrics are highlighted in italics.

Waste

in metric tons	2025
Total waste	**11,000**
Waste due to preparation for reuse	**0**
therein hazardous	0
therein non-hazardous	0
Waste for recycling	**6,500**
therein hazardous	3,000
therein non-hazardous	3,500
Waste for disposal/non-recycled waste	**4,500**
share of total waste	41%
hazardous – incineration	1,000
hazardous – landfill	1,300
hazardous – other disposal operations	400
non-hazardous – incineration	800
non-hazardous – landfill	1,000
non-hazardous – other disposal operations	0
Total amount of hazardous waste	**5,700**
Waste for disposal in metric tons per EUR 1 m operative output	***2.39***

ESRS S1

Own Workforce

Strategy

SBM-3 Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

ams OSRAM, as a global company with employees of many nationalities and cultures, believes diversity is one of the drivers of success, innovation, and better employee motivation and satisfaction. Equal opportunities between genders make a significant contribution to the promotion of diversity. Where gender equality is limited, negative impacts arise, particularly for female employees in relation to gender pay gaps. These represent a systemic impact. Impacts may also arise at ams OSRAM in the area of occupational health and safety: activities close to production are associated with potential occupational accidents and occupational diseases. However, such impacts are predominantly individual incidents.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impacts:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Diversity	Impact (positive, actual)		■		■	■	■
	Creating opportunities for women by promoting diversity: increasing the proportion of female managers via targeted programs.						
Gender equality and equal pay for work of equal value	Impact (negative, actual)		■		■		
	Disadvantaging of women in countries, corporate functions or positions with a gender pay gap.						
Health and safety	Impact (negative, potential)		■		■		
	Potential injuries and temporary health impairments arising from possible workplace accidents and occupational diseases.						

ams OSRAM's workforce has been taken into consideration within the scope of the materiality assessment and the disclosures under ESRS 2 as well as in this section. The company's workforce comprises employees and non-employees. The term employees covers persons who have a fixed-term or permanent employment contract with ams OSRAM and who are employed on a full-time

or part-time basis. Employees are classified as direct (typically close to production) or indirect according to their primary area of activity. The headcount figures reported in this section include employees with active employment status as well as individuals on paid leave. Interns, working students, individuals in vocational education or training, as well as diploma or doctoral candidates are not included in the reported figures regarding employees; however, these people are at least partially considered when referring to policies or actions. Non-employees include people provided by external companies and controlled by ams OSRAM (so-called temporary agency workers) as well as self-employed persons.

The identified actual and potential impacts and risks related to the company's own workforce identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topics of people and human rights included therein specifically address these impacts and are derived from the strategic priority of sustainability within the corporate strategy. Fair and safe working conditions as well as equal treatment of employees form the basis for employee satisfaction, which in turn is decisive for ams OSRAM's competitiveness and innovative strength.

Certain groups of people are exposed to a particular risk of negative impacts. This especially applies to employees who work in areas, regions or corporate functions where a structural gender pay gap exists. Employees working shifts with limited rest periods as well as employees in operational areas with an increased risk of accidents are also at risk.

Such risk groups are regularly identified as part of internal risk analyses and human rights due diligence processes to develop appropriate protection and prevention measures. One example of this are regular analyses of the gender pay gap.

Management of Impacts, Risks, and Opportunities

S1-1 Policies Related to Own Workforce

A responsible approach to the company's own employees is of fundamental importance. The handling of IROs identified as material is determined in the following policy frameworks. The respective policies (with reference to third-party standards and initiatives) state whether they are aligned with internationally recognized instruments, including the UN Guiding Principles on Business and Human Rights. Where such a reference is not stated explicitly, no link exists to these instruments. As a signatory to the UN Global Compact, ams OSRAM supports its related principles concerning the protection of human rights and non-discrimination. This contributes to inclusion and the protection of vulnerable groups within the company. These principles are taken into consideration in the Code of Conduct and the Human Rights Policy. ams OSRAM also supports an inclusive working environment by signing the "Diversity Charter". With the Diversity, Equity & Inclusion (DEI) strategy that has been implemented, a corporate culture of diversity, inclusion, and equal opportunity is promoted. The strategy focuses on gender, age and nationality. These are embedded in the organization via the HR Policy.

Code of Conduct

Relation to material topic	- Health and safety
Content	- Respect for human rights, including workers' rights - Establishment and application of appropriate occupational health and safety systems - Responsibility for health and safety, including occupational health and safety training
Scope	- Group-wide
Responsibility	- Management Board - Implementation by the Head of Corporate Governance
References to third-party standards/initiatives	Consideration of: - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, competitors, business partners such as customers and suppliers, investors, and civil society)
Availability	- In-house - Published on the website of ams OSRAM - Indirect employees are required to confirm compliance annually

HR Policy

Relation to material topic	- Diversity - Gender equality and equal pay for work of equal value
Content	- Offering of services and programs to support the professional and personal development of all employees of the Group
Scope	- Group-wide
Responsibility	- Management Board - Implementation by Head of HR
References to third-party standards/initiatives	- n/a
Consideration of stakeholders' interests	- Consideration of the interests of internal stakeholders (employees)
Availability	- In-house

Human Rights Policy

Relation to material topic	- Diversity - Gender equality and equal pay for work of equal value - Health and safety
Content	- Respect for human rights, including workers' rights - Commitment to equal opportunities and an inclusive environment within the company - Zero tolerance for discrimination or harassment of any kind against employees or business partners (discrimination on the grounds of national or ethnic origin, social background, skin color, age, gender, sexual orientation and identity, health status, disability, culture, religion, trade union membership, political opinion, world view or any other form of discrimination) - Principle of equal pay for equal work, regardless of personal characteristics
Scope	- Group-wide - Effect on upstream and downstream value chain
Responsibility	- Management Board - Implementation by the Human Rights Officer and functions such as HR, EHS, Procurement, and Quality
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, internal corporate functions, suppliers, representatives of civil society)
Availability	- In-house - Published on the website of ams OSRAM

EHS Policy

Relation to material topic	- Health and safety
Content	- Zero-accident tolerance – root cause analysis as well as corrective and preventive measures for accidents - Risk assessment and definition of controls - Ergonomics - Cooperation with occupational physicians and other prevention specialists
Scope	- Group-wide
Responsibility	- Management Board - Implementation by Head of EHS
References to third-party standards/initiatives	- Consideration of relevant ISO standards (e.g. ISO 14001, 45001, 50001)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, customers, legislators)
Availability	- In-house - Published on the website of ams OSRAM

S1-2 Processes for Engaging with Own Workforce and Workers' Representatives about Impacts

Employee Engagement and Information
ams OSRAM maintains ongoing relationships with its employees and their employee representatives across the Group. The objective is to ensure appropriate consideration of employees' interests, to systematically gather feedback, and to promote open dialog and a high level of engagement. Insights arising from these engagement processes for employees or workers' representatives are incorporated, as necessary, into the policies listed under S1-1. ams OSRAM regularly informs employees about relevant developments and decisions, as well as their potential impacts, with virtual global town hall meetings. These are held quarterly and include an extensive Q&A session. In addition, regular town hall meetings are held at country level; extraordinary meetings are organized for specific occasions as needed. Furthermore, digital platforms and communities as well as focus groups are available to promote global exchange and feedback from employees. The effectiveness of employee engagement is assessed using various methods, including ongoing exchange between employees and managers, as well as the results of employee satisfaction surveys and the use of grievance channels. The Management Board is responsible for ensuring that employees' perspectives are taken into consideration, as described below.

Feedback Mechanisms
Feedback is gathered as part of the regular human rights risk analysis conducted in accordance with the requirements of the German Supply Chain Due Diligence Act (LkSG). Selected employee groups and local employee representatives provide feedback on various topics via stakeholder interviews. In addition, feedback is also gathered with individual dialog: each employee is expected to have at least one annual discussion with their manager to discuss performance feedback and personal development.

