Group Management Report

Economic environment

The US government's tariff policy, protectionist tendencies and geopolitical tensions were decisive factors in global market developments in 2025 and contributed to increased uncertainty. Nevertheless, the global economy proved to be more robust than expected: according to the International Monetary Fund (IMF) forecast from January 2026, global growth was again 3.3% in 2025 (2024: 3.3%), which is above the estimate from July 2025. Asia led the way with growth of 5.4% (2024: 5.3%), followed by the USA with 2.1% (2024: 2.8%) and the eurozone with an expected 1.4% (2024: 0.9%). Global growth is expected to be 3.3% in 2026 and 3.2% in 2027. This represents a slight upward revision from the IMF's October 2025 forecast (2025: 3.2% and 2026: 3.1%) but remains below the long-term average of around 3.7%. This overall stable development is driven by opposing forces: more restrictive trade policies are slowing growth, while technology-driven investment, particularly in artificial intelligence in North America and Asia, is providing a strong boost. Fiscal and monetary policy measures, generally favorable financing conditions, and the adaptability of the private sector are reinforcing this momentum. Although tariffs and ongoing political uncertainties will continue to weigh on the level of activity in the future, their dampening effects on growth should gradually ease over the course of 2026 and 2027, according to the IMF.

Among the major economies in the eurozone, Germany stagnated with GDP growth of 0.2% in 2025 (2024: –0.5%) but is expected to recover noticeably and grow by 1.1% in 2026 and 1.5% in 2027, supported primarily by fiscal stimulus and improving foreign demand. The forecast for GDP growth in the eurozone remains moderate at 1.3% for 2026 and 1.4% for 2027, reflecting ongoing structural headwinds. The planned increase in defense spending is not expected to have an impact until the following years, as the target values are to be achieved gradually by 2035. Compared to other regions, the eurozone is benefiting less from the recent technology-driven investment surge. In addition, the ongoing aftermath of the sharp rise in energy prices following Russia's invasion of Ukraine continues to weigh on industry, exacerbated by additional pressure from the real appreciation of the euro against the currencies of competing exporting countries.

Austria's economy recovered from the second half of 2025 onwards. The Austrian Institute of Economic Research (Wifo) reports a continuous upswing in business sentiment over the course of the year, with an upward trend in the production of goods, especially intermediate goods and durable consumer goods. According to the Wifo forecast, the Austrian economy grew by 0.5% in 2025 and is expected to grow by 1.2% and 1.4% in the following years.

In the USA, economic growth is currently estimated to be around 2.4% in 2026 and to decline to around 2.0% in 2027. The pace of expansion will continue to be supported by fiscal stimulus, particularly investment-oriented incentives, and by an expected easing of monetary policy in the form of falling key interest rates.

The outlook for Asia remains comparatively strong. After growth of 5.4% in 2025, the IMF forecasts growth of 5.0% in 2026 and 4.8% in 2027 for emerging and developing countries in Asia. After 5% in 2026, the Chinese economy is likely to expand slightly more slowly at 4.5% and 4.0% in the following years, reflecting ongoing structural challenges despite short-term political support.

Global inflation is expected to fall from 4.1% in 2025 to 3.8% in 2026 and 3.4% in 2027. Regional differences will remain pronounced: in the USA, inflation is likely to return to its target level more slowly than in other major economies, while in the eurozone it is expected to remain close to its target. For Austria, forecasts indicate that inflation will decline from 3.5% in 2025 to 2.5% in 2026 and 2027. However, following positive figures for January 2026, the OeNB (central bank of Austria) has already announced that it will further lower its forecast of 2.4% for 2026.

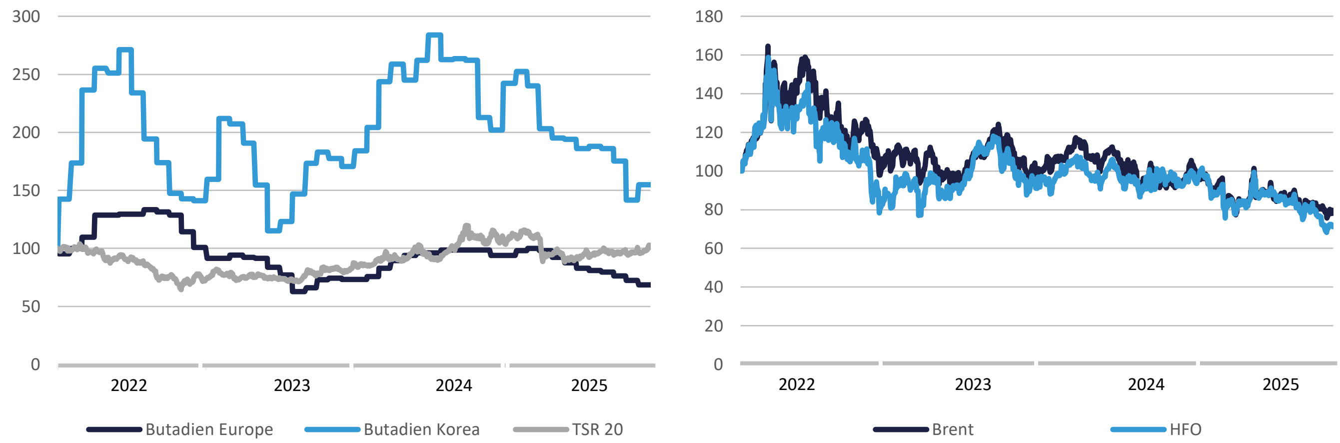
While key interest rates in the USA are expected to continue falling despite easing inflationary pressure, experts currently anticipate key interest rates in the eurozone to remain unchanged. Overall, fiscal policy in advanced economies should provide broad support despite temporary market volatility.

In 2025, the US dollar was under significant devaluation pressure against the euro. In addition to monetary policy divergence, the rising fiscal deficit and trade policy uncertainties – such as trade conflicts and tariffs – weighed on confidence in the US dollar and led to shifts into other currencies and asset classes. On the reporting date, the euro had gained around 13% in value over the year.

Development in the raw material markets

Raw materials such as butadiene, carbon black and natural rubber are important basic components for the manufacture of polymer products. In the 2025 financial year, commodity markets were primarily influenced by the subdued global economy and the associated lower demand, as well as geopolitical uncertainties and simultaneously less volatile energy prices. Below is an overview of the most important raw materials:

Raw material price development



Indexed to 100 as of January 1, 2022;
Source: Reuters, Refinitiv Eikon & Chemical Market Analytics;
Butadiene, Korea, spot (USD/t), Butadiene, Europe, contract (EUR/t)
Technically Specified Rubber, TSR20 SICOM (Usc/kg)

Brent Crude, LCOc1 ICE Europe Brent Crude Electronic Energy Future (USD/bbl)
HFO, Heavy Fuel Oil 1% NWE (USD/t)

Butadiene is a central raw material for synthetic elastomers and follows the oil price with a delay, albeit not in perfect correlation, as it is a by-product of ethylene production. In addition, butadiene markets are more regional and volatile. During the reporting period, butadiene prices were generally below the previous year’s level, with the decline reaching 6% in Europe and around 18% in Asia. This pattern was also reflected in butadiene derivatives such as butadiene rubber. Prices for natural rubber, which is mainly used in the Belting business unit, rose moderately by around 2% on Asian exchanges compared with the same period last year.

In addition to synthetic and natural rubber, carbon black is another important raw material for elastomer processing and is used as a reinforcing agent and filler. The price of carbon black is largely determined by the prices of heavy fuel oil and coal tar, which are the main feedstocks used in carbon black production. The prices of these crude oil derivatives are linked to the price of heavy fuel oil (HFO). European carbon black prices declined by around 7% in 2025, while the price of heavy fuel oil fell by 12%. The smaller price decline for carbon black is mainly due to sanctions against imports from Russia and Belarus, which necessitated more cost-intensive procurement routes from other regions.

Wire rod serves as a raw material for steel reinforcements and wire mesh in hydraulic hoses and conveyor belts. Its price is closely linked to the price of iron ore, one of the most important raw materials in steel production. While iron ore prices fell by an average of 6.5% in 2025, the average price of wire rod declined by only 1.6% and has remained stable since the third quarter of 2025.

Revenue and earnings performance

Key figures Semperit Group

in EUR million	2025	Change	2024
Revenue	662.4	–2.1%	676.6
EBITDA	79.5	–6.4%	84.9
EBITDA margin	12.0%	–0.5 PP	12.5%
Operating EBITDA[1]	83.6	–3.2%	86.3
Operating EBITDA margin[1]	12.6%	–0.1 PP	12.8%
EBIT	25.6	–26.8%	35.0
EBIT margin	3.9%	–1.3 PP	5.2%
Earnings after tax from continuing operation	0.4	–96.3%	11.4
Earnings after tax from discontinued operation	0.0	–100.0%	0.1
Earnings after tax	0.4	–96.3%	11.5
Additions to intangible assets and property, plant and equipment[2]	31.6	–49.4%	62.4
Employees (average)	3,997	–3.1%	4,125

[1] Operating EBITDA: before project expenses for the digital transformation project oneERP (2025: EUR–4.1 million; 2024: EUR–1.5 million)
[2] Excluding right-of-use assets in accordance with IFRS 16

The Semperit Group continued to expand its positive momentum throughout 2025, clearly stepping up its pace in the second half of the year. In the second half of the year, both revenue and EBITDA were significantly higher than in the first half and above the same period of the previous year. At the same time, the cost saving measures initiated in 2023 were further implemented consistently; EUR 6.0 million of the additional savings measures defined at the beginning of 2025 amounting to EUR 10 million p.a. had already been realized by the end of the year. Overall, revenue of EUR 662.4 million (–2.1%) was achieved. EBITDA amounted to EUR 79.5 million (–6.4%) or EUR 83.6 million (–3.2%) before project costs, exceeding the forecast. Despite negative FX effects from the weakening of the US dollar, totaling EUR 4.5 million, earnings after tax were slightly positive.

After a subdued start due to the market environment, both revenue and EBITDA increased significantly over the course of 2025. Comparing the first half of 2025 with the second half, revenue rose by 6.7%, while EBITDA increased by 59.0%. The final quarter was the strongest of the financial year, with revenue of EUR 179.0 million (Q4 2024: EUR 170.0 million), EBITDA of EUR 27.4 million (Q4 2024: EUR 21.0 million) and an EBITDA margin of 15.3%. Overall, the Group's revenue amounted to EUR 662.4 million (–2.1%) in the 2025 financial year. 40.9% of this amount was attributable to the Semperit Industrial Applications (SIA) division and 59.1% to Semperit Engineered Applications (SEA).

Over the full year, the SIA division, which comprises Hoses and Profiles, achieved a 1.4% increase in revenue to EUR 270.9 million and a 4.0% increase in EBITDA to EUR 52.8 million. The EBITDA margin rose to 19.5% (2024: 19.0%). In the hose segment, direct customers have stopped reducing their inventories. The profile business continues to be affected by the weak construction industry. The SEA division (Form, Belting and Liquid Silicone Rubber/LSR), which was confronted with project postponements by customers in the conveyor belt and LSR mold production sectors in the first quarter, recovered in the following quarters and achieved revenue of EUR 391.5 million (–4.4%), EBITDA of EUR 42.5 million (–14.2%) and an EBITDA margin of 10.9% (2024: 12.1%).[1]

Inventories of own products decreased by EUR 3.4 million in the reporting year (2024: inventory reduction of EUR 15.0 million). Total expenses remained stable at EUR 594.4 million compared with the previous year (2024: EUR 587.9 million; +1.1%). The cost of materials amounted to EUR 283.4 million (2024: EUR 279.7 million) and included EUR 4.2 million in costs passed on. Personnel expenses amounted to EUR 222.0 million (2024: EUR 218.8 million), and other operating expenses totaled to EUR 88.9 million (2024: EUR 89.3 million).

EBITDA thus reached EUR 79.5 million (2024: EUR 84.9 million) and the EBITDA margin was 12.0% (2024: 12.5%). Operating EBITDA before project costs amounted to EUR 83.6 million (2024: EUR 86.3 million) and the corresponding margin to 12.6% (2024: 12.8%). EBITDA

[1] As part of the optimization of the industrial strategy, the mandrel hose product group was transferred from the Semperit Industrial Applications division (Hoses business unit) to the Semperit Engineered Applications division (Form business unit) with effect from January 1, 2025. The comparative figures have been adjusted accordingly.

was adjusted for the effects of the oneERP digital transformation project in the amount of EUR 4.1 million in profit or loss. These are non-capitalizable costs that can be expensed for the implementation of a uniform Group-wide enterprise resource planning system. The capitalizable development costs of the ongoing implementation amounted to EUR 2.6 million (2024: EUR 0,7 million) in the reporting period.

Operating EBITDA

in EUR million	2025	Change	2024
EBITDA	79.5	–6.4%	84.9
Project cost for oneERP	4.1	n/a	1.5
EBITDA before project costs	83.6	–3.2%	86.3

Regular depreciation and amortization increased slightly to EUR 49.5 million (2024: EUR 47.5 million). Impairment losses on intangible assets amounted to EUR 3.3 million and related to the customer base in the Liquid Silicone Rubber (LSR) segment. EBIT thus amounted to EUR 25.6 million (2024: EUR 35.0 million).

The financial result amounted to EUR –18.7 million (2024: EUR –13.4 million), with the year-on-year change primarily attributable to currency effects resulting from the weaker USD in the amount of EUR –4.5 million.

Tax expense fell to EUR 6.4 million (2024: EUR 10.1 million), resulting in earnings after tax of EUR 0.4 million (2024: EUR 11.4 million). This corresponds to earnings per share of EUR 0.02 (2024: EUR 0.56).

Assets and financial position

Balance sheet

The development of the balance sheet structure as of 31 December 2025 can be summarized as follows:

in EUR million	12/31/2025	Share	12/31/2024	Share	Change
Non-current assets	575.2	67%	604.2	66%	–5%
Current assets	281.8	33%	308.6	34%	–9%
Assets held for sale	0.0	0%	0.1	0%	–100%
ASSETS	857.1	100%	912.9	100%	–6%
Equity[1]	415.7	48%	430.9	47%	–4%
Non-current provisions and liabilities	282.8	33%	314.4	34%	–10%
Current provisions and liabilities	158.6	19%	167.6	18%	–5%
EQUITY AND LIABILITIES	857.1	100%	912.9	100%	–6%

[1] incl. non-controlling interests.

Non-current assets remained largely stable at EUR 575.2 million (–5%), of which EUR 444.0 million related to property, plant and equipment (December 31, 2024: EUR 466.6 million). Additions to fixed assets amounting to EUR 34.6 million (primarily assets under construction and technical equipment) were largely offset by regular depreciation of EUR 49.5 million. Impairment losses on intangible assets in the Liquid Silicone Rubber (LSR) segment amounted to EUR 3.3 million.

The decline in current assets to EUR 281.8 million (–9%) is mainly attributable to the use of cash and cash equivalents to repay a corporate Schuldschein loan with a nominal value of EUR 31.0 million at the end of July. Overall, cash and cash equivalents decreased by EUR 31.1 million to EUR 94.8 million. In addition, successfully implemented working capital measures had a positive effect on the asset structure. As part of consistent inventory management, inventories decreased slightly by EUR 2.7 million to EUR 83.0 million. Targeted receivables management also contributed to a further reduction in capital tied up in current assets, with current trade receivables decreasing by EUR 3.1 million to EUR 70.5 million. As of December 31, 2025, trade receivables amounting to EUR 12.5 million (December 31, 2024: EUR 16.8 million) had been sold to factoring banks.

Equity reflects dividend payments and earnings. The reduction in financial liabilities to EUR 194.4 million (December 31, 2024: EUR 234.1 million) was primarily due to the repayment of the corporate Schuldschein loan.

Net financial debt

in EUR million	12/31/2025	Change	12/31/2024
Corporate Schuldschein loan	7.1	–81.5%	38.4
Liabilities to banks	187.3	–4.3%	195.7
Financial liabilities	**194.4**	**–17.0%**	**234.1**
Cash and cash equivalents	94.8	–24.7%	126.0
Current time deposits	7.5	57.9%	4.8
Cash and cash equivalents and similar investments	**102.3**	**–21.7%**	**130.7**
Net financial debt (+) / Net financial surplus (–)	**92.0**	**–11.0%**	**103.3**

The Semperit Group had net financial debt of EUR 92.0 million as of December 31, 2025, as financial liabilities (EUR 194.4 million) exceeded cash and cash equivalents including current time deposits (EUR 102.3 million) (December 31, 2024: net financial debt of EUR 103.3 million). The leverage ratio as the quotient of net financial debt divided by EBITDA (for the last twelve months) remained stable at a conservative 1.2x at the end of 2025 (December 31, 2024: 1.2x).

Two bank financing agreements with a volume of up to EUR 360 million were concluded with effect from March 31, 2023. A financing agreement for a total of EUR 250 million consists of a loan of up to EUR 150 million and a credit line of EUR 100 million. In July 2023, the loan of EUR 150 million was drawn for the acquisition of the Rico Group. EUR 40 million of this loan was repaid in December 2023 and a further EUR 10 million in July 2024. The credit line has not been utilized. The second financing agreement for EUR 110 million was concluded particularly for the expansion investments at the site in Odry. Of this amount, EUR 56 million has been utilized as of the reporting date (previous year: EUR 59 million).

Cash flow

The cash flow statement is prepared jointly for continuing operations and discontinued operations (affects the comparative period 2024 to a minor extent).

The development of the liquidity situation in the 2025 financial year in an overview:

Cash flow[1]

in EUR million	2025	Change	2024
Cash flow from operating activities	74.3	–21.5%	94.6
Cash flow from investing activities	–34.3	–39.5%	–56.7
Cash flow from financing activities	–69.4	≥100%	–25.9
Net increase/decrease in cash and cash equivalents	–31.1	n/a	13.3

[1] The calculation includes continuing operations and discontinued operations.

Cash flow from earnings amounted to EUR 68.6 million (2024: EUR 74.7 million) and cash flow from operating activities to EUR 74.3 million (2024: EUR 94.6 million). The focus was clearly on strengthening operating cash flow, in particular through active and consistent working capital management. Cash flow from investing activities amounted to EUR –34.3 million (previous year: EUR –56.7 million). Cash investments in intangible assets and property, plant and equipment amounted to EUR 34.7 million, significantly below the previous year's level (EUR 64.6 million). Of this amount, EUR 8.3 million was attributable to strategic growth investments (primarily the expansion of hose production in Odry, CZ). In the same period of the previous year, the figure was EUR 29.5 million. In terms of individual countries, the largest investments were made in Austria at EUR 10.7 million (previous year: EUR 17.9 million), in the Czech Republic at EUR 10.5 million (previous year: EUR 31.1 million), in Poland at EUR 5.1 million (previous year: EUR 7.3 million) and in Germany at EUR 3.6 million (previous year: EUR 2.0 million).

Cash flow from financing activities amounted to EUR –69.4 million (previous year: EUR –25.9 million) and primarily included repayments of financial and lease liabilities in the amount of EUR –44.6 million, interest payments of EUR –11.2 million, and dividend payments of

EUR –10.3 million. The comparative period 2024 was primarily characterized by the dividend payment in the same amount, the assumption of financial liabilities amounting to EUR 26.0 million, and the repayment of other financial liabilities amounting to EUR –18.7 million.

Cash flow[1]

in EUR million	**2025**	**Change**	**2024**
Cash flow from operating activities	**74.3**	**–21.5%**	**94.6**
Interest paid	–11.2	–25.3%	–15.0
Interest received	2.4	–35.3%	3.7
Cash investments for maintenance and small growth projects (intangible assets and property, plant and equipment)	–26.4	–24.8%	–35.1
Proceeds from the disposal of property, plant and equipment and long-term assets held for sale, and from the repayment of financial investments, investment grants received, and payments made for the acquisition of financial investments	–2.1	–12.2%	–2.3
Free cash flow before the sale of companies	**37.0**	**–19.2%**	**45.8**
Proceeds from business disposals net of cash disposed of	0.0	–99.3%	6.6
Free cash flow after the sale of companies	**37.0**	**–29.3%**	**52.4**

[1] The calculation includes continuing operations and discontinued operations (affects the previous year's period to a minor extent).

Free cash flow is the net cash flow adjusted for interest payments that is available for strategic growth investments, dividends and the repayment of debt. It amounted to EUR 37.0 million (2024: EUR 45.8 million or EUR 52.4 million after the sale of companies) due to lower cash flow from operating activities and disciplined investment activities.

Performance of divisions

Semperit Industrial Applications (SIA) division

Key figures Semperit Industrial Applications

in EUR million	2025	Change	2024[1]
Revenue	270.9	1.4%	267.3
EBITDA	52.8	4.0%	50.7
EBITDA margin	19.5%	+0.5 PP	19.0%
EBIT	34.7	9.3%	31.8
EBIT margin	12.8%	+0.9 PP	11.9%
Additions to intangible assets and property, plant and equipment[2]	12.4	–66.3%	37.0

[1] As part of the optimization of the industrial strategy, the mandrel hose product group was transferred from the Semperit Industrial Applications division to the Semperit Engineered Applications division with effect from January 1, 2025. The comparative figures for 2024 have been adjusted accordingly.
[2] Excluding right-of-use assets in accordance with IFRS 16

- The market environment for the **SIA division** remained challenging overall in the 2025 financial year. However, there was an improvement over the course of the year, which was particularly evident in the second half: revenue increased by 2.7%, EBITDA by 17.7%, and the EBITDA margin rose from 18.1% in the first half of 2025 to 20.8%. Share of wallet gains (increased share of existing customers' purchasing volume) also had a positive impact on revenue development. For the full year, SIA achieved an increase in revenue of 1.4% to EUR 270.9 million, and in EBITDA of 4.0% to EUR 52.8 million. The EBITDA margin rose to 19.5% (2024: 19.0%). Although the timing and speed of a recovery remain uncertain, stable development at the current level is expected in the short term. The division's order situation developed positively for the most part over the financial year, albeit with higher volatility toward the end of the year. As of the reporting date, the order book is slightly below the previous year's level, reflecting normal market volatility.
- Demand for **hydraulic and industrial hoses** remained subdued due to the general market situation but showed signs of stabilization as Semperit customers' OEM-related business (supplying original equipment manufacturers) leveled off at a low level. The upturn in OEM business expected for the second half of 2025 did not materialize, but original equipment manufacturers are forecasting stable development at the level of the fourth quarter for the coming quarters. While OEM activity in the agricultural sector remains subdued, the construction and material handling sectors are developing more robustly. The destocking of Semperit's direct customers appears to have largely come to an end, although the final quarter was characterized by a reduction in order intake. Sales volumes were slightly below the previous year's level due to demand. However, this was partially offset by share of wallet gains. The timing and speed of a sustained recovery in demand remain difficult to predict.
- Demand and order intake for **elastomer and sealing profiles** remain subdued due to the continuing weakness of the construction industry. However, leading economic indicators, such as the number of building permits in the German construction industry, are stabilizing. Nevertheless, building construction in particular remains challenging, especially in the DACH region. A noticeable recovery is not expected before 2027.

Semperit Engineered Applications (SEA) division

Key figures Semperit Engineered Applications

in EUR million	2025	Change	2024[1]
Revenue	391.5	–4.4%	409.3
EBITDA	42.5	–14.2%	49.6
EBITDA margin	10.9%	–1.2 PP	12.1%
EBIT	8.1	–60.0%	20.3
EBIT margin	2.1%	–2.9 PP	5.0%
Additions to intangible assets and property, plant and equipment[2]	16.4	–31.4%	24.0

[1] As part of the optimization of the industrial strategy, the mandrel hose product group was transferred from the Semperit Industrial Applications division to the Semperit Engineered Applications division with effect from January 1, 2025. The comparative figures for 2024 have been adjusted accordingly.
[2] Excluding right-of-use assets in accordance with IFRS 16

- The **SEA division** generated revenue of EUR 391.5 million (down 4.4%) and EBITDA of EUR 42.5 million (down 14.2%) in 2025. The weak first quarter, which was mainly affected by project postponements in the conveyor belt and LSR mold production sectors, weighed on performance at the beginning of the year. However, a significant upturn began in the second quarter, resulting in a noticeable improvement in momentum over the course of the year. This is particularly evident in the significant increase compared to the first half of the year: while the division generated revenue of EUR 186.9 million in the first half of the year, this figure rose to EUR 204.6 million in the second half of 2025. EBITDA almost doubled in the same period – from EUR 14.7 million in the first half of the year with a margin of 7.9% to EUR 27.8 million in the second half of the year with a margin of 13.6%. The order book at the end of the year and order intake for the full year exceeded the previous year's level.
- The **Form business unit**, which has also included the mandrel hose product group since the beginning of 2025, can look back on a good year overall, with both revenue and operating earnings increasing significantly. The Mountain Applications, Compression Molding and Handrail Europe segments performed particularly well, all of which provided growth momentum. The Railway segment also remained stable, although major infrastructure projects were postponed and there were isolated budget shifts to the defense sector. Although the environment in the Chinese market for handrails remained challenging, the region continues to be considered strategically relevant. Despite regional challenges, the business segment emerged clearly stronger overall: order intake and order backlog at the end of the year were significantly above the previous year's level, underscoring the positive business momentum.
- At the beginning of the year, the **Belting business unit (conveyor belts)** was primarily affected by ongoing postponements of customer projects and significantly increased uncertainty regarding US tariff policy. Other factors included temporary shifts in the product mix toward lighter belts and price pressure from Asian competitors. The order situation began to recover in the second quarter. Overall, both order intake for the year and the order backlog at the end of December were roughly on par with the previous year's level.
- After a weaker first quarter, the **LSR (Rico) business unit** recorded stable development in revenue and operating earnings for the full year. Order intake in parts production developed satisfactorily overall, with demand varying depending on the product group: in the healthcare sector – particularly in home care services and medical devices – a stable growth path emerged, although new applications typically require a longer start-up phase before series production can begin. Demand remained high in the mobility sector, and growth continued in food & baby. By contrast, there were declines in areas related to the construction industry. In mold production, there was a recovery over the course of the year following project-related delays in the first quarter. Capacity utilization increased noticeably, creating a solid foundation for future capacity utilization in parts production.

Sustainability

For the 2025 financial year, the Semperit Group published its second integrated annual report (after having published seven separate sustainability reports). The Sustainability Statement was prepared on a consolidated basis in accordance with the European Sustainability Reporting Standards (ESRS). For further details see the Sustainability Statement section. The sustainability reports of previous years can be accessed online on the Semperit website.

Employees

At 4,013 employees (FTE, full-time equivalent, including contract workers), the headcount as of December 31, 2025, was roughly on par with the previous year (4,006 as of December 31, 2024). The average number of employees for the year was 3,997 (average for 2024: 4,125); excluding contract workers, the figure was 3,914 (average for 2024: 4,031).

Research and development

The Research & Development (R&D) team of the Semperit Group is continuously working on the development of innovative materials and products as well as on the improvement of manufacturing processes. The innovation management system used across the Group is the core of all R&D activities, covering the systematic identification of potential, the selection of promising ideas, risk analysis with regard to the effects of products on people and the planet, and successful project management. In the 2025 financial year, R&D expenses amounted to around EUR 13.8 million (2024: EUR 14.9 million) and therefore around 2.1% of revenue (2024: 2.2%), relating in particular to personnel expenses. For more information see Sustainability Statement.

Additional information

Corporate governance

The corporate governance report can be found online at www.semperitgroup.com/en/ir, under the Corporate Governance menu. The direct link is: www.semperitgroup.com/en/ir/corporate-governance/corporate-governance-reports.

Disclosures pursuant to Section 243a (1) of the Austrian Commercial Code (UGB)

As of December 31, 2025, the share capital of Semperit AG Holding (SAG) amounted to EUR 21,358,996.53 and consisted of 20,573,434 no-par-value ordinary shares, each carrying equal rights in every respect.

There are no restrictions with regard to voting rights or the transfer of shares that go beyond the general provisions contained in the Austrian Stock Corporation Act. No shares were issued entitling the owners to special control rights. Employees who own shares are entitled to exercise their right to vote at the Annual General Meeting.

B&C KB Holding GmbH directly owned 54.30% of the shares in SAG as of December 31, 2025 (December 31, 2024: 53.07%) and is the direct majority shareholder of SAG. In addition, B&C Kratos Holding GmbH holds 4.18% (December 31, 2024: 4.18%). The private foundation B&C Privatstiftung is the highest controlling legal entity. B&C Holding Österreich GmbH is the indirect majority shareholder which draws up and publishes consolidated financial statements in which the Semperit Group is consolidated.

The Executive Board consists of up to five people. Members of the Executive Board are appointed by the Supervisory Board for a maximum period of five years. Reappointments, for a maximum of five years, are permissible.

The following applies with respect to the appointment and revocation of Supervisory Board members pursuant to the Articles of Association: Unless a shorter term of office is specified, Supervisory Board members are elected until the end of the Annual General Meeting resolving upon the ratification of the actions of the Executive and Supervisory Boards for the fourth year after the election, not including the financial year in which the election took place. However, at least two members of the Supervisory Board shall resign each year at the end of the Ordinary Annual General Meeting. Members of the Supervisory Board who have resigned from the Supervisory Board since the last Annual General Meeting or have resigned from office with effect from the end of the respective Annual General Meeting shall be counted towards this figure.

Otherwise, the members having to resign are determined as follows: First of all, members have to leave if their term of office has ended. If this does not apply to at least as many members required for two members to be determined, including other members who have left since the last Annual General Meeting or have resigned from office at the end of the respective Annual General Meeting, the members who have been in office for the longest will have to resign. In the event that the number of members eligible for departure is greater than required, the members will draw lots to decide who leaves. This procedure is also used to decide which members will depart if a decision cannot be made based on the above rules. The resigning members are immediately eligible for re-election.

If an elected member of the Supervisory Board retires from the Supervisory Board during their term of office, a substitute election shall only be held immediately if the number of elected Supervisory Board members falls below three. Substitute elections shall be held for the remaining term of office of the retiring Supervisory Board member unless the Annual General Meeting decides otherwise at the time of election. If a member is elected to the Supervisory Board by an Extraordinary Annual General Meeting, the first year in office is considered to be completed upon the close of the next Ordinary Annual General Meeting.

Each member of the Supervisory Board may resign from office by giving written notice to the Chairman of the Supervisory Board without having to provide reasons, subject to a four-week period of notice.

Resolutions of the Annual General Meeting require a simple majority of the votes cast, unless mandatory law requires a larger majority. In cases where capital majority is required, it shall pass resolutions by a simple majority of the share capital represented at the passing of the resolution, unless mandatory law requires a larger capital majority.

The Executive Board was authorized by the Ordinary Annual General Meeting on April 25, 2023, with the consent of the Supervisory Board, to increase the nominal capital of the company within five years from the registration of the amendment to the Articles of Association with the commercial register – if necessary in several tranches – by up to EUR 10,679,497.23 by way of issuing up to 10,286,716 new no-par-value shares in bearer or registered form against cash and/or payment in kind and to determine the share type, the issue price, and the terms and conditions of the issue. The Executive Board was also authorized to issue convertible bonds with agreement from the Supervisory Board. This may be linked to a right of conversion or purchase or a mandatory conversion or purchase of up to 10,286,716 no-par-value shares in the company. The share capital is conditionally increased according to Section 159 (2) (1) of the Austrian Stock Corporation Act by up to EUR 10,679,497.23 by issuing up to 10,286,716 new no-par-value bearer shares.

The Ordinary Annual General Meeting on April 23, 2024 authorized the Executive Board, with the consent of the Supervisory Board, to repurchase and, if applicable, retire own shares up to the legally permitted maximum of 10% of the share capital for a period of 30 months from the adoption of the resolution in the Annual General Meeting in accordance with Section 65 (1) (8) of the Austrian Stock Corporation Act. At the same Annual General Meeting, the Executive Board was also authorized – pursuant to Section 65 (1b) of the Austrian Stock Corporation Act and with agreement from the Supervisory Board – to decide on a different type of sale than via the stock exchange or through a public offering, and to decide on a possible exclusion of the repurchase option (purchase right) on the part of shareholders. There is no share buyback program in place at present and SAG does not hold any treasury shares.

Certain financing agreements contain contractual clauses regarding a change of control in the event of takeovers pursuant to Section 243a (1) (8) of the Austrian Commercial Code.

There are no compensation agreements pursuant to Section 243a (1) (9) of the Austrian Commercial Code.

Risk management

As an international manufacturer of elastomer products, the Semperit Group is exposed to a variety of general and industry-specific risks. With its integrated risk management system, the Group has a solid foundation for identifying potential risks at an early stage, assessing their impact and introducing appropriate countermeasures. At the same time, a proactive approach to risks also opens up new opportunities that can contribute to increasing value creation and to stabilizing the company in the long term. The strategic alignment of the Semperit Group aims at systematically reducing risks and consistently exploiting growth opportunities at the same time.

In the 2025 financial year, the risk management system developed in the previous year was comprehensively established throughout the Group and firmly anchored in day-to-day operations. Close integration with the corporate strategy and incorporation into the strategic planning and forecasting process are now common practice. The optimized cooperation between the specialist departments involved has proven its worth: it increases the quality of control and enables an even faster response to internal and external changes.

The assessment of risks based on the free cash flow indicator introduced in 2024 has also become an integral part of the standard process. In combination with the EBITDA-based analysis, it enables a more in-depth interpretation of the financial impact of risks and strengthens the basis for management decisions. The insights gained are increasingly being incorporated into strategic and operational management and support sound, forward-looking corporate management.

Overall, there is clear evidence that the measures implemented in 2024 are having a lasting effect: risk transparency has been further increased, the quality of analysis has been improved, and the risk culture within the Semperit Group has been further consolidated. At the same time, the existing process is being continuously refined in order to further optimize the integration of risk aspects into business management.

Basic principles of risk management (enterprise risk management)

The Semperit Group’s risk policy supports the goal of securing competitive advantages and increasing the enterprise value in the long term. The risk management system serves to strengthen robust corporate processes and enable the early detection of negative developments in strategic, operational, market and financial areas.

Essential components of the risk policy are environment, social and governance (ESG) issues, the stability of supply chains and ensuring on-time deliveries. These aspects are systematically anchored in the risk management process. The process follows a structured, uniform approach across the Group and promotes strong risk awareness on all levels. The resulting insights are incorporated into both strategic corporate development and operational decisions.

Risks are managed according to four basic principles:

- Avoidance – in cases of excessive probability of occurrence or unacceptable consequences
- Reduction – through preventive measures to reduce risks to an acceptable level
- Transfer – by transferring risks in whole or in part to third parties (e.g., insurance companies, contractual partners, financial instruments)
- Acceptance – in the case of acceptable residual risks within defined tolerance limits

Group-wide risk management is an integral component of corporate governance. It supports planning, target achievement and continuous process optimization and serves as a sparring partner for the Executive Board.

Responsibility for risk policy lies with the Executive Board, which sets out the strategic guidelines. All Group units are obliged to implement the central risk management process and to actively support its further development. In organizational terms, enterprise risk management (ERM) is anchored in the “Group Risk Management & Assurance” department. This department monitors, coordinates and supports the process across the Group to ensure that all relevant risks are recorded transparently and managed effectively.

Enterprise risk management process

The Semperit Group maintains a closely interlinked internal control and risk management system for the early detection and minimization of risks that could jeopardize its existence. Standardized processes ensure that risks are identified and assessed prior to important business decisions. An efficient internal reporting system supports ongoing monitoring and enables appropriate countermeasures to be taken in a timely manner. This proactive approach strengthens corporate stability and the achievement of strategic goals.

Risk management is based on an enterprise risk management (ERM) approach in accordance with the internationally recognized COSO framework (“Enterprise Risk Management – Integrated Framework”). The aim is to identify, assess and manage risks that could affect strategic, operational, financial, social, governance and compliance objectives at an early stage. The approach also covers aspects of health, safety, environment and quality (HSEQ) as well as ESG issues.

This holistic approach creates risk transparency and enables targeted risk mitigation to ensure the sustainable development of the Semperit Group. Risk identification and assessment are carried out in a structured bottom-up/top-down process. This allows risks to be identified at both the operational and strategic levels.

The observation period for risk assessment is usually one year and, in accordance with medium-term planning, extends to up to five years. For ESG-related risks, particularly climate risks, a longer horizon is applied, often spanning decades. In this way, Semperit takes into account the long-term effects of climate change and regulatory requirements.

The ERM system is based on the net principle: risks are generally identified and assessed considering existing and implemented risk mitigation or transfer measures. Each risk assessment therefore reflects the remaining net risk—i.e., the risk that remains after all currently effective measures have been implemented.

Furthermore, additional mitigation or control measures are continuously defined and implemented for these remaining risks to further mitigate or control the risk. Risks whose potential impact has already been considered in the budget, medium-term planning, or existing precautionary measures are not reported separately.

The effectiveness of the measures taken and newly implemented is continuously monitored and integrated into internal reporting – down to the level of the individual Group companies. This ensures a high level of transparency and sustainably strengthens the effectiveness of risk management.

The Group Risk Management & Assurance department coordinates and monitors the entire risk management process. Relevant risks are prioritized and assessed based on their probability of occurrence and potential impact. The bottom-up process is supported by management workshops in the Group companies and coordinated with divisional management in a top-down approach, which ensures consistent assessment and reporting.

At least once a year, comprehensive risk reporting is carried out on individual risks, including aggregation at Group level. In addition, quarterly progress reports on current developments, changes and additions to the risk portfolio are submitted to the Audit Committee and Supervisory Board. An ad hoc reporting process ensures that decision-makers are informed promptly in the event of critical developments.

Both EBITDA and free cash flow scenarios are used for quantitative assessment. This dual perspective enables a more precise assessment of financial resilience and risk-bearing capacity. While EBITDA provides information about operational profitability, free cash flow shows the company’s liquidity and investment capacity.

Organization and responsibilities

The Semperit Group has a clearly defined structure for monitoring and controlling the ERM process. Risks, changes and developments are discussed quarterly in Executive Board, Audit Committee and Supervisory Board meetings, which ensure that relevant risks are identified at an early stage and that appropriate measures are taken.

The Group Risk Management & Assurance department plays a central role in this process and is supported by the Group companies and central functions. Progress in the implementation of measures is reported regularly and monitored centrally, ensuring transparent and comprehensible control of risk measures. Insurable risks are covered by appropriate policies, where economically viable, in order to minimize the financial burden of claims.

The legal framework and principles of risk management are set forth in the Group-wide Risk Management Guideline. This guideline defines requirements, responsibilities and documentation obligations and forms the basis for the ongoing development of the ERM system.

Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H. audited and confirmed the functionality of the Semperit Group’s risk management system for the 2025 financial year in the first quarter 2026 in accordance with C Rule 83 of the Austrian Corporate Governance Code. This confirmation underscores the effectiveness and efficiency of the system and its compliance with regulatory requirements.

Risk report

As an internationally operating group, the Semperit Group faces a dynamic global environment. Economic, political, legal and social developments vary considerably between the countries where the Group operates. The effects on the Semperit Industrial Applications and Semperit Engineered Applications divisions and on the individual operating divisions are accordingly diverse.

In the 2025 financial year, the Semperit Group was once again confronted with a challenging global environment characterized by economic uncertainty and structural market changes. After a period of declining inflation rates at the beginning of the year, price increases in individual markets and persistently high energy costs remained a burden. At the same time, the availability of qualified skilled workers remained limited in several regions, which had a selective impact on production and delivery processes.

The international raw material markets saw increased volatility in both prices and availability of key materials. In addition, geopolitical tensions, particularly in connection with the Russia-Ukraine conflict, developments in the Middle East and increasingly protectionist tendencies in global trade, had an impact on supply chains, transport costs and planning security. Adjustments to US tariffs led to increased uncertainty regarding the structure of customs duties, particularly in the first half of the year. The specific risks arising from this situation include reduced competitiveness as a result of tariff-related price increases, which could put products on the US market at a disadvantage compared to local alternatives and thus lead to a loss of market share and a weakening of the long-term positioning. In addition, there is increased cost volatility, as frequent changes in customs regulations lead to fluctuations in import costs that are difficult to calculate, which complicates budget planning and can lead to sudden margin pressure. Furthermore, the variable US tariff policy has created a highly unstable environment for strategic planning, delaying or increasing the risk of investment projects, market entries and product launches due to a lack of regulatory predictability.

In addition, there was uncertainty in the 2025 financial year due to the planned revision of EU steel import quotas. The scope and specific details of the measures – in particular the amount of duty-free quotas and potential higher additional tariffs once quotas are exhausted – were still open. This resulted in risks with regard to future price developments and material availability. When the resolution was adopted at the end of 2025, this uncertainty was eliminated. For the 2026 financial year, risks arise from the now binding regulation, particularly with regard to price levels, procurement costs and delivery availability.

Another regulatory risk arose in the 2025 financial year from the introduction of the Carbon Border Adjustment Mechanism (CBAM), which is an EU instrument that imposes a CO_2 price on imports in order to prevent the relocation of CO_2-intensive production abroad. While CBAM was still in the transition phase without financial compensation payments, there were particular operational and compliance risks, which related especially to timely and proper emissions reporting, data availability along the supply chain, and the validity and reliability of supplier declarations. In addition, there were planning risks with regard to the obligation to purchase CBAM certificates, which will come into effect in 2026, particularly against the backdrop of the volatility of the EU ETS price (market price for an emission certificate in the EU Emissions Trading System) and the resulting potential cost implications. With the start of the financially effective phase in the 2026 financial year, the risk profile will shift toward direct earnings and liquidity effects resulting primarily from rising procurement costs, potential margin pressure and structural shifts in competition.

Regulatory changes in the areas of sustainability, climate reporting and supply chain due diligence also required increased attention and adaptability. The continuing tense global security situation, energy price and interest rate developments, as well as the aftermath of the increased financing costs in previous years represented additional factors of uncertainty.

Despite these volatile conditions, the Semperit Group once again demonstrated its resilience. Its broad geographical positioning, diversification across several business areas and consistent implementation of efficiency and cost optimization measures enabled it to achieve largely stable development. The increased integration of risk and opportunity management into strategic control supported management in responding to market changes at an early stage and exploiting potential in a targeted manner.

At the time this management report was prepared, no risks were identified that could endanger the Semperit Group as a going concern, either individually or in combination. Adequate insurance policies remain in place to hedge against specific liability and damage risks, insofar as these are economically justifiable.

In addition to conventional financial, operational and strategic risks, trends such as energy availability, technological transformation, digitalization, labor market developments and ESG requirements are increasingly being taken into account in the ongoing risk assessment. These topics are becoming increasingly important as they present both risks and opportunities for the future development of the Group.

The following section describes the significant individual risks that could potentially have a material impact on the financial position, financial performance and profit situation of the Semperit Group. In addition, there may be other, currently unknown risks that arise from strategic, operational, financial, social, governance, compliance and HSEQ (health, safety, environment and quality) issues. The occurrence of such potential risks could have a significant impact on the Group's financial position, financial performance and profit situation, as well as its reputation.

Insurable risks

The Semperit Group maintains global insurance programs to cover significant business risks, particularly in the areas of fire, natural hazards and natural disasters. Nevertheless, there can be no guarantee that potential losses will be fully covered or that insurers will be fully liable in the event of a claim.

Additional policies have been taken out for further protection, for example for earthquake and flood risks, in order to extend the existing protection. Critical business processes with a high risk potential are regularly reviewed as part of risk assessments and business continuity management. This review results in preventive strategies and measures to ensure operational capability in the event of an emergency. The implementation of these measures is continuously monitored.

Based on a climate risk analysis conducted in 2023, the effects of climate change were systematically included in the risk catalog. Both immediate physical risks—such as storms or heavy rainfall—and chronic developments such as rising sea levels were assessed. In addition, indirect physical risks were identified, such as potential shortage of water supply as a result of prolonged dry periods.

The assessment of physical climate risks is based on long-term scenario analyses of structural changes in climatic conditions. On this basis, no Semperit Group sites are currently exposed to systemic physical climate risks that would fundamentally jeopardize their strategic viability or economic value. However, this does not include short-term impacts resulting from increasing extreme weather events (e.g., heavy rainfall, heat waves or storms). Regardless of this, the analysis identifies increased structural water availability risks in the medium to long term at the sites in Roha (IN), Odry (CZ) and Bełchatów (PL). These risks result from potentially increasing regional water scarcity and, if the negative trend continues, could have an impact on the operational resilience of the affected sites. Accordingly, projects for efficient water use and sustainable water management have been initiated.

Ongoing dialogue with insurers ensures that risks arising from insurable natural events are covered as effectively as possible. Nevertheless, legal disputes may result in losses exceeding the insured amounts. Similarly, there is no guarantee that adequate insurance coverage will be available on economically acceptable terms in the future.

Location-specific natural events – flooding of the production facility in Thailand (Semperflex Asia Corporation Ltd., Hat Yai): In the 2025 reporting year, the Semperflex Asia production facility in Hat Yai, Thailand, was affected by exceptionally heavy rainfall and subsequent flooding. The floodwaters caused parts of the production facility to be completely submerged. This resulted in a business interruption lasting several weeks, which affected both manufacturing operations and related logistics processes. Electrical systems, control electronics and sensor-controlled production components were particularly affected. Immediately after the water receded, extensive cleanup and safety measures were initiated, followed by gradual technical restoration.

In view of the progressing effects of climate change, extreme precipitation events are to be expected more frequently in the future. Against this backdrop, the risk was reassessed in the Group's risk catalog and given higher priority. In addition, measures to adapt emergency and crisis plans and more intensive coordination with local authorities and insurers were initiated. Despite the temporary restrictions, there were no effects that threatened the existence of the Semperit Group. However, the event led to a further tightening of risk and prevention measures with regard to natural hazard-related location risks.

Significant risks, opportunities and measures

The following overview summarizes the main risks and opportunities identified within the Semperit Group. It shows their categorization and the measures defined in each case to mitigate risks and exploit opportunities.

Risks and opportunities related to environment, social and governance (ESG), which were identified as material in the materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS), are presented in the Sustainability Statement in chapter **"ESRS 2 – General disclosures"**.

Strategic risks and opportunities (R&O)

R&O category	Description and potential impact	Management measures	R&O trend	R&O Indicator
Market development and competitiveness	Intense competition in several core segments, particularly from low-cost suppliers in Asia, is increasing price pressure and putting pressure on margins. At the same time, customer expectations are changing as a result of general economic uncertainty, rising energy prices and growing sustainability requirements. Timely adjustment of the product portfolio and pricing strategies is crucial to securing market share and profitability.	Stronger focus on high-margin segments and regions; expansion of the innovation pipeline in materials and technology development; close cooperation with customers for early identification of market trends; continuous cost optimization and efficiency improvements along the value chain.	↑	Risk & oppor-tunity
Acquisitions, partnerships and divestments	Strategic acquisitions and divestments remain key instruments for managing the portfolio. The greatest risks lie in identifying suitable target companies, integrating acquired units and realizing expected synergies. Opportunities arise from expanded market access, the acquisition of new technologies and the strengthening of core competencies.	Consistent focus of M&A activities on core segments with sustainable growth potential; structured due diligence process including risk analysis; systematic post-merger controlling; ongoing evaluation of investments and divestment options to focus on the core business.	→	Risk & oppor-tunity
Transformation	Structural change driven by decarbonization, digitalization and regulatory ESG requirements (e.g., CSRD, CSDDD) is shaping the industry. This transformation is increasing investment requirements and the pressure to adapt processes, supply chains and technologies. At the same time, opportunities are opening up through innovative, sustainable product solutions and new business models. Increasing demands on IT security, data availability and digital process integration are increasing complexity and costs. At the same time, digital technologies enable efficiency gains and data-driven decisions.	Ongoing evaluation of the Group strategy regarding megatrends; integration of ESG and climate targets into corporate planning; establishment of sustainable material and production processes; preparation for the development of a decarbonization plan and ESG reporting requirements in accordance with the CSDDD. Implementation of the IT Strategy 2030; expansion of cybersecurity; harmonization of the ERP system landscape with the OneERP flagship project, which was successfully rolled out for the first time in November 2025; strengthening of digital skills.	↑	Risk & oppor-tunity
Structural adjustment and site development	The ongoing optimization of production networks and cost structures remains essential to ensure long-term competitiveness. Risks include implementation delays, cost overruns and acceptance issues among employees. Opportunities arise from productivity gains and the opening up of new markets.	Detailed project planning with clear milestones and monitoring; targeted investments in efficient production facilities; transparent communication with stakeholders; involvement of the workforce and social support management to ensure implementation.	↗	Risk & oppor-tunity

R&O category	Description and potential impact	Management measures	R&O trend	R&O Indicator
Governance and compliance	Increasing regulatory requirements, particularly in the areas of ESG and compliance, are making corporate governance more complex. Deviations from internal standards or legal requirements can result in financial losses and reputational damage.	Ongoing updating of the governance and compliance framework; Group-wide training; consistent implementation of the Code of Conduct; operation of an effective whistleblower system (“Speak up!”); regular internal audits and controls.	→	Risk
Geopolitics and trade restrictions	Geopolitical tensions—particularly in connection with the Russia-Ukraine conflict, developments in the Middle East and increasing trade restrictions between the US, China and the EU—are leading to uncertainties in energy supply, supply chains and transport costs. Protectionist tendencies are influencing supply chains, tariffs and market access. Additional US tariffs are affecting specific product groups. Local regulations or sanctions can directly impact business activities.	Continuous monitoring of geopolitical developments and scenario analyses; diversification of procurement and sales markets; development of regional alternatives in the supply chain; securing critical materials and transport routes.	↑	Risk

Operational risks and opportunities

R&O category	Description and potential Impact	Management measures	R&O trend	R&O Indicator
Innovations	Risks and opportunities arise from technological developments, sustainability requirements and the need to shorten innovation cycles. Failure to adapt technologically could lead to competitive disadvantages, while digitalization and automation increase efficiency and productivity. The development of recycled and bio-based materials is becoming increasingly important strategically.	Systematic innovation management with a focus on sustainable and efficient material solutions; expansion of digitalization and automation initiatives (e.g., hose production in Odry); Group-wide circularity initiative to promote recycling and reuse cycles; strengthening of R&D cooperation with customers and research partners.	↑	Risk & opportunity
Products and services	Risks arise from delayed market launches, insufficient ESG compliance of materials and insufficient differentiation in the portfolio. Opportunities arise from early identification of market needs and innovative, sustainable product solutions.	Close cooperation with customers to identify market trends at an early stage; integration of ESG criteria into product development and procurement; optimization of supply chains and manufacturing processes; use of modern technologies and automation to increase efficiency.	→	Risk & opportunity
Customer structure	High dependence on key customers can lead to revenue and earnings risks, especially when market conditions change. Opportunities lie in a broader customer base and increased sales efficiency.	Diversification of the customer portfolio; expansion of data-based sales management; strengthening of customer loyalty through service and quality initiatives; structured sales programs to acquire new customer segments.	↑	Risk
Procurement/ supply chain	Risks arise from ongoing price volatility for raw materials and energy, limited availability of critical materials, geopolitical tensions and disrupted transport routes. Opportunities exist in the development of resilient supply chains and sustainable procurement.	Establishment of a diversified, regionalized supplier network; active raw material and energy management; early warning systems for bottlenecks; scenario analyses and emergency plans; expansion of sustainable procurement strategies.	↗	Risk
Production and capacity utilization	Energy-intensive processes, disruptions in energy supply, or downtime in production facilities can compromise efficiency and security of supply. Opportunities arise through automation, energy efficiency measures and investments in modern facilities.	Regular maintenance, investments in new equipment and energy efficiency projects; expansion of automated production (e.g., in the LSR and hose sectors); further development of emergency and flood protection measures; continuous optimization of production capacity utilization.	→	Risk & opportunity
Quality management	Quality defects caused by faulty raw materials, processes or development errors can lead to reputational damage and loss of earnings. Opportunities exist in high product quality as a distinguishing feature.	Further development of the Group-wide quality management system; close coordination between R&D, Production and Quality Assurance; regular supplier audits and process analyses.	→	Risk & opportunity
Personnel and employee retention	The ongoing shortage of skilled workers, particularly in technology, IT and production, increases the risk of capacity bottlenecks. Opportunities arise through targeted personnel development, employer branding and international recruitment.	Expansion of talent management, succession planning and training programs; cooperation with training institutions; recruitment of international skilled workers; promotion of flexible work models and corporate social benefits.	↑	Risk & opportunity
Safety, health and environment (HSEQ)	Safety incidents, environmental incidents, or violations of occupational safety regulations can have a significant impact on employee safety, operations and reputation. At the same time, a high level of safety increases the attractiveness of an employer.	Operation of an integrated HSEQ management system; regular training, audits and investments in occupational safety; preventive programs for health protection and ergonomics; strict compliance with environmental and hazardous substance standards.	→	Risk

R&O category	Description and potential Impact	Management measures	R&O trend	R&O Indicator
Compliance	Violations of laws, regulations or internal guidelines (e.g., antitrust law, corruption, data protection, human rights) can result in financial penalties and reputational damage.	Operation of a Group-wide compliance management system; regular training; continuous monitoring and advice from compliance officers; active “Speak up!” channel with external reporting office.	→	Risk
Legal disputes	Legal proceedings can lead to financial burdens and reputational risks.	Ongoing monitoring of legal proceedings; close cooperation with external legal advisors; preventive training and contract reviews.	→	Risk
IT and cyber security	Increasing digitalization enhances the vulnerability to cyber threats. Risks include data loss, business interruptions and reputational damage. Opportunities lie in enhanced cyber resilience and efficiency through secure systems.	Operation of a Group-wide cybersecurity framework with regular penetration tests, vulnerability analyses and awareness training; use of modern security technologies; emergency and recovery processes (business continuity management).	↑	Risk & oppor-tunity
System availability and harmonization	The parallel use of different IT/OT systems can lead to efficiency losses and data inconsistencies. Opportunities exist in the standardization and automation of processes.	Implementation of the OneERP project based on SAP S/4HANA; standardization and harmonization of the IT/OT landscape; structured change and stakeholder management; targeted training.	→	Risk & oppor-tunity
Business continuity	Natural disasters, geopolitical crises or pandemics can affect delivery capabilities and operations.	Operation of a Group-wide crisis management and business continuity system; regular crisis drills; site diversification and emergency plans.	↑	Risk

Financial risks and opportunities

As an internationally active company, the Semperit Group is exposed to financial risks, particularly capital, liquidity and financing risks, foreign currency and interest rate risks, as well as default risks of customers and banks.

A detailed description of the financial risks and their management is provided in the notes to the consolidated financial statements in accordance with IFRS 7 (Chapter 11).

R&O category	Description and potential Impact	Management measures	R&O trend	R&O Indicator
Interest rate environment	After a phase of rising interest rates in 2023/24, interest rates stabilized at an elevated but stable level in 2025. Risks arise from potential monetary policy adjustments and their impact on financing costs and capital valuation. Opportunities arise when refinancing costs fall in a stable market environment.	Use of interest rate hedging instruments (swaps, caps); balanced maturity structure of financing; regular assessment of interest rate positions as part of treasury controlling.	→	Risk & oppor-tunity
Counterparties	Uncertainty in the economic environment and geopolitical tensions increase the risk of payment delays or defaults by customers, as well as the credit risk of banks.	Ongoing credit management with credit checks, credit limits and insurance coverage; diversification of banking partners with high credit ratings; centralized monitoring of receivables and default rates.	↗	Risk
Taxes, fiscal and public charges	Increasing regulatory complexity and international harmonization efforts (e.g., OECD BEPS 2.0, Pillar Two) are raising the bar for tax compliance. Risks arise from interpretative uncertainties, local legislative changes and potential additional claims.	Operation of a Group-wide tax compliance management system; ongoing training of relevant functions; external support for complex transactions; regular tax risk assessments.	↑	Risk
Foreign currencies	Exchange rate volatility, particularly for the USD, CNY and PLN, can have a significant impact on income and balance sheet items. Opportunities arise from favorable exchange rate developments for export revenues.	Use of forward exchange transactions and natural hedging; ongoing currency analysis and diversification of cash flow; integration of currency risks into liquidity planning.	→	Risk & oppor-tunity
Availability of capital	The financing environment remains challenging: higher risk premiums, stricter ESG requirements and more selective lending are affecting the availability of capital. Good ESG performance is increasingly becoming a success factor for financing conditions.	Ongoing capital risk management with a focus on securing liquidity and strengthening creditworthiness; integration of sustainability indicators into the financing structure and exchange with ESG rating agencies; expansion of sustainable financing instruments (e.g., green loans, ESG-linked credit facilities). As of December 31, 2025, the Semperit Group has a solid liquidity position and conservative net debt.	↗	Risk & oppor-tunity

Internal Control System (ICS)

The Semperit Group's Internal Control System (ICS) is designed to ensure the effectiveness, efficiency and profitability of business processes, the reliability of financial and ESG reporting and compliance with legal and regulatory requirements. In addition, the ICS supports early detection, monitoring and prevention of risks and fraudulent actions.

The continuous development and optimization of the ICS is carried out in close cooperation between the Group Risk Management & Assurance department and the relevant specialist fields. This integrated approach ensures that the control system is continuously adapted to current requirements, regulatory changes and technological developments, achieving a high degree of transparency, traceability and control security.

In the 2025 financial year, a comprehensive ICS review was carried out for the Semperit Group's key sites. The methodological basis for this review was a newly developed presentation of the ICS and Risk Control Matrix (RaCM), which for the first time enables a standardized comparison of control environments across all Group units to be presented graphically. The aim was to create transparency regarding the maturity and effectiveness of the controls and to establish a uniform assessment logic for all sites. The results were prepared in a new, standardized reporting format and will serve as the basis for the ongoing assessment, further development and harmonization of the internal control system in the future.

Responsibility for implementing, maintaining and monitoring the ICS lies with the management of the respective business units. To ensure uniform, Group-wide control, the Executive Board of Semperit AG Holding defines binding framework conditions and guidelines that apply throughout the Group. Regular audits and assessments at the sites and at the headquarters ensure that these requirements are implemented on a sustainable basis.

The principles of the Internal Control System (ICS):

- Accuracy of accounting and reporting: ensuring the accuracy, completeness and reliability of all financial and reporting figures.
- Adherence to internal and external regulations: compliance with internal rules (e.g. limits of authority) and external legal requirements, ordinances and regulatory requirements.
- Increasing payment security: implementation of a predefined control framework for payment transactions to minimize booking errors, fraud risks and unauthorized transactions.
- Segregation of duties: clear separation of critical tasks and responsibilities to avoid conflicts of interest and risks of manipulation.
- Process-integrated controls: implementation and documentation of controls within operational processes to ensure their effectiveness.
- Traceability and transparency: complete and verifiable documentation of all essential control activities and decisions.
- Protection of assets: securing tangible and intangible assets through appropriate organizational and technical measures.
- Detection of operational risks and damage visibility: identification of potential weak points and prompt detection of damage that has occurred in order to minimize damage.
- Increasing operational efficiency: optimization of processes and resources to reduce inefficiencies and improve process quality.

Essential characteristics of the internal control and risk management system with regard to the financial reporting process

The key elements of the existing ICS and risk management system with respect to the (Group) accounting process can be summarized as follows:

- Segregation of duties: The accounting tasks are clearly separated from other areas of responsibility, such as treasury or controlling, in order to avoid conflicts of interest and minimize the risk of manipulation.
- IT security and access controls: the financial and ERP systems used are protected against unauthorized access by technical and organizational security measures (e.g., access rights, firewalls, encryption).
- Use of standard software: proven standard software (SAP S/4HANA) is primarily used for accounting to ensure stability, traceability and process reliability.
- Policy and guideline system: a Group-wide policy system (including accounting, payment and reporting policies) defines binding guidelines for proper accounting and creates a clear framework for action.
- Auditing of accounting data: transmitted and received accounting data is checked for completeness and accuracy; random checks serve as an additional control measure.
- Application of the four-eyes principle: the four-eyes principle is consistently applied in accounting-related processes in order to minimize errors and the risk of manipulation.
- Monitoring by Internal Audit: accounting-related processes are regularly reviewed by Internal Audit on a random basis to identify weaknesses at an early stage and ensure continuous improvement. Accordingly, Internal Audit practices a Group-wide best practice sharing approach.

Non-financial Statement

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1. General sustainability disclosures

ESRS 2 General disclosures

Disclosure Requirement BP-1 – General basis for preparation of the consolidated Non-financial Statement

This is the consolidated Non-financial Statement for the Semperit Group. The reporting organization is Semperit AG Holding. The statement contains disclosures on governance, strategies and targets as well as on managing impacts, risks and opportunities of the group of companies in the context of ESG (Environmental, Social and Governance). It offers stakeholders comprehensive insights into Semperit's business activities and describes in particular how the Group meets its economic, social and environmental responsibilities.

The legal basis for the consolidated Non-financial Statement stems from Section 267a of the Austrian Commercial Code (UGB) in conjunction with the Sustainability and Diversity Improvement Act (NaDiVeG), with which Austria has implemented EU Directive 2014/95/EU on the disclosure of non-financial information (NFRD). Directive (EU) 2022/2464 on corporate sustainability reporting (Corporate Sustainability Reporting Directive – CSRD) has fundamentally expanded the European requirements. The CSRD has been transposed into Austrian law through the Sustainability Reporting Act (NaBeG), which was published in the Federal Law Gazette on 18 February 2026 and has therefore already entered into force. For the 2025 reporting year, however, the new provisions on sustainability reporting under the NaBeG do not yet have to be applied by Semperit AG due to the relevant transitional regulations, meaning that the previous legal framework (under the NaDiVeG) continues to apply. Semperit AG Holding has already been voluntarily applying the European Sustainability Reporting Standards (ESRS) as the reporting framework since the 2024 financial year. Regarding the European Union's quick-fix regulations adopted in 2025, which provide for facilitations and transitional provisions for individual disclosure requirements, Semperit has only made use of the extension of the phase-in regulation. In addition, Semperit has been obliged to disclose information in accordance with the EU Taxonomy Regulation (EU) 2020/852 since the 2021 financial year. This reporting requirement is met in the consolidated Non-financial Statement in the section "Environmental Information".

This non-financial statement was prepared on a consolidated basis and subjected to a voluntary independent limited assurance audit. The consolidation scope of the non-financial statement corresponds to that of the consolidated financial statements (see Annex, Section 10.2 Fully consolidated companies). The changes in the consolidation scope during the reporting year had no material impact on the materiality assessment or on the material IROs (Impacts, Risks, Opportunities). The description of the management approaches and performance with regard to the key sustainability aspects relates to the entire Group; no subsidiaries were excluded from sustainability reporting in accordance with Article 19a (9) or Article 29a (8) of Directive 2013/34/EU. The key environmental figures only comprise the production sites. Sales offices and the corporate headquarters are not included in most of the environmental indicators due to their low environmental relevance.

The social, ecological and governance impacts of a company (inside-out perspective) not only arise at its own sites, but also in upstream and downstream areas of the value chain. Furthermore, the activities that take place in the upstream and downstream areas of the value chain can entail financial opportunities and risks for the company (outside-in perspective). Semperit's sustainability management, the process of materiality analysis and the Sustainability Strategy 2030 cover the majority of the upstream and downstream areas of the value chain and the corresponding business relationships with suppliers, customers and other stakeholder groups. Lacking applicability, the company has not made use of the option to omit certain disclosures relating to intellectual property, know-how or the results of innovations. The company has not made use of the exemption under Article 19a (3) and Article 29a (3) of Directive 2013/34/EU.

Disclosure Requirement BP-2 – Disclosures in relation to specific circumstances

The quantitative assessment and reporting of all data are carried out taking into account the parameters and time horizons specified in ESRS 1 (less than 1 year short term, less than 5 years medium term, more than 5 years long term). Semperit's upstream and downstream value chain was included in the preparation of the Sustainability Report and in the assessment of impacts, risks and opportunities. This includes, in particular, consideration of the supply chains (procurement of raw materials, working conditions in the supply chain, etc.) or the use phase and disposal of the products sold. The impacts, risks and opportunities that are material to Semperit and result from the materiality analysis along the value chain are presented in section IRO-1 and in the topic-related sections of this consolidated Non-financial Statement and are described in each case with the corresponding management approaches.

The key figures listed in this consolidated Non-financial Statement are based primarily on direct measurements and surveys, machine data, resource consumption and other absolute data. Estimates were only used where neither primary data from direct measurements nor specific information from business partners in the value chain were available during the reporting period. Following sources of potential uncertainty listed below should be noted. Further information can be found in the respective key figure explanations in the environmental, social and governance chapters of the consolidated Non-financial Statement.

E1-6 Key figures on GHG emissions – Scope 3 emissions are indirect emissions that arise during the extraction, production and processing of the energy sources used, as well as emissions resulting from activities in upstream and downstream areas of Semperit's value chain. Semperit uses the internationally recognized standard, the GHG Protocol, as the basis for its emissions calculation methodology. Nevertheless, all greenhouse gas (GHG) emission figures are subject to a certain degree of uncertainty due to the nature of the calculation and the availability of data. Semperit assumes that the quality of data from the value chain will further develop over time and has continuously improved its methodology for reporting Scope 3 emissions. Where actual data could not be collected, Semperit uses assumptions and estimates to report the relevant data points (as is the case for many raw materials, capital goods, employee commuting distances or assumptions about processing of sold products). The methodology for using estimates and assumptions is reviewed regularly as data access improves and GHG reporting evolves. The description of the used assumptions, estimates, sources, and use of databases for each emission category are presented in section E1-6.

E1-IRO-1 Climate scenario and vulnerability analysis – Assumptions and statistically probable forecasts were used to develop the climate scenarios relevant to Semperit. The methodology is described in more detail in section IRO-1 – E1.

E5-4 and E5-5 Resource inflows and outflows – Semperit also uses assumptions regarding proportions where primary data from suppliers is not available for quantitative information on resource inflows, such as the proportion of secondary raw materials in products and packaging, biological materials and recycled materials. We are actively working with suppliers to improve the availability of primary data. Information on resource outflows, such as product life cycle, recyclability, reparability, durability or recyclable content in packaging, is also compiled using a similar principle. Specifically, these assumptions and methodologies can be found in E5, sections E5-4 and E5-5.

In the reporting year, only a few significant changes were made to the preparation and presentation of sustainability information compared to the previous year. As opposed to the previous year, the first year of application of the ESRS, comparative figures for the previous period are available in the consolidated Non-financial Statement and provide a better understanding of changes. Among other things, the accounting of Scope 1, Scope 2 and Scope 3 emissions was expanded, and new emission categories were added (see E1, section E1-6). In the event of an adjustment to non-financial data from the previous period, this is indicated directly in the adjusted key figure.

The disclosure of information on the EU Taxonomy is based on the Taxonomy Regulation (EU) 2020/852, Delegated Regulation (EU) 2021/2178 on reporting (Disclosure Delegated Act), Delegated Regulation (EU) 2021/2139 (Climate Delegated Act) and Delegated Regulation (EU) 2023/2486 (Environmental Regulation), as well as the associated FAQs. With the publication of Delegated Regulation 2025/1416 on simplifying EU Taxonomy and ESRS reporting (the so-called Quick Fix Amendment) in the EU Official Journal (the Omnibus Initiative), which introduces changes to these Delegated Regulations, simplifies the templates in the EU Taxonomy in particular, introduces a new materiality concept and adjustments to the DNSH (Do No Significant Harm) criteria. These changes are applicable from the 2025 financial year but can also be applied optionally from 2026. Semperit partially applies the delegated act 2025/1416 for the templates on gas and nuclear energy; further simplifications are not utilized. No economic activities related to nuclear energy and fossil gas were identified.

Semperit did not cover any ESRS Disclosure Requirements by reference to other parts of the Annual Report in the reporting year. Cross references to other parts of the annual report or other published documents (e.g., Remuneration Report or Remuneration Policy) serve solely as supplements or comparisons, but do not replace mandatory ESRS disclosures.

Disclosure Requirement GOV-1 – The role of the administrative, management and supervisory bodies

Composition and function of the Executive Board

At the end of the 2025 financial year, the Executive Board consisted of three members: Manfred Stanek (Chief Executive Officer), Helmut Sorger (Chief Financial Officer) and Gerfried Eder (Chief Industrial Officer).

Manfred Stanek (m)[1]
Member of the Executive Board since March 1, 2025; Chief Executive Officer (CEO) since April 1, 2025; term of office ends on February 29, 2028.

Manfred Stanek has more than 25 years of international industrial and executive experience. Before joining Semperit, he was Chief Operating Officer and member of the Management Board of the international plastics and foam group Greiner AG based in Austria. Prior to that, he was CEO of the Greiner Packaging division for six years. He laid the foundation for his international career with a focus on sales, operations and strategic business development by studying business administration at the Vienna University of Economics and Business Administration and completing the Executive Education Program at the French business school INSEAD. He began his career in consulting, where he first worked at the management consultancy Czipin & Partner and later at Proudfoot Consulting. His professional career also took him to the USA and Brazil, where he held management positions at the Brazilian conglomerate Votorantim and the US aluminum company Novelis, among others.

Areas of responsibility: Semperit Engineered Applications Division, Communications & Capital Markets, Corporate Development, ESG, People & Culture, Mixing Operations.

Additional functions: Currently, he does not hold Supervisory Board mandates in other companies that are not included in the consolidated financial statements pursuant to C Rule 16 of the Austrian Code of Corporate Governance.

Helmut Sorger (m)[1]
Member of the Executive Board since October 1, 2022, Chief Financial Officer (CFO); term of office ends on September 30, 2028.

Helmut Sorger was born in 1978 and holds a doctorate in social sciences and economics. He started his career as a research assistant and university lecturer at the Department for Quantitative Management at the Vienna University of Economics and Business. In 2007, he joined Wienerberger and took over as head of external reporting in the same year. In summer 2010, he moved to the USA and served as Director Finance and IT of General Shale Brick. In 2013, he returned to Vienna taking on responsibility as Head of Corporate Reporting of Wienerberger, assumed responsibility as CFO of the North America region for the American financial area of Wienerberger at the beginning of 2015 for the following seven years and supported the division's strategic reorientation and growth course through acquisitions and their rapid integration into the existing organization.

Areas of responsibility: Finance, Accounting, Tax, CISO, Compliance, Controlling, IT, Internal Audit, Legal, Risk Management & Assurance, Business Process Automation, Treasury

Additional functions: Currently, he does not hold Supervisory Board mandates in other companies that are not included in the consolidated financial statements pursuant to C Rule 16 of the Austrian Code of Corporate Governance.

Gerfried Eder (m)[1]
Member of the Executive Board since July 1, 2023; CIO (Chief Industrial Officer); term of office ends on June 30, 2029.

Gerfried Eder, born in 1972, studied business administration at the Vienna University of Economics and Business Administration and has held various management positions at Semperit since 2000. Prior to his first appointment to the Executive Board in 2023, he was Managing Director of the Hydraulic and Industrial Hose Production Division with plants in the Czech Republic, Thailand, China, Austria, the USA, India and Singapore.

Areas of responsibility: Semperit Industrial Applications Division, Commercial Excellence, HSEQ, Research & Development, Supply Chain Management, Procurement

Additional functions: Currently, he does not hold Supervisory Board mandates in other companies that are not included in the consolidated financial statements pursuant to C Rule 16 of the Austrian Corporate Governance Code.

Resigned members of the Executive Board

Karl Haider (m)[1]
Karl Haider served as Chief Executive Officer (CEO) from January 11, 2022, to March 31, 2025. He did not stand for re-election when his term of office expired on March 31, 2025.

[1] The members of the Executive Board do not belong to any minority; (m) stands for the gender 'male'.

Composition of the Supervisory Board[1]

At the end of the 2025 financial year, the supervisory board consisted of six capital market representatives and three employee representatives, who represent the interests of own workforce and other employees.

	Year of birth	First appointed to the Supervisory Board	Current term of office	Supervisory board positions in other listed companies
Shareholder representatives				
Thomas Cord Prinzhorn (m), Chairman[2]	1972	04/25/2023	Until the Annual General Meeting, resolving upon the 2025 financial year	
Stefan Fida (m), Deputy Chairman[2]	1979	04/29/2014	Until the Annual General Meeting, resolving upon the 2029 financial year	Lenzing AG
Birgit Noggler (f), Member[2]	1974	05/08/2019	Until the Annual General Meeting, resolving upon the 2028 financial year	Raiffeisen Bank International AG, AMAG Austria Metall AG
Stephan Büttner (m), Member[2, 3, 4]	1973	04/27/2022	Until the Annual General Meeting, resolving upon the 2027 financial year	–
Klaus Friedrich Erkes (m), Member[2]	1958	05/23/2017	Until the Annual General Meeting, resolving upon the 2026 financial year	Simona AG (Chairman)
Marion Weissenberger-Eibl (f), Member[2, 3]	1966	04/25/2023	Until the Annual General Meeting, resolving upon the 2025 financial year	MTU Aero Engines AG
Employee representatives		**First-time appointment**		**Works council function**
Andrea Hanzlovic (f)	1993	08/01/2025	–	Member of the works council, Vienna
Michael Schwiegelhofer (m)	1975	03/08/2017	–	Deputy Chairman of the Central Works Council of Semperit AG Holding, Chairman of the Works Council for blue-collar workers, Wimpassing, Chairman of the European Works Council
Markus Stocker (m)	1979	01/01/2017	–	Chairman of the Central Works Council of Semperit AG Holding, Chairman of the Works Council for white-collar workers, Wimpassing, Deputy Chairman of the European Works Council

1 As of December 31, 2025.
2 Have declared their independence to the Supervisory Board in accordance with C-Rule 53 of the Austrian Corporate Governance Code.
3 No representation by a shareholder over 10% (C-Rule 54 of the Austrian Corporate Governance Code).
5 Stephan Büttner is a member of the Executive Board of AGRANA Beteiligungs-AG.

Resigned members of the Supervisory Board

Employee representative	Year of birth	First-time appointment	Current term of office
Monika Müller (f)	1964	04/27/2021	Resigned from office as of 07/31/2025

Diversity in Executive Board and Supervisory Board

In the reporting year, the Executive Board was composed of three male members (100% male, 0% female) and the Supervisory Board of six male and three female representatives (66% male, 33% female). Pursuant to C-Rule 53 of the Austrian Code of Corporate Governance, the Supervisory Board was composed of 100% independent members in the reporting year. The members of the Executive Board and Supervisory Board do not belong to any minority groups. Further information on the diversity of the Executive Board and Supervisory Board can be found in the Corporate Governance Report on the company's website (https://www.semperitgroup.com/investor-relations/corporate-governance/).

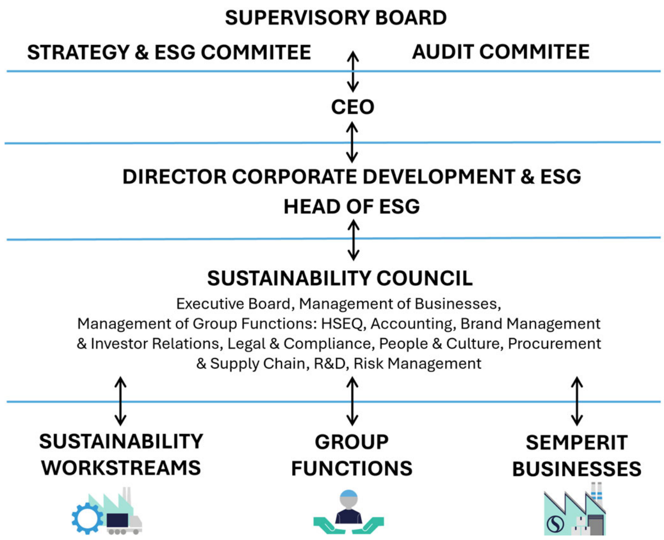
Access to expertise and skills in relation to sustainability of the Executive Board and Supervisory Board

Expertise that is central to Semperit in terms of sustainability was assessed among members of the Executive Board and Supervisory Board by means of a questionnaire in 2024 and updated in the reporting year. All areas of expertise (sector-, product-, market- and sustainability-specific) as well as knowledge of specific topics (including circular economy, renewable raw material and energy sources, recycling, waste management, fair labor practices, diversity, equality and inclusion, information security) are covered by the composition of the two bodies. Further information on the professional and regional experience of the Supervisory Board members can be found in the skills matrix of the Corporate Governance Report on the company website (https://www.semperitgroup.com/investor-relations/reports-presentations/). In addition, the Executive Board and Supervisory Board members are informed about current sustainability activities in terms of material impacts, risks and opportunities, as well as relevant regulatory frameworks and changes, as described in more detail below. In special cases, the Supervisory Board is also informed directly.

Tasks and responsibilities of the Executive Board and Supervisory Board related to sustainability aspects

The Executive Board, the Audit Committee and the Strategy and ESG Committee of the Supervisory Board are responsible for monitoring the impacts, risks and opportunities in the context of ESG. Responsibility for impacts, risks and opportunities is anchored in the rules of procedure. Risk management is defined as a systematic process for identifying, categorizing, quantifying and defining mitigation measures and for tracking the effectiveness of these measures. The process encompasses all risks affecting the company and is also designed to help management identify potential opportunities. Responsibility for monitoring the effectiveness of the internal control system, the internal audit system and the risk management system (including risk control and mitigation) lies with the Audit Committee. It performs its duties in accordance with Section 92 (4a) of the Austrian Stock Corporation Act and Rule 40 of the Austrian Code of Corporate Governance. The Group Risk Management & Assurance department reports quarterly to the Audit Committee and ensures that the necessary risk-controlling measures are implemented.

The **Strategy and ESG Committee** also regularly deals with impacts, risks and opportunities in the ESG area. This includes discussing corporate strategy and the key performance indicators derived from it with the Executive Board, as well as the ongoing monitoring of the Executive Board's implementation of the strategy. The monitoring of the establishment and effectiveness of processes for implementing and assessing sustainability reporting in accordance with the Sustainability Reporting Directive (Directive (EU) No. 2022/2464 – CSRD) and further applicable provisions (including, in particular, Austrian implementing legislation) is the responsibility of the Audit Committee. In addition, the Strategy and ESG Committee advises and supports the Nomination and Remuneration Committee in preparing the setting of ESG targets for the remuneration of the Executive Board, and on all other ESG topics.



Semperit's Executive Board has full responsibility for managing the company for the benefit of the business while considering the interests of shareholders and employees as well as the public interest. The Executive Board's internal rules of procedure regulate the allocation of business responsibilities and the principles of cooperation between members of the Executive Board. Decisions of primary importance are taken by the Board as a whole. The Executive Board is solely responsible for all communications that have a significant impact on how the company is perceived by its stakeholders. Legally binding regulations, the Articles of Association and the internal rules of procedure for the Executive Board and Supervisory Board laid down by the Supervisory Board form the basis for corporate management. The Chairman of the Supervisory Board maintains regular contact with the Chairman of the Executive Board and discusses the company's strategy, business development and risk management. The Executive Board is responsible for creating a corporate culture of integrity and ensuring that managers at all levels take responsibility for implementing and monitoring the policies applicable to their respective areas of responsibility with regard to corporate culture, whistleblower protection, corruption and bribery, as well as relationships with suppliers (further disclosures on material impacts, risks and opportunities in corporate governance and compliance can be found in section G1). With regard to the management bodies in the area of compliance and anti-corruption, the CFO of the Semperit Group is the highest authority to which the Group Compliance Officer reports. In addition, Semperit has set up a Compliance Board (Executive Board and Group Compliance Officer) to deal with specific compliance issues. The main focus is on ensuring compliance with regulations in the areas of anticorruption, antitrust law, export control and sanctions as well as data protection.

Semperit's **Sustainability Council**, in consultation with the Head of ESG, is responsible for defining the focal points of operational sustainability management and driving the implementation of appropriate measures within the company. The Executive Board annually (if necessary) approves the list of major topics for the Semperit Group and regularly informs the Supervisory Board about current developments and the progress of sustainability activities.

The **ESG department**, consisting of the Head of ESG and two ESG experts, coordinates all sustainability agendas that deal with all tasks in the context of ESG. The Head of ESG reports to the Director Corporate Development & ESG, who reports to the CEO. The Executive Board reports to the Supervisory Board and the above-mentioned committees on current developments in the areas of environmental and climate change mitigation, social and governance matters, as well as on Semperit's related targets and performance, using internally distributed monthly and annual reports from the respective databases. Sustainability is a fixed item on the agenda of every meeting of the Supervisory Board and the Audit Committee, where current topics and trends are addressed and discussed in order to set a strategic course for the sustainable development of the Group. The targets and their adjustments are proposed by the respective departments and the ESG team based on the identified material impacts, risks and opportunities (see disclosure SBM-3) and the identified potential for improvement. They are discussed with the Group's Executive Board and business units in the Sustainability Council and presented to the Supervisory Board in the Strategy and ESG Committee for discussion. The targets of the Sustainability Strategy 2030, valid from January 1, 2024, to December 31, 2030, as well as the three new targets and key figures defined in 2025 (E2 Pollution of air, S2 Workers in the value chain, G1 Business conduct), can be found in the table below.

In addition, an event-driven exchange on sustainability topics takes place between Semperit and its affiliated companies, but also with other companies and industry and sector associations. This enables the identification and utilization of possible synergies. Special controls and procedures, which are described in the disclosures under IRO-1, are integrated primarily in the compliance, internal control, risk management and insurance, and quality management functions.

ESRS disclosure			**Semperit Sustainability Strategy 2030**		**SDG**
ESRS	**ESRS topic**	**ESRS subtopic**	**Topic in the Sustainability Strategy 2030**	**Target or KPI 2030 (base year 2023)**	
E1	Climate change	Climate change adaptation			
		Climate change mitigation	Emissions (Scope 1 and Scope 2)	-10% per good product[1] by 2030	
		Energy	Energy	-5% per good product[1] by 2030	
E2	Pollution	Pollution of air		100% of European sites are below the EU pollutant thresholds set by the E-PRTR	
		Microplastics			
E5	Resource use and circular economy	Resource inflows, resource use	Sustainability in the supply chain (ESG assessment of suppliers)	75% of expenditure covered by EcoVadis-certified suppliers by 2030	
		Resource outflows related to products and services			
		Waste	Waste	-7% per good product[1] by 2030	
S1	Own workforce	Working conditions	Incident rate	-8% annually	
		Equal treatment and opportunities for all	Female ratio Female ratio in leadership Female ratio in senior leadership	+0.5% annually +1.0% annually +1.0% annually	
		Other work-related rights			
S2	Workers in the value chain	Working conditions	Sustainability in the supply chain (ESG assessment of suppliers)	75% of expenditure covered by EcoVadis-certified suppliers by 2030	
		Other work-related rights		95% completion rate of assigned trainings on responsible conduct in the value chain	
G1	Business conduct	Corporate culture		Annual number of improvement suggestions (Kaizens) submitted and implemented by employees	
		Protection of whistleblowers	Violations of compliance-relevant regulations	0 annually	
		Corruption and bribery			
		Management of relationships with suppliers including payment practices	Sustainability in the supply chain (ESG assessment of suppliers)	75% of expenditure covered by EcoVadis-certified suppliers by 2030	

[1] Good product is a unit of output and by-product produced during the reporting period that has been marketed or stored for future marketing

Disclosure Requirement GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

ESG impacts, risks and opportunities are submitted to the Executive Board and the Sustainability Council for review, discussion and approval. The risks exceeding the defined financial materiality thresholds are then entered into the Group-wide risk database, along with the corresponding countermeasures, responsibilities and timetables. Risks and their effects on the valuation of assets and liabilities are analyzed and taken into account in the consolidated financial statements.

The Sustainability Council meets quarterly and informs the Executive Board about important developments relating to Semperit's impact, risks and opportunities, due diligence obligations and sustainability performance. The Executive Board bears the ultimate responsibility for the company's sustainability orientation. In consultation with the Head of ESG, the Council is responsible for defining operational priorities and promoting appropriate measures within the company. In addition, relevant sustainability topics as well as potential opportunities and risks in this context are discussed at the Executive Board meetings. By anchoring sustainability in the organization, Semperit ensures that the impacts, risks and opportunities associated with sustainability aspects, including climate change mitigation and environmental protection, are taken into account in every decision. The Executive Board subsequently informs the Supervisory Board, the Audit Committee and the Strategy and ESG Committee about current developments and about Semperit's ESG targets and performance. Regular, at least quarterly, and additional ad hoc information enables the Supervisory Board to monitor and drive progress in the individual areas.

In accordance with the recommendations of the "OECD Due Diligence Guidance for Responsible Business Conduct", the Semperit Group takes measures to avoid violations and develops initiatives to raise awareness and transfer knowledge (see also disclosure under GOV-4).

In M&A transactions, the company takes into account material opportunities and risks as part of due diligence. These are systematically reviewed and evaluated in various areas of work, such as the environment or finance, to ensure that the target company fits both the strategic orientation of the company and meets the ESG standards. As part of the standardized due diligence process, the target company's compliance with Semperit's own corporate objectives is reviewed, focusing on topics such as occupational safety, social responsibility and governance. This enables the administrative and management bodies to make informed decisions about transactions, including consideration of trade-offs related to the identified risks and opportunities.

During the reporting period, the Sustainability Council, the Executive Board and the Supervisory Board dealt in particular with the impacts, risks and opportunities listed below and the associated strategic initiatives, target achievement and IRO action plans. In addition, the committees dealt with the follow-up and preparation of the consolidated Non-financial Statement, the planning and execution of the EU Deforestation Regulation (EUDR) and the anchoring of other ESG regulations, and initiated the necessary steps.

