

SUSTAINABILITY REPORT 2024



PLANSEE
one strong group



About this Report

This sustainability report covers the fiscal year 2024/25. The scope is the Plansee Group with its business areas Plansee HPM and CERATIZIT, their production sites and, if applicable, their sales offices.

The annual reporting period aligns with the fiscal year (FY) from March 1, 2024, to February 28, 2025.

The report provides information about important activities that occurred during this period and highlights both projects and initiatives from the Plansee Group's global sites that underscore its commitment to sustainability.

This report relies on the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability

Reporting Standards (ESRS) of the European Union, key EU regulations for sustainability reporting.

The topics entailed in this report were selected by referencing the double materiality analysis in accordance with the CSRD and the key expectations of Plansee Group's stakeholders. As the analysis was not completed prior to the editorial deadline, the specific results will be covered in the next report.

According to the planned legislative changes of the CSRD

within the EU, the Plansee Group is required to report on its sustainability activities in an annual statement starting in 2028 for FY 2027/28.

Any data limitations affecting key figures are noted in the relevant sections.

The next sustainability report will cover FY 2025/26 and is scheduled to be published in July 2026.

Dear Readers, Customers, Employees and Partners

One year has passed since the first Plansee Group sustainability report was published. It's time to say thank you to our employees for their dedication to the success of our company and their commitment to our sustainability program, as well as to our partners and customers for their outstanding collaboration.

In this report, we'll reflect on the past year of our sustainability journey: on the measures that we have launched or advanced, on the goals we have set or reached, and at the progress we've made in key areas, in particular our corporate carbon footprint.

The double materiality analysis, which we are currently conducting, confirms that we are on the right track. The scope of our key topics is in alignment with the four focus areas, products, production, procurement and people, which we defined some four years ago. Since the analysis was not completed before the editorial deadline, we will take an in-depth look at the specific results in the next report.

Thus far, the Plansee Group has reduced 26 percent of Scope 1, 2 and 3 upstream of its corporate carbon footprint and we are committed to reduce all scopes even further in the coming years in line with both our goals and the SBTi commitments.

Unavoidable greenhouse gas emissions generated by our own commercial operations (Scope 1 and 2), have been voluntarily compensated for through certified projects in the USA and India since March 1, 2025.

Plansee HPM and CERATIZIT aim to be pioneers in their respective industries and support their customers' sustainability programs. Thus, we are committed to decarbonizing our own processes as far as possible and expanding material cycles. We seek to enable sustainable high-tech applications for our customers worldwide with innovative components and tools made of tungsten and molybdenum. Moreover, we are dedicated to collaborating together with our suppliers to minimize the greenhouse gas emissions associated with the products and services we purchase. For our current and future employees, we continue to strive to be their employer of choice.

Going forward, we will continue to pursue these goals and ensure that we keep innovating.

The Executive Board of the Plansee Group (from left to right): **Andreas Schwenninger, Ulrich Lausecker, Andreas Lackner and Karlheinz Wex** (Chairman)



The Plansee Group includes the Plansee HPM and CERATIZIT business areas. HPM stands for High Performance Materials. When the Plansee Group is mentioned in this report, "Plansee Group" is written. When the Plansee HPM business area is meant, "Plansee HPM" is written.

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Protecting Information

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Being a good Neighbor in our Communities

An aerial photograph of a large industrial complex, likely a power plant or manufacturing facility, situated in a valley. The complex consists of numerous large, interconnected buildings with flat roofs, some featuring glass facades. A river flows through the site, and a long bridge spans across it. The surrounding landscape is lush with green forests, and in the background, majestic mountains rise under a blue sky with scattered white clouds. Some mountain peaks are covered in snow. The overall scene is a blend of industrial infrastructure and natural beauty.

1. About the Plansee Group

One Strong Group

The Plansee Group strives to develop and manufacture the best products and tools for the high-tech industry. With clear positioning across each respective market, collaboration within the group is equally strong.

The Plansee Group specializes in processing molybdenum and tungsten using powder metallurgy and has 40 international production sites, as well as a global sales network. The portfolio includes more than 100,000 different products and tools.

The business is privately held by Plansee Holding AG, with 100% of the shares owned by the Austria-based Flatlake Private Foundation. Plansee Holding AG is headquartered in Breitenwang/Reutte in Austria.

Centralized Services & Backward Integration

The main shareholdings of Plansee Holding AG include **Plansee SE**, handling tungsten and molybdenum metal components, and **CERATIZIT S.A.**, handling tungsten carbide tools and products. **Plansee Group Functions** bundles groupwide service functions such as IT, HR, Procurement, Controlling and Finance.

The Plansee Group is backward integrated into raw material powder supply: **Global Tungsten & Powders Corp. (GTP)**, a CERATIZIT business division, supplies tungsten and tungsten carbide powders for the Plansee Group sites and external customers. **Molybdenos y Metales S.A. (Molymet)**, in which the Plansee Group is a strategic shareholder, supplies molybdenum powders.



The Plansee Group includes the two companies Plansee HPM (handling tungsten and molybdenum metal materials) and CERATIZIT (handling tungsten carbide tools and products). Raw material supply is guaranteed via Global Tungsten & Powders and Molymet.

From raw material to **the final** **product.**



Strong Products.