Employee Surveys
A key instrument for employee engagement is the global employee survey, which provides insights into employee engagement, collaboration, and satisfaction. In the most recent survey conducted in 2024 as part of the OHI, employees assessed the strategic direction, internal structures and processes, working conditions, well-being, and development opportunities. The results were benchmarked against industry standards and served as the basis for Group-wide measures. Progress on these measures is communicated via the intranet and in town hall meetings. To review the effectiveness of the measures defined and to identify further potentials for improvement, the survey is repeated at regular intervals.

Grievance Channels
In addition to structured engagement formats, established grievance channels are also available, including the whistleblower system "Tell ams OSRAM" as well as alternative local contact points. These channels provide the opportunity to submit feedback or raise concerns directly, see ESRS G1-1.

Cooperation with Workers' Representative Bodies
In countries with workers' representative bodies – such as Germany, Austria or the Netherlands – these bodies are involved, within the scope of their information and co-determination rights, in negotiations on working conditions, remuneration models, working time arrangements, development opportunities, and strategic decisions. In Germany, additional committees exist for personnel-related topics. At country level, statutory regulations govern the involvement of workers' representatives; in addition, internal company regulations apply, such as regarding the establishment

of a European Works Council. This body meets regularly and represents employees' interests in the respective countries in transnational matters. Depending on the country, ongoing exchange formats take place at different intervals. The engagement described is conducted on the employer side by the Management Board, the management of the BUs, the Head of HR or the respective site management.

S1-3 Processes to Remediate Negative Impacts and Channels for Own Workforce to Raise Concerns

Risk Assessment Processes
For ams OSRAM, fulfilling human rights and environmental due diligence obligations is a high priority. Group-wide procedures and measures have been implemented to prevent or mitigate potential and actual adverse impacts. Corporate due diligence is conducted with regular risk analyses within the company's own operations. The objective is to identify, assess, and prioritize human rights and environmental risks and violations, as well as their adverse impacts on people in connection with business activities. Internal stakeholders and actors, including employees and workers' representative bodies, are involved in these processes to appropriately reflect the perspectives of potentially affected parties.

Identification of Violations and Remedial Actions
In the event of confirmed violations or risks that have been caused or contributed to by ams OSRAM, remedial, preventive or mitigating measures are taken to remove, reduce or prevent them in the future. In this context, the interests of potentially affected parties and other stakeholders are taken into consideration with the aim of achieving continuous improvements within the Company.

Monitoring and Control
The implementation and effectiveness of the measures are reviewed on a regular basis. This is conducted both on an ongoing basis by the departments responsible (such as HR, EHS, Procurement) and by the central Internal Audit function, which reviews, on a Group-wide basis, the appropriateness, effectiveness, and efficiency of the human rights risk management system, including the grievance mechanism. Responsibility for monitoring compliance with human rights and environmental due diligence obligations lies with the Group Human Rights Officer, who is appointed by the Management Board and reports regularly to the Management Board and the Supervisory Board.

Reporting via Grievance Mechanisms
ams OSRAM provides effective, easily accessible and confidential grievance mechanisms in line with international standards, in particular the UN Guiding Principles and the requirements of the German Supply Chain Due Diligence Act (LkSG). For this purpose, all potentially affected parties – both within and outside the company – have access to the global whistleblower system "Tell ams OSRAM" as well as additional local contact points. The use of the whistleblowing system by potentially affected parties provides ams OSRAM with evidence that its effectiveness is ensured as a matter of principle. Further details are provided in section ESRS G1-1.

Awareness-raising and Communication
To raise employees' awareness of potential violations and risks and to inform them about available grievance channels, training courses are conducted on a regular basis. In addition, communication is also supported by internal measures such as poster campaigns at sites or publications on the intranet.

Occupational Health and Safety
In addition to compliance with human rights due diligence obligations, a particular focus is also placed on occupational health and safety. The production sites in Ang Mo Kio (Singapore), Wuxi and Foshan (China), Penang and Kulim (Malaysia), Calamba (Philippines), and the headquarter in Premstaetten (Austria) are all certified in accordance with ISO 45001, the international standard for occupational health and safety management systems. The internal requirements of ams OSRAM also oblige the other production facilities to maintain a management system for occupational health and safety as per the ISO 45001 standard. To review compliance with these requirements, the EHS Department conducted ten corporate EHS audits during the reporting year. Moreover, the plant in Foshan again received certification according to amfori BSCI (Business Social Compliance Initiative), an internationally recognized standard for social accountability.

At all sites, managers are required to carry out risk assessments for each area of activity. These are regularly reviewed with internal and external audits. Potential hazards may be ergonomic, mechanical, radiation-related or chemical in nature. Based on the results, specific protective measures are implemented, such as safety barriers, floor markings, extraction and ventilation systems or personal protective equipment. Medical professionals and, in some cases, workers' representative bodies are involved in this process. ams OSRAM employees are informed about potential hazards in their workplace when they join the company and on a regular basis thereafter. All employees share responsibility for safety in their respective working environment. In line with ISO 45001, employees are obligated to report hazardous situations (without fear of reprisals) and to remove themselves from potentially dangerous situations at any time. Employees are also actively involved in the preparation or updating of risk assessments and in the root cause analysis of incidents.

Metrics and Targets

S1-5 Targets Related to Managing Material Negative Impacts, Advancing Positive Impacts, and Managing Material Risks and Opportunities

Health and Safety
ams OSRAM is committed to providing its employees with a safe and healthy working environment and as a consequence pursues the objective of continuously improving occupational health and safety conditions. This includes the systematic collection of work-related accident data at the sites to determine the internationally recognized indicators "Lost Time Injury Frequency Rate" (LTIFR) and "Severity Rate" (SR). Targets are always set on a site-specific basis. The LTIFR target is based on a reduction in the average of the past three years. For the SR, the average days lost per accident within the respective region are taken into consideration. On the basis of the individual values, regional and global target values are then derived. A zero injury rate is assumed for non-production locations. The targets are defined in coordination with the safety specialists and the respective site management and are ultimately approved by the responsible member of the Management Board. They are subsequently communicated to relevant stakeholders, including workers' representatives. For the 2025 financial year, targets of 1.10 for the LTIFR and 25.5 for the SR were set, in each case scaled to 1,000,000 working hours. The results for the 2025 financial year are presented in the section ESRS S1-14.

Diversity and Gender Equality

At present, ams OSRAM has not adopted any ESRS-aligned targets relating to diversity and gender equality. In the area of diversity, ams OSRAM attaches great importance to diverse representation in leadership positions, as this has a positive impact on the company's culture and other areas of the organization. The current focus is on gender diversity, with the aim of increasing the proportion of women in management positions. To underscore the importance of this topic and to make progress measurable, the Management Board set a target in 2021 of 25% for the percentage of women in the first two management levels of the Group. This goal has to be achieved by the end of 2026. In 2025, the percentage amounted to 24%.

S1-6 Characteristics of the Undertaking's Employees

As of December 31, 2025, ams OSRAM employed a total of 19,120 people (2024: 19,665), see Group Management Report 2025, Employees. Unless stated otherwise, the number of people as of December 31, 2025, is reported as headcount (number of people). The group of people to which the metrics reported below relate is defined in ESRS S1 SBM-3.

Number of Employees by Gender

in headcount	2025
Gender	**Number of employees**
Male	10,727
Female	8,393
Other/not reported[1]	0
Total employees	**19,120**

Countries with Number of Employees >50 Representing at least 10% of the Total Number of Employees

in headcount	2025
Country	**Number of employees**
Malaysia	5,825
Germany	4,459
China	2,804

The employee turnover rate is calculated by dividing the total number of employees who left the company during the reporting period by the total number of employees as of December 31, 2025. The most common reasons for reported departures include resignations, dismissals by the Company, mutual termination agreements, retirement, and the divestment of parts of the business. National and international transfers between affiliated companies or organizational units are not taken into consideration. Likewise, employees who move into an inactive employment relationship – for example due to extended unpaid leave – are not included. Due to transformation programs within the Company, a reduction in headcount and a resulting increase in employee turnover are expected in the coming years.

Employee Turnover

in headcount	2025
Turnover rate (%)	12
Total number of employees who left	2,273

The following tables show the distribution of employees by type of contract and gender as of December 31, 2025, as well as a region-specific breakdown by type of contract. The majority of employment contracts are permanent. Fixed-term employment contracts contribute to the Company's flexibility to be able to respond appropriately to changing capacity requirements.