Subtopic	IROs	Treated by the Committee in 2025
E1 Climate change adaptation and mitigation, energy	#1-7	Sustainability Council, Executive Board, Supervisory Board and/or its committees
E2 Pollution of air, microplastics	#8-12	Sustainability Council, Executive Board
E5 Resource inflows, use, outflows, EU Deforestation Regulation	#13-20	Sustainability Council, Executive Board
E5 Waste	#21-25	Sustainability Council, Executive Board, Supervisory Board and/or its committees
S1 Working conditions, equal treatment	#26-41	Sustainability Council, Executive Board, Supervisory Board and/or its committees
S2 Working conditions, other work-related rights	#42-44	Sustainability Council, Executive Board
G1 Corporate culture	#45	Sustainability Council, Executive Board
G1 Management of relationships with suppliers, corruption and bribery, protection of whistleblowers	#46-49	Sustainability Council, Executive Board, Supervisory Board and/or its committees

Disclosure Requirement GOV-3 – Integration of sustainability-related performance in incentive schemes

In general, the remuneration system implements the legal requirements of the Austrian Stock Corporation Act (Sections 78 et seq. AktG) and the recommendations of the Austrian Code of Corporate Governance (ÖCGK) to promote long-term success and sustainable corporate development. In the Remuneration Policy adopted by the Annual General Meeting in April 2025, sustainability targets were once again integrated into the long-term incentive program (LTI). In addition, there is also the option of including them in the short-term incentive program (STI) as part of a modifier. The LTI is granted on a rolling basis, i.e. in annual tranches with three-year assessment periods each. This allows sustainability targets to be regularly adjusted to the business and market environment of the Semperit Group, and different priorities can be set. In the variable long-term remuneration of the Executive Board, the ESG performance criteria related to the achievement of targets in the areas of occupational safety, energy efficiency, waste reduction and the female ratio in senior leadership in the reporting period. The long-term incentive for senior management outside the Executive Board included the same ESG performance criteria for 2025, while the STI for employees below the Executive Board does not include any sustainability targets. Similarly, the Supervisory Board is not subject to such ESG incentives. The remuneration of the Executive Board and the Supervisory Board is dealt with in a separate Remuneration Report and submitted to the Annual General Meeting (see also www.semperitgroup.com/investor-relations/reports-presentations).

Long-term incentive program (LTI)

The LTI is a multi-year, performance-based remuneration designed to provide a long-term incentive. The LTI is structured as a performance share plan to take stock price performance into account. Since the performance criteria of the LTI are based on the average of a three-year assessment period, an Executive Board member can still receive bonus payments based on the LTI even after leaving the company. This encourages Executive Board members to make strategic decisions and investments that have a long-term impact and extend beyond their term of office. Furthermore, the influence of cyclical fluctuations in earnings is levelled out by the multi-year assessment period. The Remuneration Report contains a detailed description of the remuneration system and an overview of the remuneration owed and granted to current and former members of the Executive Board and the Supervisory Board, including all benefits in any form. This report is available on the website at the latest when the Annual General Meeting for the relevant financial year is convened.

The financial performance criteria used for the LTI are the average Group return on capital employed (ROCE), weighted at 40–50%, and the company's capital market performance in relation to selected benchmark companies (relative TSR), weighted at 30–40%. Non-financial sustainability criteria (ESG KPIs) have also been integrated since the 2022 financial year. Target achievement for the sustainability criteria (for the 2025–2027 LTI tranche, these are occupational safety, energy efficiency, waste reduction and the female ratio in senior leadership, each with the same weighting) is weighted at a total of 20% in the LTI.

Overview of LTI performance criteria in 2025

	Financial		Non-financial
Performance criteria	Return on capital employed (ROCE)	Relative total shareholder value (TSR)	Sustainability criteria (ESG KPIs)
Weighting	40–50%	30–40%	20%

Short-term incentive program (STI)

The STI is based on the company's results in the past financial year. For 2025, the STI was based on consolidated EBITDA and consolidated free cash flow. The sustainability component was removed from the short-term incentive program in 2025.

Overview of STI performance criteria in 2025

	Financial	
Performance criteria	Group EBITDA (absolute)	Free cash flow
Weighting	60%	40%

The Supervisory Board's Nominating and Remuneration Committee approves and updates the target values and upper and lower limits for the financial LTI and STI performance criteria for the next assessment period at the beginning of the financial year. The Remuneration Policy must be submitted to the Annual General Meeting for approval at least every four years and when significant changes are made. The vote is advisory. The Remuneration Report is submitted to the Annual General Meeting every year.

Climate-related performance criteria

The long-term variable remuneration is linked to the climate-related target of achieving a 5% reduction in energy intensity relative to production output by 2030, measured against energy intensity in 2023. An increase in energy efficiency can lead to a reduction in Scope 1 and Scope 2 emissions and is therefore climate-relevant. In the LTI program for the Executive Board and those members of the Management Forum who are subject to the long-term incentive system, the four ESG criteria, including energy efficiency, are weighted at 20%. If only some, but not all, of the criteria are met, the bonus is paid out on a pro-rata basis. If none of the defined targets are achieved in the calculation year, the bonus is not paid out at all. In the reporting period, 2 of 4 of the bonus-relevant ESG targets were achieved (incident rate, waste reduction), but the climate-relevant energy target and the female ratio were not. Therefore, no portion of the approved remuneration was climate-related during the reporting period. Further information on the remuneration system and incentives paid can be found in the Remuneration Policy published on the Semperit website and the Remuneration Report 2025, which will be published in due time before the Annual General Meeting. Semperit's emissions reduction target – a 10% reduction in Scope 1 and Scope 2 emissions by 2030, measured against 2023 – is not integrated into the incentive systems, but it is supported by the energy efficiency target.

Disclosure Requirement GOV-4 – Statement on due diligence

Semperit's due diligence processes in the context of ESG are based on the UN Guiding Principles on Business and Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, the core labor standards of the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the International Bill of Human Rights.

In order to meet the corporate due diligence to respect and protect human rights, the "OECD Due Diligence Guidance for Responsible Business Conduct" recommends the six steps described below. In line with this recommendation, the Semperit Group also implements measures in other areas, such as Group-wide risk, purchasing and supply chain management, to avoid violations of laws and Semperit standards. It also develops activities to raise awareness and transfer knowledge. The following mapping shows where the individual elements of due diligence are described in the consolidated Non-financial Statement.

Key elements of due diligence	Reference in this statement
a) Integrating due diligence into governance, strategy and business model	ESRS 2 SBM-3 (see S1 and S2) E5-1 S1-1 S2-1 G1-1
b) Engaging affected stakeholders in all key stages of the due diligence process	ESRS 2 SBM-2 (see S1 and S2) E5-2 E2-1 S1-1 S2-1 G1-1
c) Identifying and assessing negative impacts	E1-1 E2-1 S1-3 G1-2
d) Taking action in response to those negative impacts	S1-4 G1-3 G1-4
e) Tracking the effectiveness of those efforts and communicating	S1-2 G1-3

Semperit fulfills its due diligence obligations through a continuous improvement process that includes identification, assessment, prioritization and monitoring. This is an ongoing task to which various levels and functions of the company contribute, and which is reflected in numerous company policies and processes.

1. Embedding and public commitment:

- Definition and anchoring of the principles of due diligence in the company's concepts and policies (e.g., in the rules of procedure, strategies, codes of conduct, HSEQ and other policies).
- Declarations of commitment and proof of compliance with them (e.g., Modern Slavery Act Statement, United Nations Global Compact Principles, UN Women Empowerment Principles and Diversity Charter).
- Integration of these principles into the management systems.

2. Identification and assessment:

- Identification and assessment of actual or potential negative impacts from direct or indirect business activities and relationships.
- Assessment of impacts, risks and opportunities as part of the annual classic risk management and IRO analysis according to the ESRS requirements.

3. Integration, elimination, avoidance or mitigation:

- Incorporating the findings from the impact assessments into relevant company processes, such as management, quality, remuneration and reporting systems.
- Taking appropriate measures, such as knowledge transfer between sites and functions, training and awareness raising, introducing and maintaining the whistleblowing system and conducting employee surveys.

4. Monitoring:

- Reviewing the effectiveness of measures and procedures to prevent, mitigate or eliminate negative impacts.
- Conducting internal and external audits (e.g., quality audits, risk audits, Business Partner Checks, ISO standard audits, TfS audits, auditing of the consolidated Non-financial Statement by the auditor).
- Assessment and monitoring by EcoVadis, CDP, S & P Global, Integrity Next, UN Women Empowerment Principles, Dow Jones, etc.

5. Communication:

- Transparent communication of the measures taken and their effectiveness via internal channels, such as the Sustainability Council, notices at sites, on the intranet and in the relevant committees and working groups, and via external channels, such as the integrated Annual Report, the Annual General Meeting, the company website or communication with investors, the media and other stakeholders.

- Publication of reports, statements and data such as the consolidated Non-financial Statement, Modern Slavery Act Statement, UNGC Communication on Progress, UN Women Empowerment Principles, EcoVadis, S & P Global and CDP reports, as well as internal and external communications.

6. **Taking responsibility:**

- Development and implementation of remedial measures.
- Proactive cooperation with organizations and initiatives, such as Together for Sustainability, Wirtschaftsverband der deutschen Kautschukindustrie (WDK, Trade Association of the German Rubber Industry) or topic-specific roundtables.

Disclosure Requirement GOV-5 – Risk management and internal controls over sustainability reporting

Risk management and internal controls for sustainability reporting are based on the Semperit Group's risk and control concepts described below. To prevent the reporting risk of publishing an incomplete, incorrect or non-compliant consolidated Non-financial Statement (IRO #50), specific controls have been established in ESG reporting, similar to those in Semperit's financial areas. The data points provided by the sites and central functions are checked locally and/or centrally in accordance with the dual control principle, validated by ongoing comparison of non-financial and financial data during report preparation and subjected to limited assurance process conducted by a third party (see auditor's report at the end of the annual report).

The Group Risk Management & Assurance department is responsible for coordinating, moderating and monitoring enterprise risk management (ERM) across the Group. Identifying, assessing and managing sustainability risks and opportunities is an integral part of risk management and is carried out in cooperation with the ESG department. Regular mutual exchange of information, joint workshops and coordination have led to increasingly integrated ESG and risk management processes. The ERM approach pursued by the Semperit Group focuses on risks and opportunities as decision-relevant components and ensures that they are taken into account both in strategic planning and implementation as well as in the management of operational performance. The Risk Policy defines the principles of the system, including risk strategy, policy, process, organizational anchoring, methods, tools, reporting and communication.

The ESG risks and opportunities identified in the materiality analysis in accordance with ESRS are directly incorporated into the Group-wide risk management process. The assessment methods and scales for ESG risks have been harmonized as far as possible with those for conventional corporate risks in order to ensure consistent analysis and management.

The Semperit Group's internal control system (ICS) contributes to ensuring effectiveness, efficiency and profitability of business activities, reliability of reporting and compliance with legal requirements. At the same time, it contributes to the early detection and monitoring of ESG risks, particularly with regard to inadequate control mechanisms or potentially fraudulent activities. Internal Audit, Risk Management & Assurance and ESG work closely with the specialist departments to further develop the ICS, particularly with regard to sustainability aspects. The responsibility for implementing and monitoring the ICS and the risk management system lies with the management teams of the respective business units. The Executive Board of Semperit AG Holding defines the Group-wide framework conditions and cross-divisional regulations. To ensure their implementation, regular reviews, known as internal audits, are carried out both at the sites and at the headquarters.

The ERM process is based on the internationally recognized framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and aims to identify, assess and manage risks at an early stage. In addition to meeting regulatory requirements (compliance), the focus is on the early detection of strategic, sustainability-related, operational, market-driven and finance-driven developments.

Relevant risks are identified both bottom-up (by specialist departments, site managers and ESG) and top-down (through management workshops and interviews). Risks are assessed in terms of probability of occurrence, potential financial impact and relevance, prioritized and assigned measures and responsibilities. The results of the risk assessment and internal controls are systematically integrated into relevant functions (including ESG, Compliance, Accounting and Controlling) and serve as the basis for strategic and operational decisions.

Communication takes place regularly in coordination meetings between the relevant specialist departments, Risk Management and ESG, so that the identified risks are directly incorporated into the planning and implementation of sustainability measures. The results are also incorporated into the further development of existing guidelines and standards. The most important identified risks and countermeasures can be found in the information under SBM-3, IRO-1 and the topic-specific chapters of this statement.

The Executive Board is updated about the risk situation on an ongoing basis. The Supervisory Board and Audit Committee receive quarterly reports focusing on material changes, newly emerging risks and progress in the implementation of measures. ESG risks and opportunities are also discussed in the Sustainability Council and the Strategy and ESG Committee and approved for implementation. This ensures that risk exposure, risk tolerance, corporate strategy and sustainability goals are aligned.

Disclosure Requirement SBM-1 – Strategy, business model and value chain

The Semperit Group is a global pioneer in the production of elastomer products and applications for industrial customers with a history of more than 200 years. As part of the Semperit 2030 strategy, growth-oriented action taking into account ESG (environmental, social and governance) issues has been identified as a driver for the future. This principle is an integral part of the company’s strategic orientation and was confirmed in 2025 as part of the new management agenda. ESG criteria are systematically incorporated into decisions on product development, operations, procurement and workplace design.

The Semperit Group’s business strategy focuses on innovation, operational excellence and customer proximity. Building long-term customer relationships remains a key strategic priority. Sustainability criteria are also increasingly being integrated into investment and supply chain decisions in order to make the value chain more resilient overall. The divisional structure of Semperit was introduced in 2023 and simplified operations and improved the scalability of the business. The main business units – Semperit Industrial Applications (SIA) and Semperit Engineered Applications (SEA) – optimize growth, reduce complexity and enable innovation:

- The SIA division focuses on cost leadership, standardization of high-performance products and volume increase through efficient processes.
- The SEA division specializes in high-value niche markets where agility and advanced technological solutions are key.

The main product categories include hydraulic and industrial hoses, conveyor belts, handrails, profiles for windows, doors and facades, cable car rings, ski foils, products for railway superstructures, and the production of molds and precise liquid silicone parts. Additional disclosures on the Semperit Group’s products can be found in the E5 section, disclosure E5-5 Resource outflows – products. Semperit does not sell any products that are prohibited in certain markets. The closing of the sale of the medical business to Harps in 2024 marked the Group’s complete focus on industrial applications, with Semperit finally exiting the market for surgical and examination gloves. There were no significant changes to the Semperit product range in the 2025 reporting period.

In the reporting period, the Semperit Group generated total revenue of EUR 662.2 million, entirely in the primary sector “manufacturing of chemicals” MCP (Manufacturing of Chemicals and Polymers). According to the classification in Regulation (EC) No. 1893/2006 (NACE Rev. 2), Semperit primarily operates in Section C22 – Manufacture of rubber and plastic products. However, the Semperit Group does not operate in the areas listed in ESRS 2 SBM-1 (40) d.

Within the primary sector MCP, Semperit produces components for the following sectors:

- CCE (Construction and Engineering)
- HHG (Household goods n.e.c.)
- MCM (Construction Materials)
- MEL (Electronics and electrical equipment)
- MFB (Food and Beverages)
- MME (Machinery and Equipment)
- MMI (Medical Instruments)
- MMV (Motor Vehicles)
- MPB (Pharma and Biotechnology)
- MQC (Mining, Quarrying and Coal)
- TOT (Other Transportation)
- TRT (Road Transport)

Semperit Strategy 2030 with regard to sustainability

By optimizing processes and resource use, Semperit aims to reduce emissions, energy consumption, waste and accident rates. The most important challenges for the company in this context will be energy and raw material costs, availability and sustainable procurement, contribution to the circular economy, CO_2 costs and product compliance with regard to the Deforestation Regulation and other regulations for raw material procurement and processing. The company is dedicating designated strategic project resources to these challenges (see sections E1, E2, E5 and G1). Beyond compliance, Semperit strives for cost leadership through resource efficiency and energy-saving technologies in order to maintain competitive prices and minimize environmental impact. This improves the sustainability balance while increasing profitability.

As part of its sustainability strategy “Move Hearts and Minds”, Semperit focuses on improving processes and products of the current business model to prevent or at least minimize negative environmental and social impacts. The ESG objectives presented under GOV-1 and the corporate strategy place a stronger focus on the European market, while the importance of the Asian market has decreased. This is due to the geographical shift following the sale of the medical business in 2023, the related closing in 2024 and the corresponding restructuring. As a component supplier for larger industries, Semperit works closely with original equipment manufacturers (OEMs) and distribution partners. Semperit’s sustainability strategy and its goals apply to all products and services described in more detail in the “Divisions and Products” section in the introduction to the annual report. The production-related sustainability goals for reducing energy, emissions and waste are based on production volume, without differentiating between specific products. Nevertheless, there are differences between Semperit’s production sites: for example, the production processes in Belting are more energy-intensive than those in other business areas and thus represent a more significant lever for the absolute reduction of Semperit’s negative environmental impact. Social goals in the sustainability strategy do not relate to products, but to all employees. By and large, white-collar workers can have a greater influence on social progress, such as ensuring no violations of compliance-relevant laws or promoting women to leadership positions, than workers in production. In general, however, the sustainability goals apply to all Group’s sites and products and also refer to all geographical areas in which Semperit operates, various customer categories and all employees. The total number of employees of the Semperit Group, including a breakdown by geographic area as of the end of 2025, can be found in section S1 under disclosure S1-6.

The Semperit Group’s business model

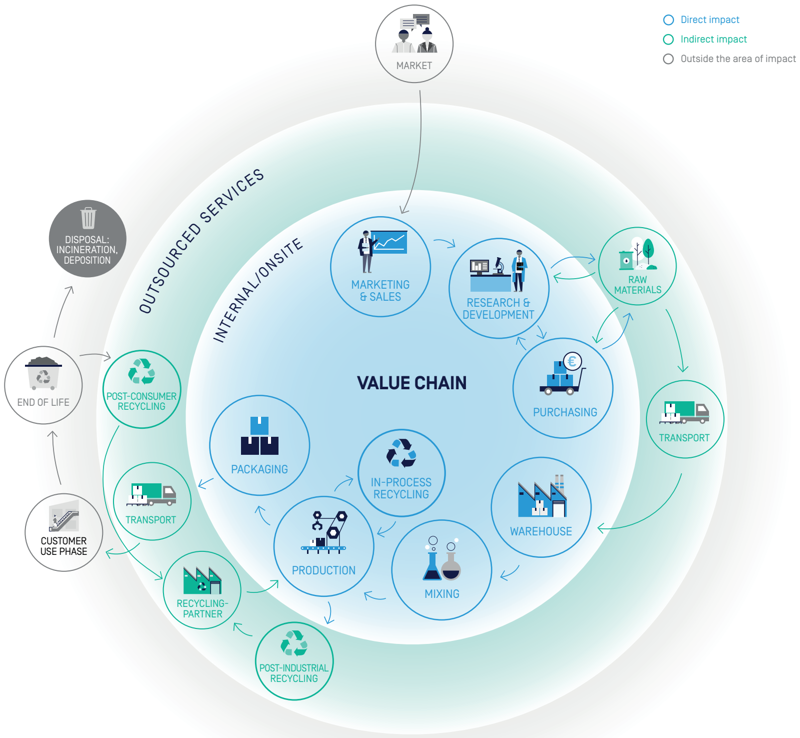
To manufacture its products, the Semperit Group purchases large quantities of raw materials such as rubber (natural and synthetic rubber), chemicals, fillers and strengthening agents made of textile and steel, as well as energy (gas, electricity), among other things. Raw material prices and energy costs can be subject to significant market-related fluctuations. If price increases cannot be passed on to customers, or only in part or with a delay, this can have a negative impact on earnings.

Monopolistic and oligopolistic supply situations exist with regard to some raw material and chemical suppliers, or energy and water suppliers, so that the Semperit Group has only limited negotiation options. Geopolitical unrest and conflicts can increase the negative impact on earnings described above. A bottleneck in individual raw materials or semi-finished products, constraints on imports, restrictions due to geopolitical tensions or international constraints and sanctions, or the loss of a key supplier can lead to a loss of production and a negative impact on the financial and earnings position of the Semperit Group. These risks are counteracted by the management of appropriate safety stocks, multiple sourcing and the reduction of dependence on individual suppliers, the conclusion of long-term contracts and price adjustment clauses with suppliers, as well as the continuous review of these with regard to their sustainability performance.

Semperit has implemented a cross-functional process of demand forecasting and operational planning to meet customer requirements while optimizing performance parameters such as inventory levels. For customers, this means durable, safe elastomer components that are reliably delivered, as Semperit continuously monitors and adjusts its production capacities and process efficiency. For OEM customers, it also means higher plant availability and, in the case of specialized products, increased energy efficiency, resulting in lower emissions. Semperit can thus offer current and future employees stable employment with fair remuneration. For other stakeholders, such as suppliers and investors, Semperit’s business practices and focus on continuous improvement of operational processes demonstrate a commitment to long-term stability and growth, as well as a better cost and CO_2 balance through reduced environmental impact.

The value chain of the Semperit Group

The value chain of the Semperit Group comprises several steps and processes, ranging from the procurement of raw materials and production to the customer use phase and recycling. The social, ecological and economic impacts (inside-out perspective) arise not only within the company's own sites, but also in upstream and downstream areas of the value chain. Likewise, the opportunities and risks arising from the upstream and downstream processes of the value chain have a financial impact on the company (outside-in perspective). Semperit's sustainability management, the process of materiality analysis and the identification of impacts, ESG risks and opportunities, as well as the Sustainability Strategy 2030, cover these areas and the related business relationships with suppliers, customers and other stakeholder groups. Semperit acts as a component supplier to OEMs, system manufacturers and distributors in the B2B sector without direct sales and has no contact with end consumers.



The following information in brackets represents the key stakeholders of the Semperit Group for the respective process step. See overview of stakeholders under SBM-2.

MARKET Diverse customer needs and market requirements are the most important drivers for the strategic orientation of the Semperit Group and its activities as part of **MARKETING & SALES**. Semperit attaches great importance to close cooperation with existing customers and suppliers as well as the development of new markets. (1, 2, 3, 5, 6, 7, 9, 10, 11)

RESEARCH & DEVELOPMENT (R&D) Research and development work in the areas of materials, products and processes is based on the knowledge that Semperit generates through stakeholder dialogues, targeted market monitoring and applied research. In close cooperation with the Production department, the Research and Development (R&D) department of the Semperit Group develops the various formulations for rubber compounds, which form the starting point for all further steps. In addition to the continuous improvement of starting materials, the R&D work and strategic orientation of the company focus on the new and continuous development of existing products and production processes as well as a corresponding range of services. (1, 4, 6, 9, 10, 11, 12, 13)

PROCUREMENT The centrally organized Procurement department is then responsible for the procurement of direct materials for production and indirect goods. These include raw materials and secondary raw materials (rubber, latex, carbon black), process chemicals, reinforcing and packaging materials (including steel, textiles, paper, wood and plastic), energy (gas, heating oil, electricity and steam, logistics and infrastructure (e.g., machinery, vehicles, office equipment) and services. Further information on the organization and activities of the Procurement department can be found in section G1 Business conduct (1, 4, 5, 6, 7, 9, 10, 11, 12)

WAREHOUSE & INTERNAL TRANSPORT The term “warehouse” refers to a place where all goods received by Semperit as well as semifinished and finished products are stored. Compliance with various safety measures must be ensured. Transportation within the individual sites between departments and warehouses is covered by internal logistics. (1, 4, 8)

MIXING The value-adding processes of the Semperit Group start with compounding, which consists of ordering raw materials, producing semifinished products, in this case rubber components, and delivering them to the internal divisions after quality control. (1, 4, 6, 8, 9, 10, 13)

PRODUCTION In the upstream process step, mixing, Semperit produces the rubber compound as the starting product. The composition of the respective compound depends on the future purpose. Depending on the segment, the compounds can subsequently be processed into all Semperit products such as hoses, conveyor belts, window profiles or elastomer sheets. Production works closely with the Research and Development department at every stage. The knowledge generated in this process is passed on directly internally and is an essential part of the operationalization of raw material, product and process innovation. No mixing operations are necessary in silicone production, as liquid silicone can be used directly in the production process. Some of the Group’s sites provide services such as steel hardening for their customers without mixing and production operations. (1, 4, 6, 8, 9, 10, 11)

IN-PROCESS & POST-INDUSTRIAL RECYCLING As far as possible, mixing and raw material waste is recycled in the mixing plant or in product manufacturing by returning it to the production process (in-process recycling). Waste from the post-industrial sector at Semperit, but also in general, that cannot be recycled in the process is currently used for energy recovery (incineration). In the area of post-industrial and post-consumer recycling, Semperit is researching possibilities to increasingly cover these recycling processes itself in the future. However, in order to contribute to circular economy, Semperit relies on cooperation with external partners in post-industrial recycling (devulcanization as an outsourced service) at the moment, which helps to devulcanize production waste from window, door and facade seals and to integrate the resulting recycling material back into the company’s own production cycle of profile production. Further information on this project can be found in section E5 Circular economy under disclosure E5-5. (1, 4, 6, 10, 11, 12, 13)

PACKAGING The finished products are packaged according to their properties and customer specifications. The most important packaging materials include cardboard, wood and plastic. Through better data management and further measures, Semperit has been able to save cardboard and plastic at selected sites over the last years and to reuse selected packaging internally and in collaboration with suppliers, see section E5 Circular economy. (1, 4, 5, 6, 8, 9)

MARKETING & SALES The market-oriented sales, product management and back-office teams use a customer-oriented approach to identify potential and initiate product innovation in cooperation with research and development (R&D) to meet market requirements. Made-to-stock products (primarily in the Semperit Industrial Applications division): Semperit’s sales teams identify and sell those products that best fit customers’ requirements based on their specifications. Engineered-to-order products (primarily Semperit Engineered Applications division): The global sales teams work together with customers and product management to design and develop a customized solution that meets customer’s needs. (1, 2, 3, 4, 5, 6, 7, 11, 12)

TRANSPORT Procurement and transport processes take place at several points along the value chain. The raw materials and other goods that Semperit purchases from suppliers are delivered (inbound logistics). Intralogistics and inter-company logistics ensure the availability of raw materials and mixtures in production and between the individual locations. Outbound logistics ensures that customers receive the products they ordered. With the exception of intralogistics within the sites, all other transportation services are provided by third parties (outsourced services). Various chemicals are required for the manufacture of elastomer products. Strict regulations must be observed and complied with when handling these substances, from transportation to storage and processing. In the EU, for example, the requirements of the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and Deforestation Regulations must be continuously monitored and complied with. (1, 4, 6, 8)

CUSTOMERS: USE PHASE & POST-CONSUMER RECYCLING The use phase follows the packaging and shipment of products. Semperit is a component manufacturer; finished products are installed in systems at the customer’s premises and either installed directly or sold on to the end customer. The divisions of the Semperit Group have a broad customer portfolio ranging from OEMs (original equipment manufacturers) and system manufacturers to distributors and wholesalers, retailers and institutions in numerous industries such as healthcare, technology, agriculture, and construction industries, among others. Therefore, Semperit does not always have information on where the products are located during the use phase. At the end of the products’ lives, depending on their composition, they are either sent for thermal incineration or disposed of in accordance with regulations. Solutions for post-consumer recycling currently available on the market are analyzed on an ongoing basis; at present, Semperit as a component manufacturer has limited options to identify and recover end-of-life products that are integrated into system solutions at the end of their life cycle (reverse logistics). (2, 3, 4, 5, 6, 9, 10, 11)

Disclosure Requirement SBM-2 – Interests and views of stakeholders

Social responsibility, close relationships with all stakeholders, and taking their expectations and requirements into account are an integral part of Semperit's sustainability strategy.

The company's most important stakeholders affected (A) by the material IROs (see disclosures under SBM-3) or who use (U) the reporting are listed in the table below. The numbering of stakeholders indicates which IROs (see table under SBM-3) impact them and where these impacts occur in the corresponding processes of the value chain (see disclosures under SBM-1).

Stakeholder groups	Sustainability topics	Integration frequency	Integration and dialogue formats
1. Supervisory Board (U)	ESG risks and opportunities, sustainable financial market, sustainability strategy and target setting, implementation of new laws and policies in the sustainability area	Ongoing	Meetings, individual and group discussions, interviews
2. Shareholders (A)	ESG ratings, targets and risks in the area of sustainability, sustainable financing, greenhouse gas emissions, future business alignment (Green Deal, green investments, etc.)	Ongoing	Individual and group discussions, conferences, information events, road shows, telephone calls, Annual General Meeting, annual press conference
3. Banks and financial institutes (U)	ESG ratings, targets and risks in the area of sustainability, sustainable financing, future business alignment (Green Deal, green investments, etc.), ESG-based financing	Ongoing	Individual and group discussions, conferences, telephone calls, stakeholder interviews, negotiations
4. Employees (U, A)	Social standards, occupational health and safety, diversity, attractive employer, waste, energy, greenhouse gas emissions, etc.	Ongoing	Employee dialogues and survey, internal media, town hall meetings, management calls, employee events, staff meetings, mentoring programs, group conferences
5. Customers (U, A)	Raw material selection, greenhouse gas emissions, certificates and audits, responsibilities, health and safety, water and waste	Ongoing	Customer meetings, customer survey, social media, trade shows, media, whistleblowing hotline
6. Suppliers, business partners (U, A)	Raw material selection, energy, greenhouse gas emissions, certificates and audits, efficiency, market developments	Ongoing	Dialogues, events, trainings, talks, supplier surveys, audits, whistleblowing hotline
7. NGOs as representatives of environment and society (U, A)	Circular economy and waste management, human rights and social standards, Green Deal	Ongoing	Dialogues, one-to-one meetings, specialist events, answers to enquiries, media
8. Local stakeholders (residents) (A)	Health and safety, waste, water, corporate management, emissions, employee indicators	Ongoing	Personal conversations, factory tours, neighborhood meetings, press conferences, whistleblowing hotline
9. Political decision makers (U)	Greenhouse gas emissions, energy, innovative performance, employee indicators	Ongoing	Events, submissions
10. Science, research (U, A)	Circular economy, raw material selection, smart technologies	Ongoing	Round tables, R&D cooperation, speeches, discussions, cooperation in master theses and dissertations
11. Media (U)	Future alignment of the company and the product portfolio, circular economy, effects caused by climate change	Ongoing	Press meetings, press releases and press conferences, trade shows, interviews, individual interviews, phone calls, informal exchange
12. Networks, associations, peers (U, A)	Greenhouse gas emissions, circular economy, human rights, supply chain, material use, social standards	Ongoing	Participation of Executive Board members, managers or technical experts in initiatives, forums and events, memberships
13. Students (U)	Social standards, diversity, attractive employer, waste, energy, greenhouse gas emissions, etc., raw materials circular economy	Ongoing	Student dialogues, open days, traineeships, R&D cooperations, lectures, participation in master theses and dissertations

[1] The company's most important stakeholders who are affected by the material IROs (A) or who are users of the reporting (U)

The list covers both internal and external stakeholders – they are included in the company's strategic and sustainability-related considerations in a dialogue format. This is done, among other things, through stakeholder interviews, employee dialogues, customer surveys, the SemperLine whistleblower hotline, ongoing customer discussions, social media, trade fairs, audits, capital market communication, such as investor calls, press conferences or the Annual General Meeting, and other formats. Semperit is in daily contact with many external stakeholders, such as customers and suppliers. This is to ensure that the concerns and interests of the individual groups are known and can be balanced with each other and with the interests of the company, so that long-term successful development is possible.

The company's own workforce and their interests and rights are one of the most important pillars of the company's stakeholder involvement. The basis for this is the dialogue that Semperit maintains with its employees, as well as regular consultations and negotiations with employee representatives. Further information can be found in section S1, disclosures S1-2. One way in which the company proactively involves its employees is through regular, institutionalized surveys. Another Group-wide survey is planned for 2026 to obtain direct feedback from the workforce. In addition, Semperit offers anonymous communication channels through the platforms SemperLine and "Speak up!" for voicing concerns and suggestions. The feedback from employees to their superiors is systematically recorded and evaluated as part of the performance management cycle. In addition, town halls, team meetings and other formats are used to promote exchange and communication. More detailed information on employee engagement activities and specific employee engagement measures can also be found in section S1 under S1-2.

The interests, views and rights of workers in the value chain are also an integral part of the Sustainability Strategy 2030, the corporate strategy and the business model. Semperit is committed to respecting human rights and promoting fair working conditions, including health and safety as well as diversity and inclusion along the entire value chain. The anchoring of interests and viewpoints in the corporate strategy and business model is ensured by managing supply chain responsibility, Business Partner Checks of suppliers, customers and other business partners, and transparency through ESG ratings, audits and continuous reporting. For more information on these concepts, please refer to sections S2 and G1.

The interests of the stakeholders are taken into account in day-to-day business as well as in Semperit's ongoing due diligence processes and long-term strategic planning. There was no significant change in strategy or business model in the 2025 financial year. In addition to the structured materiality analysis, channels are available to stakeholders to express themselves and participate, either directly at the factory gates or via SemperLine and other means of communication, which are publicly accessible online and offline. The structured materiality analysis of the IROs either involves key stakeholders directly, or their opinions and concerns are reported to local managers, who then incorporate them into the materiality assessment process.

The corresponding committees (see GOV-1) discuss and incorporate the results into Group-wide policies and procedures as well as in business strategies, but also in the objectives regarding ESG matters. The ESG and Risk department submit a report on the materiality analysis, which takes full account of the interests and views of the stakeholders concerned, to the Executive Board and the Supervisory Board. The Sustainability Council regularly informs the Executive Board about current issues and developments and, as the highest decision-making body, bears ultimate responsibility for the company's sustainable orientation, including the consideration of stakeholder interests.

Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

In 2023, Semperit identified the impacts, risks and opportunities in accordance with the requirements of the ESRS for the first time and has updated them over the past two years. The final material impacts, risks and opportunities for 2025 are presented in the table below. There were only marginal changes to the material IROs in the reporting year. Changes in the consolidation scope in the reporting year led only to not material changes in the double materiality analysis or in the material IROs. Among other things, two existing IROs in the area of governance were expanded to include more detailed explanations (IRO #45, #47). As a result of the evaluation of data points G1–6 on payment terms (IRO #47) published in this context in 2024, these data points are not being disclosed further in the 2025 consolidated Non-financial Statement due to immateriality. All other disclosures on the material topic of managing relationships with suppliers (see section G1) remain unchanged.

The table below indicates whether the IROs are located in the company's own business activities or in the upstream or downstream value chain (column 3), which stakeholders are affected (column 4), whether the impacts are potential or actual (column 5), in which time horizons they are expected (column 6) and which measurable targets (column 9) and key measures implemented in the reporting year (column 10) were set. Further planned measures can be found in the respective topic-specific sections. In identifying and assessing the IROs, all geographic areas relevant to Semperit, its sites and assets, inputs, outputs and distribution channels were taken into account (for further disclosures on the materiality process, see IRO-1). In general, financially material topics are deeply embedded in the corporate strategy and management system through designated processes. Issues such as climate change and energy efficiency, occupational safety, waste reduction, compliance, and diversity and inclusion are not only assigned quantitative targets and backed up with action plans, but they are also dealt with by the relevant specialist departments, such as Operational Excellence or Diversity Councils, reported to management, budgeted for accordingly and integrated into mid-term planning. The topic-specific influence of the material IROs on the company's strategy, business model and action plans is described in more detail under IRO-1 and in the topic-specific sections of the consolidated non-financial statement.

Semperit waives the disclosure of the assessment of the expected financial effects during the transition period. In the reporting year, no significant financial effects resulting from relevant sustainability risks and opportunities on net assets, financial position, earnings or cash flow were identified. Unpredictable climate-related natural disasters, such as the flooding at the Hat Yai site in Thailand in November 2025, can have an immediate impact on the recoverable amount of assets. In the 2025 financial year, no impairments of long-term assets were identified. Information on compensation for damages in Hat Yai is provided in Section E1 Climate Change under E1-9 and in the consolidated financial statements, Section 2.3 Other Operating Income.

Nor is there a significant risk of a material adjustment to the carrying amounts of the assets and liabilities recognized in the related consolidated financial statements in the next reporting period. Section 1.4 "Judgements and uncertainties in estimates" of the notes to the consolidated financial statements sets out those climate-related matters and risks that had an impact on the consolidated financial statements as at 31 December 2025.

1 See overview of Semperit stakeholders under SBM-2.
Numbers in parentheses (#) indicate IRO numbers, which are used as IRO references in the topic-specific ESRS sections.

E1 – Climate change

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Climate change mitigation		Own operations	4, 5, 6, 7	A	S, M, L		(#1) Process emissions in their own operations contribute to rising global greenhouse gas emissions (GHG), which ultimately lead to climate change: global warming, increased frequency of extreme weather events (floods, droughts, storms, forest fires), loss of biodiversity, rising sea levels and global ocean acidification.	(#2) Regulations to mitigate climate change may affect traditional industry and Semperit's business model by requiring the company to adapt to changing market dynamics. Such a transition would require significant investment to future-proof its operations and business model (transition risk).		-10% Scope 1 and Scope 2 emissions per good product by 2030 (base year 2023)	Energy Excellence Program with measures such as machine replacement, building insulation, installation of LED lights, motion sensors and automation (see project list E1, E1-3); Installation of own photovoltaic systems at sites
		Upstream and downstream value chain	5, 6, 7	A	S, M, L		(#3) GHG emissions in the company's value chain contribute to rising global GHG emissions, which ultimately lead to environmental changes: global warming, increased frequency of extreme weather events (floods, droughts, storms, forest fires), loss of biodiversity, rising sea levels or global ocean acidification.				
Climate change adaptation		Own operations	4		L			(#4) Investments in the adaptation of production facilities to climate change (e.g. flood protection, storm protection, installation of air conditioning systems, other cooling technology if Semperit sites are affected by water stress, etc.) (transition risk).		-	Site-specific climate risk prevention and adaptation measures such as flood reservoirs (Odry, CZ) or flood protection (Hat Yai, TH); Annual review of risk assessment and mitigation measures at affected sites
		Own operations	4		L			(#5) Damage, destruction or failure of production facilities due to extreme weather events (floods, hail, earthquakes, etc.) or storm-related accidents (physical risk).			
Energy		Own operations	4, 5, 6	A	S, M, L		(#6) The consumption of electricity, heating and cooling energy in Semperit's own production is associated with GHG emissions, followed by the consequences of global warming.			-5% energy per good product by 2030 (base year 2023)	Energy Excellence Program (for project list, see E1, E3)
		Upstream and downstream value chain	5, 6	A	S, M, L		(#7) The consumption of electricity, heating and cooling energy along the value chain is associated with GHG emissions, followed by the consequences of global warming.				

E2 – Pollution

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Air pollution		Own operations	4, 8	P	M, L		(#8) Pollution from volatile organic compounds (VOCs), dust, particles, ammonia, chlorine gas, flue gas or other pollutants in own operations contributes to the negative environmental impacts caused by industrial undertakings. This can degrade air quality, affect underwater life and plant growth, increase soil acidification and indirectly disrupt natural habitats at local level. Globally, these industrial impacts contribute to changes in climate patterns, cloud formation and precipitation, and contribute to broader environmental changes.	(#9) Cost increase due to infrastructure and machinery expansion and renewal, triggered by stricter environmental regulations, legal requirements for permissible emission limits and outdated equipment (transition risk).		100% of European sites below EU pollutant thresholds of the E-PRTR	Preventive measurement of relevant pollutants in accordance with the threshold values set by the EU, local authorities or site management. Strict compliance with REACH and other regulations on chemical substances and material conformity.
		Own operations	4, 8	P	S, M, L		(#10) Air pollution in industrial undertakings can have short- and long-term negative impacts on the health of exposed workers and indirectly on affected communities. Respiratory diseases caused by particles in the air can have long-term respiratory and cardiovascular effects.				
Microplastics		Own operations	4, 8	P	S, M, L		(#11) Rubber and waste contamination from own operations can lead to the presence of dust and particles smaller than 0.5 mm outside the plants, which are harmful to soil organisms and plants.			-	Operational Excellence initiatives with a focus on process efficiency and waste minimization
		Upstream and downstream value chain	4, 5, 6, 8	P	S, M, L		(#12) Rubber and waste pollution along the value chain caused during raw material production, transportation, product use and end-of-life, leads to the emission of microplastics and rubber particles into the environment. This can cause physical and chemical harm to soil organisms and the uptake by plants.			-	Sustainability in the supply chain – supplier certification by EcoVadis, supplier initiatives by Together for Sustainability. The Circularity Initiative, which focuses on product durability and potential end-of-life recycling.

E5 – Resource use and circular economy

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Resource inflows, including resource use		Upstream value chain, own operations	4, 5, 6, 7, 10, 12	A	S, M, L	(#13) Contributing to the reduction of global demand for primary resources by substituting them with alternative sustainable raw materials (e.g., biological or recycled raw materials), which ultimately leads to an increased demand for alternative raw materials in the rubber market and thus supports the expansion of circular approaches within the industry.			(#14) Potential long-term cost savings through the application of circular economy principles (longevity, durability, reparability of materials and products) through maintenance and by optimizing the product life cycle. Focus on state-of-the-art technology in new business opportunities and acquisitions.	-	Circularity Initiative – cross-divisional program focusing, among other things, on scaling recycled and biological materials in Semperit products. Special product lines with extended lifespans, such as conveyor belts with increased resistance
		Upstream value chain	6, 7, 12	A	S, M, L		(#15) The extraction and production of chemical and industrial primary materials in general contributes to the depletion of natural resources and increases environmental impacts (land, deforestation, air and water pollution). Failure to comply with raw material regulations such as REACH Regulation governing the controlled use of hazardous substances may lead to adverse effects on human health and ecosystems, as well as the risks of legal consequences and reputational harm.		(#16) Reducing the cost of raw material procurement through material efficiency or elimination and efficient product and process design.	75% coverage of all expenses to suppliers certified with EcoVadis by 2030	Supply chain due diligence through business partner checks and ESG assessments by EcoVadis and TfS with a focus on quality, sustainability and regulatory compliance
		Own operations	4, 5, 6		L			(#17) Higher operating and investment costs due to increased material procurement costs as a result of potential geopolitical conflicts and climate change restrictions (transition risk).		-	Supplier diversification across regions and countries; supply chain due diligence through business partner checks
Resource outflows related to products and services		Upstream value chain, own operations, downstream value chain	4, 5, 6, 7, 10, 12	A	M, L	(#18) The use of circular materials, the development of circular products and the emphasis on their advantages for the environment and customers in industrial markets create new circular supply chains and solutions that would not exist otherwise.			(#19) Focus on waste and end-of-life recycling, which requires innovative circular solutions, offers new business opportunities, e.g., for shredded or devulcanized rubber products.	-	Circularity Initiative – cross-cutting program that focuses, among other things, on the circularity of materials and products, such as material reuse and recovery with reintroduction into the production process.
		Own operations, downstream value chain	5, 6		L			(#20) Changes in customer demand and preferences towards sustainable production and products with a focus on a circular economy might lead to a loss of customer trust if not implemented (transition risk).		-	Circularity Initiative – cross-divisional program that focuses, among other things, on the structured analysis of customer demand and competitors' initiatives on circular solutions.

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Waste		Own operations, downstream value chain	5, 6, 8	A	S, M, L		(#21) Waste generated in production and the downstream value chain ends up in landfills or is incinerated in some markets, contributing to GHG emissions (downstream Scope 3 emissions).	(#22) Stricter regulations or increased costs in relation to waste disposal from own production processes, particularly from single-use plastic consumption (transition risk).			
		Own operations, downstream value chain	4, 5, 6	P	M, L	(#23) Reducing process waste at Semperit and, where this is not possible, converting excess material that would otherwise be disposed of into recycled materials leads to the establishment of new business models in the long term (creation of new recycling markets in collaboration with business partners and customers) and thus contributes to the growth of the circular economy in the rubber industry.			(#24) Potential cost savings from opportunities to recycle and reuse waste instead of paying for waste disposal.	-7% waste per good product by 2030 (base year: 2023)	HSEQ & operational excellence initiatives to reduce waste. Circularity Initiative – cross-divisional program focusing, among other things, on the reuse and recycling of waste materials, external recovery of rubber waste that cannot be prevented or reduced, and on building appropriate supply chains with collaborators and customers Product carbon footprint for products containing recycled and other sustainable raw materials
		Own operations, downstream value	5, 12		M, L			(#25) Stricter rules for recycling scrap and waste, especially for shredded rubber (transition risk).		-	

S1 – Own workforce

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Working conditions	Safe employment	Own operations	4, 5	P	S, M, L		(#26) Fear of layoffs during economic downturns can affect the emotional well-being of employees.			-	No employment without written agreement with fixed terms, working hours and times that comply with local laws; Flexible working time models (flexitime and part-time arrangements), remote work; Collective agreements Group Bonus Policy (STI, LTI); Benefits for the social or financial security of employees, such as accident or health insurance, contributions to pension schemes Regular quality management audits at all sites; Publicly accessible, anonymous whistleblowing hotline SemperLine
	Working hours		4	P	S, M		(#27) Overtime and irregular working hours can have a negative impact on the health and well-being of employees.			-	
	Adequate remuneration		4	A	S, M, L	(#28) Secure and adequate income increases employee satisfaction and motivation and ensures a decent standard of living for them.				-	
	Social dialog Freedom of assembly, works councils, employees' rights to information, consultation and co-determination Collective bargaining, workforce covered by collective agreements		4, 5	A	S, M, L	(#29) Active employee participation and representation through the works council promotes a fair, inclusive and safe working environment, which contributes to higher satisfaction, employee retention and general well-being.		(#30) Loss of revenue and operating losses due to possible strikes (transition risk).		-	
	Health protection and safety		4	P	M, L		(#31) Rising temperatures (due to climate change and extreme weather events) can lead to an increase in heat-related illnesses and negatively affect the general health and well-being of employees in the workplace if no adequate buildings and infrastructure are provided.	(#32) Increase in operating costs due to effects on employee health caused by rising temperatures (climate change) if no appropriate buildings and infrastructure are provided (physical risk).		8% reduction of the incident rate annually	"Safety first": daily production meetings always start with the topic of safety; Focused occupational safety campaigns such as "Focus on Safety, Next Level!"; Designated safety officers at each site; Monthly reporting on unsafe actions and working conditions; Reduction of accident rate as one of the LTI components.
			4	P	S, M, L		(#33) Injuries (including temporary and permanent effects) and accidents, including fatal accidents have a material impact on the individuals affected and their families, and can also affect the emotional well-being of others in the workplace.	(#34) Incidents or accidents that may occur when the company fails to follow safety regulations, e.g. operating instructions, occupational safety instructions, occupational safety obligations, may result in reputational damage and/or (financial) sanctions (physical risk).			

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Equal treatment and equal opportunities for all	Gender equality and equal pay for equal work	Own operations	4	P	S, M, L		(#35) Unaddressed gender discrimination and unequal pay in workplaces that lack inclusive, fair structures and defined processes could widen the gender pay gap and cause long-term economic disadvantage for individuals.			+0.5 PP overall increase of female ratio annually +1 PP increase of female ratio in leadership annually +1 PP increase of female ratio in senior leadership annually	D&I Global Council and D&I Local Councils – global and local focus groups of dedicated employees across organizational hierarchies, functions, sites and business areas, focusing on identifying and implementing D&I initiatives with a focus on gender, age, disability and cultural inclusion; Integration of the D&I target (quota of women) into the LTI. Women International Network (WIN) – a dedicated network initiative with a focus on inclusion, empowerment and inspiration of female colleagues in their daily work.
			4	A	S, M, L	(#36) Proactively ensuring equal opportunities and justice for all, especially gender equality, improves the mental and emotional well-being of society. The vision is to make the industry attractive to employees of all genders and in particular to encourage women to study technical professions and pursue a career in technical fields.					
	Further training and skills development		4	A	S, M, L	(#37) Promoting the knowledge of employees and strengthening their attractiveness as employees in view of the complex requirements of the industrial labor market (e.g., digitalization, industrial and chemical expertise, etc.).				-	Wide range of mandatory and voluntary training: e-learning and classroom training for white-collar workers with a focus on compliance, sustainability and cybersecurity, on-the-job and classroom training for blue-collar workers with a focus on process knowledge and occupational safety Since 2025: Leadership Operating System – the tool for corporate culture, values, and standards in everyday leadership.
	Employment and inclusion of people with disabilities		4	A	S, M, L	(#38) Promoting knowledge and innovation through diversity of employees and inclusion of people with disabilities increases awareness. The different perspectives, experiences and abilities of a diverse workforce increase a team's creativity and problem-solving skills and create a more inclusive work environment for people with disabilities.				-	D&I Global Council and D&I Local Councils – global and local focus groups of dedicated employees across organizational hierarchies, functions, sites and business areas, focusing on identifying and implementing D&I initiatives with a focus on gender, age, disability and cultural inclusion.

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders1	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
	Diversity		4	P	M, L		(#39) Creating a non-inclusive work culture that might contribute to lower morale among employees and potential future workers in the market, their lack of commitment and low work motivation by tolerating social inequalities, create systemic barriers and reduce opportunities for marginalized groups.			+0.5 PP overall increase of female ratio annually +1 PP increase of female ratio in leadership annually +1 PP increase of female ratio in senior leadership annually	Integration of the D&I target (quota of women) into the LTI. Women International Network (WIN) – a dedicated network initiative with a focus on inclusion, empowerment and inspiration of female colleagues in their daily work.
			4	A	M, L	(#40) Creating an inclusive workplace culture that contributes to increased employee satisfaction, commitment and job satisfaction also improves social equality, creative collaboration and innovation in the elastomer industry in general.			(#41) Competitive advantage through the attractiveness of the company as an employer thanks to the diversity and inclusion of the workforce. Different skills, perspectives and experiences are covered, which tends to make teams more efficient and productive.		

S2 – Workers in the value chain

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Working conditions	Health protection and safety	Upstream value chain	6, 7	P	S		(#42) Accidents, injuries or temporary or permanent damage to the health or even deaths of employees in the value chain that can occur if business partners fail to properly follow safety regulations and preventive measures.			75% coverage of expenses to suppliers certified by EcoVadis by 2030	Due diligence in the value chain: Business Partner Checks and ESG assessments of suppliers through EcoVadis and TfS audits
Other work-related rights	Child labor	Upstream value chain	6, 7	P	S		(#43) Business partners who allow child labor under unsafe and exploitative conditions can cause serious health risks and physical injury, as well as educational deprivation and other serious human rights violations.			95% completion rate of assigned trainings to own white collar employees on responsible conduct in the value chain	Signing of the Supplier Policy and the CoC Publicly accessible, anonymous whistleblowing hotline SemperLine Designated obligatory trainings on responsible business conduct (human rights, ESG regulations, sustainable supply chain, business ethics etc.) in the value chain for white collar employees
	Forced labor	Upstream value chain	6, 7	P	S		(#44) Business partners who support forced labor or force people to work under threat of violence or other forms of intimidation can cause serious health risks and physical harm, as well as other gross violations of workers' rights, dignity, restrictions of freedom and other serious human rights violations.				

G1 – Business conduct

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable KPI or target	Key measures (implemented or continued in the reporting period)
Corporate culture		Own operations	4	P	S, M, L		(#45) If management does not translate laws and regulations into a fair and transparent corporate culture, this can lead to negative effects on trust and integrity with the Code of Conduct and principles of Continuous Improvement, erosion of trust among employees and the public, disregard for social norms, and the containment of long-term prosperity. These risks also affect critical areas including cyber security, data security, and consumer protection, where ethical leadership and regulatory alignment are essential to maintaining resilience and credibility.			Annual number of submitted and solved improvement ideas (kaizens) from employees	Corporate values as the backbone of the Code of Conduct; Annual performance reviews of employees based on corporate values; Employee involvement on continuous improvement of production processes, management and shopfloor culture Since 2025: Leadership Operating System – the tool for corporate culture, values, and standards in everyday leadership.
Protection of whistleblowers		Upstream value chain, own operations, downstream value chain	4, 5, 6, 8, 10, 12	A	S, M, L	(#46) Without the protection of whistleblowers reporting unethical or illegal activities, compliance cases would not be reported, and legal consequences would not be avoided, which would have a negative impact on business relationships, corporate image and corporate responsibility.				0 violations of compliance-relevant laws and regulations	Publicly accessible, anonymous whistleblower hotline Semper-Line
Management of relationships with suppliers, payment practices		Upstream value chain, own operations	5, 6	P	S, M, L	(#47) Promoting sustainability in the supply chain through fair business relationships, ESG assessments and audits of suppliers helps to improve sustainability standards in the elastomer industry in general.				75% coverage of all expenditures to suppliers certified with EcoVadis by 2030	Supply chain due diligence through Business Partner Checks and ESG assessments by EcoVadis and TfS with a focus on quality, sustainability and regulatory compliance

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable KPI or target	Key measures (implemented or continued in the reporting period)
Corruption and bribery	Prevention and detection, including training	Own operations	4	A	S, M, L	(#48) Training as a risk prevention measure promotes a culture of responsibility and transparency, builds trust among stakeholders and promotes a sustainable and fair economy, thereby reducing the risk of unethical practices within the company, its value chain and in the market.				0 violations of compliance-relevant laws and regulations	Wide range of mandatory and voluntary training: e-learning and classroom training for white-collar workers with a focus on compliance, sustainability and cybersecurity; On-the-job and classroom training for blue-collar workers with a focus on process knowledge and occupational safety; Publicly accessible, anonymous whistleblower hotline SemperLine
	Incidents	Own operations, downstream value chain	4, 5, 6	A	S, M, L		(#49) Corruption incidents lead to the erosion of trust among employees, customers, suppliers, investors and the general public and contribute to broader problems in society, such as economic inequality and reduced trust in the fairness of the industry market and the effectiveness of regulatory mechanisms.				

Resilience assessment of corporate strategy and business model

The Semperit Group takes a proactive approach to identifying material impacts, opportunities and risks that could affect its business model, value chain and strategic decisions. As part of the Strategic Foresight Project 2022, Semperit conducted a megatrend study to assess potential future scenarios and their impact on the resilience of the business model. These scenarios are based on a multidimensional trend radar that displays the influence and probability of occurrence of various macrotrends.

Resilience of the strategy and business model was evaluated in a trend analysis using scenario planning. Relevant macro and megatrends were divided into three categories based on the need for action and time horizon: Act (short- to medium-term trends with a high probability of occurrence and a strong influence on the company), Prepare (medium- to long-term trends with a high probability of occurrence and potentially high materiality for the company) and Watch (long-term developments that should be monitored). The ESG trends identified in the Act category were circular economy, waste and recycling, energy production, diversity and inclusion, training and upskilling, future workforce, regulatory requirements, agile business models, positive impact enterprises and digitalization.

The resilience assessment covered short-, medium- and long-term time horizons. In the short term, the focus was on immediate operational challenges and on strategic goals in the context of megatrends in the long term. This trend assessment was incorporated into the weighting of IROs in the materiality analysis, among other things.

The identified trends have revealed four possible future scenarios for Semperit, its value chain, its business model and its strategy. The possibility of limiting global warming to 1.5 degrees Celsius as set out in the Paris Climate Agreement was also taken into account. The scenarios were incorporated into the strategic planning of the business units and into the comprehensive 2023 and 2025 strategy processes, which resulted in a realignment of the Semperit Group into two divisions and a clear formulation of the long-term goals through 2030.

The SIA division focuses on process innovation and resource efficiency to ensure long-term competitiveness and achieve sustainability goals such as reducing emissions and reusing materials. The SEA division relies on flexible production models, technological innovations and resilience in its value chain to meet the demand for customized and sustainable solutions. By specifically strengthening sustainability, operational efficiency and technological innovation, Semperit is well positioned to adapt to dynamic conditions and gain competitive advantages.

In addition to future scenarios, the megatrend study also identified key risks, including geopolitical disruptions, resource scarcity and increasing regulatory ESG pressure. Expected challenges include rising R&D investments, potential disruptions in supply chains and talent shortages in highly specialized areas. At the same time, material opportunities were identified, particularly through advances in materials technology and increased resource efficiency through closed material cycles. Further information on these topics can be found in section E5 Circular Economy and under IRO-1.

Additional company-specific disclosures on material IROs

As part of its “Move Hearts and Minds” sustainability strategy, Semperit aims to further develop existing business model processes in such a way that negative environmental and social impacts are avoided or at least minimized. To cover all material impacts risks and opportunities (IROs) that are not fully addressed by ESRS disclosure requirements, Semperit supplements its reporting with company-specific key figures and targets, which can be found in the respective chapters (see Section E5 – Circular Waste, Section G1 – Sustainability in the Supply Chain, G1 – Corporate Culture).

Disclosure Requirement IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

Semperit uses established processes such as Group-wide risk management, budget and mid-term planning and ad hoc strategic projects to identify and assess ESG impacts, risks and opportunities (IROs). This also includes tools for fulfilling due diligence in business processes, such as the Business Partner Check with business partners in the value chain or due diligence checks in corporate transactions. Further elements of the process for identifying IROs include stakeholder involvement, ESRS workshops, surveys, internal and external roundtables with experts, use of databases and scientific publications, as well as ongoing media and regulatory screening.

The materiality process

Semperit's sustainability reporting in accordance with the European Sustainability Reporting Standards (ESRS) is based on a materiality analysis. It serves to identify the company's material impacts on people and the environment (inside-out perspective; impact materiality) and the financial effects of sustainability aspects on the company (outside-in perspective; financial materiality). The results of the materiality analysis are not only the starting point for standard-compliant and transparent reporting for the Semperit Group. The insights are also an important basis for decisions regarding the development or adaptation of strategies, goals and measures to reduce negative impacts and risks and to realize positive impacts and opportunities. Since any changes in the company and its environment – such as market developments, ecological, social and regulatory developments or changes in the portfolio – make it necessary to regularly re-evaluate the IROs, Semperit conducts an annual update of the materiality analysis, and a stakeholder survey every four years. In 2025, the materiality analysis was also reviewed to ensure that it was still up to date.

The identification and assessment of impacts on people and environment is not only carried out as part of the formalized materiality analysis. It is part of Semperit's due diligence process to identify potential negative impacts at an early stage, to avoid them and, if necessary, to remediate them. Fulfilling this obligation is an ongoing task to which various levels and functions of the company, such as internal controls, among other things, contribute and which is reflected in the company's policies and processes. Semperit fulfills its due diligence process in a continuous improvement process of identifying, evaluating, prioritizing and monitoring (see the more detailed explanation under disclosure GOV-4).

In preparation for sustainability reporting in accordance with the ESRS requirements, Semperit identified material environmental, social and governance topics along the value chain as early as 2023. This was done in consideration of micro, macro and megatrends as well as strategic and legal aspects. The starting point for collecting the potentially material topics were the sustainability topics of the ESRS on the one hand and, on the other hand, the topics already identified in previous materiality analyses. The list of topics with the potentially material topics created in this way was subjected to an evaluation by various stakeholders. In interviews with 33 internal and external stakeholders, the social, ecological and market-related impacts of Semperit in connection with these topics were qualitatively assessed.

When selecting the stakeholders, Semperit made sure to interview people with different professional and social backgrounds, perspectives, genders and relationships of interest to Semperit in order to gain as comprehensive a picture as possible of which topics are important to the company's stakeholders. Among others, the following stakeholder groups were interviewed: customers, suppliers, non-governmental organizations (NGOs), financial experts and bank representatives, sustainability experts, students and representatives of universities of applied sciences, external consultants, members of the Supervisory Board and the works council, and Semperit employees from different sites and departments. Further disclosures on Semperit's stakeholders can be found under SBM-2.

In the next step, the impacts identified in the stakeholder interviews were supplemented by those IROs that were assessed as relevant in the course of established internal processes and evaluations. These include the Strategic Foresight project, the trend radar and future scenarios, internal surveys, the climate scenario analysis, the budgeting and mid-term planning process, and the ESG risk catalog. Based on this, an internal analysis of potential ESG-related risks and opportunities and their financial effects on the company was carried out. The basis for this was the impact that could arise directly from Semperit's business activities or indirectly in the upstream and downstream areas of the value chain and along the product life cycle, as well as the Semperit Group's dependence on natural and social resources. This comprehensive analysis enabled the inclusion of industry risks (e.g., tightened chemical regulations, shortages of raw materials and supply bottlenecks or shortages of skilled workers), specific challenges (e.g., impact of microplastics, pollution from emissions, etc.), opportunities (e.g., circular economy, sustainable raw materials) or country specifics (e.g., national regulations and policies, income differences, cultural particularities, etc.) enabled a far-reaching approach, which was also maintained at this level of detail in 2025.

The result was a consolidated list of sustainability aspects and the corresponding IROs based on the extensive ESRS catalog of topics. This was followed by workshops with internal experts on the topic-related environmental, social and governance standards of ESRS. These workshops were attended by the persons responsible from areas such as Procurement and Supply Chain, Research and Development, Health, Safety, Environment and Quality (HSEQ), Logistics, Compliance, Legal, People & Culture, Risk Management, Corporate Development, Business Development and Product Management. They served to evaluate the effects from an inside-out perspective. Topics were considered material if they were associated with material actual or potential, positive or negative impacts of Semperit on people or the environment along the entire value chain in the short, medium or long term. The impacts were assigned to the upstream, downstream and own operations in order to accurately locate the impacts, risks and opportunities in the business model and value chain and then to be able to assess them quantitatively.

Impact assessment

In 2024, impacts were assessed for completeness in accordance with the ESRS list of topics. The consolidation of the existing drivers and impacts in 2024 and of the validation in 2025 was carried out based on scientifically sound sources, studies and general media research and was supported by external consultants. In the reporting year, the quantitative assessment was updated and validated by the ESG team and internal experts from various departments.

The quantitative assessment was carried out on a five-point scale, taking into account the parameters and time horizons specified in ESRS 1. The assessment of the individual impacts was determined mathematically from the assessment of the relevant individual parameters (probability, severity, scope, irremediability). In doing so, the description of individual scale levels was specified in more detail in order to be able to distinguish them better from one another and to facilitate the assessment of the impacts.

Parameter: Severity	Impact on the environment	Impact on people and society
Minimal or negligible impact	Changes are often imperceptible and do not significantly alter natural processes or ecosystems.	Any (negative) impact that does not violate the right to life, health, or access to basic necessities.
Very minor impact	Changes are more significant and can affect larger areas or multiple aspects of the ecosystem but are still manageable and often mitigable.	Very minor impact on human rights, health, etc.
Minor impact	Changes are more material and can affect larger areas or multiple aspects of the ecosystem but are still manageable and often mitigable.	Impact on human rights, health, and limited access to basic necessities (including education, livelihood, etc.)
Material impact	Changes are substantial and can lead to long-term or far-reaching effects on natural processes, ecosystems and biodiversity.	Critical human rights violations and very limited access to basic necessities (including education, livelihood, etc.)
Severe impact	Changes are profound, often irreversible, and can lead to critical damage to ecosystems, loss of biodiversity and material changes in natural processes.	Leads to death or health issues that can result in material impairment to quality of life and/or life expectancy,

Parameter: Scope	Environment	People and society
Surrounding area	Impacts that affect the immediate surroundings of operations and are associated with limited stages of the value chain at a single site.	Impacts affect a small group (100–1,000 people), e.g., a small group of employees or neighbors.
Local community	Impacts that extend across multiple facilities in a limited area (region or neighborhood) and affect multiple core processes.	Impacts affect several or larger groups of people (1,000–10,000 people), e.g., all employees at a specific site.
City level	Impacts that affect larger geographic areas, such as a city or state, that occur at different stages of the value chain in connection with own core processes or at supplier/customer sites.	Impacts affect specific communities or several directly involved individuals (10,000–100,000 individuals), e.g., suppliers, business partners.
Country level	Impacts that affect a large geographic area, such as a nation or continent, that occur across multiple stages in the value chain associated with own core processes or at supplier/customer sites across the country.	Impacts affect most indirect stakeholders and a broad range of communities (100,000-1 million individuals), e.g., customers or employees (also along the value chain).
Global level	Impacts on the global environment that occur across multiple stages in the value chain and are a result of own core processes and the activities of suppliers and customers worldwide.	The general public is affected (>1 million people).

Parameter: Irremediability	Environment	People and society
Very easy to remedy with (very) little effort	The impacts are reversible in the short term and without great effort, e.g., short-term disturbance of the local fauna due to a temporary increase in the noise level of a production plant.	Impacts are reversible in the short term and without great effort, e.g., negative impacts on customers due to minor production stoppages and product recalls.
Can be remedied with some effort	Short-term impacts that can be reversed with some effort – e.g., microplastic pollution in production, which can be avoided by preventive measures.	Short-term impacts that can be reversed with some effort, e.g., company-wide training measures to raise awareness or improve employee misconduct.
Difficult to remedy, requires considerable effort	Impacts that result in long-term consequences of up to a year, e.g., overuse of groundwater for industrial processes.	Impacts that lead to long-term consequences of up to one year, e.g., recovery from an occupational accident.
Very difficult to remedy, requires (very) great effort	Impacts that result in long-term consequences that are difficult, but not impossible, to reverse, e.g., soil contamination from chemical leaks.	The impacts have long-term consequences that are difficult, but not impossible, to reverse, e.g., a data breach that led to the disclosure of sensitive customer data.
Cannot be remedied	Impacts that will result in permanent consequences, e.g., the extinction of species.	The impacts will have lasting consequences, e.g., death from an occupational accident with serious consequences for household income.

Transfer of ESG risks from Group-wide risk management to IRO analysis

In addition to anchoring the sustainability strategy, advancing Group-wide targets and preparing for future challenges, the annual reassessment of ESG risks is an important part of the Semperit Group's sustainability work. The ESG team identifies material risks and opportunities in close coordination with Risk Management and other relevant functions (including People & Culture, HSEQ, Production, Innovation) as well as the various Semperit sites. The allocation of risks and opportunities by category corresponds to the structure of the already established internal Group-wide risk management system.

In its Group-wide risk management, Semperit pays particular attention to ecological, social, financial and economic issues and challenges. In order to be able to react to changes in a timely manner, internal and external developments as well as effects from the area of ESG are identified and evaluated in order to be able to subsequently take them into account in management and in the IRO analysis according to ESRS. External developments relate, for example, to financial effects for Semperit due to climate change, changes in market situations, competitive conditions or customer behavior. Additional environmental risks in this context, such as water stress and other climate-related weather events, were identified based on the climate scenario analysis conducted in 2023 and included in the ESG risks and opportunities catalog. Further disclosures on the climate risk and scenario analysis can be found in section E1 Climate change and in the following chapter under IRO-1. Sustainability risks are treated equally with other strategic, operational and financial risks in the Group-wide risk management system and are prioritized according to the same thresholds. Risks relating to human rights are given high priority regardless of their probability of occurrence.

As part of the evaluation of ESG risks and opportunities, current and potential measures to mitigate risks and utilize opportunities are collected, and responsibilities and time horizons are defined, discussed and documented. The risks and their effects on the valuation of assets and liabilities are analyzed and taken into account in the consolidated financial statements.

Assessment of risks and opportunities

The risks and opportunities identified in the materiality analysis were compared with the existing ESG risks and opportunities catalog, which is integrated into the internal Group-wide risk management system. They were reviewed for completeness and relevance and updated or supplemented as necessary. In the reporting year, there were only marginal additions or changes to the material IROs (see more detailed explanation under Disclosure Requirements SBM-3). Subsequently, all risks and opportunities were quantitatively assessed by the ESG team, internal risk management and internal (site-specific) subject matter experts on a five-point scale (taking into account the parameters specified in ESRS 1) in accordance with the financial thresholds of the internal risk management system. Specifications regarding the procedure, thresholds and other criteria are set out in the internal Risk Policy, which was approved by the Executive Board. An annual review of the policy and compliance with it is carried out as part of the review in accordance with Rule 83 of the Austrian Code of Corporate Governance. The latest review carried out did not give rise to any objections.

The assessment of the individual risks and opportunities was determined mathematically from the assessment of the relevant individual parameters of probability of occurrence and extent in 2024 and 2025. All risks and opportunities with a value greater than or equal to 2.5 were identified as material. This does not include risks in the area of human rights violations, which are classified as high risks even without a high probability of occurrence. A precise monetary estimate of the financial effects of the risks and opportunities has not been made due to the high level of complexity.

Final list of material topics

The IROs' mean values were calculated from the above parameters for the final material topics. All impacts with a value greater than or equal to 3 and all risks and opportunities with a value greater than or equal to 2.5 were considered material. Finally, the list of material topics was validated by the Sustainability Council, approved by the Executive Board and submitted to the Audit Committee and the Strategy and ESG Committee for information as in the previous year. There were no changes to the material topics during the reporting year.

Material ESRS topics 2025

ESRS	ESRS topic	ESRS subtopic	ESRS sub-subtopic
E1	Climate change	Climate change adaptation	
		Climate change mitigation	
		Energy	
E2	Pollution	Pollution of air	
		Microplastics	
E5	Resource use and circular economy	Resource inflows, including resource use	
		Resource outflows related to products and services	
		Waste	
S1	Own workforce	Working conditions	Secure employment
			Working time
			Adequate wages
			Social dialogue
			Freedom of association, the existence of works councils and the information, consultation and participation rights of workers
			Collective bargaining, including rate of workers covered by collective agreements
			Health and safety
		Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value
			Training and skills development
			Employment and inclusion of persons with disabilities
			Diversity
S2	Workers in the value chain	Working conditions	Adequate wages
			Health and safety
		Other work-related rights	Child labor
			Forced labor
G1	Business conduct	Corporate culture	
		Protection of whistleblowers	
		Corruption and bribery	Prevention and detection including training
			Incidents
		Management of relationships with suppliers including payment practices	

Disclosure Requirement related to ESRS 2 IRO-1 and E1 – Description of the processes to identify and assess material impacts, risks and opportunities

The description of the procedure for determining climate-related impacts of the material topics under E1, i.e., explanation of data collection and calculation of emissions and energy consumption, can be found in chapter E1-6.

As part of preparations for CSRD and to comply with the requirements of the EU Taxonomy Regulation, a scientifically based analysis of climate scenarios and the vulnerability of Semperit's facilities was carried out in 2023. This analysis served to both identify and assess climate-related risks and thus forms the basis for classifying the relevant risks in E1 (IROs #2, #4, #5). Semperit's risk management process covers the entire value chain of the Group and is therefore a central component in identifying and assessing risks and opportunities. The value chain is also reflected in the risk catalog, which serves as the basis for every risk assessment. All relevant sources of risk are taken into account, including climate-related transition risks, which describe possible social, demographic and economic changes in the course of different scenarios (see section E1, disclosure SBM-3). Transition risks are systematically identified and integrated into the assessment process and are an integral part of risk assessment. Both operational processes and external factors along the value chain are taken into account to ensure that all relevant aspects are included in the analyses.

Climate-related physical risks (see tabular overview in section E1 under SBM-3) were modeled and valued using S&P's Climanomics scenario model. The model's results are based on the following sources, among others: Jupiter Intelligence Climate Score Global, SwissRe CatNet, UNESCO Land Subsidence International Initiative, scientific journals and news reports. In addition, the Shared Socioeconomic Pathways (SSPs) of the Intergovernmental Panel on Climate Change (IPCC) were used for socio-economic changes from today to 2100 in order to derive possible greenhouse gas emission scenarios and climate policies of the future and thus also consider transition risks.

However, Climanomics does not allow for a focused assessment of climate-related risks, which are assessed as part of the Group-wide risk management process. Climanomics was used to model the complexity of the change in various climate risks over a short, medium and long-term period in the different scenarios.

The time periods were determined based on the existing Risk Management Policy:

- **Short-term time horizon** (1 year): focuses on immediate risks that already arise from current climate variability, such as extreme weather events (fluvial flooding, heat waves). In this phase, preventive measures to minimize damage and short-term operational adjustments are implemented.
- **Medium-term time horizon** (up to 5 years): considers progressive changes in physical risks such as water stress or temperature increases. This is the primary planning horizon for investments in infrastructure and resilient technologies that extend the useful life of assets and minimize risks.
- **Long-term time horizon** (more than 5 years): covers long-term, potentially material climate changes such as rising temperatures or increasing water stress. Strategic investments and capital allocations are geared towards resilience to long-term risks.

In line with standard practice, the "most likely scenario" SSP2-RCP 4.5 and the "worst case scenario" SSP5-RCP 8.5 were applied. The SSP2-4.5 "Middle of the Road" scenario assumes that historical trends will continue and that the achievement of sustainable development goals will be slow and inconsistent, leading to global warming in the range of 2.1 to 3.5°C by 2100. The SSP5-8.5 "Fossil-fueled Development" forecasts rapid fossil-fuel based technological development that will drive resource- and energy-intensive lifestyles worldwide, and projects severe warming in the range of 3.3 to 5.7°C by 2100. In addition, net-zero emissions scenarios from the International Energy Agency (IEA) and NGFS scenarios were also considered.

A company's vulnerability depends on the extent to which its assets and operations may be susceptible to these climate-related hazards in terms of the generation of physical gross risks. As part of the analysis, Semperit's vulnerability was calculated based on the possible annual change in absolute and relative economic assets compared to a constant asset value over a decade.

The climate scenario and vulnerability analysis was carried out on 20 assets in 2023, including all 16 Semperit production sites and four sites of strategic suppliers. Chronic and acute climate risks were forecast in the scenarios described above for the short, medium and long term for the next eight decades up to 2100. The risks identified and analyzed are listed in section E1 under SBM-3.

The results show that of the 20 sites analyzed, three of our own operations (Sempertrans in Bełchatów, Poland; Sempertrans India in Roha, India; and Semperflex Optimit in Odry, Czech Republic) will be affected by water stress by more than 10% of the asset value by 2100 in the SSP2-4.5 scenario. The impact on the assets of the remaining sites in the SSP2-4.5 scenario will be less than 5% change in asset value by the end of the 21st century. In general, there is no material difference between most of the assets in the two scenarios examined. The vulnerable sites are located on different continents, but the assets most at risk are in Eastern Europe. This is largely due to the region's already low precipitation levels (500–700 mm per year) and water use in these hydrological basins. The remaining risks are low for all sites, decades and scenarios and do not significantly affect any assets.

The results of the climate scenario and vulnerability analysis were presented to the at-risk sites, the Executive Board, the Sustainability Council and the Strategy and ESG Committee. In addition, the risks were integrated into the Group-wide risk management system, which is used to define and implement appropriate risk-mitigating measures (IROs #4, #5).

As part of the regular risk management process, the main site-specific transition risks are also identified and assessed with the involvement of local internal experts. These risks are incorporated into the regular risk management process together with the physical risks. A scenario analysis of the transition risks and their impact on Semperit's business model was carried out as part of the Strategic Foresight process at the end of 2022 and will be incorporated into the short-, medium- and long-term strategic and financial planning of the divisions, which are responsible for the ongoing analysis and assessment of the different future scenarios and transition risks in their markets. The analyzed scenarios also took into account, among other things, the possibility of global warming of 1.5 degrees in line with the Paris Agreement. Further information on the process can be found in the disclosure under SBM-3.

The critical assumptions related to climate-related risks are also considered in financial reporting (see section 1.4 of the notes to the consolidated financial statements). For example, climate-related risks such as water stress, energy availability or regulatory changes are considered in the useful life and valuation of assets, especially physical assets. Financial forecasts for determining capital expenditure (capex) include investments in decarbonization, technological upgrades or risk reduction; increased energy prices, carbon pricing and other climate-related expenses are factored into cost structures. Revenue forecasts also include assumptions about market shifts towards sustainable products and compliance costs.

Currently, almost all of the Semperit Group's assets and processes require material financial and transformative efforts to be compatible with and competitive in a carbon-neutral economy. The assessment and monitoring of all climate-related and other risks, as well as the implementation of risk-mitigating measures, are explained in more detail in disclosure GOV-5.

As part of the climate risk analysis carried out by the Semperit Group, the climate hazards of permafrost thawing, ocean acidification, saltwater intrusion, glacial lake outburst and solifluction were not considered relevant for the Group's sites at the time of the initial analysis and were therefore not included in a detailed analysis. For the site in Odry, Czech Republic, these risks were subject to a targeted risk assessment to exclude the vulnerability of the EU Taxonomy-aligned assets.

The assessment of which climate risks have no material financial or operational impact on the Semperit Group's sites and are therefore not included in the analysis was carried out in consultation with the climate risk experts who conducted the risk analysis as part of the Climanomics methodology (in accordance with the S&P Global Sustainable methodology). The decision is based on a systematic and transparent relevance test supported by recognized scientific standards and best practices for climate risk analysis (e.g., Climanomics methodology). As part of future updates or re-execution of the climate risk analysis, the materiality of these risks will be re-evaluated to ensure that potential changes in the risk situation are identified and addressed at an early stage.

Reasons for excluding the following risks:

- **Thawing permafrost:** The Semperit Group's sites are not located in any regions with permafrost soils. Since permafrost only occurs in certain geographical areas (predominantly in the north), the risk of permafrost thawing does not pose an immediate threat to Semperit sites.
- **Acidification of oceans:** Since the business activities of the Semperit Group do not involve any maritime production sites or marine resources, there is no exposure to the effects of ocean acidification. Consequently, this risk is only of minor relevance for the Group's production sites and operating units.
- **Saltwater intrusion:** This affects coastal regions and groundwater supplies that are affected by seawater infiltration. With the exception of the production site of SIMTEC Silicone Parts, LLC in Florida, which is located near the coast, the Semperit Group's sites are not located in coastal regions at risk.
- **Solifluction (ground creep):** Solifluction typically occurs in cold, humid climates, especially in regions with permafrost or seasonally frozen soils. Since Semperit's sites are not in such climatic zones, there is no immediate danger from this risk.
- **Glacial lake outburst:** The potential threat from glacial lake outbursts affects sites in the immediate vicinity of glaciers or in river valleys that are characterized by glacial runoff. None of the Semperit sites is located in such a geographical location.

Disclosure Requirement related to ESRS 2 IRO-1 and E2– Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Semperit's potential and actual impact in the context of pollution, as well as the associated risks and opportunities, are assessed as part of the Group-wide materiality analysis. This is done with the involvement of potentially affected stakeholders, who may be directly affected by any pollution or other negative impacts of Semperit. Local residents or representatives of affected communities are either directly involved in the Semperit Group's materiality analysis, or their opinions and concerns are reported to the HSE (Health, Safety, Environment) Officer or site management and thus incorporated into the evaluation process. The insights gained are taken into account when creating and updating internal policies and in strategic planning.

All of the Group's production sites were assessed in terms of material pollution-related impacts, risks and opportunities, since chemicals are used in rubber compounds that can pollute the air, water or soil. Sites without mixing operations have a lower risk of pollution. Of the sites with mixing operations – Wimpassing (AT), Bełchatów (PL), Hückelhoven (DE), Roha (IN) and Hat Yai (TH) – only Wimpassing (AT) has carried out a comprehensive environmental impact assessment in this context. Further disclosures on the methodology can be found in section E2, disclosure E2-2 Actions and resources. Semperit had hardly any measurable data on pollution-related impacts, risks and opportunities in the upstream and downstream value chain in 2025 to be able to evaluate them quantitatively, and this report primarily addresses the IROs in its own production plants (IROs #8-11), where Semperit can take directly measurable action.

Emissions of air pollutants along the upstream and downstream value chain, but also in the company's own production (IROs #8–10), represent a negative impact of Semperit's business activities on the environment. These emissions are caused, for example, by the production of the raw materials and energy purchased, by transport and logistics services, by the incineration of waste and by wastewater treatment. In Semperit's upstream value chain, non-renewable materials and chemicals, including petroleum-based materials and chemicals, are processed. If not handled with care, and without appropriate protective measures, these processes can cause environmentally harmful emissions of air pollutants, affect ecosystems and biological diversity, and contribute to climate change.

Air pollutants released by activities in the upstream and downstream value chain and by Semperit's own activities indirectly contribute to the formation of ground-level ozone and photochemical smog, which can affect air quality and visibility and harm both ecosystems (IRO #8) and human health (IRO #10). In addition, NOx and sulfur dioxide (SO_2) lead to the formation of acid rain, which acidifies the soil, contaminates watercourses and damages forests and aquatic ecosystems. These environmental impacts can lead to respiratory and cardiovascular diseases. Especially at larger sites such as Wimpassing (AT) or Odry (CZ), which are located in close proximity to residential areas, noise, light, dust and odors caused by production processes, logistics or construction work can lead to adverse effects for local residents. Therefore, preventive environmental protection through measurements is a key focus.

The release of microplastics is another negative environmental impact that can occur both in-house (IRO #11) and along the value chain (IRO #12). In the internal production processes, synthetic polymer particles (SPM), which the ESRS defines as microplastics (plastic particles smaller than 5mm), are used in small proportions of approximately 2.3% of the annual raw material volume. SPM is not released but is properly processed directly in injection molding machines via manual or automated dosing systems in accordance with the work instructions. However, SPM can still enter the environment through improper storage, cleaning or transport of containers.

Microparticles of elastomers can also be released downstream in the value chain through abrasion of elastomer products such as conveyor belts, rubber mats or cable car rings. In general, fine dust and microparticles penetrate the soil, where they can cause physical and chemical damage to soil organisms, which in turn are ingested by animals and plants and thus ultimately enter the food chain.

Pollution and particularly non-compliance with environmental regulations can lead to legal sanctions, reputational damage and financial loss (IRO #9). The increasing awareness of the public and regulatory authorities for environmental protection increases the likelihood of stricter regulations and controls. In addition, negative effects on the health and well-being of local residents can lead to social tensions and resistance to operational activities. For these reasons, Semperit places a strong focus on careful compliance with environmental regulations at the international and national level.

Semperit does not disclose any information on E2-5 "Substances of concern and substances of very high concern" of the ESRS Disclosure Requirements due to the non-material quantities of these substances used annually and the ongoing work to eliminate them. Nevertheless, it is a top priority in business practice to ensure that all chemical substances used are registered, because Semperit is only a downstream customer in the chemical raw materials chain but still bears responsibility for product and material compliance. Further information on concepts, measures and means in connection with the REACH regulation can be found in section E2.

Disclosure Requirement related to ESRS 2 IRO-1 and E5 – Description of the processes to identify and assess material impacts, risks and opportunities related to resource use and circular economy

Identifying and assessing the impacts associated with the extraction and use of different raw and other materials, as well as with their recycling, is an ongoing process at Semperit, into which new findings and specific information are continuously incorporated. At the same time, the company also evaluates the financial risks and opportunities associated with them. The IROs related to resource use and circular economy are identified and assessed with the involvement and consultation of various stakeholders from the upstream and downstream value chain, as well as internal and external experts. For example, Semperit works together with customers, suppliers and universities, consults external experts on recycling research, product and waste classification, and is in regular contact with the Wirtschaftsverband der deutschen Kautschukindustrie (Association of German Rubber Manufacturing Industry), the Deutsches Institut für Kautschuktechnologie (German Institute for Rubber Technology), official state government agencies, the Industriellenvereinigung (Federation of Austrian Industries) and the Wirtschaftskammer (Austrian Economic Chamber) in order to be able to evaluate IROs in a well-founded manner and manage them in a targeted way.

The implementation of a circular economy can help to reduce Semperit's negative environmental impact. In the upstream value chain, Semperit is working with suppliers to convert to recycled and sustainable raw materials (IROs #13, 15, 18, 19). Semperit processes a large amount of synthetic rubber every year. The extraction of these non-renewable, predominantly petroleum-based materials can, if not done carefully, contribute to climate change, pollution and the loss of biodiversity (IROs #15, 16). These materials must therefore be used efficiently and sparingly, increasingly recycled and, where available, replaced by suitable environmentally friendly alternatives, such as the substitution of conventional synthetic rubber with synthetic rubber based on sustainable raw materials (renewable and/or recycled). Partial substitution of synthetic rubber with natural rubber is also an option, although it does not necessarily improve the environmental performance. This is because the large-scale extraction of this renewable raw material is also associated with negative environmental impacts, such as deforestation, the expansion of monocultures and the use of synthetic chemical pesticides.

In the downstream value chain, the development of take-back systems, partnerships for reuse and recycling, and the promotion of the longest possible product use through repair and upcycling services are crucial to improving the ecological balance of products (IROs #19, 22-25).

Closing resource loops involves costs and efforts for Semperit (IROs #17, 20, 22, 25). High investment costs for new technologies, necessary adjustments in the supply chain and increased demand regarding product design and material recovery as well as the risk of increased scrap and potential customer complaints pose a financial risk for the company. On the other hand, the integration of recycled materials, the development of product take-back systems, durable products and recycling infrastructures, as well as the reduction of waste through reuse can also offer financial benefits (IROs #14, 16, 19, 24).

From Semperit's perspective, the use of recycled rubber or reclaimed carbon black, the recycling of waste, chemicals or reinforcing materials, and the integration of ESG assessment criteria into raw material procurement processes can reduce negative environmental impacts along the entire value chain. The concepts, measures and targets the company pursues in this regard and the results achieved in 2025 are presented in section E5.

Disclosure Requirement related to ESRS 2 IRO-1 and G1 – Description of the processes to identify and assess material impacts, risks and opportunities related to business conduct

The Group Risk Management & Assurance department regularly collects and evaluates operational, legal, strategic and reputational risks for the Semperit sites, as well as on an ad hoc basis as needed. In doing so, internal and external risks are assessed – including those related to the topic of business conduct (IROs #45–49). In 2025, a risk assessment was carried out at 16 sites, covering 94% of the sites. In addition to the on-site inspections, regular risk discussions and cross-departmental risk workshops with internal experts, focusing on corruption risks, among other things, are held. These results were evaluated as part of the IRO analysis, as described in more detail under IRO-1.

In addition, standardized business partner checks are carried out to screen business partners and help the company to monitor and efficiently manage the material IROs #45-49. They are mandatory for companies that are located in high-risk countries (according to the Transparency International Corruption Index <55) or have an increased risk profile for other reasons and are carried out for all potential new suppliers (exceptions apply to suppliers with annual revenue of less than EUR 100,000. For details, see S2-1). Business partner checks are carried out for suppliers, customers, dealers and other third parties with the aim of identifying risks in advance of a collaboration and, if necessary, implementing risk-minimizing measures, which can go as far as terminating the business relationship. The business partner checks are a first step towards more detailed checks and controls of the upstream and downstream supply chain (IRO #47). In addition to working in partnership with external stakeholders, internal stakeholders are also in focus. Semperit regards it as a positive impact (see IRO #46) to promote a transparent corporate culture through measures such as the SemperLine – whistleblower hotline – and the comprehensive awareness campaign “Speak up!” and to identify material IROs through these channels. All reports are followed up in a structured manner, and appropriate measures are derived and implemented promptly, if necessary, to minimize risks from reputational damage or sanctions due to undetected corruption or other ethical conflicts. In the long term, this contributes to promoting a culture of transparency, trust and responsibility towards all stakeholders, as well as to sustainable, fair and ethical business practices. Further information on the prevention and detection of corruption and bribery and on reported cases can be found in section G1, disclosures G1-3 and G1-4.

Further information on the management of material impacts, risks and opportunities in connection with the strategy and business model can be found in the disclosures under SBM-3. Corporate due diligence is explained in more detail under GOV-4.