Focusing on high-performance materials, Plansee HPM takes care of industries that need safe and durable products – and thus contributes to a long-lasting future.

Plansee HPM is *the* expert in molybdenum and tungsten products. Founded in 1921 in Reutte, Austria, it has evolved into a global leader with 12 production sites in Asia, the USA and Europe, and is further bolstered by a global sales network.

The refractory metals, alloys and composite materials from Plansee HPM are used in the semiconductor industry, consumer electronics, coating technology or high-temperature furnaces.

Innovation & Responsibility for the Future

Plansee HPM covers the entire production process in-house – from ore concentrate right to custom components. It prioritizes innovation partnerships and R&D to help customers maximize productivity and encourage technological innovation. The company works closely with customers to develop new materials and product solutions for forward-looking technologies geared towards clean energy, medical engineering, electronics and mobility.



+3,400

employees worldwide

12

production sites



Tooling a Sustainable Future

This claim exemplifies the company's promise it is determined to keep and prove each and every year: Becoming the leader in sustainability in the carbide industry.

Headquartered in Mamer, Luxembourg, CERATIZIT, has been manufacturing cemented carbide tools for several decades. Their innovative solutions, including cutting tools, solutions for industrial wear protection, and carbide rods, serve industries like mechanical engineering, automotive, aerospace and medical. With its focus on sustainability, CERATIZIT employees continuously refine materials and applications to shape everyday life.

Committed to Sustainability

CERATIZIT recognizes its responsibility to be good stewards to the climate and goes to great lengths to incorporate the entire value chain. The sustainability strategy not only relates to internal processes and resources. It also sets new standards for collaboration with partners regarding environmental, social and governance criteria.



+6,800

employees worldwide

31

production sites

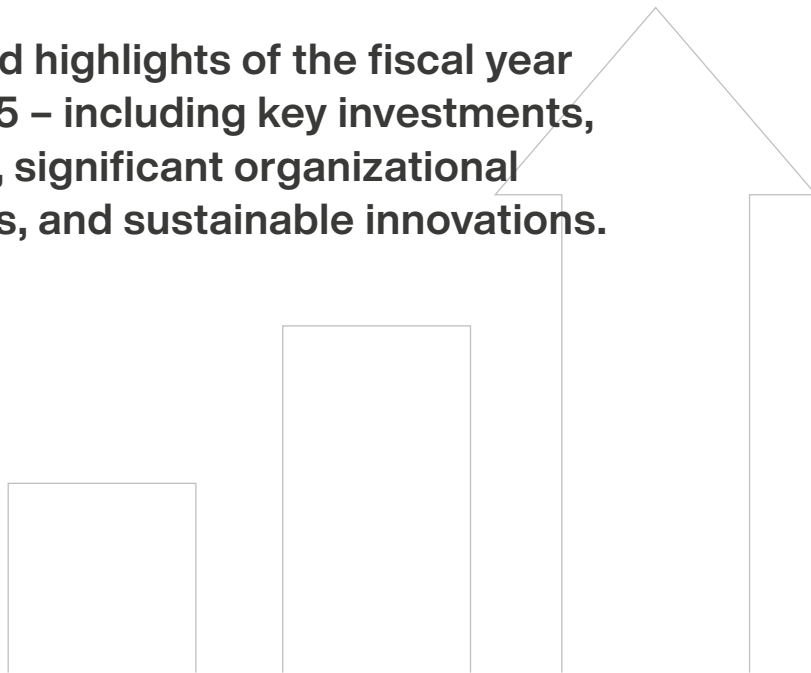


An aerial photograph of a modern building complex situated in a lush, mountainous valley. The main building is a long, low-profile structure with a brown facade and a flat roof. It is surrounded by green fields, smaller residential-style buildings, and dense evergreen forests. In the background, majestic mountains rise under a bright blue sky with scattered white clouds. The overall scene is vibrant and scenic.

2. Highlights

Highlights

Selected highlights of the fiscal year 2024/25 – including key investments, awards, significant organizational changes, and sustainable innovations.



Investments

Buildings, facilities and other structures: The Plansee Group initiated and completed several infrastructure projects and retrofits aimed at supporting its sustainability targets. A few noteworthy highlights include the new Plansee HPM and CERATIZIT production buildings in Gabrovo, Bulgaria (2024), the new CERATIZIT office building and technical center in Kempten, Germany (2024), a photovoltaic system at the Plansee HPM site in Seon, Switzerland (2024), a wastewater treatment facility at the Plansee HPM site in Gabrovo, Bulgaria (2024) and a heating and cooling plant at the CERATIZIT site in Como, Italy (2024). Furthermore, the company completed a hybrid dryer for more energy-efficient generation of compressed air (2024, funded by the environmental funding program of the Austrian BMK and the state of Tyrol), photovoltaic systems and an energy façade (2024-25, funded by the environmental funding program of the Austrian BMK) and has begun converting lighting systems to LEDs (2024-2026) at the joint Plansee HPM and CERATIZIT site in Reutte, Austria.

Awards

CERATIZIT: In the past fiscal year, CERATIZIT has received several awards. These include the Formnext 2024 award in the sustainability category (2024), the Best of Industry Award in the category of sustainability & efficiency for VHM milling cutters S-Cut UNI and S-Cut UNImax (2024), the IMS sustainability award in the prosperity category for the PCF model and the global open-source approach (2024), the AMB award in the sustainability category for the VHM milling cutters S-Cut UNImax (2024), and the Best Metal Cutting Brand award for CERATIZIT India (2023).