Contract Type, Broken Down by Gender

in headcount				2025
	Female	**Male**	**Other/not disclosed[1]**	**Total**
Number of employees	8,393	10,727	0	**19,120**
Number of permanent employees	7,891	10,303	0	**18,194**
Number of temporary employees	352	146	0	**498**
Number of non-guaranteed hours employees[2]	150	278	0	**428**

Contract Type, Broken Down by Region

in headcount				2025
	Asia/Pacific	**EMEA**	**Americas**	**Total**
Number of employees	10,699	7,506	915	19,120
Number of permanent employees	10,305	7,402	487	18,194
Number of temporary employees	394	104	0	498
Number of non-guaranteed hours employees[2]	0	0	428	428

S1-7 Characteristics of Non-Employees in the Undertaking's Own Workforce

In accordance with ESRS S1-7, non-employees primarily include temporary agency workers and freelancers. The majority of these non-employees are based in Germany. They do not have a direct or formal employment relationship with the Company and provide services for which either their employer, as a third party, invoices the Company or – in the case of self-employed individuals – they issue invoices themselves. As of December 31, 2025, ams OSRAM engaged a total of 126 non-employees (headcount).

[1] Due to the very small number (< 5) of people who identify as non-binary or did not provide information, these groups are reported combined.
[2] Non-guaranteed hours employees are employed by the company without a guaranteed minimum or fixed number of working hours.

S1-9 Diversity Metrics

The following table shows the age distribution of ams OSRAM employees:

Age Distribution of Employees

in headcount		2025
	Number of employees	in %
Employees under 30 years old	2,485	13%
Employees 30-50 years old	12,115	63%
Employees over 50 years old	4,520	24%
Total employees	**19,120**	**100%**

In accordance with ESRS, the gender distribution of the top management level is disclosed. According to the Company's internal definition, the top management level comprises the five highest compensation grades. The remuneration grades reflect the significance, complexity, and level of responsibility of a position within the Company.

Gender Distribution at Top Management

in headcount		2025
	Number of employees	in %
Male	279	86%
Female	45	14%
Other/not reported[1]	0	0%
Total employees (first level management)	**324**	**100%**

[1] Due to the very small number (< 5) of people who identify as non-binary or did not provide information, these groups are reported combined.

S1-14 Health and Safety Metrics

A total of 96% of employees are covered by the occupational health and safety management system. This includes production sites with management systems in accordance with ISO 45001 as well as development and sales sites with more than 50 employees that operate under reduced management systems. Selected smaller sites were also included. The figures are calculated on a full-time equivalent (FTE) basis.

Responsibility for occupational health and safety also extends to external workers from third-party companies. For these workers, the metrics "number of work-related injuries with days lost" and "number of fatalities" are reported. As their working hours are not recorded, the metrics LTIFR and SR cannot be determined for workers from third-party companies.

ams OSRAM's occupational health and safety metrics are shown in the following table. Group-specific metrics are highlighted in italics.

Occupational Health and Safety

	2025
Percentage of employees covered by health and safety management system (in %)	96
Global LTIFR[1]	1.61
Global SR[1]	*21.4*
Number of work-related accidents resulting in absence from work among employees	63
Number of lost days to work-related injuries and fatalities among employees	837
Number of high-consequence accidents[2] among employees	*0*
Number of cases of recognized occupational illness[3] among employees	1
Number of fatalities as result of work-related injuries and work-related ill health among employees	0
Number of work-related accidents resulting in absence from work of external workers working on Company's sites	*6*
Number of fatalities as result of work-related injuries and work-related ill health of external workers working on Company's sites	0

In 2025, 63 accidents were recorded, meaning that the global LTIFR target of 1.10 was not met. Despite this, the target for the global severity rate of 25.5 was achieved, with a total of 837 days lost.

[1] LTIFR represents the number of accidents at work resulting in at least one day lost in relation to the total number of working hours during the financial year. SR represents the total number of days lost in relation to the total number of working hours during the financial year. Both KPIs are scaled to 1,000,000 working hours, excluding commuting accidents.
[2] Accidents that result in an injury from which the person cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
[3] Occupational diseases are illnesses suffered as a result of professional activity and which are recognized as such by authorities or insurance carriers. ams OSRAM adheres to local legislation with regard to the responsible authorities and the procedures to be followed.

ESRS S2

Workers in the Value Chain

Strategy

SBM-3 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and Business Model

In ams OSRAM's upstream value chain, potential adverse impacts include excessive overtime, shift work, insufficient rest periods, and risks related to child labor and forced labor. From a sector-specific perspective, the semiconductor industry's upstream value is characterized by complex, globally distributed supply networks and the use of critical raw materials. These include materials such as silicon wafers, rare earths, and chemicals for chip manufacturing, as well as conflict minerals such as gold, tin, tantalum, and tungsten. When sourcing these materials from the Democratic Republic of the Congo and neighboring countries, as well as from other conflict-affected and high-risk areas (CAHRAs), a risk exists of child labor and forced labor, which ams OSRAM carefully assesses. Due to inadequate labor standards and insufficient protective measures in the extraction and processing regions, risks may arise that could lead to excessive workloads or adverse health effects.

When engaging agencies and intermediaries to recruit individuals from particularly vulnerable groups, such as low-skilled workers and migrant workers, care is taken to ensure that these individuals are adequately protected against the risk of unethical labor practices. To prevent potential risks of unethical labor practices, requirements for the selection and monitoring of suppliers and their subcontractors are defined and reviewed on a regular basis. ams OSRAM places importance on the responsible selection of suppliers and conducts appropriate due diligence to avoid risks and adverse impacts in relation to human rights and the financing of armed groups. In certain regions, services such as cleaning, construction, and logistics may be associated with risks related to forced labor and child labor. To address these risks effectively, preventive measures such as specific supplier requirements, regular audits, and continuous monitoring along the supply chain are implemented.

S1-17 Incidents, Complaints and Severe Human Rights Impacts

Of all cases reported in the 2025 financial year, a total of four violations in the category of discrimination and harassment were confirmed following the completion of investigations; the necessary measures were taken in response.

In none of the concluded cases was a severe human rights violation confirmed. The assessment was based on the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. As a result, no fines, sanctions or compensation payments were made by ams OSRAM during the reporting period. Nor were any notifications received via the OECD National Contact Points for Multinational Enterprises.

The whistleblower system "Tell ams OSRAM" is the primary source for reporting. In addition, on a quarterly basis, confirmations are obtained from the regionally responsible human rights coordinators regarding any additional cases reported via other local reporting channels. In the following table, the terms "complaint" and "incident" are used synonymously. Group-specific metrics are highlighted in italics.

Complaints, Incidents, and Severe Impacts Related to Human Rights

	2025
Number of complaints during the reporting period, reported via internal complaint channels	**39**
therein number of incidents of discrimination, incl. harassment	18
Incidents closed during the reporting period	***33***
Number of incidents with proven violations	8
therein number of incidents of discrimination, incl. harassment	*4*
therein serious violations related to human rights	0
therein number of proven violations with measures under labor law	*2*
therein number of proven violations with other measures	*8*
Total amount of fines in connection with proven violations	0
therein fines in connection with serious violations related to human rights[1]	0
Number of complaints reported via national contact points for multinational enterprises of the OECD	**0**

[1] Violations concerning the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impacts:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Child labor	Impact (negative, potential)	■			■	■	■
	Human rights violations resulting from child labor in the value chain.						
Forced labor	Impact (negative, potential)	■			■	■	
	Human rights violations resulting from forced labor in the value chain.						
Working time	Impact (negative, actual)	■			■	■	
	Negative impacts on the health and well-being of workers in the upstream value chain due to working hours (e.g. overtime, shift work, insufficient rest periods).						

The potential impacts on workers in the value chain identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topic of human rights included therein specifically addresses these impacts and is derived from the strategic priority of sustainability within the corporate strategy.