Changes to the procedure and planned reviews

The materiality assessment process was last fundamentally revised in 2023 to complete the transition from the Global Reporting Initiative (GRI) Standards to the European Sustainability Reporting Standards (ESRS). For the ESRS-compliant consolidated Non-financial Statement, a comprehensive assessment of all IROs was carried out in 2023 and 2024, while in the reporting year, only the IROs identified as material were validated. The process followed a structured methodology and was based on internal expert knowledge, scientific sources and external consulting. Following validation of the assessment of material topics, the next review is scheduled for 2026. Semperit considers annual validation necessary to ensure that all relevant topics are continuously and currently taken into account.

Disclosure Requirement IRO-2 – Disclosure requirements in ESRS covered by the undertaking’s consolidated Non-financial Statement

The following index shows the Disclosure Requirements followed in preparing the consolidated Non-financial Statement based on the results of the materiality assessment (see list of material topics at IRO-1), including the NaDiVeG matters page numbers containing the corresponding information in the consolidated Non-financial Statement.

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Disclosure Requirement S1-9 – Diversity metrics	Employee concerns, social concerns, respect for human rights	187
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Disclosure Requirement S1-11 – Social protection	Employee concerns, social concerns	189
Disclosure Requirement S1-12 – Persons with disabilities	Employee concerns, social concerns, respect for human rights	189
Disclosure Requirement S1-13 – Training and skills development metrics	Employee concerns, social concerns	190
Disclosure Requirement S1-14 – Health and safety metrics	Employee concerns, social concerns, respect for human rights	192
Disclosure Requirement S1-16 – Compensation metrics (pay gap and total compensation)	Employee concerns, social concerns	193
Disclosure Requirement S1-17 – Incidents, complaints and severe human rights impacts	Respect for human rights	194
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Disclosure Requirement S2-1 – Policies related to value chain workers	Social concerns	196
Disclosure Requirement S2-2 – Processes for engaging with value chain workers about impacts	Social concerns	198
Disclosure Requirement S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	Social concerns	198
Disclosure Requirement S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Social concerns	199
Disclosure Requirement S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social concerns	201
Disclosure Requirement G1-1 – Corporate culture and business conduct policies and corporate culture (IROs #45-49)	Social concerns, employee concerns, anti-corruption and anti-bribery	204
Disclosure Requirement G1-2 – Management of relationships with suppliers (IRO #47)	Social concerns	207
Disclosure Requirement G1-3 – Prevention and detection of corruption and bribery (IROs #48-49)	Anti-corruption and anti-bribery	211
Disclosure Requirement G1-4 – Confirmed incidents of corruption or bribery (IRO #49)	Anti-corruption and anti-bribery	212
ESRS G1 Additional company-specific disclosures for IRO #45	Employee concerns, anti-corruption and anti-bribery	214

ESRS topics that were assessed as non-material in the 2024 materiality analysis and are not reported on in this consolidated Non-financial Statement:

Non-material ESRS topics 2025

ESRS	ESRS topic	ESRS subtopic
E3	Water and marine resources	Water
		Marine resources
E4	Biodiversity and ecosystems	Direct impact drivers of biodiversity loss
		Impacts on the state of species
		Impacts on the extent and condition of ecosystems
		Impacts and dependencies on ecosystem services
S3	Affected communities	Communities' economic, social and cultural rights
		Communities' civil and political rights
		Rights of indigenous people
S4	Consumers and end-users	Information-related impacts for consumers and/or end-users
		Personal safety of consumers and/or end-users
		Social inclusion of consumers and/or end-users

Since Semperit uses water only for the production process, primarily for cooling purposes in closed water circuits and not as a component of the products, Semperit does not report on E3 Water and marine resources, as it is immaterial. Furthermore, no information is provided on E4 Biodiversity, as the materiality of the direct impact of and on biodiversity for Semperit is not available at present. In addition, S4 Consumers and end-users is not considered material either: Semperit acts exclusively as a component supplier to original equipment manufacturers (OEMs), system manufacturers and distributors in the B2B sector without direct sales and has no contact with end consumers. In order to prevent negative impacts due to a potential lack of minimum social protection and transparency towards consumers and end users, Semperit takes measures with regard to data protection, information security, consumer protection and tax transparency, which are explained in section G1 Company-specific disclosures. Only IROs that affect topics under E2 Pollution and residents near production sites were identified under S3 Affected communities. For this reason, these IROs are addressed in section E2, but no separate information is provided under S3.

As already described under IRO-1, Semperit uses established company processes and strategic projects such as Group-wide risk management, budget and mid-term planning, and Strategic Foresight to assess materiality and to determine the information to be provided on the material topics. This also includes instruments for fulfilling due diligence in ordinary and special business processes, such as the Business Partner Check with business partners in the value chain or due diligence audits in the case of inorganic corporate growth, through which information and data are collected. Semperit prefers primary data as a source of information and uses secondary data only secondarily. The most important sources of information and data for the ESRS indicators are internal databases and systems (SAP, Business Data Warehouse, SuccessFactors, machine and production databases), external databases (Dow Jones Tool, ecoinvent, S&P Capital IQ and scientific sources). Key figures are calculated; only in exceptional cases (such as Scope 3 emissions) are they estimated through approximation. Thresholds are only used if the data volumes exceed an economically reasonable scope (such as the classification of some rare raw materials according to the ESRS categories, see section E5 Circular economy). Wherever estimates and thresholds are used, this is indicated and explained in the accompanying text for the respective figure.

In addition, the Semperit consolidated Non-financial Statement below provides disclosures on datapoints in the ESRS 2 and in the topic-specific ESRS that arise from other EU legislation (ESRS 2 Appendix B), as well as requirements under the topic-specific ESRS to be considered when reporting on the Disclosure Requirements in ESRS 2 (ESRS 2 Appendix C).

List of datapoints in general and topic-related standards arising from other EU legislation (ESRS 2 Appendix B)

Disclosure Requirement and related datapoint	Material for Semperit	(1) SFDR reference[1)]	(2) Pillar 3 reference[2)]	(3) Benchmark Regulation reference[3)]	(4) EU Climate Law reference[4)]	Page references (1)	(2)	(3)	(4)
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	Material datapoint	Indicator No 13 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816[5)], Annex II		71 ff		71 ff	
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21 (e)	Material datapoint			Commission Delegated Regulation (EU) 2020/1816, Annex II				71 ff	
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Material datapoint	Indicator No 10 Table #3 of Annex 1				79 ff			
ESRS 2 SBM-1 Involvement in activities related to the fossil fuel sector, paragraph 40 (d) i	Non-material Semperit is not active in the fossil sector)	Indicator No 4 Table #1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453[6)], Table 1: Qualitative information on Environmental risks, and Table 2: Qualitative information on Social risks	Commission Delegated Regulation (EU) 2020/1816, Annex II		-	-	-	
ESRS 2 SBM-1 Involvement in activities related to chemicals production, paragraph 40 (d) ii	Non-material (Semperit is not active in the relevant sector)	Indicator No 9 Table #2 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		-		-	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40 (d) iii	Non-material (Semperit is not active in the relevant sector)	Indicator No 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818[7)], Article 12 (1) Delegated Regulation (EU) 2020/1816, Annex II		-		-	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) iv	Non-material (Semperit is not active in the relevant sector)			Delegated Regulation (EU) 2020/1818, Article 12 (1) Delegated Regulation (EU) 2020/1816, Annex II				-	
ESRS E1-1 Transition plan to reach climate neutrality by 2050, paragraph 14	Material datapoint; not reported during the transition period				Regulation (EU) 2021/1119, Article 2 (1)				130 ff
ESRS E1-1 Undertakings excluded from the EU Paris-aligned benchmarks, paragraph 16 (g)	Material datapoint (Semperit is not excluded)		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12 (2)			130 ff	130 ff	
ESRS E1-4 GHG emission reduction targets, paragraph 34	Material datapoint	Indicator No 4 Table #2 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		138 f	138 f	138 f	
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	Material datapoint	Indicator No 5 Table #1 and Indicator No 5 Table #2 of Annex 1				140 f			
ESRS E1-5 Energy consumption and mix, paragraph 37	Material datapoint	Indicator No 5 Table #1 of Annex 1				140 f			
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	Material datapoint	Indicator No 6 Table #1 of Annex 1				140 f			

Disclosure Requirement and related datapoint	Material for Semperit	(1) SFDR reference[1)]	(2) Pillar 3 reference[2)]	(3) Benchmark Regulation reference[3)]	(4) EU Climate Law reference[4)]	Page references (1)	(2)	(3)	(4)
ESRS E1-6 Gross Scope 1, 2, 3 and total GHG emissions, paragraph 44	Material datapoint	Indicators No 1 and 2 1 Table 1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5 (1), Article 6 and Article 8 (1)		141 ff	141 ff	141 ff	
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	Material datapoint	Indicator No 3 Table #1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8 (1)		141 ff	141 ff	141 ff	
ESRS E1-7 GHG removals and carbon credits, paragraph 56	Non-material				Regulation (EU) 2021/1119, Article 2 (1)				-
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66	Material datapoint; not reported during the transition period			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II				-	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)	Material datapoint; not reported during the transition period		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk				-		
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67 (c)	Material datapoint; not reported during the transition period		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralized by immovable property – Energy efficiency of the collateral				-		
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities, paragraph 69	Material datapoint; not reported during the transition period			Commission Delegated Regulation (EU) 2020/1818, Annex II				-	
ESRS E2-4 Amount of each pollutant listed in Annex II of the EPRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Non-material	Indicator No 8 Table 1# of Annex 1 Indicator No 2 Table #2 of Annex 1 Indicator No 1 Table #2 of Annex 1 Indicator No 3 Table #2 of Annex 1				-			
ESRS E3-1 Water and marine resources, paragraph 9	Non-material	Indicator No 7 Table #2 of Annex 1				-			
ESRS E3-1 Dedicated policy, paragraph 13	Non-material	Indicator No 8 Table #2 of Annex 1				-			
ESRS E3-1 Sustainable oceans and seas, paragraph 14	Non-material	Indicator No 12 Table #2 of Annex 1				-			
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	Non-material	Indicator No 6.2 Table #2 of Annex 1				-			
ESRS E3-4 Total water consumption in m^3 per net revenue on own operations, paragraph 29	Non-material	Indicator No 6,1 Table #2 of Annex 1				-			

Disclosure Requirement and related datapoint	Material for Semperit	(1) SFDR reference[1)]	(2) Pillar 3 reference[2)]	(3) Benchmark Regulation reference[3)]	(4) EU Climate Law reference[4)]	Page references (1)	(2)	(3)	(4)
ESRS 2 – SBM-3 – E4, paragraph 16 (a) i	Non-material	Indicator No 7 Table #1 of Annex 1				-			
ESRS 2 – SBM-3 – E4, paragraph 16 (b)	Non-material	Indicator No 10 Table #2 of Annex 1				-			
ESRS 2 – SBM-3 – E4, paragraph 16 (c)	Non-material	Indicator No 14 Table #2 of Annex 1				-			
ESRS E4-2 Sustainable land/agriculture practices or policies, paragraph 24 (b)	Non-material	Indicator No 11 Table #2 of Annex 1				-			
ESRS E4-2 Sustainable oceans/seas practices or policies, paragraph 24 (c)	Non-material	Indicator No 12 Table #2 of Annex 1				-			
ESRS E4-2 Policies to address deforestation, paragraph 24 (d)	Non-material	Indicator No 15 Table #2 of Annex 1				-			
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	Material datapoint	Indicator No 13 Table #2 of Annex 1				163 ff			
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	Material datapoint	Indicator No 9 Table #1 of Annex 1				163 ff			
ESRS 2 SBM3 – S1 Risk of incidents of forced labor, paragraph 14 (f)	Non-material	Indicator No 13 Table #3 of Annex I				-			
ESRS 2 SBM3 – S1 Risk of incidents of child labor, paragraph 14 (g)	Non-material	Indicator No 12 Table #3 of Annex I				-			
ESRS S1-1 Human rights policy commitments, paragraph 20	Material datapoint	Indicator No 9 Table #3 and Indicator No 11 Table #1 of Annex I				172 ff			
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 21	Material datapoint			Commission Delegated Regulation (EU) 2020/1816, Annex II				172 ff	
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	Material datapoint	Indicator No 11 Table #3 of Annex I				172 ff			
ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23	Material datapoint	Indicator No 1 Table #3 of Annex I				172 ff			
ESRS S1-3 Grievance/complaints handling mechanisms, paragraph 32 (c)	Material datapoint	Indicator No 5 Table #3 of Annex I				176 f			
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	Material datapoint	Indicator No 2 Table #3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		192 f		192 f	
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	Material datapoint	Indicator No 3 Table #3 of Annex I				192 f			
ESRS S1-16 Unadjusted gender pay gap, paragraph 97 (a)	Material datapoint	Indicator No 12 Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		193 f		193 f	
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	Material datapoint	Indicator No 8 Table #3 of Annex I				193 f			
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	Material datapoint	Indicator No 7 Table #3 of Annex I				194			
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 104 (a)	Material datapoint	Indicator No 10 in Table #1 of Annex I and Indicator No 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		194		194	
ESRS 2 SBM-3 – S2 Significant risk of child labor or forced labor in the value chain, paragraph 11 (b)	Material datapoint	Indicators No 12 and No 13 Table #3 of Annex I				195 f			

Disclosure Requirement and related datapoint	Material for Semperit	(1) SFDR reference[1)]	(2) Pillar 3 reference[2)]	(3) Benchmark Regulation reference[3)]	(4) EU Climate Law reference[4)]	Page references (1)	(2)	(3)	(4)
ESRS S2-1 Human rights policy commitments, paragraph 17	Material datapoint	Indicator No 9 Table #3 of Annex 1und Indicator No 11 Table #1 of Annex 1				196 f			
ESRS S2-1 Policies related to value chain workers, paragraph 18	Material datapoint	Indicators No 11 and No 4 Table #3 of Annex 1				196 f			
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 19	Material datapoint	Indicator No 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		196 f		196 f	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 19	Material datapoint			Commission Delegated Regulation (EU) 2020/1816, Annex II				196 f	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Material datapoint	Indicator No 14 Table #3 of Annex 1				199 f			
ESRS S3-1 Human rights policy commitments, paragraph 16	Non-material	Indicator No 9 Table #3 of Annex 1 and Indicator No 11 Table #1 of Annex 1				-			
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Non-material	Indicator No 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		-		-	
ESRS S3-4 Human rights issues and incidents, paragraph 36	Non-material	Indicator No 14 Table #3 of Annex 1				-			
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	Non-material	Indicator No 9 Table #3 of Annex 1 and Indicator No 11 Table #1 of Annex 1				-			
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	Non-material	Indicator No 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		-		-	
ESRS S4-4 Human rights issues and incidents, paragraph 35	Non-material	Indicator No 14 Table #3 of Annex 1				-			
ESRS G1-1 United Nations Convention against corruption, paragraph 10 (b)	Non-material	Indicator No 15 Table #3 of Annex 1				-			
ESRS G1-1 Protection of whistleblowers, paragraph 10 (d)	Non-material	Indicator No 6 Table #3 of Annex 1				-			
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	Material datapoint	Indicator No 17 Table #3 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		212 ff		212 ff	
ESRS G1-4 Standards of anti- corruption and anti-bribery, paragraph 24 (b)	Material datapoint	Indicator No 16 Table #3 of Annex 1				212 ff			

1) Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019, on sustainability-related disclosures in the financial services sector (OJ L 317, 12/09/2019, p. 1).
2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of June 26, 2013, on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation) (OJ L 176, 06/27/2013, p. 1).
3) Regulation (EU) 2016/1011 of the European Parliament and of the Council of June 8, 2016, on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No. 596/2014 (OJ L 171, 06/29/2016, p. 1).
4) Regulation (EU) 2021/1119 of the European Parliament and of the Council of June 30, 2021, establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 (“European Climate Law”) (OJ L 243, 07/09/2021, p. 1).
5) Commission Delegated Regulation (EU) 2020/1816 of July 17, 2020, supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 12/03/2020, p. 1)
6) Commission Implementing Regulation (EU) 2022/2453 of November 30, 2022, amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards disclosure of environmental, social and governance risks (OJ L 324, 12/19/2022, p. 1).
7) Commission Delegated Regulation (EU) 2020/1818 of July 17, 2020, supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 12/03/2020, p. 17).

Disclosure and Application Requirements in Topical ESRS that are applicable in conjunction with ESRS 2 General disclosures (ESRS 2 Appendix C)

ESRS 2 Disclosure Requirement	Related ESRS paragraph	Paragraph/ page references
GOV-1 The role of the administrative, management and supervisory bodies	ESRS G1 Business conduct (paragraph 5)	ESRS 2, p. 70; G1, p. 203
GOV-3 Integration of sustainability-related performance in incentive schemes	ESRS E1 Climate change (paragraph 13)	ESRS 2, p. 70; E1, p. 129
SBM-2 Interests and views of stakeholders	ESRS S1 Own workforce (paragraph 12)	ESRS 2, p. 70; S1, p. 168
	ESRS S2 Workers in the value chain (paragraph 9)	S2, p. 195
	ESRS S3 Affected communities (paragraph 7)	(not material)
	ESRS S4 Consumers and end-users (paragraph 8)	(not material)
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS E1 Climate Change (paragraphs 18 to 19)	E1, p. 129
	ESRS E4 Biodiversity and ecosystems (paragraph 16)	(not material)
	ESRS S1 Own workforce (paragraph 13 to 16)	S1, p. 168
	ESRS S2 Workers in the value chain (paragraph 10 to 13)	S2, p. 195
	ESRS S3 Affected communities (paragraph 8 to 11)	(not material)
	ESRS S4 Consumers and end-users (paragraph 9 to 12)	(not material)
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	ESRS E1 Climate change (paragraph 20 to 21)	ESRS 2, p. 70
	ESRS E2 Pollution (paragraph 11)	ESRS 2, p. 70
	ESRS E3 Water and marine resources (paragraph 8)	(not material)
	ESRS E4 Biodiversity and ecosystems (paragraph 17 to 19)	(not material)
	ESRS E5 Resource use and circular economy (paragraph 11)	ESRS 2, p. 70
	ESRS G1 Business conduct (paragraph 6)	ESRS 2, p. 70

2. Environmental information

Information on EU Taxonomy in accordance with Article 8 of Regulation (EU) 2020/852

In order to achieve the EU's goal of becoming climate-neutral by 2050 as part of the Green Deal, capital must be directed into sustainable activities. For this purpose, the EU has developed the EU Taxonomy, a uniform and transparent classification system of environmentally sustainable business activities. According to the provisions of the EU Taxonomy Regulation, Semperit must disclose the proportion of revenue (turnover), capital expenditures (capex) and operational expenditures (opex) that are related to environmentally sustainable activities and are therefore taxonomy-eligible and, if the criteria are met, even taxonomy-aligned.

The following disclosure of information on EU Taxonomy is based on Taxonomy Regulation (EU) 2020/852, Delegated Regulation (EU) 2023/2485 amending Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2023/2486. In addition, the associated published FAQs on EU Taxonomy were reviewed for content relevant to Semperit. Accordingly, the report contains information on the proportion of Semperit's business activities covered by EU Taxonomy (taxonomy-eligible and taxonomy-aligned) as well as required qualitative information. All six environmental objectives of the EU Taxonomy were used to determine the key figures (revenue, capex, and opex) relating to business activities. The Semperit Group activities that correspond to EU Taxonomy can primarily be assigned to the environmental objective "climate change mitigation" and "transition to a circular economy".

The principles of EU Taxonomy

The EU classification system distinguishes between taxonomy-eligible and taxonomy-aligned business activities. A business activity is taxonomy-eligible if it can be assigned to the economic activities listed in the delegated acts. Taxonomy alignment, on the other hand, can only be demonstrated if – as described below – all screening criteria, DNSH criteria, and minimum social safeguards for labor and human rights are verifiably met.

According to the EU Taxonomy, business activities are considered "environmentally sustainable" if they:

1. Substantially contribute to at least one climate objective

A so-called substantial contribution must be proven by complying with certain criteria. Semperit Group's EU Taxonomy-relevant business activities in terms of revenue as well as significant capital expenditures and operational expenditures contribute to the environmental objectives "climate change mitigation" (CCM) and "transition to a circular economy" (CE) and can be categorized into the following four major topics:

Circular economy

- Research activities in the field of circular economy (Activity CE 2.7 Sorting and material recovery of non-hazardous waste)

Energy

- Products (Activity CCM 3.5 Manufacture of energy efficiency equipment for buildings)
- Photovoltaic systems (Activities CCM 4.1 Electricity generation using solar photovoltaic technology)

Water

- Optimization of water and treatment systems (Activity CCM 5.2 Renewal of water collection, treatment and supply systems)

Vehicles

- Transport – acquisition, financing, renting, leasing and operating e-vehicles (Activity CCM 6.5 Purchase, financing, renting, leasing and operation of vehicles)

Buildings

- Building management (Activities CCM 7.2 Renovation of existing buildings; CCM 7.3 Installation, maintenance and repair of energy efficiency equipment; CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings; CCM 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings; CCM 7.6 Installation, maintenance and repair of renewable energy technologies on-site; CCM 7.7 Acquisition and ownership of buildings)

2. Do no significant harm to the other environmental objectives of the EU (DNSH)

The achievement of the five other environmental objectives of the EU must not be significantly impaired by the achievement of an objective (Do No Significant Harm; DNSH). The requirements of the delegated acts for fulfilling the DNSH principle primarily relate to legal and official provisions as well as technical screening criteria. Semperit has carried out a climate scenario and vulnerability analysis for 16 of its own sites and four sites of strategic suppliers, particularly in order to meet the DNSH criteria with regard to the environmental objectives of climate change mitigation and climate change adaptation. Further information on the methodology and results of the climate scenario analysis can be found in section E1, under the disclosure on IRO-1 and in section E1, disclosure E1-1.

3. Respect minimum social safeguards for protection of occupational safety and human rights

According to the Taxonomy Regulation criteria, minimum social requirements (Minimum Social Safeguards; MSS) must also be met for activities to be classified as "ecologically sustainable". Compliance with social safeguards in the areas of labor and human rights or health and safety is ensured at Group level for all companies and sites with the help of Group-wide processes, concepts and site-specific measures as well as a diverse range of services and training. Information on the Group-wide guidelines, the human rights due diligence processes, as well as the measures taken and achievements can be found in the respective sections, as shown in the ESRS 2 section under "Disclosure Requirement GOV-4 – Statement on due diligence". To ensure that minimum social safeguards are met throughout the Group, an extensive analysis of the following frameworks and their integration into Group-wide processes is conducted annually, particularly in the areas of Procurement, Legal and Compliance, People & Culture, Tax, Sales, and Customer Service, to which Semperit is committed:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- ILO core labor standards and ILO Declaration on Fundamental Principles and Rights at Work
- International Bill of Human Rights

Taxonomy-eligible revenue

In terms of revenue, only the thermally insulating door, window and facade profiles from the product group Profiles of the Semperit Industrial Applications division and activities related to their production can be recognized as taxonomy-eligible category 3.5 (Manufacture of energy-efficient building equipment) for the time being. Due to their heat-insulating and sealing properties, profiles increase the energy efficiency of buildings and thus make a positive contribution to reducing greenhouse gas emissions in this area.

Other product groups from the Semperit portfolio are currently not mentioned in the classification system, as it is primarily geared towards system solutions and not components, as is the case with the products from Semperit and Rico.

It is important that these products must fulfill the so-called technical screening criteria. In the case of window products, these criteria relate to the heat flow (U-value) and, in the case of insulation products, to thermal conductivity (lambda value). No alignment with the EU Taxonomy criteria could be demonstrated because the supporting documents and the underlying calculations are only partially available. Accordingly, Semperit will continuously assess the criteria and their development in the coming years and work on product optimization.

Taxonomy-eligible capex and opex of Semperit

Activities and thus the associated capital and operational expenditures (capex/opex) which can currently be designated as taxonomy-eligible relate primarily to the topics and activities of circular economy, energy, water, transportation and building technology as described above.

Procedure for collecting key figures in 2025

In 2025, the key figures were again collected by the responsible experts at the Semperit Group sites and consolidated and reviewed centrally by Group Accounting and Group ESG. This avoided double counting. The option of applying a materiality threshold for opex was not utilized.

The following steps and re-evaluation of existing processes are carried out annually to ensure that the data collected is complete:

- Review of the economic activities relevant to Semperit with support from the NACE codes (Statistical Classification of Economic Activities in the European Community),
- Update of Semperit's EU Taxonomy Handbook in the Group Accounting Manual and corresponding communication to local managers,
- Training and updating training documents to experts in the respective local capex-opex project and finance departments at Semperit sites,
- Classifying of all capex and opex projects by project managers, in terms of taxonomy eligibility, relevant activity and further effects on ESG criteria,
- Review of this assessment by Accounting, Controlling and ESG to verify the completeness of the list of activities before the key figures are collected,
- Analyzing and optimizing the reporting processes that contribute to collecting the relevant data,
- Dry run: test and trial phase with data collection by the persons responsible for finance in the third quarter of the year to ensure appropriate data quality in the consolidated financial statements,
- Annual financial statements: collection of data on revenue, capex and opex for the environmentally sustainable activities by the persons responsible for finance in the annual financial statements,
- Evaluation of the substantial contribution to the environmental objective and the DNSH requirement with regard to the other environmental objectives (based on compliance with legal requirements) for relevant projects, such as the construction of the new DH 5 hall at the site in Odry (CZ),
- Verification of compliance with the criteria of the minimum social safeguards at Group level.

Based on the activities listed by the EU, the activities relevant to Semperit in 2025 were reviewed together with internal and external experts to ensure they were complete. In the reporting year, taxonomically-eligible expenditures were identified for the first time under activity CE 2.7 Sorting and material recovery of non-hazardous waste..

Notes on the disclosure tables

For the disclosure of the key performance indicators (KPI) in accordance with the Taxonomy Regulation, Semperit uses the disclosure templates which are regulated in the Annexes to Delegated Regulation (EU) 2021/2178, Delegated Regulation (EU) 2023/2486 and Delegated Regulation (EU) 2022/1214.

The following abbreviations for the six environmental objectives are used in the disclosure tables where necessary:

- Climate Change Mitigation: **CCM**
- Climate Change Adaption: **CCA**
- Pollution Prevention and Control: **PPC**
- Water and Marine Resources: **WTR**
- Circular Economy: **CE**
- Biodiversity and Ecosystems: **BIO**

Crossed out fields in the disclosure templates indicate that these fields do not need to be filled.

Proportion of turnover from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2025

Financial year 2025		2025		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		EUR	%	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
3.5. Manufacture of energy efficiency equipment for buildings	**CCM 3.5** CCA 3.5	0.00	0.00%	Y	N	N/EL	N/EL	N/EL	N/EL		Y	Y	Y	Y	Y	Y	0.00%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0.00**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**		**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0.00%**		
Of which Enabling			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		Y	Y	Y	Y	Y	Y	0.00%	E	
Of which Transitional			0.00%	0.00%							No	No	No	No	No	No	0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**										
3.5. Manufacture of energy efficiency equipment for buildings	**CCM 3.5** CCA 3.5	85,596,914.84	12.92%	EL	EL	N/EL	N/EL	N/EL	N/EL								13.56%		
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**85,596,914.84**	**12.92%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**13.56%**		
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		**85,596,914.84**	**12.92%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**13.56%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy- non-eligible activities (B)		**576,766,578.21**	**87.08%**																
TOTAL (A + B)		**662,363,493.05**	**100.00%**																

[1] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
[2] EL – Taxonomy eligible activity for the relevant objective

Proportion of capex from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2025

Financial year 2025		2025		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	**Code (2)**	**Capex (3)**	**Proportion of Capex (4)**	**CCM (5)**	**CCA (6)**	**WTR (7)**	**CE (8)**	**PPC (9)**	**BIO (10)**	**CCM (11)**	**CCA (12)**	**WTR (13)**	**CE (14)**	**PPC (15)**	**BIO (16)**	**Minimum safeguards (17)**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Capex, year N-1 (18)**	**Category enabling activity (19)**	**Category transitional activity (20)**
		EUR	**%**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**%**	**E**	**T**
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
7.7. Acquisition and ownership of buildings	**CCM 7.7** CCA 7.7	0.00	0.00%	Y	N	N/EL	N/EL	N/EL	N/EL		Y	Y	Y	Y	Y	Y	**9.81%**	E	
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0.00**	**0.00%**	**9.81%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**		**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**9.81%**		
Of which Enabling			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		Y	Y	Y	Y	Y	Y	100.00%	E	
Of which Transitional			0.00%	0.00%							No	No	No	No	No	No	0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**	**EL[2]; N/EL**										
3.5. Manufacture of energy efficiency equipment for buildings	**CCM 3.5** CCA 3.5	3,186,515.20	9.22%	EL	EL	N/EL	N/EL	N/EL	N/EL								3.30%		
5.2. Renewal of water collection, treatment and supply systems	**CCM 5.2** CCA 5.2	238,521.19	0.69%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.39%		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	**CCM 6.5** CCA 6.5	1,521,903.32	4.40%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.91%		
7.2. Renovation of existing buildings	**CCM 7.2** CCA 7.2	189,886.53	0.55%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.00%		
7.3. Installation, maintenance and repair of energy efficiency equipment	**CCM 7.3** CCA 7.3	1,522,651.39	4.40%	EL	EL	N/EL	N/EL	N/EL	N/EL								5.67%		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	**CCM 7.4** CCA 7.4	11,793.06	0.03%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.00%		

Financial year 2025		2025		Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	**Code (2)**	**Capex (3)**	**Proportion of Capex (4)**	**CCM (5)**	**CCA (6)**	**WTR (7)**	**CE (8)**	**PPC (9)**	**BIO (10)**	**CCM (11)**	**CCA (12)**	**WTR (13)**	**CE (14)**	**PPC (15)**	**BIO (16)**	**Minimum safeguards (17)**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Capex, year N-1 (18)**	**Category enabling activity (19)**	**Category transitional activity (20)**
		EUR	**%**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y; N; N/EL[1]**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**%**	**E**	**T**
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	**CCM 7.5** CCA 7.5	178,271.31	0.52%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.60%		
7.6. Installation, maintenance and repair of renewable energy technologies	**CCM 7.6** CCA 7.6	32,182.56	0.09%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.69%		
7.7. Acquisition and ownership of buildings	**CCM 7.7** CCA 7.7	0.00	0.00%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.08%		
Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**6,881,724.56**	**19.90%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**13.65%**		
A. Capex of Taxonomy eligible activities (A.1+A.2)		**6,881,724.56**	**19.90%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**23.46%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capex of Taxonomy-non-eligible activities (B)		**27,691,907.21**	**80.10%**																
TOTAL (A + B)		**34,573,631.77**	**100.00%**																

[1] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
[2] EL – Taxonomy eligible activity for the relevant environmental objective

Proportion of opex from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2025

Financial year 2025			2025	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code (2)	Opex (3)	Proportion of Opex (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Opex, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		EUR	%	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
7.7. Acquisition and ownership of buildings	**CCM 7.7** CCA 7.7	**0.00**	**0.00%**	Y	N	N/EL	N/EL	N/EL	N/EL		Y	Y	Y	Y	Y	Y	**1.04%**	E	
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0.00**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**		**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**1.04%**		
Of which Enabling			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		Y	Y	Y	Y	Y	Y	100.00%	E	
Of which Transitional			0.00%	0.00%							No	No	No	No	No	No	0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				EL[2]; N/EL	EL[2]; N/EL	EL[2]; N/EL	EL[2]; N/EL	EL[2]; N/EL	EL[2]; N/EL										
2.7. Sorting and material recovery of non-hazardous waste	CE 2.7	506,806.67	1.43%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.00%		
3.5. Manufacture of energy efficiency equipment for buildings	**CCM 3.5** CCA 3.5	3,160,026.65	8.94%	EL	EL	N/EL	N/EL	N/EL	N/EL								7.91%		
5.2. Renewal of water collection, treatment and supply systems	**CCM 5.2** CCA 5.2	12,669.32	0.04%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.04%		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	**CCM 6.5** CCA 6.5	776,988.38	2.20%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.32%		
7.2. Renovation of existing buildings	**CCM 7.2** CCA 7.2	188,472.80	0.53%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.00%		
7.3. Installation, maintenance and repair of energy efficiency equipment	**CCM 7.3** CCA 7.3	89,098.04	0.25%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.69%		
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	**CCM 7.4** CCA 7.4	626.40	0.00%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.03%		

Financial year 2025			2025	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")									
Economic Activities (1)	Code (2)	Opex (3)	Proportion of Opex (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Opex, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		EUR	%	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y; N; N/EL[1]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	**CCM 7.5** CCA 7.5	9,469.08	0.03%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.06%		
7.6. Installation, maintenance and repair of renewable energy technologies	**CCM 7.6** CCA 7.6	1,709.41	0.00%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.07%		
7.7. Acquisition and ownership of buildings	**CCM 7.7** CCA 7.7	0.00	0.00%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.01%		
Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**4,745,866.75**	**13.43%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**11.15%**		
A. Opex of Taxonomy eligible activities (A.1+A.2)		**4,745,866.75**	**13.43%**	**100.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**								**12.19%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Opex of Taxonomy-non-eligible activities (B)		**30,593,740.15**	**86.57%**																
TOTAL (A + B)		**35,339,606.90**	**100.00%**																

[1] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
[2] EL – Taxonomy eligible activity for the relevant objective

Scope of taxonomy eligibility and alignment per environmental objective – disclosure for the year 2025

Proportion of turnover/Total turnover	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	12.92%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	0.00%
PPC	0.00%	0.00%
BIO	0.00%	0.00%

Proportion of capex/Total capex	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	19.90%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	0.00%
PPC	0.00%	0.00%
BIO	0.00%	0.00%

Proportion of opex/Total opex	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	12.00%
CCA	0.00%	0.00%
WTR	0.00%	0.00%
CE	0.00%	1.43%
PPC	0.00%	0.00%
BIO	0.00%	0.00%

Revenue within the scope of the EU Taxonomy – detailed information 2025

According to the classification of Semperit products based on the EU Taxonomy data, only the Profiles from the Semperit Industrial Applications division are taxonomy-eligible. Excluded from this are merchandise and services, which have a comparatively low share of revenue. Thus, the taxonomy-eligible revenue percentage amounts to about 12.9% for the 2025 financial year (similar compared to 14% in the previous year). The indicated percentage and information result from the denominator, which corresponds to the revenue of the Semperit Group and the Rico Group in the IFRS consolidated financial statements of EUR 662.4 million. In contrast, the numerator – revenue of EUR 85.6 million (2024: EUR 91.8 million) for the Profiles division – is limited to the products that make a substantial contribution to reducing greenhouse gas emissions based on the EU Taxonomy information.

Capex within the scope of the EU Taxonomy – detailed information 2025

A significant proportion of capital expenditure in 2023 and 2024 was invested into the ecologically sustainable construction of the energy-efficient production hall DH 5 at the site in Odry (Hoses, Division SIA). In 2025, there were no further expenditures in connection with this building construction, which was previously reported as compliant under activity 7.7 Acquisition and ownership of buildings. Under this category, buildings constructed after December 31, 2020 must meet the technical screening criteria of category 7.1 Construction of new buildings, which stipulate a significantly reduced primary energy demand. Thanks to the energy-efficient construction method, a primary energy demand value below the specified threshold value and energy efficiency class B could be achieved for the DH 5 production hall, thereby fulfilling the technical screening criteria. In addition, the DNSH criteria were met by conducting a climate risk analysis and implementing measures directly during the construction of the building. Water-related risks in the medium and long term, such as flooding and water stress, are mitigated at the site in Odry, among other things, by recirculating water systems and water collection trays that secure the water supply at the site and protect it from flooding. Further expansion of these recirculating water systems is planned for 2026.

In order to achieve full taxonomy alignment, the minimum safeguards must also be met.

The percentage of taxonomy-eligible capital expenditures (capex) of 19.9% (2024: 13.7%) results from the denominator – the sum of additions to property, plant and equipment and intangible assets (incl. IFRS 16) – and totals EUR 34.6 million (compared to EUR 69.8 million in the previous year), see additions to property, plant and equipment and intangible assets according to Segment reporting in the consolidated financial statements plus EUR 3.0 million additions to IFRS 16. This is compared to the numerator of EUR 6.9 million (2024: EUR 16.4 million), which is made up of the taxonomy-eligible activities and the related capital expenditures in the various subject areas as described in the table. The percentage changes in capex compared to the previous year are the result of the significantly lower total capex in 2025.

In the past, the most significant capital expenditures related to the taxonomy-aligned production building DH 5 at the site in Odry (CZ), which was completed in 2024 (for further explanations see “Taxonomy-aligned capex and opex of Semperit” above). There were no further taxonomy-aligned expenditures in the reporting year. Other significant capex activities are collected in relation to various ancillary activities in the EU Taxonomy areas of energy, transport and building management. The expenditures in this context were primarily in the area of infrastructure installation to improve building management and optimize energy use. Semperit also invests in the expansion of energy measurement systems to be able to specifically measure consumption and generate further measures based on these results. The focus in transport is on purchasing or leasing cars and small vehicles in connection with e-mobility or compliance with maximum emission limits. These expenditures, like total capex, decreased compared to the previous year.

Opex within the scope of the EU Taxonomy – detailed information 2025

The percentage of taxonomy-eligible operational expenditures (opex) of 13.4% (2024: 11.2%) results from the denominator – the sum of operational expenditures from direct non-capitalized costs for research and development expenses, IT services, building renovation measures, short-term leasing, maintenance and repair expenses – including directly attributable personnel costs – and amounts to EUR 35.3 million (compared to EUR 36.2 million in the previous year). This is compared to the numerator of EUR 4.7 million (2024: EUR 4.4 million), made up of the taxonomy-eligible activities and the corresponding operational expenditures in the various subject areas as described in the table (opex details).

In connection with revenue-related opex activities, the focus is on improving the production processes for manufacturing taxonomy-eligible products. This mainly refers to the maintenance of production machinery as well as other process improvement work. These expenditures were slightly higher in the reporting year 2025 than in the previous year (2025: EUR 3.1 million taxonomy-eligible under activity CCM 3.5; 2024: EUR 2.9 million). Another important factor of expenditures from the EU Taxonomy’s perspective in the reporting year was the improvement and maintenance of vehicles under CCM 6.5. In activity CE 2.7 Sorting and material recovery of non-hazardous waste, taxonomy-eligible research expenditure in the area of circular economy, material renewal and recycling amounted to EUR 506.8 thousand for the first time in the 2025 reporting year (for details, see section E5).

Other opex-relevant expenditures regarding ancillary activities were made in connection with building renovations and maintenance projects, such as the renewal and conversion of lighting systems to LED or work during building insulation.

Standard disclosure templates for the disclosure requirements according to Article 8(6) and (7)

As Semperit is not involved in any activities in this area, no further reporting on nuclear energy and fossil gas is provided.

EU Taxonomy outlook

In order to guarantee the best possible data and reporting quality, further optimizations will be implemented towards process automation, standardization and document storage. In the following years, the key figures for taxonomy-eligible activities and taxonomy-aligned activities may change due to various parameters. On the one hand, this effect results from dynamic regulatory development and the expansion of EU Taxonomy and CSRD, and, on the other hand, from the potential expansion of Semperit's business activities and product portfolio through organic and inorganic growth, which could make new activities relevant in the future. In addition, in the 2026 reporting year, Semperit will benefit from the simplification measures of Delegated Regulation (EU) 2026/73, published in the EU Official Journal on January 8, 2026, amending Delegated Regulations (EU) 2021/2178 and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486.

The key figures for expenses and investments are directly linked to the overarching energy, emissions and waste targets of the Semperit Group, which are anchored in the Sustainability Strategy 2030. Particularly at the site in Odry (CZ), further taxonomy-aligned investments and operating expenses could arise, for example in connection with planned expansion of the PV system and the closed water system at this site, which are planned for the next two years. With regard to future projects in circular economy, further taxonomy-eligible or taxonomy-aligned activities could also arise under activity CE 2.7 Sorting and material recovery of nonhazardous waste.

Overall, it can be assumed that lower figures will be reported for taxonomy-aligned activities than for taxonomy-eligible activities. This is because all the specified criteria (technical screening criteria, do no significant harm and minimum social safeguards) must be met in order to be considered taxonomy-aligned.

ESRS E1 Climate change

The careful use of resources – with a focus on energy efficiency and the corresponding reduction of Scope 1 and Scope 2 emissions as well as on the avoidance of waste and scrap – and the gradual substitution of critical primary materials with recycled materials are important environmental and climate-related goals that Semperit pursues in its own production and along the value chain. The company is continuously working to minimize negative impacts as much as possible and to achieve its goals. The European Union and its regulatory authorities are increasingly taking measures to reduce CO_2 emissions, with the aim of achieving climate neutrality in Europe. Semperit is gradually incorporating ecological and social criteria to a greater extent into relevant business decisions to take this development into account. In addition, Semperit will drive the integration of climate-relevant targets into Group-wide revenue and in-vestment decisions as well as viable processes to further develop business models in such a way that they are resilient, sustainable and thus future-proof. Climate change mitigation will also gain importance on the market side, as customers, suppliers and investors increasingly expect measures and progress in the areas of climate change mitigation and adaptation. Semperit achieves continuous improvements through process and product innovation, internal knowledge building and an established prevention and emergency system to avoid environmentally harmful incidents. The following disclosures explain in detail how Semperit manages the impacts, risks and opportunities (IROs) in the area of climate change as shown in the table.

Subtopic	Sub-subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Negative impacts	Risks	Measurable target	Key measures (implemented or continued in the reporting period)
Climate change mitigation		Own operations	4, 5, 6, 7	A	S, M, L	(#1) Process emissions in own operations contribute to rising global greenhouse gas emissions (GHG), which ultimately lead to climate change: global warming, increased frequency of extreme weather events (floods, droughts, storms, forest fires), loss of biodiversity, rising sea levels and global ocean acidification.	(#2) Regulations to mitigate climate change may affect traditional industry and Semperit's business model by requiring the company to adapt to changing market dynamics. Such a transition would require significant investment to future-proof its operations and business model (transition risk).	-10% Scope 1 and Scope 2 emissions per good product by 2030 (base year 2023)	Energy Excellence Program with measures such as machine replacement, building insulation, installation of LED lights, motion sensors and automation (see project list E1, E1-3). Installation of own photovoltaic systems at sites.
		Upstream and downstream value chain	5, 6, 7	A	S, M, L	(#3) GHG emissions in the company's value chain contribute to rising global GHG emissions, which ultimately lead to environmental changes: global warming, increased frequency of extreme weather events (floods, droughts, storms, forest fires), loss of biodiversity, rising sea levels or global ocean acidification.			
Climate change adaptation		Own operations	4		L		(#4) Investments in the adaptation of production facilities to climate change (e.g., flood protection, storm protection, installation of air conditioning systems, other cooling technology if Semperit sites are affected by water stress, etc.) (transition risk).	-	Site-specific climate risk prevention and adaptation measures such as flood reservoirs (Odry, CZ) or flood protection (Hat Yai, TH). Annual review of risk assessment and mitigation measures at affected sites.
		Own operations	4		L		(#5) Damage, destruction or failure of production facilities due to extreme weather events (floods, hail, earthquakes, etc.) or storm-related accidents (physical risk).		
Energy		Own operations	4, 5, 6	A	S, M, L	(#6) The consumption of electricity, heating and cooling energy in Semperit's own production is associated with GHG emissions, followed by the consequences of global warming.		-5% energy per good product by 2030 (base year 2023)	Energy Excellence Program (for project list, see E1, E3)
		Upstream and downstream value chain	5, 6	A	S, M, L	(#7) The consumption of electricity, heating and cooling energy along the value chain is associated with GHG emissions, followed by the consequences of global warming.			

[1] See overview of Semperit stakeholders in section ESRS 2 under SBM-2

Disclosure Requirement E1-1 – Transition plan for climate change mitigation

Semperit currently has no transition plan as defined by disclosure requirement E1-1. The adoption of a long-term transition plan is scheduled for 2029 at the earliest. This planning is subject to future regulatory requirements (status as of March 17, 2026).

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The processes associated with Semperit Group's own operations, supply and value chain have an impact on the environment, particularly in connection with climate change, increasing extreme weather events and loss of biodiversity. These environmental changes pose business risks, but at the same time open up opportunities for the Semperit Group. This includes climate-related transition risks (see table "Material climate-related transition risks" below) and physical risks (see table "Material climate-related physical risks" as well as disclosures on the climate scenario and vulnerability analysis below). Transition risks mainly arise from regulatory and political requirements, such as the introduction of a CO_2 tax, as well as from market-specific and socially motivated developments towards decarbonization and a circular economy. Physical risks, on the other hand, relate to direct consequences of climate-related changes such as extreme weather events or heat extremes. Semperit assesses both types of risk over short-, medium- and long-term time horizons according to ESRS requirements – the underlying methodology is described in the disclosures on IRO-1 in the ESRS 2 section.

Material impacts, risks and opportunities (IROs) related to climate change

Climate change mitigation – Direct greenhouse gas (GHG) emissions from the use of fossil energy sources in production (IRO #1), such as the operation of machines, administration and office buildings, potential gas leaks during production (cooling agents), vehicles (company cars, forklifts) or employee commuting, contribute negatively to global GHG emissions and the corresponding effects of climate change. These emissions lead to environmental changes such as global warming, increased frequency of extreme weather events, loss of biodiversity, rising sea levels and global ocean acidification. The indirect greenhouse gas emissions along the value chain (IRO #3), including the energy procurement (electricity, heating, cooling), activities of the upstream supply chain (purchased resources and materials) as well as the high electricity consumption due to the use of data centers, also contribute negatively to these global effects.

In view of these effects, regulatory and political requirements in connection with climate change mitigation may lead to transition risks for the business model of Semperit (IROs #2). Such transition risks can affect traditional industry and the Semperit Group's business model and require an adjustment to changing markets. This relates in particular to the increase in national and international ESG requirements and stricter legal frameworks with regard to water, air and soil pollution (for more details see section E2) as well as waste and recycling (for more details see section E5). However, the potential loss of competitive advantage due to increasing CO_2 taxes or the implementation of carbon border adjustment mechanisms (CBAM), which are designed to ensure that imports to the EU bear the same carbon costs as products manufactured within the EU, also pose transition risks for Semperit. For more information on the impact of climate-related transition risks on the strategy and the business model, see IRO-1 in the ESRS 2 section.

Semperit places a strong emphasis on climate-conscious and sustainable suppliers, as well as lower-emission raw materials from secondary sources and natural origins. This is seen as a positive impact in the upstream value chain (IRO #13) to contribute to climate change mitigation (for more information on these IROs identified under E5, see section E5). This also allows opportunities for decarbonization in the downstream value chain to be gradually exploited, including developing products with a reduced product carbon footprint and products that, as components, increase the energy efficiency of industrial solutions (such as window seals or conveyor belts) and thus reduce emissions, as well as developing sustainable packaging alternatives together with customers (IRO #18).

Energy – Energy consumption (heating, fuels, electricity, etc.) in administrative buildings and production facilities has a negative impact on the climate and the environment. Recycling processes are also highly energy-intensive and thus associated with a large carbon footprint and high water consumption (IRO #6). Energy consumption along the value chain, for example in data centers and in energy-intensive manufacturing processes of suppliers, also contributes to greenhouse gas emissions and exacerbates global warming effects (IRO #7). In addition, geopolitical tensions and the resulting volatility of global energy supplies and prices pose an operational and financial transition risk for Semperit's production sites (IRO #17).

Climate change adaptation – To be protected against the consequences of climate change and especially the increasing extreme weather events, investment costs are necessary to ensure climate-resilient production facilities. Measures such as flood protection, storm protection, installation of air conditioning systems and various cooling technologies represent a potential financial burden in the future (IRO #4). Physical risks, such as damage or destruction to buildings and other capital goods, as well as associated production losses due to extreme weather events (floods, droughts, storms, etc.) or wildfires, can also have a negative financial impact (IRO #5).

An analysis of the resilience of the business model in the context of climate-related changes in different future scenarios was last carried out as part of the climate scenario analysis in 2023 and the strategic foresight modeling at the end of 2022. Further information on the methodology, process and results of the climate scenario analysis, the strategic foresight project and the resilience analysis can be found in the disclosures on IRO-1 and SBM-3 in the ESRS 2 section.

Interaction of the main climate-related IROs with strategy and business model

Transition risks include risks such as technological changes, regulatory adjustments, market changes and reputational damage. These transition risks are assessed in the resilience analysis for the short, medium and long term in terms of extent, probability and duration. The analysis shows the sensitivity of assets and operations to the identified transition events. The methodology of the analysis is described in detail in the ESRS 2 section under IRO-1 – “Description of the processes to identify and assess material impacts, risks and opportunities”.

The climate-related transition events described in the table below may affect both entire industries and the business model of Semperit or the use of certain technologies. Changes in customer behavior and in demand resulting from these risks must also be taken into account in strategy and planning. Extensive investments are required to meet the changing market and regulatory requirements, particularly in the areas of innovation, production and logistics. If the corporate strategy does not sufficiently consider the aspects of sustainability and climate change, this may also weaken the attractiveness of Semperit on the capital markets. Both aspects – the fulfillment of regulatory requirements (IROs #2, #22, #25) and the necessary investments (IROs #4, #9) on the one hand and the consideration of sustainability aspects in the corporate strategy to strengthen attractiveness (IRO #2) on the other – have medium- or long-term effects and can lead to a weakening of the market position and a loss of market share. Suitable countermeasures not only help to reduce risks, but ideally even lead to opportunities and competitive advantages, for example, through an improved image or increased employee loyalty.

Material climate-related transition events (based on TCFD classification)

Policy and law	Technology	Market	Reputation
Limited response to new ESG developments and little consideration of regulatory requirements (e.g., CO_2 tax or CBAM) in corporate and innovative strategy. (IRO #2)	Investment costs for measures due to climate change adaptation of production facilities (e.g., flood protection, air conditioning, cooling techniques in case of water stress) to strengthen resilience to the effects of climate change. (IRO #4)	Little consideration of the potential impact of geopolitical unrest on ESG issues, particularly with regard to the volatility of global energy supply and prices, which pose an operational and financial risk to production sites. (IRO #17)	Loss of revenue and production due to strikes. (IRO #30)
Increase in national and international ESG requirements regarding water/air/soil pollution, waste (disposal of non-hazardous and hazardous waste), recycling, biodiversity, etc. and the resulting changes in market requirements as part of the fight against climate change. (IRO #22)	Cost increases due to modernization measures for outdated infrastructure and machines due to stricter legal requirements with regard to permissible emission limits. (IRO #9)		Lack of consideration of ecological and social criteria and changes in customer demand and reputation in the financial market towards sustainable production and a green product portfolio with a focus on decarbonization and circular economy. (IRO #20)
Stricter legal requirements for the recycling of waste, especially rubber waste. (IRO #25)			

The physical climate risks listed in the table below were determined as part of a climate risk analysis for Semperit's activities and global sites. The climate-related risks of permafrost thawing, ocean acidification, saltwater intrusion, glacial lake outburst and surface soil erosion on slopes (solifluction) were not considered relevant for the sites at the time of the initial analysis and were therefore not included in the detailed analysis. The methodology of the climate risk analysis is described in detail in the ESRS 2 section under IRO-1 – "Description of the processes to identify and assess material impacts, risks and opportunities".

Material climate risks (source: Commission Delegated Regulation (EU) 2021/2139)

Climate risk classification	Temperature	Wind	Water	Solid mass
Chronic	Changing temperature (air, freshwater, marine water)	Changing wind patterns	Changing precipitation patterns and types (rain, hail, snow/ice)	Coastal erosion
	Heat stress		Precipitation or hydrological variability	Soil degradation
	Temperature variability		Sea level rise	Soil erosion
			Water scarcity	
Acute	Heat wave	Cyclone, hurricane, typhoon	Drought	Avalanche
	Cold wave/frost	Storm (including blizzards, dust and sandstorms)	Heavy precipitation (rain, hail, snow/ice)	Landslide
	Forest and wildfires	Tornado	Flooding (coastal, river, pluvial, groundwater)	Land subsidence

Based on this analysis, the resilience of the business to the identified climate hazards, such as water stress, river flooding, temperature rises and other physical events, was examined. This was done using the Climanomics methodology, which combines physical climate models with socio-economic factors. These models provide a risk assessment based on average annual loss (AAL). In addition, climate scenarios (SSP2-4.5 and SSP5-8.5) were considered to assess the impact on the long-term resilience of the business model. An explicitly 1.5°C-compatible scenario (SSP 1-1.9) was not included in the modeling due to its currently low global probability of occurrence. Nevertheless, the levers and risks were assessed in light of European climate targets and on the assumption that regulatory and market developments will aim for significant emissions reductions in the long term. The analysis included 20 globally diversified sites, including 16 owned sites and 4 strategic supplier sites. Other parts of the upstream and downstream value chain were not included in the quantitative resilience analysis. Further details on the methodology are described in the ESRS 2 section under IRO-1 – "Description of the processes to identify and assess material impacts, risks and opportunities".

The results of the analysis show that water stress poses the greatest potential risk for individual sites. Sites in Czech Republic, Poland and India are particularly affected, with the AAL increasing by more than 10% in some cases over the long term. The AAL quantifies the average economic costs that can arise from changes in physical climate hazards. The AAL serves as a model figure based on statistical probabilities and does not directly reflect the underlying physical changes. An average annual loss of 5% means that over a decade, climate-related risks will cause 50% economic damage to the value of a location. An AAL of less than 5% indicates a scenario in which only a small or no noticeable impact on assets is to be expected. If the AAL is between 5% and 10%, this indicates moderate but not material risks, while an AAL of over 10% indicates significant and material impacts. In the latter case, results suggest that significant physical changes have already taken place and science-based forecasts confirm clear and demonstrable future trends. The AAL thus provides an important basis for assessing potential climate risks and developing appropriate risk reduction measures.

Climanomics points to a certain degree of uncertainty in the results for tropical cyclones and drought, as the occurrence of droughts depends on changes in the number of consecutive dry days, which are more difficult to predict than changes in precipitation. Other risks, such as temperature increases and wildfires, are less material but are also part of long-term risk management.

In addition to the aforementioned analysis of climate risks, risk discussions are regularly held with both the local site management and the central functions. The discussions enable ongoing coordination and assessment of the identified risks, as well as the derivation of specific short-, medium- and long-term measures for the budgeting and medium-term planning of adaptation solutions to strengthen the resilience of the business model and long-term corporate strategy to climate change. At the majority of sites, there will be no significant increase in physical climate risks by 2050.

Resilience of the business model against risks related to climate change

A short- and medium-term adaptation of the strategy and the business model to the challenges posed by climate change can only be made to a limited extent and in stages. It is reflected in the focus on climate-friendly products (IRO #20) (see section E5 Circular economy, disclosure on E5-5 Resource outflows) and in investments in climate-neutral processes and assets (see disclosures on capex and opex alignment in the EU Taxonomy section). These strategic decisions are challenging to the extent that they are partly associated with considerable financial resources. For example, production, which is currently based predominantly on fossil energy sources and has relatively high energy consumption and thus GHG emissions cannot be converted to climate-neutral processes in the short term.

Developing and implementing a transition plan for climate change mitigation—with a focus on a 1.5°C pathway and prospective climate neutrality—is highly complex and would entail profound changes in processes, technologies and investments. Depending on the business area, this would require substantial further development, potentially even transforming the business model. This requires a partial replacement of machines as well as an additional decarbonization of the raw material and thus the Semperit product portfolio (IROs #4, #9), which can only be done step by step because options are not or only partially available. Overall, a long-term transformation also depends on the decarbonization of industry and progress in research and technology. Without available options, Semperit is currently unable to develop and implement a feasible transition plan.

In order to counteract possible transition risks with regard to the business model in the long term, Semperit's innovation potential is used, and products and services are adapted to changing market and climate conditions. This includes the development of sustainable, resource-saving solutions (IROs #14, #16, #19).

Employees are a central part of Semperit's business model and innovative potential. An essential element of the climate change adaptation strategy is thus the targeted further education and training of the workforce so that they are qualified for new future technologies and processes. Training programs are implemented step by step to build expertise in topics such as energy efficiency, climate-friendly production methods and risk management (see also section S1, disclosure S1-13).

Reducing the identified physical climate risks at the sites (climate change adaptation) is less complex than transforming the business model (climate change mitigation) and is taken into account in local expansion and modernization projects. Semperit has adequate financial management and respective access to financing sources in order to take the necessary adaptation measures. This includes investments in climate-resilient infrastructure, more efficient production processes and resilient supply chains. Proactive financial planning and regular risk assessments monitor capital costs and ensure sustainable long-term financing options.

Identified risks related to assets, such as water stress or temperature increases, are specifically addressed by modernizing affected facilities or, if necessary, shutting them down and relocating them to other geographic regions (IROs #4, #5). The risk and resilience analysis, which is part of the regular risk management process, is used to continuously assess the condition and climate vulnerability of assets.

For general information on how management addresses the material impacts, risks and opportunities associated with the strategy and business model, please refer to the disclosures in the ESRS 2 section under SBM-3. The general implications of climate and ESG risks for business processes are described in the individual topic-specific disclosures IRO-1 in the ESRS 2 section.

Disclosure Requirement E1-2 – Policies related to climate change mitigation and adaptation

Climate change mitigation and all related topics are of high strategic importance to Semperit and fall within the departmental responsibility of the CEO. The Sustainability Council meets quarterly and informs the Executive Board about important climate-related impacts, risks and opportunities in connection with the company's own activities and production, as well as those along the upstream and downstream value chain, or those that arise from regulatory and market developments. The Executive Board sets the targets and the associated key climate change mitigation measures in consultation with the Supervisory Board. The relevant energy and emissions data are recorded in the Health, Safety, Environment, Quality (HSEQ) department, which also monitors progress towards targets at the site and Group levels. In addition, the Sustainability Council is also responsible for identifying opportunities and risks, which is done together with the Risk department, as well as for internal reporting, which is integrated into the internal control system. The ESG department is responsible for external reporting on all environmental, social and governance topics in accordance with ESRS. In coordination with the Head of ESG, the Sustainability Council is responsible for defining operational priorities and promoting appropriate measures. At Executive Board meetings, event-related topics from the field of sustainability with a climate focus as well as related potentially material climate-related opportunities and risks are discussed as they arise. By anchoring sustainability directly at the Executive Board level (as described in ESRS 2 GOV-1), Semperit ensures that climate change mitigation and environmental protection are also taken into account in every future-oriented decision. The Executive Board subsequently informs the Supervisory Board, as well as the Audit and the Strategy and ESG Committees about current developments in the areas of environmental protection and climate change mitigation.

The Head of ESG acts as an interface between the decision-makers in production, sales and other relevant areas, for example the Innovation, Procurement or Risk department and Semperit's Executive Board. With regard to the specialist departments, the respective Division heads are responsible for consistently implementing climate change mitigation measures and promoting relevant environmental topics.

On the production side, the Technical Operations Directors of the Divisions are the highest authorities. They coordinate the control of relevant production parameters with a focus on energy efficiency and report directly to the Executive Board. In connection with environmental aspects, the current focus is primarily on increasing energy and material efficiency, which are crucial for climate change mitigation and a circular economy at Semperit, as well as on issues related to the decarbonization of the product portfolio, production and innovation performance. Together with the managing directors of the sites and the Operational Excellence department, the Operations Directors are responsible for implementing the measures necessary to achieve the goals. The Commercial Directors, together with the Operations and Finance Directors, are responsible for the strategically sustainable orientation of the Businesses.

On the product side, responsibility for climate-related topics, in particular the calculation of the carbon footprint and its optimization, lies with the business units and the Research and Development department (R&D), which drives new and further developments at the product level. This involves Semperit working closely with customers, suppliers and research institutions to develop needs-based solutions.

The most important policy in the context of climate change mitigation, climate change adaptation, energy efficiency and the use of renewable energies (IROs #1-7) is the Group-wide Health, Safety, Environment, Quality Policy (HSEQ Policy). Further requirements can be found in the Management of Resources Policy (see section E5 under disclosure E5-1), the Innovation Policy (see section E5 under disclosure E5-1), the Supplier Policy (see section G1 under disclosure G1-1) and the Code of Conduct (see section S1 under disclosure S1-1). These publicly available policies aim to continuously improve the quality of activities, processes and products both within the Semperit Group and in the supply chain, while protecting people and the environment. In the area of climate change mitigation and energy efficiency, the HSEQ Policy provides the framework for energy and emission reduction projects to increase the share of renewable energies and energy efficiency and reduce greenhouse gas emissions (IRO #1, #3, #6). All such projects are continuously monitored in Semperit's global Energy Excellence Program, and the results are evaluated monthly. Semperit is committed to a gradual conversion to the use of renewable energies, initially without strategic and measurable targets. With regard to the supply chain, the Supplier Policy, among other things, contains requirements for compliance with ecological criteria, such as efficient and resource-saving logistics to reduce greenhouse gases (IROs # 3, #7).

Climate change adaptation is also addressed in the Risk Management Guideline. This forms the central framework for the collection and evaluation of risks and opportunities, including the increasingly relevant climate risks (IROs #2, #4, #5), which are incorporated into the existing risk management process and treated equally with all other risks. This ensures that potential impacts of climate change, such as physical risks and regulatory changes, are systematically identified, assessed and addressed. At the same time, the policy enables targeted use of opportunities arising from climate-related developments. In this way, Risk Management supports the company's sustainable orientation and helps to secure long-term value.

The guidelines listed below apply across the Group to its own sites and—via the Supplier Policy and material-related purchasing specifications—also to the upstream and downstream value chain. They address:

- **Climate change mitigation**: The HSEQ Policy and the Energy Excellence Program regulate the management of GHG emissions in Semperit's own operations and along the value chain; GHG removals are currently not used and are therefore not part of the concepts; transition risks are addressed in the Risk Management Guideline.
- **Climate change adaptation:** The Risk Management Guideline, the HSEQ Policy and ISO 45001 govern the handling of physical climate risks (e.g., flooding, heat) and adaptation-related transition risks (e.g., new requirements for site resilience).
- **Energy efficiency:** Group-wide Energy Excellence Program with continuous monitoring.
- **Renewable energies:** Gradual transition to renewable energies; currently without measurable targets.
- **Other:** Supplier Policy (sustainable supply chain), Innovation Policy (sustainable material and process innovation), Management of Resources Policy and Code of Conduct (framework for responsible action).

The Executive Board is responsible for implementing the policies and also ensures compliance with national standards and ISO standards that are fundamental to achieving strategic goals, taking into account industry standards and best practices. All relevant requirements, responsibilities and detailed process descriptions for implementing internal policies are defined in the Semperit Combined Management System, which is applied throughout the Group. The environmental management system, which is certified according to ISO 14001, is integrated into the Semperit Combined Management System, as are the management systems certified according to ISO 9001, ISO 13485 and ISO 45001. They cover all employees, processes and activities at the sites where they are implemented. The management systems are geared towards a continuous improvement process based on the Plan-Do-Check-Act cycle. Their effectiveness and progress towards the set goals are verified and ensured by regular internal and external audits. The changes in the following table compared to the previous year's report relate to HTR (Härtereitechnik Rosenblattl GmbH), which has also been certified according to ISO 45001 since July 2025.

Company	Standort	ISO 9001	ISO 13485	ISO 14001	ISO 45001	ISO 50001	IATF 16949
Semperit Technische Produkte Gesellschaft m.b.H.	Austria	X		X	X		
Rico Elastomere Projecting GmbH	Austria	X	X	X			X
Härtereitechnik Rosenblattl GmbH	Austria	X		X	X		
Semperit (Shanghai) Rubber & Plastic Products Co. Ltd.	China	X		X	X		
Semperflex Shanghai Ltd.	China	X		X	X		
Semperit Profiles Deggendorf GmbH	Germany	X		X	X	X	
Semperit Profiles Leeser GmbH	Germany	X				X	
Semperflex Rivalit GmbH	Germany	X		X	X		
M+R Dichtungstechnik GmbH	Germany	X				X	
Sempertrans India Private Limited	India	X		X	X		
Sempertrans Bełchatów Sp. z o.o.	Poland	X		X	X		
Sempertrans Maintenance France Nord S.A.S.	France	X					
Semperform Kft.	Hungary	X		X	X		
Semperit Industrial Products Inc.	USA	X[1]					
SIMTEC Silicone Parts LLC	USA	X	X				X
Semperflex Asia Corporation Ltd.	Thailand	X		X	X		
Semperflex Optimit s.r.o.	Czech Republic	X		X	X		
Semperflex AH s.r.o.	Czech Republic	X		X	X		
SILCOPLAST AG	Switzerland	X	X	X			

[1] 9001 certification includes service of handrails; the Profile business unit is currently not included in the scope.

Disclosure Requirement E1-3 – Actions and resources in relation to climate change policies

The most material environmental impact of Semperit's operations is the emission of greenhouse gases (GHG), which contribute to climate change (IROs #1, #3). As part of its Sustainability Strategy 2030, Semperit is pursuing targets to reduce energy intensity and GHG emissions (see disclosures under E1-4) in order to mitigate these negative impacts.

Semperit has defined Group-wide measures and activities to increase the efficiency of production processes and reduce energy consumption (IRO #6). The Energy Excellence Team monitors the growing project portfolio in the areas of energy efficiency, process improvement and the expansion of renewable energy supply from company's own production, coordinates the transfer of know-how between sites, and collects and monitors key figures in order to achieve the set targets.

The project management tools used by the HSEQ and Operational Excellence departments enable standardized project recording and measurement, allowing planned and ongoing activities and their contribution to target achievement to be tracked consistently, flexibly, and proactively across the entire Group. The tool provides an overview of all ongoing and planned projects across the Group, as well as their projected savings through 2030. Employees can report energy-saving opportunities via the database. These are reviewed and opportunities for improvement are quickly implemented.

In order to achieve the climate-related targets by 2030, Semperit has allocated and partially already expended more than EUR 4.8 million (incurred and future capex and opex, see table below) to expand environmentally sustainable activities at the production sites and to promote the use of sustainable technologies. This package of measures is evaluated and adjusted annually as part of the budget and medium-term planning process, submitted to the Sustainability Council for review and approved by the Executive Board and

Supervisory Board. Operational implementation is the responsibility of the business units, supported by the HSEQ team and the Operational Excellence department, as described in E1-2. The implementation of planned climate change mitigation projects and measures depends on the availability and allocation of resources—in particular capital (including ongoing access to financing at reasonable capital costs), technological options, internal capacities and availability in supply chains. Rising capital costs or bottlenecks in supply can slow down the rollout.

	2025		2024	
TEUR	Significant capital expenditure (capex)	Significant operational expenditure (opex)	Significant capital expenditure (capex)	Significant operational expenditure (opex)
Climate-related funds	2,864.9	49.4	7,664.8	300.0
Future climate-related funds from the budget	1,396.7	534.6	3,173.7	59.9

The amounts reported comprise only significant expenditures (additions) in the reporting year and planned future additions that contribute directly to the achievement of climate-related targets. The financial resources incurred for climate-related measures are included in the capex and opex amounts in other operating expenses (see section 2.6 of the notes to the consolidated financial statements) and in intangible assets, and property, plant and equipment (see sections 3.1 and 3.2 of the notes to the consolidated financial statements) and in the disclosure requirements of the EU Taxonomy (see disclosures pursuant to Article 8 of Regulation (EU) 2020/852 on activities 3.5, 5.2, 6.5, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7). The amounts stated are consistent with the capex and opex KPIs reported in accordance with Article 8 of the Taxonomy Regulation. Differences arise from measures that are not taxonomy-eligible.

Currently, Semperit does not implement any nature-based solutions in accordance with ESRS E1-3. Accordingly, no measures are implemented that aim to protect, conserve or restore land, freshwater or marine ecosystems and could thus potentially contribute to reducing GHG emissions or strengthening climate resilience.

Climate-relevant measures in 2025

The following is an extract of key climate-relevant measures from the 2030 strategy in the form of a project plan, which were taken at the Semperit sites in the reporting year 2025 to achieve energy and GHG savings (IROs #1, #3, #6, #7). The measures can be assigned to the following decarbonization levers: energy efficiency (e.g., heat recovery, insulation, LED), electrification/process conversion (e.g., cold feed extruders) or fuel change/consumption reduction (e.g., gas reduction projects).

Schedule	Climate-relevant measure	Decarbonization lever	Site	Results: energy and emissions saved in 2025 as a contribution to the 2030 energy and emissions targets
Implemented in 2025, actual savings in 2025	Adjustment of steam superheating	Energy efficiency	Wimpassing, Austria	1,540,000 kWh | 338,000 kg CO_2
	Conversion to LED lighting	Energy efficiency	Bełchatów, Poland	777,930 kWh | 361,611 kg CO_2
	Reduction of mixing process steps	Energy efficiency		579,109 kWh | 273,168 kg CO_2
	Optimization of hot water temperature for ventilation	Energy efficiency		300,000 kWh | 63,000 kg CO_2
	Heat recovery for tempering furnaces	Energy efficiency	Thalheim, Austria	280,000 kWh | 11,200 kg CO_2
	Optimization of production planning and route planning	Energy efficiency		340,000 kWh | 38,600 kg CO_2
	Optimization of the production process	Energy efficiency	Deggendorf, Germany	542,982 kWh | 57,643 kg CO_2
	Replacement of three mills with a cold feed extruder	Electrification / process conversion	Roha, India	156,000 kWh | 118,560 kg CO_2
	Installation of a new, energy-efficient dust separator	Energy efficiency		99,840 kWh | 75,878 kg CO_2
	Reuse of condensation water from vulcanization	Energy efficiency	Shanghai, China	146,870 kWh | 54,341 kg CO_2

Schedule	Climate-relevant measure	Decarbonization lever	Site	Results: energy and emissions saved in 2025 as a contribution to the 2030 energy and emissions targets
Implemented in 2024 with actual savings in 2025	New osmosis membranes for the freshwater supply to steam boilers	Energy efficiency	Wimpassing, Austria	1,426,854 kWh | 313,908 kg CO_2
	Own photovoltaic system – first expansion phase	Renewable energies		410,391 kg CO^2
	Re-insulation of the steam pipes	Energy efficiency	Shanghai, China	551,737 kWh | 204,143 kg CO_2
	Control system for vulcanization start	Energy efficiency	Odry, Czech Republic	481,580 kWh | 105,948 kg CO_2
	Air preheater in the boiler to save fuel	Energy efficiency	Roha, India	460,001 kWh | 133,400 kg CO_2
	Modernization of the heat distribution room	Energy efficiency	Bełchatów, Poland	877,908 kWh | 184,361 kg CO_2
	Motor replacement on mixer 4	Energy efficiency		114,554 kWh | 80,187 kg CO_2
	Increase in steam efficiency	Energy efficiency	Hat Yai, Thailand	1,426,854 kWh | 313,908 kg CO_2
Key measures scheduled to start in 2026 (planned annual savings are listed)	Projects to optimize heating	Energy efficiency	Bełchatów, Poland	1,090,000 kWh | 228,900 kg CO_2
	Conversion to LED lighting	Energy efficiency		475,890 kWh | 333,123 kg CO_2
	Insulation of oil pipelines – raw material storage and mixed operation	Energy efficiency		410,277 kWh | 131,288 kg CO_2
	Replacement of heat exchangers for hot water and heating	Energy efficiency		180,000 kWh | 37,800 kg CO_2
	Optimization of the vulcanization process	Energy efficiency	Odry, Czech Republic	327,873 kWh | 72,132 kg CO_2
	Condensate recovery for boilers	Energy efficiency	Roha, India	163,800 kWh | 47,502 kg CO_2
	Optimization of salt recovery	Energy efficiency	Hückelhoven, Germany	100,000 kWh | 22,000 kg CO_2
	Heat recovery for air compressors	Energy efficiency	Thalheim, Austria	288,000 kWh | 11,520 kg CO_2
	Shortening of vulcanization time	Energy efficiency	Shanghai, China	99,552 kWh | 36,834 kg CO_2

Notes on savings from these projects

The energy savings are based on measurements, estimates and calculations. Relevant information is recorded at site level on the project registration platform. The calculation of CO_2 emissions occurs automatically and is based on the conversion factors of a market-specific electricity mix, which are also stored in the system. At sites with contracts that guarantee energy from renewable sources, only energy savings are recorded, with no savings in CO_2 emissions. Emission factors are also used to calculate the CO_2 emissions of all other fuels (gas, oil, etc.), with these mainly coming from the ecoinvent database (see E1-6 Explanations of emission factors). These are stored on the platform and updated annually. Indirect emissions are not taken into account.

- **Energy savings:** savings are either measured or estimated. This information is collected from the sites in the internal database. The disclosures listed above reflect completed projects for the year 2025.
- **Emission savings**: calculations are based on CO_2 emission factors (see section E1-6 for more information on emission factors). The figures represent CO_2 equivalents, i.e., emissions of all relevant greenhouse gases, which are represented by the ecoinvent GHG factors.
- **Electricity emission factors:** calculations are based on the market-specific electricity mix as stored in the system, which automatically calculates the CO_2 emissions from project entries. If a site reports energy savings from electricity but uses green electricity contracts (with CO_2 emission factor = 0), only the energy savings, without CO_2 savings, are counted.
- **Gas emission factors:** in the project database, sites can specify the type of fuel saved. CO_2 emission factors of the ecoinvent database are used for these calculations. No indirect emissions are used in calculating the savings.

Disclosure Requirement E1-4 – Targets related to climate change mitigation and adaptation

Medium-term targets

Semperit has set itself the target of measurably and sustainably reducing emissions per unit produced. By 2030, the sum of relative Scope 1 and Scope 2 emissions, i.e. those GHG emissions that come from sources directly owned or controlled by the company, should decrease by 10% per good product (a unit of marketable output) (IRO #1). 2023 was selected as the base year because significant changes had previously taken place within the Semperit Group as a result of divestments (sale of the medical business) and acquisitions (purchase of Rico Group). An earlier base year would therefore have weakened the significance of the reduction targets. As shown in the table "Levers for reducing greenhouse gases and their contribution to target achievement" below, the relative target of -10% per good product corresponds to an assumed absolute reduction of 38,122 tons of CO_2 equivalents by 2030. In the base year 2023, Scope 1 emissions accounted for around 22% of total emissions from the scopes considered, while Scope 2 emissions (market-based method) accounted for 78%. Both scopes are addressed jointly through efficiency and decarbonization measures. In the reporting year, the target for reducing Scope 1 and Scope 2 emissions could not be achieved (actual reduction of 0.8% instead of targeted 2.8% compared to 2023), which is primarily attributable to the decline in goods produced due to lower order volumes despite high energy demand.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
10% reduction in Scope 1 and Scope 2 emissions per good product[1] by 2030 compared to 2023	1.4% reduction in Scope 1 and Scope 2 emissions per good product[1] per year	2023	0.876 kg CO_2 equivalents per good product[1]	01/01/2024 to 12/31/2030	0.8% reduction in Scope 1 and Scope 2 emissions per good product[1] by 2030 compared to 2023	2.1% reduction in Scope 1 and Scope 2 emissions per good product[1] by 2030 compared to 2023

[1] Good product is a unit of output and by-product that has been produced during the reporting period and marketed or stored for future marketing. Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. Base value 2024 before restatement: 0,984 kg CO2e per good product.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
Reduction of 38,122 tons of CO_2 equivalents by 2030 compared to 2023	5,446 tons in 2024 5,446 tons in 2025 5,446 tons in 2026 5,446 tons in 2027 5,446 tons in 2028 5,446 tons in 2029 5,446 tons in 2030	2023	98,080 tons of CO_2 equivalents	01/01/2024 to 12/31/2030	Reduction of 5,471 tons of CO_2 equivalents compared to 2023	Reduction of 10,595 tons of CO_2 equivalents compared to 2023

The target is consistent with the limitations of Semperit's greenhouse gas inventory in terms of Scope 1 and Scope 2 emissions (see table and explanations in disclosure E1-6) and covers all seven greenhouse gases regulated by the Kyoto Protocol. The market-based method is used to calculate the Scope 2 greenhouse gas emissions included in the target. The target does not include emissions from suppliers and other Scope 3 emissions from the value chain. Semperit is aware of the negative environmental impacts associated with Scope 3 emissions, in particular due to the high consumption of energy and resources along the entire value chain (IROs #3, 7), and is therefore already implementing climate-relevant measures, as described in disclosure E1-3 and in section E5, under disclosure E5-3. Currently, there are no quantified targets for reducing Scope 3 emissions. Semperit is continuously working on optimizing the data quality with regard to Scope 3 activities to create the basis for quantifying a target in the Scope 3 area.

The emissions reduction is supported by the target to reduce energy intensity by 5% per good product by 2030 compared to 2023 (IRO #6). The energy target is integrated into the variable remuneration of the Executive Board and senior management. In contrast to the previous period, the energy target was no longer part of the remuneration of all employees in the reporting year, who are subject to the Group-wide bonus system. Further information on ESG performance criteria in the incentive system can be found in the disclosure in connection with GOV-3 in this and the ESRS 2 section. In the reporting year, the reduction target of 0.7% p.a. in energy intensity could not be achieved. The 2.4% increase in energy per good product compared to the base year 2023 is attributable to a decline in the number of goods produced due to a lower order volume, despite high energy consumption. In addition to product manufacturing, various aspects influence energy consumption. Despite the lower order volume, test runs in the areas of mixing, material and product innovation as well as procedure and process adjustments are also carried out, all of which is associated with high energy consumption. Starting up the machines after shutdowns due to capacity utilization, for example, also causes high energy consumption.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
5% energy reduction per good product[1] by 2030 compared to 2023	0.7% energy reduction per good product[1] per year	2023	2.48 kWh per good product[1]	01/01/2024 to 12/31/2030	2.4% increase in energy per good product[1] compared to the base year 2023	3.9% increase in energy per good product[1] compared to the base year 2023

[1] Good product is a unit of output and by-product that has been produced during the reporting period and marketed or stored for future marketing. Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. Base value 2024 before restatement: 2,78 kWh CO2e per good product.

The climate-relevant targets are not in line with the United Nations Paris Agreement, which aims to limit global warming to 1.5°C and recommends an emissions reduction of -42% by 2030 compared to the reference year 2020. The targets have not been scientifically validated.

Both climate-relevant reduction targets apply to all 16 production sites of the Semperit Group with production output. The energy intensity is measured monthly and the development compared to the set target is communicated internally to the Executive Board and senior management so that corrective measures can be implemented quickly if necessary. The target achievement in the area of emissions is calculated annually at the end of the year based on the annual total energy consumption and energy mixes of the sites using current emission factors. A (long-term-incentive-relevant) short-term sub-target is a reduction of 0.7% of energy per year, measured against the current annual output between 2024 and 2030 compared to 2023.

Decarbonization levers for achieving climate targets

The key decarbonization levers were identified based on the results of the climate scenario and resilience analysis, among other things (see sections IRO-1 and ESRS 2 SBM-3). To reduce Scope 1 and Scope 2 emissions, Semperit is currently focusing primarily on energy efficiency measures that are expected to make the greatest contribution to achieving its targets. Examples of such measures can be found in the table above (see section Climate-related measures under E1-3). Other levers include electrification (e.g., use of electric drives instead of hydraulic systems), increasing use of renewable energy sources (e.g., further expansion of photovoltaics), and process-related improvements in production (e.g., optimization of vulcanization boiler utilization).

The data currently available does not yet allow for a reliable quantification of the savings potential per lever. Semperit is working to improve this data situation in order to enable differentiated reporting on the contributions of the most important levers to the GHG reduction targets in the future. New technologies (e.g., more energy-efficient vulcanization processes, alternative heat generation) are continuously being tested for their potential to reduce emissions.

Planned reductions in the context of own operations (t CO_2e)	Base year 2023	2030 target
GHG emissions – Scope 1 and 2	98,080	59,958
Levers for reducing greenhouse gases and their contribution to target achievement		
Energy efficiency and consumption reduction	0	38,122

Due to the divestment of the operations gloves business from the Semperit Group in the previous year, the indicators presented above for the year 2024 are shown in an adjusted form in the 2025 Non-financial Statement. This ensures the comparability of the 2024 and 2025 results. 2024 before adjustment: 105,045 t CO_2e in the 2023 base year, 85,823 t CO_2e target for 2030, 19,223 t CO_2e energy efficiency.

Long-term targets

Semperit has not set any long-term climate-related targets that go beyond 2030.

Disclosure Requirement E1-5 – Energy consumption and mix

Energy consumption and mix (MWh)	2025	2024
1) Fuel consumption from coal and coal products	0	0
2) Fuel consumption from crude oil and petroleum products	13,725	14,765
3) Fuel consumption from natural gas	73,492	66,105
4) Fuel consumption from other fossil sources	0	0
5) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	127,286	136,588
6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	**214,503**	**217,458**
Share of consumption from fossil sources in total energy consumption (%)	79.9%	78.6%
7) Energy consumption from nuclear sources	**13,669**	**13,366**
Share of consumption from nuclear sources in total energy consumption (%)	5.1%	4.8%
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	0	0
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	35,814	41,764
10) The consumption of self-generated non-fuel renewable energy	4,390	3,913
11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	**40,204**	**45,677**
Share of renewable sources in total energy consumption (%)	15.0%	16.5%
Total energy consumption (calculated as the sum of lines 6, 7 and 11)	**268,375**	**276,501**
Total energy consumption of Semperit Group	**270,191**	**264,355**

The Semperit Group's total energy consumption also includes the consumption of liquid nitrogen, ammonia and methanol, minus the share of electricity produced by own PV systems that was sold in the reporting year. Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. 2024 before adjustment: 234,167 MWh fossil energy sources, 13,617 MWh nuclear sources, 45,908 MWh renewable sources, 293,693 MWh Total energy consumption / 294,952 MWh Total energy consumption of the Semperit Group.

In 2025, the four largest production sites of the Semperit Group were responsible for over 70% of total energy consumption (IRO #6). These are the sites in Wimpassing, Odry, Bełchatów and Thalheim. In addition to the production and manufacture of rubber compounds, other factors also influence energy consumption, such as test runs in the area of material and product innovation, process and procedure adjustments, starting up machines after downtime, and lighting and heating or cooling buildings. Site-specific factors and changes resulting from the upstream and downstream value chain can also have an impact. For example, changes in pre-production or adjustments to the product range at individual sites can also affect Group-wide energy consumption.

In the reporting year, 79.7% of energy consumption was from fossil energy sources. The share of energy consumption from renewable sources (self-generated and purchased from third parties) in total energy consumption was 15%. The two Austrian sites of the Rico Group in Thalheim (HTR and Rico Elastomere) use only electricity from renewable sources (the exception to this is emergency generators, which are powered by fossil fuels). The remaining 5,1% is attributable to energy consumption from nuclear sources. Around 70% of the energy consumed at Simtec's US site comes from natural gas and around 10% from nuclear power. Silcoplast in Switzerland is also predominantly (around 60%) powered by nuclear energy.

Energy from own photovoltaic systems	2025	Share in electricity consumption	Share in total energy consumption[1]	2024	Share in electricity consumption	Share in total energy consumption[1]
Total installed system output	5 MWp			5 MWp		
PV electricity production	4,613 MWh			4,102 MWh		
PV electricity consumption	4,390 MWh	3.4%	1.6%	3,913 MWh	3.0%	1.5%
PV electricity sales	222 MWh			189 MWh		

[1] Corresponds to the total energy consumption of the Group (including the consumption of liquid nitrogen, ammonia and methanol, minus the share of electricity produced by its own PV systems that was sold in the reporting year)

Around 47% of the total energy consumed across the Group is accounted for by the demand for electrical energy, 3.4% of which was covered by the company's own PV systems in 2025 (IRO #1, 2, 6). Since 2020, PV systems have been installed and expanded step by step at the Group's sites. To date, the sites in Wimpassing (1 MWp photovoltaic system), Thalheim (1.1 MWp), the two Chinese sites in Shanghai (each with approx. 400 kWp), Waldböckelheim (135 kWp), Hat Yai (1 MWp) as well as Odry (939 kWp) have their own photo-voltaic systems. In total, these PV systems produced 4,613 MWh in 2025, which covered 1.6% of the Semperit Group's total energy consumption from its own PV systems, corresponding to 4,380 MWh. Semperit generates energy exclusively from renewable sources (photovoltaics). No energy is generated from non-renewable sources.

Energy intensity based on net revenue

The Semperit Group's total energy consumption is used for activities in climate-intensive sectors.

MWh/EUR	2025	2024
Total energy consumption from activities in high climate impact sectors (MWh)	270,191	264,355
Net revenue from activities in high climate impact sectors (EUR)	662,363,493	676,573,209
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR)	**0.0004**	**0.0004**

Due to the divestment of the operations gloves business from the Semperit Group in the previous year, the indicators presented above for the year 2024 are shown in an adjusted form in the 2025 Non-financial Statement. This ensures the comparability of the 2024 and 2025 results. Total energy consumption from activities in climate-intensive sectors 2024 before adjustment: 294,952 MWh.

Connectivity of energy intensity based on net revenue with information on financial reporting

To calculate energy intensity, the consolidated revenue of the Semperit Group was used as the denominator (see consolidated financial statements, consolidated income statement and notes to the consolidated financial statements, section 2.2), since all business areas fall under sectors with a high climate impact.

EUR	2025	2024
Net revenue from activities in high climate impact sectors used to calculate energy intensity	662,363,493	676,573,209
Net revenue (other)	0	0
Total net revenue (financial statements)	**662,363,493**	**676,573,209**

Disclosure Requirement E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions

Notes on Scope 1, 2 and 3 GHG emissions 2024, greenhouse gases considered, and emission factors used

Due to the sale of the medical business to Harps Europe Manufacturing GmbH, which was completed in the previous year, and the complete withdrawal of the surgical gloves division from the Semperit Group, the key figures for energy, emissions, waste and occupational safety for 2024 are presented on an adjusted basis in the 2025 Non-financial Statement. This ensures comparability with the results for 2024 and 2025.

In the reporting period, an absolute reduction of 4.7% in Scope 1 emissions and an absolute reduction of 18% in Scope 2 emissions was achieved in a location-based context, or 6.7% in a market-based context, compared to the base year 2023. Compared to 2024, scope 1 and 2 rose marginally. Semperit is currently not pursuing a target for reducing Scope 3 emissions.

Semperit has no knowledge of any emissions (Scope 1 to 3) from the combustion or degradation of biomass in its own operations or in the value chain. Scope 1 emissions include stationary and mobile combustion, process-related emissions and, where relevant, fugitive emissions from equipment and devices. Semperit does not use any contractual instruments in Scope 1 or 2 (0% of the purchased energy is covered by contractual instruments or certificates).