Plansee HPM: Not to be outdone, Plansee HPM has also received a host of awards in the last fiscal year. These include a sustainability award from NSG Group (2025), the "Best Theme" award for Plansee India at the State Level Quality Circle Competition (2024), the "China 2024 DEI Employer® Award" for Plansee Shanghai (2024) and the "2024 Asia Best Workplace (Mainland China)" award in the category Healthiest Employee for Plansee Shanghai (2024). Plansee Shanghai also ranked 36th in the "2024 DEI Top 100 Employers (China Region)".

Plansee Group: In 2024, the Plansee Group was named one of Austria's most innovative companies by the business magazine Trend, taking second place. In addition, the company was recognized by trade publication Industriemagazin as one of the top ten employers among Austria's 498 largest industrial companies in 2024. Additionally, the Plansee Group was also listed on the Forbes' list of the world's best employers in 2024, ranking 698th among 850 companies worldwide and 70th in the "Engineering/Manufacturing" category.

INSIGHTS

Organization

Sustainability Action Squad in sales: Together, Plansee HPM and CERATIZIT launched a global team of sales representatives who completed a special training course on sustainability in 2025: the Sustainability Action Squad. The goal is to train participants to become experts in understanding the role sustainability plays in sales, enabling them to effectively communicate these issues to customers and serve as sustainability ambassadors within the sales organization.

Paperless in a Traditional Setup

At IMTEX 2025 (Jan 23 – 29, 2025), CERATIZIT went fully paperless – no printed materials like brochures or business cards, only digital content via QR codes. Eco-friendly giveaways and positive visitor feedback highlighted a successful shift toward sustainable tradeshows. The event drew 133,166 visitors from 70 countries.



Ramiro Bengochea (left), Director of Global Sales for CERATIZIT Cutting Tools, and Markus Westermeier, CEO and Co-founder of Spanflug.

Changes in the Organization and Supply Chain

The **CERATIZIT Group acquired a minority stake in Spanflug Technologies GmbH**. The Munich-based company provides an automated platform that simplifies the procurement process for CNC turned and milled parts. Customers can upload data and drawings, receive offers and place orders online. Manufacturing companies are supported in calculating quotations and managing orders.

GTP has relocated its tungsten powder production from Bruntál, Czech Republic, to Niederkorn, Luxembourg, and merged it with the production capacities there. Niederkorn is now the Plansee Group's European hub for the production of tungsten powders. In addition to bundling production capacities, Niederkorn also focuses on the use of efficient and environmentally friendly technologies.

INSIGHTS

Sustainability Target Agreement Marks New Chapter

CERATIZIT's Hard Material Solutions and Cutting Tools divisions have **signed a Sustainability Target Agreement (STA) with the Schaeffler Group**, marking a significant milestone in their collaboration.

This agreement exemplifies CERATIZIT's commitment to sustainability and its ability to meet the highest standards. The Schaeffler Group aims for a carbon-neutral supply chain by 2040, while CERATIZIT's transparency in providing Product Carbon Footprint (PCF) information was crucial in reaching this agreement.

The STA is further proof that key clients like Schaeffler prioritize sustainability and view CERATIZIT as a key partner. This agreement encourages both companies to explore new ways of strengthening customer loyalty and generating new sales. Schaeffler's commitment to sustainable procurement and reducing CO₂ emissions aligns with CERATIZIT's groupwide sustainability strategy.

Partners in a joint mission

Schaeffler promotes sustainable practices within its operations, making it an ideal partner for CERATIZIT. The STA confirms CERATIZIT's progress in sustainability, being the first supplier in the "Indirect Material" category to meet Schaeffler's requirements. CERATIZIT's PCF information provides crucial transparency regarding Scope 3 emissions. Both companies look forward to further developing their sustainability programs together.



Inauguration of the "Pragathi" Skill Development Center

In summer 2024, Plansee India inaugurated its new "Pragathi" skill development center in Mysore. The "Pragathi" center, which means progress in Sanskrit, is a key initiative of Plansee India's Corporate Social Responsibility program. The center is dedicated to helping high school graduates acquire technical knowledge and other essential skills to embark on and succeed in their future careers through a comprehensive 500-hour training program.

Initiatives and Labels

To ensure compliance in its sustainability practices, the Plansee Group strives for validated ratings and has joined global sustainability initiatives.

In December 2023, the Plansee Group, including Plansee HPM, joined the **United Nations Global Compact (UNGC)**, a leading global initiative for responsible corporate governance. CERATIZIT has supported UNGC since September 2023, the commitment for which requires promoting and implementing the UNGC's ten universal principles.

Both Plansee HPM and CERATIZIT have **submitted individual targets to the Science Based Targets initiative (SBTi)**; at the editorial deadline for this report, verification has been completed for CERATIZIT (more on page 44). The SBTi is a corporate climate action organization enabling companies worldwide to play their part in combating the climate crisis.

In 2025, CERATIZIT retained a **CDP** (formerly the Carbon Disclosure Project) thematic score of B. Plansee HPM submitted its first CDP report in 2024, which was scored with a C. CDP assists companies in disclosing their climate impact reports.