In identifying impacts, all workers in ams OSRAM's value chain were taken into consideration and are consequently included in the disclosures under ESRS 2 as well as in this ESRS S2 section. The workers in the value chain who may potentially be affected by material impacts, in particular, include workers at the Company's sites who are not part of the Company's workforce, as well as workers who are employed by companies in the Company's upstream value chain (such as in the extraction or further processing of raw materials).

Management of Impacts, Risks, and Opportunities

S2-1 Policies Related to Value Chain Workers

The following policy frameworks address the material IROs for workers in the value chain:

Code of Conduct for Suppliers

Relation to material topic	- Working time - Child labor - Forced labor
Content	- Obligation of suppliers to comply with international standards relating to human rights, including, among others, the prohibition of child labor, forced labor, and human trafficking - Compliance with the prescribed maximum working hours
Scope	- Group-wide - Suppliers, contractors, and business partners with an annual procurement volume of at least EUR 50,000
Responsibility	- Management Board - Implementation by Head of the Procurement department
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of external stakeholders (workers in the value chain, suppliers, contractors, and business partners)
Availability	- In-house - Published on the website of ams OSRAM - Suppliers with a procurement volume of at least EUR 50,000 confirm compliance with the Code of Conduct as a contractual obligation

Policy for Human Rights in the Value Chain

Relation to material topic	- Working time - Child labor - Forced labor
Content	- Risk-based approach to addressing and preventing human rights violations, including, among others, measures against forced labor and child labor, human trafficking, excessive working hours, and violations of occupational health and safety - Integration of preventive and remedial actions into the procurement strategy and supplier management processes
Scope	- Group-wide - Effect on upstream and downstream value chain
Responsibility	- Management Board - Implementation by Head of the Procurement Department
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of external stakeholders (workers in the value chain, suppliers, contractors, and business partners)
Availability	- In-house

To ensure compliance with the aforementioned policies, ams OSRAM has established a multi-tier governance and due diligence system. This includes:

- Annual risk assessments for all suppliers to identify and assess potential human rights violations. The assessments are based on country and product risks, supplier self-assessments, certifications, audits, and ESG ratings.
- Regular supplier audits to verify compliance with human rights requirements (such as in accordance with the RBA).
- Requirements for management systems at suppliers to identify, prevent, and mitigate human rights risks.
- A global whistleblower system ("Tell ams OSRAM") that enables all employees, suppliers, service providers, and external stakeholders to submit reports anonymously and confidentially, see ESRS G1-1.
- A due diligence system, including a policy on conflict minerals, which, among other things, complies with the requirements of EU Regulation 2017/821.
- A governance system including a Human Rights Officer, who reports regularly to the Management Board and the Supervisory Board.

The aforementioned policies as well as the governance and due diligence system underscore the high importance attached to respecting human rights along ams OSRAM's value chain. Actions to address and remedy identified violations form an integral part of the system and are subject to regular effectiveness reviews.

In the 2025 financial year, no violations of the aforementioned human rights principles affecting workers in the upstream or downstream value chain were reported.

S2-2 Processes for Engaging with Value Chain Workers about Impacts

ams OSRAM acknowledges the relevance of engaging with workers along the value chain to identify and address material human rights impacts. Comprehensive engagement across all supplier groups is being implemented on a step-by-step basis. To obtain relevant insights, information sources such as audit results, supplier self-assessments and grievance mechanisms are used.

Engagement occurs especially in the context of the assessment of IROs as part of the materiality assessment, see ESRS 2 IRO-1, as well as in the development and implementation of appropriate remedial measures. "Tell ams OSRAM" is available as a central whistleblower system and is explicitly also addressed to workers in the supply chain. To promote collective learning and further develop best practices, ams OSRAM participates in cross-industry initiatives such as the RBA and the Responsible Minerals Initiative (RMI).

S2-3 Processes to Remediate Negative Impacts and Channels for Value Chain Workers to Raise Concerns

ams OSRAM conducts an annual risk assessment for all suppliers to identify and assess potential human rights risks. The results are prioritized and used to derive targeted actions to prevent and mitigate risks. The effectiveness of these measures is monitored using metrics, including the number of signatories to the Code of Conduct and completed CRSA evaluations. As part of social audits, appropriate evidence of the implementation of corrective measures is required where deviations are identified. These measures are based on the governance and due diligence system of ams OSRAM and include, among other elements, the integration of sustainability requirements into supplier contracts, depending on the respective country and material risks.

With the Code of Conduct, ams OSRAM requires all suppliers to establish internal grievance mechanisms and to inform their workers about how to use them. Furthermore, ams OSRAM provides the whistleblowing system "Tell ams OSRAM" as an additional channel. The whistleblowing system, the formalized complaint procedures, and information on retaliation measures are described in detail in section ESRS G1-1. Every report is reviewed, and the necessary remedial actions are implemented. In the event of serious violations, the business relationship with the affected suppliers may be terminated. The use of the whistleblowing system by workers in the value chain provides ams OSRAM with evidence that its effectiveness is ensured as a matter of principle.

At present, no assessment is conducted of the extent to which workers in the value chain are aware of and trust the existing procedures for raising concerns or needs with the Company.

Metrics and Targets

S2-5 Targets Related to Managing Material Negative Impacts, Advancing Positive Impacts, and Managing Material Risks and Opportunities

As part of the materiality assessment, it was determined that human rights impacts on workers in the upstream supply chain are material. Although specific targets in alignment with ESRS S2-5 have not yet been fully defined and implemented, key structural foundations already exist, as described in the preceding sections.

ams OSRAM intends to develop specific targets in relation to the identified impacts and is assessing which approaches are realistic and effective to implement.

ESRS S4

Consumers and End-users

Strategy

SBM-3 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and Business Model

ams OSRAM contributes to the health and safety of consumers and end-users with technological product advantages. Examples include improved vehicle lighting and reduced radiation in medical imaging technology. Product safety and quality form the foundation of innovation within the Company.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impact:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Occupational health and safety	Impact (positive, actual) Contribution to the health and safety of consumers with product benefits from ams OSRAM (e.g. improved automotive lighting, reduced radiation emissions).		■	■	■	■	■

The impact on consumers and end-users identified under ESRS 2 IRO-1 is closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. Although ams OSRAM does not supply consumers and end customers directly, but rather via various distribution channels, the statements on product safety and positive impacts relate to consumers and end customers. For direct customers such as retailers or OEMs, these statements are not relevant.

Products and technologies from ams OSRAM make a direct contribution to the health and safety of consumers and end-users. The identified positive impact relates to the entire product portfolio in the automotive, industrial, medical, and consumer goods segments:

- Improved lighting and sensors that support driver assistance applications (e.g. ADAS) significantly reduce the risk of accidents, leading to safer mobility for end consumers and, as a result, to new business opportunities for OEMs. This innovation could increase OEMs' confidence in ams OSRAM's technological capabilities and enhance customer satisfaction.

- ams OSRAM components for computed tomography (CT), X-ray, and endoscopy enable lower radiation exposure, sharper images, and bacteria-free applications. These advances promote safer and more effective diagnostics for patients and can strengthen medical device manufacturers' confidence in ams OSRAM's innovative capabilities.

- ams OSRAM combines innovative light-emitting and optical sensor solutions as well as analog front ends to improve fitness tracking and health monitoring applications in a wide range of wearable devices. This supports the health and well-being of end consumers and can strengthen manufacturers' confidence in ams OSRAM's innovations in the medical and mobile device sectors. These developments are directly linked to the corporate strategy, which focuses on innovative and safe solutions in the fields of lighting and sensing.

The semiconductor operations mainly supply OEMs who make products for the automotive, industrial, medical, and consumer goods sectors, as well as distributors in the relevant markets. The L&S BU supplies products to both OEMs and customers in the retrofit market (e.g. retailers) and to distributors who sell products to these customer groups for the automotive, entertainment, medical, and industrial markets. Consumers and end-users in the context of the ams OSRAM Group are primarily retail end customers via brands such as OSRAM or RING (e.g. LED lights, automotive accessories such as battery chargers and jump starters). To protect customers and end consumers, ams OSRAM provides product information, such as instructions for use, on the Company's website.

Management of Impacts, Risks, and Opportunities

S4-1 Policies Related to Consumers and End-users

Product safety is a key issue for ams OSRAM. Its assurance is described in the following policies.