All seven greenhouse gases covered by the Kyoto Protocol were included in the calculation of the company's carbon footprint. These include carbon dioxide (CO_2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6) and nitrogen trifluoride (NF3). The emission factors for fuels (natural gas, liquefied petroleum gas, heating oil, motor fuels, etc.) and the allocation of fuel-related emissions in Scope 1 and Scope 3 are based on data from the Environment Agency Austria (Umweltbundesamt) from December 2023 and were applied to all countries considered. Market-based greenhouse gas emissions from purchased, self-generated and consumed electricity were calculated based on the respective energy mix, with emissions for each primary energy source calculated using the emission factors from the ecoinvent database in the current version 3.12 (2025). The location-based greenhouse gas emissions also come from ecoinvent 3.12, as do the emission factors for the Scope 3 categories described below.

t CO_2e	Base year	Previous year	Reporting year	% (2025/2024)		Annual % target/base year
	2023	2024	2025		2030	
Scope 1 GHG emissions						
Scope 1 GHG emissions	21,256	19,794	20,268	2.4%	19,131	–4.7%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0.0%	0.0%	0.0%			
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions	95,218	73,540	78,082	6.2%	85,696	–18.0%
Gross market-based Scope 2 GHG emissions	76,824	67,691	71,691	5.9%	69,141	–6.7%
Significant Scope 3 GHG emissions						
Total gross indirect (Scope 3) GHG emissions		666,000	589,923	–11.4%		
1) Purchased goods and services		294,280	305,824	3.9%		
2) Capital goods		15,377	8,541	–44.5%		
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)		25,127	23,181	–7.7%		
4) Upstream transportation and distribution		49,966	51,141	2.4%		
5) Waste generated in operations		18,594	12,745	–31.5%		
6) Business traveling		2,474	2,596	4.9%		
7) Employee commuting		8,015	8,473	5.7%		
8) Upstream leased assets						
9) Downstream transportation						
10) Processing of sold products			306	0.0%		
11) Use of sold products						
12) End-of-life treatment of sold products		252,166	177,117	–29.8%		
13) Downstream leased assets						
14) Franchises						
15) Investments						
Total GHG emissions						
Total GHG emissions (location-based)	116,474	759,334	688,273	–9.4%		
Total GHG emissions (market-based)	98,080	753,485	681,882	–9.5%		

The aforementioned GHG emissions inventory for 2025 (Scope 1-3) covers the entire group of consolidated companies. Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. 2024 before adjustment: 25,501 t CO_2 in Scope 1, 74,151 t CO_2 in location-based Scope 2, 69,818 t CO_2 in market-based Scope 2, 805,038 t CO_2 in Scope 3.

Notes on the calculation of Scope 3 GHG gross emissions

Scope 3 emissions are indirect emissions that result from the extraction, production and processing of the energy sources used, but also emissions that result from activities in upstream and downstream areas of the Semperit value chain. The above table shows the GHG emissions of the entire consolidation scope that are material and quantifiable in Semperit's upstream and downstream value chain in all of these Scope 3 categories. Semperit does not exercise operational control over other companies or activities that are not fully consolidated and are not shown in the above balance sheet. Due to the divestment of the surgical gloves business from the Semperit Group in the previous year, the emission figures shown for the previous year 2024 are presented on an adjusted basis in the 2025 Non-financial Statement. This ensures comparability with the results for 2024 and 2025. No significant events or changes occurred between the reporting dates of Semperit and those of the companies included in the value chain that would have been relevant for the recording or assessment of greenhouse gas emissions.

According to the “GHG Protocol Corporate Standard”, these activities are divided into 15 categories. A further breakdown into e.g. business units would involve unreasonable effort and is currently considered insignificant and unnecessary by Semperit. The Scope 3 emissions listed include the following primary data (around 45% of Scope 3 emissions) and estimates (around 55% of Scope 3 emissions) and follow different calculation methods:

1) Purchased goods and services – include emissions from purchased goods and services. For goods (e.g., raw materials, indirect materials, consumables, semi-finished and finished products, reinforcement and packaging materials), supplier-specific primary data or emission factors from the ecoinvent database 3.12 are multiplied by the quantities purchased in the reporting year. Where available, supplier-specific factors are used; otherwise, ecoinvent average values are applied.

2) Capital goods – illustration of capex-related emissions in 2025 using the GHG Protocol’s spend-based method: capex is multiplied by the U.S. EPA’s Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6. In the absence of supplier-specific factors, these are estimates. The significantly lower emissions in category 3.2 in the reporting year correspond to the decline in capex investments in 2025.

3) Fuel and energy-related activities (not included in Scope1 or Scope 2) – emissions from the upstream energy supply chain (including extraction, processing and transport of fuels, as well as conversion, transmission and distribution losses for electricity). These are based on fuel and electricity quantities multiplied by the corresponding ecoinvent factors.

4) Upstream transportation and distribution – includes emissions from purchased upstream, intercompany and downstream transport of goods by external logistics service providers. The calculation is based on the reported transport kilometers per freight mode as primary data (air, rail, truck, sea freight) and the respective ecoinvent factors. The load factor is taken into account. Only distances to Tier 1 business partners are included. Compared to the previous year, all emissions from the transport of goods are reported in category 4) Upstream transportation.

5) Waste generated in operations – emissions from waste and wastewater disposal according to reported site data. The assessment is based on country-specific ecoinvent factors for the respective standard disposal methods. The 2024 waste emissions were corrected by an calculation error and restated in the 2025 sustainability report.

6) Business travel – calculation based on actual kilometers traveled per means of transport and site. The data comes from internal systems and travel agencies. The conversion is carried out using ecoinvent factors.

7) Commuting employees – estimation by P&C managers of average commuting distances per means of transport and site; conversion using the ecoinvent factors used for business travel. The reduction in Scope 3 emissions from commuting in the reporting year is attributable to the reduction in the number of employees in 2025.

10) Processing of sold goods – further processing of Semperit components by customers: representative products/processes are defined for each product group. Energy consumption is based on customer data or internal estimates, and the resulting GHG emissions are calculated using ecoinvent factors. Thermal processes (e.g., pressing, splicing) tend to be more energy-intensive. Purely mechanical processes (e.g., punching, cutting, milling) generally cause lower emissions. Manual assembly is negligible.

12) End-of-life treatment of sold products – estimated emissions based on goods produced and marketable (good product) per product group in the reporting year. Depending on the disposal method (incineration, recycling, landfill), the quantities are evaluated using the corresponding ecoinvent factors. For further information, see section E5, E5 resource outflows.

Categories 8) Upstream leased assets and 13) Downstream leased assets are not reported, as Semperit does not operate any leased assets or leasing activities. Similarly, categories 14) Franchises and 15) Investments are not quantified, as Semperit does not have any franchise models or portfolio investments outside its own operations. As Semperit only manufactures components that are generally installed as parts in larger machines and systems (e.g., hydraulic hoses in excavators, conveyor belts in conveyor systems), only indirect emissions are attributable, which are insignificant and, in accordance with the GHG Protocol, are not included in the emissions balance. In line with the definition of category 11) Use of sold products in the GHG Protocol, Semperit—as a manufacturer of components that are integrated into larger machinery and industrial systems (e.g., hydraulic hoses in excavators, belts in conveyor systems)—does not report the indirect emissions from the use of these components in its emissions inventory.

Categories 2), 5), 7), and 12) were quantified for the first time in 2024, and category 10 was quantified for the first time in the reporting year. Semperit is continuously working on taking further steps in terms of data management that relate to Scope 3 activities. These include both increasing the share of primary data in the overall balance sheet by working with suppliers on data availability and quality, and calculating the product carbon footprint (PCF) using a proprietary PCF calculation model based on data from the ecoinvent database and raw material suppliers. Depending on the customer's interest, the PCF calculation is gradually extended to the entire product portfolio in order to get closer to capturing the Group-wide Product Portfolio Carbon Footprint. This provides the company with insights that can be used to further reduce PCFs together with customers and suppliers. The model was further optimized and automated during the reporting year.

Greenhouse gas intensity based on net revenue

The consolidated revenue of the Semperit Group was used as the denominator to calculate greenhouse gas intensity.

t CO_2e/EUR	2025	2024
Total GHG emissions (location-based) per net revenue	0.0010	0.0011
Total GHG emissions (market-based) per net revenue	0.0010	0.0011

Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. GHG total emissions (location- and market-based) per net revenue 2024 before adjustment: 0.0013 t CO_2e/EUR.

Connectivity of greenhouse gas intensity based on net revenue using information from financial reporting

The consolidated revenue of the Semperit Group was used as the denominator to calculate greenhouse gas intensity – see consolidated financial statements, consolidated income statement and notes to the consolidated financial statements, section 2.2.

EUR	2025	2024
Net revenue used to calculate GHG intensity	662,363,493	676,573,209
Net revenue (other)	0	0
Total net revenue (in financial statements)	**662,363,493**	**676,573,209**

Disclosure Requirement E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

Semperit focuses on reducing Scope 1 and Scope 2 emissions and did not take any measures to capture and store greenhouse gases in the reporting year – neither in its own activities nor in the upstream and downstream value chain. It also refrains from any offsetting measures or project financing through CO_2 certificates to reduce greenhouse gases.

Disclosure Requirement E1-8 – Internal carbon pricing

Currently, Semperit does not use internal carbon pricing to control climate-related measures.

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

Anticipated financial effects from material physical risks

Based on the Group-wide climate risk analysis conducted in 2023, no sites with significant assets that are exposed to immediate or material physical risk from climate change-related events were identified for 2025. However, the analysis shows that from 2040 onwards, potentially significant physical risks could become relevant at three sites – Odry and Bełchatów in Central Europe and Roha in India. These relate in particular to a possible deterioration in water availability, which could impair the long-term production capacity and value of the assets at these sites.

Unpredictable climate-related natural disasters, such as the flooding at the Hat Yai site in Thailand in November 2025, can have an immediate impact on the recoverable amount of assets. In the 2025 financial year, no impairments of long-term assets were identified. The expenses arising from the write-down of inventories amounting to EUR 1,895 thousand (previous year: EUR 0 thousand) and for the repair of the production facility in Thailand amounting to EUR 527 thousand (previous year: EUR 0 thousand) due to the flood damage are largely covered by insurance income. The compensation for damages is reported in the consolidated financial statements, Section 2.3 Other Operating Income.

The expected financial impact of such long-term risks cannot be reliably quantified at this point in time due to the high level of uncertainty in the available climate scenarios and model projections. In accordance with ESRS requirements, Semperit will continue to analyze these risks during the three-year transition period, refine the methodological basis and disclose the expected financial impact at a later date. This planning is subject to future regulatory requirements.

Regardless of the long-term risk horizon from 2040 onwards, certain physical risks with potential short-term or medium-term impacts are already actively monitored and managed in the integrated risk management system. These include heat stress at production sites, increasing demands for ventilation and cooling systems, the risk of flooding due to heavy rainfall events, and site-specific extreme weather risks such as typhoons. These risks are regularly updated and incorporated into operational and strategic decisions. Semperit has introduced preventive measures to mitigate both long-term and short-term physical risks, which include reviewing and further developing site strategies, investing in climate-resilient infrastructure, diversifying water sources and developing site-specific resilience concepts. Progress is tracked as part of the integrated risk management system. Further information on the management of significant climate-related risks is provided in disclosures ESRS 2 SBM-3 and IRO-1.

Anticipated financial effects from material transition risks

The financial impact of material transition risks and material climate-related opportunities will be quantified over the three-year transition period for this disclosure requirement and disclosed in a timely manner. This planning is subject to future regulatory requirements. Further information on the management of material transition risks can be found in the disclosures under ESRS 2 SMB-3 and IRO-1.

Connectivity with financial reporting information

These disclosures will be made in connection with the financial impact in due time within three years. This planning is also subject to future regulatory requirements.

ESRS E2 Pollution

The release of pollutants and microplastics along industrial value chains can have a significant impact on the environment and human health. Semperit attaches great importance to compliance with environmental regulations to avoid ecological damage, health risks for employees and local residents in the proximity of production sites as well as legal sanctions and reputational damage. Most of the Semperit Group's raw materials are delivered by suppliers or large manufacturing companies, who are required to comply with environmental protection and social due diligence obligations; however, the implementation of these obligations can only be verified on a random basis. Further information on sustainability in the supply chain and supplier audits can be found in sections E5 and G1. The following disclosures explain in detail how Semperit manages complex impacts, risks and opportunities (IROs) related to pollution as shown in the table below.

Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Negative impacts	Risks	Measurable target	Key measures (implemented or continued in the reporting period)
Air pollution	Own operations	4, 8	P	M, L	(#8) Pollution from volatile organic compounds (VOCs), dust, particles, ammonia, chlorine gas, flue gas or other pollutants in own operations contributes to the negative environmental impacts caused by industrial undertakings. This can degrade air quality, affect underwater life and plant growth, increase soil acidification and indirectly disrupt natural habitats at local level. Globally, these industrial impacts contribute to changes in climate patterns, cloud formation and precipitation, and contribute to broader environmental changes.	(#9) Cost increase due to infrastructure and machinery expansion and renewal, triggered by stricter environmental regulations, legal requirements for permissible emission limits and outdated equipment (transition risk).	100% of European sites below EU pollutant thresholds of the E-PRTR	Preventive measurement of relevant pollutants in accordance with the threshold values set by the EU, local authorities or site management. Strict compliance with REACH and other regulations on chemical substances and material compliance.
	Own operations	4, 8	P	S, M, L	(#10) Air pollution in industrial undertakings can have short- and long-term negative impacts on the health of exposed workers and indirectly on affected communities. Respiratory diseases caused by particles in the air can have long-term respiratory and cardiovascular effects.			
Microplastics	Own operations	4, 8	P	S, M, L	(#11) Rubber and waste contamination from own operations can lead to the presence of dust and particles smaller than 0.5 mm outside the plants, which are harmful to soil organisms and plants.		-	Operational Excellence initiatives with a focus on process efficiency and waste minimization
	Upstream and downstream value chain	4, 5, 6, 8	P	S, M, L	(#12) Rubber and waste pollution along the value chain caused during raw material production, transportation, product use and end-of-life, leads to the emission of microplastics and rubber particles into the environment. This can cause physical and chemical harm to soil organisms and to uptake by plants.		-	Sustainability in the supply chain – supplier certification by EcoVadis, supplier initiatives by Together for Sustainability. The Circularity Initiative, which focuses on product durability and potential end-of-life recycling.

[1] See overview of Semperit stakeholders in the ESRS 2 section under SBM-2

Disclosure Requirement E2-1 – Policies related to pollution

Environmental protection policies in Semperit's own operations

The most important control measures regarding environmental protection in the company (IROs #8–11) include monitoring and strict adherence to legal requirements as well as reducing emissions by investing in infrastructure at the production sites. Semperit measures its progress in environmental protection at Group level using the pollutant limits of the European Pollutant Release and Transfer Register (E-PRTR) (Regulation (EC) No. 166/2006 of the European Parliament and of the Council). Further information can be found in section E2-3 – Targets related to pollution.

The sites are responsible for regularly monitoring and evaluating compliance with local legal requirements and all specified limit values. At the Group level, responsibility for environmental protection lies with the Executive Board, which exercises this responsibility through the control approaches described in this chapter, such as ISO-certified management systems or Group-wide HSEQ, Management of Resources and Supplier Policies, which are operationalized by the HSEQ and Procurement departments under the responsibility of the CIO. The Group's ISO-certified management systems, particularly the environmental management system according to ISO 14001, regulate the uniform procedure for risk identification and prevention of pollution (of air, soil and water). They also define the principles of action in the event of an incident, thereby helping to prevent or mitigate pollution and minimize the associated negative impacts on employees and residents. For an overview of the ISO certificates, see Section E1 Climate change, disclosure E1-2.

The communities affected by material pollution IROs of Semperit Group are the residents living near production sites, who may feel disturbed by air, noise and light pollution in the neighborhood of the sites. These impacts are measurable and directly influenceable by the company. This does not mean that other communities along the value chain are not affected, but that these potential impacts are outside of Semperit's scope of information and influence.

The HSEQ Policy and the Management of Resources Policy are publicly available on the Semperit website. They stipulate that Semperit production sites must maximize occupational and environmental safety and mitigate negative impacts of pollution (air, soil and water) to the lowest level to protect all potentially affected parties, including employees and local residents, from health and safety hazards. The concepts of these policies are integrated into process instructions, job-specific training, local health and environmental safety training for employees, suppliers and site visitors, as well as into Group-wide e-learning courses. Semperit ensures the safe storage and handling of chemicals and hazardous substances to prevent incidents and accidents. In the event of an incident that affects communities or might harm the environment, Semperit will immediately contain the accident and limit the impact. The People Policy, which is also published online, contains concepts for protecting employees and residents from possible pollution and other adverse effects on their quality of life.

Semperit's policies on air and pollution are strongly influenced by the following two regulations on the use of chemical substances in production, which significantly impact the selection of raw materials, health and safety in the workplace, and product and process design (IROs #8–10):

Concepts related to the REACH Regulation (Registration, Evaluation and Authorisation of Chemicals) and implications for product composition

The aim of Regulation (EC) No. 1907/2006 (REACH Regulation) is to ensure a high level of protection for human health and the environment. At the same time, it creates a uniform EU-wide regulation for the management of chemical substances in order to expand knowledge about their properties and use and to strengthen industry's responsibility for safe handling of chemicals. The REACH Regulation thus addresses key risks in the area of pollution such as the improper use or inadequate control of hazardous substances and contributes to the reduction of the IROs identified by Semperit (# 8-10) that are associated with the release of pollutants into the air, soil and water. A REACH registration must therefore be carried out for each chemical substance that is produced in or imported into the EU in quantities of more than one ton per year per manufacturer/importer. In a registration dossier, the manufacturer/importer must identify and describe the risks associated with the substance.

Semperit supports the objective of REACH, which is in line with its own commitment to ensure responsible production, use and handling of Semperit products and to avoid the use of substances of concern and substances of very high concern. Semperit does not disclose any information on the ESRS Disclosure Requirements E2-5 "Substances of concern and substances of very high concern" due to the insignificant quantities of these substances used annually. Nevertheless, it is the company's highest priority to ensure that all chemical substances used are registered. As a downstream customer in the chemical supply chain Semperit still bears responsibility for product alignment. Semperit works closely with national and EU platforms that provide recommendations for REACH compliance measures, which include working with customers and suppliers to obtain all necessary information about chemical substances used in Semperit products. When approving new raw material sources for European sites, the Raw Material Procurement department checks whether new sources are registered in accordance with the REACH Regulation. This ensures that only REACH-registered raw materials are used in Europe.

Concepts related to Seveso III Directive 2012/18/EU

Semperit places a high value on compliance with the Directive 2012/18/EU (Seveso III Directive) on the control of major-accident hazards involving dangerous substances. This directive applies to companies where certain quantities of dangerous substances are present and sets out special requirements for facility safety. The site in Bełchatów (PL), where conveyor belts are produced, is the only Semperit site classified as a Seveso plant. The site-specific concept includes, in particular, systems and processes to ensure compliance with all relevant requirements under the Seveso III Directive.

Environmental protection concepts in the upstream and downstream value chain

In its upstream value chain (IRO #12), Semperit processes non-renewable, fossil and synthetic materials for the most part. These should be used as efficiently and sparingly as possible, increasingly recycled, and replaced by renewable and more environmentally friendly alternatives. Semperit has a process for classifying sustainable, non-fossil raw materials, which includes both recycled and bio-based materials. The aim is to make the proportion of sustainable, non-fossil raw materials measurable and to increase it gradually in order to save primary fossil resources and minimize negative impacts in the upstream and downstream value chain (for more details, see section E5 Circular economy). In the 2025 reporting year, 17% of the raw materials used, including packaging, were considered sustainable. This corresponds to a total of around 20,152 tons of recycled (at least partially) and/or bio-based raw materials used at Semperit sites.

The HSEQ Policy and the Management of Resources Policy form the Semperit Group's core concepts for environmental protection (IROs #8–11). Key requirements of these policies are carried over into the supply chain via the Supplier Policy. Semperit requires suppliers to sign the Supplier Policy and provide evidence of an ESG assessment by EcoVadis. Failure to achieve the minimum score must be explained by suppliers. They are required to achieve the specified minimum score and implement preventive measures for environmental protection – including measurement and careful handling of pollutants – to protect potentially affected communities from unreasonable burdens and to continuously improve their sustainability performance. Further disclosures on supplier assessments and the goal of spending 75% of all expenses on EcoVadis-certified suppliers by 2030 can be found in sections E5 Circular economy and G1 Business conduct.

Apart from that, Semperit currently has no further strategic concepts or goals with regard to pollution caused in the manufacturing process of raw materials in the upstream value chain but is aware of its responsibility and wants to contribute to a post-fossil circular economy as far as possible (as described in more detail in section E5). The most complex challenges in the downstream value chain (IRO #12) relate primarily to rubber abrasion of Semperit products, which can occur during use due to product wear and tear, especially under extreme weather conditions and heavy use. Here, Semperit focuses on measures to extend product life and resilience, which are described in more detail in section E5 Circular economy, under E5-5 Resource outflows. The control concepts described in this section cover all sites and all the key IROs outlined above, except for product wear under IRO #12. The microparticles released by product wear are seen as a shared responsibility between Semperit and its customers, who sometimes require them for their own processes and plant systems. Semperit is currently working on quantifying this impact to define further measures for the product-friendly and service life-maximizing use of rubber components.

Disclosure Requirement E2-2 – Actions and resources related to pollution

Semperit implements a range of preventive measures to avoid and reduce pollution (IROs #8–12), such as substituting substances and compounds that have negative impacts (preventing pollution at the source), and using the best available techniques, such as renewal of the filter systems in Wimpassing to reduce noise and air pollution (see table below) to minimize the environmental impact of production processes and protect affected communities. Furthermore, employees are protected, for example, by monitoring contact time with substances classified as toxic or CMR (carcinogenic, mutagenic or reprotoxic) (IRO #10).

Most measures to prevent pollution and to protect any affected communities are implemented at the company's own production sites (IROs #8–11). This is where the company has direct influence and can protect the immediate environment and local residents from negative impacts through preventive measures. This focus on measures and resources for the company's own operations and their immediate surroundings does not imply that there is no impact on the environment and communities in the upstream or downstream value chain. However, the most important levers for improvement are within the company's own activities and in the physical proximity of the company's production sites. Therefore, no targeted measures – for example in the form of partnerships – are currently being implemented in the upstream or downstream value chain.

In order to prevent production-related pollution as well as noise, odor and emission pollution for local residents (IROs #8–12), Semperit continuously measures the potential negative impacts. These measurements are taken at shorter intervals than stipulated by the authorities, for example at the site in Odry, where impacts have been identified, to take immediate action in the event of problems.

The time horizons for implementing measures, such as refitting dust filters or investing in measuring devices and cleaning facilities, vary depending on the site and the specific local requirements. Fine dust and other particles, including microplastics (synthetic polymer microparticles), that are released during production processes are continuously collected, filtered or sorted and properly disposed of so as not to enter the immediate environment of the production sites (IRO #11).

The most important preventive measures in production include compliance with legal and regulatory requirements and limits as well as the elimination of avoidable emissions (IRO #9). These measures, which are tailored to local needs and potential sources of environmental damage, are defined in the annual budget and mid-term planning process and approved by the Executive Board. The site management and the local HSE officers are responsible for IRO management. The respective production management monitors the use of production-related auxiliary and harmful substances in its own production departments. At the Group level, the central R&D team monitors the selection and use of chemical raw materials in Semperit products. The central HSEQ team, in turn, is responsible for compliance with guidelines and ISO standards, as well as for defining the most important measures in the area of environmental protection.

Selected examples of environmental protection measures at Semperit sites can be found in the following table. No significant violations of laws and regulations relating to pollution were recorded at the Group's sites during the reporting year. No further special investments or remedial measures were necessary other than those described under E2-6.

Site	Material example measures relating to pollution	Planning and implementation horizon	Involved stakeholder groups	Allocated resources and means
Odry, Czech Republic	Regular reports to local and national authorities on air, water and soil pollution and other environmental issues. Informing affected local communities (residents and municipalities) about measures and potential impacts of e.g. light pollution on the quality of life.	Regular process that is carried out several times a year	Local residents (direct neighbors), employees, the municipality of Odry and its authorities, the Ministry of the Environment, external experts such as measurement laboratories and security services, environment	Allocated resources: HSE manager, site management
	Active cooperation and regular exchange with local authorities (municipality, office for matters relating to the Oder River, Czech Ministry of the Environment, external laboratories, security services).	As required, several times a year		
Roha, India	Installation of a highly efficient dust collector to reduce carbon dust emissions and improve air quality in the mixing area, in order to optimize working conditions and reduce pollution.	Installed and commissioned in 2025	Employees, customers, authorities, environment	Allocated resources: Production, Maintenance Capex: EUR 3,005 thousand
Silcoplast, Switzerland	Modernization of central infrastructure—in particular, upgrading the compressor and water pump—with the aim of improving resource efficiency and strengthening environmental protection. In addition, a new oil storage room will be created to safely store flammable materials, thereby minimizing the potential fire load and operational risk. Further investments include the implementation of an ultrasonic cleaning system and a closed paint supply system to reduce air, water and soil pollution.	Planned in 2025, implementation in 2026	Residents, employees, authorities, environment	Allocated resources: Production, Quality Management Capex: EUR 210 thousand
Hückelhoven, Germany	Installation of a new RTO (Reactive Thermal Oxidation) system that reduces carbon emissions to <20mg/Nm³ despite an expansion in production capacity.	Installed in 2024, positive effect since 2025	Employees, authorities, environment	Allocated resources: Site management, Maintenance, HSE Capex: EUR 776 thousand
Wimpassing, Austria	Several projects focusing on environmental protection: reduction of VOC emissions in the production process, renaturation of an old recycling plant and installation of microplastic filters in the wastewater system at the site.	Projects initiated in 2025, positive effects in 2025 and subsequent years	Employees, residents, authorities, environment	Allocated resources: HSE, Production, R&D, site management Capex: EUR 1,720 thousand
Group-wide/ across sites	Review of the REACH list of SVHC substances (substances of very high concern) and their active elimination.	Ongoing with semi-annual review	Residents, employees, customers, environment	Allocated resources: R&D

Measures relating to the REACH Regulation

Although the REACH Regulation is aimed at European sites, the R&D department is required to design compound recipes in accordance with the REACH Regulation across the Group and thus all production sites. Customers are informed immediately if a product exceeds the 0.1% threshold for substances of very high concern.

Semperit currently uses a few CMR substances (carcinogenic, mutagenic, toxic to reproduction), but is continuously working on replacing them, provided that the technical properties and customer requirements allow for it. To increase occupational safety, a system for monitoring CMR contact time was introduced for employees, for example at the site in Wimpassing, which enables recording exposure times and taking appropriate protective measures. At Group level, a list of substances was defined that should be avoided in the mixing plants if possible. This list serves as a support to further reduce the use of potentially hazardous substances and to promote safer alternatives.

The Rico site in Thalheim (AT) is also subject to legal and customer obligations to ensure the material compliance of silicone products. To this end, an internal system has been implemented that globally tracks and evaluates the specific approvals and material requirements, such as those of REACH, RoHS, TSCA, California Proposition 65 and other relevant regulations. A designated material compliance officer assesses the plausibility of the content based on the verification documents provided by the material suppliers and externally conducted laboratory analyses. In order to prove to customers and authorities that material compliance is maintained at all times, the applicable legal and material-specific requirements are reviewed and evaluated at regular intervals, and appropriate measures are initiated in the event of changes.

Measures relating to the Seveso III Directive

Semperit carries out comprehensive analyses to ensure that all relevant hazardous substances are identified and monitored. Legal thresholds for storage quantities are defined for each environmental hazard class. Each Seveso raw material is assigned to the appropriate environmental hazard class in the central material database at the site in Wimpassing (AT). To monitor the stock level, the threshold defined for the respective environmental hazard class is specified in a formula that ensures the monitoring of stock levels to keep them within the defined limits. The only Seveso plant, the Semperit plant in Bełchatów (PL), complies with all relevant guideline requirements. This ensures that Semperit adheres to the standards of facility safety and minimizes the risks of serious accidents. Through these measures and monitoring of the threshold values, Semperit ensures that not only the legal requirements are met, but also a preventive contribution to safe working conditions and environmental protection is provided.

Stakeholder engagement is crucial to identify such risks and avoid negative impacts on affected communities in the vicinity of operations. To this end, Semperit relies on publicly accessible communication channels and personal dialog. Neighbors of the sites always have the opportunity to exchange views with local HSE and site management and raise their concerns or any complaints relating to pollution or other issues regarding the IROs #8–11. Incoming concerns and complaints are reviewed, evaluated and addressed by the local team. Further opportunities for the involvement of affected communities, which are defined and implemented according to local needs at the site, include factory tours, open days, neighborhood meetings and press conferences. In addition, the freely accessible Semperit whistleblowing hotline SemperLine is available around the clock and anonymously for feedback.

If negative impacts occur in the upstream and downstream value chain (IRO #12), all external stakeholders, such as affected residents or business partners, also have the opportunity to report their concerns via Semperit's online or physical contact channels or via the whistleblower hotline. All cases are handled by the Group-wide Compliance department. Further disclosures can be found in section S1 under S1-3 and in section G1 Business conduct.

Disclosure Requirement E2-3 – Targets related to pollution

Semperit pursues a vision of "zero accidents" (IROs #8–11) in environmental protection and occupational safety in its own operations. Each of the Group's sites is required by guidelines and enabled by the management systems to manage production processes in such a way that there is no extraordinary impact on the environment, health or violation of laws and other legal requirements in the area of environmental protection. In doing so, the sites contribute to minimizing pollutants in the air, water and soil, and avoid impairing the environment, health and quality of life of employees and residents. The use of substances of very high concern and substances of concern must be avoided. However, Semperit does not pursue any measurable, results-oriented or time-bound goals regarding the use of these substances.

In order to measure progress in reducing negative impacts and risks in the area of environmental protection within its own operations (IROs #8–11), Semperit defined a new target in 2025 based on the pollutant limits set out in the European Pollutant Release and Transfer Register (E-PRTR) (Regulation (EC) No. 166/2006 of the European Parliament and of the Council): the pollutants emitted into the air, water and soil at all European sites of the Semperit Group must be below the E-PRTR limits. The ESRS expects the company to report the volumes of pollutants emitted if the E-PRTR thresholds are exceeded during the year. If the thresholds are not exceeded, no emitted quantities need to be reported according to ESRS, as is the case with Semperit. With the goal of keeping 100% of all sites below any E-PRTR pollutant thresholds, Semperit can ensure that awareness remains high at its sites and that negative impacts are reduced, even as production output increases.

Target	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
100% of European sites below EU pollutant thresholds	None	-	-	01/01/2025 to 12/31/2025	100%	100%

Achieving 100% of the target means that all European sites are below all E-PRTR thresholds, as has been the case for the last two years. Compliance with the target is derived from the HSEQ Policy and is voluntary; however, the consequences of exceeding the thresholds are specified by law (for substances exceeding the thresholds, the quantities emitted must be disclosed). The thresholds, and thus also the target, refer to absolute annual quantities that must not be exceeded by regulated pollutants. Semperit's target therefore does not refer to specific load values. As the target is based on EU regulation, the use of further scientific methods for setting the target was not considered necessary.

The pollutant measurements described under E2-2 and E2-4 are subject to local HSE and site management, and compliance with the limit values and the achievement of targets are evaluated annually as part of ESRS reporting by the central ESG team. The target was defined by the Sustainability Council involving internal stakeholders (employees, management, Executive Board) and is based on the materiality of the pollution issue, which was highlighted as important in involvement surveys conducted over the last two years among internal and external stakeholders.

In addition to ongoing pollutant measurements, an internal reporting and project management system is used to regularly check whether the measures taken are effective, whether guidelines are being followed and whether the target is achieved (IROs #8, 9, 10 and 12). Under this system, pollution hazards, events and incidents are documented, and improvement ideas and projects are reported by employees on site and responsibility for their implementation is assigned. In the event of extraordinary pollution, the associated negative effects must be mitigated immediately. The responsible HSE manager then conducts a root cause analysis and, if necessary, adjusts procedures and training to prevent the risk of recurrence. The incident and the measures implemented must be documented in the system and, if necessary, reported to the relevant authorities. Similar to occupational safety, which uses the "Heinrich Pyramid," the statistical overview of environmental incidents is visualized on a daily basis at the site and Group level using the "Environmental Pyramid" and the "Green E" and communicated to employees and management as a notice and on the intranet in a monthly reporting cycle. The "Green E" is a visualization tool for environmental incidents, which was developed based on the "Green Cross" for safety incidents and functions as a calendar overview in which each day is marked with a color (green = no environmental incident; yellow/red = incident occurred; coloring depending on severity).

The efficiency of processing concerns reported by affected communities in the company and along the value chain (IROs #8–12) is measured by the number of reports and, if applicable, the resulting compliance cases. If no violations of relevant laws and regulations are recorded, the guidelines and measures are considered effective and the danger of negative impacts on the communities around the sites are considered effectively mitigated.

Disclosure Requirement E2-4 – Pollution of air, water and soil

The pollutants emitted at the Semperit sites that enter the air, water and soil – in accordance with Annex II of Regulation (EC) No. 166/2006 of the European Parliament and of the Council (European Pollutant Release and Transfer Register, E-PRTR) – were measured and documented in the 2025 reporting year. The thresholds set by the regulation were not exceeded in 2025.

Environmental medium	Pollutants emitted at Semperit sites (according to E-PRTR Annex II)	Threshold for air/water/soil according to E-PRTR (kg per year per site)	Reporting obligation, as emissions > threshold	Site
Air	Carbon monoxide (CO)	500,000	No	Wimpassing, Austria; Odry, Czech Rep.; Belchatow, Poland
	Carbon dioxide (CO_2)	100 million	No	Newnan, USA
	Ammonia (NH_3)	10,000	No	Belchatow, Poland
	Non-methane volatile organic compounds (NMVOC)	100,000	No	Wimpassing, Austria; Odry, Czech Rep.; Belchatow, Poland; Shanghai, China
	Nitrogen oxides (NO_x/NO_2)	100,000	No	Wimpassing, Austria; Odry, Czech Rep.; Belchatow, Poland; Sopron, Hungary; Roha, India
	Sulfur oxides (SO_x/SO_2)	150,000	No	Odry, Czech Rep.; Belchatow, Poland; Roha, India
	Lead and compounds (as Pb)	200/20/20	No	Odry, Czech Rep.
	Benzene	0/200/200	No	Belchatow, Poland
	Polycyclic aromatic hydrocarbons (PAH)	50	No	Belchatow, Poland
	Toluene	0/200/200	No	Shanghai, China
	Total organic carbon (TOC) (as total-C or COD/3)	0/50,000/0	No	Odry, Czech Rep.; Deggendorf and Hückelhoven, Germany
	Xylenes	0/200/200	No	Shanghai, China
	Chlorine and inorganic compounds (as HCl)	10,000/0/0	No	Belchatow, Poland
	Particulate matter (PM_{10})	50,000	No	Odry, Czech Rep., Belchatow, Poland; Deggendorf and Hückelhoven, Germany; Shanghai, China; Roha, India; Hat Yai, Thailand
Water	Total nitrogen	0/50,000/50,000	No	Shanghai, China
	Total phosphorus	0/5,000/5,000	No	Shanghai, China
	Lead and compounds (as Pb)	200/20/20	No	Odry, Czech Rep.
	Total organic carbon (TOC) (as total C or COD/3)	0/50,000/0	No	Shanghai, China
	Chlorides (as total-Cl)	0/2,000,000/2,000,000	No	Odry, Czech Rep.

Measurements of the various emissions at the Semperit sites (IROs #9–10) are based on recognized standard methods, both for direct measurements at the plants and for environmental impact assessments. For example, VOC emissions (volatile organic compounds) are measured using a flame ionization detector, while other emissions, such as dust pollution, are determined using a manual gravimetric method. In the environmental impact assessment at the site in Wimpassing in 2022, most of the emission data, such as those for VOCs and dust, were based on measurements taken by an external testing and inspection body that carries out accredited and independent laboratory analyses. Supporting data sources are internal production databases and systems that record input and output quantities. The analysis of environmental impact by pollutants is based on representative measurements. In combination with information from internal databases, a robust estimate of the pollution can be made. The reliability of this assessment can be considered high due to the completeness of the data and the standardized methods used. The impact of Semperit sites on water and soil pollution is insignificant compared to emissions into the air during regular operation, which is why the concepts, measures and resources described in this section primarily relate to air pollution. There were no significant changes in the measurement and management of environmental impacts during the reporting period. Compared to the previous year, emissions into air, water and soil have not changed significantly. The measured values remain well below the thresholds specified in Annex II of the E-PRTR Regulation.

Synthetic polymer microparticles

The quantities of microplastics used reported below refer to externally purchased raw material quantities of synthetic polymer microparticles (SPM) in standardized granulate form (IRO #11), which are melted and used in injection molding processes at all Rico and some Semperit sites. The quantities of SPM (resource inflow) that are classified as microplastics according to ESRS (plastic particles smaller than 5 mm) accounted for 2.3% of the total mass of all raw materials used in 2025.

t	2025	2024
Amount of microplastics used (synthetic polymer microparticles)	2,701	3,134
Percentage of microplastics used relative to the total weight of raw materials	2.3%	2.6%

SPM are processed via manual or automated dosing systems in injection molding machines and leave the plants either in the bound form of a product or as waste and scrap (resource outflow). The quantities of SPM that fall on the floor during the production process are not properly disposed of and could leak from production into the soil or waterways are negligible compared to the SPM bound in the product and are estimated to be less than 0.1% of the granulate purchased. Direct measurement of unintentional microplastic release is currently not possible. The estimate is based on the observed quantities of SPM disposed of, which are collected, sorted and disposed of together with other waste in production, and on the immaterial loss of raw material that was purchased but not used.

The amount of microplastics generated by abrasion in product use (IRO #12) is currently unknown to Semperit in most product applications and cannot be estimated or reported at this time. To fill this gap and get closer to a meaningful assessment of the abrasion emitted and an evaluation of its impact on the environment, the R&D department, together with ESG and the business units, initiated a research project with this focus in the reporting year. As soon as key figures for measuring emissions from products are available and their impact is known, Semperit will report on them and set appropriate targets and mitigation measures.

Disclosure Requirement E2-6 – Potential financial effects from pollution-related impacts, risks and opportunities

Financial impacts from specific incidents of pollution may arise, for example, from expenses incurred for commissioning external experts, cleaning and removing contaminated soil, or measures to contain and remediate affected water bodies. The extent of the financial effects depends on the type and extent of the specific incident. In the reporting year, there were no material effects on the financial and earnings position of Semperit in connection with pollution. Disclosures on the provisions for pollution can be found in the consolidated financial statements, section 7.2 Other provisions.

ESRS E5 Resource use and circular economy

The most efficient use of materials along the value chain and targeted waste and scrap prevention are important control variables for future-oriented sustainable production. In the scope of circular economy, it is important to optimize material flows inside and outside the company and to reuse and recycle materials and products where possible. Systematic waste management and careful separation and documentation of the various residual and waste materials are a condition for this. The company is tackling material use and waste and recycling management in several areas in order to move steadily closer to its goal of closed material and product cycles. The following disclosures explain in detail how Semperit manages the impacts, risks and opportunities in the area of circular economy.

Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measure (implemented or continued in the reporting year)
Resource inflows, including resource use	Upstream value chain, own operations	4, 5, 6, 7, 10, 12	A	S, M, L	(#13) Contributing to the reduction of global demand for primary resources by substituting them with alternative sustainable raw materials (e.g. biological or recycled raw materials), which ultimately leads to an increased demand for alternative raw materials in the rubber market and thus supports the expansion of circular approaches within the industry.			(#14) Potential long-term cost savings through the application of circular economy principles (longevity, durability, reparability of materials and products) through maintenance and by optimizing the product life cycle. Focus on state-of-the-art technology in new business opportunities and acquisitions.	-	Circularity Initiative – cross-divisional program focusing, among other things, on scaling recycled and biological materials in Semperit products. Special product lines with extended lifespans, such as conveyor belts with increased resistance.
	Upstream value chain	6, 7, 12	A	S, M, L		(#15) The extraction and production of chemical and industrial primary materials in general contributes to the depletion of natural resources and increases environmental impacts (land, deforestation, air and water pollution). Failure to comply with raw material regulations such as REACH Regulation governing the controlled use of hazardous substances may lead to adverse effects on human health and ecosystems, as well as the risks of legal consequences and reputational harm.		(#16) Reducing the cost of raw material procurement through material efficiency or elimination and efficient product and process design.	75% coverage of expenses to suppliers certified with EcoVadis by 2030	Supply chain due diligence through business partner checks and ESG assessments by EcoVadis and TfS with a focus on quality, sustainability and regulatory compliance.
	Own operations	4, 5, 6		L			(#17) Higher operating and investment costs due to increased material procurement costs as a result of potential geopolitical conflicts and climate change restrictions (transition risk).		-	Supplier diversification across regions and countries. Supply chain due diligence through business partner checks.

Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measure (implemented or continued in the reporting year)
Resource outflows related to products and services	Upstream value chain, own operations, downstream value chain	4, 5, 6, 7, 10, 12	A	M, L	(#18) The use of circular materials, the development of circular products and the emphasis on their advantages for the environment and customers in industrial markets create the need for new circular supply chains and solutions that would not exist otherwise.			(#19) Focus on waste and end-of-life recycling, which requires innovative circular solutions, offers new business opportunities, e.g. for shredded or devulcanized rubber products.	-	Circularity Initiative – cross-cutting program that focuses, among other things, on the circularity of materials and products, such as material reuse and recovery with reintroduction into the production process.
	Own operations, downstream value chain	5, 6		L			(#20) Changes in customer demand and preferences towards sustainable production and products with a focus on a circular economy might lead to a loss of customer trust if not implemented (transition risk).		-	Circularity Initiative – cross-divisional program that focuses, among other things, on the structured analysis of customer demand and competitors' initiatives on circular solutions.
Waste	Own operations, downstream value chain	5, 6, 8	A	S, M, L		(#21) Waste generated in production and the downstream value chain ends up in landfills or is incinerated in some markets, contributing to GHG emissions (downstream Scope 3 emissions).	(#22) Stricter regulations or increased costs in relation to waste disposal from own production processes, particularly from single-use plastic consumption (transition risk).			
	Own operations, downstream value chain	4, 5, 6	P	M, L	(#23) Reducing process waste at Semperit and, where this is not possible, converting excess material that would otherwise be disposed of into recycled materials leads to the establishment of new business models in the long term (creation of new recycling markets in collaboration with business partners and customers) and thus contributes to the growth of the circular economy in the rubber industry.			(#24) Potential cost savings from opportunities to recycle and reuse waste instead of paying for waste disposal.	-7% waste per product unit by 2030 (base year: 2023)	HSEQ & Operational excellence initiatives to reduce waste. Circularity Initiative – cross-divisional program focusing, among other things, on the reuse and recycling of waste materials, external recovery of rubber waste that cannot be prevented or reduced, and on building appropriate supply chains with collaborators and customers. Product carbon footprint for products containing recycled and other sustainable raw materials.
	Own operations, downstream value chain	5, 12		M, L			(#25) Stricter rules for recycling scrap and waste, especially for shredded rubber (transitional risk).			

[1] See overview of Semperit stakeholders in section ESRS 2 under SBM-2

Disclosure Requirement E5-1 – Policies related to resource use and circular economy

The material impacts, risks and opportunities associated with resource use and circular economy (IROs #13–25) are managed through several guidelines at Semperit – primarily the Resource Management Policy, but also the HSEQ Policy, the Innovation Policy and the Supplier Policy. These concepts form the framework for selection and efficient use of materials, careful use of resources, and avoidance and recycling of waste. They define not only the relevant IROs, but also the principles, responsibilities and processes Semperit uses to systematically manage and review them. The three policies apply to all divisions, companies and sites of the Semperit Group. Some of the requirements also affect players and activities in the upstream and downstream value chain. Responsibility for the concepts of the policies and associated management systems such as ISO 14001 and ISO 9001 for the operational implementation of the goals and requirements defined in the strategies and guidelines lies with the entire Executive Board. The CIO (Chief Industrial Officer) drives forward the key issue of circular economy as part of the Circularity Initiative (described in more detail under E5-2). Internal and external stakeholders were involved in the materiality assessment of circular economy issues and the level of ambition, but not in the decision on the individual management approaches. Affected interest groups such as employees, residents, customers, suppliers, other business partners and their employees have public access to these policies and certificates via the company website. The company's own workforce is trained on these concepts in Group-wide and job-specific training courses.

As set out in its policies and management systems, Semperit continuously analyzes and improves processes to ensure the resource-efficient use of materials: The waste reduction target of 7% by 2030 (for more disclosures see section E5 under E5-3) relates to IROs #21-24 and is in line with the principles of the EU Waste Framework Directive, in that the avoidance of waste is prioritized over waste treatment (recycling). At the same time, this reduction target is anchored as a performance parameter in the long-term incentive scheme. If production waste cannot be avoided, Semperit works on ways to recycle it internally or externally. Wherever possible and economically viable, Semperit uses biological, recycled and recyclable materials and follows the principles of the circular economy, especially long durability, reusability and reparability of products. The Supplier Policy requires suppliers to prioritize renewable energies, increase their own energy efficiency, reduce CO_2 emissions, and strive for efficient water use and waste reduction. To promote the circular economy, the policy requires them to offer sustainable raw material alternatives, such as recycled, reused, bio-based materials, or those with a smaller product carbon footprint (PCF), where practical and economically viable. However, the progress made in replacing primary raw materials with the above-mentioned more sustainable alternatives varies depending on the product group. In certain areas, there are currently no viable substitutes for primary materials, for example in the Rico Group's products for primary silicone.

While to date, excess vulcanized materials from in-house production have been used as raw materials for recycling (Post-Production Recycling; PPR), production waste from other elastomer producers and customers (Post-Industrial Recycling; PIR), as well as products at the end of their life cycle (Post-Consumer Recycling; PCR) could also be incorporated in the future. Semperit's Circularity Initiative therefore not only focuses on production waste, but also on the recyclability of products after their useful life. It addresses all material IROs in the circular economy and involves numerous areas and departments within the Semperit Group. A particular challenge arises from the business-to-business business model: Semperit mainly produces product components and has no direct contact with end customers. Product return is therefore organizationally, logistically and economically challenging and currently still represents a significant hurdle for end-of-life recycling.

Disclosure Requirement E5-2 – Actions and resources in relation to resource use and circular economy

The Research and Development teams (R&D teams) play a central role in promoting the circular economy at Semperit across all divisions. They continuously work on the development of innovative and circular materials and products as well as on the improvement of manufacturing processes. The central R&D department, which is mainly located at the R&D center in Wimpassing, is involved in basic research projects, material development, central process development and the management of Group-wide development activities. At the business unit level, the decentralized R&D teams examine recyclability and product and process optimization along the circularity principles of the nine "Rs": "Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle". The applicability varies depending on the product and process and therefore cannot be generalized for all areas of the Semperit Group. The implementation of these principles requires close cooperation with customers, which is ensured by the product and process development teams of the different business units. In addition to the site in Wimpassing, Semperit operates seven other research sites. Most production sites also have local laboratories.

In addition to traditional research and development work, Semperit places a particular focus on the Group-wide innovation program. This aims to ensure transparency throughout the entire process, from the creation of a recycling idea to its development and market launch. A key objective is to effectively evaluate the entire idea and project portfolio in terms of the impacts, risks and opportunities of the circular economy and to manage it in line with financial and non-financial targets.

Elastomer materials are continuously further developed to meet market and customer requirements. In addition to the familiar and approved ones, new, more environmentally friendly, recycled and recyclable raw materials are also used time and again. There is close cooperation between Procurement and R&D departments and Production in order to identify, procure and test new raw materials and integrate them into production. Changes in the scope as well as new findings are passed on in a timely manner to ensure predictability along the entire value chain, from selecting raw materials to availability and materials use.

Semperit uses the following measures and means to manage the above-mentioned impacts, risks and opportunities (IROs #13–25) in order to promote the economical and sustainable use of resources and a circular economy within and outside the company:

Rethink, Reduce, Recycle: Development of recyclable raw materials and abandonment of primary raw materials (R&D with Businesses, Procurement, suppliers)

The raw materials laboratory examines new, more sustainable materials and tests their applicability for Semperit products. Examples of this are the research and development work on the use of biological elastomers and the use of natural rubber, the proportion of which has been increased in the past two years, particularly in conveyor belts, hoses and molded parts. Semperit is increasingly focusing on the use of secondary (recycled) resources, such as material based on recycled synthetic rubber and recovered carbon black, or rubber powder from scrap tires. The proportions of reclaimed rubber, recycled carbon black and powdered rubber were successfully increased in parts of products from the SIA and SEA divisions in 2024 and 2025.

Specifically, the development of new formulations with a significant proportion of secondary and bio-based raw materials was included in handrail production in 2025. This product innovation aims to make handrails more sustainable without compromising their functional and safety-related properties or product quality. These research and development activities are still in the implementation phase, with a budget of over EUR 35,000 made available for this purpose to date. The increased use of these alternative raw materials will enable primary materials to be saved, leading to significant resource conservation and a reduction in the ecological footprint of the handrail processes and products.

Refuse, Rethink, Reduce:
Avoiding and replacing harmful additives (R&D, Procurement)

Semperit focuses on developing materials that are free of harmful substances and on reducing environmental pollution by using more environmentally friendly alternatives. Since 2020, two products in the area of sealing profiles have been evaluated according to the criteria of the material health category of the Cradle to Cradle Certified™ product standard and awarded a Gold-level Material Health Certificate. This means that the product design and manufacturing are declared as sustainable, the materials of these products do not contain any harmful chemicals and protect health and the environment (see also section E2 Pollution). In the reporting year, the required recertification processes for Cradle to Cradle and Environmental Product Declaration for selected profile products were initiated and are currently being implemented.

Rethink, Reduce, Recycle:
Sustainable procurement and use of renewable resources (Procurement, ESG, suppliers, customers)

As stated in the Supplier Policy, suppliers are required to provide recycled and bio-based raw materials. For certain critical raw materials, such as natural rubber, attention is paid to the origin and compliance with environmental and human rights criteria in order to prepare the supply chain for the requirements of the EU Deforestation Regulation (EUDR). Semperit generally promotes sustainability in the raw materials supply chain by requiring suppliers to undergo an ESG rating. The quantitative target for 2030 is: 75% of the procurement volume for resources will be implemented with suppliers who can provide an EcoVadis rating (see E5-3).

Rethink, Reduce, Recycle, Reuse:
Waste reduction, material efficiency, and resource conservation (production areas of Businesses, R&D, HSEQ)

By optimizing production processes and developing new products, resource efficiency should be continuously increased, and the amount of waste reduced. The following measures, among others, contribute to this: the Circularity Initiative described below, the use of recycled polyamide and steel scrap to manufacture hoses and fabrics, calculating the carbon footprint for most products and developing products that to various extents consist of sustainable raw materials.

In 2025, production processes for handrails were optimized. Heating times were reduced, resulting in energy savings of up to 25% depending on the type of handrail. In addition, around 98% of the solvent-based rubber solutions previously used were replaced by water-based alternatives in the reporting year. This reduces emissions of volatile organic compounds (VOCs), improves occupational safety and enhances the environmental compatibility and recyclability of the processes. In addition, bio-based synthetic rubber was approved for use in ski foil formulations, increasing the proportion of sustainable raw materials in the product range. Over EUR 65 thousand was invested in these key projects in 2025.

Rethink, Reduce:
Circular process and product development (R&D with Businesses, Innovation)
Together with customers, Semperit optimizes circular production processes and develops new products according to the principles of the circular economy. Calculating the carbon footprint of most products helps to determine whether secondary raw materials are suited to reduce greenhouse gas emissions compared to primary raw materials. Another measure is cross-divisional workshops to develop ideas for a more effective use of resources and closing material loops within the company and in the upstream and downstream value chain.

Reducing potential or actual negative environmental impacts during the use phase, such as rubber abrasion and the release of microplastics, requires lower product weight, improved design and optimized material properties. More efficient use and longer service life also reduce environmental impact. One of the key projects focuses on an angled polyamide guide plate for fastening the sleeper to the rail in the track superstructure. Material consumption has been reduced by 25% while maintaining the same functionality.

Reuse, Repair, Remanufacture, Refurbish, Repurpose, Recycle:
Circularity Initiative (R&D, ESG, HSEQ, Businesses, customers, suppliers and other business partners)
As part of this project, a cross-divisional team from various departments and specialist areas has been working systematically for two years on the effective implementation of circularity measures. The initiatives extend beyond the company's own business activities into the upstream and downstream value chain. The project comprised the following tasks and was planned with a budget of EUR 150,000 in 2025:
- Development, production and use of sustainable and circular raw materials and products
- Solutions for internal and external recycling of waste and by-products
- Cooperation with customers on solutions for products at the end of their life cycle
- Ongoing market and competition analyses on circular raw materials and solutions

One of these circularity measures is described in more detail in the section "E5-5 Products and materials: in-process recycling".

Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle:
Partnerships and cooperation with stakeholders for sustainable and circular material and product development (R&D, Procurement, ESG, HSEQ, Businesses)
Semperit relies on close cooperation with customers and suppliers in research and development in order to meet their wishes and requirements in the best possible and most timely manner. In addition, the company is continuously working on expanding its product portfolio to offer more environmentally friendly and competitive products. Ecological advantages are achieved through low material consumption in production, lower weight in the application as well as reduced energy consumption during operation by the end customer. Key factors include cooperation with universities and consultations with external experts on recycling research, product and waste classification, and regular exchange with the Wirtschaftsverband der deutschen Kautschukindustrie (Association of German Rubber Manufacturing Industry), the Deutsches Institut für Kautschuktechnologie (German Institute for Rubber Technology), official state government agencies, the Industriellenvereinigung (Federation of Austrian Industries) and the Wirtschaftskammer (Austrian Economic Chamber). Intensive cooperation with external partners and customers helps to take advantage of the opportunities offered by the circular economy and reduce organizational and financial risks.

Disclosure Requirement E5-3 – Targets related to resource use and circular economy

Semperit's circular economy targets relate to the efficient use of primary raw materials (IROs #21–24) and to the increased use of sustainable and secondary raw materials that have been screened according to ESG criteria (IROs #13–20, 25). If material surplus and waste cannot be avoided, Semperit works on possibilities to process or recycle them internally or externally. The recycling rate of elastomers as a material is significantly lower than that of steel, glass, paper or cardboard. In general, secondary raw materials can be used if they meet the desired material and product properties of the end product. However, not every raw material in the rubber compound can be replaced by a secondary raw material, since a change in the recipe affects both product properties and procedural and process-related properties.

Therefore, Semperit is currently working intensively on new formulations and processes as part of the Circularity Initiative in order to increase the proportion of internally recycled materials and externally purchased secondary raw materials in the products (see section E5, disclosures under E5-2 and related key figures under E5-5). Semperit is currently not pursuing any quantitative or time-bound targets for increasing the proportion of secondary materials in its products and is focusing on measuring and contributing to technological progress in order to promote the transition to a circular economy.

Semperit currently has no quantitative and time-bound targets with regard to resource inputs (e.g., the amount of primary raw materials used, the usage rate of secondary materials, or the amount of sustainable, renewable resources used) or product design (e.g., the durability, disassembly, reparability or recyclability of products). The potential for improvement is not yet quantifiable for Semperit, and only once reliable findings and recyclable alternatives are available, will the company develop measurable and meaningful indicators and quantitative targets for these areas. Semperit has already set measurable targets for waste reduction and the sustainable procurement of goods and services. No ecological thresholds were taken into account, and the two targets were not scientifically validated. They were set voluntarily and are not subject to any mandatory legal requirements. Internal experts at site level were involved in the status quo and reduction potential analysis that formed the basis for setting the two targets in circular economy. At Group level, various internal and external stakeholders were involved, including HSEQ, Procurement, ESG and other teams, external consultants, financing banks, the Executive Board and the Supervisory Board. The two targets are explained in more detail below. Compared to the previous reporting period, there have been no changes to the targets, the corresponding key performance indicators or the underlying measurement methods.

7% waste reduction by 2030, relative to units produced (IROs #21–24)

As defined in the Resource Management Policy and anchored in the HSEQ and Innovation Policies, Semperit continuously analyzes and improves processes to minimize material waste. Since January 1, 2024, Semperit has been striving to reduce the relative waste volume by 7% by 2030, which corresponds to an annual reduction of 1%. There are no further published interim targets. The reduction target relates to waste management, but not to the aspect of preparing proper treatment.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
7% waste reduction per good product[1] by 2030	1% waste reduction per good product[1] per year	2023	0,132 kg per good product[1]	01/01/2024 to 12/31/2030	20.0% waste reduction per good product[1] compared to 2023	9.1% waste reduction per good product[1] compared to 2023

[1] Good product is a unit of output and by-product that has been produced during the reporting period and marketed or stored for future marketing. Due to the divestment of surgical gloves from the Semperit Group in the previous year, the key figures presented above for 2024 have been adjusted in the 2025 Non-financial Statement. This ensures comparability of the results for 2024 and 2025. Base value 2024 before restatement: 0,094 kg per good product.

The target applies to all production sites, and all sites must contribute in equal proportion to achieving the target. Waste generation is recorded monthly, reported to the central HSEQ team and evaluated to monitor progress and initiate any corrective measures. The annual target achievement at Group level is one of the ESG performance parameters in the long-term incentive of the Executive Board members and senior management (for more disclosures see ESRS 2 GOV-3).

The waste reduction target promotes the separation of waste by type, internal reuse and industrial processing of materials that would otherwise be disposed of as waste. It also creates an incentive for the increased reintegration of semi-finished products – i.e., materials that have already passed through one or more processing stages but have not yet been processed into a finished product. In addition, products that contain reprocessed secondary raw materials instead of primary raw materials usually have a smaller carbon footprint. This reduces both Semperit's corporate carbon footprint and its customers' Scope 3 emissions.

Supporting measurable target in the supply chain:
75% coverage of expenditures to suppliers with EcoVadis rating by 2030 (IROs #15–16, 47)
By 2030, Semperit aims to spend 75% of its expenditure on raw materials, other goods and services with suppliers that have been assessed according to ESG criteria and standards. ESG ratings, such as the globally most widely used EcoVadis rating, examine, among other things, the concepts, measures, targets and progress of certified companies in terms of circular product design and materials, minimization of primary raw materials and waste management. To further improve the positive impact along the supply chain, Semperit has included additional assessments (other ESG ratings) in its evaluation of the sustainability in the supply chain during the reporting year. Semperit specifies which rating result its suppliers should achieve to ensure that they are committed to the circular economy and other material topics at a minimum level acceptable to Semperit. Semperit encourages suppliers who fall below the threshold of 45 points out of a maximum of 100 to take measures for improvement. If necessary, Semperit will support them in this process.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
75% of expenditure covered by EcoVadis certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70%	2023	42% of expenditure covered by EcoVadis-certified suppliers in 2023	01/01/2024 to 12/31/2030	51% of expenditure covered by EcoVadis certified suppliers by 2030 (+4 PP above the previous year, +1 PP above the interim target in 2025)	47% of expenditure covered by EcoVadis certified suppliers by 2030 (+5 PP above the previous year, +3 PP above the interim target in 2024)

The US and Swiss sites of Rico are not included in the above figures.

The assessment of suppliers is monitored annually. The margins of SAG’s bank financing taken up in the 2023 financial year are linked to the leverage ratio and ESG performance criteria, including the target set out above.

At the Group level, various internal and external stakeholders were involved in setting this target to promote sustainability in the supply chain, including employees from the Procurement department and the ESG and Treasury teams, the financing banks, and the Executive Board. No ecological thresholds were taken into account, and there was no scientific validation or company-specific divisions. The target was set voluntarily and is not subject to any mandatory legal requirements.

Disclosure Requirement E5-4 – Resource inflows

Semperit uses various raw materials to manufacture its elastomer products such as belts, hoses and seals. The main components are natural and synthetic rubber, liquid silicone, fillers (carbon black, silica, chalk, kaolin, etc.), plasticizers, chemicals and various reinforcing materials (steel, textiles, etc.). Many of the products manufactured by Semperit are therefore composites which, in addition to the elastomer, also contain reinforcing materials such as steel cables or wires, yarns or fabrics. Since the share of process materials and packaging in which the raw materials enter the company is low compared to the product materials, Semperit focuses its reporting on resource inflows on the consumption of raw materials and reinforcing materials. The packaging-related information on the following pages therefore concerns exclusively packaging Semperit uses for transporting products to the customers.

In terms of quantity, the largest share of resource inflows in Semperit’s production process is accounted for by rubber polymer and fillers (carbon black or light-colored fillers), textiles, steel wires as well as plasticizers. Semperit uses critical raw materials such as cobalt salts in hydraulic hoses and conveyor belts. Antimony trioxide, which is also considered as a critical raw material, is used in some flame-retardant products. Semperit does not use rare earths in its products.

In addition, various direct and indirect resources and services are purchased from third-party providers, including packaging material for product transport, machinery, warehouse equipment, office furniture and hardware. In principle, secondary raw materials can be used if allowed by the desired material and product properties of the end product. However, not every raw material of the rubber compound can be substituted by a secondary raw material since a change in the formulation quickly affects process-related properties. Furnace carbon black (industrial carbon black), for example, is standardized. Therefore, a carbon black type from manufacturer A can be replaced relatively easily by the same type from manufacturer B without significantly changing the process properties. For raw materials that are not subject to any standard (such as recycled carbon black), all subsequent process steps (formulations, process parameters, machine settings) must be brought into line with the respective material properties. The use of recycled rubber (reclaimed rubber) or recovered carbon black as well as the use of recycled chemicals or reinforcing agents are central research topics for Semperit. The company also uses recycled materials in the production of plastic products.

As part of the Circularity Initiative, Semperit gradually increased the proportions of reclaimed rubber, recovered carbon black and rubber powder in products in 2025 and implemented further steps to integrate sustainable raw materials into its products. The use of post-production reclaims in window seals and industrial hoses was successfully implemented, allowing material residues from the production process to be recycled and reducing the use of primary materials. In addition, recovered carbon black was introduced in seals, track belts and ski foil, and bio-based synthetic rubber was used in ski foil for the first time. Application in hydraulic hoses is currently in the implementation phase, which represents another important contribution to the substitution of fossil raw materials. In addition, reclaimed rubber was used in seals and handrails to close material cycles and increase resource efficiency.

In addition to using its own reprocessed production waste and surplus material, Semperit also purchases a considerable amount of recycled raw materials from suppliers, some of which are made from waste and by-products. The following table shows the purchased and used quantities of raw materials for 2025.

	2025		2024	
Resource inflows - general	t		t	
Overall total weight of technical/biological materials	119,080		118,697	
Sustainable resource inflows	t	%	t	%
Biological materials	13,181	11.1%	16,084	14.0%
Reused/recycled materials (including packaging)	8,375	7.0%	7,550	6.4%
	t	%	t	%
Sustainable materials (biological and/or reused or recycled)[1]	**20,152**	**16.9%**	**22,403**	**18.9%**

[1] To avoid double counting, materials that are both biobased and recycled (e.g., cardboard packaging) are counted only once. Therefore, the total quantity of sustainable materials shown above does not correspond to the sum of biobased and reused/recycled materials.

Data on resource inflows include raw materials for compounds and reinforcing materials as well as packaging materials used for product packaging. Semperit does not include the inflow of consumables, spare parts and components in the key figures shown above, as these materials are not purchased by weight. Furthermore, compared to the materials considered in the resource inflows, these inflows are neither significant in monetary terms nor in terms of their environmental impact.

Sustainable resource inflows

These resources are raw materials used to manufacture products that have one or more of the three sustainability characteristics described below. In 2025, a total of 16,9% of the more than 119 thousand tons of resources used were classified as sustainable. In the reporting year, a total of 20,152 tons of recycled, reused or (partially) biological materials were used at Semperit sites. To avoid double counting, materials that fall under two categories (e.g., cardboard packaging) are only counted once. The slight decline compared to the previous year is mainly due to lower product output in 2025 and, as a result, a different distribution of the raw materials purchased. Nevertheless, the number of different raw materials classified as sustainable increased in 2025 (see table below).

- **Biological resources**: materials that consist of substances derived from living or formerly living organisms and are usually renewable, such as natural rubber or wood. They are often, but not always, biodegradable. Example: a plasticizer with a 5% vegetable oil content is a 5% bio-based material.
- **Reused resources**: products and by-products that are not waste and are reused for their originally intended purpose, without leaving the company's production. This may require cleaning or minor adjustments. Example: IBC containers used to store liquids or other substances.
- **Recycled resources**: waste and by-products that are reprocessed into products, materials, packaging or other substances for their original or other purposes through recovery processes. This includes the reprocessing of organic material but does not include energy recovery and reprocessing into materials to be used as fuels or fillers. Example: recycled plastic foil.

The data from internal systems and databases form the general basis for calculating the key figures on resource inflows. The daily incoming goods data, including information on the material number, material designation, suppliers, quantity and the respective base unit, is recorded centrally. All other sites that purchase raw materials provide their purchasing data monthly, which are then integrated into the Group's central databases.

The above-mentioned material properties "biological", "reused" and "recycled" are maintained in mapping tables. This is done either at the material number level in combination with the supplier number or at the material group level. All raw materials of the main material groups (rubber, carbon black, white fillers, oils, reinforcing materials) were classified accordingly as part of the conversion of sustainability reporting to the ESRS in 2024. Material groups with a low mass, such as some chemicals, were only classified from a quantity of at least 50 tons used per year and none were otherwise assigned to this category. The data in the database on the quantities supplied are compared with the information from the mapping table to derive the relevant quantities for the respective ESRS data points.

When matching the data with the above-mentioned mapping tables, each data set can only be assigned to one mapping table. This avoids the double counting of data sets of reuse and recycling, and other categories. Finally, a comparison of the quantities from the database before and after mapping is carried out.

Examples of secondary raw materials and recycled materials from waste and by-products that were used in the reporting year:

- **Recovered carbon black**: pyrolysis of scrap tires produces a solid carbonaceous residue that can replace or supplement the primary raw material carbon black as a core component in certain technical applications. Limited availability, higher costs, and process- and product-specific requirements still limit its use.
- **Reprocessed rubber**: elastomers that are recovered from waste and surplus materials from the production of polymer manufacturers and reprocessed to achieve the same or similar usability as synthetic rubber.
- **Reclaimed rubber:** material that is produced from vulcanized rubber through a reprocessing procedure. During this process, the molecular bridges of the rubber are partially or completely broken, allowing the material to return to a plastic form and be used to create new compounds.
- **Rubber powder**: obtained from vulcanized material, such as used tires, excess materials from production or by-products. In the process, non-rubber components such as fibers and wires are removed, the rubber is cleaned and ground into crumbs, which are then added to the compound for the production of rubber sheets, for example.
- **Zinc oxide from zinc waste**: zinc slag is a by-product of the galvanization process. The slag is regularly removed to maintain the quality of the galvanic coating, but it can also be used as a starting material for zinc oxide.
- Recycled polyamide
- Hose wire from steel scrap

In the reporting year, the measures described under E5-2 made the following progress possible, which is of great significance for the Semperit Group's raw materials portfolio previously considered non-renewable and irreplaceable:

Sustainable raw materials at Semperit	2025	2024
Raw materials classified as sustainable (= biological or recycled)	36	34
thereof natural rubber types	5	5
Thereof reprocessed rubber	3	3
thereof reclaimed rubber (rubber renewed by devulcanization)	6	3
thereof rubber powder	1	1
thereof recovered carbon black types (rCB, recycled by pyrolysis of old tires)	2	2
thereof sustainable plasticizers	14	14
thereof zinc oxide types (recyclate-based)	2	2
other sustainable activators, release agents, oil recyclates, filter recyclates	3	4

The category Reprocessed Rubber was not included in the Non-financial Statement 2024.

In addition, business relationships with 42 suppliers of such raw materials have been established to date. Furthermore, Semperit now works with 10 recycling partners on the processing of vulcanized surplus material and products at the end of their life cycle, compared to 8 partners in 2024.

Disclosure Requirement E5-5 – Resource outflows

Products and materials

Semperit manufactures quality products made of natural and synthetic rubber and silicone. The Semperit hydraulic hoses produced by the SIA division are used in mechanical engineering, mining and plant construction, as well as in agricultural engineering. The industrial hoses produced by the SEA division, which are used in the construction, chemical and food industries, among others, ensure the safe transport of materials. In addition, the SIA division supplies seals for windows and doors, facades, glazing seals, pipe insulation, EPDM seals and special seals.

The Form unit of the SEA division is a leading manufacturer of molded and extruded polymer and plastic products, such as escalator handrails, mountain applications (ski and snowboard foils, cable car rings and rail tapes or track belts for snow groomers). Elastomer sheets and customized solutions with sealing or insulating functions are also part of this division's core business. It also includes rail pads for railway superstructures, various pipe seals and large membranes that are used worldwide in filtration presses, for example. The conveyor belts also produced in the SEA division range from textile belts to steel cord belts for highly efficient transportation even under extreme conditions, which are used in mining, in the steel industry, in the cement industry, in power plants, in bulk cargo handling terminals and in many other areas. The Rico Group's SEA sites focus on tool manufacturing and the production of precision parts made of liquid silicone and offer customized complete solutions for the healthcare, mobility, food, industry, consumer goods and household appliances, and sanitation sectors. For more disclosures on Semperit's value chain, business model and outputs, see the ESRS 2, SBM-1.

Durability, reparability and recyclability of Semperit products

The information presented in the table below regarding the durability of Semperit products is based on ongoing research, product comparison tests and customer feedback. These analyses have shown that the durability of Semperit products is at or above the average of comparable products available on the market. The data and empirical values are continuously collected and represent estimated information without direct measurements for each product group in the most common, average product application.

Division	Representative product groups	Average expected product durability	Expected durability compared to industry average
SIA	Profiles	Up to 30 years, depending on the application	100% durability compared to the industry average
	Hydraulic hoses	Up to 10 years	100% durability compared to the industry average
	Industrial hoses	Up to 10 years, depending on the application	100% durability compared to the industry average
SEA	Textile-reinforced conveyor belts	Up to 10 years, depending on the application	>100% compared to industry average (longer durability than average comparable product)
	Steel-reinforced conveyor belts	Up to 20 years, depending on the application	>100% compared to industry average (longer durability than average comparable product)
	Elastomer sheeting	Up to 10 years, depending on the application	100% durability compared to the industry average
	Handrails	Up to 10 years, depending on the application	>100% compared to industry average (longer durability than average comparable product)
	Cable car rings	Up to 10 years, depending on the application	>100% compared to industry average (longer durability than average comparable product)
	Products for railway transportation	Up to 40 years, depending on the application	100% durability compared to the industry average
	Silicone products of the Rico Group	From single use to more than 20 years	>100% durability compared to the industry average. The components are designed to last longer than the product they are used for.

The reparability and recyclability of Semperit products depend on their type and application. Most of the products are components that are built into system solutions and are usually replaced completely when damaged or at the end of their life cycle (e.g., window and door profiles, industrial hoses, cable car rings and ski foils). Depending on how advanced a country's waste management system is, end-of-life products or components are either recycled, incinerated (with or without energy recovery) or sent to landfills. For some products, limited partial repairs are possible if damage occurs during the product's use phase (e.g., handrails and some steel conveyor belts). Hydraulic hoses must not be repaired and must be replaced due to the safety risk (as specified by DIN20066/ISO8331). The total quantity of potentially repairable and actually repaired products cannot be recorded, nor is it possible to make a reliable estimate.

In general, Semperit products are currently rarely repaired or sent for post-consumer recycling. Certain product parts are basically almost 100% recyclable (e.g., steel reinforcement). Other product parts (e.g., vulcanized elastomers) are currently not recycled due to a lack of technical solutions.

The recyclable proportion of raw materials in products is based on the proportion of the weight of materials purchased and processed in products during the reporting year that can potentially be recycled. Semperit has no knowledge of the proportion of products that are actually recycled in practice, and for the reasons described above, this may differ significantly from the reported value.

%	2025	2024
Recyclable content in packaging	95.0%	95.0%
Recyclable content in products	95.0%	95.0%

The 95% share of products listed in the table is based on the assumption that fire-resistant products made from halogen-containing compounds are not recyclable (5% of compounds). Even the presence of a single component containing halogenated substances makes the entire rubber content of the product non-recyclable. This assumption ensures that the assessment of raw material recyclability is conservative and even the smallest potential negative impacts and environmental risks are taken into account.

The finished products are packaged according to their properties and customer specifications. The most important packaging materials are cardboard, wood and plastic, which are generally recyclable. The figure of 95% is an assumption, as the company has no information about the recyclability of packaging purchased from third parties or about the actual treatment of the packaging at the end of its life cycle. The proportion designated as recyclable refers to the total quantity of purchased packaging.

Circular material reuse and recycling

By-products are generated in Semperit's production, i.e. materials that are not sold as primary products but are used for other purposes or to be processed by various methods such as grinding or granulating and subsequently reused as raw material. The material is reused by third-party buyers – usually other industrial companies to whom these materials are sold – or by Semperit itself. For example, Semperit uses reclaimed rubber from its own vulcanized products, but also from scrap tires. In addition, discarded vulcanized and non-vulcanized silicone from Rico is used by third parties as material for production of silicone oil. Further disclosures on by-products can be found in section E5 under E5-4 Resource inflows and E5-5 Waste.

In rubber production, the recycling of waste, semi-finished products and products after the end of their life is generally still limited. Compounds that have already been processed can either be reused directly or, if the rubber has already been vulcanized, only after thermal, chemical or mechanical processing, depending on the production step. Therefore, the global recycling rate of rubber is significantly lower than that of steel, glass, paper or cardboard, for example.

Through intensive research and in cooperation with an external recycling partner, Semperit has succeeded in making even the vulcanized residual materials that accumulate during operation usable as secondary raw materials. As a result, Semperit has been able to offer products that consist of up to 30% recycled vulcanized waste from its own profile production. In doing so, the company helps to close the recycling gap for industrial rubber. During the reporting period, Semperit succeeded in reusing or recycling 55 tons of material with the help of third parties and an additional 1,065 tons internally. This material would otherwise have been declared waste and disposed of. Compared to the previous year, less material was recycled due to the decline in demand and production volumes.

t	2025	2024
Circular materials (from external recyclers)	55	85
Circular materials (internally processed and recycled)	1,065	1,349

The process of cross-linking during vulcanization, which generates an insoluble and non-deformable elastomer from the rubber compound, is reversed, as is the case when recycling production waste. The bridges formed during cross-linking are split, and a deformable, soluble rubber compound is created. The newly obtained raw material can be reused in a new EPDM compound to varying degrees, depending on the product.

A Semperit sealing profile made from an EPDM compound with a 30% recycled content has a product carbon footprint (PCF) that is 16% to 32% lower than standard Semperit profiles, depending on the required product properties. Semperit thus not only contributes to the circular economy, but also to decarbonization. Semperit also evaluates this method of regeneration for its customers' post-industrial products and for post-consumer items. In the reporting year, the focus was on post-industrial recycling cooperation with selected customers and recycling partners. The first series production and further customer cooperations for post-consumer recycling and the return of recycled material to Semperit's production processes are planned for 2026.

Waste

As explained under E5-2 and anchored in the Resource Management, Innovation and HSEQ Policies, Semperit continuously analyzes and improves processes to minimize waste. If excess material cannot be avoided, Semperit works on ways to recycle it internally or externally. Systematic waste management and continuous improvement of waste separation and documentation of the various residual and waste materials are prerequisites for that. The site managers and the technical division managers are responsible for controlling the various production parameters in order to improve material efficiency and waste prevention. Through various improvement programs, HSEQ and Operational Excellence activities as well as regular training, the use of materials can be optimized and waste and scrap reduced.

Waste management is part of the Group-wide environmental management system, which is ISO 14001 certified and based on a due diligence assessment of environmental risks. All relevant waste and scrap key figures are reported to the central HSEQ department and included in the monthly "HSEQ Sustainability Reports" to enable the control for achieving the waste reduction target of 7% by 2030 (measured against 2023). Further disclosures on the strategy and objectives in the area of waste can be found in section E5-3. The decision-makers in the production areas analyze the data and derive improvement measures based on it.

The key figures also include waste generated by test runs during the development of new materials and products. All waste that leaves the factory premises is collected by certified and approved waste disposal companies and properly recycled or disposed of. Currently, most rubber waste is incinerated and recycled energetically, which is unsatisfactory in terms of efforts to promote recycling management and climate change mitigation (reduction of Scope 3 emissions). As part of the Circularity Initiative, Semperit has initiated several measures that contribute to an increased return of vulcanized and unvulcanized rubber waste to the production process. This also showcases in the increase in the share of recycled waste from 46% (2024) to 55% in the reporting year. Further disclosures on the use of opportunities offered by the circular economy related to the recycling of materials and the development of recyclable products can be found in sections E5-4 Resource inflows and E5-5 Resource outflows.

Waste diverted from disposal

Hazardous waste

t	2025	2024
Preparation for reuse	0	0
Recycling	153	170
Other recovery operations	313	234
Total amount of hazardous waste diverted from disposal	**466**	**404**

Non-hazardous waste

t	2025	2024
Preparation for reuse	0	0
Recycling	6,258	5,810
Other recovery operations	1,844	3,276
Non-hazardous waste diverted from disposal	**8,102**	**9,086**

Waste directed to disposal

Hazardous waste

t	2025	2024
Incineration	127	303
Landfilling	156	335
Other disposal operations	0	0
Hazardous waste directed to disposal	**283**	**638**

Non-hazardous waste

t	2025	2024
Incineration	677	767
Landfilling	2,044	2,096
Other disposal operations	0	0
Non-hazardous waste directed to disposal	**2,721**	**2,863**

Non-recycled waste

t	2025	2024
Non-recycled waste	5,160	7,011
Percentage of non-recycled waste	45%	54%

Recycled waste

t	2025	2024
Recycled waste	6,411	5,980
Percentage of recycled waste	55%	46%

Total waste

t	2025	2024
Total amount of non-hazardous waste	**10,823**	**11,949**
Total amount of hazardous waste	**748**	**1,041**
Total waste generated	**11,571**	**12,991**
Special occurence waste	**48**	**151**
Total waste generated incl. special occurrence waste	**11,619**	**13,142**

Due to the divestment of the medical gloves business from the Semperit Group in the previous year, the key figures presented above for 2024 are shown in an adjusted form in the 2025 sustainability report. This ensures the comparability of the results for 2024 and 2025. 2024 before adjustment: Total amount of non-hazardous diverted from disposal: 9,237 t; Total amount of hazardous waste diverted to disposal: 456 t; Total amount of non-hazardous waste diverted to disposal: 3,003 t; Non-recycled waste: 7,123 t; Total amount of non-hazardous waste: 12,239 t; Non-hazardous waste: 860 t; Total waste generated: 13,100 t. In addition, the Belting site in France was included in the waste reporting in the reporting year, and the figures were adjusted retroactively. As a result, there is a significant increase in hazardous waste in the disposal category 'landfilling' for 2024—from 18 t to 335 t.

Semperit waste consists of rubber, silicone and plastic waste, paper, cardboard, foils, metal, wood, construction waste, electronics as well as hazardous and non-hazardous chemical waste and used oil. No radioactive waste is generated at any of the sites. Waste resulting from special occurrences (special occurrence waste), for example from the demolition of a building or the disposal of machines, is reported separately and is not included in hazardous or non-hazardous waste. Unlike the other waste streams, this waste (48 tons in the reporting year) is not directly related to Semperit's production and is therefore not included in the base value for the waste reduction target, which is geared to process efficiency.

The recycling quantities shown in the table above only include waste (hazardous and non-hazardous) that is directed to and recycled by disposal companies. The waste category "Other recovery operations" covers the energy recovery of hazardous and non-hazardous waste, e.g., the recovery of heat and the subsequent production of steam, hot water or electricity. Incinerated waste without energy recovery is included in the "Incineration" category. The waste management companies commissioned with the task organize the delivery of the waste to the recycling plants in compliance with legal requirements.

In addition to production-related waste streams, packaging also contributes to the reported total waste. On the one hand, the transport and material packaging in which raw materials and other materials are delivered remain with Semperit, and on the other hand, Semperit products reach the customers using transport and product packaging. Depending on the product and the agreements made with customers, Semperit takes some of the packaging back. Returned transport and product packaging that is reused rather than disposed of is not included in the waste figures. Semperit has only limited influence on the packaging that arises in the course of raw material deliveries, but in any case, it is separated, collected and, if possible, reused for packaging or other purposes or disposed of properly. When packaging its own products, Semperit uses as little packaging as possible and ensures it is environmentally friendly in order to keep the amount of waste in the downstream value chain small. However, customers usually specify the packaging size and type, which limits Semperit's scope for designing the packaging.

In the collection and evaluation of key figures, Semperit relies on its own direct measurements and on information from third parties – such as waste disposal companies, raw material and packaging suppliers – and therefore does not have to resort to estimates. All criteria and calculation bases, including the requirements for special occurrence waste, are anchored in the internal policies of the quality management system.

Disclosure Requirement E5-6 – Anticipated financial effects from material resource use and circular economy-related risks and opportunities

Semperit makes use of the quick fixes adopted in 2025 with regard to the extension of the phase-in arrangement and omits the non-mandatory disclosure of information on the expected financial effects in connection with the circular economy in the reporting year.

3. Social information

ESRS S1 Own workforce

Semperit's employees make a significant contribution to the company's success. Their commitment, initiative and contribution to improvements enable the company to develop continuously. As an employer, Semperit, like many other companies, faces personnel challenges resulting, for example, from demographic change, changing expectations of applicants and employees, and the development of wage costs. In order to offer employees an attractive and secure workplace in the long term and to be able to trust in their expertise, commitment and loyalty in return, Semperit relies on a modern, healthy and supportive corporate culture. The former Human Resources department was renamed People & Culture in the reporting year to emphasize the focus on culture, development and cooperation. Training and development opportunities, a new management culture, occupational health and safety activities, and diversity and inclusion are among the key areas in which Semperit implements action plans and measures. The initiatives described in the following disclosures to optimize working conditions for its own workforce benefit both employees and the company.

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/ actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
Working conditions	Safe employment	Own operations	4, 5	P	S, M, L		(#26) Fear of layoffs during economic downturns can affect the emotional well-being of employees.			-	No employment without written agreement with fixed terms, working hours and times that comply with local laws. Flexible working time models (flexitime and part-time arrangements), remote work. Collective agreements Group Bonus Policy (STI, LTI). Benefits for the social or financial security of employees, such as accident or health insurance, contributions to pension schemes Regular quality management audits at all sites. Publicly accessible, anonymous whistleblowing hotline SemperLine.
	Working hours		4	P	S, M		(#27) Overtime and irregular working hours can have a negative impact on the health and well-being of employees.			-	
	Adequate remuneration		4	A	S, M, L	(#28) Secure and adequate income increases employee satisfaction and motivation and ensures a decent standard of living for them.				-	
	Social dialog Freedom of assembly, works councils, employees' rights to information, consultation and co-determination Collective bargaining, workforce covered by collective agreements		4, 5	A	S, M, L	(#29) Active employee participation and representation through the works council promotes a fair, inclusive and safe working environment, which contributes to higher satisfaction, employee retention and general well-being.		(#30) Loss of revenue and operating losses due to possible strikes (transition risk).		-	

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/ actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
	Health protection and safety		4	P	M, L		(#31) Rising temperatures (due to climate change and extreme weather events) can lead to an increase in heat-related illnesses and negatively affect the general health and well-being of employees in the workplace if no adequate buildings and infrastructure are provided.	(#32) Increase in operating costs due to effects on employee health caused by rising temperatures (climate change) if no appropriate buildings and infrastructure are provided (physical risk).		8% reduction of the incident rate annually	"Safety first": daily production meetings always start with the topic of safety. Focused occupational safety campaigns such as "Focus on Safety, Next Level!"; Designated safety officers at each site. Monthly reporting on unsafe actions and working conditions. Reduction of accident rate as one of the LTI components.
			4	P	S, M, L		(#33) Injuries (including temporary and permanent effects) and accidents, including fatal accidents can have a material impact on the individuals affected and their families, and can also affect the emotional well-being of others in the workplace.	(#34) Incidents or accidents that may occur when the company fails to follow safety regulations, e.g. operating instructions, occupational safety instructions, occupational safety obligations, may result in reputational damage and/or (financial) sanctions (physical risk).			
Equal treatment and equal opportunities for all	Gender equality and equal pay for equal work	Own operations	4	P	S, M, L		(#35) Unaddressed gender discrimination and unequal pay in workplaces that lack inclusive, fair structures and defined processes could widen the gender pay gap and cause long-term economic disadvantage for individuals.			+0.5 PP overall increase of female ratio annually +1 PP increase of female ratio in leadership annually +1 PP increase of female ratio in senior leadership annually	D&I Global Council and D&I Local Councils – global and local focus groups of dedicated employees across organizational hierarchies, functions, sites and business areas, focusing on identifying and implementing D&I initiatives with a focus on gender, age, disability and cultural inclusion; Integration of the D&I target (quota of women) into the LTI. Women International Network (WIN) – a dedicated network initiative with a focus on inclusion, empowerment and inspiration of female colleagues in their daily work.
			4	A	S, M, L	(#36) Proactively ensuring equal opportunities and justice for all, especially gender equality, improves the mental and emotional well-being of society. The vision is to make the industry attractive to employees of all genders and in particular to encourage women to study technical professions and pursue a career in technical fields.					