In April 2024, Plansee HPM earned a **gold medal from EcoVadis** with a total score of 78/100, putting it in the top 2% of the rated companies for sustainability performance. The 2025 rating was not yet complete at the editorial deadline.

In September 2024, CERATIZIT received a **gold medal from EcoVadis** with a total score of 79/100, putting it in the top 2% of the rated companies for sustainability performance.

GTP, the Plansee Group's internal supplier of tungsten powders (APT, Oxides, Carbides, Tungsten Metal Powders) and semi-finished tungsten products was certified as a **Responsible Minerals Assurance Process (RMAP) conformant smelter by the Responsible Minerals Initiative (RMI)**, thus complying with American and European regulations.



Plansee Group

- Plansee HPM and GTP (part of CERATIZIT) are part of the **Refractory Metals Association (RMA)**.
- GTP is a member of the board of the **Tungsten Industry Conflict Minerals Council (TiCMC)**. Plansee HPM and CERATIZIT are supporting members.
- Plansee HPM and CERATIZIT audited their due diligence processes for tantalum and tungsten to comply with **EU Conflict Mineral Regulation 2017/821**. Plansee HPM partnered with RCS Global; CERATIZIT with Quality Austria.
- Plansee HPM is a member of the **International Molybdenum Association (IMOA)**.
- Plansee HPM is a member of the **Tantalum-niobium International Study Center (T.I.C.)**.
- Plansee China is certified by **IECQ (Certificate of Conformity Hazardous Substance Process Management)**.
- CERATIZIT and GTP are members of the board of the **International Tungsten Industry Association (ITIA)**. Stadler is a regular member.
- **Integrity Next** rated CERATIZIT as a fully compliant reporting company.
- Plansee HPM received a score of 88 (2023) of the **Responsible Business Alliance (RBA)**, the world's largest industry coalition on responsible supply chain.




The Power of Powder



The Plansee Group specializes in the processing of the refractory metals tungsten and molybdenum using powder metallurgy.

Metal powder is compacted sequentially prior to or while exposing it to pressure and heat, at a temperature well below the melting point. This key step in powder metallurgy is a process of thermal densification known as sintering. It allows the Plansee Group to press and sinter its powder to near net shapes, eliminating the need to remove much of the material in subsequent steps and thus saving material. Accordingly,

powder metallurgy is recognized as a resource-efficient technology by the Metal Powder Industries Federation.

Read more about the individual sourcing, preparation and production processes of molybdenum and tungsten at www.plansee.com and www.ceratizit.com and in the chapters on **Production** and **Procurement** in this report. 

Key Facts

- Thanks to powder metallurgy, the Plansee Group can produce materials with melting points well above 2000°C and in compositions not accessible via melting (pseudo alloys).
- The process is particularly cost effective – even at low production volumes.
- The product requirements determine the tailor-made powder blend.
- The three key factors in powder metallurgy are the powder itself, as well as the compacting and sintering processes. The Plansee Group controls and optimizes all these steps in-house.

A photograph of three people walking towards the camera in a long, brightly lit industrial hallway. On the left is a man with a beard wearing a blue polo shirt with a 'PLANSEE' logo and black pants. In the center is a woman with dark hair wearing a dark grey polo shirt with a 'PLANSEE' logo and black pants. On the right is a woman with blonde hair wearing a red polo shirt and dark grey pants. The hallway has a polished floor, white walls, and exposed ceiling infrastructure. A large white text overlay is centered over the image.

3. Sustainability Program



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Through our sustainability program, we consolidate the Plansee Group's sustainability efforts, align our actions with our strategic goals and develop targeted action plans and KPIs.

Anne Schaumkessel, HRIS Reporting and Analytics Specialist &
Christian Lücking, Global Head of Group Accounting


Sustainability Targets, Measures and Progress









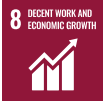







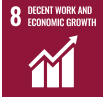

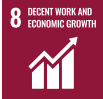

The Plansee Group is committed to achieving its sustainability targets, focusing on decarbonization and other environmental, social and governance topics. The measures are implemented through the group's sustainability program.

The Plansee Group's sustainability program focuses on executing its greenhouse gas reduction plan, which aims to decarbonize its own activities (scope 1 and 2) and supply chain (scope 3). In addition, targets have been set in the areas of environment, people and governance (ESG). Plansee HPM and CERATIZIT have defined further specific targets based on their business models.

The following table shows the targets, measures and progress achieved in the reporting year. The goals are mapped against the Sustainable Development Goals (SDG) of the United Nations.