Code of Conduct

Relation to material topic	- Health and safety
Content	- Quality standards - Safety and reliability of products and solutions - Potential negative impacts in relation to product safety and quality are addressed in a separate section of the Code of Conduct
Scope	- Group-wide
Responsibility	- Management Board - Implementation by the Head of Corporate Governance
References to third-party standards/initiatives	Consideration of: - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, competitors, business partners such as customers and suppliers, investors, and civil society)
Availability	- In-house - Published on the website of ams OSRAM - Indirect employees are required to confirm compliance annually

Human Rights Policy

Relation to material topic	- Health and safety
Content	- Long-term protection of people and the environment as an integral element of product safety and quality management - Potential negative impacts of products on people, the environment, customers, and consumers are recognized as human rights violations - Product safety via the company's whistleblowing mechanisms with corresponding complaints procedures
Scope	- Group-wide - Effect on upstream and downstream value chain
Responsibility	- Management Board - Implementation by the Human Rights Officer, together with functions such as HR, EHS, Procurement, and Quality
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, internal corporate functions, suppliers, representatives of civil society)
Availability	- In-house - Published on the website of ams OSRAM

As no IROs were identified that relate to a specific group of customers and/or end consumers, no further specification is provided in the aforementioned policies.

S4-2 Processes for Engaging with Consumers and End-users about Impacts

Product Safety and Product Quality
Responsibility for product safety and quality lies with the Chief Executive Officer (CEO). The CEO delegates tasks and authority to the heads of the respective BUs. In

addition to technical and product-related quality responsibility, they also ensure the effectiveness of the quality management system.

Customer Engagement
ams OSRAM actively involves customers in matters of product safety and quality, in particular with key account management. Major customers are supported by dedicated points of contact who work closely with technical experts. Customer feedback is systematically recorded and integrated into the continuous improvement of processes and structures. With negative feedback, product or process managers of the respective BU are involved to jointly develop solutions. In certain cases, communication also takes place via customer letters.

Interaction with End-users
Due to the B2B business model, direct interaction with end-user generally takes place on a case-by-case basis. Nevertheless, ams OSRAM provides various contact options via its website, including customer service for quality-related inquiries and the whistleblower system "Tell ams OSRAM" for complaints, see ESRS G1-1. This system explicitly includes the area of product safety.

Management of Product Safety Risks
Reports of potential product safety risks are promptly assessed using a risk matrix based on the requirements of the EU General Product Safety Directive (GPSD 2001/95/EC). Identified risks are addressed with defined actions – ranging from proactive customer information through to product recalls. Operational responsibility lies with the heads of the respective BUs. The CEO is informed about quality-critical incidents.

Specific engagement of particularly vulnerable or marginalized groups in relation to product impacts is not provided for, see ESRS S4-1. However, these groups are taken into consideration under the Human Rights Policy, which provides for the engagement of internal and external stakeholders.

S4-3 Processes to Remediate Negative Impacts and Channels for Consumers and End-users to Raise Concerns

On the company's website, direct access to the whistleblower system "Tell ams OSRAM" is integrated on every page. ams OSRAM also provides an online overview of the various options for reporting complaints or potential violations, see ESRS G1-1. Likewise, the link to Technical Support is available on every page. For the return of defective products, customers can find all relevant information on the company's website.

S4-4 Taking Action on Material Impacts on Consumers and End-users, and Approaches to Managing Material Risks and Pursuing Material Opportunities Related to Consumers and End-users, and Effectiveness of those Actions

Quality Strategy
ams OSRAM pursues a holistic quality strategy aimed at ensuring the safety, reliability, and sustainability of its products and solutions throughout their entire life cycle. This strategy forms an integral part of the business model and serves both to minimize risks and to unlock market opportunities.

Implementation is conducted via a Group-wide quality management system that is certified in accordance with ISO 9001. For the automotive sector, certification in accordance with IATF 16949 (International Automotive Task Force) is also applied. Compliance with these standards is ensured with regular internal audits and external assessments. New suppliers with a direct product relationship are audited in accordance with VDA 6.3 (German Association of the Automotive Industry) prior to engagement to identify and exclude risks at an early stage.

In 2025, the quality management system was reviewed. All audits conducted as part of the certification processes were positive and support the zero-defect strategy. A total of 30 locations are certified according to ISO 9001, and 11 locations according to IATF 16949. Defined quality methods are mandatory as early as the product development process stage. The certification of the quality management system represents a key measure that is both currently implemented and relevant for future quality assurance. An audit program for the selected production sites is prepared annually, and internal audits are conducted in accordance with ISO 9001. These are coordinated with the certification body, which performs the certification audits. Any deviations are centrally tracked and remedied within the specified time frame. In 2025, no audit deviations arose with impacts on consumers and end-users. The effectiveness of the measures relating to consumers and/or end users can be assessed based on the number of product recalls in accordance with ESRS S4-5.

The approval of new products is based on standardized risk assessment checklists. Products are also regularly tested in environmental simulation laboratories accredited in accordance with ISO/IEC 17025. These tests enable the early identification of weaknesses and the derivation of targeted improvement measures before safety-relevant incidents occur. Furthermore, the current product portfolio is regularly reviewed in relation to health and safety aspects. To protect customers and end consumers, ams OSRAM provides product information, such as instructions for use, on the Company's website. Regular role-based employee training also forms part of the quality management system.

Innovations and Market Opportunities
Advanced lighting and sensor technologies from ams OSRAM contribute to improving road safety. The products also contribute to the health and safety of consumers, such as by reducing radiation exposure in diagnostic imaging.

In 2025, several innovations were introduced in the automotive sector that improve vehicle safety and energy-efficient mobility. These include:

- A new LiDAR laser for the next vehicle generation, enabling precise distance measurement for driver assistance systems and autonomous driving, which improves object detection and contributes to accident prevention.
- A high-performance multi-laser package for projecting high-resolution light signals and warning displays onto the road, thereby supporting road safety.
- EVIYOS™ Shape for projecting warning symbols, such as relating to icy road conditions, directly onto the roadway to facilitate communication in traffic.
- The OSRAM XLS LR6 LED base for brighter brake and signal lights, reducing the reaction time of following drivers.

- LED retrofit solutions such as the Night Breaker series and H7/H4 variants, delivering up to 450% more brightness, reducing glare by up to 50%, and improving visibility during night driving.
- LEDguardian ROAD FLARE Signal V16 IoT as a replacement for the warning triangle, equipped with 360° flashing light and IoT connectivity for early warning of other road users.

ams OSRAM leverages these positive effects to tap new market opportunities. Action plans to realize these market opportunities form part of the BUs' strategies. R&D-relevant measures are reported in detail in the Group Management Report under "Research and Development" Group Management Report, Research and Development.

A direct quantitative allocation of resources to specific impacts on consumers and end-users is currently not possible, as the impact depends heavily on the respective end product within the value chain.

Metrics and Targets

S4-5 Targets Related to Managing Material Negative Impacts, Advancing Positive Impacts, and Managing Material Risks and Opportunities

In the reporting year, ams OSRAM did not set itself any targets in relation to material IROs. ESRS-aligned target setting is not possible, as the positive impact also depends on external factors such as user behavior and infrastructure and is consequently not directly controllable by the Company.

Although no material negative impacts were identified in the reporting year, ams OSRAM pursues a zero-defect strategy in line with its Quality Policy in order to continue to prevent negative impacts in the future. No violations of product safety related to human rights arose in the reporting year. However, *one product recall* was initiated to rule out potential hazards. The cause was a quality issue in the battery electronics that, under certain conditions, could have led to overheating during the charging process. The *"product recalls"* metric is a Group-specific metric and includes cases identified either with internal quality inspections or with external indications such as customer complaints or market surveillance. Each customer complaint is subject to an internal quality investigation. In the event of potential safety risks, each case is systematically investigated in order to assess the cause, scope, and relevance. Cases that, following this review, are classified as relevant to safety or quality and for which a product recall must be initiated are included in the metric.