Subtopic	Sub-Subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/ actual impacts	Time horizon: short, medium or long-term	Positive impact	Negative impact	Risk	Opportunity	Measurable target	Key measures (implemented or continued in the reporting period)
	Further training and skills development		4	A	S, M, L	(#37) Promoting the knowledge of employees and strengthening their attractiveness as employees in view of the complex requirements of the industrial labor market (e.g. digitalization, industrial and chemical expertise, etc.).				-	Wide range of mandatory and voluntary training: e-learning and classroom training for white-collar workers with a focus on compliance, sustainability and cybersecurity, on-the-job and classroom training for blue-collar workers with a focus on process knowledge and occupational safety Since 2025: Leadership Operating System – the tool for corporate culture, values, and standards in everyday leadership.
	Employment and inclusion of people with disabilities		4	A	S, M, L	(#38) Promoting knowledge and innovation through diversity of employees and inclusion of people with disabilities increases awareness. The different perspectives, experiences and abilities of a diverse workforce increase a team's creativity and problem-solving skills and create a more inclusive work environment for people with disabilities.				-	D&I Global Council and D&I Local Councils – global and local focus groups of dedicated employees across organizational hierarchies, functions, sites and business areas, focusing on identifying and implementing D&I initiatives with a focus on gender, age, disability and cultural inclusion;
	Diversity		4	P	M, L		(#39) Creating a non-inclusive work culture that might contribute to lower morale among employees and potential future workers in the market, their lack of commitment and low work motivation by tolerating social inequalities, create systemic barriers and reduce opportunities for marginalized groups.			+0.5 PP overall increase of female ratio annually +1 PP increase of female ratio in leadership annually +1 PP increase of female ratio in senior leadership annually	Integration of the D&I target (quota of women) into the LTI. Women International Network (WIN) – a dedicated network initiative with a focus on inclusion, empowerment and inspiration of female colleagues in their daily work.
			4	A	M, L	(#40) Creating an inclusive workplace culture that contributes to increased employee satisfaction, commitment and job satisfaction also improves social equality, creative collaboration and innovation in the elastomer industry in general.			(#41) Competitive advantage through the attractiveness of the company as an employer thanks to the diversity and inclusion of the workforce. Different skills, perspectives and experiences are covered, which tends to make teams more efficient and productive.		

[1] See overview of Semperit stakeholders in section ESRS 2 under SBM-2

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction of with strategy and business model

The identification and assessment of material impacts, risks and opportunities, as described in the ESRS 2 section under IRO-1, including those related to the company's own workforce and non-employee workers (IROs #26–41), are fundamentally linked to the strategy and business model. They are designed to ensure the long-term economic success of the Group, thus creating conditions for attractive, fair and secure jobs.

Semperit is committed to safeguarding high social and labor standards and takes targeted measures to ensure them. In Austria and other EU countries, where a large proportion of the employees are employed, high labor standards are guaranteed due to the full implementation of the ILO and OECD principles. As a manufacturing company, Semperit relies on employees who work shifts, including night and weekend shifts. Depending on the local labor market situation, Semperit also employs foreign workers at its production sites. In production countries outside the EU, there is an increased risk of human rights violations, especially when workers are recruited through unauthorized intermediaries. Therefore, Semperit works exclusively with state-approved partners for the placement and leasing of workers who comply with all labor law regulations in the host country. Conformity with Semperit standards is regularly checked in quality audits. Potential risks from non-compliance with high social and labor standards include negative financial effects due to reputational damage, penalties or remediation measures. With regard to child labor, no material IRO was identified in the materiality analysis.

Some of the IROs identified as material in the materiality analysis (e.g., health and occupational safety, IROs #31–34) have been anchored in the corporate strategy for years. The systematic examination of employee-related impacts, risks and opportunities creates the basis for a more differentiated management of personnel issues in the corporate strategy. In principle, all employees and non-employee workers are affected by the company's impacts, although the impact may differ depending on the job in the company. Particular attention is paid to the health and safety impacts on employees in the production area. Rising temperatures in connection with climate change (IROs #31–32) could lead to heat stress at the workplace in some sites if the infrastructure is inadequate, thus endangering the health and well-being of employees. In addition, insufficient safety measures, particularly in production and warehouse logistics, might increase the likelihood of accidents and thus the risk of injury. Days of absence and long-term sick leave caused by accidents would pose financial risks for Semperit and damage the company's reputation, thus also causing negative financial effects. However, investments in infrastructure and ventilation of production buildings, a strong focus on occupational safety and accident prevention, and optimization of workplaces, such as ergonomic design, modern technologies and flexible working models, can significantly increase productivity and the well-being of employees.

The labor market and the expectations of future employees are increasingly determined by technological developments and demographic changes. Semperit must adapt to remain attractive as an employer for new talent – especially by focusing on digital skills, lifelong learning as well as active inclusion and fairness (IROs #26–30, 35–41). A strong employer brand is crucial for attracting and retaining qualified professionals. Competitive remuneration and attractive benefits contribute to an adequate standard of living and make Semperit an attractive employer. In addition, a corporate culture whose values coincide with those of its employees in key areas strengthens identification with the company and long-term loyalty. On the other hand, long working hours and excessive workloads can affect the health and well-being of employees. In this case, the company may face financial sanctions or reputational damage.

In a rapidly changing world of work, job security is a major concern for many employees (IRO #26). Semperit supports transparent communication about corporate strategies and goals and promotes knowledge development and employee employability through internal mobility, retraining and continuing education programs (IRO #37). In addition, Semperit itself trains specialists at some sites. At the Rico site in Thalheim (AT), the company has been dedicated to building internal know-how for many years: in its own apprentice workshop, more than 40 young people are currently being trained in nine different apprenticeships. In 2025, the site was awarded the "ineo prize" by the Upper Austrian Chamber of Commerce for "Innovative Teaching" in recognition of its great commitment in this area. In addition to the apprentice workshop, the Rico Academy offers an internal training program in which employees with a high level of technical expertise train their colleagues so that vacancies can be quickly filled internally without any loss of quality. Semperit is aware of the risks of insufficient training and skills development opportunities. No access or discriminatory access to such programs could lead to a shortage of skilled workers and qualification deficits (IROs #35–41). Affected employees could turn their backs on the company, resulting in a loss of knowledge and experience – with negative consequences for competitiveness.

Equal treatment and equal opportunities (IROs #35–41) are further key aspects of Semperit's sustainability strategy. Numerous measures to promote diversity and inclusion (D&I) reflect this commitment. One focus is on gender equality, as women continue to be underrepresented in the industrial sector and, like in many other industries, are economically disadvantaged by unequal pay or limited career opportunities. A diverse workforce brings different skills and experiences to the table, leading to more efficient, creative and innovative teams. Discriminatory practices, on the other hand, would have immediate and long-term disadvantages for the employees affected, but also for the company itself, for example through reputational damage or legal and financial consequences. Diversity and inclusion are therefore not only ethically imperative, but also economically advantageous. Semperit attaches great importance to offering fair working conditions to all employees (IROs #28–30). Promoting social dialogue and involving employee representatives ensures that the interests and rights of employees are taken into account. This strengthens job security and promotes a fair working environment. If employee rights are violated, however, there is a risk of reputational damage and financial sanctions.

Persistent inflation in Europe has increased pressure for higher wage settlements and strained the general labor market situation. Semperit continues to focus on implementing collective agreement wage increases in line with the economic situation and ensuring fair remuneration. Despite the challenging economic conditions, the situation remained stable in the reporting year, and, with the exception of an protest event held by the Polish trade union, there were no strikes compared to the previous year. The clear focus is on ensuring competitiveness and preserving existing jobs.

The way in which these and other social impacts, risks and opportunities (IROs #26–41) are handled is explained in more detail in the following disclosure.

Disclosure Requirement S1-1 – Policies related to own workforce

Social responsibility towards employees is not only an integral part of the sustainability strategy but is also reflected in several policies and voluntary commitments of Semperit. The most important corporate policies for managing employee-related IROs include:

- People Policy (IROs #26–41) and Charter of Diversity (IROs #39–41)
- Recruitment Policy (IROs #26-28, 35–41)
- Code of Conduct (IROs #26–41, 45–49)
- HSEQ Policy (IROs #31–34)
- Compensation and Benefits Policy (IROs #27–30)
- Employment Guidelines (IROs #26–28, 35–41)

These policies stipulate Semperit's normative values and specific requirements with regard to its own employees. The obligation to respect human rights and zero tolerance of child labor, forced labor and any other kind of exploitation are explicitly embedded in the Code of Conduct, the People Policy and the Employment Guidelines.

In accordance with the Code of Conduct, all business activities to be carried out in accordance with the UN Guiding Principles on Business and Human Rights, the core labor standards of the International Labour Organization (ILO) and further international due diligence principles (IROs #26–41). The avoidance of discrimination and the promotion of equal opportunities and diversity (IROs #35–41) are also addressed in several of the documents listed. To underscore the company's ambitions in this regard, Semperit has also signed the Charter of Diversity. The Code of Conduct states, among other things, that no one will be subject to discrimination based on race, skin color, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, union membership, political affiliation, disability, veteran status or any other aspect protected by law. The competent departments in the Group's People & Culture and HSEQ organization are responsible for ensuring that these requirements and the locally applicable labor laws are complied with in all Semperit companies. The People Policy, the HSEQ Policy, the Modern Slavery Act Statement and the Code of Conduct are publicly available on the Semperit website. More policies are included in the quality management system or are communicated internally elsewhere.

In close cooperation with the respective experts, the Compliance department is responsible for creating and updating compliance policies across the Group. In these policies, Semperit refers to the relevant international frameworks and due diligence principles, such as the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the UN Global Compact (UNGC) and is committed to the principles, stipulations and objectives contained therein. Further information on corporate due diligence can be found in the ESRS 2 section under disclosure GOV-4.

Group-wide guidelines in the area of People & Culture are developed by the central organization and sent to all national People & Culture managers for review and feedback before being approved. In addition to considering the interests of internal stakeholders (employees, local People & Culture managers, works council, etc.), the interests of external stakeholders (trade unions, European works council, industry networks, etc.) are also taken into account. Once the feedback round has been completed, the final documents are adapted to country-specific conditions and local laws by the central People & Culture organization, approved and then published on the intranet. The local People & Culture departments check whether the processes comply with local laws and thus ensure compliance with Group-wide principles. All local guidelines are reviewed and approved by the Director of People & Culture before they come into effect. After the final approval of central or locally adapted versions, internal and external training courses and e-learning modules are offered to ensure uniform implementation of the guidelines. Existing People & Culture policies and guidelines are reviewed regularly and adapted as necessary. In 2024, new guidelines for the topics of compensation and benefits as well as the Employment Guidelines described below were adopted and published. In the reporting year, the Training, Bonus, Car, Performance and Travel Policies, among others, were updated.

In addition, local complaint procedures within the framework of "Speak up!" (see details in disclosure S1-3) and, where applicable, local grievance mechanisms enable employees to address concerns directly on site. Compliance with minimum social protection standards in the areas of labor and human rights as well as health and safety at work is ensured with the help of various instruments, processes and activities, as well as through a wide range of services and training courses at Group level. The training program is continuously expanded in terms of topics and languages. Essential content is offered in the most common Semperit languages to effectively impart knowledge and raise awareness. This is the only way to ensure compliance with the following guidelines and principles.

People Policy (IROs #26–41)

The People Policy was most recently updated in 2024 and covers all material impacts, risks and opportunities related to the company's own workforce. It includes both people who are in an employment relationship with Semperit and non-employees who work as contractors (self-employed) or temporary agency workers (non-employee workers) who work in production (for further information, see disclosure requirement S1-7).

The People Policy contains provisions on the following sustainability aspects:

- Secure employment (IRO #26)
- Fair working conditions (IRO #27)
- Fair pay (IRO #28)
- Gender equality (IROs #35-36)
- Training and skills development (IRO #37)
- Human rights (IROs #35-36, 39-41)
- Culture (IROs #39-41)
- HSEQ (IROs #31-34)
- Social dialog (IROs #29-30)
- Attractiveness as an employer (IROs #26-28, 30, 34, 36-37, 41)
- Integrity (IROs #37, 39-41)
- Diversity (IROs #39-41)
- Confidentiality and discretion in whistleblowing processes (IRO #46)

The People Policy refers, among other things, to the Code of Conduct, the Charter of Diversity and the HSEQ Policy. New employees are familiarized with the People Policy as part of the onboarding process. Employees are involved in the development, implementation and monitoring of the People Policy through structured training programs, local complaint procedures and the Speak up! system. In addition, cross-functional project work on social issues, co-determination and surveys is encouraged. Social dialogue, the work of works councils and the continuous information and consultation of employee representatives ensure that the perspectives of employees are taken into account.

Charter of Diversity (IROs #39–41)

The Charter of Diversity, which was re-signed by the Executive Board and management at the 2025 Leadership Conference, underscores the importance of a connected and inclusive corporate culture at Semperit. The signed charter is available on the intranet and website, posted at the sites and serves as a visible commitment to actively promote and continuously improve diversity and inclusion among employees. To achieve this, Semperit relies on training and further education, among other things. Topic-specific knowledge and awareness is taught in e-learning courses on diversity & inclusion (D&I), the Code of Conduct and environment, social and governance (ESG). The workshops on inclusive leadership planned for 2025 were brought forward to 2024. In the reporting year, the focus was on the rollout of the new Leadership Operating System, in which all members of the leadership team participated.

Recruitment Policy (IROs #26–28, 35–41)

The Recruitment Policy also contains binding guidelines on equal opportunities for all employees, regardless of ethnicity, skin color, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, nationality, union membership, political affiliation, disability, veteran status, legally protected aspects or other forms of discrimination. The policy applies across the Group and covers the entire recruitment process (internal and external applications, internships/apprenticeships and commissioned recruitment service providers). There are no exceptions; any necessary local clarifications must be approved by People & Culture.

The Group-wide policy was last updated in 2024 and expanded to include aspects such as personnel selection based on qualifications and experience, non-discrimination in all recruitment processes, attractiveness as an employer, fair pay, opportunities for internal applicants, adequate wages, compliance with data protection requirements in recruitment processes and promotion of diversity. There were no changes in the reporting year.

Semperit is committed to equal opportunities for all employees. Skills and potential are the decisive factors. A key objective is the gradual increase in the Semperit Group's female ratio, which is still below average compared to other industrial companies (see disclosure on S1-5). Fair recruitment concepts play a key role in this strategy.

Code of Conduct (IROs #26–41, 45–49)

The Code of Conduct provides a comprehensive overview of the regulatory social and governance framework of the Semperit Group consisting of principles, policies and instructions. It helps to ensure that employees behave ethically and in accordance with company values. The Code of Conduct sets clear standards and expectations for behavior in various situations and relationships. The responsibilities and accountabilities of employees, managers and business partners were precisely defined.

The code addresses human rights and sustainability issues as well as information security and privacy statements, among other things. In addition, it refers to the importance of whistleblowing and describes the reporting options available for this purpose. The Code of Conduct is available in nine languages. Information materials, such as whistleblowing postcards, content stickers and posters, are available in 13 languages.

Semperit uses so-called "integrity booths", designated displays at the sites with information on the topics of the code, to impart knowledge. To prevent violations of the Code of Conduct, Semperit relies on a corporate culture of trust (see section G-1 Corporate culture, disclosure G1-1) as well as on various tools for anonymous reporting of misconduct. If misconduct is identified, the Compliance department proposes remedial action and, if necessary, further steps to mitigate future risks for the Semperit Group, its employees, customers and other stakeholders. If there are indications of possible violations of human or labor rights, incoming reports are also reviewed in accordance with the UN Guiding Principles on Business and Human Rights. If necessary, Semperit initiates appropriate remedial measures to eliminate or mitigate negative impacts on affected individuals.

HSEQ Policy (IROs #31–34)

One of the Semperit Group's key responsibilities is to create a working environment that protects the individual health and physical integrity of all persons working in operations or on company premises. Prevention of incidents is a high priority. Most Semperit sites have a health and safety management system according to ISO 45001, which is continuously developed.

In terms of organization, the topics of health protection and occupational safety are bundled together with environment and quality in the area of Health, Safety, Environment & Quality (HSEQ). The HSEQ Policy sets out the expectations and principles for occupational safety and the environment, which apply across the Group.

There are local officers for health and safety at every site, who report to the Director HSEQ. He or she reports to the Executive Board at monthly meetings. This ensures that the effectiveness of the HSEQ Policy, the management system and the associated processes and measures are continuously monitored and guaranteed at the highest level. To ensure a long-term improvement in occupational safety and health protection, HSEQ key figures are recorded and used as a basis for target agreements with the management. The occupational safety targets are not only anchored in the long-term incentive scheme of the Executive Board but also form a component of the ESG-based external financing concluded in 2023. Further information on these processes can be found in disclosure S1-3.

Compensation and Benefits Policy (IROs #27–30)

Semperit is committed to offering all employees fair, non-discriminatory and market-based remuneration as well as competitive additional benefits. The Group-wide Compensation & Benefits Policy sets out the principles and processes for determining salaries, benefits and variable remuneration. The focus is on equal treatment of all employees – regardless of gender, age, origin or other diversity characteristics (in accordance with the Charter of Diversity) – as well as regular review and adjustment of compensation structures based on market benchmarks such as Mercer IPE. Transparent salary bands and job evaluations are used for white-collar positions, while local wage systems and collective agreements are used for blue-collar positions.

Variable remuneration (such as bonuses or short-term incentives) and additional benefits are granted in accordance with uniform, transparent principles and taking local market standards into account. The policy ensures that all relevant target groups are given appropriate consideration. At least once a year, remuneration levels are systematically reviewed, including a detailed analysis of the gender pay gap. Compliance with all local and international requirements is ensured through transparent payroll processes, clear responsibilities and regular internal and external audits. In this way, the policy helps to protect the interests and rights of employees, in particular through fair remuneration, equal treatment, attractive working conditions and transparent processes.

Employment Guidelines (IROs #26–28, 35–41)

Semperit's Employment Guidelines define principles and minimum standards for all employment relationships that apply throughout the Group. The aim is to ensure fair, legally compliant and responsible employment practices and to protect the interests and rights of employees. The guidelines require compliance with the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the core labor standards of the International Labour Organization (ILO), in particular freedom of association, prohibition of forced and child labor, non-discrimination and occupational safety at all Group sites. In addition, all employment relationships must comply with local laws. The guidelines support P&C managers in implementing and monitoring these standards in their respective countries.

Prior to each hiring, identity and qualification checks are mandatory, such as verifying the minimum age, ensuring that the employment relationship is voluntary, and – for critical roles – conducting additional background checks. Employment contracts must be in writing, contain the essential terms and conditions, and cover data protection, confidentiality and information security obligations. Certain obligations (e.g., confidentiality) remain in place even after the employment relationship has ended. The guidelines ensure that all employees are treated equally regardless of gender, origin or other characteristics, and that discrimination, forced labor and child labor are excluded. Compliance with working time regulations, collective agreements and consideration of remote work and data protection guidelines are binding.

To promote work-life balance, Semperit offers flexible working time models such as flexitime and part-time arrangements, the use of modern information and communication technologies as well as clear regulations for home office and remote work. These measures support the general satisfaction and mental health of employees and include special agreements such as parental part-time work for all genders. The regulations for home office and remote work will continue to be maintained in the future. The Employment Guidelines protect fundamental employee rights (e.g., freedom of association, equal treatment, protection against forced and child labor), regulate fair working conditions, ensure co-determination and transparency and commit to compliance with international and local standards.

Disclosure Requirement S1-2 – Processes for engaging with own workers and workers' representatives about impacts

Social dialogue: freedom of assembly and participation (IROs #29–30)

The right of employees to freedom of assembly and the opportunity to communicate their views and interests in various ways and to present them to the management are fundamental principles of Semperit's human resource management. In addition to regular employee meetings, regional or local committees and other voluntary initiatives, the company meets all legal requirements that serve to protect employee interests and ensure their right to participation. In all Semperit companies, employee representatives can be elected. The right to freedom of assembly and association is fully guaranteed. In most production companies and many sales companies, the interests of employees are represented by employee representatives such as the works councils or trade unions. These operate in accordance with national laws and regulations. Semperit has not concluded any global framework agreements or comparable agreements with international trade union federations. Employee interests are represented by national representatives (e.g., works councils, local trade unions) and the European Works Council, which is responsible for cross-border issues.

Employee representatives, management and the People & Culture department meet at least once a quarter. At some sites, the local management is also in contact with the respective trade unions. At the European level, the European Works Council represents the interests of employees towards the Executive Board. Semperit promotes social dialogue and involves employee representatives in decision-making processes. The resolutions of such meetings are recorded and followed up. The balance of interest between Semperit and the employees contributes to a fair and supportive work environment, improves the financial security of the workforce and enhances satisfaction and well-being.

The regularly conducted employee survey “myVoice” is an important tool in human resource management. This anonymous survey serves as a barometer of the mood among the workforce and provides feedback on working conditions and satisfaction. It highlights which aspects are viewed positively and which are viewed critically. Semperit derives targeted measures from the feedback, which also includes ideas and suggestions. The last survey took place in 2022; the next one is planned for 2026. Further formalized channels for participation and engagement are the systems for employee suggestions and idea management implemented in several companies, as well as the Group-wide whistleblower hotline SemperLine. In addition, short daily meetings, so-called “5-minute meetings” or “sprint meetings”, are held at many production sites to discuss current topics in a targeted manner and address them quickly.

Semperit places particular emphasis on diversity, inclusion (D&I) and equal opportunities. In order to incorporate the perspectives of those employees who may be marginalized or potentially more affected by negative impacts, Semperit has established D&I Councils and gender focus groups at the Group and site levels. They are composed of representatives from different business areas, sites, age groups and hierarchical levels and act as ambassadors and change agents for the four D&I dimensions of gender, culture, age and disability. The D&I Councils also serve as think tanks that analyze data, exchange ideas and develop initiatives. Regular meetings of the global and local D&I teams enable the exchange of experiences and best practices, which are then implemented locally as needed. The concepts for promoting diversity and inclusion are coordinated with the Executive Board, management or the responsible People & Culture organization and implemented after approval.

Operational responsibility for employee engagement lies centrally with the People & Culture Director and with local P&C managers at the various sites. They ensure that feedback from the above-mentioned employee surveys, SemperLine reports, employee representatives and D&I formats is systematically evaluated and integrated into the further development of concepts and measures. Implementation at the local level is carried out by the respective local People & Culture managers. All engagement formats serve to make the views and satisfaction of employees accessible to both direct supervisors and top management. It is the task of management to address the concerns, initiate improvement measures and review their effectiveness in an ongoing dialogue. The company learns immediately whether this has been successful in the context of regular exchanges. Further information on diversity and inclusion at Semperit can be found in section S1-4.

Disclosure Requirement S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns

“Speak up!” and the whistleblowing hotline SemperLine (IROs #26–41, 46–49)

The “Speak up!” program offers all internal and external stakeholders the opportunity to report violations of legal requirements, policies or other obligations of Semperit. These include the locally installed physical “SemperBox” mailboxes, letters by post, personal reports, direct e-mail and telephone contact with the Compliance team at the global or local level, as well as the publicly accessible whistleblower hotline SemperLine. SemperLine is a communication platform operated by an external provider through which reports can be submitted, recorded and processed anonymously or under a name. The identity of the reporting person is treated with absolute confidentiality, and they are protected from retaliation.

Local Compliance Coordinators provide information on site-specific measures and opportunities to raise concerns and report violations. Since 2023, all reports have been centrally recorded in a uniform whistleblowing system. The Compliance team at Group or country level reviews each incoming report and initiates investigations if necessary. The Compliance Board decides on the outcome and possible measures.

To raise awareness among its workforce, Semperit has been conducting regular information campaigns, training courses and e-learning sessions on “Speak up!” since 2021, which were also continued in the reporting year. They are organized by Group Compliance and Local Compliance Coordinators. New employees receive relevant information during onboarding, and supplementary materials such as posters, stickers and newsletters promote awareness of the reporting channels. In 2025, a total of 29 reports were received through various channels. Further details on the type, number and categorization of cases are presented in section G1 (disclosure G1-4).

Procedures and measures for processing reports (IROs #26–41, 45–49)

- **Assessment and decision**: the Group Compliance department or the Local Compliance Coordinators will review the reported concern and decide whether an internal or external investigation is required. The reporting person will receive confirmation of the report if possible.
- **Further review:** if investigation is required, the report may be forwarded to another relevant department within Semperit or, if legally required, to a relevant authority for further processing. Information is forwarded on a need-to-know basis only to those persons who need to be directly involved for further investigation.
- **Investigation process**: Group Compliance or the Local Compliance Coordinator will review relevant documents, analyze data and conduct interviews with witnesses and persons involved.
- **Confidentiality**: confidentiality is maintained throughout the entire process. If the reporting person has provided his/her name but wishes to remain anonymous, this will be indicated in the report.

Outcome and follow-up:

- **Summary of findings**: the results of the investigation are documented and made available to Group Compliance. The final investigation report is forwarded to the Compliance Board. Based on their decision, measures are communicated to relevant internal stakeholders (e.g., People & Culture, affected managers).
- **Measures and recommendations**: the documentation may include corrective actions, recommendations to avoid future violations, process improvements and disciplinary actions. Based on the report, the Compliance Board confirms the proposed measures and initiates them through the Group Compliance department.
- **Feedback:** if possible (especially if the identity of the reporting person is known) and legally acceptable, Semperit informs the reporting person within three months about measures taken in response to his or her report.
- **Remedial action:** a Group-wide approach for conducting or participating in remedial action has not been defined because cases are handled individually and according to local labor law. There is no standardized evaluation of efficiency of the measures.

Semperit sees the awareness and trust in the whistleblowing processes and in the protection of reporting persons from retaliation in the number of successfully completed training courses on whistleblowing processes and the increasing number of reports by employees from year to year.

Further information on the procedures and protection of whistleblowers can be found in section G1, disclosure G1-1.

Disclosure Requirement S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Semperit has procedures in place for identifying, implementing and reviewing measures to manage the material impacts, risks and opportunities related to human resource management (IROs #26–41, 45–46 and 48–49).

Identification and prioritization of measures:

Measures to avoid or mitigate potentially negative impacts on Semperit’s own workforce are identified based on the results of the materiality analysis and ongoing monitoring and feedback processes. This incorporates findings from key performance indicator analyses, audits, employee surveys, health and safety reports and feedback from the sites. The responsible organizational units – in particular People & Culture, HSEQ and local management teams – regularly evaluate this information to identify and prioritize areas where action is needed and to derive appropriate measures. As no actual negative impacts were identified in the materiality analysis, the procedures currently focus on preventive and risk-mitigating measures.

Ensuring responsible business practices:
Semperit regularly reviews whether internal practices and processes could cause or exacerbate negative impacts on the workforce. This is done through feedback and complaint mechanisms, employee surveys, audits as part of HSEQ management and the ongoing involvement of employee representatives, among other measures. The findings are incorporated into the further development of policies, work processes and training measures to ensure that operational practices comply with labor and social standards and have no adverse effects on health, safety or equal treatment.

Responsibilities for implementation and control:
The implementation of the measures is the responsibility of several organizational units, which are equipped with sufficient resources to carry out their tasks. The most important units are:

- People & Culture: responsible for strategic issues, the Group-wide implementation of human resource management principles and guidelines, and special offers such as webinars on mental health, sports and exercise programs as well as ergonomic consulting. In 2025, the Human Resources (HR) department was renamed to People & Culture.
- Site management and local People & Culture organizations: People & Culture managers and specialists (including learning & development, payroll)
- Works councils and employee representatives at the sites and on the Supervisory Board
- Central and local HSEQ management: HSE managers, safety officers, safety representatives and company doctors
- D&I Councils for each site and at Group level to promote diversity and inclusion (D&I)
- Local Compliance Coordinators: monitor compliance with regulations at the sites and ensure data protection
- External service providers (e.g., sports providers, company doctors) for specific employee-related services, such as psychological counseling, webinars on mental health, sports and exercise offers or advice on workplace ergonomics.

Tracking effectiveness:
The effectiveness of the measures implemented is regularly assessed by the aforementioned organizational departments—based, among other things, on employee feedback, accident statistics, health and safety indicators, lessons learned analyses and Group-wide HSEQ and People & Culture reviews. The results of these evaluations are incorporated into the further development of programs and processes and are consolidated at management level to ensure continuous improvement.

Key measures for fair and healthy working conditions (IROs #26–34)

Semperit continuously implements measures in human resources and occupational safety management to achieve positive impacts on employees and to use the resulting opportunities or to minimize negative impacts and related risks.

Excessive working hours and night shifts can be a burden on production facilities. The aim is to reduce this burden in the future by automating simple tasks as far as possible. Ghost shifts have been implemented at the Rico Group's site in Thalheim, Austria, in recent years, which run fully automatically and without any personnel to monitor the machines. As a result, shift work can be replaced by more flexible working time models without reducing the number of employees, and evening and weekend shifts can be kept to a minimum. This improves work-life balance and enables more efficient capacity planning. The possibilities for such conversions at other Semperit sites were analyzed in the reporting year. The assessments of potential automation will be continued in subsequent years.

Since 2024, the Operational Excellence team has been conducting Group-wide analyses of the physical accessibility and ergonomic design of production workstations in order to make them more inclusive and gender-neutral. The findings were communicated to the business units, and suitable measures were continued in the reporting year.

Apart from the concepts and policies described under S1-1, which support employee representation and aim to reduce risks from labor disputes, strikes and resulting operational downtime, there were no special explicit measures in this area during the reporting year. The company-wide policies in the area of People & Culture, which are designed to promote healthy working conditions and ensure a positive working environment, indirectly contribute to conflict prevention by embedding fair labor practices and compliance with labor law standards in corporate governance. If additional measures to promote social dialogue, co-determination or conflict prevention are developed in the future, they will be disclosed transparently.

Ongoing climate change can have a negative impact on employees' health. Semperit therefore invests in infrastructure and the adaptation of the working environment to rising temperatures, for example by insulating buildings or cooling in the summer months. Beyond these measures and topic-specific ESG training on sustainability regulations and climate risks for local teams at the various locations and via Group-wide e-learning courses on sustainability topics for white-collar employees, there are currently no plans for Group-wide initiatives to mitigate the negative effects of the transition to a climate-neutral economy on the company's own workforce.

Key measures to promote equal treatment (IROs #35–41), diversity and inclusion (D&I)

As described under S1-2, Semperit has been actively promoting diversity and inclusion since 2022 in order to create equal opportunities. In addition to the D&I goals pursued since 2024 and the D&I Councils active since 2022, the following measures were implemented or continued in the reporting year:

- **D&I reporting dashboards** (continued in 2025) with current key figures on gender distribution – at the Group, business unit and site levels.
- **Measures to empower women** (continued and redefined in 2025): The targeted hiring of women in previously male-dominated production roles continued in the reporting year. Examples include shift and production managers, machine operators and forklift drivers at the sites in Odry (CZ), Bełchatów (PL) and Deggendorf (DE). In addition to offering flexible working models (part-time models), specific childcare services are available at individual sites to make it easier to balance work and family life. In the reporting year, there were also women-specific health initiatives with targeted measures for women's health care to raise awareness of health issues.
- **Definition of D&I targets for gender distribution** and integration into the long-term incentive plans of the Executive Board and senior management 2024 (see disclosure under S1-5) continued in 2025.
- **Analysis of the gender pay gap** (continued in 2025; see disclosures under S1-16), deepened at the business unit level in the reporting year.
- **Membership in the Target Gender Equality Accelerator** (joined in 2025): Semperit has been participating in the UN Global Compact's Target Gender Equality Accelerator since 2025. The aim is to establish a systematic approach to gender equality and fair pay that is aligned with international standards. The program is based on the Women's Empowerment Principles (WEPs), to which Semperit has been publicly committed for two years. It includes e-learning courses, expert input and local peer learning sessions that strengthen knowledge and tools for promoting women in the company and along the value chain.
- **WIN** (launched in 2025): In the reporting year, employees from various sites and departments launched the Women's International Network (WIN) as part of the D&I measures. The aim of WIN is to create a cohesive, networked and supportive environment in which female employees are connected, motivated, encouraged and empowered in their development. At the same time, it aims to promote exchange across hierarchical levels and break down barriers. WIN raises awareness of gender-specific obstacles in career development through topic-specific workshops – such as on sexual harassment and experience sharing – or webinars on assertive communication. In addition, WIN creates space for networking and collaboration among colleagues. It is important to Semperit to include and inform all genders. Therefore, general WIN information and webinars are available via a freely accessible channel. Topics that require special privacy are dealt with in a separate channel reserved for women only. The "Moms Club" was also created as part of WIN – a platform where women support each other in private and professional challenges, exchange experiences and share strategies for balancing career and family. The "Women in the Spotlight" initiative presents the career paths of women at Semperit and promotes technical professions – also involving male colleagues.
- **Reflecting D&I in internal systems and processes** (continued in 2025): Reflecting diversity and inclusion in internal systems and processes emphasizes inclusion as an integral part of corporate culture. In the personnel data management system, employees can decide for themselves which pronouns they would like to be addressed with. They are also free to choose their gender, first name and preferred language.
- **D&I communication** (continued and expanded in 2025): Communication on diversity and inclusion is targeted and carefully crafted, focusing on topics and issues (such as the Group-wide breast cancer awareness campaign or the Movember Challenge – an initiative to raise awareness of men's health, including mental health, suicide prevention and cancer screening) that deserve special attention. Intranet posts on international D&I days, notices in production, posters, stickers, competitions and small goodies with the D&I logo help to raise awareness. Information is disseminated via various internal communication channels. In addition, a comprehensive range of training courses and digital learning formats is available. This includes the mandatory "Gender Equality" training course. Semperit also shows its presence externally – through employees who act as ambassadors, as well as through T-shirts, bags and office supplies with D&I branding and on the designated D&I company website.

- **Local D&I measures and projects** (continued and expanded in 2025): Local D&I measures and projects initiated and implemented by employees at the sites themselves strengthen integration and cohesion. In the reporting year, the Vienna site hosted clothing swaps for women, a "cultural breakfast" featuring dishes from the team's countries of origin, the provision of hygiene products in the restrooms, and a family day at the office, among other events. Other sites are encouraged to implement similar initiatives in line with their local needs.

The WIN initiative and the broad portfolio of D&I measures were awarded the SPEKTRUM Diversity Prize by the Federation of Austrian Industries in the gender category in 2025. For the coming years, the D&I agenda includes mentoring for and by women, childcare during school breaks, webinars, blind CV testing (anonymous applications without bias due to D&I dimensions) and other Group-wide and local initiatives.

Key measures for employee development and career advancement (IRO #37)

Semperit promotes a working environment in which employees work independently and on their own initiative, continuously expanding their skills. A wide range of development opportunities and structured career planning support individual career paths. In addition to annual targets, the annual employee appraisals also address key areas for further development. Agreements are recorded using People & Culture software.

Potential next steps range from skill development and career advancement to transfers to foreign sites. In addition, there are programs for specialists and managers as well as for newcomers of all ages. The annual performance review takes place as part of the employee appraisals.

Tools to support career development:

- **People Days und People Development Talks** (continued in 2025): During People Days, employees' performance reviews are considered across divisions and departments, while possible development measures and career steps are discussed during People Development Talks. In addition, internal candidates for key positions or project tasks are identified and specifically prepared for these tasks.
- **Technical Development Path** (continued in 2025): The technical development path specifically expands the expertise of technical experts. Program participants are given the opportunity to work temporarily in other departments as part of projects, thereby gaining new perspectives and experiences.
- **Graduate Trainee Program** (continued in 2025): The graduate trainee program enables university graduates to get to know different departments within two years. After completing the program, there is the option of taking on a permanent position within the company.
- **New Horizon Academy** (continued in 2025, new start in 2026): The New Horizon Academy takes place every two years and prepares selected talents for future leadership roles. The program includes practical workshops on leadership, communication and strategic development, as well as individual coaching. All employees are eligible to apply. In addition, candidates are invited to participate as part of a structured selection process. The academy consists of several modules in which practical projects are worked on, including topics such as diversity, inclusion (D&I) and ESG. The next program is planned for 2026.
- **Mentoring program** (redefined in 2025): In the reporting year, the mentoring program was redefined and introduced across the Group with the aim of promoting knowledge transfer and personal development. The focus is on networking experienced professionals with young talent and supporting individual career paths.
- **Kick-off for Leadership Ambassador Training** (started in 2025): In a practical session in 2025, the management team was introduced to the new Leadership Operating System (LOS). The workshop offered practical transfer exercises to directly apply the content to their own areas of responsibility (for further information on LOS, see section G1-1). Further training initiatives as part of LOS are planned for 2026.
- **Improving access to training and development opportunities** (expanded in 2025): Several initiatives were implemented to promote access to learning and development opportunities for employees in the reporting year:

- Training of local managers: In the reporting year, all local People & Culture managers were trained in the use of the LMS (Learning Management System) to simplify the management and rollout of training content in the field of learning and development.
- Global training request tool: In 2025, the project to introduce a global tool for approving external training courses was launched. A uniform, structured approval process is to be implemented across the Group from 2026.
- E-learning library: The e-learning library was actively promoted in the reporting year, through links in performance review communications and topic-specific campaigns, such as “Creativity and Innovation Day” or “Listening Day”, among other things. In addition, the range of e-learning courses was expanded to cover content in local languages and additional topics beyond soft skills in the future. The new training courses have been promoted since the beginning of 2026.

Key measures to protect health and safety at work (IROs #31–34)

To prevent negative effects on health and safety, Semperit has implemented a management system certified according to ISO 45001 at 13 locations, which is continuously further developed. The most common injuries (which were declining during the reporting period) within the Semperit Group are cuts and stabs to the hands caused by the use of manual cutting tools in the course of numerous cutting operations in the production area. In 2025, there was a slight increase in bruises and contusions caused by human-machine interaction. To increase the level of safety, the sites expanded their action plans as part of the “Focus on Safety: Next Level!” occupational safety program and implemented the improvements in 2025.

In organizational terms, health protection and occupational safety are bundled in the HSEQ area, together with environment and quality. At each site, responsibility for health and safety is clearly assigned to a responsible person who acts as a point of contact and ensures compliance with local legislation, occupational safety standards (ISO 45001) and Group-wide policies. The local HSE officers report to the Director HSEQ, who reports to the Executive Board at monthly meetings. This ensures that the effectiveness of the management system and the related processes and measures are continuously monitored and ensured.

In accordance with the Austrian Occupational Health and Safety Act, all Austrian sites have an occupational safety organization that consists of works council members, employer representatives, company doctors, occupational safety specialists and safety officers. They are involved in the further development and evaluation of the management system through regular consultation meetings. Semperit also operates adequate occupational safety organizations at its international sites, adapted to legal regulations. In addition, company fire departments are operated at the production sites in Wimpassing (AT), Odry (CZ) and Bełchatów (PL), whose members work either on a voluntary or a full-time basis.

In addition to standardized and regularly performed hazard and risk assessments, there are many ways for employees to report unsafe conditions or acts. All employees are entitled and obliged to stop unsafe acts and leave hazardous areas at any time. If new sources of danger are identified – for example, through observation of unsafe conditions or acts – a team at the site carries out a risk assessment, updates the hazard assessment if necessary, and takes appropriate measures. Reports can be made directly to the relevant manager, during shift handovers, or via Semperit’s own database. Anonymous reports can also be submitted via the SemperLine whistleblowing platform or via local physical mailboxes, which are viewed by local compliance coordinators or Group Compliance and forwarded to the HSE team if necessary. All reports are reviewed and processed by the HSE team at the site level, supported and accompanied by Group HSEQ.

Semperit regularly informs its employees about work-related health risks and protective measures, offers health checks and pays particular attention to legally prescribed rest periods, especially in shift work. The health services offered include a range of preventive measures, such as ergonomic advice and psychosocial support, which are aimed at both blue-collar and white-collar employees and tailored to their respective activities and workplaces:

Preventive measures for physical and mental health and well-being

- **Training courses on occupational safety, awareness raising and documentation** (continued in 2025): Training and workshops as well as visibly labelling potential sources of danger are important measures to prevent accidents and injuries. In order to reach all employees in the best possible way and to ensure good understanding, employee instructions and operational procedures on health and safety are provided in several languages, in line with the diversity of employees. In some facilities, practical employee training courses are held in specially equipped training rooms (dojo/safety center). In addition to these preventive measures, Semperit documents all incidents (accidents, near misses, and unsafe acts and conditions) without exception. The transfer of knowledge between sites, awareness raising, analysis of occupational accidents and the Group-wide dissemination of lessons learned are intended to promote safe behavior in the long term.

- **Noise protection** (continued in 2025): In addition to general training on equipment, machines and programs, Semperit supports the reduction of noise and stress in the workplace and provides access to company doctors. Employees who work in designated noise areas are subject to special aptitude and follow-up examinations. These regular examinations take place annually and are supplemented by regular workplace checks by supervisors. In addition, workplaces are specifically evaluated in order to implement technical improvements and further optimize the working environment.
- **Workplace ergonomics** (continued in 2025): Workplace organization and ergonomic design are part of the global "Operational Excellence 2030" strategy, which includes projects in the areas of automation and robotics, among others. Semperit aims to design the majority of its production workplaces ergonomically by 2030, so that physical strain is minimized and tasks can be performed regardless of gender and age. Data from all production sites is analyzed on a quarterly basis to drive improvement measures based on defined ergonomic indicators. Ongoing projects include additional devices and handles for lifting heavy goods, the use of robots and cobots, and the creation of well-lit work areas. Proven solutions are shared and further developed throughout the organization.
- **Flu and travel vaccinations** (continued in 2025): Seasonal vaccinations are offered directly at the sites to reduce sick leave and promote the general health of the workforce.
- **Active together on the Sports Channel** (continued in 2025): Semperit promotes physical activity and team spirit via its internal Sports Channel (which exists in addition to the official Semperit sports club based in Wimpassing), which connects employees interested in sports locally. In the reporting year, for example, there were joint outdoor events such as running, padel, hiking and skiing, which are supported by the company in terms of organization and, in some cases, financially.
- **Well-being services** (continued in 2025): Semperit offers a wide range of services to promote mental and physical health. In the reporting year, these included access to the online counseling service "Instahelp," office yoga, Zumba, mindfulness training for stress management, preventive heart rate measurements and stress counseling at the locations in Vienna, Wimpassing, Thalheim and Roha. In 2025, a survey on mental stress was conducted at the Austrian sites. A global employee survey is planned for 2026 to increase understanding of needs and expectations regarding well-being and health.
- **Physical and mental health awareness** (continued in 2025): Mandatory e-learning courses and various information formats on topics related to physical strain in everyday working life or the basics of labor law raise awareness of relaxation and work-life balance. In addition, health topics are addressed through global communication campaigns and local workshops – for example, in October for Breast Cancer Awareness Month or in November for Movember (prostate cancer prevention). In 2025, externally led self-defense courses for women were held at the Thalheim and Vienna sites. In addition, a workshop on the prevention of sexual harassment was held at the Vienna site, led by the local police authority.

The goals Semperit has set itself in the area of health and occupational safety, and how effectively these and the associated action plans contribute to mitigating negative impacts, are presented in sections S1-5 (Targets) and S1-14 (Health and safety metrics).

Disclosure Requirement S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Semperit is committed to continuous improvement and sustainable development. Although quantitative and Group-wide targets have not been defined for all IROs, employee satisfaction is regularly surveyed at all sites. This is done through the Group-wide myVoice survey, which is scheduled for 2026. Details can be found under disclosure S1-2.

The results show how employees perceive Semperit as an employer and help to identify improvement potential and implement appropriate measures. Both central and local management teams use this feedback to increase employee satisfaction and promote a positive working environment.

Objectives related to occupational safety (IROs #31–34)

The Sustainability Strategy 2030 defines the quantitative target in the area of health and safety of reducing the Group-wide incident rate by 8% annually. As stipulated in the HSEQ Policy, this includes internal and external stakeholders (customers, visitors, suppliers, local communities) – with the main focus on the health and safety of employees and temporary workers. Both internal (including management and employees) and external stakeholders (including the Supervisory Board, banks, external networks) were involved in the process of setting occupational safety targets.

This goal is ambitious because Semperit's incident rate is already below the industry average (source: https://www.bls.gov/web/osh/table-1-industry-rates-national.htm). In the 2025 reporting year, the focus on awareness and prevention led to a substantial reduction of the incident rate from 7.3 to 5.3 by 27.4%. In the coming 2026 financial year, Semperit will continue to focus on its zero-accident policy – as set out in its HSEQ Policy – and on preventive measures to further improve safety in the workplace.

Target	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
8% reduction of the incident rate annually	None	Previous year	2023: 11.64	01/01/2025 to 12/31/2025	27.4% reduction of the incident rate compared to the previous year	36.9% reduction of the incident rate compared to the previous year

During the reporting period, corrections of working hours resulted in minor changes to the key figure for 2024 and the base value. Values before correction: Base value of the incident rate in 2023: 11.59; target achievement 2024: 37.6% reduction of the incident rate

The key figures for occupational safety follow a Group-wide standardized system for classifying and documenting incidents. The degree of injury, the affected body part and the treatment measures taken are recorded. With the help of an internal database, hazards, activities and measures can be reported, controlled and shared at the site level in a structured manner and tracked across the Group. In addition, internal communication across all organizational areas was further intensified in 2025 as part of the "Focus on Safety: Next Level" program. This ensures broad participation, efficiently coordinates the implementation of necessary measures and guarantees the comparability of key figures. To enforce health and safety at work in the long term, target agreements are made with managers and executive bodies, which also specify the reduction of the incident rate. For further details, see the disclosures on LTI in the ESRS 2 section under GOV-3.

Objectives related to diversity and inclusion (IROs #35–36, 39–41)

Since 2023, Semperit has pursued the goal of achieving gender equality among its employees in a step-by-step process, across the entire Group and at all hierarchy levels. This goal and its active promotion of equal opportunities are stipulated in the Group-wide People Policy. Both internal (including management, employees and the works council) and external stakeholders (including the Supervisory Board) were involved in the goal-setting process.

To keep it simple, the term female ratio is used in this context, even though it refers to all non-male genders (non-male gender target). The female ratio is set to increase annually until 2030 – the following targets (with no change to the target definition since 2023) have therefore been set with an annual progression:

- 0.5 percentage points increase in the female ratio across all hierarchy levels compared to the previous year
- 1.0 percentage point increase in the female ratio in leadership (with personnel responsibility) compared to the previous year,
- 1.0 percentage point increase in the female ratio in senior leadership compared to the previous year (senior leaders are defined as managers in job grades 10–14)

Target	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
+ 0.5 PP annual increase of female ratio overall	None	Previous year	2023: 23.7%	01/01/2025 to 12/31/2025	–0.6 PP decrease: 23.8% female ratio	+ 0.8 PP increase: 24.5% female ratio
+ 1 PP annual increase of female ratio in leadership	None	Previous year	2023: 12.7%	01/01/2025 to 12/31/2025	+ 1.1 PP increase: 16.2% female ratio in leadership	+ 2.4 PP increase: 15.2% female ratio in leadership
+ 1 PP annual increase of female ratio in senior leadership	None	Previous year	2023: 11.1%	01/01/2025 to 12/31/2025	–0.4 PP decrease: 13.9% female ratio in senior leadership	+ 3.2 PP increase: 14.3% female ratio in senior leadership

Semperit is thus aiming to increase the proportion of non-male employees throughout the organization, with a clear focus on management functions. Semperit strives to be an attractive employer for all applicants and employees, regardless of gender and other characteristics of diversity. The target for increasing the female ratio in senior leadership is reflected in the long-term incentive systems of the Executive Board (for further details, see disclosures under ESRS 2 GOV-3, S1-6 and S1-9). Semperit's ongoing D&I efforts showed isolated successes in the reporting year: of the three female ratios set, only the target for women in leadership was achieved in 2025. For the coming year, the focus will be strengthened on the female ratio in senior leadership and in the organization in general, also through the rollout of the Leadership Operating System and targeted measures as part of the WIN initiative.

In accordance with legal requirements, members of the works council are represented on the Supervisory Board. Employee representatives are thus regularly informed about corporate objectives, business performance and the achievement of targets. The target/actual comparison of Group-wide targets is carried out during Supervisory Board meetings. In addition, Semperit keeps employees informed about the current status of business development and target achievement through works council communications, Town Hall meetings and internal channels, among other things. As a listed company, Semperit is also required to publish its annual and consolidated financial statement, management report and ad hoc announcements, which are available to all employees and stakeholders. Findings and improvements are collected and processed centrally and locally by the D&I Councils.

Disclosure Requirement S1-6 – Characteristics of the undertaking's employees

Unless otherwise stated, all employee data is based on headcount figures (number of persons) as of December 31, 2025. The key figures reported are not based on estimates, but on primary data collected centrally via the human resource management system, which bundles the personnel data of all Group companies. Non-employee workers are not included in the employee figures but are reported separately (total number 90). Further details on this topic can be found in disclosure S1-7.

At the end of 2025, Semperit employed a total of 4,059 people, including 1,322 white-collar employees and 2,737 blue-collar employees (headcount). Of these, 3,131 (77%) were employees in Europe, 783 (19%) in Asia and 145 (4%) in America. Women accounted for 23.8% of the total workforce.

Number of employees (headcount)	2025	2024
White collars	1,322	1,375
Blue collars	2,737	2,709

Semperit Group reports the gender of its employees according to the information provided in the respective official personal identification documents. Which gender categories are recorded by the authorities and shown in the documents depends on the country in which the company is based. Semperit records gender of its employees in internal systems in five categories: female, male, unknown, undeclared and non-binary. Since Semperit records gender information exclusively on the basis of information registered in official personal identification documents, the reported data can only reflect these officially designated gender categories. All employees with system access can use the internal personnel management system to store their preferred name, pronouns, first language and preferred language of communication if they wish to do so. This information is visible to colleagues, for example in organizational charts. However, the choice of gender identity is not used for external reports and is therefore not reflected in the key figures in this report.

Employees by gender

Number of employees (headcount)	2025	2025%	2024	2024%
Male	3,123	77%	3,110	76%
Female	936	23%	974	24%
Non-binary	0	0	0	0%
Unknown	0	0	0	0%
Undeclared	0	0	0	0%
Total number of employees	**4,059**	**100%**	**4,084**	**100%**
Total number of non-employee workers	**90**		**71**	

The slight decline in the number of employees in the reporting period (4,059) compared with the previous year (4,084) is mainly attributable to natural fluctuation and retirements. In addition, a few positions were not filled as part of organizational restructuring.

The number of employees (headcount) stated as of December 31, 2025, is not directly comparable with the FTE figures reported in the notes to the consolidated financial statements, but it is the most representative key figure. The notes to the consolidated financial statements report an average of 3,914 FTEs (full-time equivalents as of the reporting date) (see section 2.5 "Full-time equivalents").

Employees who left the company (headcount)	2025	2024
Employee turnover rate (%)	13.2%	14.6%
Total number of employees who left the company	535	617

In 2025, 535 employees left the company. The turnover rate was 13.2% (2024: 14.6%). The turnover rate is calculated based on the number of employees who left the company during the reporting year, either voluntarily or as a result of layoffs, retirement or death. The reference value is the average headcount for the reporting year according to the employee data recorded in the HR system.

Employees by country

Country	2025 Number of employees (headcount)	2024 Number of employees (headcount)
Austria	1,150	1,222
Switzerland	42	45
China	219	233
Czech Republic	802	696
Germany	320	372
France	60	57
Hungary	107	111
India	146	152
Poland	650	674
Singapore	12	12
Thailand	406	362
United States of America	145	148
Total number of employees	**4,059**	**4,084**

Employees by type of contract and gender

Number of employees						2025						2024
Headcount	Female	Male	Non-binary	Unknown	Undeclared	Total	Female	Male	Non-binary	Unknown	Undeclared	Total
Employees	**936**	**3,123**	**0**	**0**	**0**	**4,059**	**974**	**3,110**	**0**	**0**	**0**	**4,084**
thereof permanent employees	919	3,016	0	0	0	3,935	950	3,023	0	0	0	3,973
thereof temporary employees	17	107	0	0	0	124	24	87	0	0	0	111
thereof non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0
thereof full-time employees	772	3,064	0	0	0	3,836	830	3,064	0	0	0	3,894
thereof part-time employees	129	45	0	0	0	174	144	46	0	0	0	190

Unpaid leavers (e.g., employees on parental leave) are not included in the full-time/part-time employee ratio.

The female ratio of part-time employees is around 13.8% (129 female part-time employees), which is significantly higher than the male ratio of part-time employees at 1.4% (45 male part-time employees) – women at Semperit are therefore around ten times more likely to work part-time. This reflects the fact that female employees are more likely to take on family or social obligations, such as childcare or caring for relatives, and therefore prefer more flexible working models, especially in the white-collar sector.

Employees by type of contract and region

Number of employees				2025				2024
Headcount	**EMEA**	**AMERICAS**	**APAC**	**Total**	**EMEA**	**AMERICAS**	**APAC**	**Total**
Employees	**3,131**	**145**	**783**	**4,059**	**3,177**	**148**	**759**	**4,084**
thereof permanent employees	3,069	144	722	3,935	3,103	148	722	3.973
thereof temporary employees	62	1	61	124	74	0	37	111
thereof non-guaranteed hours employees	0	0	0	0	0	0	0	0
thereof full-time employees	2,912	144	780	3,836	2,994	148	752	3,894
thereof part-time employees	171	0	3	174	183	0	7	190

Unpaid leavers (e.g., employees on parental leave) are not included in the full-time/part-time employee ratio.

The number of employees in the AMERICAS and EMEA regions declined slightly in the reporting year due to the trade policy environment in the USA and the associated market uncertainties. At the same time, the positive order situation in Thailand led to increased staffing requirements, which primarily contributed to the increase in the APAC region.

Disclosure Requirement S1-7 – Characteristics of non-employee workers in the undertaking’s own workforce

The number of non-employee workers (see “Total number of non-employee workers” in the table “Employees by gender” above) stood at 90 at the end of 2025, which is above the previous year’s figure. The non-employee workers are mainly temporary workers in production who are provided by employment agencies. There may be individual cases of self-employed persons being employed, particularly in countries with a corresponding legal basis, but the proportion is marginal. Semperit does not have any information on self-employment; these persons are generally treated as “purchased services” and are not reported as part of the company’s own workforce. In 2025, Semperit continued to rely on non-employee workers, especially when short-term production peaks created additional personnel requirements. The reported number of non-employee workers was mainly distributed across the sites in Austria and Hungary, followed by Germany and Czech Republic, and only to a small extent in other countries. The key figures are recorded and managed in the Group-wide personnel system in the same way as those for the company’s own employees. As with the information on the number of employees, the number of non-employee workers refers to the number of persons at the end of the reporting period.

Disclosure Requirement S1-8 – Collective bargaining coverage and social dialogue

Collective bargaining agreements are an important instrument for collectively regulating working and employment relationships. They contribute to stability and predictability on the job market and to maintaining the purchasing power of employees. At Semperit, around 68% of the workforce is covered by collective bargaining agreements. In the following countries with Semperit sites, employees are subject to collective bargaining agreements: Austria, Germany, Czech Republic, Poland, France and India. In the reporting year, a company collective agreement was successfully negotiated for the first time at the German site in Hückelhoven.

The workforce at most Semperit sites is represented by employee representatives. Semperit maintains constructive cooperation with these representative bodies. In the reporting year, a works council was formed at Rico Elastomere for the first time in accordance with the law, which strengthens employee co-determination and supports compliance with legal requirements. Compared to the previous year, Austria is therefore assigned to the higher category (80–100%) than in the previous year in the below chart. In addition, European employees are represented by a European Works Council (EWC) in accordance with legal requirements. The EWC ensures that employees are informed about the company’s economic situation and are consulted on certain developments that affect them. The EWC meets regularly to conduct cross-border consultations.

Information on collective bargaining coverage and social dialogue

Coverage rate	Collective bargaining coverage: Employees – EEA (for countries with >50 employees representing >10% of total employees) 2025	2024	Collective bargaining coverage: Employees – Non-EEA (estimate for regions with >50 employees representing >10% total employees) 2025	2024	Social dialogue: Workplace representation (EEA only) (for countries with >50 employees representing >10% of total employees) 2025	2024
0-19%	Hungary	Hungary	APAC, Americas	APAC, Americas	France	France
20-39%						
40-59%	Germany	Germany				
60-79%					Poland	Austria, Poland
80-100%	France, Poland, Austria, Czech Republic	France, Poland, Austria, Czech Republic			Austria, Germany, Czech Republic, Hungary	Germany, Czech Republic, Hungary

Disclosure Requirement S1-9 – Diversity metrics

In order to achieve the targets for increasing the female ratio described in S1-5, Semperit is working across the Group to remove potential barriers to women entering and advancing in the company. Redesigning production workplaces, optimizing processes, flexible working time models in the form of flexitime and part-time work, as well as special agreements for employees in parental part-time work are intended to contribute to this goal and overall increase Semperit's attractiveness as an employer. In addition, each Semperit site is developing an action plan tailored to the specific site and labor market situation together with the global and local D&I Council. This plan must include at least two initiatives to remove locally prevailing gender-specific barriers. Since 2024, People & Culture has been reporting on the current gender ratio using a dashboard specifically set up for this purpose. Further information on D&I action plans can be found in the disclosures S1-4 Measures and resources. Semperit's ongoing D&I efforts showed isolated successes in the reporting year: of the three targets set for female ratios, only one target for women in leadership was achieved in 2025 (see also target achievement under disclosure S1-5).

The key figures for diversity at the top management level shown below refer to the members of the Executive Board and senior management with job grades 10–14 (senior leadership).

Employee gender distribution at top management level (Executive Board and senior leaders)	Headcount 2025	(%) 2025	Headcount 2024	(%) 2024
Female	14	13.9%	15	14.3%
Male	87	86.1%	90	85.7%
Non-binary	0	0.0%	0	0.0%
Undeclared	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%
Total number of employees at top management level	**101**	**100%**	**105**	**100%**

Age distribution among employees at top management level (Executive Board and senior leaders)	Headcount 2025	(%) 2025	Headcount 2024	(%) 2024
Employees < 30 years	0	0.0%	0	0.0%
Employees 30 – 50 years	66	65.3%	69	65.7%
Employees > 50 years	35	34.7%	36	34.3%

Age distribution among employees	Headcount 2025	(%) 2025	Headcount 2024	(%) 2024
Employees < 30 years	537	13.2%	558	13.7%
Employees 30 – 50 years	2,550	62.8%	2,529	61.9%
Employees > 50 years	972	23.9%	997	24.4%

Disclosure Requirement S1-10 – Adequate wages

In Austria, Germany, Czech Republic, Poland, France and India (for blue-collar workers), Semperit adheres to the collective bargaining agreements on wages and salaries, thereby ensuring a minimum standard of living for its employees. The actual salaries paid by the company are based on market compensation for comparable positions in the relevant environment and are therefore higher than the minimum wages set by collective bargaining agreements in some cases. Semperit also pays market-based remuneration in countries where there are no collective bargaining agreements.

In addition, the company offers variable remuneration components based on individually agreed targets or Group targets. The Semperit Bonus Policy sets out Group-wide standardized bonus rules for all employees above a certain level (management and experts). Further information on the bonus system can be found in the ESRS 2 section under disclosure GOV-3. At some sites, there are also local bonus schemes from which groups of employees who do not fall under the Group-wide incentive system can benefit.

The design of the bonus schemes is adapted to the specific conditions of the respective host country and the economic environment, as exemplified below for China and Poland.

- **China:** Semperit sites based in China have developed a performance management policy and a performance manual. The bonus scheme is linked to these management tools and creates financial incentives for active participation and target achievement. Performance is evaluated in regular feedback meetings between employees and their supervisors.
- **Poland:** The Polish site offers a production incentive program aimed at quality and output. The company's performance is evaluated quarterly and linked to the individual performance of employees.

Semperit regulates the wages of blue-collar workers through wage tables or systems that reflect market practices in the relevant employment markets. These may be wage tables based on collective agreements, or specially developed systems based on the following logic: the classification of the remuneration amount is based primarily on the position held by and the experience of the respective person. Allowances for shift work and other relevant pay components are applied in accordance with local regulations and market standards. This approach ensures fair, equitable and market-oriented compensation and prevents financial discrimination.

Semperit uses Mercer's rewards data as a benchmark to determine competitive compensation at all sites. This is done at the national level, although compensation in larger employment markets such as China, India or Germany may also vary regionally. For wages for blue-collar workers, the relevant employment market is usually geographically smaller than for white-collar positions. By exchange with neighboring companies offering comparable services, Semperit has insight into local wage levels and, based on these levels, can set compensations that match local wages and performance levels. If there are indications that compensation is no longer in line with the market, Semperit collects market data and assesses whether adjustments are needed in its own structures and systems. In companies bound to collective agreements, this task is usually performed by the collective bargaining parties, which ensures appropriate and fair compensation that takes into account local market conditions.

Semperit ensures that remuneration levels are systematically reviewed annually. This regular cycle of increases is based on the rules applicable in the relevant market. If collective agreements apply, the process specified therein is followed. Otherwise, a review is carried out internally and based on market data. Increases under collective agreements typically serve to offset the cost of living. In such cases, Semperit conducts an additional review to assess whether further adjustments to the labor market environment are necessary. Where there is no collective agreement, adjustments to the cost of living, increases in performance and labor market conditions are reviewed at the same time. In addition, Semperit's remuneration structures include benefits for the social or financial security of employees, such as accident and health insurance or contributions to pension plans. The type and scope of these additional benefits are adapted to the respective conditions of the country where the company is located. Semperit offers these benefits as an integral part of the remuneration in countries with low national social benefits.

Disclosure Requirement S1-11 – Social protection

As part of the 2025 sustainability reporting, Semperit conducted a written survey using questionnaires at all of its own sites. The results show that all employees at all sites are covered in the following cases:

- Loss of earnings due to illness
- Loss of income due to unemployment
- Incapacity to work due to incidents or disability resulting from such incidents
- Retirement
- Parental leave

Disclosure Requirement S1-12 – Persons with disabilities

Semperit pursues the goal of providing workplaces where all employees feel valued and included. This principle is reflected in the company's guidelines and processes in many areas. In 2025, the global D&I Council began to raise awareness of the definition of invisible disabilities. In the reporting year, the implementation of the "disability inclusion approach" was continued at all Semperit Group sites, which had previously only been implemented at selected sites. This initiative focuses on the following key areas:

- **Accessibility:** ensuring that workplaces and social facilities are accessible to all employees, including disability-friendly parking.
- **Awareness raising**: providing information to promote understanding of colleagues with disabilities.
- **Advocacy:** strengthening the rights and inclusion of people with disabilities within Semperit and the wider community.

The D&I Global Council will continue to focus on these issues in its action plans.

The definition of persons with disabilities is based on the legal definition in each country. Semperit learns about disabilities from the authorities or from the employees themselves. In some cases, this information is not shared with the employer for data protection reasons. The following figures are based on cases reported to the authorities and on anonymous voluntary information provided by the employees concerned to the respective People & Culture department.

Employees with disabilities

Number of employees (headcount)	2025	2024
Female	7	11
Male	32	34
Non-binary	0	0
Undeclared	0	0
Unknown	0	0
Total	**39**	**45**
Share of people with disabilities among employees (in %)	**1.0%**	**1.1%**

The number of employees with recognized disabilities fell slightly in the reporting year, standing at 1.0% in 2025 (2024: 1.1%). This decline is mainly due to natural staff movements such as voluntary resignations or retirements, as well as the structural adjustments to staffing levels that were necessary last year. New hires were not able to fully offset this effect.

Disclosure Requirement S1-13 – Training and skills development metrics

Development indicators	2025	2024
Total number of performance forms	**1,286**	**1,402**
Female	468	517
Male	818	885
Non-binary	0	0
Undeclared	0	0
Unknown	0	0
Number of white collars with conducted performance reviews	**1,286**	**1,402**

Total % of employees with performance reviews	**32%**	**34%**
Female	50%	53%
Male	26%	28%
Non-binary	0%	0%
Undeclared	0%	0%
Unknown	0%	0%
% of white collars with conducted performance reviews	**97%**	**100%**

The data from the performance assessment and competence development (performance indicator) includes all active and inactive (e.g., parental leave) white-collar employees. As the table above shows, 32% of all employees took part in regular performance and career assessments during the reporting year. On the one hand, the decline in performance reviews during the reporting period is due to the exit of Sempermed and, on the other hand, to employee turnover among white-collar employees.

Training hours	2025	2024
Total number of training hours (industrial hours)	**46,448**	**53,162**
Female	12,126	13,716
Male	34,323	39,446
Non-binary	0	0
Undeclared	0	0
Unknown	0	0
Training hours white collar	**23,551**	**29,072**
Training hours blue collar	**22,897**	**24,090**

Average number of training hours per employee (industrial hours)	**11**	**13**
Female	13	14
Male	11	13
Non-binary	0	0
Undeclared	0	0
Unknown	0	0
Average number of training hours white collar	**18**	**21**
Average number of training hours blue collar	**8**	**9**

The training hours specified include all training hours for employees based on industry hours (the time representation based on industry time is not in hours, minutes and seconds, but in decimal numbers), including those of employees who have left the company. Training is an internally or externally organized event that teaches the skills required to perform a job. This may also include training that is required by law, such as safety training, first aid training or fire safety training. In addition, there is training for the further development of qualifications, which aims to improve the skills of individuals or entire departments. Examples include English courses, soft skills training, lean training or topic- and department-specific qualifications (e.g., tax training). Training hours for temporary workers and any incomplete training courses are not included. Training hours are recorded on a site-specific basis in a Group-wide software tool. At sites where this tool is not available, the data is imported into the system via upload files from People & Culture. In this way, the reported topic-specific classroom training courses and workshops of central departments – such as IT or ESG – are also entered into the system.

Due to restructuring measures and employee departures, individual training measures had to be postponed or reduced in 2025. This led to a lower total number of training hours in the reporting period. In total, 89.9% (3,648) of all employees were trained in the reporting year.

Total number of trained employees

Headcount	**2025**	**2024**
White collars	1,300	1,407
% of trained white collars	98.3%	100%
Blue collars	2,348	2,333
% of trained blue collars	85.8%	86.1%
Total number of trained employees	**3,648**	**3,740**
Total % of trained employees	**89.9%**	**91.6%**

The following table indicates how many employees were trained in the various compliance-relevant topics. The calculation is based exclusively on active employees that were part of the undertaking at cut-off date. Multiple trainings within the same training category are not double-counted in this overview. Unlike the previous year, the 2025 evaluation is based on “unique users,” i.e., the number of individual persons who participated in at least one training under the category.

Semperit trained a total of 85.8% of white collars and 27.9% of blue collars in the compliance area. In addition, prevention trainings on harassment, discrimination, and bullying were conducted. These topics are also covered in the trainings on the Code of Conduct, Human Rights, and in D&I workshops. Considering all content and trainings relevant to harassment, discrimination, and bullying, a total of 1,401 employees (34.5% of all employees; 85.7% of white collars and 9.8% of blue collars) completed at least one training in this area.

In the topics specifically related to business ethics and anti-corruption, 44.3% of all employees (85.7% of white collars and 24.3% of blue collars) were trained during the reporting period. This includes trainings in the areas of anti-corruption & anti-bribery, fraud detection and prevention, code of conduct, whistleblowing, and conflicts of interest.

The completion rates for the various assigned training topics were as follows: Anti-corruption and anti-bribery 92.5%, Fraud detection and prevention 97.4%, Code of Conduct 97.4%, Whistleblowing 96.6%, Conflict of interest 96.8%, Antitrust and competition law 96.8%, Export control and due diligence 100%, Harassment, discrimination, bullying 95.5%, Data protection 97.3%, Cybersecurity 97.7%, ESG 96.8%.

	Total		Female		Male		Non-binary		Undeclared		Unknown	
Headcount	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
Anti-corruption and anti-bribery	1,120	1,132	392	416	728	716	0	0	0	0	0	0
Fraud detection and prevention	919	2,096	338	761	581	1,335	0	0	0	0	0	0
Code of Conduct	1,340	2,616	432	778	908	1,838	0	0	0	0	0	0
Whistleblowing	1,527	1,819	384	523	1,143	1,296	0	0	0	0	0	0
Conflicts of interest	906	1,108	332	406	574	702	0	0	0	0	0	0
Antitrust and competition law	179	256	79	107	100	149	0	0	0	0	0	0
Export control & third-party due diligence checks	34	97	20	51	14	46	0	0	0	0	0	0
Harassment, discrimination, mobbing	897	1,051	332	382	565	669	0	0	0	0	0	0
Privacy	1,563	1,694	412	568	1,151	1,126	0	0	0	0	0	0
Cybersecurity	1,130	1,654	400	608	730	1,046	0	0	0	0	0	0
ESG	1,088	1,175	379	402	709	773	0	0	0	0	0	0

The category “Code of Conduct” covers the topic of integrity declarations. The category “Anti-corruption & anti-bribery” also covers the topics of gifts, travel and entertainment. Further information on these training courses can be found under disclosures G1-1 and G1-3 in section G1.

Disclosure Requirement S1-14 – Health and safety metrics

Semperit has pursued a zero-accident policy for several years. The Sustainability Strategy 2030, which was introduced in 2021, also includes the target of reducing the incident rate Group-wide by 8% annually in the area of health and safety. In the reporting year, Semperit recorded a substantial reduction of the incident rate from 7.3 to 5.3 of 27.4%. The number of incident-related days lost rose by 15% in the reporting year to 1,854 working days lost (2024: 1,573 days, the figure was corrected in the 2025 Non-financial Statement). During the reporting period, Semperit became aware of one reportable work-related illness (in accordance with occupational disease 7.2.1 – malignant diseases of the blood, hematopoietic and lymphatic systems) caused by benzene. Due to the change of employer of the person who fell ill, it is not possible to determine whether the cause (benzene exposure) can be attributed to the workplace at Semperit. No work-related fatalities due to illness or injury became known during the reporting period (neither among our own employees nor among non-employed workers).

In 2025, focus was on the Shopfloor Leadership Program, a central pillar of the “Focus on Safety: Next Level” campaign. This program provides targeted training for foremen and shift supervisors in their leadership roles in order to strengthen safety awareness and personal responsibility. The participation rate was also assessed to ensure that all production managers were trained during the reporting year.

Occupational incidents and injuries

	Employees		Temporary and contract workers		Third-party providers and the like		Total	
Number	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
Fatalities from work-related accidents	0	0	0	0	0	2	0	2
Severe work-related injuries (not fatal)	2	1	0	0	0	0	2	1
Accidents with sick leave	18	31	0	4	2	1	20	36
Medical treatments	18	17	1	2	1	1	20	20
Total number of incidents							**42**	**59**

Due to the elimination of surgical gloves from the Semperit Group in the previous year, the key figures presented above and below for 2024 will be adjusted in the Non-financial Statement 2025. This ensures the comparability of the results for 2024 and 2025. 2024 before correction: total number of incidents 60.

Incident rate	2025	2024
Employees		
Number of working hours (million h)	7.0	7.2
Rate of recorded work-related injuries (per million hours)	5.4	6.8

2024 before correction: number of working hours 7.4 million hours; rate of recorded work-related injuries 6.6

Total employees, including temporary and contract workers		
Number of working hours (million h)	7.3	7.5
Rate of recorded work-related injuries (per million hours)	5.3	7.3

2024 before correction: number of working hours 7.7 million hours; rate of recorded work-related injuries 7.2

Work days lost	2025	2024
Number		
Employees	1,854	1,555
Temporary and contract workers	0	18
Total	1,854	1,573

2024 before correction: employees 1,727; total 1,745.

In the reporting year, 83.0% of employees were covered by the occupational health and safety management system in accordance with ISO 45001, based on legal requirements and/or recognized standards or guidelines. This means that processes and improvements in occupational safety can be standardized and monitored across the Group (see also the table of ISO-certified sites in section E1 under disclosure E1-2). In order to ensure that employees of external companies who work on the premises can also carry out their tasks safely, they are also integrated into occupational safety management. All safety-related information, requirements and approvals are communicated to them verbally and in writing before they start work.

Disclosure Requirement S1-16 – Compensation metrics (pay gap and total compensation)

Ratio of the annual total compensation (fat cat ratio)

The following factor shows the ratio of the total annual compensation of Semperit's top earners to the annual median income of all remaining employees. Semperit calculates this factor based on the total annual income, including any special payments, for example, those paid to employees leaving the company. The ratio was 35.9 in 2025 (2024: 30.3). The increase is mainly due to special effects in the total remuneration of the highest-earning person (including variable remuneration components/LTI inflows in the course of portfolio measures). Wage and inflation adjustments, which increased the annual median income, had a dampening effect.

	2025	2024
Annual total remuneration ratio	35.9	30.3

Gender pay gap

The data on the gender pay gap shows the differences in average hourly wages between men and women in euros. Base salaries, allowances, bonuses and supplements were taken into account, while overtime premiums and overtime pay were excluded. To calculate the average hourly wage, a weighted average was calculated at country level to reflect the regional wage gaps and thus to ensure a comprehensive overview of the gender pay gap.

	2025		2024	
	%	in EUR	%	in EUR
Average pay level of employees – male		24.03		24.08
Average pay level of employees – female		22.37		22.03
Average pay level of employees – non-binary		0.00		0.00
Average pay level of employees – undeclared		0.00		0.00
Average pay level of employees – unknown		0.00		0.00
Gender pay gap	**6.9%**		**8.5%**	

The decline in the average wage gap between female and male employees from 8.5% to 6.9% over the last two years illustrates Semperit's ongoing efforts to ensure fair and equal pay. The gender pay gap decreased in 2025, although this is mainly due to the inclusion of Rico employees in the calculation and less to the increased female ratio in leadership positions, as was the case in the previous year.

Disclosure Requirement S1-17 – Incidents, complaints and severe human rights impacts

An overview of the reports received during the reporting period regarding discrimination, harassment, violations of working conditions regulated by law and corruption and bribery cases, as well as background information on data collection and calculation, can be found in section G1 under disclosure G1-4.

There shown 8 reported cases of discrimination consist of complaints submitted as discrimination, harassment or violations of working conditions. Semperit did not identify any cases of serious human rights violations (e.g., forced labor, human trafficking or child labor) in the reporting period and in previous years. No fines, sanctions or damages were imposed on the company for human rights violations.

Similarly, no fines, sanctions or obligations to pay compensation were imposed in connection with incidents of work-related discrimination and harassment. Accordingly, the consolidated financial statements do not contain any provisions or expenses in this regard, so no reconciliation was necessary.

ESRS S2 Workers in the value chain

Semperit stands for fair wages, freedom of assembly, freedom of expression and is committed to protecting human rights, especially health and safety and avoiding child and forced labor, along the entire value chain. There is zero tolerance for discrimination, harassment and violations of minimum social protection and corporate principles, regardless of where in the value chain they occur. Information, training and measures such as assessments and audits of business partners are designed to ensure that high social standards are met and that human rights are protected at all times. The following disclosures explain in detail how Semperit manages the impacts, risks and opportunities for workers in the value chain as shown in the following table.

Subtopic	Sub-subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-	Negative impacts	Measurable target	Key measure (implemented or continued in the reporting year)
Working conditions	Health protection and safety	Upstream value chain	6, 7	P	S	(#42) Accidents, injuries or temporary or permanent damage to the health or even deaths of employees in the value chain that can occur if business partners fail to properly follow safety regulations and preventive measures.	75% of expenditure covered by EcoVadis-certified suppliers by 2030	Due diligence in the value chain: Business Partner Checks and ESG assessments of suppliers through EcoVadis and TfS audits.
Other work-related rights	Child labor	Upstream value chain	6, 7	P	S	(#43) Business partners who allow child labor under unsafe and exploitative conditions can cause serious health risks and physical injury, as well as educational deprivation and other serious human rights violations.	95% completion rate of assigned trainings to own white collar employees on responsible conduct in the value chain	Signing of the Supplier Policy and the CoC. Publicly accessible, anonymous whistleblowing hotline SemperLine. Designated obligatory trainings on responsible business conduct (human rights, ESG regulations, sustainable supply chain, business ethics etc.) in the value chain for white collar employees.
	Forced labor	Upstream value chain	6, 7	P	S	(#44) Business partners who support forced labor or force people to work under threat of violence or other forms of intimidation can cause serious health risks and physical harm, as well as other gross violations of workers' rights, dignity, restrictions of freedom and other serious human rights violations.		

[1] See overview of Semperit stakeholders in section ESRS 2 under SBM-2

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Semperit has no material financial risks and opportunities in the value chain but nevertheless identified the three material impacts shown in the table above relating to potential human rights violations and local labor laws (IROs #43 and #44), including threats to health and safety in the workplace (IRO #42). These issues are regulated in the Supplier Policy, while compliance with them is a necessary prerequisite for working with suppliers and business partners. The most important suppliers (with an annual spend of more than EUR 300,000) are obliged to sign this policy or to present an equivalent code of conduct of their own. With this approach, Semperit promotes reliable, long-term and transparent business relationships, which serve as the basis for preventing the potential impacts mentioned.

All three identified material impacts are potential negative impacts that could affect workers of Semperit's direct and indirect business partners in the supply chain. They are widespread as typical industry impacts in the chemical value chain – for example, in raw material extraction, refining, chemical processing, transportation, or installation and maintenance work – and represent potential systemic impacts.

Semperit did not identify any regions or goods in its own value chain in the reporting period where there would be a significant risk of child labor, forced or compulsory labor among workers in the company's value chain. In the reporting period, no specific cases of child labor or forced labor could be identified in connection with any potential country and industry risks.

Semperit currently does not collect data on whether certain employee groups, such as those with certain characteristics (e.g., minorities), in certain environments (e.g., high-risk countries or markets) or with certain tasks (e.g., physically demanding activities), are exposed to a higher risk.

Disclosure Requirement S2-1 – Policies related to value chain workers

The Semperit Group's principles and policies for respecting human rights and treating each other with respect, which relate to IROs #42–44, are in line with internationally recognized standards such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's core labor standards and the OECD Guidelines for Multinational Enterprises. These commitments are firmly anchored in the corporate values and in central documents such as the Code of Conduct, the People Policy, the Modern Slavery Act Statement and the Supplier Policy. Responsibility for human rights management approaches lies with the Executive Board, which exercises this responsibility through the relevant functions (Group Compliance Officer, Compliance, People & Culture, Procurement, ESG departments) and guidelines. All of the above policies are publicly available on the Semperit website and include clear commitments to respecting human rights and health and safety. Internal and external stakeholders were involved in assessing the materiality of human rights and developments in governance approaches through materiality analysis, stakeholder involvement and internal employee surveys. In the reporting year, no cases of non-compliance with the above standards in relation to workers in the upstream and downstream value chain were reported.

Semperit has internally implemented anti-bribery and anti-corruption measures (ABAC) and requires its suppliers and customers to follow these principles. During the procurement and sales process, the Business Partner Check is used to verify compliance with these principles as one of the measures for managing the identified potential negative impacts in the upstream value chain.

No material negative impacts were identified in the area of data use. Personal data of workers in the value chain, customers and suppliers are protected and processed in accordance with the law (see Code of Conduct and Privacy Policy available online).

The above-mentioned policies and guidelines are regularly updated and adapted to new legal and internal requirements. The ABAC-related guidelines and the Code of Conduct were updated during the reporting year. The most important concepts relating to the rights, safety and health of workers in the value chain (IROs #42–44) are described below:

Supplier Policy and supplier assessment process with risk mapping

The Group-wide Supplier Policy sets out relevant obligations for workers in the value chain with regard to human rights and labor standards, HSE (health, safety and environment), business integrity and ethics, as well as Business and Operational Excellence. The Supplier Policy is aligned with international policies, such as the principles of the UN Global Compact, the International Chamber of Commerce (ICC) Business Charter for Sustainable Development and the relevant conventions of the International Labour Organization (ILO). The Supplier Policy is sent to suppliers with a spend of more than EUR 300,000 with a request to sign it. If the business partners have their own policies and prefer to use them, they must at least meet Semperit standards. Before deciding whether to carry out assessments or audits, a risk mapping is performed to select priority suppliers in a targeted manner. The evaluation process includes a range of different methods, from acknowledging the Supplier Policy, completing a questionnaire and evaluation through EcoVadis to comprehensive audits and annual supplier assessments. In addition, the process includes a Business Partner Check (see below and in section G1 and under disclosure G1-2 for more details) to ensure a holistic risk assessment and to minimize potential risks in advance.

Semperit requires its suppliers to comply with all applicable laws, regulations and the standards set out in the Supplier Policy. Suppliers must communicate these to their employees and suppliers throughout their entire value chain and inform them of their respective rights and obligations – especially with regard to labor standards and human rights. This is to ensure that all employees and contract workers are treated fairly and with dignity and respect. In particular, child labor, forced and compulsory labor and slavery are strictly prohibited. Employment must be on a voluntary basis. Compliance with social minimum standards such as minimum wages, fair working hours and freedom of association must be ensured. No forms of discrimination will be tolerated. The right of workers to freedom of assembly is to be recognized, especially if provided for by law. Suppliers shall act proactively and responsibly in matters of safety, health and environmental protection and comply with applicable laws. They must ensure that the standards and principles are implemented and adhered to and inform their employees and contractors of their respective rights and obligations. Semperit reserves the right to verify proper implementation and to take appropriate action in the event of violations, up to and including termination of the business relationship. In the event of non-compliance, Semperit will first cooperate with the respective suppliers to ensure that they implement improvement plans and take corrective action. A systematic process for selecting and evaluating suppliers, as well as close cooperation, supports compliance with the standards defined by Semperit. If serious risks arise, the respective business partners must be subjected to a new audit and evaluation.

Semperit's Code of Conduct

The Code of Conduct (CoC) provides a comprehensive overview of principles, guidelines and instructions, and helps to ensure that employees and business partners act in an ethically correct manner and in line with the company's values and policies. The responsibilities and accountability of employees, managers and business partners towards their employees are defined in detail. In addition, the Code of Conduct includes guidelines on human rights and sustainability issues as well as IT and data protection guidelines. In addition, it points out the possibility and importance of whistleblowing and explains the available tools for reporting misconduct. These are also available to employees and communities affected in the value chain. The SemperLine hotline offers a secure whistleblowing platform in twelve languages, is free of charge and can be used by any stakeholder (employees, customers, suppliers, business partners, their employees and other stakeholders in their value chain) worldwide, 24 hours a day, seven days a week. Furthermore, all parties involved have the option of reporting their concerns externally to the competent authorities. The final approval of the Code of Conduct is given by the Executive Board. The Code of Conduct is publicly available on the Semperit website. Further information on the Code of Conduct and the whistleblowing system can be found in the disclosures in section S1 under S1-3 and in section G1.

Modern Slavery Act Statement

In the Modern Slavery Act Statement, which is updated and published annually, Semperit presents its strategies for avoiding modern slavery and human trafficking. The statement applies to all Group companies and their supply chains. It contains measures designed to ensure that operations and supply chains are free of modern slavery including the commitment to comply with the ten principles of the UN Global Compact, the Sustainable Development Goals (SDGs) and the OECD Due Diligence Guidance. In addition, compliance with relevant international frameworks is emphasized, including the OECD Guidelines, the UN Guiding Principles on Business and Human Rights, the ILO core labor standards and the International Bill of Human Rights (in line with Article 18 of the EU Taxonomy Regulation (EU) 2020/852). These frameworks serve above all to prevent human trafficking, forced labor and child labor in a targeted manner. By aligning itself with these international standards and policies, Semperit creates the basis for measures to ensure high social standards and, in particular, human rights along the entire value chain. Human trafficking, forced or compulsory labor and child labor are explicitly addressed in the Code of Conduct and the Supplier Policy (for details see above). The annual update of the Modern Slavery Act Statement takes into account findings from supplier audits, TfS (Together for Sustainability) assessments and reports received (e.g., via SemperLine). During the reporting period, Semperit was not aware of any violations of these standards in the upstream or downstream value chain, and no such reports were received via the existing whistleblower channels. In the event of future violations or human rights abuses, Semperit has appropriate mechanisms in place to take remedial action and ensure compliance with the above standards. The final approval of the Modern Slavery Act Statement is given by the Executive Board. The statement is publicly available on the Semperit website.

Disclosure Requirement S2-2 – Processes for engaging with value chain workers about impacts

Semperit currently has no formal processes for actively engaging workers in the value chain in concepts for protecting their rights, safety and health. Instead, the company follows internationally recognized and common industry standards, processes and practices, as described in S2-1. There are currently no global framework agreements with international trade union federations. In principle, workers in the value chain have the opportunity to raise concerns or complaints via publicly accessible communication channels – in particular via the twelve-language whistleblowing platform SemperLine and a dedicated e-mail address through which feedback or complaints can be sent to the company (for more details, see disclosure S2-4). However, no reports from this stakeholder group have been recorded via these channels to date, which means that their effectiveness as a tool for active involvement has been limited so far. Against this background, Semperit is currently considering introducing a general procedure for systematic cooperation with workers in the value chain in order to strengthen dialogue and communication in the long term.

Group Compliance is responsible for reviewing and investigating all incoming reports. It follows up on whistleblower reports in accordance with the applicable law implementing Directive (EU) 2019/1937. In addition, Group Compliance provides advice on the initiation of appropriate corrective and risk mitigation measures to manage actual or potential impacts (for details on SemperLine see section G1 under disclosure G1-1 and section S1 under disclosure S1-3). Semperit has procedures for the prompt, independent and objective investigation of incidents (see S1-3 and section G1, disclosure G1-3 for details), but has not yet defined procedures for implementing corrective action in the event of negative impacts on workers in the value chain. Beyond these procedures, there are no other roles or bodies that are operationally responsible for involving workers in the value chain.

Disclosure Requirement S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concern

Semperit's Supplier Policy includes a statement on how to report concerns in connection with the identified IROs #42–44, as well as any other impacts of the company. Suppliers and their employees have the opportunity to report violations of the Supplier Policy at any time via the whistleblowing hotline SemperLine. Semperit informs its business partners about the Code of Conduct, the Supplier Policy and the Human Rights and Modern Slavery Act Statement, among other things, via the website and by forwarding the documents (see disclosure S2-1). The explanations on whistleblowing, including the Speak up Policy (Whistleblowing Policy), which also includes protection against retaliation, are publicly available on the Semperit website. All incoming reports are treated as strictly confidential; personal data is processed only to the extent necessary and protected in accordance with applicable data protection regulations, in particular the GDPR. Access to the information is restricted to authorized persons in the local and Group-wide Compliance department, who are obliged to maintain confidentiality. Further information can be found in section S1 under reference S1-3 and in section G1 under reference G1-1. Suppliers' employees who manufacture their goods or provide services at Semperit sites are additionally informed via channels such as notices, posters and stickers at the site. Beyond that, no further measures are currently taken to inform workers in the value chain about how they can report concerns or complaints. Incoming reports are documented and reviewed by Group Compliance and, if necessary, coordinated with the affected units or suppliers. Results and trends are summarized in compliance reports and evaluated annually to assess the effectiveness of existing channels and, if necessary, derive improvement measures. In addition to the company's own complaint channels (e.g., SemperLine), workers in the value chain also have external options for expressing concerns, such as through national OECD contact points. These external channels are generally open to all affected employees and can be used independently of Semperit. There is currently no data collection on whether workers in the value chain are aware of and trust these structures or procedures regarding complaints mechanisms. An assessment is made solely on the basis of the rate of reports submitted.