Area	Entity	Goal	Measure(s) in FY 2024/25	Status	SDG
Products	Plansee HPM	Develop and implement a specific Product Carbon Footprint (PCF) according to the common norm.	<ul style="list-style-type: none"> Plansee HPM has developed an externally verified PCF calculator according to ISO 14040/44:2006. PCF data is provided upon customer request. 	Achieved	 
	CERATIZIT	Establish an industry standard for the calculation of the PCF.	<ul style="list-style-type: none"> CERATIZIT was the first carbide company to launch a PCF calculation according to ISO 14067:2018 and participated in a VDMA working group for the PCF standardization for precision tools (sheet 35111). PCF classification is available for all customers, detailed PCF data is available upon request. 	Achieved	 
		Increase the share of low carbon products within the cemented carbide product portfolio.	<ul style="list-style-type: none"> Development to increase secondary raw material content in products. The upGRADE portfolio is continuously expanding. 	On track	  
Production	Plansee Group	Achieve a Tungsten Recycling Rate of 90% every year.	<ul style="list-style-type: none"> The purchase of tungsten-based secondary raw material was intensified. Exploration of recycling of coated products via research in de-coating processes. 	On track*	
		Measure and communicate Molybdenum Circularity Rate annually.	<ul style="list-style-type: none"> The Molybdenum Circularity Rate is measured annually and reported in the sustainability report. A scalable life cycle management system is being established. Initiatives have been implemented to reclaim products from customers for the purposes of reuse, rework, or refurbishment. 	On track*	
		Implement global QHSE requirements at all (production) sites by 2029.	<ul style="list-style-type: none"> The global “QHSE Framework” was developed jointly by the business areas Plansee HPM and CERATIZIT. 88 “QHSE Minimum Standards” were defined. Global rollout started in 2024. 	On track*	  
		Minimize and maintain the Total Recordable Incident Rate (TRIR) in line with the company's Zero Incident vision. (compared to the U.S. OSHA benchmark of 15 for the non-ferrous metal production sector in 2023)	<ul style="list-style-type: none"> Incidents are reported, investigated and learnings are shared. Health and safety risk assessments and joint management-worker committees are in place at most production sites. Decentralized HSE training is assigned. Safety briefings for contractors are mandatory at all sites. All sites have emergency organizations. 	On track*	

*The status of these targets can be tracked in the Overview of Key Figures.

Area	Entity	Goal	Measure(s) in FY 2024/25	Status	SDG
Procurement	Plansee Group	Purchase 100% of 3TG raw materials exclusively from RMI-certified smelters every year.	<ul style="list-style-type: none"> All 3TG raw materials have been procured exclusively from RMI-certified smelters since 2014. 	Achieved*	   
		Cover 100% of the electricity demand with electricity from renewable sources every year.	<ul style="list-style-type: none"> All production sites have been mapped according to electricity sourcing options. A large part of demand is being procured through guarantees of origin (GOO) and/or renewable energy certificates (RECs). 	On track*	 
		Continuously review the ESG activities of selected (strategic) suppliers using ESG-tool and, where necessary, define and implement appropriate corrective measures.	<ul style="list-style-type: none"> ESG assessment questionnaires were sent to selected suppliers; selection based on ESG risk assessment considering different criteria. Follow-up processes have started with key suppliers. 	On track*	 
People	Plansee Group	8 out of 10 positions in middle and senior management are filled with people recruited from within the company. Yearly report of overall status.	<ul style="list-style-type: none"> Talent and succession management measures are implemented. People development measures like leadership trainings are available. 	Achieved*	  
		Implement a Yearly Employee Dialogue (performance and career development review, either as global standard process or as local process) for 100% of employees (both blue and white collar with limited or unlimited contract, excluding apprentices, interns, doctorate students, externals, etc.) by end of FY 2027/28.	<ul style="list-style-type: none"> The new employee dialogue format has been rolled out at the Kempten, Reutte, Seon, and Mamer sites in FY 2024/25 and has been piloted for smaller test group at other sites globally. Existing local formats are taken into account in the reporting as well. 	On track*	  
Governance	Plansee Group	Regularly review corporate policies and ensure that they meet the requirements of all relevant international and local stakeholders.	<ul style="list-style-type: none"> Policies are regularly updated, revised, or created as needed, such as the new Global HR and HSE policy. 	Ongoing	 
		Ensure that targeted employees receive and complete training on compliance topics at intervals specified by the relevant training requirements.	<ul style="list-style-type: none"> An expanded set of compliance trainings has been developed and implemented complementing existing programs. 	On track	 



*The status of these targets can be tracked in the Overview of Key Figures.

Organizing Sustainability

The Plansee Group's sustainability efforts are based on the UN Sustainable Development Goals and the ESG approach for environmental, social and corporate governance. The Plansee Group has established the following organization to manage and further develop its sustainability program.

Supervisory Board: Approves and monitors the sustainability strategy.

Executive Board: Develops and coordinates the sustainability strategy.

Sustainability Steering Committee: Monitors group-wide implementation, supported by the QHSE Committee.

Sustainability Best Practice Program (SBPP): Coordinates measures, ensures legal compliance, standardization and best practice exchange.

One Executive Board Member of each Plansee HPM and CERATIZIT: Responsible for sustainability; the HSE functions manage the measures.

Managing Directors of Production Sites: Implement actions, supported by HSE Site Managers and cross-departmental functions.

Double Materiality Analysis (DMA)

The Double Materiality Analysis (DMA), launched in 2024 and based on 2021 analysis, helps align key sustainability efforts with both financial and impact considerations. It identified four material topics that reflect the company's ongoing focus areas and guide actions that create long-term stakeholder value.

Climate Change

Mitigation and Adaptation: Plansee Group aims to reduce greenhouse gas emissions across all operations, targeting a 90% reduction in Scope 1, 2, and 3 emissions by 2050*. The company invests in renewable energy, innovative technologies, and energy efficiency measures.

Risk Management: Plansee Group assesses climate-related risks and opportunities, integrating them into strategic planning. This includes evaluating the resilience of assets to extreme weather events, as well as adapting operations to mitigate potential impacts.