ESRS G1

Business Conduct

Strategy

SBM-3 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and Business Model

ams OSRAM's corporate culture is based on clear corporate values and a zero-tolerance policy toward unethical conduct. This strengthens motivation and commitment within the Company and can have positive effects in countries with lower standards. At the same time, material risks exist that arise from corruption and bribery as a consequence of international business activities, in particular in markets with differing compliance standards and due to close relationships with customers, suppliers, and authorities. High competitive pressure and complex approval or tendering processes can encourage the granting of improper advantages. Violations would entail significant criminal, financial, and reputational consequences. Risks related to social and environmental impacts may also arise in supplier management, particularly in upstream stages of the value chain and in the sourcing of critical raw materials.

On the basis of the materiality assessment described in ESRS 2 IRO-1, ams OSRAM has identified the following impacts and risks:

Sub-topic	IRO	Position in the value chain			Time horizon		
		Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Corporate culture	Impact (positive, potential)		■		■	■	■
	ams OSRAM has a strong corporate culture characterized by clear values and zero-tolerance principles. This culture promotes employee motivation and retention and can also have positive economic effects in countries with lower standards.						
Corruption and bribery; prevention and detection including training	Risk		■		■	■	■
	Bribery, facilitation payments, inappropriate invitations or gifts, as well as the failure to adequately address corruption risks, can lead to criminal sanctions, reputational damage, loss of customer trust, as well as significant financial damage and legal consequences.						
Management of relationships with suppliers including payment practices	Impact (negative, potential)	■			■	■	
	Violations of the Supplier Code of Conduct or non-compliance with its requirements in upstream tiers of the value chain (Tier 2 and above) may result in negative social or environmental impacts.						

The potential impacts and risks related to business conduct identified under ESRS 2 IRO-1 are closely linked to ams OSRAM's corporate strategy and the sustainability strategy derived from it. In particular, the focus topic of integrity included therein specifically addresses these aspects and is derived from the strategic focus on sustainability within the corporate strategy.

Management of Impacts, Risks, and Opportunities

G1-1 Corporate Culture and Business Conduct Policies

The corporate culture of ams OSRAM is based on clear values and principles and a commitment to integrity. The handling of the identified IROs in this area is governed in a binding manner by the policies set out below.

Code of Conduct

Relation to material topic	- Corporate culture - Management of relationships with suppliers including payment practices - Corruption and bribery; prevention and detection including training
Content	- Fundamental principles and rules for ethical and lawful conduct for all employees - Guidelines on integrity, compliance, dealings with business partners, conflicts of interest, and data protection
Scope	- Group-wide
Responsibility	- Management Board - Implementation by the Head of Corporate Governance
References to third-party standards/initiatives	Consideration of: - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, competitors, business partners such as customers and suppliers, investors, and civil society)
Availability	- In-house - Published on the website of ams OSRAM - Indirect employees are required to confirm compliance annually

Code of Conduct for Suppliers

Relation to material topic	- Corporate culture - Management of relationships with suppliers including payment practices
Content	- Obligation to comply with legal requirements - Zero-tolerance policy in the case of corruption and bribery - Requirement for suppliers to establish an effective complaints mechanism
Scope	- Group-wide - Suppliers, contractors, and business partners with which annual procurement volume of at least EUR 50,000 is generated
Responsibility	- Management Board - Implementation by Head of the Procurement department
References to third-party standards/initiatives	Consideration of: - Standards and guiding principles of the International Bill of Human Rights - UN Guiding Principles on Business and Human Rights - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct - International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - Principles of the UN Global Compact - Principles of the Responsible Business Alliance (RBA)
Consideration of stakeholders' interests	- Consideration of the interests of external stakeholders (workers in the value chain, suppliers, contractors, and business partners)
Availability	- In-house - Published on the website of ams OSRAM - Suppliers with a procurement volume of at least EUR 50,000 confirm compliance with the Code of Conduct as a contractual obligation

Compliance Guideline

Relation to material topic	- Corporate culture - Management of relationships with suppliers including payment practices - Corruption and bribery; prevention and detection including training
Content	- Prevention of corruption and bribery - Detection and handling of incidents - Implementation, responsibilities, and monitoring
Scope	- Group-wide
Responsibility	- Management Board - Implementation by the Head of Corporate Governance
References to third-party standards/initiatives	- n/a
Consideration of stakeholders' interests	- Consideration of the interests of internal and external stakeholders (employees, competitors, business partners, authorities, and civil society)
Availability	- In-house - Whistleblower system "Tell ams OSRAM", publicly available on the ams OSRAM website

ams OSRAM is committed to fair competition and to preventing corruption and bribery. The Group-wide compliance management system (CMS) and the compliance strategy are aimed at fostering a corporate culture that prevents legal violations and embeds integrity. Suspected cases are investigated without exception and, if confirmed, addressed with appropriate remedial measures. A central instrument in dealing with corruption-related issues is the whistleblower system "Tell ams OSRAM". The CMS comprises binding policies such as the Code of Conduct (CoC) and the Compliance Guideline and is supplemented by additional rules and processes.

The Code of Conduct defines the ethical and legal framework for all employees and members of corporate bodies and, in many cases, forms part of employment contracts and work regulations. Indirect employees are required to confirm compliance with the Code of Conduct requirements annually. The Code of Conduct is based on statutory requirements, capital markets regulations, the principles of the UN Global Compact, and international agreements on human rights, anti-corruption, and sustainability. The principles enshrined in the Code of Conduct extend beyond pure compliance topics. They also define standards for fair working conditions,

occupational health and safety, and the respect for human rights (including discrimination and harassment). Potential violations can be reported via “Tell ams OSRAM”. Compliance with the Code of Conduct is a prerequisite for the payment of long-term bonus components (LTIP). The Compliance Guideline specifies the requirements set out in the Code of Conduct and contains rules on anti-corruption, antitrust law, export controls, data protection, the prevention of money laundering, and the handling of compliance cases.

The upstream value chain is also integrated into efforts to prevent corruption and bribery and to ensure fair competition. The Supplier Code of Conduct, the Global Procurement Guideline, and the supplier and risk management process form the framework for cooperation and are aligned with international standards such as the UN Global Compact, the RBA Code of Conduct, and the ILO conventions.

Whistleblower System “Tell ams OSRAM”
The whistleblower system “Tell ams OSRAM” provides a protected framework in which employees, business partners, and other stakeholders can report potential violations of legal requirements or internal policies. With systematic recording, reviewing, and handling of such reports, ams OSRAM strengthens its compliance structures, promotes a culture of transparency, and thereby contributes to the prevention of misconduct.

“Tell ams OSRAM” forms a central element of ams OSRAM’s rules of procedure for the grievance mechanism in accordance with Section 8 of the German Supply Chain Due Diligence Act (LkSG). These rules of procedure provide information on the key features of the complaints mechanism, access to the procedure, and responsibilities. In addition, they also explain how reports and complaints are handled and the process for remedying reported misconduct. “Tell ams OSRAM” is managed by an independent operator and complies with European data privacy regulations. It is available in various languages. It enables employees and external parties to submit reports on risks and potential violations at any time and anonymously. The scope of topics covers classic compliance issues as well as human rights, working conditions, and environmental protection. In addition to the online platform, reports can alternatively be submitted by post or internally via the Compliance, HR, Procurement or EHS organizations or to managers. For reports concerning potential human rights violations, a dedicated email address is also available.

All incoming reports listed in the table regarding compliance incidents, see ESRS G1-4 are reviewed. In the event of specific suspicions, internal investigations are conducted by the Compliance organization. Proven violations lead to measures to remedy the identified deficiencies, the implementation of which is monitored by the Compliance organization. In cases of employee misconduct, disciplinary measures under labor law may be taken. Proven serious violations by business partners may lead to the termination of the business relationship. To ensure appropriate disciplinary measures, an independent Corporate Disciplinary Committee has been established, whose decisions are binding across the Group. The Management Board and the Supervisory Board are informed regularly and on an ad hoc basis about the current status of compliance cases.

Reports are handled by independent employees who are bound by confidentiality and in compliance with data protection requirements. ams OSRAM does not tolerate any form of retaliation against whistleblowers and protects them against any form of reprisal or other disadvantage, in particular intimidation, harassment, punishment, labor law measures or similar actions. Whistleblowers who submit reports in good faith are protected from reprisals, even if the reported matter is not substantiated. Proven violations are systematically analyzed and incorporated into the further development of the CMS.