Disclosure Requirement S2-4 – Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

The policies described under S2-1 – the Supplier Policy, the Code of Conduct for Suppliers and the Modern Slavery Act Statement – form the framework for preventive measures Semperit takes to promote compliance with human rights practices in the value chain.

The measures are implemented across the Group for all suppliers in the Tier 1 value chain and mainly affect the procurement organization at all Semperit sites. These measures serve to prevent and mitigate potential human rights and labor law impacts in the supply chain. They particularly address the issues identified in IROs #42 to #44 – occupational health and safety, the prevention of child labor, and the fight against forced and compulsory labor.

Several internal functions are involved in controlling and monitoring potential and actual impacts on workers in the value chain:

- **Procurement:** operational responsibility for conducting supplier assessments, Business Partner Checks and contract reviews (including verifying that business partners have read and signed the Semperit Supplier Policy)
- **Compliance:** technical oversight of due diligence processes, review of reports via SemperLine, and escalation of violations.
- **ESG:** coordination and further development of the Sustainability Strategy, ensuring consistency between guidelines, measures and reporting.
- **Legal:** legal review of contractual obligations and support in the implementation of regulatory requirements (e.g., supply chain laws, data protection regulations).
- **HSEQ (Health, Safety, Environment & Quality):** advising on occupational health and safety standards along the value chain, developing and conducting safety training for suppliers and business partners who visit sites or perform services on site.

In the following, the central measures which Semperit takes to support compliance with human rights standards in the value chain are described. The effectiveness of these preventive measures is currently not evaluated systematically.

Business Partner Checks

In the 2025 reporting year, the Business Partner Check process was revised and the criteria for supplier reviews were adjusted as follows:

All potential Semperit suppliers must undergo a review before they are approved or before a contract is concluded – this includes the use of an external Business Partner Check tool and other due diligence procedures. Exceptions apply to suppliers with an annual turnover of less than EUR 100,000, such as:

- Consulting services
- Maintenance and building services
- Spare parts, packaging and samples (unless from sanctioned countries)

The review is initiated by the procurement managers responsible. A quick preliminary review enables an initial risk assessment. A questionnaire and complete documentation are required for full reviews. The Procurement department evaluates the identified risks. For high-risk business partners, the Compliance department conducts additional reviews.

Suppliers are continuously monitored and reevaluated. External warning signals (e.g., violations of sanctions), such as those generated by the automated notification of the Business Partner Check Tool, must be reported to Compliance and escalated. Further information on the Business Partner Check can be found in Section G1, under the relevant disclosure.

Assessment of suppliers according to ESG criteria

Semperit focuses its assessment on direct suppliers (Tier 1) within its own supply chain. In addition to the supplier assessment provided for in the Supplier Policy, suppliers are also assessed according to ESG criteria, mainly via the EcoVadis platform. Aspects such as compliance with human and labor rights, fair working conditions, sustainability in the supply chain, health and safety, and diversity and inclusion are evaluated. Currently, 51% of total expenditure is covered by so-called document audits from EcoVadis audits. Semperit is aiming for 75% coverage by 2030. Further information can be found under S2-5 and in section G1 under disclosure G1-2.

In order to effectively implement the standards set out in its Supplier Policy, Semperit combines internal review mechanisms – in particular the Business Partner Check – with external assessment and audit procedures such as EcoVadis and Together for Sustainability to systematically monitor compliance with social and labor standards in the supply chain (for more information, see disclosure S2-3).

Together for Sustainability

The industry initiative "Together for Sustainability" (TfS) has set itself the goal of making the global supply chains of the chemical industry more sustainable (see details in section G1 under disclosure G1-2). TfS evaluates the sustainability performance of companies with the help of expert opinions and audits and makes the results available to all members. The initiative follows the principles of the UN Global Compact and the Responsible Care program and actively contributes to more sustainable procurement in the chemical industry through the cooperation of its members. With regard to the rights, safety and health of workers in the value chain (IROs #42–44), the initiative deals, among other things, with minimum protection standards in the chemical supply chain as well as structured risk identification and assessment in the area of human rights, as well as with supplier assessments, on-site audits and corrective action plans. Semperit actively participates in this multi-stakeholder initiative and benefits from increased transparency in its own supply chain. In 2025, Semperit conducted one TfS audit and two on-site audits at suppliers to verify the implementation of its own and the TfS standards with regard to human rights, occupational health and safety as well as compliance with the EU Deforestation Regulation.

If any discrepancies or potential violations are identified within the scope of existing preventive measures – for example, in the course of supplier assessments or Business Partner Checks – a graduated approach is taken: first, an internal analysis is carried out by the Procurement department. If this analysis reveals indications of potential human rights or labor law impacts, the Compliance department is involved in order to assess the risk and define appropriate follow-up measures. This ensures that the nature and scope of the response is in line with the severity and context of the identified impact.

Formal, company-wide standardized procedures for systematically determining the necessary measures in the event of concrete individual human rights violations are not yet in place.

Beyond the preventive measures described above, there are currently no comprehensive or systematically established processes for identifying potential abuses in the supply chain. Existing instruments such as audits or risk analyses have so far been used in certain areas, for example in the context of EcoVadis assessments, TfS audits or Business Partner Checks. There are also currently no formalized procedures for taking targeted action in the event of potential human rights violations. The materiality analysis did not identify any actual negative impacts on workers in the value chain, and no serious human rights violations or incidents were reported during the reporting period. Should a specific case become known in the future, Semperit would take measures in cooperation with the affected business partners and stakeholders to remedy the situation – for example, through

- discussions with the affected suppliers,
- support in implementing corrective measures, or
- review of the business relationship in the event of repeated violations.

If these steps do not lead to an improvement, Semperit reserves the right to terminate the business relationship as a last resort. In the event of a confirmed violation, Semperit would apply a structured approach that includes an assessment of the severity of the incident, close coordination between Procurement and Compliance, and a graduated set of measures.

In addition, Semperit reflects on potential interactions between its own business practices and the impact on workers in the value chain. Semperit is aware that potential negative impacts on workers in the value chain can also be indirectly facilitated by its own purchasing practices – for example, through price pressure or short delivery times – or by the termination of business relationships. However, Semperit has not yet examined the extent to which such practices could actually influence working conditions in the supply chain.

The measures and processes described are implemented by the functions responsible as part of ongoing operating expenses. No significant investment or operating expenses are required for this purpose.

Disclosure Requirement S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Semperit monitors the effectiveness of approaches and measures using two value chain-oriented targets, which are explained in more detail in this section. The first target, "75% of expenditure covered by suppliers certified with an ESG rating," focuses on working conditions and human rights in the supply chain and obliges Semperit's suppliers to comply with these issues. The second target, "95% completion rate of training on responsible conduct in the value chain assigned to own white-collar employees", obliges Semperit's own employees to build their knowledge of social and ethical issues, as Semperit can positively influence business relationships and working conditions and identify and eliminate risks in good time through its own workforce and its contact with business partners in the upstream and downstream value chain.

75% of expenditure covered by EcoVadis-certified suppliers by 2030 (IROs #42–44, 47)

By 2030, 75% of the expenditure for raw materials, goods and services should come from suppliers that have been audited by EcoVadis for compliance with ESG criteria and standards. The target is formulated in relative and quantitative terms: it refers to the proportion of total expenditure covered by suppliers certified by EcoVadis.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
75% of expenditure covered by EcoVadis certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70%	2023	42% of expenditure covered by EcoVadis-certified suppliers in 2023	01/01/2024 to 12/31/2030	51% of expenditure covered by EcoVadis certified suppliers by 2030 (+4 PP above the previous year, +1 PP above the interim target in 2025)	47% of expenditure covered by EcoVadis certified suppliers by 2030 (+5 PP above the previous year, +3 PP above the interim target in 2024)

The US and Swiss sites of Rico are not included in the above figures.

The ESG rating system used by EcoVadis, incorporates international standards such as the UN Global Compact principles, the ILO core labor standards and the OECD Guidelines for Multinational Enterprises. The certification assesses a company's concepts, measures, targets and progress in areas such as human and labor rights, working conditions, health and safety, diversity and inclusion. All Tier 1 suppliers of Semperit are assessed. This represents a decisive step toward ensuring compliance with human rights standards among direct suppliers. Semperit itself defines the threshold that suppliers must achieve to ensure that fundamental labor rights and other relevant issues are addressed with adequate resources and strategic priority. Suppliers with an EcoVadis rating of less than 45 out of a maximum of 100 points are required to implement effective improvement measures, such as awareness raising, improving occupational safety and other working conditions or on-site audits. The improvement measures are tracked exclusively internally by the Procurement department. There is currently no direct involvement of workers in the value chain or their representatives in the above-described target definition and progress assessment.

The sustainability performance of suppliers is continuously reviewed and documented in the Sustainability Report. The achievement of targets in this area – together with occupational safety and energy efficiency – is one of the three performance-related ESG criteria linked to Semperit's bank financing and is therefore also of financial significance.

At the Group level, internal and external stakeholders were involved in assessing the materiality of social issues in the value chain and setting the level of ambition for both S2 targets. These include employees, particularly employees in the Procurement, ESG, Compliance and People & Culture departments, the works council, NGOs specializing in social issues, suppliers and customers.

While the above target for 2030 only covered suppliers who provide materials and components for production until the end of 2023, since 2024 it has applied to the entire spend – i.e., also to suppliers of services, operating resources and administrative supplies.

The workers in the value chain or their legitimate representatives were not directly involved in reviewing the target. The target set is voluntary and not based on binding legal requirements.

95% completion rate of training on responsible conduct in the value chain assigned to white collar employees p.a.

Every year, 95% of the training courses on responsible conduct in the value chain assigned to white-collar employees must be completed. These mandatory training courses raise awareness of human rights, ESG regulations, sustainable supply chains and sustainable corporate ethics, among other topics. Trained employees are fully informed. This enables them to identify potentially critical issues or areas of conflict at an early stage during contract negotiations, business relationships, audits, collaborations and facility visits.

In these training courses, which are rolled out as e-learning modules with an effectiveness review as part of the Compliance program, employees learn how to proceed in the event of such an identification and where to report their findings. Deatils on the training topics can be found in section S1-13 in S1.

Target	Interim targets	Base year	Base value	Period	Target achievement 2025
95% completion rate of trainings on responsible conduct in the value chain assigned to white collar employees p.a.	None	-	-	01/01/2025 to 12/31/2025	95.7% completion rate of assigned trainings

The quantitative target of 95% excludes the remaining 5%, which is due to employee turnover (employees who leave the company before completing training within a reporting year), changes within the company or adjustments to the training plan. The target is reviewed annually and documented in the Non-financial Statement. Compliance submits reports on the completion rates of various topic-specific courses to the Supervisory Board and the Executive Board during the year.

Based on the 2024 materiality analysis, it was determined that a concrete, measurable target for the protection of human rights in the value chain is necessary in addition to the general target for supplier assessment, which focuses on ESG performance in general (see previous target). In the 2025 reporting period, the new, additional target of increasing internal awareness of responsible conduct in the value chain was defined by ESG and Compliance as part of the evaluation of existing strategically relevant key figures for building human rights expertise, approved by the Sustainability Council and presented to the Supervisory Board. The workforce in the value chain or their legitimate representatives were not directly involved in defining the target. The target set is voluntary and is not based on binding legal requirements.

4. Governance information

ESRS G1 Business conduct

Sustainable business conduct of the Semperit Group is designed to balance the interests of stakeholders, protect the environment and ensure long-term economic success. In order to achieve this and to successfully anchor and manage sustainability throughout the entire value chain, Semperit has created a binding framework. It defines which values, principles, rules and regulations apply and how their compliance is organized and monitored. The focus is on important topics such as the protection of human rights, compliance with laws and ethical standards, the fight against corruption and bribery, data protection and the promotion of transparency and accountability. Numerous initiatives aim to ensure that corporate responsibility is not only applied within the company's own gates but also encompasses the entire value chain. These initiatives aim to ensure that suppliers also comply with high ecological and social standards and avoid negative impacts. Following information explains in more detail how Semperit manages material impacts, risks and opportunities (IROs) in the area of business conduct as shown in the table.

Subtopic	Sub-subtopic	Occurrence in the value chain	Affected stakeholders[1]	Potential/actual impacts	Time horizon: short, medium or long-term	Positive impacts	Negative impact	Measurable KPI or target	Key measure (implemented or confirmed in the reporting period)
Corporate culture		Own operations	4	P	S, M, L		(#45) If management does not translate laws and regulations into a fair and transparent corporate culture, this can lead to negative effects on trust and integrity with the Code of Conduct and principles of Continuous Improvement, erosion of trust among employees and the public, disregard for social norms, and the containment of long-term prosperity. These risks also affect critical areas including cyber security, data security, and consumer protection, where ethical leadership and regulatory alignment are essential to maintaining resilience and credibility.	Annual number of submitted and solved improvement ideas (kaizens) from employees	Corporate values as the backbone of the Code of Conduct. Annual performance reviews of employees based on corporate values. Employee involvement on continuous improvement of production processes, management and shopfloor culture. Since 2025: Leadership Operating System – the tool for corporate culture, values, and standards in everyday leadership.
Protection of whistleblowers		Upstream value chain, own operations, downstream value chain	4, 5, 6, 8, 10, 12	A	S, M, L	(#46) Without the protection of whistleblowers reporting unethical or illegal activities, compliance cases would not be reported, and legal consequences would not be avoided, which would have a negative impact on business relationships, corporate image and corporate responsibility.		0 violations of compliance-relevant laws and regulations	Publicly accessible, anonymous whistleblower hotline SemperLine
Management of relationships with suppliers, payment practices		Upstream value chain, own operations	5, 6	P	S, M, L	(#47) Promoting sustainability in the supply chain through fair business relationships, ESG assessments and audits of suppliers helps to improve sustainability standards in the elastomer industry in general.		75% coverage of all expenditures to suppliers certified with EcoVadis by 2030	Supply chain due diligence through Business Partner Checks and ESG assessments by EcoVadis and TfS with a focus on quality, sustainability and regulatory compliance
Corruption and bribery	Prevention and detection, including training	Own operations	4	A	S, M, L	(#48) Training as a risk prevention measure promotes a culture of responsibility and transparency, builds trust among stakeholders and promotes a sustainable and fair economy, thereby reducing the risk of unethical practices within the company, its value chain and in the market.		0 violations of compliance-relevant laws and regulations	Wide range of mandatory and voluntary training: e-learning and classroom training for white-collar workers with a focus on compliance, sustainability and cybersecurity; On-the-job and classroom training for blue-collar workers with a focus on process knowledge and occupational safety; Publicly accessible, anonymous whistleblower hotline SemperLine
	Incidents	Own operations, downstream value chain	4, 5, 6	A	S, M, L		(#49) Corruption incidents lead to the erosion of trust among employees, customers, suppliers, investors and the general public and contribute to broader problems in society, such as economic inequality and reduced trust in the fairness of the industry market and the effectiveness of regulatory mechanisms.		

[1] See overview of Semperit stakeholders in the ESRS section under SBM-2.

Disclosure Requirement G1-1 – Corporate culture and business conduct policies (IROs #45-49)

Culture is a system of values, beliefs and behaviors in daily actions, in making decisions and in interactions within and outside the organization. The corporate values of the Semperit Group are therefore an integral part of corporate culture (IRO #45). A set of values was defined as early as 2012 and expanded into the currently applicable principles with the help of external experts in 2019 and 2020: "We trust. We create. We own. We deliver." In the annual performance cycle, which includes, among other things, Group-wide assessment and development meetings with employees, these (white-collar) employees evaluate themselves how they live Semperit's values. In addition to individual target agreements and development plans, this forms the basis for the annual performance evaluation of white-collar employees. The values and value principles are anchored in the Group-wide Code of Conduct (CoC). New employees are introduced to them for the first time as part of the onboarding process.

Leadership Operating System (LOS)

The Leadership Operating System, introduced in 2025, was implemented to ensure that managers embed the values, together with the corporate strategy, mission, vision and purpose, into the organization and corporate culture. LOS translates the four core values – We trust. We create. We own. We deliver. – into concrete leadership principles and everyday behaviors. It is a dynamic framework that is regularly refined based on feedback, employee surveys and leadership development. At Semperit, leadership is understood as a collective responsibility. LOS promotes a culture of open dialogue, mutual responsibility and continuous improvement. Managers are encouraged to ask questions, seek feedback, build trust through transparency and actively address change with the aim of reflecting this culture in their teams.

LOS places a particular emphasis on fostering a "speak-up" culture by creating a lived sense of safety. Managers actively create spaces where employees can express their concerns. Feedback rounds, regular check-ins and open forums are firmly anchored in everyday LOS management. Concerns are preferably resolved at the peer level prior to escalation. Managers are encouraged to respond constructively to comments and to make feedback visible.

Measurable indicator for corporate culture

Since 2025, the active culture of improvement has been measured by the number of improvement suggestions (Kaizens) submitted and implemented annually by employees across the Group (IRO #45). This indicator for the submission and implementation of Kaizens strengthens the workforce's commitment to continuous optimization and process improvement. This strategy helps to ensure that the values of corporate culture are actively lived, which has a positive effect on the trust and integrity of employees as well as the transparent perception of Semperit's culture in the public view. In the reporting year, 1,978 improvement suggestions were submitted (2024: 1.949) and 1,659 of these suggestions were resolved (2024: 1,911).

Measurable indicator	Base year	Period	Progress 2025	Progress 2024
Number of submitted improvement suggestions from employees	-	01/01/2025 to 12/31/2025	1,978 improvement suggestions submitted	1,949 improvement suggestions submitted

Business conduct policies

The most important corporate policies in the area of sustainability include the HSEQ Policy, People Policy, Supplier Policy and the Modern Slavery Act Statement, which, together with the Group-wide Code of Conduct, reflect Semperit's values and standards. Semperit refers to the relevant international frameworks, such as the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the "Transparency International Business Principles for Countering Bribery", ISO standards (ISO 37001, ISO 37002, ISO 27001), the International Bill of Human Rights, the Sustainable Development Goals (SDGs) or the UN Global Compact (UNGC) and data protection frameworks, and commits to the principles, guidelines and objectives contained in these frameworks. Wherever stricter local laws or regulations exist, these take precedence. The guidelines explained below apply to all employees, temporary and contract workers, interns and apprentices, managers as well as to the members of the Executive Board and Group-wide to all companies in which Semperit holds a stake of more than 50%. The joint venture site in Hat Yai, Thailand, implements selected, locally relevant policies, such as the HSEQ Policy, supplementing them with the local guidelines of the joint venture partner as necessary, but is not subject to the full scope of the Semperit Group's quality management system. The principles of the Code of Conduct and the Supplier Policy also apply to suppliers and business partners (Tier 1) at a global level.

The People Policy – which describes, among other things, Semperit's corporate culture based on integrity, performance and values –, the HSEQ Policy, the Modern Slavery Act Statement, the Supplier Policy, the Code of Conduct, the Anti-Bribery and Anti-Corruption Program and the Anti-Bribery and Anti-Corruption Policy are publicly available on the Semperit website. Internal guidelines are also recorded in the quality management system and communicated internally in full via the intranet. Independently of the traditional risk management process, the Compliance department identifies and assesses potentially material risks and updates existing assessments in collaboration with Risk Management. All relevant international laws and regulations are taken into account and the most important stakeholder groups (including employees, suppliers and customers) are involved directly or indirectly. Further disclosures on the policies can be found in section S1 under S1-1 – Policies related to own workforce.

The Code of Conduct, which is publicly available on the Semperit website, is the central policy for compliance and provides a comprehensive overview of the regulatory framework consisting of principles, guidelines and instructions. It aims to ensure that employees can behave in an ethically correct manner and in accordance with company's values and guidelines (IROs #45–49). The Code of Conduct sets clear standards and expectations for how to act and react. Responsibilities and accountability are also specifically defined. In addition, the Code of Conduct includes guidelines on labor and human rights issues (discrimination, bullying, harassment, drugs and alcohol, etc.), sustainability (environment, health, safety, quality, diversity and inclusion, etc.), general compliance issues (anti-corruption and anti-fraud, conflicts of interest, anti-money laundering, insider trading, antitrust and competition law, export controls, sanctions, internal control rules, etc.) as well as data protection and cybersecurity, and explains the options available for reporting misconduct (whistleblowing). Further disclosures on the content of the Code of Conduct and the associated awareness-raising measures are explained in section S1 under S1-1 – Policies related to own workforce.

The whistleblowing platform "SemperLine" (IROs #46, 48, 49)

The whistleblowing platform SemperLine (https://www.bkms-system.com/bkwebanon/report/clientInfo?cin=19semp16&c=-1&language=eng) is available worldwide to all internal and external stakeholders in twelve languages, 24 hours a day and free of charge. In addition, the Compliance department can be contacted by telephone, e-mail and post at both local and Group level. Employees also have access to other internal reporting channels (e.g., SemperBox – special mailboxes at each site, dedicated e-mail address, personal or telephone contact). The aim of the whistleblowing platform is to detect and prevent violations of the Code of Conduct and other guidelines, as well as legal violations, including corruption and bribery, discrimination and human rights violations (IRO #49), at an early stage. Further information on the comprehensive "Speak up!" information program and the SemperLine whistleblowing hotline can be found under S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns.

The internal Whistleblowing Policy (Speak up Policy) is a comprehensive guidance for whistleblowers and covers the following aspects: detailed information on the reporting process, a transparent description of the investigation procedure, rules on confidentiality and anonymity, and the rights and obligations of people involved. In addition, the implementation of measures, country-specific provisions (within and outside the legal framework of the EU), the protection of personal data (in accordance with the laws relevant to the Semperit Group) and the prohibition of retaliation are clearly regulated.

All reports are received and processed according to company-wide, transparent and easily accessible complaints and reporting procedures. This standardized procedure is accessible to everyone and ensures that each report is treated consistently and in compliance with legal requirements. The Compliance department is the central reporting office that coordinates all concerns and reports, regardless of the channel used to submit them. Reports can be made on any violations of laws, regulations, the Code of Conduct or internal policies on the following topics: human rights, health, safety, environmental and labor standards, bribery and corruption, conflicts of interest, antitrust and anti-competitive behavior, insider trading or market abuse, fraud and financial reporting, data protection and cybersecurity, violations of export control or foreign trade sanctions, and any other violations or misconduct.

To ensure accountability and prevent legal violations (IRO #49), Semperit follows up on reports from whistleblowers in accordance with applicable local laws and the EU Whistleblower Directive (EU) 2019/1937. Semperit uses procedures to investigate incidents that are designed to ensure timely, independent and objective handling. The entire reporting process ensures that appropriate measures are taken against violations and that the associated risks are effectively mitigated.

In doing so, measures to protect whistleblowers have the highest priority (IRO #46). All information provided, details of further investigations and the identity of the reporting person are treated with strict confidence. Authorized employees who are called in to perform audit and investigation procedures are subject to a special duty of confidentiality, act in an unbiased way and have the necessary expertise to handle complaints and reports professionally. The Compliance Board reviews the final investigation report and decides on any necessary measures. To avoid any potential conflict of interest, the internal Whistleblowing Policy (Speak up Policy) requires special measures when reports are made against the Executive Board (or individual members of the Executive Board) or employees of the Compliance department. For reports against the Executive Board, the Group Compliance Officer reports directly to the Chair of the Supervisory Board's Audit Committee.

Confidential data may only be passed on to authorized departments or persons for the purpose of resolving complaints and, within the scope of legal provisions, to authorities, courts or legal representatives. Reports submitted via SemperLine are only accessible to a limited extent and can only be viewed by the reporting person and authorized employees of the Compliance department. Personal data (such as name, position and language) of whistleblowers, persons involved in reports and witnesses is processed manually (in paper form) or in the system. The data is stored only for the duration of the processing of the complaint and is subsequently anonymized. The description of the process related to incoming compliance reports is explained in section S1 under the reference S1-3 – Processes and channels for own workers and workers' representatives to raise concerns.

Semperit updates and publishes the **Modern Slavery Act Statement** annually. It aims to prevent modern slavery and human trafficking. It describes the strategies and measures Semperit has taken to ensure that its business activities and supply chain are and remain free of modern slavery (IROs #43, 44). The statement for 2024, prepared in 2025, is available on the Semperit website. Detailed disclosures on the Modern Slavery Act Statement can be found in section S2, under disclosure S2-1 – Policies related to value chain workers.

The **Group-wide Supplier Policy and the Code of Conduct** form the basis for long-term trusting partnerships, to which Semperit attaches great importance in supply chain management. They were revised in the 2025 reporting year to make them easier to understand for internal and external stakeholders and to better reflect their commitments to players along the value chain and local stakeholders. They also aim at promoting a sustainable supply chain – particularly in the chemical industry (IRO #47). The ESG requirements that Semperit places on its suppliers are described in the Supplier Policy and follow international policies, such as the principles of the UNGC, the Charter for Sustainable Development of the International Chamber of Commerce (ICC) and the relevant conventions of the International Labor Organization (ILO). Semperit expects its suppliers to comply with these standards and encourages them to take this responsibility into their respective supply chains. The Supplier Policy and the Code of Conduct contain strict anti-corruption requirements in the area of business integrity and ethics. All suppliers and their business partners are expected to adhere to a zero-tolerance policy towards bribery, fraud and corruption.

All suppliers with an annual purchasing volume of more than EUR 300,000 are requested to sign the Supplier Policy. In the case of suppliers who refer to their own code of conduct or corresponding policies, these documents are checked for equivalence with the Semperit Supplier Policy and marked in the internal supplier database. In 2025, Semperit generated 91% of its purchasing volume over EUR 300,000 with suppliers who have signed the Supplier Policy or follow a policy that is at least equivalent. In addition, potential new Semperit suppliers are subject to a review prior to their approval or before a contract is concluded (see S2-1 for details) in order to identify any risks at an early stage.

The Group-wide internal **Anti-Bribery and Anti-Corruption Policy** (IRO #48–49), which was updated in the reporting year and came into force on January 1, 2025, is in line with the principles of the UN Convention against Corruption (UNCAC). Among other things, it contains guidelines on responsibilities, dealing with primary risk areas (gifts, invitations, donations, sponsoring, contributions to political parties or functionaries), third-party services, reports on violations and approval processes.

To underscore the clear commitment of senior management, the “Anti-Bribery and Anti-Corruption Program” framework, which clearly summarizes all requirements in this area, was published at the beginning of the reporting year. In addition, the following specific guidelines were updated and also came into force on January 1, 2025: the Conflict of Interest Policy, the Gifts, Hospitality and Entertainment Guideline, the Donations and Sponsorship Guideline, and the Third Party Intermediaries Guideline (regulates agreements with third parties acting on behalf of Semperit or working for Semperit externally). These topics were already included in the Code of Conduct and the Anti-Bribery and Anti-Corruption Policy but have been clarified in the new documents and supplemented with specific approval processes and templates.

Other key compliance requirements include the Business Partner Check Guideline, a guideline for using the Business Partner Check Tool (see G1-2 for more information), and internal regulations (known as “blue/white books”) containing company-wide conduct guidelines also include other key compliance requirements. In addition to the Business Partner Check Guideline, Semperit has Business Partner Check Principles, which are updated annually to take into account risk areas and countries according to Transparency International’s Corruption Perceptions Index (CPI). The aim is to provide employees with targeted support in conducting due diligence checks on third parties. The Compliance department will continue to work on further optimizing the framework program and guidelines, including in the context of the EU wide regulations on social and governance issues. In addition to ensuring compliance with legal requirements, all of these guidelines aim to prevent corruption and bribery and to establish appropriate preventive measures.

Semperit AG Holding implemented an Issuer Compliance Directive to prevent the improper use or dissemination of insider information as defined by stock exchange law. An Issuer Compliance Officer, who reports directly to the entire Executive Board, administers this specialized area and monitors compliance with the law.

In-house training (see key figures under G1-3 and S1-13 in section S1) in the area of corporate governance and compliance (IRO #48) is set out in the internal training plan for employees, which is updated annually. The cycle of compliance training depends on the content but is usually provided annually. Training on the Code of Conduct takes place every two years. In addition, there is an ongoing awareness campaign called “Speak up!” to encourage employees to immediately report any concerns. They are trained to recognize violations and familiarize themselves with the complaints process in order to prevent or uncover abuses and legal violations at an early stage, particularly in the areas of corruption and bribery, discrimination and human rights (IRO #49). The Group-wide Speak up Policy was updated in the reporting year and supplemented with a handbook for report management and investigation. A detailed explanation of the campaign can be found in section S1, disclosure S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns. Once a year, white-collar employees confirm their knowledge of and compliance with the Code of Conduct by means of an Integrity Declaration. General compliance training on the e-learning platform (implemented at Rico sites for high-risk functions during the reporting period) is based on the needs identified across the Group and is aimed at all white-collar employees. Depending on the target group and scope, training courses are also held in person or virtually. For blue-collar workers who do not have access to the e-learning platform, training on the Code of Conduct or whistleblowing is held locally or via Teams meetings. Additional mandatory training on topics such as sustainability, discrimination, harassment and whistleblowing must be completed annually.

Disclosure Requirement G1-2 – Management of relationships with suppliers (IRO #47)

Procurement is the remit of the Chief Industrial Officer and reports to the Director Supply Chain Management & Procurement. At year-end, the Group Procurement team comprised 30 employees globally. The dispatchers for the compound raw materials report to the central Mixing team. The individual sites are responsible for local procurement and storage management but are centrally managed and supported by Group Procurement & Logistics as far as possible. Central Procurement is divided into six groups:

- Raw materials (rubber, chemicals, carbon black)
- Reinforcement materials (steel, textiles, packaging)
- Investment goods (machines and vehicles)
- Logistics (inbound and outbound)
- Indirect procurement (capex/opex, office supplies and service providers)
- Energy (gas, heating oil, electricity and steam)

Semperit focuses on material procurement when it comes to sustainable supply chain management. Due to the high proportion of material costs in the total product price, this has a direct impact on the company's profitability. In addition, procurement of raw materials, packaging materials and merchandise is potentially associated with company's greatest indirect ecological and social impact. Semperit has implemented comprehensive measures to strengthen sustainable supply chain management:

- Robust sustainability assessments of suppliers
- Integration of circular economy principles into procurement and production processes
- Optimization of logistics to minimize transport-related emissions
- Enforcement of ethical working standards throughout the entire supply network
- Establishment of long-term partnerships with suppliers who act in an environmentally and socially responsible manner

Thanks to close cooperation with existing suppliers and the expertise of buyers, the Semperit Group's supplier network has been largely stable for years and is subject to only minor fluctuations. Semperit pursues the goal of having at least one supplier from Europe and one from another region of the world for each material group in its portfolio. This diversification of supply sources minimizes the risk of supply shortages or procurement problems, such as those that can arise from geopolitical conflicts or economic sanctions. The company generally prefers direct contact with producers and avoids the use of intermediaries. There were no significant changes in the supplier network during the reporting year.

Regulatory requirements in the supply chain

Various chemicals are needed for producing rubber products. If not stored and handled properly, these chemicals could have negative effects on people and the environment. Therefore, handling these substances requires compliance with strict requirements that cover the entire process from transport and storage to processing. These include, for example, the REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals), which Semperit and its suppliers within the EU must comply with. Semperit complies with all legal requirements with regard to the avoidance and substitution of hazardous substances at the European, national and regional levels. Further disclosures on these approaches and measures can be found in section E2 Pollution.

Semperit sources and processes natural rubber and introduces products made from these materials on the EU and global markets. The company therefore falls within the scope of the Deforestation Regulation (EU) 2023/1115, which came into force in 2023 and will apply to Semperit at the end of 2026. The company's ESG, Procurement and IT teams are working together on the complex issues associated with this regulation. Compliance with the new requirements is to be ensured within the framework of the existing supplier management processes. Semperit is in continuous dialogue with suppliers in order to be able to provide customers with appropriate evidence of deforestation-free products until the obligations of the regulation enter into force.

Semperit is also already in contact with the suppliers concerned by the climate change mitigation instrument CBAM (Carbon Border Adjustment Mechanism), which provides for an emissions-based CO_2 price on the import of certain goods manufactured outside the EU. The aim is to establish transparent and compliant CBAM reporting by 2026 that reflects the actual emissions of imported products.

Assessment and selection of suppliers

General potential sustainability risks related to supply chains and supplier management (see section ESRS 2 under IRO-1) are systematically recorded as part of the annual ESG risk re-evaluation and IRO analysis. The specific selection of suppliers is preceded by an assessment process that takes into account criteria such as the procurement category, the geographical presence of the suppliers, their critical importance for production, and the purchase value. The information required for the assessment is obtained from various sources: from the acknowledged Semperit Supplier Policy and self-disclosure by (potential) suppliers to evaluations by EcoVadis and by conducting audits. In addition, internal guidelines require all new business partners to undergo a Business Partner Check to verify their legal compliance, reliability and alignment with Semperit's standards, thereby minimizing potential business and reputational risks. Exceptions to this rule are suppliers with an annual turnover of less than EUR 100,000, e.g., for consulting, maintenance or building services, or for the purchase of spare parts, packaging or samples (provided they are not from sanctioned countries). Finally, targeted risk mapping is used to identify the suppliers who are to be evaluated or audited. This approach ensures that sustainability standards are effectively implemented and that potential risks are addressed at an early stage. If risks are identified during the review or at a later date, Semperit informs the business partners concerned, requests them to take appropriate measures and initiates a due diligence process.

The Business Partner Check is based on an external tool that is used to continuously check and monitor potential compliance violations and risks by existing suppliers. Ongoing screening is a key component in fulfilling due diligence obligations and establishing sustainable and resilient supply chains.

In order to ensure ecological and social standards within the global supply chains, Semperit asks its suppliers to confirm their commitment to ecological, ethical and social sustainability by signing the Semperit Supplier Policy (see G1-1 for more disclosures on the Supplier Policy). In addition, Semperit uses ESG assessments such as the EcoVadis rating and on-site audits with suppliers to ensure that the sustainability criteria in the supply chain are met.

In order to intensify the exchange of knowledge and experience and to use synergies, Semperit joined the industry initiative "Together for Sustainability" (TfS) in 2020. This initiative brings together more than 50 international chemical companies with the aim of making the global supply chains of the chemical industry more sustainable. Some of Semperit's suppliers also take part in this initiative. TfS evaluates the sustainability performance of companies based on standardized reports and audits and makes the results available to all members. The initiative follows the principles of the UN Global Compact and Responsible Care. Through close collaboration between its members, TfS actively promotes sustainable procurement in the chemical industry. TfS maintains a strategic partnership with the supplier rating platform EcoVadis, which has gained importance across all industries in recent years. TfS uses the expertise of EcoVadis to carry out supplier assessments, and the results of EcoVadis evaluations are shared with members on the TfS platform. In addition to these assessments, TfS also carries out on-site audits in collaboration with renowned audit firms, based on an audit standard developed for the chemical industry. All results, activities and developments are shared within the network with the aim of creating transparency, using synergies and promoting sustainability at all levels. Active participation in TfS and positioning Semperit as a socially responsible and attractive partner for investors, potential employees, business partners and other stakeholders strengthens the reputation and integrity of Semperit.

Through its membership in TfS, Semperit has access to EcoVadis supplier assessments and on-site audit results of other members (for more disclosures see ESRS 2 IRO-1). In addition to the successive evaluation and auditing of suppliers, the aim is to develop joint solutions for challenges such as the harmonized calculation of Scope 3 emissions or ensuring compliance with human rights in the supply chain. Each member company can also join a topic-based working group. Regular meetings serve for professional exchange and ensure that the high standards of the TfS initiative are maintained and that the established tasks are consistently worked on. As a member of the TfS network, Semperit drives sustainability issues forward and plays a leading role in the development of standards. TfS is more than just a label – membership requires active deployment of human resources and a strong commitment within the network. More information can be found at www.tfs-initiative.com.

The Code of Conduct and the Semperit Supplier Policy set out the ethical, ecological and social principles to be considered when selecting and working with suppliers (see G1-1 – Corporate culture and business conduct policies for more information on the Code of Conduct and the supplier policies).

In addition to the Supplier Policy, the most important tools in this context are the assessments of suppliers according to ESG criteria, mainly carried out by EcoVadis. As a contribution to promoting a sustainable chemical industry (IRO #47), these desktop audits review the compliance with ecological and social criteria. The material ecological criteria specified by the Group-wide Supplier Policy for selecting suppliers include, for example, the responsible handling and sourcing of raw materials, the use of secondary raw materials (recycled raw materials) and efficient and thus resource-saving logistics. These are considered secondary to economic criteria. The social criteria that are checked when selecting suppliers are specified by the Code of Conduct or the Supplier Policy. Examples are compliance with international social and labor standards (ILO) and human rights, fair remuneration, equal opportunities and the implementation of the Modern Slavery Act against child and forced labor. Semperit also examines these criteria as part of supplier audits and documents in an audit report.

The principles of the Code of Conduct and the Supplier Policies are continuously communicated as part of further training measures. Since 2021, Semperit has been conducting an online training course for employees that is specifically geared to sustainability aspects along the supply chain. The contents are selected and developed jointly by the ESG and Compliance department. In addition, the Procurement team is increasingly concerned with international initiatives and benchmarks. Employees are involved for instance in activities organized by the German Rubber Manufacturers Association (Wirtschaftsverband der Deutschen Kautschukindustrie). Continuous exchange with suppliers plays a central role in driving joint innovations, particularly in the area of materials. In 2025, Semperit continued to train and raise awareness among the Procurement team in order to deepen their expertise in ensuring sustainability within the supply chain. One focus was on selecting suitable suppliers and integrating them into the TfS assessment process. In 2025, the Procurement team received training at various in-house and externally organized events. The training program aimed to deepen the understanding of social and environmental issues and to strengthen risk identification and prevention skills.

Target 2030: 75% of expenditure covered by EcoVadis certified suppliers by 2030 (IRO #15-16, 42-44, 47)
Semperit pursues the goal of continuously promoting sustainability in the supply chain, and particularly the advancement of a sustainable chemical industry (IRO #47). This is done by working closely with suppliers and jointly setting improvement measures, as well as participating in the TfS initiative and supplier assessments (by EcoVadis). In 2023, the sustainability target for the supply chain were also reviewed and defined more ambitiously as part of portfolio and strategy adjustments. Thus, Semperit has aimed to have all procurement expenditures assessed EcoVadis since 2024 – in contrast to the previous target, which only related to direct materials. By 2030, the company aims to generate 75% of its total procurement volume from suppliers who have a minimum rating of 45 on the EcoVadis scale or equivalent desktop audits and meet Semperit's high standards. In 2025, this target was achieved for 51% of the procurement expenditures.

Target 2030	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
75% of expenditure covered by EcoVadis certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70%	2023	42% of expenditure covered by EcoVadis-certified suppliers in 2023	01/01/2024 to 12/31/2030	51% of expenditure covered by EcoVadis certified suppliers by 2030 (+4 PP above the previous year, +1 PP above the interim target in 2025)	47% of expenditure covered by EcoVadis certified suppliers by 2030 (+5 PP above the previous year, +3 PP above the interim target in 2024)

The US and Swiss sites of Rico are not included in the above figures.

In addition to the quantitative target for sustainability in the supply chain described above, the following key indicators are used to review annual improvements in this area: the number of audits (TfS-Audits and on-site audits) conducted, and the rate of improvement achieved in the course of supplier re-evaluations. By the end of 2025, Semperit was already able to procure materials or services from 199 suppliers who have an active EcoVadis rating (EcoVadis scorecard not older than three years). In addition, Semperit conducted one TfS audit and two on-site audits at suppliers in 2025. The total improvement rate of the EcoVadis ratings was 75% in 2025, which means that more than half of the suppliers were able to improve their EcoVadis rating during the reporting period. The annual evaluation of this key figure is intended to provide information on the long-term development of sustainability performance and can be seen as an important indicator of Semperit's Sustainability Strategy 2030, which focuses on continuous cooperation and sustainable development rather than one-time assessments.

Semperit not only aims to source as many materials and services as possible from suppliers with ESG ratings but also specifies requirements for the rating results. In 2025, nine suppliers achieved a score below the threshold value of 45. These suppliers are asked to implement effective improvement measures, with Semperit providing support if needed.

Suppliers with EcoVadis rating

	2025	2024
Total number of suppliers with EcoVadis rating	199	169
Improvement rate of EcoVadis rating	75%	65%
Number of suppliers with EcoVadis rating below current threshold	9	6
Number of conducted TfS – Together for Sustainability audits	1	1
Number of on-site audits at suppliers	2	4

Payment practices

Delays in payment are prevented by processes that are defined in Group-wide internal policies on payment transactions. These include, among others, the Payment Guideline and the Payment Security Guideline. Payments to suppliers are generally made within the scope of a weekly payment run. This includes all payments that fall due by the cutoff date of the next payment run. Inclusion is based solely on the due date of liability to the supplier. No distinction is made according to the type or size of the supplier. Payments to suppliers are made on the due date.

Disclosure Requirement G1-3 – Prevention and detection of corruption and bribery (IROs #48-49)

Semperit uses a Compliance Management System, a set of rules based on recognized international standards (IDW PS 980, Transparency International Business Principles for Countering Bribery, ISO standards) and covers ethical conduct, corporate values, trainings, business integrity, internal controls, whistleblower systems, sanctions and the implementation of policies, internal rules and instruments to mitigate risks related to bribery and corruption. For disclosures on the whistleblower system and the reporting procedure and process, see G1-1 – Corporate culture and business conduct policies.

The aim of the Compliance Management System is to prevent potential misconduct, detect violations at an early stage and take appropriate measures to remedy them or mitigate their consequences. It is based on three central approaches:

- **Prevention:** training and knowledge transfer help employees to recognize and avoid risks.
- **Identification:** people are encouraged to report violations immediately through the available reporting channels.
- **Response:** corrective and mitigating actions are identified and implemented.

When investigating corruption or bribery cases, the employees assigned to these tasks or external experts, if necessary, act independently of the management level (see G1-1 Corporate culture and business conduct policies for more disclosures on the process and the persons involved). The results of investigations are documented in detail in a report and managed by Compliance. The report is shared with relevant internal stakeholders, including the Compliance Board, and may include proposals for mitigation measures and recommendations for preventing future violations and process optimizations. An anonymized summary of the report may also be forwarded to relevant internal stakeholders. Compliance reports regularly to the Audit Committee and the entire Supervisory Board.

In order to detect and combat corruption and bribery at an early stage, all employees are informed about applicable policies, tools and instructions. This information is provided on the compliance page on the intranet, the Semperit Combined Management System (SCMS), through online training, personal training and awareness-raising measures, which are carried out by Compliance and Local Compliance Coordinators.

The Compliance department conducts mandatory training for all employees – in person or online – on the prevention of corruption and bribery. These training sessions cover numerous topics, such as policies, the reporting process (whistleblowing procedures), measures for detecting and combating corruption, conflicts of interest, dealing with gifts, travel and entertainment, donations and sponsorships as well as dealing with business partners, public officials and external intermediaries (e.g., agents, sales representatives) (see table below). They provide information on applicable laws, regulations and internal processes. Blue-collar workers receive training especially in the fundamentals of the Code of Conduct and procedures for reporting concerns, including bribery and corruption. In addition, Local Compliance Coordinators receive regular training focusing on how to process and investigate reports.

Classroom training and e-learning courses are provided for company functions with higher risk exposure, including Executive Board members, administrative and management bodies, managers and employees in Sales, Customer Service and Procurement. The focus here is on due diligence processes and topics related to combating corruption and bribery, in particular whistleblowing. The training courses convey, among other things, the contents of the guidelines and approaches for the early detection and prevention of corruption and bribery through the use of the company's own instruments. All employees who hold a high-risk function, which corresponds to 6.7% of the workforce (239 persons), were fully (100%) covered by the training program. The following table provides an overview of the topics and areas covered. The hours shown in the table refer to industry hours (time is not shown in hours, minutes and seconds, but in decimal numbers) and represent the hours of training offered per training method. A detailed overview of training hours and the number of employees trained per topic can be found in section S1, under note S1-13.

Information on trainings on anti-corruption and anti-bribery

	Total functions at risk (managers, governing bodies, procurement, sales)		Managers		Governing bodies[1]		Other own workers	
	2025	2024	2025	2024	2025	2024	2025	2024
Training coverage (headcount)								
Persons with training assigned	242 | 6,0%	298 | 7.3%	63	89	3	3	3,817	3,786
Total receiving training	239	260	63	67	3	3	1,558	1,567
Frequency								
How often is training required?	annually	annually	annually	annually	annually	annually	annually	annually
Delivery method and duration (industrial hours)								
Classroom training	10.7	6.8	9.7	9.3	0.5	1.7	12.8	13.1
Computer-based training	2.8	1.7	2.8	1.7	2.8	1.7	2.8	1.8
Voluntary training	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Topics covered								
Gifts, travel and entertainment	x	x	x	x	x	x	x	x
Reporting process / Speak up!	x	x	x	x	x	x	x	x
Guidelines and principles	x	x	x	x	x	x	x	x
Anti-corruption and anti-bribery	x	x	x	x	x	x	x	x
Conflicts of interest	x	x	x	x	x	x	x	x

[1] Data from the Supervisory Board is not included.

Disclosure Requirement G1-4 – Confirmed incidents of corruption or bribery (IRO #49)

One of Semperit's overarching and consistent goals in the area of compliance is to have no legally confirmed violations of compliance-related laws and regulations. A transparent and trusting corporate culture is a basic prerequisite for achieving this goal. Semperit promotes this culture through a series of measures, including the "Speak up!" awareness campaign. The aim is to make it easier for employees to voice concerns or report possible misconduct and to reassure them that they will not face any sanctions. In this way, Semperit aims to prevent intentional misconduct.

Target: 0 violations of compliance-relevant laws and regulations (IROs #46, 48-49)

Target	Interim targets	Base year	Base value	Period	Target achievement 2025	Target achievement 2024
0 legally confirmed violations of compliance-relevant laws and regulations	None	-	-	01/01/2024 to 12/31/2024 (open-ended target)	0 legally confirmed violations of compliance-relevant laws and regulations	0 legally confirmed violations of compliance-relevant laws and regulations

With regard to compliance, there were no legally confirmed violations of or convictions for corruption or bribery in the 2025 reporting year as shown in the table below. There were also no legally binding findings or fines with regard to environmental laws and regulations or tax laws. Furthermore, there are no ongoing proceedings from previous years. There were no new violations of antitrust and competition law regulations in the reporting year. However, there is an ongoing proceeding from previous years. The outcome of this proceeding cannot be conclusively assessed, but it can be assumed that it will not result in any significant impairment of the Group's assets, liabilities, financial position and profit or loss. Provisions for the most probable amount according to the Semperit Group's assessment have been set aside in accordance with IAS 37 to cover the expected costs and the corresponding risk. Any need for adjustment will be reassessed periodically.

Compliance reports	2025		2024	
	Number of reports	in EUR	Number of reports	in EUR
Reported complaints of discrimination (including harassment and violations of working conditions)	8	-	20	-
Complaints submitted through channels for employees to raise concerns	21	-	29	-
Complaints through National Contact Points for OECD Multinational Enterprises	0	-	0	-
Total amount of fines, penalties and compensation payments as a result of the incidents of discrimination, including harassment and complaints filed	-	0	-	0
Severe human rights incidents connected to the undertaking's own workforce	0	-	0	-
Severe human rights incidents connected to the undertaking's own workforce involving non-respect of UN Guiding Principles and the OECD Guidelines for Multinational Enterprises	0	-	0	-
The total amount of fines, penalties and compensation for damages as a result of human rights incidents	-	0	-	0
Convictions for corruption and bribery offenses	0	-	0	-
Anti-corruption and anti-bribery violations	0	-	0	-
Amount of fines for violations of corruption and bribery laws		0	-	0
Violations due to anti-competitive behavior	0	-	0	-
Violations of environmental laws and regulations	0	-	0	-
Tax violations	0	-	0	-

In total, the Compliance department received 29 reports in the reporting year, which were submitted via all available whistleblowing channels (reports by e-mail, post, telephone, and via SemperLine and SemperBox). The eight cases reported under the category "discrimination" are complaints submitted in connection with discrimination, harassment or violations of working conditions. All 29 cases reported in the reporting year underwent the compliance review process. The results of the comprehensive review by the Compliance department show that there were no serious incidents or human rights violations. No complaints against Semperit were filed with the OECD National Contact Points for Multinational Enterprises.

Central measures and means to combat corruption and bribery (IROs #48-49)

The compliance management system with a Group-wide compliance organization is Semperit's central tool for combatting and minimizing the risk of corruption and bribery (see G1-3 for a more detailed description). The Group-wide policies and guidelines in this context (including the Anti-Bribery and Anti-Corruption Program, the Anti-Bribery and Anti-Corruption Policy, the Supplier Policy and the Code of Conduct), as well as the reporting system and the accompanying awareness-raising and communication measures, are explained in more detail under G1-1 – Corporate culture and business conduct policies.

The Business Partner Check Tool (see G1-2 for more information) serves as a material measure for combatting violations in the area of corruption and bribery. Semperit also offers a comprehensive training program that covers, in particular, topics such as corruption, bribery and related risk areas. Semperit places special emphasis on risk groups in Procurement and Sales, as these are in close contact with external stakeholders. The figures for training courses on corruption and bribery and other topics conducted in the reporting year can be found under G1-3 – Prevention and detection of corruption and bribery.

Semperit prefers suppliers and business partners who meet ESG standards by signing the Semperit Supplier Policy or otherwise demonstrating that they have appropriate – and in particular preventive – measures in place to combat bribery and corruption. The ESG and Compliance department were also involved in this review in order to fulfill due diligence according to the four-eyes principle. In addition, the contracts include anti-corruption and anti-bribery provisions in accordance with international regulations. A comprehensive description of these processes for review and general relationship management can be found under G1-2 – Management of relationships with suppliers.

Additional company-specific disclosures for IRO #45

To create a trusting work environment for all employees, a corporate culture based on integrity, transparency, fairness and equal rights is essential. This includes that laws as well as internal policies (including the Code of Conduct and the People Policy) are translated into a practiced culture. In order to counteract potential negative effects due to a lack of transparency (IRO #48), Semperit takes measures with regard to data protection, information security, consumer protection and tax transparency, which are described below.

Data protection

The Data Protection Policy informs stakeholders about data processing activities and the exchange of personal data in peer-to-peer and business communication. It forms the basis for the systematic recording of complaints about alleged data misuse. Every complaint is reviewed immediately, and the reported incident is investigated. In order to promote awareness of data protection and support employees in their efforts to ensure data security, various e-learning courses and on-site training sessions were held in 2025 by the Senior Group Compliance Manager, the Chief Information Security Officer (CISO) or local Data Protection Coordinators. In addition, local Data Protection Coordinators meet regularly to discuss issues at Group and site level and to ensure continued compliance with legal requirements.

Information security

The objective of information security is to appropriately protect information and the information and communication technologies required for its processing and storage in the interest of Semperit companies, employees, business partners and customers. The following protection goals are pursued:

- Confidentiality (protection against access by unauthorized persons)
- Integrity (protection against unauthorized modification)
- Availability (access on demand and protection against loss)

In order to reduce the risk of technical system failures and the associated additional expenses and loss of revenue, continuous measures to increase IT availability are implemented. For example, investments are made in AI-supported attack detection. Moreover, measures are introduced to increase confidentiality (e.g., awareness training for employees) and integrity (e.g., data backups). In addition to the technical safeguards, the Group's Chief Information Security Officer ensures standardized control and monitoring (security governance) of information security throughout the Group. Information security risks are handled in a separate IT risk management system. The Group-wide information security management system is based on the following guidelines: End-User Guideline, Mobile Device Guideline, Cyber Security Guideline, IT Service Provider Cyber Security/Data Protection Requirement Guideline, Security Incident Guidelines, Malware Protection and Vulnerability Management Guideline, IT and Information Security Incident Reporting, Artificial Intelligence Usage Guideline, Employment Framework Controls Guideline, Physical Control Guideline and Technology Controls Guideline.

The CISO was spun off from the IT organization and now reports directly to the CFO to ensure independence from operational concerns and a high level of management agility. Consistent security governance includes ongoing measures and checks to prevent damage – for example through malware – and to reduce identified IT risks. The human factor is particularly important in information security. Semperit strives to sensitize its employees to cybersecurity and to establish a proactive error culture. To this end, a comprehensive and uniform Group-wide awareness concept has been developed. In 2025, the focus was on recognizing and dealing with phishing e-mails. For example, e-learnings, trainings with interactive components, mock e-mails (simulated e-mails for training purposes) and dynamic lock screens were used as communication and learning channels. These communication and learning channels are available at all Semperit sites and will also be gradually expanded to Rico sites in the coming years.

Consumer protection

As a component manufacturer and business-to-business company, Semperit is not in direct contact with consumers. Nevertheless, consumer protection is of substantial concern. The Semperit Group attaches great importance to transparency and product safety and is in close contact with customers who process Semperit products, integrate them into the final industrial solution, and service them. Upon request, desired information is provided and dialogue with consumers is actively promoted in order to address relevant concerns. Contact can be established through SemperLine and other public contact points such as e-mail, post or LinkedIn. Semperit does not make misleading assurances, nor does the company conceal information that could adversely affect business partners. In cooperation with public authorities such as customs offices, regulatory authorities and certification bodies, Semperit is committed to detecting and preventing abusive marketing practices. In addition, Semperit consistently pursues the goal of avoiding potential negative impacts of its products on public health, safety or the environment (further disclosures can be found in sections E1, E2 and S1).

Transparent tax management

Tax concept

The tax management of Semperit follows the principles of sustainable corporate governance. The focus is on careful consideration of economic, ecological and social aspects, as well as appropriately balancing the interests of all stakeholders. The basic tax principles are derived directly from the corporate strategy: The Semperit Group is also aware of its social responsibility towards the economy, the environment and society in tax matters and is committed to fulfilling this responsibility at all sites. Business transactions should be structured in a tax-efficient manner. In case of doubt, however, business considerations should take precedence over tax optimization ("tax follows business"). The core task of the Tax department is to protect the assets of the Semperit Group and minimize liability risks for the governing bodies and for all employees with tax responsibilities, which is ensured by strict compliance with all national and international tax laws and legal regulations. Semperit explicitly distances itself from aggressive tax planning strategies and does not implement artificial constructions with the aim of tax avoidance. Legal options are used as part of responsible and economically sensible tax optimization. Transfer prices within the Group do not serve the purpose of tax avoidance; rather, taxes are paid where the value is added.

Tax governance, control and risk management

Group tax function has a key coordinating role within the Semperit Group, not only between companies but also between corporate functions and individual business units. In order to fullfil the principle of transparency and to ensure clear and open communication in the area of taxation as well, tax reporting is a central component of the Group's reporting system. Semperit's Chief Financial Officer is responsible for risk management, including tax risk. The Risk Management & Assurance department is responsible for centrally coordinating and monitoring the risk management process for the entire Semperit Group. Relevant risks (including tax risks) are identified and assessed in terms of their impact and probability of occurrence. Responsibilities are determined, measures are defined, and their follow-up is ensured. This should also ensure that potential new risks are discussed at management level and, if relevant, included in reporting. The Risk Management & Assurance department reports to the Audit Committee on a quarterly basis and ensures that the necessary risk control measures are implemented in tax management. Furthermore, the management of each individual Group company is obliged to comply with and implement the tax regulations. An external tax advisor must always be consulted for the tax assessment of material issues and tax returns. Tax management and risk management with the principle of transparency thus follow the OECD Guidelines for Responsible Business Conduct.

Involvement of stakeholders and management of tax concerns

Dialogue with tax authorities is open and objective in order to set out Semperit's actions in a comprehensible and understandable way. Cooperation with the tax authorities is fair, constructive, cooperative and reliable. Irrespective of this, all legal and legitimate options and legal norms are exhausted, if necessary, in order to defend the legal tax positions of the Semperit Group. All tax-related obligations to cooperate are fulfilled; in particular, all retention, notification, declaration, submission and payment obligations in the countries in which Semperit operates are implemented in a timely, lawful and comprehensive manner. The management of each company is responsible for the implementation of and compliance with tax regulations. Potential tax risks must be recorded by the individual companies and departments via the Group-wide risk management system, and the corresponding countermeasures are monitored on an ongoing basis. The Group Risk Management Report is regularly submitted to the Supervisory Board's Audit Committee. Non-compliant or questionable matters can be reported via the whistleblowing hotline SemperLine. Furthermore, training courses and regular information on task-specific topics are used to ensure compliance on an ongoing basis.

Outlook

The Semperit Group gained momentum in 2025. After a challenging start to the year marked by project delays and uncertainties, revenue and EBITDA improved throughout the year. Particularly the second half of 2025, with an EBITDA margin of 14.3% (after 9.6% in the first half of 2025), illustrates the earnings potential that Semperit has to offer. This development was driven by a broad-based recovery in the order situation, albeit still accompanied by the volatility typical of the market environment, as well as by the cost-cutting and efficiency measures that have been consistently implemented since 2023. These measures have noticeably strengthened the operating base and sustainably improved earnings quality.

Against this backdrop, Semperit is optimistic about the 2026 financial year and expects to return to its targeted growth path. The market environment is likely to remain challenging for the time being, but we believe the Group is very well equipped, both strategically and operationally. For the course of 2026, we expect a seasonal pattern similar to the 2025 financial year, with a more subdued start to the year and a noticeable upturn as the year progresses, particularly in the second half. On the one hand, this is due to maintenance activities at the beginning of the year, particularly at the Belting site in Bełchatów (PL). On the other hand, a broader market recovery is not expected to set in before the second half of the year.

At Group level, the target for 2026 is revenue growth in the high single-digit percentage range, which is to be supported by both divisions and all business units, albeit to varying degrees. In the Semperit Industrial Applications (SIA) division, the reduction of inventories in the Hoses segment among customers is having a positive effect. In the Profiles business, important leading indicators, such as the number of building permits in Germany, are also signaling initial signs of recovery. However, this development will only be reflected in order intake after a time lag. The Semperit Engineered Applications (SEA) division is showing mixed developments. While individual product groups, such as Mountain Applications and Handrail Europe, are performing very well, momentum in other business areas is still characterized by extended product life cycles and project postponements on the part of our customers.

Thanks to its significantly optimized fixed cost base, clear strategic positioning, and focus on innovation and the development of new product segments, Semperit believes it is well positioned to benefit disproportionately from even a slight market recovery and achieve sustainable, profitable growth. From today’s perspective, the Executive Board expects operating EBITDA to increase to around EUR 95 million in the 2026 financial year (before expenses of around EUR 5 million for the Group-wide oneERP transformation project). Capital expenditure (capex) is expected to reach around EUR 50 million. This assessment is based on the assumption that the economy will continue its slight recovery and that the current uncertainty resulting from the war in the Middle East will stabilize again throughout the first half of the year.

The infrastructure program in Germany, rising defense spending in the European Union and efforts to rebuild Ukraine are also clearly positive drivers for the Group’s business performance in the medium term.

With net financial debt of EUR 92.0 million, an equity ratio of 48.5% and cash and cash equivalents of EUR 94.8 million, Semperit has a strong balance sheet, which enables it to invest in its existing business and make growth investments. Issues such as the general economic development in key countries, geopolitical tensions and events or the increasingly protectionist policy of the US government represent factors of uncertainty that could influence the assumed market developments. With its own production facilities in Europe, Asia and North America, Semperit considers itself well positioned in this regard.

Distribution policy

In the course of preparing the separate financial statements of Semperit AG Holding, the Executive Board of Semperit AG Holding decided to allocate the entire net income to revenue reserves and, accordingly, not to propose a dividend to the Annual General Meeting for the 2025 financial year. This decision is in line with the company’s dividend policy. The Executive Board is prioritizing the strengthening of the company’s financial position and targeted investments in further growth.

Note

This outlook is based on the assessments of the Executive Board as of March 17, 2026, and does not take into account the impact of potential acquisitions, divestments or other unforeseeable structural and economic changes during the remainder of the year. These assessments are subject to both known and unknown risks and uncertainties, which may result in actual events and outcomes differing from the statements made here.

Vienna, March 17, 2026

The Executive Board

Manfred Stanek	**Helmut Sorger**	**Gerfried Eder**
CEO	CFO	CIO

Consolidated financial statements

Consolidated income statement

in EUR thousand	Note	1–12 2025	1–12 2024
Revenue	2.1, 2.2	662,363	676,573
Changes in inventories		–3,355	–15,019
Own work capitalized		2,754	2,576
Operating revenue		**661,763**	**664,131**
Other operating income	2.3	12,059	8,619
Cost of materials and purchased services	2.4	–283,410	–279,693
Personnel expenses	2.5	–222,049	–218,832
Other operating expenses	2.6	–88,902	–89,350
Earnings before interest, tax, depreciation and amortization (EBITDA)	**2.1**	**79,459**	**84,875**
Depreciation and amortization of intangible assets and property, plant, and equipment	2.1, 3.1, 3.2	–49,502	–47,451
Impairment of intangible assets and property, plant, and equipment	2.1, 3.1, 3.2	–4,369	–2,449
Earnings before interest and tax (EBIT)	**2.1**	**25,589**	**34,976**
Finance income	2.7	2,330	3,453
Finance expenses	2.7	–11,105	–14,133
Profit/loss attributable to redeemable non-controlling interests	2.7	–3,841	–3,469
Other financial result	2.7	–6,118	716
Financial result	**2.7**	**–18,734**	**–13,433**
Earnings before tax		**6,855**	**21,544**
Income taxes	2.8	–6,435	–10,134
Earnings after tax from continuing operations		**420**	**11,409**
Earnings after tax from discontinued operations		0	92
Earnings after tax		**420**	**11,501**
of which attributable to the shareholders of Semperit AG Holding		420	11,501
Earnings per share in EUR (basic and diluted)	**2.9**	**0.02**	**0.56**
of which earnings per share in EUR from continuing operations (basic and diluted)	2.9	0.02	0.56
of which earnings per share in EUR from discontinued operations (basic and diluted)	2.9	0.00	0.00

Consolidated statement of comprehensive income

in EUR thousand	Note	1–12 2025	1–12 2024
Earnings after tax		**420**	**11,501**
Other comprehensive income that will not be recognized through profit and loss in future periods		**1,670**	**308**
Remeasurements of defined benefit plans	7.1	2,142	–917
Income tax thereon	9.	–472	1,224
Other comprehensive income that may be recognized through profit and loss in future periods		**–7,028**	**4,053**
Measurement gain or loss from cash flow hedges	2.7, 6.4, 11.4	215	–560
Income tax thereon		–49	129
Currency translation differences	5.1	–7,193	4,484
thereof reclassification to profit or loss for the period	5.1	299	0
Other comprehensive income		**–5,358**	**4,360**
Total comprehensive income for the year		**–4,939**	**15,862**
of which attributable to the shareholders of Semperit AG Holding		–4,939	15,862

Consolidated cash flow statement

in EUR thousand	Note	1–12 2025	1–12 2024
Earnings before tax		6,855	21,544
Earnings before tax from discontinued operations, less transaction costs		0	109
Depreciation, amortization, impairment and reversal of impairment of intangible assets and property, plant, and equipment	2.1, 3.1, 3.2	53,870	52,977
Gain/loss from disposal of assets (including current and non-current securities and financial investments)		–89	–120
Change in non-current provisions	7.	20	–2,688
Profit/loss attributable to redeemable non-controlling interests	6.1	3,841	3,469
Net interest income (including income from securities)		8,747	9,839
Income taxes paid	2.8	–5,401	–9,244
Other non-cash income/expenses	2.10	798	–1,215
Gross cash flow		**68,640**	**74,669**
Change in inventories	4.1	416	18,810
Change in trade receivables	4.2	381	13,565
Change in other receivables and assets	3.3, 6.5, 8.1	–6,278	8,170
Change in trade payables	4.3	3,253	–2,809
Change in other liabilities and current provisions	6.3, 7.2, 8.2	7,850	–17,854
Cash flows from operating activities		**74,262**	**94,552**
Proceeds from sale of property, plant, and equipment	3.2	614	1,093
Proceeds from business disposals net of cash disposed of	2.10	47	6,586
Proceeds from sale of non-current assets held for sale		0	1,200
Purchases of intangible assets and property, plant, and equipment	2.10	–34,653	–64,577
Interest received	2.10	2,364	3,655
Investment grants received		81	117
Proceeds from the repayment of financial assets	6.5	4,750	0
Acquisition of financial assets	6.5	–7,500	–4,750
Cash flows from investing activities		**–34,297**	**–56,677**
Cash receipt from non-current financial liabilities	2.10, 6.2	210	26,000
Repayment of non-current financial liabilities	2.10, 6.2	0	–10,000
Repayment of current financial liabilities	2.10, 6.2	–39,374	–8,671
Repayment of lease liabilities	2.10	–5,177	–5,094
Dividend to shareholders of Semperit AG Holding	5.2	–10,287	–10,287
Dividends to redeemable non-controlling interests in subsidiaries	6.1	–3,576	–2,884
Interest paid	2.10	–11,184	–14,969
Cash flows from financing activities		**–69,388**	**–25,904**
Currency translation differences		–1,702	1,330
Net change in cash and cash equivalents		**–31,125**	**13,301**
Cash and cash equivalents at the beginning of the period related to continuing operations		125,972	112,236
Plus cash and cash equivalents related to discontinued operations		0	435
Cash and cash equivalents at the beginning of the period (consolidated balance sheet value)		**125,972**	**112,671**
Cash and cash equivalents at the end of the period	**6.6**	**94,847**	**125,972**

Consolidated balance sheet

in EUR thousand	Note	12.31.2025	12.31.2024
Intangible assets	3.1	116,080	120,701
Property, plant, and equipment	3.2	444,030	466,617
Trade receivables	4.2	122	142
Other financial assets	3.3	7,516	7,469
Other assets	8.1	5,560	5,938
Income tax receivables	9.	0	120
Deferred taxes	9.	1,934	3,240
Non-current assets		**575,242**	**604,228**
Inventories	4.1	83,026	85,745
Trade receivables	4.2	70,488	73,581
Other financial assets	3.3, 6.5	10,705	5,390
Other assets	8.1	19,296	16,078
Income tax receivables	9.	3,475	1,827
Cash and cash equivalents	6.6	94,847	125,972
Current assets		**281,837**	**308,593**
Assets held for sale		**0**	**76**
ASSETS		**857,079**	**912,898**
Share capital	5.1	21,359	21,359
Capital reserves	5.1	21,503	21,503
Retained earnings	5.1	364,612	372,645
Currency translation reserve	5.1	8,182	15,375
Equity attributable to the shareholders of Semperit AG Holding		**415,657**	**430,882**
Provisions	7.	28,918	31,216
Liabilities from redeemable non-controlling interests	6.1	12,006	12,527
Financial liabilities	6.2	173,854	190,009
Trade payables	4.3	2,311	1,656
Other financial liabilities	6.3	38,631	50,039
Other liabilities	8.2	1,998	2,602
Deferred taxes	9.	25,109	26,328
Non-current provisions and liabilities		**282,825**	**314,377**
Provisions	7.	20,068	21,406
Liabilities from redeemable non-controlling interests	6.1	3,830	3,745
Financial liabilities	6.2	20,517	44,059
Trade payables	4.3	54,341	55,099
Other financial liabilities	6.3	24,046	11,368
Other liabilities	8.2	32,365	29,953
Income tax payables		3,431	1,979
Current provisions and liabilities		**158,597**	**167,610**
Provisions and liabilities held for sale		**0**	**29**
EQUITY AND LIABILITIES		**857,079**	**912,898**

Consolidated statement of changes in equity

in EUR thousand	Note	Share capital	Capital reserves	Retained earnings	Currency translation reserve	Total equity
Balance as at 01.01.2024		**21,359**	**21,503**	**371,554**	**10,891**	**425,307**
Earnings after tax		0	0	11,501	0	11,501
Other comprehensive income		0	0	–123	4,484	4,360
Total comprehensive income for the year		0	0	11,378	4,484	15,862
Dividend	5.2	0	0	–10,287	0	–10,287
Balance as at 12.31.2024		**21,359**	**21,503**	**372,645**	**15,375**	**430,882**
Balance as at 01.01.2025		**21,359**	**21,503**	**372,645**	**15,375**	**430,882**
Earnings after tax		0	0	420	0	420
Other comprehensive income		0	0	1,835	–7,193	–5,358
Total comprehensive income for the year		0	0	2,255	–7,193	–4,939
Dividend	5.2	0	0	–10,287	0	–10,287
Balance as at 12.31.2025		**21,359**	**21,503**	**364,612**	**8,182**	**415,657**

Notes to the consolidated financial statements

1. General

1.1 General information

Semperit Aktiengesellschaft Holding (SAG), a public limited company under Austrian law, is the parent company of an international industrial group (hereinafter: the Semperit Group). It is domiciled at Am Belvedere 10, 1100 Vienna, Austria, and it develops, produces, and sells highly specialized polymer products in the Semperit Industrial Applications (SIA) and Semperit Engineered Applications (SEA) divisions. B&C KB Holding GmbH is the direct majority shareholder of SAG, and B&C Privatstiftung is the controlling legal entity. Please see section 2.1 for additional information on the divisions.

1.2 Basic preparation principles

The consolidated financial statements as of December 31, 2025 were prepared in accordance with the IFRS Accounting Standards, as adopted by the European Union (EU), and Section 245a of the Austrian Commercial Code (*Unternehmensgesetzbuch*, UGB). The fiscal year comprises the period from January 1 to December 31. The consolidated financial statements were prepared on March 17, 2026 and approved for submission to the Supervisory Board.

The reporting currency is the euro (EUR), with figures rounded to the nearest thousand, unless expressly stated otherwise. Rounding differences may occur when totaling rounded amounts and percentages due to the use of automated calculation methods.

With the exception of the measurement of certain financial instruments, as well as provisions and deferred taxes, the consolidated financial statements were prepared based on amortized cost. Securities and derivative financial instruments are measured at fair value. The three levels in the fair value hierarchy are defined as follows:

- Level 1: Measurement based on quoted prices on an active market for a specific financial instrument
- Level 2: Measurement based on quoted market prices for similar instruments or on the basis of measurement models based exclusively on input factors that are observable on the market
- Level 3: Measurement based on models with significant input factors that are not observable on the market

In the 2025 fiscal year, no financial instruments were reclassified between the individual levels.

The amount of provisions corresponds to the best estimate of the expenditure required to settle the liabilities as of the reporting date. Deferred taxes that are expected to be realized are calculated based on the nominal amount of existing temporary differences between the IFRS carrying amounts and the tax base, using the tax rate that is expected to apply.

1.3 Consolidation principles

The consolidated financial statements include the financial statements of the parent company and the financial statements of the subsidiaries controlled by the Group. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control begins and until the date on which control ceases. Please see sections 10.1 and 10.2 for more detailed information on the scope of consolidation.

Acquisition accounting involves offsetting the amortized cost of the equity interest in a subsidiary and the respective subsidiary's equity attributable to the investment. Receivables and liabilities between companies included in the scope of consolidation are eliminated during the course of the consolidation of intercompany balances. Foreign currency differences from the consolidation of intercompany balances are presented in the other financial result. All income and expenses from intercompany transactions, such as deliveries of goods and services, Group financing, or profit distributions, are offset during the elimination of income and expenses. Depending on the underlying transaction, foreign currency differences from the elimination of income and expenses are presented in the cost of materials, other operating expenses, or other financial result. In addition, intercompany profits and losses from intragroup goods and services are eliminated.

Currency translation

Assets and liabilities, including goodwill of subsidiaries included in the consolidated financial statements whose functional currency is not the euro, are translated at the mean exchange rate as of the reporting date; items in the consolidated income statement, the consolidated statement of comprehensive income, and the consolidated cash flow statement are translated using a mean average exchange rate for the fiscal year. The reference exchange rates of the European Central Bank (ECB) are generally used for currency translation. Currency differences resulting from this translation of subsidiaries' financial statements are recognized in the consolidated financial statements through other comprehensive income in the currency translation reserve and reclassified to the consolidated income statement upon the sale or other disposal of the subsidiary in question.

Pursuant to IAS 21, for some subsidiaries there are mixed factors and indicators for determining the functional currency. In management's judgment, attributes that give rise to a functional currency other than the local currency predominate at the following subsidiaries:

- Semperflex Optimit s.r.o., Czech Republic: Euro
- Semperit Industrial Products Singapore Pte Ltd., Singapore: U.S. dollar
- Sempermed Singapore Pte Ltd., Singapore: U.S. dollar

At Sempertrans Bełchatów Sp. z o.o. (STB), Poland, the assessment of the (mixed) factors and indicators for determining the functional currency results in the use of the local currency as the functional currency.

1.4 Judgments and uncertainties in estimates

Judgments

The accounting policies set out in the IFRS provide users of the standards with various implicit and explicit options. The application of accounting policies is therefore subject to various exercises of judgment by management that can significantly affect the amounts recognized in the financial statements. The following judgments by management have a significant influence on these consolidated financial statements:

- Determination of the functional currency of subsidiaries (see section 1.3)
- Determination of sufficient indications of a need to recognize impairment losses or reversals of impairment losses (see sections 3.1 and 3.2)
- Internally generated intangible assets: Determination of whether future economic benefits are likely (see section 3.1)
- Determination of whether the useful life of intangible assets is indefinite (see section 3.1)
- Lease terms: Assessment of whether the exercise of extension options or the non-exercise of termination options is reasonably certain; determination of any economic disadvantages resulting from an early termination (see section 3.2)
- Treatment of non-controlling interests in subsidiaries with termination options (see sections 6.1 and 10.2)
- Classification of money market fund units as cash equivalents (see section 6.6)
- Full consolidation of companies: Assessment of whether control over a subsidiary does or does not exist (see section 10.2)

Material estimates and assumptions

Preparation of the consolidated financial statements requires management to make estimates and assumptions about future developments that affect the recognition and measurement of assets and liabilities, the disclosures on other obligations as at the reporting date, and the reporting of the income generated and expenses accrued during the fiscal year. The amounts ultimately realized may differ from the amounts recognized based on the decisions and assumptions that were made. Estimates and the underlying assumptions are reviewed regularly and adjusted if necessary.

The following estimates and assumptions were made; more detailed explanations of these can be found under the respective item:

- Intangible assets: the annual impairment test of goodwill or intangible assets with indefinite useful lives (see section 3.1)
- Intangible assets and property, plant, and equipment: determination of the useful lives of assets with finite useful lives (see sections 3.1 and 3.2)
- Intangible assets and property, plant, and equipment: indication-driven impairment testing of the assets, delineation and determination of costs to sell (see sections 3.1 and 3.2)
- Inventories: determination of net realizable values during inventory measurement (see section 4.1)
- Trade receivables: determination of loss allowances (see section 4.2)
- Financial instruments: determination of the fair values for which there is no active market (see section 6.4)
- Contract assets: determination of the stage of completion based on the total expected order cost for customer tools (see sections 2.2 and 8.1)
- Tax uncertainties: recognition and measurement of actual and deferred income taxes in cases in which there is uncertainty about the amount of (recoverable) income taxes owed (see sections 2.8 and 9.)
- Deferred tax assets: availability of future taxable profits against which unused tax loss carryforwards or tax credits can be utilized, or of tax planning opportunities that will create taxable profits in future (see sections 2.8 and 9.)

- Provisions for personnel: significant actuarial assumptions used in measuring provisions for pensions, severance payments, and anniversary bonuses (see sections 7.1 and 7.2)
- Other provisions: significant assumptions about the probability of occurrence and extent (see sections 7.2 and 12.2)

Effects of climate-related matters and risks

The Semperit Group is committed to climate change mitigation and strives to take account of any environmental and social impacts when making business decisions. As part of its 2030 Sustainability Strategy, the Semperit Group is pursuing clear targets for reducing energy intensity as well as Scope 1 and Scope 2 greenhouse gas emissions in order to support the fight against climate change. The Semperit Group conducted a climate risk and vulnerability analysis in 2023 to identify and assess potential impacts and risks of future climate developments and to enable sound decisions regarding climate change adaptation and any necessary investments. The accounting implications of current developments and defined actions in relation to climate change mitigation and adaptation are continuously evaluated and are reflected accordingly in the medium-term financial plans of the Semperit Group's business units. The current climate-related key actions concern in particular the group-wide Energy Excellence Program with measures such as plans for replacing machinery at the end of its service life with more energy-efficient models, increasing automation in production, improving building insulation, and installing LED lights and motion sensors. Key actions include further investments in photovoltaic systems, site-specific actions to prevent climate risks and adapt to climate change, such as the installation of flood reservoirs and flood protection. For more information on the climate risk and vulnerability analysis and the risks and actions derived from it, please see the Sustainability Statement, section E1 Climate change.

The impacts of climate-related matters and risks on the consolidated financial statements as of December 31, 2025 include the following:

- Useful life of assets

Substantial investment will be necessary to achieve the defined sustainability targets. The focus is on the continuous improvement of energy efficiency in production and building management as well as further actions to reduce greenhouse gas emissions (e.g., installing photovoltaic systems).

In the interest of sustainability, the Group plans to use existing plant and equipment until the end of its service life if possible and then replace it with more energy-efficient machinery. The annual estimate of the remaining useful lives identified no reduction in the economic useful lives of existing plant and equipment due to stricter environmental laws or the threat of environmental impacts.

- Impairment of assets

Climate-related opportunities and risks are taken into account in the company's planning as far as possible based on the information available at the reporting date. These relate in particular to the required investments and, if necessary, actions and expenses due to changes in the legal framework.

Other climate-related matters such as stricter environmental legislation or resulting changes to the market environment can have a major influence on the underlying assumptions of the business units' medium-term plans and consequently the impairment of their non-current assets. No such climate-related indicators of impairment have been identified.

Climate-related natural disasters, such as the floods in Thailand in November 2025, can have a direct impact on the value of assets. No impairment losses on non-current assets were recognized in fiscal year 2025. Expenses from the devaluation of inventories amounting to EUR 1,895 thousand (previous year: EUR 0 thousand) and for the overhaul of the production facility in Thailand amounting to EUR 527 thousand (previous year: EUR 0 thousand) due to the flood damage are mainly covered by insurance income (see section 2.3).

- Accounting for emission allowances

Due to previous targeted measures to reduce emissions, the Semperit Group currently falls outside the scope of the country-specific emission allowance laws at the affected sites. As of December 31, 2025, no emission allowances had to be accounted for, as was also the case as of December 31 of the previous year. Changes to and compliance with the legal framework for emissions are monitored on an ongoing basis.

- Personnel provisions

ESG performance criteria are taken into account when determining personnel-related bonus provisions, the achievement of which has an impact on the amount of the provisions and/or personnel expenses (see sections 7.2 and 12.2).

- Other provisions and contingent liabilities

No commitments in respect of climate-related matters that would have required the recognition of a provision or disclosure of a contingent liability were identified at the reporting date. Other environmental provisions are recognized at the present value of the expected settlement amount (see section 7.2).

- Liabilities to banks, and factoring

The measurement of SAG’s bank financing margin is subject, for example, to three ESG performance criteria that can influence the level of interest by up to 6 basis points (see section 11.1). These ESG performance criteria are also used in the factoring program to a partial extent (see section 4.2).

Macroeconomic influences

As an internationally active group, the Semperit Group is exposed to a dynamic global environment and was once again confronted with a challenging economic environment in fiscal year 2025 characterized by economic uncertainty and structural market changes. In certain cases, the economic, political, legal, and social framework conditions vary considerably between the countries in which the Semperit Group operates. The resulting impact on the Semperit Industrial Applications (SIA) and Semperit Engineered Applications (SEA) divisions as well as the respective operating business units is correspondingly diverse.

In 2025, the SIA division continued to operate in a challenging market environment, but recorded a noticeable improvement over the course of the year, especially in the second half of the year. Revenue and EBITDA increased to EUR 270.9 million (previous year: EUR 267.3 million) and EUR 52.8 million (previous year: EUR 50.7 million) respectively. Despite prevailing uncertainty, stable development is forecast in the short term. On the whole, the order book situation improved but became more volatile toward the end of the year. The order backlog at the end of the fiscal year was slightly below the previous year’s level. In the hydraulics and industrial hoses sector, demand remained subdued due to the general market situation, but showed initial signs of stabilization. The OEM business leveled off at a low level, without the forecast pick-up in the second half of 2025. Stable development is expected in line with the level achieved in the fourth quarter of 2025 for the coming quarters. While business in the agricultural sector remains subdued, the construction and material handling sectors are exhibiting more robust development. Stock reduction among direct customers is likely to be largely complete. However, the final quarter was marked by lower order intake. Due to demand, sales volumes were slightly below the previous year's level. These declines were partially offset by gains in “share of wallet” (increased share of existing customers' purchasing volume). Timing and speed of the uptick in demand remain difficult to predict. The elastomer and sealing profiles business continues to be affected by the weak construction industry. However, initial leading economic indicators, such as the number of building permits in the German construction industry, show signs of stabilization. Nevertheless, building construction in particular remains challenging, especially in the DACH region. According to the latest estimates, a significant market pick-up is not expected before 2027.

In fiscal year 2025, the SEA division recorded a decline in revenue to EUR 391.5 million (previous year: EUR 409.3 million). Weak development at the start of the year was characterized by project postponements, especially in conveyor belts and in LSR tool making. From the second quarter onward, a significant recovery began, resulting in EBITDA almost doubling in the second half of the year compared to the first half of the year, reaching EUR 42.5 million at the end of the year (previous year: EUR 49.6 million). Incoming orders and the order book at the end of the year were above the previous year's level. Overall, demand varied across the business units: the Form business recorded increases in both revenue and operating earnings, which are primarily attributable to the mountain applications, compression molding, and handrail Europe sectors. The Chinese market for handrails remained challenging. Business in the railway sector remained stable despite delays to major infrastructure projects. After a weak first quarter, the LSR business achieved stable revenue and earnings growth. Order intake was satisfactory, with growth in the healthcare and food and baby sectors, stable demand in the mobility sector, and declines in construction-related segments. In the toolmaking sector, the recovery over the course of the year led to higher capacity utilization and a solid basis for future parts production. At the beginning of the year, the Belting business was characterized by ongoing project delays on the customer side. Temporary shifts in the product mix and increasing price pressure from Asian competitors also had an impact on Belting. The order situation recovered from the second quarter onward, with order intake and order books approaching the previous year's level at the end of the year.

The optimization and streamlining of processes and the associated increase in operational efficiency, capacity-related adjustments to the workforce, and savings through the cross-divisional cost reduction program gave earnings a boost. Please see section 2.1 for more details on the individual divisions' performance.

Despite significant military conflicts (the Russia-Ukraine conflict and the various conflicts in the Middle East), raw materials generally remained readily available in 2025. Though the current trade conflicts between China and the USA have led to rising prices along with supply shortages for semiconductor metal compounds, raw materials price changes varied. In 2025, the Semperit Group once again strictly followed EU sanctions and, thanks to numerous optimization initiatives, established alternative suppliers for all the raw materials concerned, which in some cases meant paying higher prices. International goods traffic from China to Europe continues to be routed around Africa. This has resulted in a slight reduction in the availability of ships and containers, and has stabilized prices at a moderately elevated level. Russian gas was delivered to Austria and Germany until the end of 2024. However, as of January 1, 2025, Ukraine stopped gas transit as the transit agreement with Russia was not renewed. Gas prices have therefore stabilized at an elevated level. Given the substitution of pipeline gas with liquefied natural gas (LNG), which is structurally associated with higher procurement costs, prices are expected to remain high. As part of the energy transition, electricity prices have risen significantly and are highly volatile. Prices may fall into negative territory at around midday on weekends, particularly in the summer months, while reaching much higher levels during the darker winter months. Gas and electricity price volatility was mitigated by an active purchasing policy. The purchase of raw materials was not directly affected by the US import tariffs. However, indirect effects have resulted from changes in global trade flows, such as the increasing attractiveness of the EU market for Chinese suppliers due to limited access to the US market. On the sales side, US tariff policy is leading to much greater uncertainty and ongoing postponements of customer projects, particularly in the Belting business. Of the revenue of EUR 80,398 thousand generated in the USA (previous year: EUR 90,306 thousand), the majority is generated by the two US production companies, which significantly reduces the risk of negative effects of US tariff policy on revenue.

Despite a challenging economic environment, which is expected to last at least through mid-year, a gradual recovery should begin in the second half of the year. This forecast is based on the assumption that the current uncertainty resulting from the war in the Middle East will stabilize again in the course of the first half of the year. The gradual recovery has already been anticipated accordingly in the medium-term financial planning, which may be used as the basis to determine value in use for impairment tests.

The changed interest rate landscape mainly affects investment income, debt service for financial liabilities, social capital (i.e., provisions for pensions, severance payments, and anniversary bonuses), and weighted average cost of capital (WACC) for impairment test purposes (see sections 7.1 and 3.1).

In light of the changing US tariff policy and the lack of regulatory predictability, the strategic planning environment was unstable, delaying investment projects, market entry, and product launches as a result. The proposal presented by the EU Commission to re-regulate steel import quotas – including a possible reduction of duty-free quotas and a planned increase in additional duties once quotas have been exhausted – also revealed further planning uncertainties. The impact of steel import quotas and additional duties is particularly felt in the Hoses business (see section 3.1).

As part of the impairment tests, the increased forecast uncertainty caused by the crisis-related developments was managed by considering alternative planning scenarios. The calculation of the weighted average cost of capital takes into account a risk-free interest rate of 3.3% (previous year: 2.5%), which is calculated on the basis of German federal securities with a 30-year term using the Svensson method. The market risk premium was assumed to be 4.3% (previous year: 5.5%), taking into account observable developments in market rates of return. In fiscal year 2025, the key capital market parameters developed in opposite directions: while the risk-free interest rate rose compared with the previous year, the market risk premium fell. The rise in the risk-free interest rate reflects the prevailing restrictive monetary policy environment, moderately higher long-term inflation expectations, and robust economic fundamentals. By contrast, the lower market risk premium is the result of a significant easing of capital market volatility, improved macroeconomic sentiment, and positive corporate earnings prospects, which have reduced the risk premiums demanded by investors. Taken together, these opposing effects result in a stable WACC, depending on the business unit, beta factor, and capital structure. For further information, see section 3.1.

The measurement of social capital reflects the changed interest rate landscape by applying the most recent interest rates based on the Mercer Yield Curve (MYC) on the reporting date that take into account the corresponding duration of the liabilities, derived from a spot rate yield curve on euro area bonds. Please see sections 7.1 and 7.2 for details on the measurement of social capital, including sensitivity analysis.