Circular Economy

Resource Efficiency: Plansee Group strives to promote the recycling of molybdenum and tungsten, as well as reducing overall waste. Initiatives include further implementing take-back schemes, exploring refurbishment options for products and components and transitioning to recyclable packaging.

Product Design: Circularity is embedded in Plansee Group's product design process. The company focuses on creating high-quality products and components that are easy to disassemble and repair, optimizing their lifecycle and reducing embodied carbon.

Workers in the Value Chain

Supplier Engagement: Plansee Group works closely with suppliers to ensure responsible sourcing and fair labor practices. The Supplier Code of Conduct sets clear expectations for environmental and social standards, including the prohibition of forced labor and child labor.

Capacity Building: Plansee Group supports suppliers in improving their sustainability performance through training and workshops. This includes initiatives to reduce emissions, enhance working conditions and promote ethical business conduct.

Own Workforce

Health and Safety: Ensuring a safe working environment is a top priority for Plansee Group. The company aims to achieve zero accidents by implementing robust safety protocols, conducting regular training, and promoting a culture of safety awareness.

Employee Development: Plansee Group invests in the continuous development of employees through training programs, career progression opportunities and initiatives that promote both well-being and engagement.

*The Plansee Group targets are an aggregation of the goals of its business areas Plansee HPM and CERATIZIT.

DMA Methodology

The DMA process involves a comprehensive assessment of impacts, risks and opportunities related to each material topic.

Defining Scope and Boundaries: Establishing the scope of the assessment and identifying key stakeholders.

Impact and Risk Assessment: Using insights from internal experts and external research to evaluate potential and actual impacts.

Validation and Approval: Consolidating results and validating them through workshops with senior leaders. The final list of material topics is approved by Executive Management.

Commitment Despite Regulatory Changes

The recent Omnibus Regulation has extended the deadline for the Corporate Sustainability Reporting Directive (CSRD) by two years, providing additional time for companies to comply with the new requirements. Despite this extension, Plansee Group remains steadfast in its commitment to advancing sustainability initiatives. The company continues to work diligently on material topics, ensuring significant progress in climate change mitigation, circular economy practices, and enhancing the well-being of its workforce and value chain. Plansee Group's dedication to sustainability is unwavering, as is its determination to lead by example, setting high standards for itself and the industry.



The Plansee Group's Four Sustainability Focus Areas



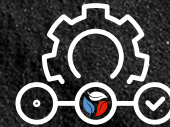
Products

Sustainable product and technology innovation



Production

Material & resource efficiency in production



Procurement

Environmental and social aspects in the supply chain



People

Provide an attractive workplace

Driving Sustainability Actions

Following the initial materiality analysis conducted in 2021, the Plansee Group has defined four key areas for action: reducing carbon emissions, enhancing circularity, managing suppliers and further developing the company as an attractive employer. These align with the four material topics identified in the current DMA.



Products: **Sustainable Product and Technology Innovation**

- Develop low-emission, resource-efficient products
- Design for recyclability and multiple reuse cycles
- Create and expand circular business models
- Calculate Product Carbon Footprints to support transparency
- Help customers lower GHG emissions through our products



Procurement: **Environmental and Social Aspects in the Supply Chain**

- Ensure long-term, responsible supply chains
- Manage strategic suppliers using ESG criteria
- Source materials and conflict minerals responsibly
- Secure tungsten and molybdenum via long-term contracts and recycling



Production: **Material & Resource Efficiency in Production**

- Decarbonize production technologies
- Shift to renewable energy sources, boost energy efficiency and recover heat
- Produce hydrogen through electrolysis powered by renewable electricity
- Optimize processes with automation and digital controls
- Maximize recycling of raw materials, waste and operating materials



People: **Provide an Attractive Workplace**

- Be the employer of choice
- Offer equitable pay and fair working conditions
- Foster a culture of appreciation, belonging and collaboration
- Ensure health and safety at work
- Support continuous learning and talent development
- Fill 8 out of 10 management roles internally

4. Products





**As a partner in innovation,
we integrate sustainability
and circularity into all
development projects, driving
sustainable processes in the
industries we supply.**

Peter Polcik, Product Development Manager Engineered Solutions,
and Marcus Wolff, Team Lead and Project Manager R&D, at Plansee
Composite Materials in Lechbruck



KEY MESSAGES

Integration of Sustainability

In its role as a development and innovation partner for its customers, sustainability is firmly anchored in the Plansee Group's product developments and innovations, alongside process standardization, as well as cost and energy efficiency. As such, sustainability is a key pillar to its mission across all relevant departments.

Innovative Low-Carbon Products

The Plansee Group pioneers the development of products and tools with a particularly low Product Carbon Footprint (PCF), setting industry standards and enabling customers to integrate sustainability into their supply chains.

Cross-Group Collaboration

The research and development departments within the Plansee Group regularly exchange ideas on innovation potential, scientific knowledge and powder metallurgy. In doing so, it fosters a collaborative environment for sustainable advancements. Furthermore, the Plansee Group collaborates regularly with research institutions and universities.

Plansee HPM: Innovation Partner for its Customers

For over a century, Plansee HPM has continually refined its materials, technologies, knowledge, expertise and products. Ever since production was first launched over 100 years ago, R&D has been a top priority across the company.