Training and Awareness-Raising
A multi-level, target group-oriented training concept is used to prevent legal violations. Training on the Code of Conduct is mandatory Group-wide for all employees – both for indirect employees, including the Management Board, and for direct employees. For indirect employees, the training focuses on production-related topics. This training must be completed annually. Standard online training on anti-corruption and data privacy is also in place, which is mandatory for all indirect employees. Furthermore, following a risk-based approach, specialized training in the areas of antitrust law, export controls, and the prevention of money laundering are provided for selected target groups. This training addresses potential risk exposures, the proper handling of compliance topics, and possible consequences in the event of violations. This training cycle is three years. For further information, see the table “Training on Code of Conduct and Anti-Corruption” under ESRS G1-3. To raise employee awareness and to strengthen the compliance culture, local and cross-site communication measures on current compliance topics are also conducted on a regular basis.

G1-2 Management of Relationships with Suppliers

ams OSRAM’s optical semiconductor supply chain is complex and entails many stages and players, from extraction of the raw materials through to delivery of the prefabricated wafers or components. The upstream value chain is particularly affected, with the main sourcing countries being Germany, China, Taiwan, and Malaysia. The material categories with the highest volumes are contract manufacturing, pre-materials for optical semiconductors, and equipment. The continuous assessment of the procurement process in relation to risks forms a central element of supplier management. Risks related to social and environmental impacts may arise among Tier 1 suppliers, such as due to non-compliance with labor or environmental standards. New suppliers are consequently systematically reviewed on the basis of defined environmental and social criteria. In the extended supply chain – beyond Tier 1 – human rights risks are particularly relevant, especially in connection with raw material extraction. Serious violations of the stated requirements may lead to the termination of the business relationship with the affected suppliers.

To identify and assess risks, the entire procurement volume is analyzed annually in relation to environmental, social, and governance aspects (including working conditions, health and safety, business ethics, and human rights) via the RBA platform. The basis for this is formed by a comprehensive set of criteria that enables geographic and product-related risk classifications; in addition, economic criteria are also taken into consideration.

The assessment of individual supplier risks is based on existing certifications, self-assessments (CRSA), and external sustainability ratings. In the event of increased risk, suppliers may be required to undergo a corporate responsibility audit, such as in accordance with the RBA standard. The objectives and the degree of fulfillment in relation to risk minimization in procurement are presented in the table “Procurement Figures”.

Sustainability-related requirements on human rights, environmental protection, and governance form part of the supplier management process. This process includes mechanisms for the systematic review of both the scope of and compliance with these requirements. These requirements depend on the respective procurement material and country of origin and include, in particular, the following points:

- Self-declaration of corporate responsibility by suppliers from countries with increased social risks.
- Certification as per ISO 14001 and compliance with RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment) and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) by suppliers of production materials.
- Audits in accordance with VDA 6.3 for automotive-sector suppliers in direct material purchasing (including social and ecological criteria).
- Screening of new suppliers against international sanctions lists, including, among others, the Entity List of the U.S. Department of Homeland Security in connection with the UFLPA (Uyghur Forced Labor Prevention Act). For existing suppliers, screening is conducted before each payment run.

Identified risks, violations, as well as gaps and deviations are addressed with short- and medium-term development plans or with targeted training measures. In the event of serious violations, the business relationship with the affected suppliers may be terminated.

Employees in the Procurement Department receive training on human rights, responsible sourcing, and process changes to improve supplier management. In addition, ams OSRAM also provides suppliers with sustainability-related knowledge about materials via the Supplier Portal on the Company's website.

ams OSRAM's procurement figures are shown in the following table. The coverage rate of procurement volume indicates the share of procurement volume that is covered by defined supplier requirements within the Company's due diligence processes. The applicable procurement volume is determined on the basis of defined criteria such as material category, procurement thresholds, and/or country of production. The coverage rate is calculated as the proportion of this applicable procurement volume for which suppliers have provided valid proof of compliance (such as a signed Code of Conduct, a valid ISO 14001 certificate, or a completed CRSA). This information represents Group-specific metrics and for this reason is highlighted in italics.

Procurement Figures

	2025
Total number of Tier 1 suppliers	***9,464***
Total number of significant[1] suppliers in Tier 1	***729***
Share of total spend (PVO) on significant1 suppliers in Tier 1	***78%***
Share of total spend (PVO) attributable to local suppliers[2]	***53%***
Coverage of total spend (PVO) with Supplier Code of Conduct	***98%***
Coverage target	*100%*
Coverage of direct spend (PVO) of direct material with ISO 14001 certification	***95%***
Coverage target	*100%*
Coverage of relevant spend (PVO) with Corporate Self Assessments (CRSAs)[3]	***99%***
Coverage target	*100%*

G1-3 Prevention and Detection of Corruption and Bribery

The principles enshrined in the Code of Conduct also address risks related to corruption and bribery and form a binding basis for responsible conduct within ams OSRAM, see ESRS G1-1. To manage risks that may arise from corruption-related conduct, various tool-based processes are in place. For example, due diligence is conducted for high-risk business partners prior to entering into a contract. In addition, suppliers are also required to sign a Supplier Code of Conduct that includes an explicit prohibition of corruption and bribery. Benefits (such as in the form of gifts, hospitality or invitations to entertainment events) are reviewed for legality using tools prior to approval. Employees and external partners also have the option to report suspected cases via the whistleblower system "Tell ams OSRAM", see ESRS G1-1. The Management and the Supervisory Board are informed regularly and on an ad hoc basis about potential violations.

[1] Significant Tier 1 suppliers are suppliers that are identified as having a significant business relevance to the Company, potential risks of negative ESG impacts or a combination of both. The business relevance of the suppliers is defined by the supplier classification, material risk level and/or the purchasing volume with the supplier.
[2] Local suppliers are defined as those that are based in the same country as the purchasing ams OSRAM location.
[3] Coverage rate based on defined CSRA relevant target group of suppliers; includes social and environmental criteria.

The contents of the Code of Conduct are trained and communicated internally as described under ESRS G1-1. Measured in terms of the defined training cycles, the individual training sessions reached the number of trained employees shown in the table below as of year-end 2025. The trainings provided by ams OSRAM on the Code of Conduct and anti-corruption are shown in the following table. Group-specific metrics are highlighted in italics.

Training on Code of Conduct and Anti-Corruption

				2025
	Code of Conduct for Indirect Employees	***Code of Conduct for Direct Employees***	**Anti-corruption**	**Supervisory Board Training**
Training coverage				
Target group[1]	All indirect employees[2]	*All direct employees*	All indirect employees[2]	Members of Supervisory Board
Number of employees in target group[3], respective members of the Supervisory Board	10,664	*8,396*	10,664	12
Number of trained employees in target group	10,381	*7,616*	10,496	12[4]
Type and duration of training				
Presence training				60 minutes
Online training	30 minutes	*15 minutes*	60 minutes	
Training frequency				
Frequency of the training to be carried out	annually	*annually*	triennial	as part of onboarding
Topics covered				
General behavioral requirements	■	■		
Human rights and labor conditions	■	■		
Corruption and bribery	■		■	
Other/occasion-related				■[4]

[1] All functions identified at risk are covered 100% by relevant training courses.
[2] Incl. members of the Management Board.
[3] An employee can be assigned to several target groups so that the total number of employees in the target groups does not correspond to the total number of employees in the company.
[4] Supervisory Board: Training as part of an onboarding process as well as other, also event-related trainings, such as capital market-related compliance training.

Metrics and Targets

G1-4 Confirmed Incidents of Corruption or Bribery

The following table shows the compliance cases closed in the 2025 financial year. Compliance incidents in particular encompass all plausible allegations of a violation of criminal or administrative law related to ams OSRAM's business activities. Group-specific metrics are highlighted in italics.