In fiscal year 2025, the financial position of the Semperit Group remained largely unchanged, with net debt of EUR 180,385 thousand in the previous year falling to EUR 167,330 thousand as of December 31, 2025. The financial position was heavily influenced by ongoing investments, interest payments, dividend payments, repayments of short-term financial liabilities, and the strong positive cash flow from operating activities.

The Semperit Group's financial liabilities currently consist of fixed-interest corporate Schuldschein loans and of mainly variable-interest bank financing (see section 6.2). Corporate Schuldschein loans do not bear any (negative) present value risk as interest rates rise, in contrast to the higher variable-interest bank financing. The effective interest rate on the corporate Schuldschein loans is below the current interest rate level and, given the current level of inflation, has a favorable effect on the Semperit Group's financial position (see section 6.4). In 2023, two variable-interest bank credit facilities totaling up to EUR 360,000 thousand were arranged. As of the reporting date, the nominal amount of the outstanding liability from the first loan amounted to EUR 100,000 thousand. A total of EUR 59,000 thousand was drawn down for the second loan; EUR 56,050 thousand of this credit line is outstanding as of the reporting date (see section 6.2). In fiscal year 2025, a fixed-interest tranche of corporate Schuldschein loans with a nominal value of EUR 31,000 thousand was repaid on schedule. Bank financing is subject to fluctuations in the standard European money market reference rates, with interest rate swaps covering part of the risk of interest rate changes (see sections 6.4 and 11.4). Please see section 11.1 for details on interest rate terms and requirements under credit law.

In the period from December 31, 2024 to December 31, 2025, the three-month EURIBOR fell from 2.7% to 2.0%. As a result of this decline in interest rates and the decrease in financing volume, interest expenses fell in fiscal year 2025. The reduction in financing volume resulted in particular from the repayment of a corporate Schuldschein loan and from the scheduled repayment of existing bank liabilities. Please see section 2.7 for changes in finance expenses and section 11.4 for details on the interest rate profile and sensitivities. At the time the annual report was prepared, the trend in the three-month EURIBOR forward interest rate curve indicated that interest rates are expected to remain stable up to 2030. Please see section 11.2 for details on liquidity management and maturities on financial liabilities. Due to its international trade relations, the Semperit Group is exposed to currency fluctuations that are strongly influenced by macroeconomic factors. Please see section 11.5 for details on the foreign currency risk profile.

1.5 New and amended accounting standards

The following new/amended standards and interpretations were applied for the first time in fiscal year 2025:

		Endorsement	Mandatory application for the Semperit Group	Effects on the Semperit Group
New standards and interpretations				
None				
Amended standards				
IAS 21	Amendments to the effects of changes in foreign exchange rates in the event of a lack of exchangeability	12 November 2024	1 January 2025	no

The following new/amended standards and interpretations will be applied in future:

		Endorsement	Mandatory application for the Semperit Group	Effects on the Semperit Group
New standards and interpretations				
IFRS 18	Presentation and disclosure in financial statements	13 February 2026	1 January 2027	yes
IFRS 19	Subsidiaries without public accountability: disclosures	open	1 January 2027	no
Amended standards				
Miscellaneous	Amendments to the classification and measurement of financial instruments (amendments to IFRS 9 and IFRS 7)	27 May 2025	1 January 2026	no
Miscellaneous	Contracts referencing nature-dependent electricity (amendments to IFRS 9 and IFRS 7)	30 June 2025	1 January 2026	no
Miscellaneous	Annual improvements to IFRS, volume 11 (cycle 2021-2023)	9 July 2025	1 January 2026	no
IFRS 19	Amendments to IFRS 19 Subsidiaries without public accountability: disclosures	open	1 January 2027	no
IAS 21	Amendments to the translation to a hyperinflationary presentation currency	open	1 January 2027	no

On April 9, 2024, the International Accounting Standards Board (IASB) published the new IFRS 18 Presentation and Disclosure in Financial Statements, the successor to IAS 1 Presentation of Financial Statements. The new rules are applicable for fiscal years beginning on or after January 1, 2027. Retrospective application for comparative periods is also required under IAS 8. The standard will not be applied early.

IFRS 18 was developed in response to investor requirements for transparency and comparability of corporate performance in financial reporting. The changes affecting the Semperit Group are, in particular, requirements regarding the allocation of income and expenses in the consolidated income statement, the classification of hedging effects and foreign exchange differences, and rules on notes to the financial statements. The standard introduces new disclosures regarding management-defined performance measures (MPMs) and enhances the requirements on aggregating and disaggregating information in the financial statements. In the Semperit Group's consolidated income statement, the three new categories "Operating", "Investing", and "Financing" will be added on a mandatory basis. A total of five categories will therefore have to be distinguished: operating, investing, financing, income taxes, and discontinued operations. In addition, mandatory subtotals are being introduced for "operating profit or loss" and "profit or loss before financing and income taxes". IFRS 18 will also entail subsequent amendments to IAS 7 Statement of Cash Flows, IAS 33 Earnings per Share, IAS 34 Interim Financial Reporting, and IAS 8 Accounting Policies, Changes in Accounting Estimates, and Errors.

The expected direct impact on the Semperit Group's consolidated financial statements is as follows:

- Foreign exchange differences previously reported as net foreign currency gains or losses in other financial result are generally classified in the same category as the income and expenses from the items that led to them.
- Interest expenses currently included in personnel expenses in connection with pension, severance payment, and anniversary bonus provisions will be reported under financing expenses in the future.
- Instead of earnings before taxes, the newly introduced “operating result” serves as the starting point for the consolidated cash flow statement prepared using the indirect method.
- Goodwill included in intangible assets is reported as a separate item in the consolidated balance sheet.
- The notes to the consolidated financial statements will be expanded to include a section on management-defined performance measures.

2. Performance

2.1 Segment reporting

In accordance with IFRS 8, segment reporting is based on internal reporting to the SAG Executive Board as the chief operating decision-maker, which decides on the allocation of resources to the businesses. Segment reporting is made up of the two divisions SIA and SEA and includes the discontinued business unit Surgical Operations, which was sold with effect from June 30, 2024, for the last time in the comparative figures.

The divisional structure distinguishes between business models that focus on different customer groups and their specific technical and organizational requirements. As part of the optimization of the industrial strategy, the product group “mandrel hoses” was integrated into the SEA division from the SIA division with effect from January 1, 2025. The comparative figures have been adjusted accordingly.

- **Semperit Industrial Applications:** The Semperit Industrial Applications division focuses on industrial applications such as hydraulic and industrial hoses as well as profiles. Its business model is characterized by cost leadership in the volume business, optimization of rubber compounds, manufacture of standard products with long life cycles, high standardization of products and processes, and relatively low product portfolio complexity.

- **Semperit Engineered Applications:** The Semperit Engineered Applications division focuses on customized technical solutions and includes escalator handrails, cable car rings, and other custom-designed elastomer products including elastomer plates, mandrel hoses, transport and conveyor belts; the Liquid Silicone Rubber business – otherwise known as LSR, Rico, or the Rico Group –, which specializes in the manufacture of silicone injection molds as well as the production of liquid and solid silicone components, is also part of this division. The Semperit Engineered Applications division’s business model is characterized by a focus on industrial niches, the creation of products with a high degree of customer customization through the use of application-specific technologies and know-how, and relatively high product portfolio complexity.

The accounting policies applied in deriving the segment figures are identical to the Semperit Group’s accounting policies.

The segment result is EBITDA. It is the result that is reported to the Executive Board for the purposes of allocating resources and measuring success. Trade working capital and additions to intangible assets and property, plant, and equipment are reported to the Executive Board as key performance indicators of the segment assets.

Segmentation by division and businesses

The segmentation by division and businesses is based on internal management and reporting.

1–12 2025 in EUR thousand	Semperit Industrial Applications	Semperit Engineered Applications	Corporate	Group eliminations	Total
Revenue	270,892	391,471	0	0	662,363
Revenue with other segments	173	58	0	–231	0
Cost of materials and purchased services	–116,458	–162,997	–4,186	231	–283,410
Personnel expenses	–62,476	–127,211	–32,362	0	–222,049
EBITDA	52,772	42,524	–15,837	0	79,459
EBITDA before project expenses[1]	52,772	42,524	–11,697	0	83,599
EBIT	34,724	8,117	–17,252	0	25,589
Depreciation and amortization of intangible assets and property, plant, and equipment	–18,048	–30,038	–1,415	0	–49,502
Impairment of intangible assets and property, plant, and equipment	0	–4,369	0	0	–4,369
Trade working capital	41,726	61,620	–4,173	0	99,173
Additions to intangible assets and property, plant, and equipment[2]	12,448	16,441	2,716	0	31,605

[1] Related to the non-capitalizable implementation expenses associated with the IT harmonization project "oneERP"
[2] Excluding right-of-use assets in accordance with IFRS 16

1–12 2024 in EUR thousand	Semperit Industrial Applications	Semperit Engineered Applications	Surgical Operations[3]	Corporate	Group eliminations	Total
Revenue	267,260	409,313	23,151	0	0	699,724
Revenue with other segments	212	7	0	0	–219	0
Cost of materials and purchased services	–114,091	–163,635	–11,753	–1,952	219	–291,211
Personnel expenses	–64,185	–124,229	–8,375	–29,214	0	–226,003
EBITDA	50,748	49,552	740	–12,913	0	88,128
EBITDA before project expenses[1]	50,748	49,552	740	–11,447	0	89,593
EBIT	31,761	20,280	–2,518	–14,373	0	35,151
Depreciation and amortization of intangible assets and property, plant, and equipment	–16,900	–28,910	–468	–1,460	0	–47,738
Impairment of intangible assets and property, plant, and equipment	–2,087	–362	–2,790	0	0	–5,239
Trade working capital	41,352	66,945	0	–4,070	0	104,227
Additions to intangible assets and property, plant, and equipment[2]	36,971	23,972	358	1,166	0	62,466

[1] Related to the non-capitalizable implementation expenses associated with the IT harmonization project "oneERP"
[2] Excluding right-of-use assets in accordance with IFRS 16
[3] EBITDA and EBIT includes the transaction costs of EUR 144 thousand for the sale of the discontinued operation Surgical Operations.

1–12 2024 in EUR thousand	Total	Adjustments[3]	Discontinued + continuing operations	Discontinued operations	Continuing operations
Revenue	699,724	0	699,724	23,151	676,573
Revenue with other segments	0	0	0	0	0
Cost of materials and purchased services	–291,211	0	–291,211	–11,518	–279,693
Personnel expenses	–226,003	0	–226,003	–7,171	–218,832
EBITDA	88,128	144	88,271	3,396	84,875
EBITDA before project expenses[1]	89,593	144	89,737	3,396	86,341
EBIT	35,151	144	35,295	319	34,976
Depreciation and amortization of intangible assets and property, plant, and equipment	–47,738	0	–47,738	–287	–47,451
Impairment of intangible assets and property, plant, and equipment	–5,239	0	–5,239	–2,790	–2,449
Trade working capital	104,227	0	104,227	0	104,227
Additions to intangible assets and property, plant, and equipment[2]	62,466	0	62,466	41	62,426

[1] Related to the non-capitalizable implementation expenses associated with the IT harmonization project "oneERP"
[2] Excluding right-of-use assets in accordance with IFRS 16
[3] Relates to the transaction costs for the sale of the Surgical Operations business

The income and expenses of Group companies that engage in production and/or sales operations in more than one segment are divided and allocated to the appropriate segment so that no additional eliminations are required. The Corporate Center consists of SAG, which is not operationally active, as well as of those parts of a service company in Singapore that are assigned to the Corporate Center. In addition, certain Corporate Center services are provided by operating companies. The Corporate Center's internal charging and allocations have already been assigned to the segments, to the extent possible.

Related EBITDA corresponds to EBITDA in the Semperit Group's consolidated income statement; the reconciliation to earnings before tax can therefore be taken from the consolidated income statement.

Trade working capital consists of inventories plus current trade receivables, less current trade payables (also see section 4).

Geographic segmentation

The Group's activities are conducted primarily in Europe, the Americas, and Asia. In accordance with IFRS 8, the disclosures on revenue are presented by the customer's location and those on non-current assets and additions to intangible assets and property, plant, and equipment are presented on the basis of the Semperit Group companies' locations. Non-current assets do not include any deferred tax assets or securities. To the extent possible, consolidating entries have been allocated to the appropriate regions. The Semperit Group does not generate more than 10% of its revenue with one external customer.

in EUR thousand	2025 Non-current assets	2025 Additions to intangible assets and property, plant, and equipment[1]	2025 Revenue	2024 Non-current assets	2024 Additions to intangible assets and property, plant, and equipment[1]	2024 Revenue
Europe	502,766	27,049	457,568	520,312	56,837	457,764
thereof EU	472,849	26,178	409,868	488,875	56,509	418,422
thereof Austria	237,098	10,628	40,305	250,679	13,196	39,673
thereof EU excluding Austria	235,751	15,550	369,564	238,196	43,314	378,749
thereof rest of Europe	29,917	871	47,700	31,437	328	39,342
America	39,401	1,818	111,420	46,758	3,592	116,843
Asia-Pacific	24,775	2,738	74,856	27,615	1,997	84,322
Africa	0	0	18,519	0	0	17,644
Group	**566,941**	**31,605**	**662,363**	**594,685**	**62,426**	**676,573**

[1] Excluding right-of-use assets in accordance with IFRS 16

2.2 Revenue

Revenue is recognized using the transaction prices assigned to the performance obligations. Deductions are made for agreed rebates, volume and cash discounts, and similar sales reductions, as well as for contractual penalties and expected returns. These sales reductions are based on contractual agreements. All available information and historical values are taken into account when estimating the variable price components. As a rule, the amount delineated as a transaction price reduction is the amount that is likely to be claimed based on agreements or historical values; these estimates are updated regularly.

A refund liability is recognized for potential returns and expected refunds on the basis of contracts or historical values over the past three years. Assets from return claims (refund assets) are recognized at the original carrying amount less expected costs for the return of the products and are presented in inventories.

The agreed transaction price is normally charged upon delivery. Revenue from deliveries must generally be recognized when economic control is transferred to the customer and therefore refers to a given date in accordance with the Incoterms agreed for the delivery of the goods. In the LSR business, revenue from toolmaking is recognized over time. This is done by applying the cost-to-cost method, which best reflects the manufactured tools' degree of completion. In this way, the expenses already incurred for customer tools are set in relation to the expected total order costs and the pro rata margins are realized over time based on the degree of completion.

With the production of injection molding tools in the LSR business, part of the revenue is generated with an amortization component. These injection molding tools are sold to customers at a reduced sales price. Higher sales prices for the series production of customer-specific finished products will be charged in return. Both the receivable from the amortization component and the revenue from the injection molding tool are recognized at the non-reduced sales price. The receivable from the amortization component is subsequently reduced based on the added margin of the products sold from series production.

The payment targets normally granted are between 14 and 90 days.

For practical reasons, revenue has not been adjusted for the effects of a significant financing component if the period between satisfaction of the performance obligation and payment by the customer is not more than one year. As in the previous year, no revenue was generated in the 2025 fiscal year from contracts that included a significant financing component and for which the period between satisfaction of the performance obligation and payment by the customer is longer than one year.

Some contracts are agreements with several components that, in addition to the sale of certain products, also include additional performance obligations such as services. In accordance with IFRS 15, the consideration is allocated to the components in line with the relative stand-alone selling prices, where appropriate.

Contractually agreed warranties, which represent a separate and identifiable performance obligation, are recognized pro rata over the warranty period from the date on which control of the product sold is transferred.

Contract performance costs exist in the form of tool costs that are paid by customers but not transferred to them. The tools are capitalized in accordance with the provisions of IAS 16, and depreciated over a useful life of three to fourteen years.

Contract initiation costs, if material, are capitalized when the contract term exceeds twelve months. As in the previous year, there were no instances of such cases in the fiscal year 2025.

Revenue from contracts with customers is broken down by division and by geographic region based on the location of the invoice recipient, as follows:

1–12 2025 in EUR thousand	Semperit Industrial Applications	Semperit Engineered Applications	Group
Europe	217,344	240,224	457,568
America	31,141	80,280	111,420
Asia-Pacific	21,893	52,963	74,856
Africa	515	18,005	18,519
Revenue	**270,892**	**391,471**	**662,363**

1–12 2024 in EUR thousand	Semperit Industrial Applications	Semperit Engineered Applications	Group
Europe	212,076	245,688	457,764
America	32,570	84,273	116,843
Asia-Pacific	22,014	62,309	84,322
Africa	600	17,044	17,644
Revenue	**267,260**	**409,313**	**676,573**

In the fiscal year 2025, the Semperit Group's revenue from customers in the countries affected by the Russia-Ukraine conflict totaled 1.1% (previous year: 0.6%) of revenue. In Russia and Belarus (as in the previous year), no revenue was generated. The Semperit Group's revenue with customers in Ukraine is broken down by division as follows:

in EUR thousand	1–12 2025	1–12 2024
Semperit Industrial Applications	2,026	2,174
Semperit Engineered Applications	5,399	1,639
Revenue from Ukraine	**7,426**	**3,813**

As of December 31, 2025, gross trade receivables from Ukrainian customers totaled EUR 223 thousand (previous year: EUR 101 thousand).

2.3 Other operating income

in EUR thousand	1–12 2025	1–12 2024
Income from TSFAs and Co-Use Agreement with Harps Global Pte. Ltd. and its subsidiaries	5,534	2,773
Compensation for damages	2,108	893
Research grants	1,329	940
Income from the sale of property, plant and equipment	336	807
Sale of by-products and waste materials	292	285
Rental income	253	243
Miscellaneous	2,208	2,679
Total	**12,059**	**8,619**

In the course of the sale of the Medical Sector in fiscal year 2024, the Semperit Group entered into transitional service framework agreements (TSFAs) and a co-use agreement with Harps Global Pte. Ltd. and/or its subsidiaries to ensure a smooth transition to and continuation of business operations in the premises of STP. The services and rental services rendered by the Semperit Group under these contracts as well as expenses charged on resulted in other operating income totaling EUR 5,534 thousand (previous year: EUR 2,773 thousand).

The compensation payments include, in particular, insurance income of EUR 1,937 thousand (previous year: EUR 0 thousand) in connection with the flooding of the production facility operated by Thai Semperflex Asia Corp. Ltd. (SAC).

Other operating income includes government grants of EUR 544 thousand (previous year: EUR 422 thousand), which the Semperit Group received mainly for employee support programs. Grants were mainly awarded in Austria in the amount of EUR 482 thousand (previous year: EUR 385 thousand).

2.4 Cost of material and purchased services

in EUR thousand	1–12 2025	1–12 2024
Cost of materials	238,024	238,390
Energy expenses	30,188	26,851
Production-related maintenance costs	9,478	9,679
Purchased services	5,720	4,772
Total	**283,410**	**279,693**

2.5 Personnel expenses

in EUR thousand	1–12 2025	1–12 2024
Salaries	91,206	90,595
Wages	82,447	80,707
Statutory social security expenses and other compulsory wage-related payments	40,470	40,128
Other social security expenses	3,712	2,956
Severance payments	3,062	3,072
Retirement benefit expenses	1,152	1,374
Total	**222,049**	**218,832**

In fiscal year 2025, the expenses for research and development were approximately EUR 13,800 thousand (previous year: EUR 14,900 thousand); these were mainly personnel expenses. Personnel expenses also include expenses for temporary staff. Please see section 12 for information on the remuneration paid to members of the Executive Board.

In Austria, the average number of employees (permanent staff, full-time equivalents) totaled 1,120 employees (previous year: 1,208); the average number of employees in the Semperit Group is as follows:

in full-time equivalents	2025	2024
Blue-collar workers	2,639	2,695
White-collar workers	1,275	1,336
Total permanent staff[1]	**3,914**	**4,031**
Blue-collar workers	80	86
White-collar workers	3	8
Total temporary staff	**83**	**94**
Total Semperit-Group	**3,997**	**4,125**

[1] The corresponding number of headcount on balance sheet date was 4,059 (prior year: 4,084).

2.6 Other operating expenses

in EUR thousand	1–12 2025	1–12 2024
Outgoing freight	21,451	22,890
Maintenance and external services	12,251	12,499
Legal, consulting and auditing fees	6,765	7,314
Insurance premiums	6,561	6,770
Software licence expenses	5,001	4,099
Travel expenses	4,941	5,534
IT consultancy and implementation expenses	4,180	3,698
Commission and advertising expenses	3,295	3,959
Energy costs unrelated to production	3,186	3,013
Complaint costs	2,586	–503
Rental and lease expenses	2,254	2,540
Cleaning expenses	2,119	2,193
Waste disposal	2,118	2,391
Other taxes	2,107	1,823
Research expenses	911	993
Office equipment	876	901
Fees, subscriptions and donations	835	876
Training and education expenses	780	1,032
Communications	746	839
Miscellaneous	5,938	6,487
Total	**88,902**	**89,350**

The net negative complaint expense in the previous year resulted from income from the reversal of complaint provisions. This income was mainly due to a change in estimates related to the warranty risks of a single case for hoses in the Semperit Industrial Applications division.

The following fees were recognized as consulting and audit expenses for the services rendered in the 2025 fiscal year by the auditors of the consolidated financial statements Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H. and the companies in the Ernst & Young global network:

in EUR thousand	2025	2024
Auditing of consolidated financial statements and related assurance services	890	928
thereof Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H.	509	496
Other assurance services	115	130
Total	**1,005**	**1,059**

2.7 Financial result

in EUR thousand	1–12 2025	1–12 2024
Expense (+) / income (–)		
Interest income	–2,227	–3,352
Income from securities	–102	–101
Finance income	**–2,330**	**–3,453**
Interest expense	11,105	14,133
Finance expenses	**11,105**	**14,133**
Profit/loss attributable to redeemable non-controlling interests	**3,841**	**3,469**
Net foreign currency result	4,452	–1,310
Net result from the FVPL measurement category	–74	–245
Miscellaneous	1,740	839
Other financial result	**6,118**	**–716**
Financial result	**18,734**	**13,433**

Interest expenses include interest expenses from lease liabilities amounting to EUR 2,148 thousand (previous year: EUR 2,201 thousand) and from factoring amounting to EUR 782 thousand (previous year: EUR 780 thousand).

Of the interest expenses included in the financial result, EUR 10,855 thousand (previous year: EUR 14,104 thousand) is attributable to financial liabilities in the AC (at amortized cost) measurement category. An interest expense of EUR 94 thousand (previous year: EUR 92 thousand) is attributable to interest accrued on non-current provisions. In liabilities from redeemable non-controlling interests, the portion of the earnings recorded in the consolidated income statement in the amount of EUR 3,841 thousand (previous year: EUR 3,469 thousand) represents the “interest expense”.

The net result from financial assets in the AC (at amortized cost) measurement category consists of the following:

in EUR thousand	1–12 2025	1–12 2024
Expense (+) / income (–)		
Interest income	–2,227	–3,352
Net foreign currency result	4,556	–737
Valuation allowances (+) / income from the release of valuation allowances (–)	50	71
Net result from the AC (at amortized cost) measurement category	**2,379**	**–4,017**

Valuation allowances on financial assets at amortized cost are recognized in other operating expenses (see section 2.6). Other operating expenses also include income from the release of valuation allowances on financial assets at amortized cost previously recognized as an expense.

In fiscal year 2025, the financial instruments in the FVPL (at fair value through profit and loss) measurement category concerned forward exchange contracts to hedge parts of the operating business at Semperflex Asia Corp. Ltd. (SAC), Thailand (see section 11.5).

The net result from financial instruments in the FVPL measurement category comprised the following:

in EUR thousand	1–12 2025	1–12 2024
Expense (+) / income (–)		
Results from the measurement and disposal of securities and derivatives	–4	–390
Income from forward exchange contracts	–71	–38
Expenses from forward exchange contracts	0	183
Net result from the FVPL (fair value through profit and loss) measurement category	**–74**	**–245**

An interest rate swap designated as a cash flow hedge was concluded to hedge parts of the interest rate risk from SAG's bank financing (see sections 6.4 and 11.4). The effects of the interest rate swap recognized in comprehensive income are as follows:

in EUR thousand	1–12 2025	1–12 2024
Expense (+) / income (–)		
Cash flow hedges – recognized in interest expense for the period	121	–92
Cash flow hedges - fair value changes recognized in other comprehensive income (hedge reserve)	–215	560
Cash flow hedges – ineffective portion of fair value changes	0	0

The net foreign currency result from financial liabilities at amortized cost is EUR –104 thousand (previous year: EUR –452 thousand).

2.8 Income taxes

The tax expense presented for the fiscal year comprises the current taxes on taxable income calculated for the individual Group companies and the tax rate applicable in the respective country, as well as deferred taxes.

in EUR thousand	1–12 2025	1–12 2024
Current tax expense (+) / tax income (–)		
for the current period	7,713	8,573
for previous periods	–1,303	–313
Sum of current tax expense (+) / tax income (–)	**6,410**	**8,260**
Deferred tax expense (+) / tax income (–)		
from the origination or reversal of temporary differences	–219	124
from the adjustment of tax loss carry-forwards, tax credits and temporary differences	3,739	3,797
other deferred tax effects	–3,496	–2,047
Sum of deferred tax expense (+) / tax income (–)	**25**	**1,874**
Total	**6,435**	**10,134**

Appropriate provisions were recognized for tax uncertainties related to the amount of tax loss carryforwards to be utilized.

Please see section 9 for information on accounting policies, reconciliation of earnings, and details on deferred taxes.

2.9 Earnings per share

in EUR	1–12 2025	1–12 2024
Earnings after tax	419,879	11,501,180
Result attributable to ordinary shares	**419,879**	**11,501,180**
Average number of shares outstanding (in units)	**20,573,434**	**20,573,434**
Earnings per share (basic and diluted)	**0.02**	**0.56**
of which earnings per share in EUR from continuing operations (basic and diluted)	0.02	0.56
of which earnings per share in EUR from discontinued operations (basic and diluted)	0.00	0.00

As of December 31, 2025 and as of December 31, 2024, no dilutive effects had to be taken into account.

2.10 Cash flow statement

The cash flow from operating activities is determined using the indirect method. The measurement effects are presented under other non-cash expenses or income. These include, in particular, income from changes in exchange rates, the measurement of derivatives, and changes in write-downs on inventories and loss allowances for trade receivables. Of the other non-cash income or expense of EUR 798 thousand (previous year: EUR –1,215 thousand), the measurement of inventories accounted for EUR 815 thousand (previous year: EUR –1 thousand), intragroup currency translation differences accounted for EUR 500 thousand (previous year: EUR –477 thousand), and measurement effects from financial assets and liabilities accounted for EUR –286 thousand (previous year: EUR –291 thousand).

The cash flows from investing and financing activities are determined directly. Interest received is presented in the cash flows from investing activities, interest paid is presented in the cash flows from financing activities.

Additions of intangible assets and property, plant, and equipment totaled EUR 34,574 thousand (previous year: EUR 69,884 thousand). Of this amount, EUR 2,969 thousand (previous year: EUR 7,418 thousand) relates to additions of right-of-use assets. Liabilities related to additions of intangible assets and property, plant, and equipment decreased by EUR 2,681 thousand (previous year: fell by EUR 10,029 thousand), and prepayments rose by EUR 367 thousand (previous year: decreased by EUR 7,051 thousand). In fiscal year 2025, no capitalized interest on assets was recognized (previous year: EUR 867 thousand, shown in the cash flow from financing activities). The net income from the sale of companies amounted to EUR 47 thousand (previous year: EUR 6,586 thousand) and related to the (second) closing in the sale of the Medical Sector.

In fiscal year 2025, non-current financial liabilities in the amount of EUR 210 thousand were assumed (previous year: EUR 26,000 thousand for the plant expansion at the site in Odry, the Czech Republic). There was no repayment of non-current financial liabilities (previous year: early repayment of EUR 10,000 thousand of SAG bank financing). Repayment of current financial liabilities includes in particular the repayment of EUR 31,000 thousand of a corporate Schuldschein loan (previous year: EUR 0 thousand). The decrease in interest paid amounting to EUR 3,785 thousand is mainly attributable to lower outstanding financial liabilities as a result of scheduled and early repayments, and to the lower interest level compared to the previous year.

in EUR thousand	Liabilities from financing activities: Financial liabilities	Liabilities from financing activities: Liabilities from redeemable non-controlling interests	Liabilities from financing activities: Derivative financial liabilities	Lease liabilities	Total
Balance as at 01.01.2024	**227,822**	**14,725**	**2,130**	**48,429**	**293,107**
Financing cash flows	7,329	–2,884	0	–5,083	–638
Interest paid	–12,764	0	0	–2,203	–14,967
Effect of changes in foreign exchange rates	30	987	1	796	1,815
Other changes	11,650	3,444	258	6,795	22,147
Balance as at 12.31.2024	**234,068**	**16,272**	**2,390**	**48,733**	**301,463**
thereof non-current	190,009	12,527	2,368	43,524	248,427
thereof current	44,059	3,745	22	5,209	53,036
Balance as at 01.01.2025	**234,068**	**16,272**	**2,390**	**48,733**	**301,463**
Financing cash flows	–39,163	–3,576	0	–5,177	–47,917
Interest paid	–9,036	0	0	–2,148	–11,184
Effect of changes in foreign exchange rates	–108	–674	–1	–1,551	–2,334
Other changes	8,610	3,815	–174	3,355	15,605
Balance as at 12.31.2025	**194,370**	**15,836**	**2,215**	**43,212**	**255,633**
thereof non-current	173,854	12,006	345	38,286	224,490
thereof current	20,517	3,830	1,870	4,926	31,143

The other changes include interest expenses, the share of earnings after taxes from redeemable non-controlling interests, as well as non-cash additions and disposals from leases.

3. Non-current assets

3.1 Intangible assets

Acquired intangible assets

Acquired intangible assets are recognized at cost and subsequently amortized on a straight-line basis over the expected useful life. The estimated useful life is normally in the range of one to 15 years. Assumptions and estimates must be made when determining useful lives. Upon visible indications of a change in value, acquired intangible assets are tested for impairment.

Internally generated intangible assets

Internally generated intangible assets are recognized at cost. With regard to amortization and impairment testing, the explanation relating to acquired intangible assets above applies by analogy to internally generated intangible assets. Internally generated intangible assets essentially comprise software implementations and, to a minor extent, capitalizable development costs, which are only recognized if the intangible asset is identifiable, control over the asset exists, and management judges that expected future economic benefits are likely. The estimated useful life is generally eight years.

Intangible assets acquired through business combinations

The cost of intangible assets acquired through a business combination and recognized separately from any goodwill is the fair value of such assets at the acquisition date. These are specifically trademarks, technology-based intangible assets, and non-contractual customer relationships. The assumed useful lives are typically between five and 15 years for technology-based intangible assets and between one and 25 years for non-contractual customer relationships. Trademarks may be assumed to have an indefinite useful life and are subject to an annual impairment test. Otherwise, an impairment test is only performed for observable indications of a change in the value of intangible assets acquired as a result of business combinations.

Goodwill and trademark rights

Goodwill and trademark rights are not amortized but tested for impairment annually and additionally if there are indications of a possible impairment, provided that there are no circumstances that would allow forgoing the annual impairment test in accordance with IAS 36.

In the Semperit Group, the business units are the lowest level (cash generating unit, CGU) at which goodwill is monitored for internal management purposes. The Hoses and Profiles businesses form the SIA division, and the Belting, Form, and LSR businesses form the SEA division.

Management determined the recoverable amount as of September 30, 2025 for the impairment test of goodwill in the amount of EUR 1,677 thousand (previous year: EUR 1,677 thousand) in the Hoses business (manufacture and sale of hydraulic and industrial hoses). The recoverable amount was calculated as value in use. The increased forecasting uncertainty due to a slowdown in economic development and geopolitical crises was countered by considering alternative planning scenarios (upside and downside scenarios). The products from the Hoses business are typically used in the agriculture, construction, food, and chemical industries and are exposed to their cyclical developments. Fiscal year 2025 was characterized by continued subdued customer demand. On the one hand, this was due to the continued weak performance of the European economy, in particular the construction industry, market uncertainty due to the unclear future US tariff policy, and the prevailing weak demand from China. On the other hand, destocking of customer´s inventory had a positive effect. In addition, the decline in raw material and energy prices as well as the falling freight and logistics costs contributed to an improvement. In combination with a consistent pricing policy, the contribution margin and the EBITDA margin were kept at a stable level of over 20%. Comparable market demand is expected for fiscal year 2026, coupled with continued weak demand in the main European market.

The planning scenarios differ from the base case scenario mainly in the assumptions for the different estimations of the market trend and consequently the annual growth rates of production volumes. In the downside scenario, continued low market demand is forecast for 2026, with moderate market growth expected for the planning years 2027–2030 but no boom period. In addition to the reduction of the average sales price by 1.5% in the planning years 2026 and 2027 and a further reduction in fixed costs in the planning year 2026, the ramp-up of the additionally planned braided hose capacities (DH5) in Odry and the associated CapEx was postponed to a period outside the current medium-term planning period due to the lower volume. Compared to the base case scenario, additional charges from customs duties and import quotas for tubular wire totaling EUR 19,400 thousand were taken into account in the material costs for the planning for 2026 to 2030. In the upside scenario, this results in an improvement in material costs of EUR 9,700 thousand compared to the base case scenario.

The key assumptions that were used in determining the recoverable amount of the Hoses business relate to the future development of the EBITDA margin. In the perpetual annuity phase (i.e., from planning year 2031), the EBITDA margin is around 21% (previous year: 23%). The EBITDA margins in the perpetual annuity phase differ depending on the planning scenarios and are around 13% (previous year: 20%) in the downside scenario and 22% (previous year: 23%) in the upside scenario. The planning was initially based on management's assumptions regarding the development of the markets, the Hoses business unit's market shares, and strategic product and customer initiatives. Management's medium-term planning is based on the continuation of the Hoses business unit's successful niche strategy to focus exclusively on hose production and thereby distinguish itself from competitors who also produce or assemble fittings and lines or manufacture complete hydraulic systems.

Planned measures to improve earnings that require capacity expansion or infrastructure improvements as well as such measures that have yet to be sufficiently substantiated were not taken into account when determining the value in use.

However, account was taken of the plant expansion in Odry, Czech Republic, with a total investment volume of EUR 110,000 thousand (resolved in June 2022), which began in 2023. In order to expand capacity, EUR 50,700 thousand will be invested in the production of hydraulic hoses in Odry between 2026 and 2030. Particular attention is being paid to meeting sustainability criteria and achieving a high degree of automation. Regular operation of the production facilities for an additional production volume of 24 million meters of hydraulic hose per year commenced in fiscal year 2025. The production facilities will be ramped up gradually from 2025 onward. In addition, the production of 3.6 million meters of flexible spiral hose was relocated from Wimpassing to Odry in fiscal year 2024. Production started in Odry in 2025. The adjustments made to the plant expansion plans in fiscal year 2023 were taken into account in the impairment test. The new production plants are operated exclusively using green energy and are therefore initially carbon neutral. The total water consumption at the Odry location will drop by more than 50% after completion of the new production facilities, irrespective of the capacity expansion. The capital expenditure on property, plant, and equipment is intended to maintain capacity; it roughly corresponds to planned depreciation. Changes to trade working capital are planned on the basis of revenue.

The cash flows in the perpetual annuity phase (i.e., beginning in planning year 2031) were extrapolated using a long-term growth rate of 2.0% (previous year: 2.0%). The growth rate reflects the competition and the price pressure on the market as well as an assumption of moderate market growth. The weighted average cost of capital (WACC) was determined as the discount rate using the capital asset pricing model. A uniform peer group was assumed for the Hoses, Profiles, Belting, and Form businesses. The pre-tax discount rate (WACC) calculated for the Hoses business is 10.3% (previous year: 10.3%); the after-tax discount rate (WACC) amounts to 8.0% (previous year: 8.0%).

The recoverability of the recognized goodwill was confirmed in the course of the impairment test for the Hoses business.

In the LSR business (manufacture of injection molding tools, manufacture of plastic parts, in particular, from liquid silicone and solid silicone in single, two, or multi-component injection molding, and their distribution), management determined the recoverable amount as of September 30, 2025 for the impairment test of goodwill at EUR 49,358 thousand (previous year: EUR 49,358 thousand) and trademark rights at EUR 9,756 thousand (previous year: EUR 10,029 thousand). Indefinite useful lives were assumed for the LSR business unit's trademarks because the brand names are very well established in the respective product markets and have clear brand attributes. The Semperit Group uses the brand names for an indefinite period of time and will continue to expand the LSR business unit under these brand names. Methodologically speaking, impairment of trademarks and goodwill is tested at the level of the CGU, i.e., the LSR business unit. The recoverable amount was calculated as value in use. The LSR business unit's products are used especially in the automotive and medical technology industries, as well as in the consumer and household goods industries. The increased forecasting uncertainty due to the economic slowdown and geopolitical crises was countered by considering alternative planning scenarios (upside and downside scenarios).

The planning scenarios differ from the base case scenario mainly in the assumptions for the different estimations of the market trend and consequently the annual growth rates of production volumes (i.e., the plastic parts requested by customers and the sales of injection molding tools). Customs costs are borne by the customer, meaning that no additional charges are incurred for LSR. In the United States, there is no tool shop that meets LSR quality standards. Customers are therefore dependent on European suppliers for complex and high-quality tools. Local suppliers in the United States are unable to meet the precision and complexity requirements, giving LSR a distinct competitive advantage.

The key assumptions used in determining the recoverable amount of the LSR business relate to the ramp-up of production facilities from the expansion of capacity, which the SAG Executive Board and Supervisory Board committed to in the course of the acquisition, the increased activity on the U.S. market, and the future development of the EBITDA margin. In the perpetual annuity phase (i.e., from planning year 2031), the EBITDA margin is around 24% (previous year: 23%). The EBITDA margins in the perpetual annuity phase differ depending on the planning scenarios and are around 22% (previous year: 22%) in the downside scenario and 27% (previous year: 24%) in the upside scenario. The increase in the EBITDA margin in the upside scenario is primarily attributable to reduced personnel expenses, which lead to positive operating leverage as production volumes rise. The planning was based on management's assumptions regarding the development of the markets, the LSR business unit's market shares, and strategic product and customer initiatives with respect to the production of injection molding tools, as well as advice on component development and the mass production of customer-specific plastic parts. Management's medium-term planning focuses on consolidating and expanding its technological edge in the production of high-cavity injection molds, automation, and problem-solving expertise. In addition, the focus is on strengthening sales and expanding geographically in relation to this.

Planned measures to improve earnings that require capacity expansion or infrastructure improvements as well as such measures that have yet to be sufficiently substantiated were not taken into account when determining the value in use. However, the plant expansion in Thalheim, Austria, as well as further capacity expansion with a total investment volume of around EUR 16,785 thousand (previous year: EUR 36,479 thousand) by fiscal year 2030 were taken into account. The capital expenditure on property, plant, and equipment is intended to maintain capacity. Changes to trade working capital are planned on the basis of revenue, but are not developing in proportion to revenue.

The cash flows in the perpetual annuity phase (i.e., beginning in planning year 2031) were extrapolated using a long-term growth rate of 2.0% (previous year: 2.0%). The weighted average cost of capital (WACC) was determined as the discount rate using the capital asset pricing model. A separate peer group was formed for the LSR business. These companies operate in similar geographic markets and have similar business models. The pre-tax discount rate (WACC) calculated for the LSR business is 9.6% (previous year: 9.3%); the after-tax discount rate (WACC) amounts to 7.5% (previous year: 7.8%).

The key assumptions for determining the recoverable amount underwent a sensitivity analysis during the impairment test of the LSR business unit. The LSR business unit's value in use would fall below the carrying amount if one of the following changes were to occur: the long-term growth rate starting from the last planning year falls below 0.9% instead of the planned 2.0%, the WACC increases to above 8.1% instead of 7.5%, or EBITDA falls by more than EUR 2,443 thousand in the last planning year, which equates to an EBITDA margin of 22% in the base case scenario, 20% in the downside scenario, and 25% in the upside scenario.

The recoverability of the recognized goodwill and trademark rights was confirmed in the course of the impairment test for the LSR business.

Impairment testing (other than goodwill and trademark rights)

Impairment losses on intangible assets amounting to EUR 3,305 thousand (previous year: EUR 215 thousand) relate to individual non-contractual customer relationships in the LSR business that ceased to exist in fiscal year 2025. As part of a Group-wide software development project to record production and machine data, the implementation partner was changed in the previous fiscal year. In the wake of this, an impairment loss of EUR 215 thousand was recognized for a part of the project for which no further benefit arose. For an overall presentation of impairment losses recognized in the fiscal year, see section 3.2.

Development of intangible assets

The development of intangible assets is as follows:

in EUR thousand	Software licences, industrial property rights and similar rights	Goodwill	Development costs	Total
Acquisition/production costs				
Balance as at 01.01.2024	**113,323**	**51,894**	**2,800**	**168,018**
Currency translation differences	–164	0	2	–162
Additions	371	0	1,566	1,937
Disposals	–13,004	0	–30	–13,033
Reclassification to non-current assets held for sale	–468	0	–550	–1,018
Transfers	90	0	–90	0
Balance as at 12.31.2024	**100,148**	**51,894**	**3,698**	**155,741**
Currency translation differences	–78	0	2	–76
Additions	144	0	2,986	3,129
Disposals	–1,048	0	0	–1,048
Transfers	953	0	–720	233
Balance as at 12.31.2025	**100,119**	**51,894**	**5,966**	**157,979**
Depreciation and amortization / impairment losses / reversals of impairment losses				
Balance as at 01.01.2024	**40,452**	**859**	**1,735**	**43,046**
Currency translation differences	56	0	0	56
Depreciation and amortization	4,524	0	103	4,627
Impairment losses	72	0	323	394
Disposals	–12,110	0	0	–12,110
Reclassification to non-current assets held for sale	–462	0	–512	–974
Balance as at 12.31.2024	**32,532**	**859**	**1,649**	**35,040**
Currency translation differences	2	0	0	2
Depreciation and amortization	4,557	0	42	4,600
Impairment losses	3,305	0	0	3,305
Disposals	–1,048	0	0	–1,048
Balance as at 12.31.2025	**39,349**	**859**	**1,692**	**41,899**
Carrying amounts				
Carrying amount 01.01.2024	72,872	51,035	1,065	124,971
Carrying amount 12.31.2024	67,617	51,035	2,049	120,701
Carrying amount 12.31.2025	**60,770**	**51,035**	**4,275**	**116,080**

3.2 Property, plant, and equipment

Property, plant, and equipment are measured at cost less accumulated depreciation and impairment losses.

They are amortized by allocating the cost less their expected residual value on a straight-line basis over the expected useful life. Assumptions and estimates have to be made when determining the useful lives, which are reviewed at each reporting date and adjusted if necessary.

The assumed useful lives of each category of property, plant and equipment are within the following ranges:

Property, plant, and equipment excluding right-of-use assets	Useful life in years
Technical plants and other operational buildings	2–50
Technical equipment and machinery	2–40
Operating and office equipment	2–25
Vehicles	2–25

The assumed useful lives of the right-of-use assets included in property, plant, and equipment are within the following ranges:

Right-of-use assets	Useful life in years
Land and buildings, including on land owned by third parties	2–20
Technical equipment and machinery	2–5
Operating and office equipment	2–8
Vehicles	2–7

Impairment tests

If there are observable indications of impairment, items of property, plant, and equipment are tested pursuant to IAS 36 as to whether the carrying amount of the asset or the cash generating unit in question exceeds the recoverable amount. An appropriate impairment loss is recognized if the carrying amount exceeds the recoverable amount. The assessment of recoverability and determination of the recoverable amount are subject to significant estimates and assumptions. In particular, these include assumptions about corporate planning and future inflation and growth rates, as well as regarding foreign currency rates, the cost of capital rate used to discount future cash flows, the expected economic development of each individual cash generating unit, and with regard to the separate recoverable amounts for individual assets as the lower limit of an impairment loss.

Right-of-use assets and lease liabilities are taken into account during impairment testing in accordance with IFRS 16. The carrying amount of the cash generating unit contains the right-of-use assets; it is reduced by the carrying amount of the lease liabilities. The recoverable amount as the total value of the cash generating unit includes the present value of the cash flows, which is reduced by the lease payments.

In fiscal year 2025, impairment losses were recognized for parts of the extrusion plants at STP in Austria and Semperform Kft. in Hungary in the amount of EUR 1,064 thousand (previous year: EUR 0 thousand) due to a lack of opportunities for future use. Due to lack of opportunities for future use, impairment losses of EUR 1,745 thousand and EUR 315 thousand were recognized in the previous year for two salt bath plants belonging to German company Semperit Profiles Leeser GmbH and a kneading machine at STP respectively. The remaining impairments of property, plant, and equipment in the previous year concerned machinery at SFO in the Czech Republic for which there is no future use. Impairment losses on intangible assets (see section 3.1) and property, plant, and equipment are broken down by division as follows:

	Semperit Industrial Applications		Semperit Engineered Applications	
in EUR thousand	**1–12 2025**	**1–12 2024**	**1–12 2025**	**1–12 2024**
Impairment of intangible assets	0	67	3,305	148
Impairment of property, plant, and equipment	0	2,020	1,064	214
Total impairment of intangible assets and property, plant, and equipment	**0**	**2,087**	**4,369**	**362**

Development of property, plant, and equipment

Property, plant, and equipment developed as follows:

in EUR thousand	Land and buildings, including on land owned by third parties	Technical equipment and machinery	Other equipment, operating and office equipment	Assets under construction	Total
Acquisition/production costs					
Balance as at 01.01.2024	**262,831**	**591,418**	**80,962**	**45,879**	**981,091**
Currency translation differences	2,317	5,938	810	161	9,226
Additions	19,479	18,002	4,962	25,462	67,906
Disposals	–3,019	–10,994	–3,579	–1,653	–19,245
Reclassification to non-current assets held for sale	–4,027	–34,337	–2,976	–24	–41,364
Transfers	19,765	16,823	2,193	–38,738	43
Balance as at 12.31.2024	**297,345**	**586,850**	**82,373**	**31,088**	**997,657**
Currency translation differences	–3,214	–6,169	–751	–58	–10,191
Additions	4,313	13,817	3,666	9,648	31,444
Disposals	–3,062	–5,737	–4,075	–77	–12,950
Transfers	3,387	11,046	1,497	–16,163	–233
Balance as at 12.31.2025	**298,770**	**599,808**	**82,711**	**24,438**	**1,005,728**
Depreciation and amortization / impairment losses / reversals of impairment losses					
Balance as at 01.01.2024	**99,355**	**377,761**	**56,051**	**426**	**533,593**
Currency translation differences	758	3,664	680	5	5,106
Depreciation and amortization	9,599	27,109	6,401	0	43,110
Impairment losses	893	2,258	0	1,745	4,896
Disposals	–583	–10,875	–3,343	–1,106	–15,907
Reclassification to non-current assets held for sale	–3,619	–33,682	–2,499	–3	–39,802
Transfers	250	44	–220	–32	43
Balance as at 12.31.2024	**106,654**	**366,279**	**57,071**	**1,035**	**531,039**
Currency translation differences	–788	–3,378	–515	1	–4,680
Depreciation and amortization	10,201	28,092	6,609	0	44,902
Impairment losses	0	1,019	44	0	1,064
Disposals	–1,378	–5,444	–3,805	0	–10,627
Transfers	0	298	0	–298	0
Balance as at 12.31.2025	**114,690**	**386,867**	**59,404**	**738**	**561,698**
Carrying amounts					
Carrying amount 01.01.2024	163,476	213,657	24,911	45,453	447,498
Carrying amount 12.31.2024	190,691	220,571	25,302	30,053	466,617
Carrying amount 12.31.2025	**184,081**	**212,942**	**23,307**	**23,700**	**444,030**

Of the carrying amount reported for land and buildings, including buildings on third-party land, EUR 7,068 thousand (previous year: EUR 7,205 thousand) relates to land (land value).

No borrowing costs were capitalized in the fiscal year 2025 as part of the cost of qualifying assets. In the previous year, EUR 867 thousand was capitalized in connection with the expansion of a production hall in Odry, Czech Republic. The borrowing costs directly attributable to production were capitalized.

As of December 31, 2025, property, plant, and equipment with a carrying amount of EUR 21,891 thousand (previous year: EUR 22.455 thousand) in the LSR business were pledged as security for liabilities.

A new production facility in the United States belonging to the Profiles business was opened in the fiscal year 2021. The ownership rights to the newly constructed production line of U.S.-based Semperit Industrial Products Inc. were then conveyed to the Coweta County Development Authority, Georgia, in order to optimize property-related taxes. At the same time, the company purchased a municipal revenue bond issued by the Development Authority to finance the transaction and entered into a lease agreement for the use of the transferred production line. The nominal amount of the bond as of December 31, 2025 translated into EUR 8,530 thousand (previous year: EUR 9,077 thousand) and was increased by the investments made in fiscal year 2025 amounting to EUR 524 thousand (previous year: EUR 1,541 thousand). The year-on-year decline in the converted nominal amount is due to the exchange rate development of the USD (see section 11.5). The bond will be repaid with the lease payments. The business may transfer the bond to the Development Authority at any time, or at the latest at the end of the term, and thereby reacquire the ownership rights to the production line. There are no cash flows because the company is both the lessee and the bondholder. From an economic perspective, therefore, neither a sale-and-lease-back agreement nor a revenue bond was concluded or recognized. The production line for rubber gaskets will continue to be recognized in property, plant, and equipment.

Right-of-use assets

The Semperit Group is a lessee in particular with regard to right-of-use assets related to land and buildings, office equipment, and motor vehicles.

As the lessee, the Semperit Group recognizes a lease liability for leases that must be recognized as an other financial liability and a right-of-use asset under property, plant, and equipment at the time the leased asset is made available to the company. The lease liability bears interest and is amortized on an annuity basis by the current payments; the right-of-use asset is amortized on a straight-line basis over the shorter of the asset's useful life or lease term.

The option not to apply the lease accounting requirement to short-term leases (i.e., up to 12 months), to low-value leased assets (i.e., up to a replacement value of approximately EUR 5 thousand), and to intangible assets is exercised. The Semperit Group therefore does not recognize right-of-use assets or lease liabilities for these types of contracts; lease payments from these contracts are recognized as an expense on a straight-line basis over the lease term.

The right-of-use assets from leases included in property, plant, and equipment developed as follows in fiscal year 2025:

	Right-of-use assets			
in EUR thousand	Land and buildings, including on land owned by third parties	Technical equipment and machinery	Other equipment, operating and office equipment	Total
Acquisition/production costs				
Balance as at 01.01.2024	**47,509**	**3,051**	**5,938**	**56,499**
Currency translation differences	904	5	0	908
Additions	5,643	132	1,643	7,418
Disposals	–2,870	–110	–1,256	–4,236
Reclassification to non-current assets held for sale	–211	0	–142	–353
Balance as at 12.31.2024	**50,975**	**3,078**	**6,182**	**60,236**
Currency translation differences	–1,847	8	–9	–1,848
Additions	1,601	147	1,221	2,969
Disposals	–2,865	–20	–822	–3,707
Balance as at 12.31.2025	**47,864**	**3,213**	**6,572**	**57,649**
Depreciation and amortization / impairment losses / reversals of impairment losses				
Balance as at 01.01.2024	**6,027**	**534**	**2,483**	**9,044**
Currency translation differences	148	3	–1	151
Depreciation and amortization	3,738	647	1,529	5,914
Impairment losses	98	0	0	98
Disposals	–602	–17	–1,028	–1,647
Reclassification to non-current assets held for sale	–172	0	–65	–237
Balance as at 12.31.2024	**9,237**	**1,167**	**2,918**	**13,322**
Currency translation differences	–388	4	–2	–386
Depreciation and amortization	3,647	668	1,537	5,852
Disposals	–1,254	0	–691	–1,945
Balance as at 12.31.2025	**11,242**	**1,839**	**3,762**	**16,843**
Carrying amounts				
Carrying amount 01.01.2024	41,482	2,518	3,455	47,455
Carrying amount 12.31.2024	41,738	1,911	3,264	46,913
Buchwert 31.12.2025	**36,622**	**1,374**	**2,810**	**40,806**

As of December 31, 2025, right-of-use assets in the amount of EUR 40,806 thousand (previous year: EUR 46,913 thousand) were recognized in property, plant, and equipment and lease liabilities under current and non-current other financial liabilities in the amount of EUR 43,212 thousand (previous year: EUR 48,733 thousand). Please see section 11.2 for the maturity analysis of lease liabilities as of December 31, 2025.

The Semperit Group has concluded several lease agreements that contain renewal and termination options. These options were negotiated by management in order to manage the portfolio of leased assets flexibly and in accordance with the Group's particular business requirements. The assessment of whether the exercise of these renewal and termination options is reasonably certain requires material judgments by management.

The following table shows the undiscounted potential future lease payments for periods after the exercise date of the renewal and termination options that are not included in the lease term.

in EUR thousand	within the next 5 years	over 6 to 10 years	Total
Renewal options that are not expected to be exercised	2,237	5,300	7,538
Termination options that are expected to be exercised	0	0	0
Total potential future lease payments as at 31.12.2025	**2,237**	**5,300**	**7,538**

in EUR thousand	within the next 5 years	over 6 to 10 years	Total
Renewal options that are not expected to be exercised	2,030	4,964	6,994
Termination options that are expected to be exercised	841	841	1,681
Total potential future lease payments as at 31.12.2024	**2,871**	**5,805**	**8,676**

The following amounts from leases were recognized in profit or loss:

in EUR thousand	2025	2024
Depreciation expense of right-of-use assets	5,852	5,914
Interest expense for lease liabilities	2,148	2,206
Other rental expenses	1,054	1,054
Expense relating to short-term leases	869	1,104
Expense relating to leases of low-value assets	332	397
Impairment of right-of-use assets	0	98
Total amount recognised in profit or loss	**10,255**	**10,773**
of which attributable to continued operations	10,255	10,639
thereof attributable to discontinued operations	0	134

In the 2025 fiscal year, the Semperit Group's cash outflows for leases (including short-term leases and low-value leased assets) totaled EUR 8,416 thousand (previous year: EUR 8,697 thousand).

3.3 Other financial assets (non-current)

The carrying amounts of the other non-current financial assets comprise the following:

in EUR thousand	12.31.2025	12.31.2024
Financial assets measured at fair value through profit or loss		
Shares in funds, shares, other securities	6,367	6,303
	6,367	**6,303**
Financial assets measured at amortized cost		
Receivables due from employees	4	13
Miscellaneous other financial assets	1,145	1,153
	1,150	**1,166**
Total	**7,516**	**7,469**

The fund shares comprise 97,500 shares (previous year: 97,500 shares) in Amundi GF Euro Rent, a bond fund that is suitable to cover pension provisions and invests predominantly in fixed and variable-interest government bonds in the euro area, in the amount of EUR 5,797 thousand (previous year: EUR 5,770 thousand) and 3,402 shares (previous year: 3,402 shares) in the Portfolio Management Solide T fund, an investment fund that invests around 70% in domestic and foreign bond investments and around 30% in domestic and foreign equity investments, in the amount of EUR 569 thousand (previous year: EUR 533 thousand). The Portfolio Management Solide T fund serves to secure bank financing in the LSR business.

Other miscellaneous financial assets include in particular blocked funds amounting to EUR 753 thousand (previous year: EUR 750 thousand), which primarily serve as security for the bank loans of the LSR business, as well as rental and other security deposits.

Disclosures on financial instruments – current and non-current assets

The following table shows the carrying amounts of the individual financial assets classified in accordance with the measurement categories pursuant to IFRS 9.

in EUR thousand	Measurement category according IFRS 9[1]	Level	Note	Carrying amount 12.31.2025	Carrying amount 12.31.2024
Trade receivables			4.2		
Held to collect	AC	–	4.2	49,387	45,693
Held to collect and for sale	FVOCI	2	4.2	21,223	28,030
Other financial assets			3.3, 6.5		
Securities	FVPL	1	3.3	6,367	6,303
Derivative financial instruments	FVPL	2	6.5	52	0
Miscellaneous other financial assets	AC	–	3.3, 6.5	11,802	6,556
Cash and cash equivalents			6.6	94,847	125,972

[1] FVPL (fair value through profit and loss); FVOCI (fair value through OCI); AC (at amortized cost)

Other financial assets include financial investments, receivables from personnel, and other receivables (see sections 3.3 and 6.5).

Financial assets at fair value

Financial assets are recognized or derecognized on the basis of a regular way purchase or sale at the settlement date. The fair values of securities are determined using publicly available prices.

The derivative financial instruments measured at fair value through profit or loss are forward exchange contracts.

In addition to operational measures, individual derivative financial instruments, primarily forward exchange contracts, are used to hedge foreign currency risks. They are measured at the current fair value. The fair value corresponds to the value that the respective

Group company would receive or have to pay if the transaction were terminated on the reporting date. Positive fair values as of the reporting date are presented under other financial assets and negative fair values under other financial liabilities. If the requirements for hedge accounting are met, this is applied in part. Recognition is as described in section 6.4 depending on whether it is a cash flow hedge or a fair value hedge.

Trade receivables measured at fair value through other comprehensive income include trade receivables held for collection or sale under the factoring program (see section 4.2).

Financial assets at amortized cost

For all financial assets not measured at fair value, the carrying amounts approximate the fair value.

4. Trade working capital

Trade working capital consists of inventories, current trade receivables, and current trade payables.

4.1 Inventories

Inventories must be measured at the lower of cost and net realizable value, whereby, in the course of determining the net sales values, in particular realization risks related to obsolete or surplus inventories are taken into account. Utilization is determined using the moving average price method. Income and expenses from intercompany deliveries of inventories are eliminated unless they are of minor significance.

in EUR thousand	12.31.2025	12.31.2024
Raw materials, consumables, and supplies	38,058	37,728
Finished goods and merchandise	34,926	36,446
Work in progress	10,020	11,527
Refund assets	22	45
Total	**83,026**	**85,745**

in EUR thousand	12.31.2025	12.31.2024
Inventories		
of which at cost of acquisition/production	57,872	66,655
of which at net realizable value	25,154	19,090
Total	**83,026**	**85,745**

Net realizable values as part of the inventory measurement on the reporting date are determined based on specific customer contracts or, in the absence of such contracts, existing list prices; each business unit's management team also assesses recoverable prices and market developments. Net loss allowances on inventories recognized as an expense were EUR 625 thousand (previous year: net reversals of write-downs of EUR 424 thousand).

4.2 Trade receivables

Trade receivables, which essentially originate from revenue with the Semperit Group's customers, must be allocated to the AC (at amortized cost) measurement category in accordance with IFRS 9 and are therefore measured at amortized cost less expected defaults.

EUR and USD receivables from selected subsidiaries in Austria, Germany, the Czech Republic, and Poland can be sold under existing factoring programs. The purchase price and therefore also the fair value of the receivables sold is equal to the nominal value, so there is no earnings effect on derecognition. All del credere risk is transferred to the factoring bank, but only the payment date risk and interest rate risk remain in part with the Semperit Group. The requirements for derecognition in full of trade receivables sold are met in accordance with IFRS 9. Customer payments received in the period between the last sale of receivables and the balance sheet date are recorded as collection liabilities from factoring in other financial liabilities (see section 6.3). Interest on factoring is included in interest expenses and is based on the one-month EURIBOR (or one-month SOFR for USD receivables) plus a margin. For individual subsidiaries, a discount of up to 2.5 basis points is applied, which is linked to the achievement of ESG performance criteria. The ESG performance criteria are the same as those used for SAG's bank financing (see section 11.1).

As of December 31, 2025, trade receivables of EUR 12,467 thousand (customer payments already received, reported exclusively as accounts payable from debt collection) (previous year: EUR 16,826 thousand) were sold to the factoring bank. In fiscal year 2025, interest expenses for factoring amounted to EUR 782 thousand (previous year: EUR 780 thousand).

As of December 31, 2025, trade receivables of EUR 4,891 thousand (previous year: EUR 5,585 thousand) were assigned as collateral for a bank loan in the LSR business.

Trade receivables comprise the following:

	12.31.2025			12.31.2024		
in EUR thousand	**Gross**	**Allowances**	**Net**	**Gross**	**Allowances**	**Net**
Receivables not yet due	60,498	–29	60,469	60,756	–7	60,749
Up to 30 days overdue	7,265	–1	7,265	10,390	0	10,390
More than 30 up to 90 days overdue	1,691	–1	1,691	1,823	0	1,823
More than 90 days overdue	1,831	–645	1,186	1,521	–760	761
Total	**71,286**	**–676**	**70,610**	**74,490**	**–767**	**73,723**

Internal measurement guidelines are used to assess creditworthiness. The Semperit Group analyzes the losses of the past four years by business and country group to determine the impairment need. Based on this, an impairment matrix is prepared using time bands. This impairment matrix is updated to include forward-looking macroeconomic variables. Payment defaults for fiscal years 2025 and 2026 as forecast by the credit insurer Allianz Trade were also taken into consideration in the calculation of the impairment matrix. The analysis of the past did not identify an elevated default risk for receivables that are overdue by more than 90 days. As a result, the Group does not deem overdue status of more than 90 days to be an indicator that a loss event has occurred, which would imply an allocation to stage 3 of the impairment model according to IFRS 9. Loss events are, for example, a significant downgrade of creditworthiness by credit rating agencies, the commissioning of collection services, or the insolvency of the customer.

A significant portion of the gross trade receivables for the Semperit Group (98.1%, previous year: 97.8%) is covered by credit insurance, bank guarantees, secure payment terms, and bank acceptance drafts. The credit insurances include a deductible if a loss occurs. The maximum loss allowance recognized for a credit loss is the insurance deductible for these receivables. In the case of payments from credit insurance, the insured receivable is derecognized in accordance with the payment amount under other operating expenses. The payments for the credit insurance policies are presented in other operating income.

Receivables not covered by credit insurance, or deductibles for receivables covered by credit insurance, are written down based on empirical values in accordance with the default risk categories in the impairment matrix (stage 2 of the impairment model in accordance with IFRS 9). Receivables allocated to stage 3 of the impairment model in accordance with IFRS 9 based on an individual assessment of the creditworthiness of the relevant customers are also written down to the expected recoverable amount.

The overdue receivables are essentially covered by credit insurance, as all subsidiaries with significant receivables are insured against credit losses. With respect to the receivables not covered by credit insurance and to the deductibles for receivables covered by credit insurance, there is no significant concentration of credit risk as the customers are widely dispersed.

The loss allowances in stage 2 amounting to EUR 8 thousand (previous year: EUR 9 thousand) are based on the following impairment matrix:

				12.31.2025
	Not overdue	**1–30 days**	**31–90 days**	**>90 days**
Hoses	0.00–0.01%	0.00–0.02%	0.00–0.15%	0.00–0.15%
Profiles	0.00–0.02%	0.00–0.34%	0.00–1.85%	0.00–3.88%
Form	0.00–0.01%	0.00–0.01%	0.00–0.02%	0.00–0.03%
Belting	0.00–0.01%	0.00–0.03%	0.00–0.10%	0.00–0.02%
LSR	0.00–0.05%	0.00–0.17%	0.00–0.47%	0.00–0.60%

	12.31.2024			
	Not overdue	**1–30 days**	**31–90 days**	**>90 days**
Hoses	0.00–0.01%	0.00–0.01%	0.00–0.16%	0.00–0.13%
Profiles	0.00–0.02%	0.00–0.31%	0.00–2.47%	0.00–3.51%
Form	0.00–0.01%	0.00–0.04%	0.00–0.32%	0.00–0.86%
Belting	0.00–0.01%	0.00–0.04%	0.00–0.16%	0.00–0.06%
LSR	0.00–0.00%	0.00–0.01%	0.00–0.05%	0.00–0.28%

The ranges arise from the geographic regions where the revenue is generated. The impairment of trade receivables is generally recognized indirectly via allowance accounts. The loss allowances changed as follows:

in EUR thousand	Adjusted lifetime expected credit loss based on portfolio valuation (level 2)	Adjusted lifetime expected credit loss based on single valuation (level 3)	Total
Balance as at 01.01.2024	**101**	**747**	**848**
Release	–82	–25	–107
Currency translation difference	–2	16	13
Written down due to irrecoverability	–9	–3	–12
Additions	1	23	24
Balance as at 12.31.2024	**9**	**758**	**767**
Release	–1	–25	–26
Currency translation difference	0	–42	–42
Written down due to irrecoverability	0	–34	–34
Additions	0	10	10
Balance as at 12.31.2025	**8**	**667**	**676**

Receivables determined to be irrecoverable are derecognized if the receivable loss has been determined conclusively, with loss allowances recognized beforehand being used. In fiscal year 2025, trade receivables of EUR 99 thousand (previous year: EUR 135 thousand), which were not written down, were derecognized.

4.3 Trade payables

Trade payables must be allocated to the AC (at amortized cost) measurement category in accordance with IFRS 9 and are therefore measured at amortized cost.

As of December 31, 2025, the carrying amount of current and non-current trade payables totaled EUR 56,652 thousand (previous year: EUR 56,756 thousand).

5. Equity

5.1 Share capital and reserves

Share capital

The share capital of SAG as of December 31, 2025 remained unchanged compared to the previous year at EUR 21,359 thousand. This is broken down into 20,573,434 fully paid-in no-par-value ordinary shares of which each has an equal participation in the share capital. Each share is entitled to a voting right and to receive a dividend.

The Executive Board was authorized by the Annual General Meeting on April 23, 2024 to buy back and, if necessary, to redeem the company's treasury shares up to the legally permissible amount of 10% of the share capital for a period of 30 months from the date that the resolution was passed in the Annual General Meeting pursuant to Section 65(1) No. 8 of the Stock Corporation Act (AktG) with agreement from the Supervisory Board. At the same Annual General Meeting, the Executive Board was also authorized, pursuant to Section 65(1b) Stock Corporation Act (AktG), and with the approval of the Supervisory Board, to decide on a different type of sale than via the stock exchange or through a public offering, and to decide on an exclusion of the buyback option (purchase right) on the part of shareholders. The authorizations were granted with the simultaneous repeal of the related resolutions of the Annual General Meeting of April 27, 2022. There is currently no share buyback program.

The Executive Board was authorized by the Annual General Meeting on April 25, 2023 with the agreement of the Supervisory Board to increase the share capital by 50% or up to 10,286,716 new no-par-value shares over the next five years following registration of the change to the Articles of Incorporation on the Company Register, through cash and/or non-cash contributions. The Executive Board was also authorized to issue convertible bonds with agreement from the Supervisory Board. This may be linked to a right of conversion or purchase or a mandatory conversion or purchase of up to 10,286,716 no-par-value shares (50% of the existing shares) in the company.

Capital reserves

The capital reserves result primarily from the amount generated beyond the proportional amount of the share capital following the issue of shares (share premium). Capital reserves also include EUR 21,503 thousand in appropriated reserves as of December 31, 2025 (previous year: EUR 21,503 thousand). These may only be released to offset any net loss otherwise stated in the SAG annual financial statements under corporate law, unless there are any free reserves available to cover such a loss.

Retained earnings

Retained earnings contain the retained results of the Semperit Group and the accumulated other comprehensive income (excluding currency translation differences).

The distribution of revenue reserves is as follows:

in EUR thousand	Retained earnings	Hedge reserve	IAS-19-reserve	Total
Balance as at 01.01.2024	**381,213**	**0**	**–9,659**	**371,554**
Earnings after tax	11,501	0	0	11,501
Other comprehensive income	0	–431	308	–123
Total comprehensive income	11,501	–431	308	11,378
Dividend	–10,287	0	0	–10,287
Balance as at 12.31.2024	**382,427**	**–431**	**–9,351**	**372,645**
Balance as at 01.01.2025	**382,427**	**–431**	**–9,351**	**372,645**
Earnings after tax	420	0	0	420
Other comprehensive income	0	165	1,670	1,835
Total comprehensive income	420	165	1,670	2,255
Dividend	–10,287	0	0	–10,287
Balance as at 12.31.2025	**372,559**	**–266**	**–7,681**	**364,612**

Revenue reserves include, inter alia, the SAG statutory reserve of EUR 999 thousand (previous year: EUR 999 thousand), which may only be released to offset any net loss otherwise stated in the annual financial statements under corporate law. The fact that free reserves are available to offset the loss is no obstacle to the release for the purposes of offsetting the loss.

The hedge reserve comprises the portion of the cumulative net change in the fair value of hedging instruments used in cash flow hedges until the hedged cash flows are subsequently recognized in profit or loss.

The IAS 19 reserve includes the effects of remeasurements of defined benefit plans due to severance payments and pensions.

Currency translation reserve

The currency translation reserve records translation differences resulting from converting the subsidiaries' financial statements from their functional currency to euros until the subsidiaries in question are sold or disposed of by other means.

In the 2025 fiscal year, currency translation differences totaled EUR –7,193 thousand (previous year: EUR 4,484 thousand). Of this amount, EUR 299 thousand (previous year: EUR 0 thousand) was reclassified, i.e., "recycled" as an expense in the consolidated income statement in fiscal year 2025. Taking into account the hedge reserve, other comprehensive income as of December 31, 2025 that can be recognized through profit or loss in future periods totaled EUR 7,917 thousand (previous year: EUR 14,944 thousand).

5.2 Dividend and treasury shares

The shareholders are entitled to a distribution of SAG's net profit for the year. For the past fiscal year, SAG generated a non-distributable balance sheet profit of EUR 0 thousand, which means that no dividend will be paid.

The distribution for the 2024 fiscal year was made in April 2025 and amounted to EUR 10,287 thousand (EUR 0.50 per share).

The Semperit Group held no treasury shares as of December 31, 2025 or December 31, 2024.

6. Net debt

The net debt of EUR 167,330 thousand (previous year: EUR 180,385 thousand) is made up of the liabilities from redeemable non-controlling interests, financial liabilities, and other financial liabilities, less other financial assets (current), and cash and cash equivalents.

6.1 Liabilities from redeemable non-controlling interests

Shares of subsidiaries' net assets held by non-controlling shareholders are recognized as liabilities from redeemable non-controlling interests if the respective shareholder has an unconditional termination right or a termination right linked to conditions whose fulfillment or non-fulfillment lies outside the control of the Semperit Group, or if the company in which the non-controlling shareholder owns an interest has a limited life span.

The liability was initially recognized at fair value. As IFRS do not provide any guidance on the subsequent measurement of such an obligation, the amount of the liability initially recognized is increased by the share in profit or reduced by the share in loss accruing at the measurement date in accordance with the option described in the statement issued by the Institute of Public Auditors in Germany (IDW RS HFA 45). In this connection, this share of profit or loss also includes the share in other comprehensive income. In addition, any amounts reported directly in equity are included in the measurement of the liability. Dividends distributed to non-controlling shareholders reduce the liabilities. The amounts recognized as part of the subsequent measurement are recognized in the consolidated income statement and constitute finance expenses. This is disclosed separately as results attributable to redeemable non-controlling interests.

The pro-rata cash flows relevant to measurement were derived from the latest medium-term financial planning to determine the fair value (Level 3) of the redeemable non-controlling interests of SAC, Thailand. The detailed planning period runs until the end of planning year 2030. The pro-rata cash flows relevant to measurement in the perpetual annuity phase (i.e., beginning in planning year 2031) were extrapolated using a long-term growth rate of 2.0% (previous year: 2.0%). The growth rate reflected the competition and the price pressure in the market as well as an assumption of moderate market growth. The weighted average cost of capital (WACC) was determined as the discount rate using the capital asset pricing model. The after-tax discount rate is 8.8% (previous year: 9.0%). The main assumptions used in determining the fair value relate in particular to the market-dependent future development of the EBITDA margin.

Liabilities from redeemable non-controlling interests changed as follows:

in EUR thousand	2025	2024
Carrying amount 01.01	**16,272**	**14,725**
Dividends	–3,576	–2,884
Share of annual income after tax	3,841	3,469
Share of remeasurements of defined benefit plans	–26	–26
Currency translation differences	–674	987
Carrying amount 12.31	**15,836**	**16,272**
of which Semperflex Asia Corp. Ltd., Thailand	15,836	16,272
Fair value 12.31	**61,732**	**73,507**

6.2 Financial liabilities

Both corporate Schuldschein loans and liabilities to banks are initially recognized at the net fair value less transaction costs. Subsequently, they are measured at amortized cost in accordance with the effective interest method.

They are derecognized if and when the underlying obligation is settled or terminated or has expired.

in EUR thousand	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Corporate Schuldschein loan	7,086	6,991	95	38,404	6,990	31,414
Liabilities to banks	187,284	166,862	20,422	195,664	183,019	12,645
Total	**194,370**	**173,854**	**20,517**	**234,068**	**190,009**	**44,059**

Corporate Schuldschein loan

Between 2013 and 2016, SAG issued several corporate Schuldschein loans, some with fixed and some with variable interest rates, in euros (EUR) as well as in the foreign currencies US dollars (USD), Polish zloty (PLN), and Czech crown (CZK). The loans had a total volume of EUR 344,466 thousand. A further fixed-interest tranche of EUR 31,000 thousand of corporate Schuldschein loans was repaid at the end of July 2025. The total nominal value outstanding (excluding accrued interest) as of the reporting date was EUR 7,000 thousand (previous year: EUR 38,000 thousand); 100% of this is in EUR and the interest rate is fixed.

As of December 31, 2025 accrued interest in the amount of EUR 95 thousand (previous year: EUR 421 thousand) was recognized under corporate Schuldschein loans. The difference between the carrying amounts excluding interest (clean price) and the nominal amounts follows from the transaction costs of emissions that are allocated over the terms of the individual corporate Schuldschein loan tranches in accordance with the effective interest rate method.

							12.31.2025
	Final maturity	Effective interest rate	Currency	Nominal value in local currency	Carrying amount in EUR thousand	thereof non-current	thereof current
Fixed-interest Schuldschein loan	07.25.2030	3.09%	EUR thousand	7,000	7,086	6,991	95
Total					**7,086**	**6,991**	**95**

							12.31.2024
	Final maturity	Effective interest rate	Currency	Nominal value in local currency	Carrying amount in EUR thousand	thereof non-current	thereof current
Fixed-interest Schuldschein loan	07.25.2025	2.41%	EUR thousand	31,000	31,320	0	31,320
Fixed-interest Schuldschein loan	07.25.2030	3.09%	EUR thousand	7,000	7,084	6,990	95
Total					**38,404**	**6,990**	**31,414**

Liabilities to banks

Two bank credit facilities with a funding volume of up to EUR 360,000 thousand were concluded effective March 31, 2023.

Bank financing totaling EUR 250,000 thousand comprises a loan of up to EUR 150,000 thousand and a general credit line of up to EUR 100,000 thousand. It is provided by a consortium of six Austrian and international banks. The loan was fully utilized on July 28, 2023 to finance the acquisition of the Rico Group.

No repayments were made in fiscal year 2025 (previous year: EUR 10,000 thousand). The total nominal loan amount outstanding (excluding accrued interest) as of the reporting date was EUR 100,000 thousand (previous year: EUR 100,000 thousand).
A total of EUR 0 thousand (previous year: EUR 0 thousand) of the general credit line was drawn down as of the reporting date.

The second bank credit facility in the amount of up to EUR 110,000 thousand was concluded specifically to finance the expansion investments in Odry, Czech Republic. The availability period of this general credit line ended on September 30, 2025, whereby a total amount of EUR 59,000 thousand had been drawn down by that date. The nominal loan amount outstanding from this bank credit facility (excluding accrued interest) as of the reporting date was EUR 56,050 thousand (previous year: EUR 59,000 thousand).

See section 11.1 for details on credit agreement clauses (financial covenants) related to this bank financing.

The LSR business also has bank financing; EUR 31,572 thousand of these credit lines was drawn as of December 31, 2025 (previous year: EUR 36,882 thousand).

						12.31.2025
	Effective interest rate	Currency	Nominal value in local currency	Carrying amount in EUR thousand	thereof non-current	thereof current
Fixed-interest liabilities to banks	2.50%	EUR thousand	927	927	635	293
	1.00%–2.49%	CHF thousand	1,762	1,892	1,708	184
	3.44%–5.52%	USD thousand	826	703	251	452
	2.00%	EUR thousand	421	421	421	0
Variable-interest liabilities to banks	3.63%	EUR thousand	11,812	11,812	11,146	665
	3.38%-4.00%	EUR thousand	5,465	5,465	3,490	1,976
	0.65%	CHF thousand	1,446	1,552	1,536	16
	2.98%	EUR thousand	5,200	5,200	4,400	800
	3.97%	EUR thousand	100,000	100,245	99,609	636
	2.45%	EUR thousand	3,600	3,600	0	3,600
	3.19%	EUR thousand	56,050	55,467	43,667	11,800
Total				**187,284**	**166,862**	**20,422**

						12.31.2024
	Effective interest rate	Currency	Nominal value in local currency	Carrying amount in EUR thousand	thereof non-current	thereof current
Fixed-interest liabilities to banks	2.50%	EUR thousand	1,329	1,192	917	275
	1.00%–2.49%	CHF thousand	2,012	2,119	1,729	390
	3.44%–5.52%	USD thousand	1,598	1,451	710	741
	2.00%	EUR thousand	210	210	210	0
Variable-interest liabilities to banks	4.88%	EUR thousand	12,530	12,530	12,113	417
	4.63%–5.75%	EUR thousand	8,228	8,228	5,572	2,655
	1.50%	CHF thousand	1,466	1,552	1,536	16
	4.31%	EUR thousand	6,000	6,000	5,200	800
	4.90%	EUR thousand	100,000	100,449	99,647	801
	4.50%	EUR thousand	3,600	3,600	0	3,600
	4.08%	EUR thousand	59,000	58,333	55,383	2,950
Total				**195,664**	**183,019**	**12,645**

6.3 Other financial liabilities

With the exception of derivatives, other financial liabilities are measured at amortized cost using the effective interest method. Liabilities from derivative financial instruments are measured at fair value through profit or loss. Please see section 6.4 for information on the determination of fair values.

Liabilities to personnel (including bonuses and commission) are recognized at the present value of the expected disbursement amount, to the extent that they concern services already rendered. However, the amounts are discounted only if the interest effect is material.

in EUR thousand	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Lease liabilities	43,212	38,286	4,926	48,733	43,524	5,209
Collection payables from factoring	7,195	0	7,195	0	0	0
Personnel liabilities	4,174	0	4,174	4,414	0	4,414
Derivatives	2,215	345	1,870	2,390	2,368	22
Accrued commissions	1,035	0	1,035	835	0	835
Refund liabilities	58	0	58	229	0	229
Miscellaneous other financial liabilities	4,788	0	4,788	4,808	4,148	660
Total	**62,677**	**38,631**	**24,046**	**61,408**	**50,039**	**11,368**

Collection liabilities from factoring relate to customer payments received up to the reporting date that have not yet been forwarded to factoring banks. The contingent purchase price liability arising from the acquisition of M+R Dichtungstechnik GmbH (M+R) amounting to EUR 1,868 thousand (previous year: EUR 1,808 thousand), the liability from a cash flow hedge amounting to EUR 345 thousand (previous year: EUR 560 thousand) and derivatives for hedging currency risks amounting to EUR 2 thousand (previous year: EUR 22 thousand) are reported in derivatives. For more information on the cash flow hedge, see section 11.4. The present value of the deferred purchase price liability from the acquisition of the Rico Group amounting to EUR 4,370 thousand (previous year: EUR 4,148 thousand) is included in other financial liabilities.

6.4 Disclosures on financial instruments – liabilities

in EUR thousand	Measurement category according IFRS 9[1]	Level	Note	Carrying amount 12.31.2025	Carrying amount 12.31.2024
Liabilities from redeemable non-controlling interests	AC	3	6.1	15,836	16,272
Corporate Schuldschein loan	AC	3	6.2	7,086	38,404
Liabilities to banks	AC	3	6.2	187,284	195,664
Trade payables	AC	–	4.3	56,652	56,756
Other financial liabilities			6.3		
Derivative financial instruments	FVPL	2	6.3	2	22
Derivative financial instruments	FVPL	3	6.3	1,868	1,808
Derivative financial instruments	FVOCI	2	6.3	345	560
Lease liabilities	AC	–	6.3	43,212	48,733
Miscellaneous other financial liabilities	AC	–	6.3	17,250	10,284

[1] FVPL (fair value through profit and loss); FVOCI (fair value through OCI); AC (at amortized cost)

Liabilities at fair value

Derivative financial instruments are occasionally used to hedge interest rate and currency risks. Provided that the prospective effectiveness measurements as required by IFRS 9 are met and the hedging strategy is documented, the derivative financial instruments are either accounted for as cash flow hedges or as fair value hedges.

Financial instruments measured at fair value through profit or loss are forward exchange contracts (Level 2, see sections 6.3 and 11.5) and a contingent purchase price liability arising from the acquisition of M+R on January 4, 2021 that is recognized as a derivative (Level 3) (see section 6.3).

Financial instruments measured at fair value through other comprehensive income are interest rate swaps designated as cash flow hedges (Level 2) to hedge interest rate risk (see sections 6.3 and 11.4). Unrealized gains and losses for the effective portion (per effectiveness measurement) are recognized in other comprehensive income. The ineffective portion is recognized in other financial income in profit or loss for the period. When the hedged transaction (e.g., interest payment) is realized, the corresponding amount recognized in other comprehensive income is reclassified to the consolidated income statement.

The fair values of the forward exchange contracts and interest rate swaps are determined using accepted actuarial measurement models. Future payment flows are simulated using the yield curves published on the reporting date. In addition, the carrying amount is adjusted to take into account the credit risk of the respective counterparty. When doing so, positive exposures are measured considering the default risk of the counterparty, while negative exposures are measured considering the Group's own default risk. The contingent purchase price liability is calculated using the future development of the business activities of M+R and is discounted with a cost of equity rate typically applied on the market. It is measured at fair value through profit or loss and reported as a derivative in other current financial liabilities.

Liabilities at amortized cost

The fair values correspond to the carrying amounts for all financial assets and liabilities, with the exception of those stated below and the liabilities from redeemable non-controlling interests (see section 6.1). Actuarial measurement models are used to determine the fair value of financial instruments for which no active market is available. The parameters relevant to measurement for determining fair value are based in part on forward-looking assumptions.

in EUR thousand	Measurement category according IFRS 9[1]	Level	Fair value 12.31.2025	Fair value 12.31.2024
Liabilities				
Corporate Schuldschein loan	AC	3	6,944	37,831
Liabilities to banks	AC	3	187,396	195,884

[1] AC (at amortized cost)

The fair value of the corporate Schuldschein loans and fixed-interest bank financing was determined by discounting the contractual payment streams with current interest rates. The comparable interest rates on the reporting date were derived from capital market yields with matching terms, adjusted for current risk and liquidity costs that are observable on the market, and determined in a range of 0.74–5.01% (previous year: 0.72–7.90%). These comparable interest rates were derived based on management's current assessment of the Semperit Group's rating using a Moody's methodology. The difference between the carrying amount and the fair value is the result of the significant volatility in the banks' refinancing costs (as part of the cost of corporate financing through banks) since the corporate Schuldschein loans were issued due to the measures taken by the European Central Bank (ECB), such as medium-term refinancing tenders for banks at extremely low interest rates and the ECB's quantitative easing measures, which led to considerably volatile risk premiums. In addition, several clauses in the corporate Schuldschein loan contract are worded in the Semperit Group's favor. For variable-interest bank financing, the fair value is the carrying amount.

6.5 Other financial assets (current)

in EUR thousand	12.31.2025	12.31.2024
Financial assets measured at fair value through profit or loss		
Derivatives	52	0
	52	**0**
Financial assets measured at amortized cost		
Receivables due from employees	67	152
Accruals and deferrals	40	40
Miscellaneous other financial assets	10,546	5,198
	10,652	**5,390**
Total	**10,705**	**5,390**

Other financial assets include, in particular, current financial investments of EUR 7,500 thousand (previous year: EUR 4.750 thousand), receivables from compensation for damages of EUR 1,932 thousand (previous year: EUR 0 thousand), rental and other deposits of EUR 1,001 thousand (previous year: EUR 158 thousand), and blocked funds totaling EUR 53 thousand (previous year: EUR 193 thousand).

Please see section 3.3 for details of their fair values and other additional information. An impairment loss needs to be taken into consideration for financial assets measured at amortized cost (see section 4.2).

6.6 Cash and cash equivalents

in EUR thousand	12.31.2025	12.31.2024
Cash deposits in banks	90,440	110,630
Short-term investments	4,387	15,326
Cash on hand	19	16
Total	**94,847**	**125,972**

Short-term investments are cash equivalents and consist of fixed-time deposits with a remaining term of no more than three months from the date of acquisition amounting to EUR 280 thousand (previous year: EUR 10,805 thousand) and money market fund units amounting to EUR 4,108 thousand (previous year: EUR 4,522 thousand). The fixed-time deposits are comprised of EUR 0 thousand in euros (previous year: EUR 10,000 thousand), EUR 0 thousand in Chinese renminbi (CNY) (previous year: EUR 805 thousand), and EUR 280 thousand in Brazilian real (BRL) (previous year: EUR 0 thousand). These items enable the Semperit Group to meet short-term payment obligations and minimize the negative interest rate risk. As a result, they are not typically held for investment or other purposes.

The assessment of whether money market fund units are to be classified as cash equivalents in accordance with IAS 7 requires discretionary judgment. Cash equivalents refer to short-term, highly liquid financial investments that are readily convertible to known amounts of cash and are only subject to immaterial risks of fluctuations in terms of their value; equity investments are generally not classified as cash equivalents, unless they are such investments by their very nature. The investments made by the Semperit Group in the CIFM RMB money market funds were classified as cash equivalents as of December 31, 2025. This classification was based on an analysis of the fund characteristics and their integration into the Semperit Group’s cash management or liquidity management. An assessment of whether the financial investment is highly liquid or not took into account the redemption options and the fund’s liquidity. Given that classification as cash equivalents also requires the financial investment to be able to be converted directly into a payment amount already determined when the deposit is made, money market fund units cannot be classified as cash equivalents on their own as they can be traded at any time on an active market at the respective market price. As for assessing the immateriality of risks of fluctuations in terms of their value, the Semperit Group is continuously analyzing whether the variability of returns is small and comparable to the variability of returns for the money market interest rate, the “PBOC (People’s Bank of China) 7 Days Deposit Rate”. This assessment also takes into account the fund’s rigorous investment policy, the weighted average fixed-interest period of the fund portfolio (well below three months), the fund’s risk and volatility exposure, and its high diversification and issuer spread along with the fund’s strong credit rating. The money market fund units are an integral part of the Semperit Group’s payment and liquidity management measures.