Plansee HPM employs more than 100 research and development experts at all production sites, who work closely with the company's customers in various industries on customized solutions. This is crucial, as the majority of new developments result from close collaboration with customers and academic partners. Over the years, Plansee HPM has established a global network of partners, research institutes and universities. Plansee HPM is committed to minimizing the environmental impact of producing and processing its materials. The company's extensive know-how covers not only material sciences but also wide-ranging advanced

technologies, such as numerical analysis and additive manufacturing.

Strong Expertise, Strong Partnership

The company's strength in innovation is reflected in its over 950 active patents held worldwide. Plansee HPM's sustainable product and technology development strategy fosters innovation. This is evinced by its increasing number of patents in sustainable inventions. Moreover, the strategy calls for the continual roll out of new products, processes and business models that increase

material and resource efficiency, while also reducing its CO₂ footprint. These patents include enhanced service offerings such as the refurbishment of sputtering targets or rotating X-ray anodes.

Plansee HPM supports its customers every step of the way – regardless of whether as part of a long-term development partnership or for a short-term project. In the process, it pushes the boundaries of what is technologically feasible. Plansee HPM aims to leverage innovative strength to help its customers develop more sustainable products and achieve their sustainability goals.

INSIGHTS

ASML and Plansee HPM: Innovative Steps towards Sustainable Production

Thinking a few steps ahead is always sound strategy – especially when designing a product, for which the entire lifecycle is in focus from the very beginning. This approach has been adopted by Dutch company ASML and Plansee HPM in their joint collaboration to enhance the sustainability of ASML products by 2030.

Dutch company ASML is the world market leader for lithography systems to produce computer chips, which are used in many different areas of our daily life. As sustainability plays a major role in the cooperation, Plansee HPM is heavily involved in the development phase of components, which designed and developed from the beginning to promote easier refurbishing at the end of their service life.



From left to right: Ulrich Lausecker, Managing Director at Plansee HPM, Tonny van Cauteren, Senior Account Leader ASML, and Damir Blazevic, Director of Business Division Electronics at Plansee HPM.

"Over the past few years, Plansee HPM has made significant investments in the processes required to offer ASML this service. Our commitment to sustainability is a cornerstone of our collaboration, and we take great pride in the progress we have achieved together."

Damir Blazevic, Director of Business Division Electronics.

Establishing the necessary processes, Plansee HPM can refurbish at a rate of well over 50 percent within several product categories. For these categories, Plansee HPM is able to deliver more refurbished products than new ones, which has enabled Plansee HPM to save 256 tons of CO₂ and more than 3200 kg of raw material within only one year. This process comprises the careful dismantling of assemblies, the subsequent cleaning and repair and finally the replacement of worn components, if necessary. Upon completion, they go back into production "as good as new" – except with a smaller environmental footprint. To refurbish even more products for ASML in the future, Plansee HPM is constantly working on the necessary processes – not least to help ASML to produce their products even more sustainably by 2030.

For its sustainability strategy and first successful refurbishment projects, Plansee HPM has been rewarded by ASML with the Sustainability Excellence Award 2022. The key factors for receiving the award are the measures that Plansee is taking regarding environmental protection, social responsibility and sustainable corporate governance.

INSIGHTS

Contributing to a CO₂-Free Aluminum Production

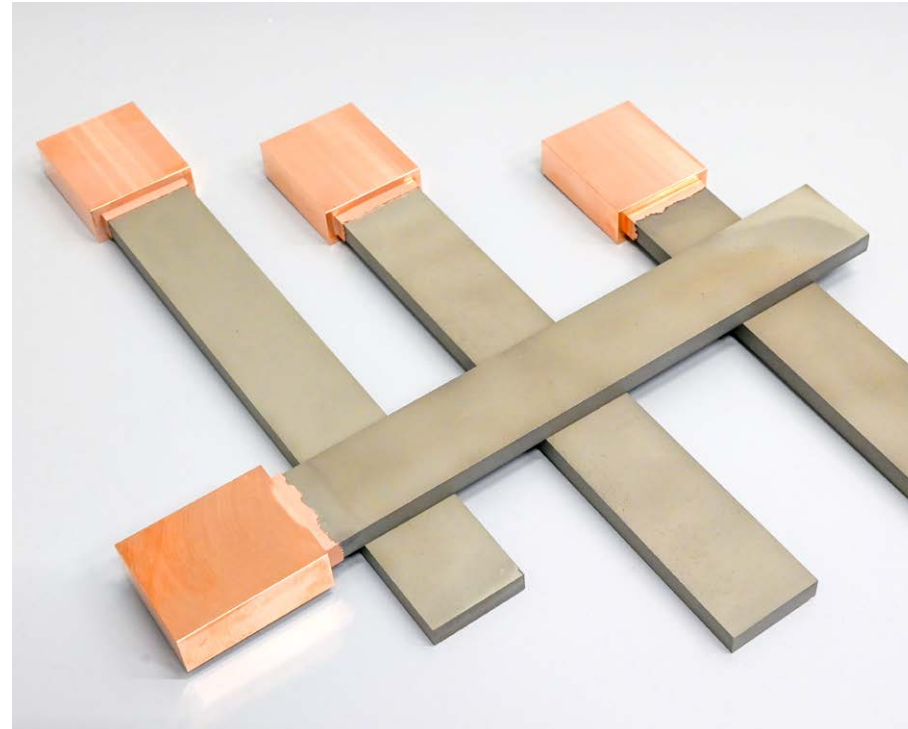
With the help of special materials from Plansee HPM, the German aluminum manufacturer TRIMET strives for a carbon-neutral production of aluminum.