Closed Confirmed Compliance Incidents

	2025
Number related to corruption and bribery	**1**
therein incidents in which own employees were dismissed or disciplined	0
therein incidents in which contracts with business partners were terminated	0
Respective number of convictions	0
Respective amount of fines	0
Number related to other areas[1]	***31***

[1] Therein number of confirmed compliance incidents in the following fields: money-laundering: 0; insider trading: 1; conflicts of interest: 1; antitrust/monopoly: 0; anti-competitive behavior: 0. There were minor incidents in the following areas: incidents against customs regulations: 1; incidents against tax and accounting practices: 2; environmental and occupational health and safety regulations: 1; asset/property crimes: 17; breach of confidentiality: 1; data breach: 5; others: 2.

Independent Assurance Report on the Voluntary Consolidated Sustainability Reporting

To the Management Board of ams-OSRAM AG, Premstätten
We have performed a limited assurance engagement in connection with the voluntary consolidated sustainability reporting under the application of selected ESRS and EU-Taxonomy-Regulations requirements (hereafter „sustainability reporting") for the financial year 2025 of ams-OSRAM AG, Premstaetten (hereinafter also referred to as „ams OSRAM" or „Company").

Conclusion with limited assurance
Based on our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated sustainability reporting (hereafter „sustainability reporting") is not prepared, in all material respects, in compliance with:
- the requirements of the delegated regulation (EU) 2023/2772 (hereinafter referred to "European Sustainability Reporting Standards" or „ESRS") in the scope set forth in Section BP-1 General Basis for Preparation of Sustainability Statements, and
- the process carried out by the company to identify the information to be included in the consolidated sustainability reporting in accordance with the legal requirements and standards for sustainability reporting (hereinafter referred to as „double materiality assessment process"); with the description set out in disclosure IRO-1- Description of the processes to identify and assess material impacts, risks and opportunities, and
- the reporting requirements according to Article 8 of the EU Regulation 2020/852 (hereinafter referred to as „EU-Taxonomy-Regulation"),

in the currently valid version.

Basis for conclusion with limited assurance
Our limited assurance engagement on the sustainability reporting was conducted in accordance with the statutory requirements and Austrian Standards on Other Assurance Engagements and additional expert opinions as well as the International Standard on Assurance Engagements (ISAE 3000 (Revised) applicable to such engagements. An independent assurance engagement with the purpose of expressing a conclusion with limited assurance is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance , thus providing reduced assurance.

Our responsibility under those requirements and standards is further described in the „Responsibility of the auditor of the voluntary consolidated sustainability reporting" section of our assurance report.

We are independent of the Group in accordance with the Austrian professional regulations and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm is subject to the provisions of KSW-PRL 2022, which essentially corresponds to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained up to the date of the limited assurance report is sufficient and appropriate to provide a basis for our conclusion as of that date.

Emphasis of matter – principles for preparing the sustainability reporting
We draw attention to the information in the sustainability report, which sets forth the principles for preparing the sustainability reporting.

According to these principles, the company has applied the European Standards for Sustainability Reporting (ESRS) to the extent specified in section BP-1 General Basis for Preparation of Sustainability Statements. Our conclusion in this regard is not modified.

Other information
Management is responsible for the other information. The other information comprises all information included in the ams OSRAM Annual Report 2025 but does not include sustainability reporting and our independent assurance report.

Our conclusion on the sustainability reporting does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our limited assurance engagement on the sustainability reporting, our responsibility is to read the other information when available and, in doing so, consider whether the other information is materially inconsistent with the sustainability reporting or our knowledge obtained in the limited assurance engagement or otherwise appears to be misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. At the time of our assurance report, the annual report was not yet available, with the exception of the consolidated financial statements and the consolidated management report. We have nothing to report in this context.

Responsibility of the management
Management is responsible for the preparation of a sustainability reporting including the determination and implementation of the double materiality assessment processes in accordance with legal requirements and standards and in accordance with the EU Taxonomy Regulation, and applies the criteria of selected ESRS in their current version and the EU Taxonomy Regulation as reporting criteria. The selection and appropriate disclosure of the selected ESRS in sustainability reporting is the responsibility of management.

This responsibility includes:
- identification of the actual and potential impacts, as well as the risks and opportunities associated with sustainability aspects and assessing the materiality of these impacts, risks and opportunities,
- preparing of a sustainability reporting in compliance with the criteria of the selected ESRS,
- inclusion of disclosures in the consolidated sustainability reporting in accordance with the EU-Taxonomy-Regulation, and
- designing, implementing and maintaining of internal controls that management consider relevant to enable the preparation of sustainability report that is free from material misstatement, whether due to fraud or error; and to enable the double materiality assessment process to be carried out in accordance with the requirements of the ESRS.

This responsibility includes also the selection and application of appropriate methods for sustainability reporting and the making of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances.

Inherent limitations in the preparation of sustainability reporting
When reporting forward-looking information, the company is obliged to prepare this forward-looking information based on disclosed assumptions about events that

could occur in the future and possible future actions by the company. Actual results are likely to differ as expected events often do not occur as assumed.

When determining the disclosures in accordance with the EU-Taxonomy-Regulation, the management is obliged to interpret undefined legal terms. Undefined legal terms can be interpreted differently, also regarding the legal conformity of their interpretation and are therefore subject to uncertainties.

Responsibility of the auditor of the consolidated sustainability reporting
Our objectives are to plan and perform a limited assurance engagement to obtain limited assurance about whether the sustainability reporting, including the procedures performed to determine the information to be reported and the reporting in accordance with the EU-Taxonomy, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on this sustainability reporting.

In a limited assurance engagement, we exercise professional judgement and maintain professional scepticism throughout the assurance engagement.

Our responsibilities include
- performing risk-related assurance procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of expressing a conclusion on the effectiveness of the Group's internal controls;
- design and perform assurance procedures responsive to disclosures in the sustainability reporting, where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Procedures - Summary of the work performed
A limited assurance engagement involves performing procedures to obtain evidence about the sustainability reporting.

Our engagement does not include the assurance of prior period figures, printed interviews or other additional voluntary information of the company, including references to websites or other additional reporting formats of the company.

The nature, timing and extent of assurance procedures selected depend on professional judgement, including the identification of disclosures likely to be materially misstated in the sustainability reporting, whether due to fraud or error.

In conducting our limited assurance engagement on the sustainability reporting, we proceed as follows:

- We obtain an understanding of the company's processes relevant to the preparation of sustainability reporting.
- We assess whether all relevant information identified by the double materiality assessment process carried out by the company has been included in the sustainability reporting.
- We evaluate whether the structure and presentation of the sustainability reporting is in compliance with the requirements of the selected ESRS.
- We perform inquiries of relevant personnel and analytical procedures on selected disclosures in the sustainability reporting.
- We perform risk-oriented assurance procedures, on a sample basis, on selected disclosures in the sustainability reporting.
- We reconcile selected disclosures in the sustainability reporting with the corresponding disclosures in the consolidated financial statements and Group management report.
- We obtain evidence on the methods for developing estimates and forward-looking information.
- We obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in sustainability reporting.
- We assess the overall presentation of the information by critically reading the sustainability report.

Limitation of liability, publication and terms of engagement
This limited assurance engagement is a volunatary assurance engagement. We issue this conclusion based on the assurance contract concluded with the client, which is also based, with effect on third parties, on the „General Conditions of Contract for the Public Accounting Professions" issued by the Chamber of Tax Advisors and Auditors. These can be viewed online on the website of the Chamber of Tax Advisors and Auditors (currently at https://ksw.or.at/berufsrecht/mandatsverhaeltnis/). With regard to our responsibility and liability under the contractual relationship, point 7 of the AAB 2018 applies.

Our assurance report may only be distributed to third parties together with the sustainability reporting and only in complete and unabridged form. Because our report is prepared solely on behalf of and for the benefit of the company, its contents may not be relied upon by any other third party, and consequently, we shall not be liable for any other third party claims.

Auditor responsible for the assurance engagement
The auditor responsible for the assurance engagement of the sustainability reporting is Dr. Werner Gedlicka.

Vienna, February 27, 2026

KPMG Austria GmbH
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

signed by:
Dr. Werner Gedlicka
Wirtschaftsprüfer (Austrian Chartered Accountant)