7. Provisions

in EUR thousand	Note	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Provisions for pensions and severance payments	7.1	22,027	19,938	2,088	24,928	22,742	2,187
Other provisions	7.2	26,959	8,980	17,979	27,693	8,475	19,219
Total		**48,985**	**28,918**	**20,068**	**52,622**	**31,216**	**21,406**

7.1 Retirement benefit expenses, provisions for pensions and severance payments

Retirement benefit plans – defined benefit plans

In the case of defined benefit plans, the cost of providing the benefit is calculated using the projected unit credit method (PUC); for this purpose, an actuarial assessment is carried out at each reporting date. All remeasurement results of plan assets and obligations, especially actuarial gains and losses, are reported directly in equity under other comprehensive income in accordance with IAS 19.

The provision recognized in the balance sheet for defined benefit plans equals the present value of the benefits accruing to the employees on the reporting date, less the fair value of any plan assets required to settle the obligation as of the reporting date. Surplus assets in the form of plan assets exceeding the present value of liabilities are recognized as net assets in other non-financial assets (see section 8.1). The asset ceiling is the present value of the economic benefits available in the form of reductions in future contributions.

Pension commitments

Based on an existing SAG and STP pension statute, company pensions are granted to employees who joined the company before January 1, 1991 in the form of a fixed amount, with this amount being dependent on the relevant employee's number of years of service. The statute stipulates that only retired former employees or their surviving dependents are now entitled to these pensions. The obligations of this statute are not funded by plan assets.

A number of former members of the Executive Board have been granted pensions under individual pension agreements. These liabilities are not covered by plan assets either.

Severance payment commitments

Depending on their length of service, most employees in Austria, France, India, Poland, Switzerland, and Thailand are legally entitled to a one-off payment, particularly on retirement.

The benefits due on retirement are considered to be payments due following termination of the employment relationship in accordance with IAS 19. These liabilities are not funded by plan assets.

Overview of the carrying amounts of the pension and severance payment provisions

The carrying amounts of pension and severance payment provisions are distributed across the individual countries as follows:

in EUR thousand	12.31.2025	12.31.2024
Austria – pensions	8,555	9,628
Austria – severance payments	9,871	10,551
Germany – pensions	1,711	1,903
Switzerland pensions[1]	0	429
Other countries – severance payments		
France	500	1,125
Switzerland	168	195
Poland	231	172
India	204	214
Thailand	786	713
Total	**22,027**	**24,928**

[1] overfunded plan as of 31 December 2025

Actuarial assumptions

The most important actuarial parameters for the defined benefit pension and severance payment plans are as follows. Interest rates were determined separately in the individual countries depending on the plan.

Discount rate p.a. in %	12.31.2025	12.31.2024
Austria – pensions	3.60% / 3.90%	3.10% / 3.20%
Austria – severance payments	3.40%–4.40%	2.90%–3.50%
Germany – pensions	3.88%	3.31%
Switzerland pensions	1.10%	0.95%
Other countries – severance payments		
France	4.20%	3.34%
Switzerland	1.10%	0.95%
Poland	3.63–6.27%	5.00%
India	7.22%	7.04%
Thailand	1.22%–2.66%	1.99%–3.55%

Increases in remuneration in the individual countries were determined on the basis of the applicable plan and separately for blue-collar and white-collar workers as necessary. The increases in remuneration indicated in the table below correspond to management's long-term assumptions.

Salary increases p.a. in %	12.31.2025	12.31.2024
Austria – pensions	0.00% / 1.75%	0.00% / 1.75%
Austria – severance payments	2.30%	2.00%
Germany – pensions	0.00% / 3.25%	2.00% / 3.25%
Switzerland pensions	1.00%	1.00%
Other countries – severance payments		
France	2.50%	2.50%
Switzerland	0.00%	0.00%
Poland	4.20%	2.50%
India	5.00% / 10.00%	5.00% / 10.00%
Thailand	3.00%	3.00%

Employee turnover deductions were taken into account depending on the length of service of the employees.

Employee turnover deductions p.a. in %	12.31.2025	12.31.2024
Austria – pensions	0.00%	0.00%
Austria – severance payments	0.00%	0.00%
Germany – pensions	0.00%	0.00%
Switzerland pensions	0.00%	0.00%
Other countries – severance payments		
France	0.00%–25.00%	0.00%–5.00%
Switzerland	0.00%–14.70%	0.00%–14.80%
Poland	0.00%–25.70%	0.00%–24.20%
India	1.00% / 2.00%	1.00% / 2.00%
Thailand	0.00%–30.00%	0.00%–30.00%

The average weighted duration of defined benefit pension and severance payment liabilities, presented in years, is as follows:

Weighted average duration in years	12.31.2025	12.31.2024
Austria – pensions	7.7	8.1
Austria – severance payments	8.7	8.9
Germany – pensions	7.5	7.9
Switzerland pensions	12.2	12.8
Other countries – severance payments		
France	14.3	12.1
Switzerland	3.6	3.8
Poland	7.6	10.2
India	15.8	15.8
Thailand	15.0	15.2

The retirement age was set either in accordance with the individual regulations of the specific plan or, in the absence of such, at the earliest possible statutory retirement age of the country concerned.

The following biometric calculation bases and assumptions were used to determine the present value of the obligations (defined benefit obligation – DBO):

- Austria: AVÖ (Austrian Actuarial Society) 2018-P ANG
- Germany: Heubeck Richttafeln 2018G
- France: TH 00-02 / TF 00-02
- Switzerland: BVG 2020G
- Poland: The Polish Population Life Expectancy Tables (PTTZ 2024)
- India: Indian Assured Lives Mortality (2012–2014)
- Thailand: Thailand TM017

The provisions for pensions and severance payments comprise the following:

in EUR thousand	Total 12.31.2025	thereof non-current	thereof current	Total 12.31.2024	thereof non-current	thereof current
Provisions for pensions	10,266	8,975	1,291	11,960	10,620	1,339
Provisions for severance payments	11,761	10,963	798	12,969	12,121	847
Total	**22,027**	**19,938**	**2,088**	**24,928**	**22,742**	**2,187**

The following table shows the maturities of the expected benefit payments:

in EUR thousand	12.31.2025	12.31.2024
Pensions		
under 1 year	1,291	1,339
1 to 5 years	6,727	7,366
6 to 10 years	4,510	4,978
over 10 years	9,395	10,274
Severance payments		
under 1 year	798	847
1 to 5 years	4,342	3,680
6 to 10 years	5,616	6,137
over 10 years	10,051	12,365

Provisions for pensions

in EUR thousand	12.31.2025	12.31.2024
Present value of funded defined benefit obligations	8,462	9,397
Fair value of the plan assets	–7,087	–7,111
Effect of asset ceiling	216	0
Total net assets and liabilities	**1,590**	**2,286**
Net assets from overfunded plans	79	0
Present value of unfunded defined benefit obligations	8,596	9,674
Provisions for pensions as of 12.31	**10,266**	**11,960**

Net assets from overfunded plans are reported under other non-financial assets (see section 8.1) and relate to a defined benefit pension plan in Switzerland.

The net asset value from the defined benefit pension plan in Switzerland was capped by applying the asset ceiling in accordance with IAS 19. The asset ceiling corresponds to the present value of the economic benefits that the company can derive from the plan. The adjustment due to the asset ceiling amounts to EUR 216 thousand in the current fiscal year (previous year: EUR 0 thousand).

The present value of the obligations arising from defined benefit pension plans changed as follows:

in EUR thousand	2025	2024
Present value of the obligations (DBO) as at 01.01	19,070	18,359
Current service costs	371	303
Past service costs	1	0
Interest expense	435	517
Total expenses for pensions	**807**	**820**
Remeasurements	–822	1,082
Payments	–2,191	–1,628
Transfers	119	523
Currency translation differences	74	–85
Present value of the obligations (DBO) as at 12.31	**17,058**	**19,070**

Both the service costs and the interest expense are recorded as expenses for retirement benefits under personnel expenses in the consolidated income statement (see section 2.5).

Plan assets measured at fair value comprise the following:

in EUR thousand	12.31.2025	12.31.2024
Cash funds	7,087	7,111
Fair value of the plan assets as at 12.31	**7,087**	**7,111**

Plan assets changed as follows:

in EUR thousand	2025	2024
Fair value of the plan assets as at 01.01	**7,111**	**5,936**
Interest income from plan assets	68	88
Remeasurements of plan assets	213	489
Contributions of the employer	396	406
Contributions of the employees	175	183
Payments	–1,069	–435
Transfers	119	523
Currency translation differences	75	–79
Fair value of the plan assets as at 12.31	**7,087**	**7,111**

The impact of the asset ceiling for overfunded plans has developed as follows:

in EUR thousand	12.31.2025	12.31.2024
Effect of asset ceiling as at 01.01	**0**	**0**
Remeasurements	–216	0
Effect of asset ceiling as at 12.31	**–216**	**0**

Provisions for severance payments

in EUR thousand	2025	2024
Present value of the obligations (DBO) as at 01.01	**12,969**	**15,118**
Current service costs	430	410
Past service costs	22	0
Interest expense	410	528
Total expenses for severance payments	**862**	**938**
Remeasurements	–1,324	324
Payments	–716	–2,142
Currency translation differences	–31	79
Reclassification to provisions and liabilities held for sale	0	–1,349
Present value of the obligations (DBO) as at 12.31	**11,761**	**12,969**

Remeasurements

The remeasurements recognized under other comprehensive income in accordance with IAS 19 comprise the following:

in EUR thousand	2025	2024
Pensions		
from changes to financial assumptions	629	–524
Experience adjustments	193	–558
	822	**–1,082**
Remeasurements of plan assets	213	489
Remeasurement of asset ceiling	–216	0
Pensions total	**819**	**–593**
Severance payments		
from changes to demographic assumptions	438	285
from changes to financial assumptions	839	–684
Experience adjustments	46	74
Severance payments total	**1,323**	**–324**
Total remeasurements	**2,142**	**–917**

Sensitivity analysis

Sensitivity analyses were performed for pension and severance payment plans with regard to the effect of significant actuarial assumptions. Sensitivities were determined based on the same actuarial assumptions used to measure the provisions for pensions and severance payments, with one parameter changing in each case. The other parameters remained unchanged. If the change of the parameter results in a negative interest rate, then this is used for the calculation.

The impact of changes to these parameters – plus/minus one percentage point with regard to the interest rate and increases in wages and salaries, and plus/minus one year with regard to life expectancy – on the present value of pension obligations of EUR 17,058 thousand (previous year: EUR 19,070 thousand) and on the present value of severance payment liabilities of EUR 11,761 thousand (previous year: EUR 12,969 thousand) were as follows:

		Present value of obligation (DBO) 31.12.2025		Present value of obligation (DBO) 31.12.2024	
in EUR thousand	**Change in parameter**	**Increase in parameter**	**Decrease in parameter**	**Increase in parameter**	**Decrease in parameter**
Pensions					
Interest rate	+/– 1 percentage point	15,616	18,805	17,371	21,140
Increases in salaries	+/– 1 percentage point	17,770	16,426	19,920	18,319
Life expectancy	+/– 1 year	17,642	16,491	19,735	18,425
Severance payments					
Interest rate	+/– 1 percentage point	10,669	12,627	11,774	14,102
Increases in salaries	+/– 1 percentage point	12,593	10,522	14,060	11,789

Retirement benefit plans – defined contribution plans

Contributions to defined contribution plans are recognized as an expense if the employees have actually completed the service obliging the company to make this contribution.

SAG is required to contribute to a pension fund for all current members of the Executive Board, whereby a contractually agreed fixed amount is paid into pension funds each year. In fiscal year 2025, the expense for these contributions totaled EUR 161 thousand (previous year: EUR 153 thousand).

One former member of the Executive Board and selected executives were granted pensions in the past that are covered by reinsurance policies with Generali Versicherung AG, with the pension entitlement matching the amount covered by the reinsurance. In fiscal year 2025, the expense for these contributions totaled EUR 66 thousand (previous year: EUR 93 thousand).

Employees whose employment is subject to Austrian law and who entered into this employment relationship after December 31, 2002 are not entitled to severance payments from their employer. For these employees and all current members of the Executive Board, contributions amounting to 1.53% (previous year: 1.53%) of their wages or salaries were paid into a staff pension fund. In fiscal year 2025, the expense for these contributions totaled EUR 1,119 thousand (previous year: EUR 1,106 thousand).

For employees in Singapore and the USA, contributions equivalent to a fixed percentage of the annual salary are paid into a pension fund. In fiscal year 2025, the expense for these contributions totaled EUR 185 thousand (previous year: EUR 207 thousand).

Semperit Group employees are also entitled to country-specific state pension plans, which are usually financed on a pay-as-you-go (unfunded) basis. The obligations of the Semperit Group are limited to paying contributions when they are due. There is no legal or de facto obligation with regard to future benefits.

7.2 Other provisions

Provisions are recognized at the present value of the expected settlement amount based on management’s best possible estimate of the uncertain obligation. This is done by taking account of unavoidable risks and uncertainties associated with a large number of events and scenarios as well as future events, insofar as there exist sufficient objective and substantial indications of their occurrence. However, discounting takes place only if the interest effect is material.

If it can be assumed that the amount required to settle the obligation will be completely or partially reimbursed by a third party, this reimbursement claim is recognized if and to the extent that it is virtually certain that such reimbursement will be received and the amount can be estimated reliably.

The timings of the expected payment flows from other provisions (except anniversary bonuses) largely reflect the maturities outlined below.

The carrying amounts of the other provisions are as follows:

in EUR thousand	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Bonuses and other personnel provisions	11,135	863	10,272	12,303	562	11,741
Guarantees	4,035	0	4,035	4,295	0	4,295
Anniversary bonuses	4,342	3,592	750	3,900	3,382	517
Miscellaneous	7,447	4,526	2,921	7,196	4,530	2,666
Total	**26,959**	**8,980**	**17,979**	**27,693**	**8,475**	**19,219**

The other provisions changed as follows:

in EUR thousand	01.01.2025	Additions	Currency differences	Release	Use	12.31.2025
Bonuses and other personnel provisions	12,303	12,209	–151	–507	–12,719	11,135
Guarantees	4,295	3,051	3	–1,381	–1,933	4,035
Anniversary bonuses	3,900	642	0	0	–200	4,342
Miscellaneous	7,196	1,961	–193	–1,022	–495	7,447
Total	**27,693**	**17,864**	**–341**	**–2,910**	**–15,348**	**26,959**

Bonuses and other personnel provisions

The provisions for bonuses paid to employees (as per the Semperit Group Bonus Policy), managers (also for a select group of participants as per a Long-term Incentive Plan based on long-term performance bonuses for the Executive Board), and Executive Board members (as per the remuneration policy) are recognized at the best-possible estimated settlement amounts. The estimated settlement amounts take into account the projected achievement of Group targets, which include ESG performance criteria (see Sustainability Statement, section ESRS 2, General disclosures, GOV-3 disclosures). In cases where employee bonuses are also based on individual target achievement, the weighted average of the individual target achievement over the last three years is used. Long-term performance bonuses are distributed over several periods and accumulated; the anticipated vesting of the claims determines the end of the accumulation period. Due to a lack of materiality, there is no discounting of the long-term performance bonuses. Where applicable, local bonus agreements also exist for employees and management staff. These are also taken into account in the provisions, based on the individually estimated and anticipated achievement of targets.

Guarantees

The provisions for guarantees are based largely on case-by-case assessments of the guarantee risks; guarantee provisions that are allocated on a portfolio basis derived from experience are of minor importance in the Semperit Group. Since guarantee claims may involve lengthy negotiations as well as legal proceedings, it is not possible to accurately predict when payments will actually have to be made.

Anniversary bonuses

Provisions for anniversary bonuses are calculated using the PUC method in accordance with IAS 19, based on an actuarial assessment. Remeasurements (actuarial gains and losses) are recognized as personnel expenses in profit or loss for the period.

Provisions for anniversary bonuses are established for employees in Austria, Germany, Switzerland, and the Czech Republic, whose entitlement to them is based on collective bargaining agreements. They are measured based on the same actuarial assumptions used to measure the provision for pensions and severance payments.

As of December 31, 2025, undiscounted cash flows arise for the provision of anniversary bonuses of EUR 750 thousand (previous year: EUR 517 thousand) within one year and EUR 4,200 thousand (previous year: EUR 3,442 thousand) for up to ten years.

The average weighted duration of the present value of the anniversary bonus obligations is around eight years (previous year: around eight years). Sensitivity analyses were performed regarding the effect of significant actuarial parameters (interest rate, wage and salary increases). These resulted in the following effects on the present value of the provisions for anniversary bonuses:

		Present value of obligation (DBO) 31.12.2025		Present value of obligation (DBO) 31.12.2024	
in EUR thousand	**Change in parameter**	**Increase in parameter**	**Decrease in parameter**	**Increase in parameter**	**Decrease in parameter**
Interest rate	+/– 1 percentage point	4,040	4,693	3,627	4,215
Increases in salaries	+/– 1 percentage point	4,615	4,094	4,144	3,679

Other provisions

The remaining other provisions include a provision for tax proceedings relating to transaction taxes in Brazil in respect of the assessment years 2008–2010 in the amount of EUR 3,469 thousand (previous year: EUR 3,206 thousand). The duty (PIS/COFINS) is levied on the import and resale of goods in Brazil. For the PIS/COFINS resale, a deposit was made in fiscal year 2017 after unsuccessful appeals in the administrative proceedings for the further handling of the case in the courts. The provision in the amount of EUR 3,469 thousand (previous year: EUR 3,206 thousand) continues to be offset by a corresponding receivable from a reimbursement of the deposit made with the civil court. For the assessment years 2011 and 2012, management is assuming that the period of limitation has expired.

In the case of disputed charges (including any interest on arrears) for the disposal of raw materials imported into Poland, there is a provision amounting to EUR 1,775 thousand (previous year: EUR 1,649 thousand). Furthermore, an environmental provision of EUR 252 thousand (previous year: EUR 513 thousand) exists for a soil treatment obligation at a Polish subsidiary.

One subsidiary is involved in competition law proceedings. These lengthy proceedings are currently at a stage where the outcome is highly uncertain. The case is being heard before the authorities in consultation with local specialists, and the subsidiary in question is cooperating with the competent authorities and providing all the necessary assistance. For the anticipated costs and the associated risk, a provision in the most likely amount has been recognized in line with an assessment made by the Semperit Group. The amount is reviewed periodically in order to determine if it needs to be adjusted.

Detailed information on the specific financial impact would seriously weaken the position of the Semperit Group in asserting its interests in current legal proceedings and is therefore omitted pursuant to IAS 37.92.

8. Other non-financial assets and liabilities

8.1 Other non-financial assets

in EUR thousand	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Tax receivables	8,100	3,469	4,631	8,533	3,210	5,323
Accrued expenses	6,027	833	5,194	7,476	1,824	5,651
Contract assets	6,718	0	6,718	3,701	0	3,701
Prepayments	3,676	1,179	2,497	1,937	810	1,127
Other non-financial assets	335	79	256	370	93	276
Total	**24,856**	**5,560**	**19,296**	**22,016**	**5,938**	**16,078**

The contract assets include the LSR business unit's customer tools currently under construction (see section 2.2).

Other non-current non-financial assets include net assets of EUR 79 thousand (previous year: EUR 0 thousand) from overfunded pension plans in Switzerland (see section 7.1).

8.2 Other non-financial liabilities

in EUR thousand	12.31.2025	thereof non-current	thereof current	12.31.2024	thereof non-current	thereof current
Liabilities from tax and social security contributions	11,247	0	11,247	11,344	0	11,344
Contract liabilities	12,126	1,406	10,720	9,711	1,922	7,788
Unused vacations and time balances	9,470	11	9,459	8,926	3	8,924
All other non-financial liabilities	1,520	581	938	2,574	677	1,896
Total	**34,363**	**1,998**	**32,365**	**32,555**	**2,602**	**29,953**

Of the contract liabilities of EUR 12,126 thousand (previous year: EUR 9,711 thousand), EUR 9,399 thousand arose in the 2025 fiscal year (previous year: EUR 5,386 thousand). Of the previous year's contract liabilities, EUR 5,508 thousand (previous year: EUR 14,868 thousand) was recognized as revenue.

9. Taxes

Tax reconciliation statement

The reconciliation of earnings before tax to tax expense in the Group is prepared jointly for continuing and discontinued operations and is as follows:

in EUR thousand	1–12 2025	1–12 2024
Earnings before taxes from continuing operations	**6,855**	**21,544**
Earnings before taxes from discontinued operations	**0**	**109**
Earnings before tax	**6,855**	**21,653**
Tax expense (–) / Tax income (+) at 23%	**–1,577**	**–4,980**
Different tax rates in other countries	–276	129
Tax rate changes	–40	104
Profit/loss attributable to redeemable non-controlling interests	–884	–798
Non-deductible expenses	–898	–863
Non-taxable income, tax exemptions and tax deductibles	672	146
Reduction of current tax expenses on the basis of as yet unused tax loss carryforwards and tax credits	237	361
Non-recognised deferred tax assets on new unused loss carryforwards in the financial year	–3,643	–3,306
Change of the adjustment of deferred tax assets from temporary differences and tax loss carryforwards and tax credits arising from previous years	–333	–860
Change to outside basis differences	91	351
Tax effects on valuations of shares in fully consolidated companies	0	322
Tax effects on deconsolidations including the reclassification of (historical) FX-effects into the Group P&L	–69	654
Withholding taxes	–973	–1,131
Taxes from previous periods	1,303	314
Other	–46	–596
Income taxes	**–6,435**	**–10,152**
of which income taxes from continuing operations	**–6,435**	**–10,134**
of which income taxes from discontinued operations	**0**	**–17**

in EUR thousand	1–12 2025	1–12 2024
Earnings before tax	6,855	21,653
Profit/loss attributable to redeemable non-controlling interests	3,841	3,469
Total	**10,696**	**25,122**
Income taxes	6,435	10,152
Effective tax rate in %	**60.2%**	**40.4%**

Deferred taxes

After temporary differences, deferred taxes in the consolidated balance sheet were categorized as follows:

	12.31.2025		12.31.2024	
in EUR thousand	Deferred tax assets	Deferred tax liabilities	Deferred tax assets	Deferred tax liabilities
Intangible assets	485	12,489	604	13,749
Property, plant, and equipment	365	37,412	252	39,983
Other financial assets	0	1	0	1
Inventories	2,443	209	2,248	47
Trade receivables	322	483	263	250
Other (financial) assets	286	532	209	174
Provisions for personnel	2,512	0	3,131	0
Other provisions	2,207	38	2,325	85
Trade payables	502	33	237	0
Other (financial) liabilities	9,257	556	11,947	392
Temporary differences in connection with shares in subsidiaries (outside-basis-differences)	0	1,300	0	1,459
Tax loss carryforwards and as yet unused tax credits	71,239	0	68,016	n.a.
Total deferred tax assets/liabilities	**89,618**	**53,052**	**89,232**	**56,140**
Allowance for deferred tax assets	–59,740	n.a.	–56,181	n.a.
Offsetting of deferred tax assets and tax liabilities	–27,944	–27,944	–29,812	–29,812
Deferred tax assets	**1,934**		**3,240**	
Deferred tax liabilities		**25,109**		**26,328**

Loss allowances of EUR 59,740 thousand for deferred tax assets (previous year: EUR 56,181 thousand) include the loss allowance for deferred tax assets on temporary differences of EUR 1,528 thousand (previous year: EUR 1,575 thousand), the loss allowance for deferred tax assets on loss carryforwards of EUR 32,275 thousand (previous year: EUR 28,680 thousand), and the loss allowance for unused tax credits of EUR 25,938 thousand (previous year: EUR 25,925 thousand). The loss allowances per jurisdiction are as follows:

in EUR thousand	12.31.2025	12.31.2024
Austria	26,526	23,139
Czech Republic	24,766	24,766
USA	4,476	5,205
India	1,250	150
France	846	1,011
Australia	583	640
Brazil	582	583
Germany	285	330
Hungary	254	122
Thailand	122	107
Singapore	50	84
China	0	44
Allowance for deferred tax assets	**59,740**	**56,181**

The loss allowance also includes deferred tax assets that arose but were (still) not recognized in the relevant fiscal year. Deferred tax assets and liabilities of the same taxable entity are offset if they relate to income taxes levied by the same tax authority and there is a right to offset current tax liabilities against current reimbursement claims. The corporate group formed in Austria in accordance with

Section 9 of the Austrian Corporation Tax Act (KStG) is deemed to constitute a taxable entity for this purpose. In Germany, a corporate tax group exists between Semperit Profiles Deggendorf GmbH and Semperit Profiles Leeser GmbH. Deferred tax assets recognized more than five years in the past were written down unless there were sufficient non-current taxable temporary differences available for offset. In the statement of comprehensive income, income taxes include effects from the change in the loss allowance for deferred tax assets recognized more than five years in the past of EUR 4 thousand (previous year: EUR 1,013 thousand).

Of the loss allowances for deferred tax assets on temporary differences and loss carryforwards, a total of EUR 26,526 thousand (previous year: EUR 23,139 thousand) is related to the group of companies in accordance with Section 9 of the Austrian Corporation Tax Act (KStG), whose parent company is SAG. Due to the Austrian tax group's history of losses in the recent past, there are stringent IFRS requirements for reliable tax planning. The recognition of deferred tax assets (not covered by deferred tax liabilities) on temporary differences and loss carryforwards requires additional substantial evidence that, in the upcoming fiscal years, tax results will be generated that can be used for future tax relief. In view of the Austrian tax group's history of losses in the recent past and the uncertainties that exist primarily due to the slowing down of the economy and geopolitical crises, the Group's deferred tax assets are not eligible for recognition pursuant to Section 9 of the Austrian Corporation Tax Act (KStG) on the basis of future taxable income. In fiscal year 2024, the Group was expanded in accordance with Section 9 of the KStG to include the Austrian companies of the LSR Group. Taking the loss carryforward limit into account, this makes it possible to offset portions of the deferred tax liabilities that arose in particular from the purchase price allocation at Rico Group GmbH, Rico Elastomere Projecting GmbH, and HTR GmbH with deferred tax assets on SAG's loss carryforwards.

The net amount of deferred tax assets and deferred tax liabilities has changed by EUR 87 thousand. Of this amount, EUR 25 thousand was recognized as tax expense, EUR 521 thousand as income taxes attributable to other comprehensive income from the remeasurement of defined benefit plans and the measurement of cash flow hedges, and EUR –461 thousand relating to the currency translation of the deferred tax items from the functional currency into the reporting currency.

As of the reporting date, there were deductible temporary differences of EUR 6,028 thousand (previous year: EUR 6,247 thousand), tax loss carryforwards of EUR 139,553 thousand (previous year: EUR 123,279 thousand), and unused tax credits of EUR 29,561 thousand (previous year: EUR 29,578 thousand) for which no deferred tax assets have been recognized. Of these unused tax losses and tax credits, EUR 32,157 thousand will expire within the next five years (previous year: EUR 26,953 thousand within the next five years). The major part of the remaining tax losses and deductible temporary differences can be carried forward without limit.

In the fiscal year, there was no surplus of deferred tax assets accounted for in tax jurisdictions with tax losses (previous year: EUR 128 thousand China).

Deferred tax liabilities of EUR 22,472 thousand (previous year: EUR 26,363 thousand) were not recognized for taxable temporary differences of EUR 101,091 thousand (previous year: EUR 118,798 thousand) in connection with interests in subsidiaries as the parent is able to control when the temporary difference is reversed, and it is likely that the temporary differences will not be reversed in the foreseeable future. There were also deductible temporary differences of EUR 6,388 thousand (previous year: EUR 6,337 thousand) for which deferred tax assets of EUR 882 thousand (previous year: EUR 829 thousand) were not recognized as it is unlikely that the temporary differences will be reversed in the foreseeable future.

The Austrian Minimum Taxation Act (MinBestG), which entered into force on January 1, 2024, transposed the OECD Model Rules and the corresponding EU Directive on ensuring a minimum level of taxation for enterprise groups (Pillar II) into Austrian law. A number of other countries have already introduced corresponding minimum taxation schemes. Among the countries in which SAG operates with Group companies, no implementing measures have yet been taken in China, the USA, India, and Brazil.

The B&C Privatstiftung, Vienna, is the ultimate parent entity of SAG and its subsidiaries within the meaning of the minimum taxation rules. Under the Minimum Taxation Act, SAG is a partly owned parent company.

The effective tax rate and any top-up tax are calculated according to MinBestG on a country-by-country basis, i.e., jointly for all business units of a corporate group located in a tax jurisdiction (jurisdictional blending). The B&C Privatstiftung Group consists of several subgroups. To ensure a coordinated approach between the B&C Privatstiftung subgroups in order to meet all tax obligations arising in Austria in connection with the MinBestG and, in particular, the administrative requirements, a corresponding offsetting agreement was concluded in the 2024 fiscal year between the ultimate parent entity of the subgroups and B&C Privatstiftung. Furthermore, the mutual rights and obligations, responsibilities, cost distribution, liabilities, and, in particular, regulations on tax allocations are contractually stipulated, whereby any top-up taxes incurred in Austria must be allocated according to the cost-by-cause principle based on a stand-alone view of the subgroups when determining offsetting amounts for tax.

Given the country-specific approach for the purposes of the minimum taxation regulations, as some of the subgroups of B&C Privatstiftung and its business units outside Austria have a presence in the same countries, a coordinated approach between the subgroups is essential for the fulfillment of all tax and administrative obligations arising from the statutory provisions in the countries concerned. To this end, the subgroups signed a corresponding declaration of intent in fiscal year 2024, which – taking into account local statutory provisions – governs mutual rights and obligations as well as responsibilities, cost distribution, liabilities, and, in particular, the cost-by-cause allocation of any top-up taxes incurred in the countries concerned based on a stand-alone view of the subgroups, unless otherwise provided for by law.

The tax burden and impact of the Pillar II regulations for SAG as a subgroup of B&C Privatstiftung are being jointly evaluated on an ongoing basis, although in light of the temporary safe harbor rules and the minimum tax computation, no material effects on SAG's income taxes are currently expected. The assessment is based primarily on the data from country-by-country reporting for the 2024 fiscal year and a provisional computation for the 2025 fiscal year, and is updated continuously. Based on these evaluations, the safe harbor rules are currently clearly upheld in a stand-alone assessment of the SAG subgroup, with slight uncertainties regarding the effects from the other subgroups of B&C Privatstiftung because of the country-specific approach, as well as legal provisions abroad that deviate from the Austrian MinBestG, which are considered immaterial at present.

In these consolidated financial statements, the exception pursuant to IAS 12.4A with respect to the accounting of deferred taxes arising from the global minimum taxation rules is applied.

Current Pillar II taxes are recognized as current taxes in accordance with IAS 12, but no corresponding taxes were recognized in fiscal year 2025 based on the provisional computation.

Receivables from current income taxes

Receivables from current income taxes stem from refundable prepayments.

10. Structure of the Group

10.1 Scope of consolidation

Subsidiaries where control is exercised pursuant to IFRS 10 are included in the scope of consolidation of SAG's consolidated financial statements.

The scope of consolidation of the Semperit Group changed in fiscal year 2025 as follows:

	Fully consolidated companies
Balance as at 01.01.2025	**26**
Deconsolidations	–2
Balance as at 12.31.2025	**24**

	Fully consolidated companies
Balance as at 01.01.2024	**31**
Deconsolidations	–1
Restructuring	–4
Balance as at 12.31.2024	**26**

Deconsolidations in the 2025 fiscal year

The liquidations of Sempermed Singapore Pte Ltd. in Singapore and Semperit (Shanghai) Management Co. Ltd. in China were completed in fiscal year 2025 and the companies were deconsolidated. In the course of the deconsolidations, currency translation differences amounting to EUR 299 thousand (previous year: EUR 0 thousand) were reclassified to the consolidated income statement as an expense (see section 5.1).

Deconsolidations in the 2024 fiscal year

In fiscal year 2024, the Semperit Group successfully completed the (second) closing of the sale of the Medical Sector to southeast Asian glove manufacturer Harps Global Pte. Ltd. As a result, Sempermed Kft., Hungary was deconsolidated on June 30, 2024.

Restructuring in fiscal year 2024

The French companies Semperit (France) S.A.R.L. and Sempertrans France Belting Technology S.A.S. were merged into the French company Sempertrans Maintenance France Nord S.A.S. in fiscal year 2024.

The American companies Sempertrans USA, LLC and Sempertrans North America Investments Corp. were merged into the American company Semperit Industrial Products Inc. in fiscal year 2024.

10.2 Fully consolidated companies

		12.31.2025			12.31.2024		
	Currency	Authorised share capital in ´000s	Direct holding in %	Group holding in %	Authorised share capital in ´000s	Direct holding in %	Group holding in %
Europe							
Semperit Aktiengesellschaft Holding, Vienna, Austria	EUR	21,359			21,359		
Semperit Technische Produkte Gesellschaft m.b.H., Vienna, Austria	EUR	61,701	100.00	100.00	61,701	100.00	100.00
Sempertrans Conveyor Belt Solutions GmbH, Vienna, Austria	EUR	3,136	100.00	100.00	3,136	100.00	100.00
RICO Group GmbH, Thalheim bei Wels, Austria	EUR	39	100.00	100.00	39	100.00	100.00
RICO-Elastomere Projecting GmbH, Thalheim bei Wels, Austria	EUR	35	100.00	100.00	35	100.00	100.00
HTR GmbH, Thalheim bei Wels, Austria	EUR	35	100.00	100.00	35	100.00	100.00
Silcoplast AG, Wolfhalden, Switzerland	CHF	100	100.00	100.00	100	100.00	100.00
Semperflex Rivalit GmbH, Waldböckelheim, Germany	EUR	1,281	100.00	100.00	1,281	100.00	100.00
Semperit Profiles Deggendorf GmbH, Deggendorf, Germany	EUR	11,050	100.00	100.00	11,050	100.00	100.00
Semperit Profiles Leeser GmbH, Hückelhoven, Germany	EUR	81	100.00	100.00	81	100.00	100.00
M+R Dichtungstechnik GmbH, Seligenstadt, Germany	EUR	249	100.00	100.00	249	100.00	100.00
Sempertrans Maintenance France Nord S.A.S., Annezin, France	EUR	176	100.00	100.00	176	100.00	100.00
Sempertrans Bełchatów Sp. z o.o., Rogowiec, Poland	PLN	7,301	100.00	100.00	7,301	100.00	100.00
Semperflex Optimit s.r.o., Odry, Czech Republic	CZK	470,318	100.00	100.00	470,318	100.00	100.00
Semperflex A.H. s.r.o., Odry, Czech Republic	CZK	100	100.00	100.00	100	100.00	100.00
Semperform Kft., Sopron, Hungary	HUF	243,000	100.00	100.00	243,000	100.00	100.00

		12.31.2025			12.31.2024		
	Currency	Authorised share capital in ´000s	Direct holding in %	Group holding in %	Authorised share capital in ´000s	Direct holding in %	Group holding in %
America							
Sempermed Brasil Promoção de Vendas Ltda., Sao Paulo, Brazil	BRL	33,971	100.00	100.00	33,971	100.00	100.00
Semperit Industrial Products Inc., Newnan, New Jersey, USA	USD	19,800	100.00	100.00	19800	100.00	100.00
SIMTEC Silicone Parts, Inc., Miramar, Florida, USA	USD	3,393	100.00	100.00	3,393	100.00	100.00
Asia-Pacific							
Semperflex Shanghai Ltd., Shanghai, China	USD	15,000	100.00	100.00	15,000	100.00	100.00
Semperit (Shanghai) Management Co. Ltd., Shanghai, China	USD	0	0.00	0.00 [3]	2,570	100.00	100.00
Semperit (Shanghai) Rubber & Plastic Products Co. Ltd., Shanghai, China	EUR	2,471	100.00	100.00	2,471	100.00	100.00
Sempertrans India Pte. Ltd., Roha, Maharashtra, India	INR	790,769	100.00	100.00	790,769	100.00	100.00
Semperit Industrial Products Singapore Pte Ltd., Singapore	USD	2,965	100.00	100.00	2,965	100.00	100.00
Sempermed Singapore Pte Ltd., Singapore	USD	0	0.00	0.00 [3]	11,285	100.00	100.00 [2]
Semperflex Asia Corp. Ltd., Hat Yai, Thailand	THB	380,000	50.00	50.00 [1]	380,000	50.00	50.00 [1]

[1] The investments of other shareholders are reported as redeemable non-controlling interests.
[2] In liquidation
[3] Liquidation completed

In respect of SAC, the Semperit Group's capital investment and voting rights amounted to 50%. The Semperit Group's management has conducted and continues to conduct ongoing analysis of the subsidiary in order to determine whether control exists within the meaning of IFRS 10 and if consolidation would therefore be justified. Based on past and current analyses, as of December 31, 2025, the management of the Semperit Group remained of the opinion that SAC should be incorporated into the consolidated financial statements of the Semperit Group as a consolidated subsidiary. This discretionary decision is based on the underlying contracts, an investigation of the relevant activities, and the facts and circumstances. The following points were evaluated:

- The Chairman of the Board of Directors, who is appointed by the Semperit Group, has a casting vote.
- The Semperit Group has a call option for the remaining 50% of shares in the Sri Trang Group, which can be exercised at a fixed price until mid-2031.
- Purchasing, production, and sales are managed by the Semperit Industrial Applications division's management.
- Two positions were established for local employees to implement the Semperit Group's right of control.
- As of the reporting date, there were no indications of the Sri Trang Group effectively restricting the Semperit Group's exercise of control.

The Semperit Group held no non-controlling interests. The minority interests in SAC were shown as redeemable non-controlling interests in the liabilities from redeemable non-controlling interests (see section 6.1).

11. Risk management

As a group with international operations, the Semperit Group is continuously confronted with new challenges resulting from global economic developments and their strong regional variations. The Semperit Group operates in countries with different economic framework conditions. In addition, these countries are going through different stages of political, constitutional, and social development. On account of the differences in their strategic orientation, the success of the Semperit Group's two divisions is dependent on the overall economic environment to varying degrees. The Semperit Group is exposed to the corresponding risks.

Due to its involvement in international trading activities in various foreign currencies, the Semperit Group is exposed to currency risks.

In principle, derivative financial instruments and natural hedges are used in the Semperit Group to hedge currency and interest rate risks. The risk management strategy aimed at hedging currency and interest rate risks is applied to individual cases and specific projects in both the long and short term. Cost-benefit/risk considerations play a decisive role here. In the short term, currency risks arising, e.g., from expected customer, investment, and dividend payments, are hedged in some cases using forward exchange contracts that are accounted for as freestanding derivatives. Interest rate risks from bank financing are currently partly hedged by an interest rate swap designated as a cash flow hedge.

11.1 Capital risk management

The objectives of capital management are to ensure the company's ability to continue as a going concern, to enable growth-oriented organic and non-organic investment activities as necessary, and to allow for a compatible respective dividend policy. The financing structure, liquidity, and finance risk positions are managed centrally by the Semperit Group. Based on capital market principles, the long-term capital management additionally includes decisions regarding fixed or variable-interest borrowing and hybrid borrowing.

In connection with loan agreements, standard credit agreement clauses (financial covenants) exist that include termination by investors in case of non-compliance as well as a lowering of agency credit ratings for the Semperit Group, which could therefore result in a potential negative effect on the company's financial position and financial performance, as well as credit agreement clauses (ESG performance criteria) that may affect the interest rate in the event of compliance or non-compliance.

From a capital management perspective, the total capital of the Semperit Group consists of equity, including any non-controlling interests in subsidiaries, redeemable non-controlling interests, and net financial debt defined in the financial covenants. Net financial debt of EUR 92,023 thousand (previous year: EUR 103,345 thousand) corresponds to the sum of financial liabilities of EUR 194,370 thousand (previous year: EUR 234,068 thousand) from corporate Schuldschein loans and liabilities to banks, less cash and cash equivalents of EUR 94,847 thousand (previous year: EUR 125,972 thousand) and short-term financial investments of EUR 7,500 thousand (previous year: EUR 4,750 thousand).

The Semperit Group is not subject to any legal requirements with regard to minimum equity, minimum equity ratios, or maximum levels of gearing; however, it is subject to certain credit agreement stipulations. In addition to the formal criteria customary in credit agreements, these also relate to a maximum leverage ratio. This is the ratio of EBITDA to net financial debt. A default would occur if a leverage ratio of 3.5 is exceeded. The leverage ratio of 3.5 may be exceeded twice during the term of the credit up to a figure of 4.0 in the event of an acquisition in the reporting period concerned. Compliance with the credit agreement stipulations is checked twice a year, on June 30 and December 31. As of December 31, 2025, the leverage ratio was 1.2 (previous year: 1.2).

SAG's bank financing taken out in the 2023 fiscal year with a carrying amount of EUR 100,245 thousand (previous year: EUR 100,449 thousand) is subject to variable interest rates and is linked to the three-month EURIBOR. After exercising the second option to extend for one year in fiscal year 2025, the loan is due on March 31, 2030. The margins are linked to the leverage ratio (150 to 250 basis points if a leverage ratio of 3.5 is exceeded) and ESG performance criteria (up to 6 basis points since fiscal year 2025). The ESG performance criteria to be met by 2030 include reducing energy consumption by 5% relative to the reference year 2023, reducing the accident rate by 8% p.a., and integrating sustainability into the supply chain with more than 75% of all expenditure covered by ESG-certified suppliers. The undrawn general credit line of EUR 100,000 thousand has comparable terms and conditions in relation to the leverage ratio (120 to 220 basis points if a leverage ratio of 3.5 is exceeded) and identical ESG performance criteria. The provisions concerning default apply by analogy.

The general credit line for the plant expansion in Odry with a carrying amount of EUR 55,467 thousand (previous year: EUR 58,333 thousand) was linked to the one-month EURIBOR during the availability period (until September 30, 2025) and has been subject to the three-month EURIBOR interest rate plus a 0.675% margin since the end of the availability period. The first repayment date was December 31, 2025. ESG performance criteria are not taken into account and a default would occur in the same way as for SAG bank financing if the leverage ratio of 3.5 or 4.0 is exceeded based on the Semperit Group's consolidated financial statements. This is likewise reviewed twice a year, on June 30 and December 31.

Compliance with the financial covenants was confirmed as of December 31, 2025 as well as on the previous review dates. The Semperit Group also expects to meet the requirements over the next twelve months.

11.2 Liquidity risk management

In addition to continual liquidity planning, liquidity risk management also entails monitoring the applicable financial covenants as well as ensuring the availability of both drawdown options (from the framework credit agreement) and reserve liquidity. A cash pool in EUR and USD is also available for significant group companies.

The maturities of the undiscounted contractual cash flows from financial liabilities break down as follows:

	12.31.2025					
in EUR thousand	**Total**	**up to 1 month**	**2 to 3 months**	**4 to 12 months**	**1 to 5 years**	**over 5 years**
Corporate Schuldschein loan	8,082	0	0	216	7,865	0
Liabilities to banks	214,438	1,005	3,973	20,952	173,562	14,945
Trade payables	56,652	38,652	14,539	1,151	2,311	0
Refund liabilities	58	0	0	58	0	0
Derivatives	2,327	48	0	2,085	194	0
Lease liabilities	59,318	589	1,135	4,985	18,388	34,221
Other financial liabilities	17,289	11,255	419	5,615	0	0
Total	**358,164**	**51,549**	**20,066**	**35,063**	**202,320**	**49,166**

	12.31.2024					
in EUR thousand	**Total**	**up to 1 month**	**2 to 3 months**	**4 to 12 months**	**1 to 5 years**	**over 5 years**
Corporate Schuldschein loan	40,045	0	0	31,963	865	7,216
Liabilities to banks	233,548	1,595	874	16,767	182,609	31,702
Trade payables	56,756	34,386	19,202	1,511	1,424	233
Refund liabilities	229	0	0	229	0	0
Derivatives	2,566	–27	3	132	2,458	0
Lease liabilities	67,202	615	1,215	5,366	20,702	39,305
Other financial liabilities	10,415	4,218	881	816	4,500	0
Total	**410,760**	**40,787**	**22,175**	**56,784**	**212,558**	**78,456**

The EUR 100 million variable-interest general credit line provided by a consortium of six Austrian and international banks in fiscal year 2023 was undrawn as of December 31, 2025. Please see section 11.1 for details on defined interest rate terms and the effect of the defined ESG performance criteria and the leverage ratio on interest rates.

Compliance with the financial covenants associated with the financing (see section 11.1) is continuously monitored and possible deviations are forecast in order to take timely risk minimization measures. Liquidity and cash flow trends are proactively analyzed to ensure that the agreed conditions are met and that potential financial shortfalls can be identified and addressed early on. Unlike the variable-interest bank financing described in section 11.1, the corporate Schuldschein loans and some of the liabilities to banks assumed in the acquisition of the Rico Group (LSR business) in fiscal year 2023 are subject to fixed interest rates. Please see section 6.2 for more details on maturities and interest rate terms.

Cash pooling in EUR and USD as well as the factoring program can improve the liquidity of the Semperit Group. For more details on the sale of receivables under the factoring program, see section 4.2. Cash pooling allows businesses to optimally utilize liquidity surpluses, thereby helping to reduce financing costs, while the factoring program shortens the average receivable term and optimizes the liquidity position. These strategies, combined with a high level of trade receivables covered by credit insurance (see section 4.2), play a key role in protecting the Semperit Group from a potential liquidity shortfall and in maintaining financial stability. Individual interest rate strategies are continuously evaluated, for example by entering into fixed interest rate swaps. These types of measures make it possible to actively manage interest rate risks and to benefit from favorable market conditions, which has a positive effect on the liquidity position.

The maturities of the undiscounted contractual cash flows from the liabilities to banks include the loan for SAG of EUR 116,629 thousand, which is due on March 31, 2030, as well as the one for SFO of EUR 59,883 thousand, which is being repaid in 20 quarterly fixed installments since December 31, 2025, and the LSR business unit's liabilities to banks of EUR 37,926 thousand, which fall due on various dates up to September 30, 2043. The maturities of the undiscounted cash flows of derivatives at December 31, 2025 relate mainly to the payment of a contingent purchase price liability (see section 6.3) and the net settlement of an interest rate swap (see sections 6.4 and 11.4).

11.3 Default and credit risk management

Credit risks arise when products or goods manufactured in house are sold to customers on credit. The risk arises as soon as the Semperit Group no longer has access to the shipped products or goods; in the case of customized manufacturing, however, it begins even before production. A business partner check is performed vis-à-vis the customers and business information is obtained to minimize the risks. Customers undergo credit checks, first of all by means of credit reports, and the trade receivables are also protected to a very high degree by credit insurance in order to mitigate the risks.

According to the Semperit Group's credit policy, every customer serviced by credit must have an approved credit limit. If limits are exceeded or payments delayed, deliveries are halted and only resumed after specific conditions have been met and the resumption of deliveries has been approved by authorized individuals specified in Semperit Group directives. Customer credit risks are monitored on an ongoing basis and the credit limits adjusted accordingly, even for those customers with the best credit ratings.

The default risk associated with non-insured receivables from customers can therefore basically be considered minor, as customer creditworthiness is monitored continuously and the Group's diversified customer structure implies that risk is not concentrated with individual customers. However, the default risk is assumed to increase significantly if there are negative effects on credit ratings due to the occurrence of bankruptcy or the start of insolvency proceedings. Default is anticipated if recoverability is no longer seen as realistic and payment is therefore no longer expected. For more detailed information on the receivables derecognized in fiscal year 2025, see section 4.2.

The Semperit Group can be exposed to default risks relating to its bank deposits in the event that individual banks run into difficulties or another banking and/or financial crisis occurs. Such deposits are not or only partially secured by deposit protection funds. An investment guideline limits the amount of cash that may be held per bank and defines the financial instruments in which the excess liquidity may be invested. In case of bankruptcy of individual banks or occurrence of another bank and/or financial crisis, the Semperit Group might not be able to access this liquidity or these credit lines, or only partially or only with some delay. With regard to investments in quasi-liquidity money market fund units, the default risk is effectively on par with that of bank deposits but is significantly reduced due to the fund's status as a contractual investment fund and the diversification within the fund into different investment securities and issuers.

In addition, the Semperit Group conducts business activities in countries with capital controls or has restrictive agreements with joint venture partners. In countries with restricted cash transfers, the Semperit Group tries to limit the amount kept locally to the minimum necessary for business operations. The above-mentioned risks may have a negative effect on the company's financial position and financial performance in the event of restrictions being placed on the free availability of cash and cash equivalents, or on access to credit lines.

The default risk associated with financial assets is recognized through loss allowances. Determined on the basis of the risk of a total default of all debtors (without taking credit insurance into account), the maximum default risk in the corresponding measurement categories breaks down as follows:

in EUR thousand	12.31.2025	12.31.2024
Cash and cash equivalents	94,847	125,972
Trade receivables	9,654	12,398
Other financial assets – securities	6,367	6,303
Derivative financial instruments	52	0
Miscellaneous other financial assets	11,802	6,556
Total	**122,723**	**151,230**

11.4 Interest risk management

Operating resources, investments, and acquisitions in the framework of the Group's business operations are financed using debt, some of which bears variable interest and some fixed interest. Depending on what happens to interest rates, hedging transactions could have a significant influence on the Group's financial position and financial performance.

The risk associated with fixed-interest financial instruments is that market values could be negatively impacted by changes in interest rates. In the case of variable-interest financial instruments, the risk is that fluctuations in cash flows can adversely affect the balance of cash and cash equivalents and the planning of future cash flows.

The Semperit Group's company deposits have consistently earned interest and the interest rate on the variable-rate financial liabilities has been falling as a result of the ECB's recent decisions on key rates. The Semperit Group pursues an active liquidity management strategy. The Semperit Group's investment policy is strictly adhered to at all times. The interest rate profile of the Semperit Group's interest-bearing financial instruments is shown below:

	12.31.2025		12.31.2024	
in EUR thousand	Fixed interest	Variable interest	Fixed interest	Variable interest
Financial assets	19,328	79,696	28,228	93,203
Financial liabilities	11,029	190,536	43,376	190,842

The interest rate risk sensitivity analysis focuses on the risk arising from variable-interest financial instruments. The assumption is that the variable-interest financial assets and financial liabilities have been outstanding for a full year as of the reporting date, and the variable-interest financial liabilities hedged by means of interest rate swaps are not taken into account when determining sensitivities. When performing this sensitivity analysis, a change of 100 basis points is simulated. For interest rates <1%, negative interest rates are not taken into account for the purposes of this sensitivity analysis. The effects of the simulations on the financial result are shown below:

	12.31.2025			12.31.2024		
		Sensitivity to changes in interest rates by			Sensitivity to changes in interest rates by	
in EUR thousand	Balance	+100 basis points	–100 basis points	Balance	+100 basis points	–100 basis points
Variable-interest financial assets	79,696	797	–651	93,203	932	–798
Variable-interest financial liabilities	190,536	–1,607	1,601	190,842	–1,609	1,609

The Semperit Group continuously evaluates individual interest rate strategies, including by entering into fixed interest rate swaps.

On July 16, 2024, the Group entered into an interest rate swap with a nominal value of EUR 30,000 thousand designated as a cash flow hedge, to hedge interest rate risk of the same amount from SAG's total bank financing with EUR 100,000 thousand (previous year: EUR 100,000 thousand) outstanding as of December 31, 2025. The variable (three-month EURIBOR) interest rate for the nominal amount of EUR 30,000 thousand was thus exchanged for a fixed interest rate from the end of July 2024. The relevant conditions regarding payments from the hedged item (future interest payments) and the hedging instrument are identical or counterbalance each other, i.e., the critical terms match. The hedging ratio based on the forecast interest payments of the hedging instrument is 1:1. This means that 100% of the interest rate risk of the hedged portion of the hedged item is fully hedged. Ineffectiveness may arise in particular from changes in the future interest payments of the hedged item over time or from a change in the credit risk of the counterparties. This risk is considered low.

Net payments from the cash flow hedge were recognized in interest expense (see section 2.7). The derivative is measured at fair value through other comprehensive income in accordance with IFRS 9. As of December 31, 2025, another financial liability amounting to EUR 345 thousand (previous year: EUR 560 thousand) was recognized in this context (see sections 6.3 and 6.4).

					12.31.2025
Interest rate derivatives	Nominal in EUR thousand	Carrying amount in EUR thousand[2]	Hedging period	Net interest in EUR thousand[2]	Fixed interest rate
Fixed purchase / Variable sale[1]	30,000	–345	07/2024 - 04/2028	121	2.699%

[1] The underlying loan was linked to the three-month EURIBOR reference interest rate as of December 31, 2025.
[2] Receivable, expense (+)/Liability, income (–)

					12.31.2024
Interest rate derivatives	Nominal in EUR thousand	Carrying amount in EUR thousand[2]	Hedging period	Net interest in EUR thousand[2]	Fixed interest rate
Fixed purchase / Variable sale[1]	30,000	–560	07/2024 - 04/2028	–92	2.699%

[1] The underlying loan was linked to the three-month EURIBOR reference interest rate as of December 31, 2024.
[2] Receivable, expense (+)/Liability, income (–)

11.5 Currency risk management

Due to its involvement in international trading activities in various foreign currencies, the Semperit Group is exposed to currency risks. Transaction risks exist at all Group companies, e.g., for those that purchase input factors in foreign currencies and/or sell products in a different currency. The principal currencies in this context are USD, CNY, INR, PLN, CZK, and CHF.

The most significant foreign currency in the Semperit Group is the USD at 17.2% (previous year: 18.4%) of revenue and 16.4% (previous year: 13,2%) of cost of materials.

The translation of foreign financial statements into the euro reporting currency resulted in currency translation differences (translation risk) amounting to EUR –7,493 thousand (previous year: EUR 4.484 thousand), which were recognized in other comprehensive income. The foreign currency translation reserve has increased due to the reclassification of other comprehensive income to profit or loss following deconsolidations due to liquidation (see section 10.1) in the amount of EUR 299 thousand (previous year: EUR 0 thousand). The currency translation differences in the fiscal year 2025 (as in the previous year) were due to changes in the USD exchange rate in particular. The EUR/USD exchange rate changed from USD 1.03890/EUR as of December 31, 2024 to USD 1.17500/EUR as of December 31, 2025, which equates to an average rate of USD 1.12967/EUR in fiscal year 2025 compared with an average rate of USD 1.08227/EUR in fiscal year 2024.

The carrying amounts of assets and liabilities of subsidiaries not located in the euro area, and the contribution of these subsidiaries to the Semperit Group's earnings, are to a significant extent contingent upon the changes in the euro exchange rates of the functional currencies of these subsidiaries; the translation risk is not considered within the scope of the following disclosures pursuant to IFRS 7.

The following breakdown of the revenue, cost of materials, and personnel expenses of the Semperit Group by material currency (as a percentage of the Semperit Group's revenue) shows that in fiscal year 2025, 26.3% of revenue (previous year: 27.9%), 33.4% of the cost of materials (previous year: 35.5%), and 36.3% of personnel expenses (previous year: 35.4%) were generated in foreign currencies. This shows that the currency risks on the selling and procurement sides are largely eliminated by natural offsetting effects. It should also be noted that the functional currency is usually the local currency (for exceptions, see section 1.3) and that personnel expenses are always in the local currency.

in % of Semperit Group's revenue	2025	2024
EUR	73.7%	72.2%
USD	17.2%	18.4%
CNY	3.7%	4.4%
PLN	2.0%	0.6%
INR	1.5%	2.2%
CHF	0.9%	1.5%
GBP	0.6%	0.5%
AUD	0.2%	0.1%
CZK	0.1%	0.0%
THB	0.0%	0.1%
SEK	0.0%	0.1%

in % of Semperit Group's material expenses	2025	2024
EUR	66.6%	64.5%
USD	16.4%	13.2%
CNY	4.3%	5.1%
CZK	4.2%	7.7%
INR	3.0%	4.2%
PLN	2.7%	2.6%
THB	1.8%	1.5%
HUF	0.6%	0.5%
CHF	0.4%	0.6%

in % of Semperit Group's personnel expenses	2025	2024
EUR	63.7%	64.6%
PLN	11.0%	10.7%
CZK	10.4%	9.5%
USD	6.1%	6.4%
CHF	2.5%	2.0%
THB	2.1%	1.3%
HUF	1.5%	1.4%
CNY	1.4%	2.6%
SGD	0.8%	0.6%
INR	0.5%	0.9%

A significant portion of the Semperit Group's earnings are generated by subsidiaries that do not have their registered office in the euro area (see section 10.2).

The Group's financial management system aims to avoid currency risks as much as possible by coordinating payment flows. The table below shows the derivative financial instruments used to hedge against currency risks by group company, type of hedging transaction, and hedged currency. In the fiscal year 2025, the financial instruments consisted of forward exchange contracts to hedge parts of the operating business at SAC.

12.31.2025	Country	Type of transaction	Currency	Hedge amount[1]	Hedge rate[2]	Fair value in EUR thousand 2025	Range of remaining days to maturity
Semperflex Asia Corp. Ltd., Hat Yai, Thailand	Thailand	Forward exchange	USD	3,663,763	31.77	46	59-128
Semperflex Asia Corp. Ltd., Hat Yai, Thailand	Thailand	Forward exchange	EUR	920,000	37.13	5	113-188

[1] Refers to the total amount of all existing derivative financial instruments as at the end of the reporting period for EUR and USD.
[2] Refers to the weighted average rate derived from all existing derivative financial instruments as at the end of the reporting period.

12.31.2024	Country	Type of transaction	Currency	Hedge amount[1]	Hedge rate[2]	Fair value in EUR thousand 2024	Range of remaining days to maturity
Semperflex Asia Corp. Ltd., Hat Yai, Thailand	Thailand	Forward exchange	USD	2,200,000	33.48	–22	72-172

[1] Refers to the total amount of all existing derivative financial instruments as at the end of the reporting period for USD.
[2] Refers to the weighted average rate derived from all existing derivative financial instruments as at the end of the reporting period.

SAC's derivative financial instruments were accounted for as freestanding financial instruments and not as hedging transactions. The fair values were shown in the consolidated balance sheet as other financial assets or other financial liabilities.

For the purposes of currency risk management, sensitivity analyses were prepared for the measurement at the reporting date of monetary items that deviate from the functional currency. These analyses also present the effects on profit of hypothetical changes in exchange rates for each currency pair. Here, receivables and liabilities in the currency pair in question as of the reporting date are taken into account, as are the forward exchange contracts. No uniform change was assumed with regards to the range of exchange rate fluctuation; instead, appropriate fluctuation ranges for each currency pair were determined on the basis of historical fluctuations during the year. The following table shows the effects of the appreciation and depreciation of major foreign currencies versus the euro (EUR) and the U.S. dollar (USD):

	2025			2024		
	Calculated fluctuation range	Impact on profit from rate increase	Impact on profit from rate decrease	Calculated fluctuation range	Impact on profit from rate increase	Impact on profit from rate decrease
Change in currency to EUR	in %	in EUR thousand	in EUR thousand	in %	in EUR thousand	in EUR thousand
USD	8%	1,215	–1,215	3%	431	–431
THB	5%	–19	19	7%	88	–88
PLN	2%	90	–90	1%	–12	12
CZK	3%	–711	711	2%	–224	224
HUF	4%	–68	68	4%	17	–17
GBP	4%	39	–39	2%	35	–35
CNY	7%	–20	20	2%	–8	8
INR	10%	–6	6	3%	–2	2
SEK	3%	1	–1	3%	0	0
CHF	2%	15	–15	4%	197	–197

	2025			2024		
	Calculated fluctuation range	Impact on profit from rate increase	Impact on profit from rate decrease	Calculated fluctuation range	Impact on profit from rate increase	Impact on profit from rate decrease
Change in currency to USD	in %	in EUR thousand	in EUR thousand	in %	in EUR thousand	in EUR thousand
EUR	9%	–5	5	3%	275	–275
PLN	9%	–187	187	3%	–98	98
CZK	12%	0	0	4%	0	0
CNY	2%	6	–6	2%	–11	11
INR	3%	–10	10	1%	4	–4
SGD	4%	1	–1	3%	3	–3
AUD	4%	–127	127	4%	–127	127
THB	5%	–87	87	7%	36	–36

12. Other

12.1 Related-party transactions with companies and individuals

Outstanding balances and transactions between SAG and its subsidiaries were eliminated in the course of consolidation and are not further discussed here.

B&C KB Holding GmbH is the direct majority shareholder of SAG, and B&C Privatstiftung is the controlling legal entity. B&C Holding Österreich GmbH is the indirect majority shareholder, which draws up and publishes consolidated financial statements in which the Semperit Group is consolidated. According to IAS 24, B&C Privatstiftung and all its subsidiaries, joint ventures, and associates are related parties of the Semperit Group.

Related parties of the Semperit Group include the members of the Executive and Supervisory Boards of SAG, the managing directors and Supervisory Board members of all companies that directly or indirectly hold a majority stake in SAG, and finally the members of the Executive Board of B&C Privatstiftung and the close family members of these Executive and Supervisory Board members and managing directors. In the 2025 fiscal year, there were there were consultancy agreements on an unpaid basis between (the Supervisory Board of) SAG and a managing director of B&C KB Holding GmbH, Dr. Markus Fürst.

The remuneration of members of the Executive Board and the Supervisory Board is presented in the following table:

			2025			2024
in EUR thousand	**Supervisory board members**	**Management board members**	**Total**	**Supervisory board members**	**Management board members**	**Total**
Short-term benefits	686	2,684	3,370	714	2,512	3,226
Benefits after termination of employment relationship	0	195	195	0	153	153
Other long-term benefits	0	165	165	0	145	145
Share-based payments	0	114	114	0	0	0
Total	**686**	**3,157**	**3,843**	**714**	**2,810**	**3,524**

The short-term benefits include not only regular payments but also the variable short-term incentive (STI) and the variable long-term incentive (LTI), which is due within one year, and is not reported under share-based payments due to the former remuneration policy, which is expiring.

The benefits upon termination of the employment contract relate to payments to pensions funds and payments made by SAG to the employee severance fund (*Betriebliche Vorsorgekasse*, BVK) on behalf of members of the Executive Board.

The other long-term benefits relate to the long-term incentive (LTI), which is due within one year and is not reported under share-based payments due to the former remuneration policy, which is expiring. Please see section 12.2 for additional information on the share-based payments.

Payments to former members of the Executive Board and their survivors totaled EUR 636 thousand in the fiscal year 2025 (previous year: EUR 752 thousand).

The following transactions were conducted with the companies mentioned below and the following balances existed as at the reporting date:

Transactions amounting to EUR 19 thousand were conducted with Grohs Hofer Rechtsanwälte GmbH in the 2025 fiscal year (previous year: EUR 13 thousand). These transactions related to legal consulting services and were conducted at arm's length. There were liabilities to Grohs Hofer Rechtsanwälte GmbH amounting to EUR 0 thousand as of December 31, 2025 (previous year: EUR 3 thousand).

Transactions amounting to EUR 50 thousand were conducted with B&C KB Holding GmbH in the 2025 fiscal year (previous year: EUR 54 thousand). These transactions related to management and other services, and internal charging, and were conducted at arm's length. There were liabilities to B&C KB Holding GmbH amounting to EUR 0 thousand as of December 31, 2025 (previous year: EUR 1 thousand).

Transactions amounting to EUR 76 thousand were conducted with B&C Holding Österreich GmbH in the 2025 fiscal year (previous year: EUR 65 thousand). These transactions related to management and other consultancy services as well as internal charging for the application of the global minimum taxation rules for enterprise groups (Pillar II) and were conducted at arm's length. In the 2024 fiscal year, an offsetting agreement was signed in order to ensure a coordinated approach to meeting tax obligations under the minimum taxation rules. See section 9 for details. There were liabilities to B&C Holding Österreich GmbH amounting to EUR 73 thousand as of December 31, 2025 (previous year: EUR 65 thousand).

12.2 Share-based payments

At the Annual General Meeting on April 23, 2025, an updated remuneration policy for the Executive Board and Supervisory Board was adopted, which entered into force retroactively as of January 1, 2025. The long-term incentive (LTI) payable to the Executive Board in accordance with this remuneration policy is now linked to the share price. A share-based payment with cash settlement is granted as a result. The recognized liability is measured at fair value through profit or loss until it is settled.

The LTI is a multi-year performance-based remuneration scheme with a long-term incentive effect. It is structured as a performance share plan to account for share price development. The allocation is made on a rolling basis, i.e., in annual tranches with a three-year assessment period (performance period). At the beginning of each tranche, virtual performance share units (PSUs) are provisionally allocated to the members of the Executive Board. For this purpose, the contractually defined target amount is divided by the average closing price of the share in the months of November and December prior to the start of the performance period. The final number of PSUs depends on the achievement of targets, which is determined on the basis of financial performance targets and sustainability targets. The financial targets used in this regard are the Group ROCE and the relative total shareholder return (relative TSR) compared to a peer group, with a weighting of 40–50% and 30–40% respectively. The Nomination and Remuneration Committee of the Supervisory Board determines the weighting of the financial performance targets within the specified ranges for the respective tranche. Due to the increasing importance of sustainability for Semperit, two to four sustainability targets are also set for each LTI tranche with a total weighting of 20%. The target amount for each tranche is set individually for each member of the Executive Board in their employment contract. Payment of the LTI is limited to 250% of the target amount.

The Nomination and Remuneration Committee of the Supervisory Board determines the target values and the lower and upper limits for the financial performance targets for the respective tranche at the start of the fiscal year. The relevant sustainability targets as well as their target values, lower and upper limits are likewise defined.

Group-ROCE and sustainability targets

Performance	Target achievement level
Upper limit	200%
Target value	100%
Lower limit	50%
Non-achievement of lower limit	0%

If the lower limit is reached exactly for the respective performance target, the target achievement level is 50%. If the target value is reached exactly, the target achievement level is 100%. If the upper limit is reached or exceeded, the target achievement level is 200% (cap). In the range between (i) the lower limit and the target value, and (ii) the target value and the upper limit, the achievement levels for the sustainability targets are distributed in a straight line (linear interpolation) to the greatest possible extent. If the lower limit is not reached, the target achievement level is 0%. In this scenario, the remuneration component for the respective performance target and for the LTI as a whole can therefore be completely omitted.

In order to assess the relative TSR score, Semperit's TSR performance is compared with the performance of companies in the peer group. The STOXX Europe 600 Industrial Goods & Services is used as a peer group.

If Semperit's TSR corresponds to the 60th percentile within the peer group, the target achievement level is 100%. The lower limit is the 30th percentile with a target achievement level of 50%, the upper limit is the 90th percentile with a target achievement level of 200%. Between the 30th percentile and the 60th percentile, and between the 60th percentile and the 90th percentile, the TSR target achievement levels are distributed in a straight line (linear interpolation). If Semperit's TSR falls below the 30th percentile, the target achievement level is 0%.

Relative TSR

Performance	Percentile rank	Target achievement level
Upper limit	90th percentile	200%
Target value	60th percentile	100%
Lower limit	30th percentile	50%
Non-achievement of lower limit < 30. percentile		0%

At the end of the performance period, the achievement of the respective performance target is determined on the basis of the defined target values and the upper and lower limits by using the average over the individual fiscal years of the three-year performance period.

The payout amount is calculated by multiplying the final number of PSUs by the average closing price of the stock in the months of November and December prior to the end of the performance period plus any dividends during the performance period. The amount calculated in this way is to be determined by June 30 in the fiscal year following the end of the performance period of an LTI tranche at the latest and paid out thereafter.

The provisions for share-based payments are recognized with the best possible estimate of the settlement amounts and take into account the projected achievement of the Group's targets. The provisions are as follows:

in EUR thousand	2025	2024
LTI 2025-2027	114	0
Total	**114**	**0**

Expenses for share-based payments are as follows:

in EUR thousand	2025	2024
LTI 2025-2027	114	0
Total	**114**	**0**

12.3 Other obligations and risks

Contingent liabilities and other financial obligations

The constant changes and in some cases tightening of the rules in national and international tax law increase the demands on tax compliance to monitor and comply with these rules. Given this situation, there are tax uncertainties and tax-related contingent liabilities, especially for income taxes (e.g., with regard to the existence of tax loss carryforwards and from international transfer pricing rules) and transaction taxes as well as due to liabilities under tax exemptions from the SPA with Harps Global Pte. Ltd. for the former, discontinued operation's sold subsidiaries. There are also contingent liabilities from the SPA with Harps Global Pte. Ltd. due to existing standard transaction assurances and warranty commitments relating to the subsidiaries of the former discontinued operation. Detailed information on the specific financial impact would seriously weaken the position of the Semperit Group in asserting its interests in current legal proceedings and is therefore omitted pursuant to IAS 37.92.

There were liabilities from the use of intangible assets and property, plant, and equipment not recognized in the balance sheet due to rental agreements and leases that are not reported in accordance with IFRS 16, as the option for short-term leases (i.e., up to twelve months) and low-value leased assets (i.e., up to a replacement value of around EUR 5 thousand) was exercised (see section 3.2).

As of December 31, 2025 there were also contractual obligations to purchase property, plant, and equipment amounting to EUR 3,405 thousand (previous year: EUR 5,044 thousand).

Legal proceedings

Various Group companies are defendants in individual cases in which the plaintiffs allege that they suffered damage from the defendant's products. However, in light of current insurance coverage, management does not expect these proceedings to significantly impair the Semperit Group's financial position and financial performance. There were also legal proceedings and legal uncertainties in matters pertaining to employment and social law. Please see section 7.2 for all material legal proceedings that provisions have been recognized for.

12.4 Events after the reporting date

The company Sempertrans Chile SpA, Santiago de Chile, Chile, established by the articles of association dated December 23, 2025, was founded by registration in the commercial register and publication in the Chilean Official Gazette on January 8, 2026.

13. Approval of the consolidated financial statements

These consolidated financial statements were prepared by the SAG Executive Board on March 17, 2026 and approved for submission to the Supervisory Board. The Supervisory Board has the task of examining the consolidated financial statements and explaining whether it approves the consolidated financial statements.

Vienna, March 17, 2026

The Executive Board

Manfred Stanek	**Helmut Sorger**	**Gerfried Eder**
CEO	CFO	CIO

Auditor´s report[1]

Report on the Consolidated Financial Statements

Audit Opinion

We have audited the accompanying consolidated financial statements of

Semperit Aktiengesellschaft Holding, Vienna,

and of its subsidiaries (the Group) comprising the consolidated statement of financial position as of December 31, 2025, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the fiscal year then ended, and the notes to the consolidated financial statements.

Based on our audit the consolidated financial statements were prepared in accordance with the legal regulations and present fairly, in all material respects, the assets and the financial position of the Group as of December 31, 2025 and its financial performance and cash flows for the year then ended in accordance with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) as adopted by the EU, and the additional requirements under section 245a UGB (Austrian Company Code).

Basis for Opinion

We conducted our audit in accordance with the regulation (EU) no. 537/2014 (in the following "EU regulation") and in accordance with Austrian Standards on Auditing. Those standards require that we comply with International Standards on Auditing (ISAs). Our responsibilities under those regulations and standards are further described in the "Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the Austrian General Accepted Accounting Principles and professional requirements and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained until the date of this auditor’s report is sufficient and appropriate to provide a basis for our opinion by this date.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the fiscal year. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Below we describe the identified Key Audit Matter:

Key Audit Matter

Impairment of Assets

As of December 31, 2025, the consolidated financial statements of Semperit Aktiengesellschaft Holding show TEUR 444,030 in property, plant and equipment and TEUR 116,080 in intangible assets – of which TEUR 51,035 are goodwill.

In the course of the valuation of the assets, it must be assessed on an ongoing basis whether there are indications of impairment or reversal of impairment, considering external and internal indicators according to IAS 36.12.

For the Hoses and LSR business units (= cash-generating units), a mandatory impairment test must be carried out annually due to the existing goodwill or intangible assets with an indefinite useful life.

In addition, an impairment trigger was identified for the Belting business unit due to the changed market environment.

For the above-mentioned business units, the recoverable amounts as of September 30, 2025 were determined as value in use. Compared with the respective carrying amounts, there was no need for an impairment or a reversal of impairment.

[1]) This report is a translation of the original report in German, which is solely valid. Publication or sharing with third parties of the consolidated financial statements together with our auditor's opinion is only allowed if the consolidated financial statements and the management report for the Group are identical with the German audited version. This audit opinion is only applicable to the German and complete consolidated financial statements with the management report for the Group. Section 281 par. 2 UGB (Austrian Company Code) applies to alternated versions.

In the context of determining the value in use, significant assumptions and estimates are necessary, which are subject to significant uncertainties. Accordingly, there is a risk for the consolidated financial statements that an impairment or reversal is not recognized or is not recognized to an appropriate extent.

The corresponding disclosures of the Semperit Group are contained in the notes “3.1 Intangible assets” and “3.2 Property, plant and equipment”.

Audit Response

We critically challenged management’s assumptions and estimates and performed the following audit procedures:

- Assessment of the concept and design of the process and controls for identifying potential impairment or reversal of impairment, as well as for the subsequent valuation of assets
- Verification of the correct allocation of the carrying amounts of the assets as a comparative value to the recoverable amount of the cash-generating units
- Assessment of management’s evaluation of impairment indicators or indications for reversals of impairment
- Review of the planning documentation as well as performing a plausibility analysis of the underlying assumptions regarding key value drivers (revenue, expenses, capital expenditure, changes in working capital and cash flow) using external market data as well as other external and internal sources
- Verification of whether the revenue and earnings forecasts are derived from the plans submitted to the Supervisory Board, and whether these items comply with the requirements of IAS 36
- Audit of the methodology applied, the computational accuracy of the documentation and calculations provided, and assessment of the plausibility of the discount rate used for determining the recoverable amount of the cash generating units with the assistance- of our valuation specialists
- Verification of the adequacy of the disclosures in the notes

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the Group's management report and our auditor’s report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and of the Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation of the consolidated financial statements in accordance with IFRS Accounting Standards as adopted by the EU, and the additional requirements under section 245a UGB (Austrian Company Code) for them to present a true and fair view of the assets, the financial position and the financial performance of the Group and for such internal controls as management determines are necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Audit Committee is responsible for overseeing the Group’s financial reporting process.

Auditor´s Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the EU regulation and in accordance with Austrian Standards on Auditing, which require the application of ISAs, will always detect a material misstatement when it exists. 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 on the basis of these financial statements.

As part of an audit in accordance with the EU regulation and Austrian Standards on Auditing, which require the application of ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. 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.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group’s internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that we identify during our audit.

We also provide the Audit Committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the Audit Committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Comments on the Management Report for the Group

Pursuant to Austrian Generally Accepted Accounting Principles, the management report for the Group is to be audited as to whether it is consistent with the consolidated financial statements and as to whether the management report for the Group was prepared in accordance with the applicable legal regulations.

Regarding the consolidated non-financial statement contained in the group management report, it is our responsibility to examine whether it has been prepared, to read it and to evaluate whether it is, based on our knowledge obtained in the audit, materially inconsistent with the consolidated financial statements or otherwise appears to be materially misstated.

Management is responsible for the preparation of the management report for the Group in accordance with Austrian Generally Accepted Accounting Principles.

We conducted our audit in accordance with Austrian Standards on Auditing for the audit of the management report for the Group.

Opinion

In our opinion, the management report for the group was prepared in accordance with the valid legal requirements, comprising accurate disclosures pursuant to section 243a UGB (Austrian Company Code), and is consistent with the consolidated financial statements.

Statement

Based on the findings during the audit of the consolidated financial statements and due to the thus obtained understanding concerning the Group and its circumstances no material misstatements in the management report for the Group came to our attention.

Additional information in accordance with article 10 EU regulation

We were elected as auditor by the ordinary general meeting at April 23, 2025. We were appointed by the Supervisory Board on June 30, 2025. We are auditors without cease since fiscal year 2012.

We confirm that the audit opinion in the section "Report on the consolidated financial statements" is consistent with the additional report to the audit committee referred to in article 11 of the EU regulation.

We declare that no prohibited non-audit services (article 5 par. 1 of the EU regulation) were provided by us and that we remained independent in conducting the audit.

Responsible Austrian Certified Public Accountant

The engagement partner is Mr. Hans-Erich Sorli, Certified Public Accountant.

Vienna, March 17, 2026

Ernst & Young
Wirtschaftsprüfungsgesellschaft m.b.H.

Mag. Hans-Erich Sorli mp Wirtschaftsprüfer/Certified Public Accountant	ppa Viola Vostatek-Thomas, MSc mp Wirtschaftsprüferin/Certified Public Accountant

Auditor´s limited assurance report[1]

Independent auditor's limited assurance report on the consolidated non-financial statement for 2025

We have performed a limited assurance engagement on the consolidated non-financial statement included in the group non-financial statement section "Nachhaltigkeitserklärung" of the group management report of

Semperit Aktiengesellschaft Holding for the fiscal year ended 31 December 2025.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial statement included in the group non-financial statement section "Nachhaltigkeitserklärung" of the group management report is not prepared, in all material respects, in accordance with the legal requirements of Sec. 267a UGB ["Unternehmensgesetzbuch": Austrian Company Code], including

- Compliance with the legal reporting requirements pursuant to Art. 8 of Regulation (EU) 2020/852 ("EU Taxonomy Regulation") as well as
- Compliance with the standards applicable to consolidated non-financial statements (European Sustainability Reporting Standards, "ESRS"),
- The consistency of the process to identify information required to be reported under ESRS ("materiality assessment process") with the Company's description in the disclosure IRO-1 in accordance with ESRS 2.

Basis for conclusion

We conducted our limited assurance engagement in accordance with the generally accepted standards for other assurance engagements as applied in Austria and supplementary opinions as well as with International Standard on Assurance Engagements (ISAE) 3000 (Revised), which is applicable to such engagements. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under these requirements and standards are further described in the "Responsibilities of the auditor of the consolidated non-financial statement" section of our assurance report.

We are independent of the Group Semperit Aktiengesellschaft Holding in accordance with the requirements of Austrian commercial and professional law, and we have fulfilled our other professional responsibilities in accordance with these requirements.

Our audit firm operates a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we obtained by the date of our assurance report is sufficient and appropriate to provide a basis for our conclusion on this date.

Other Information

Management is responsible for the other information. The other information comprises all the information included in the consolidated annual financial statements and in the group management report and Integrated Report 2025, but does not include the consolidated non-financial statement and our assurance report thereon.

Our conclusion on the consolidated non-financial statement does not cover this other information and we do not express any form of assurance conclusion thereon. In connection with our assurance engagement on the consolidated non-financial statement, our responsibility is to read this other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated non-financial statement or our knowledge obtained in the assurance engagement, or otherwise appears to be materially 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. We have nothing to report in this regard.

[1]) Attention: This letter has been translated from German to English for referencing purposes only. Please refer to the officially legally binding version as written and signed in German. Only the German version is the legally binding version.

Responsibilities of management, the supervisory board and audit committee

Management is responsible for designing and implementing a materiality assessment process and describing this process in the disclosure IRO-1 in accordance with ESRS 2. These responsibilities include:

- Obtaining an understanding of the environment in which the Semperit Aktiengesellschaft Holding’s activities and business relationships take place and obtaining an understanding of the affected stakeholders,
- Identifying actual and potential (both negative and positive) impacts related to sustainability matters as well as risks and opportunities that affect or could reasonably be expected to affect the Semperit Aktiengesellschaft Holding’s financial position, financial performance, cash flows, access to finance or cost of capital over the short, medium or long term,
- Assessing the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate estimates and thresholds, and
- Making assumptions and estimates that are appropriate in the circumstances.

Management is also responsible for the preparation of consolidated non-financial statement that includes all information identified by the process in accordance with the applicable requirements and standards, including:

- Compliance with the requirements of Sec. 267a UGB and
- Inclusion of disclosures in the consolidated non-financial statement in accordance with the EU Taxonomy Regulation as well as
- Compliance with ESRS.

These responsibilities also include

- Designing, implementing and maintaining such internal control as management determines is relevant to enable the preparation of a consolidated non-financial statement that is free from material misstatement, whether due to fraud or error, and
- Selecting and applying appropriate methods for a consolidated non-financial statement well as making assumptions and estimates about certain sustainability disclosures that are appropriate in the circumstances.

The audit committee is responsible for overseeing the process to assess materiality and prepare the consolidated non-financial statement.

Inherent limitations in preparing the consolidated non-financial statement

When reporting on forward-looking information, Semperit Aktiengesellschaft Holding is required to prepare such forward-looking information on the basis of disclosed assumptions about events that could occur in the future and possible future actions by the Company. The actual outcome is likely to differ, as expected events often do not occur as assumed.

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

Responsibilities of the auditor of the consolidated non-financial statement

Our objectives are to plan and perform an assurance engagement to obtain limited assurance about whether the consolidated non-financial statement in accordance with the requirements of Sec. 267a UGB, the reporting in accordance with the EU Taxonomy Regulation and the reporting in accordance with the requirements of ESRS, including the materiality assessment process, is free from material misstatement, whether due to fraud or error, and to issue an 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 on the basis of this consolidated non-financial statement.

We exercise professional judgment and maintain professional skepticism throughout the engagement.

Our responsibility for the assurance engagement on the consolidated non-financial statement with regard to the materiality assessment process encompasses:

- Performing risk-based procedures, including obtaining an understanding of internal control relevant to the engagement, to identify risks that cause the process to not comply with the applicable requirements of ESRS, but not for the purpose of providing a conclusion on the effectiveness of that process, and
- Designing and performing procedures to assess whether the process is consistent with the Company’s description in the disclosure IRO-1 in accordance with ESRS 2.

Our other responsibilities in relation to the reasonable assurance engagement on the consolidated non-financial statement include:

- Performing risk-based procedures, including obtaining an understanding of internal control relevant to the engagement, to identify representations that are more likely to be materially misstated, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company’s internal control, and
- Designing and performing procedures responsive to disclosures in the consolidated non-financial statement where material misstatements are more likely. 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.

Summary of work performed

A limited assurance engagement involves performing procedures to obtain evidence about the consolidated non-financial statement.

The nature, timing and extent of procedures selected depend on professional judgment, including the identification of disclosures in the consolidated non-financial statement that could be materially misstated, whether due to fraud or error.

In conducting our limited assurance engagement in relation to the materiality assessment process:

- We obtain an understanding of the process by
- Making inquiries to understand the sources of information used by management (e.g., stakeholder engagement, business plans and strategy documents), and
- Reviewing the Company’s internal process documentation.
- We assess whether the evidence obtained from our procedures on the processes implemented by the Company is consistent with the description in the disclosure IRO-1 in accordance with ESRS 2

In conducting our limited assurance engagement on the consolidated non-financial statement:

- We obtain an understanding of the procedures the company has in place that are relevant for the preparation of the consolidated non-financial statement.
- We assess whether all information identified through the materiality assessment has been included in the consolidated non-financial statement.
- We assess whether the structure and presentation of the consolidated non-financial statement are in accordance with the ESRS.
- We conduct inquiries of relevant personnel and perform analytical procedures regarding selected disclosures in the consolidated non-financial statement.
- We perform sample-based, outcome-oriented assurance procedures on selected disclosures in the consolidated non-financial statement.
- We reconcile selected disclosures in the consolidated non-financial statement with the corresponding disclosures in the consolidated financial statements and the other sections of the group management report.
- We obtain evidence regarding the methods used to develop estimates and forward-looking information.
- We obtain an understanding of the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and for preparing the corresponding disclosures in the consolidated non-financial statement.

Delimitation of the scope of services:

- Prior-year figures were not in scope of our assurance procedures unless this was necessary for plausibility checks.
- Figures taken from external studies were not in scope of our assurance procedures. Only the correct inclusion of the relevant information and data in the consolidated financial statements was checked.
- The financial performance indicators and statements audited as part of the audit of the annual or consolidated financial statements, as well as information from the corporate governance report and risk reporting, were not subjected to any further assurance by us.

Limitation of liability and publication

The limited assurance engagement on the consolidated non-financial statement is a voluntary assurance engagement.

We issue this assurance report on the basis of the engagement agreement signed with the client, which is governed, also in relation to third parties, by the attached General Conditions of Contract for the Public Accounting Professions [“Allgemeine Auftragsbedingungen für Wirtschaftstreuhandberufe”: AAB 2018].

With regard to our responsibility and liability arising from the engagement, Item 7 of the AAB 2018 applies. We shall only be liable in cases of willful intent and gross negligence. In cases of gross negligence, our maximum liability for damages shall be tenfold the minimum insurance sum of the professional liability insurance according to Sec. 11 WTBG [“Wirtschaftstreuhandberufsgesetz”: Austrian Public Accounting Professions Act] 2017, i.e., a total of EUR 726,730. The limitation period shall be determined in accordance with Item 7 (4) of the AAB 2018.

Our report on the assurance engagement may only be distributed to third parties in complete and unabridged form together with the consolidated non-financial reporting included in the non-financial reporting section of the group management report. Since our report is prepared solely on behalf of and in the interest of the company, it does not serve as a basis for any potential reliance by third parties on its content. Therefore, claims by third parties cannot be derived from it.

Vienna, March 17, 2026

Ernst & Young
Wirtschaftsprüfungsgesellschaft m.b.H.

Mag. Hans-Erich Sorli mp
Wirtschaftsprüfer/Certified Public Accountant

ppa Viola Vostatek-Thomas, MSc mp
Wirtschaftsprüferin/Certified Public Accountant

Statement of all legal representatives

Pursuant to Section 124 (1) (3) of the Austrian Stock Exchange Act

We confirm, to the best of our knowledge, that the consolidated financial statements prepared in accordance with the relevant accounting standards as at December 31, 2025 provide a true and fair view of the Group's financial position and financial performance, that the Group management report provides a true and fair view of the business performance, the financial result, and the position of the Group, and that the Group management report describes the main risks and uncertainties that the company is exposed to.

We confirm, to the best of our knowledge, that the annual accounts prepared in accordance with the relevant accounting standards as at December 31, 2025 of Semperit AG Holding provide a true and fair view of the company's financial position and financial performance, that the management report provides a true and fair view of the business performance, the financial result, and the position of the company, and that the management report describes the main risks and uncertainties that the company is exposed to.

Vienna, March 17, 2026

The Executive Board

Manfred Stanek	**Helmut Sorger**	**Gerfried Eder**
CEO	CFO	CIO