Plansee HPM is at the forefront of helping the German aluminum manufacturer TRIMET achieve carbon-neutral aluminum production. The process is energy-intensive and globally generates around 270 million tons of CO₂ annually. In collaboration with scientific and industrial partners, TRIMET is addressing this by working on an innovative process to replace carbon electrodes with inert anodes in the electrolytic smelting process. Launched in 2022, the project is supported by the Ministry of Economic Affairs, Innovation, Digitalization, and Energy of North Rhine-Westphalia.

Breakthrough in Aluminum Production

To achieve TRIMET's goal, Plansee HPM is adapting advanced materials to optimize their properties and develop techniques for applying them to electrical connections. The use of specific materials prevents CO₂ emissions, releasing oxygen instead and therefore saving about 1.5 tons of CO₂ equivalent per ton of aluminum produced.

"As an innovation partner, it is our aim to guarantee the supply of optimized cathodes to create electrolytic cells and thus make a significant contribution towards reducing the CO₂ footprint of future aluminum production," according to Dr. Peter Polcik, Product Development Manager at Plansee Composite Materials.



INSIGHTS

Engineering the Future with Tungsten Parts

Temperatures of up to several million degrees Celsius are prevalent in future fusion reactors. Tungsten parts from Plansee HPM will help to produce carbon-neutral energy in these power plants.

Fusion energy is one of the options for meeting global energy needs and addressing the challenges of climate change. One of the main concepts designed to achieve this goal is magnetic confinement. Various fusion power companies are working on high-temperature superconducting magnets to build smaller and more cost-effective tokamak fusion systems that can deliver carbon-free electricity. The world's first grid-scale fusion power plants, planned to be online in the early 2030s, will generate several hundred megawatts of electricity each.

Plasma Reaching Temperatures over 100 Million Degrees Celsius

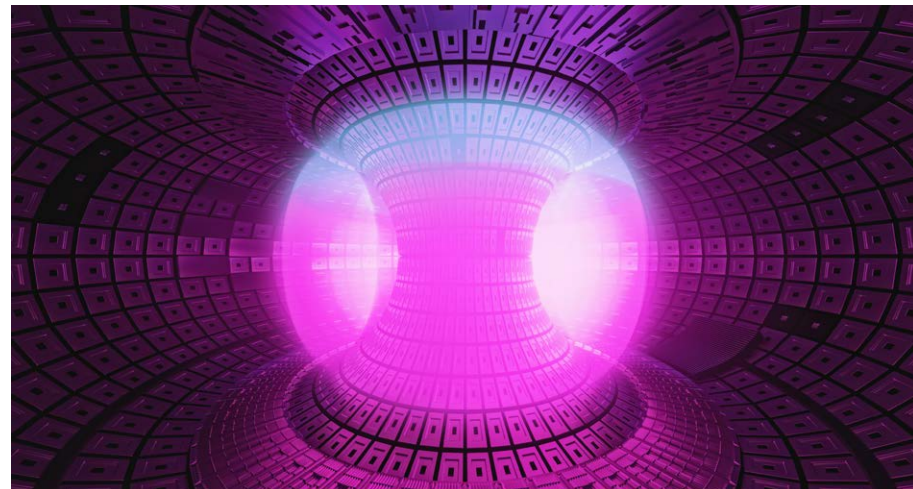
A tokamak fusion system harnesses nuclear fusion energy using powerful magnetic fields to confine hot plasma of tritium and deuterium in a torus-shaped vessel with superconducting magnets. The energy from fusion reactions is absorbed by the walls and used to produce steam, which is redirected to drive turbines and thus generate electricity.

Tungsten Parts Stand the Heat

Tungsten and tungsten heavy metal play a crucial role in fusion systems due to their unique properties. They have one of the highest melting points of any metal and a low sputtering yield, which, together with their excellent thermal conductivity and high resistance to radiation damage, helps maintain the integrity of the reactor's walls and components.

"We are proud to contribute to such innovative systems. This milestone is a significant step towards combating climate change and improving global energy access."

Maik Steudten, Business Segment Manager Integrated Systems at Plansee HPM.



CERATIZIT: A Passion for Cemented Carbide

CERATIZIT sets new technological standards and develops innovative tools and coatings alongside unique carbide products.

CERATIZIT continuously invests in key research, process technology, product development and application technology. As a technological frontrunner in the carbide industry, it has over 1000 patents worldwide, while its more than 200 R&D employees cooperate with universities and leading research institutes throughout Europe.

Long & Sustainable Tool Life

Almost all CERATIZIT innovations aim to increase productivity in machining processes for metals and non-metals alike, e.g. by making cutting tools and wear parts more durable, efficient and longer-lasting. These improvements reduce the consumption of tools (compared to other carbides, but also to other cutting materials like high-speed steels), energy (in high-speed operations) and other consumables (like lubricants). Examples include tools with a wear warning, precisely lubricated inserts, solid carbide tools for machining carbon fiber-reinforced plastics and precision tools for machining artificial hip joints.



INSIGHTS

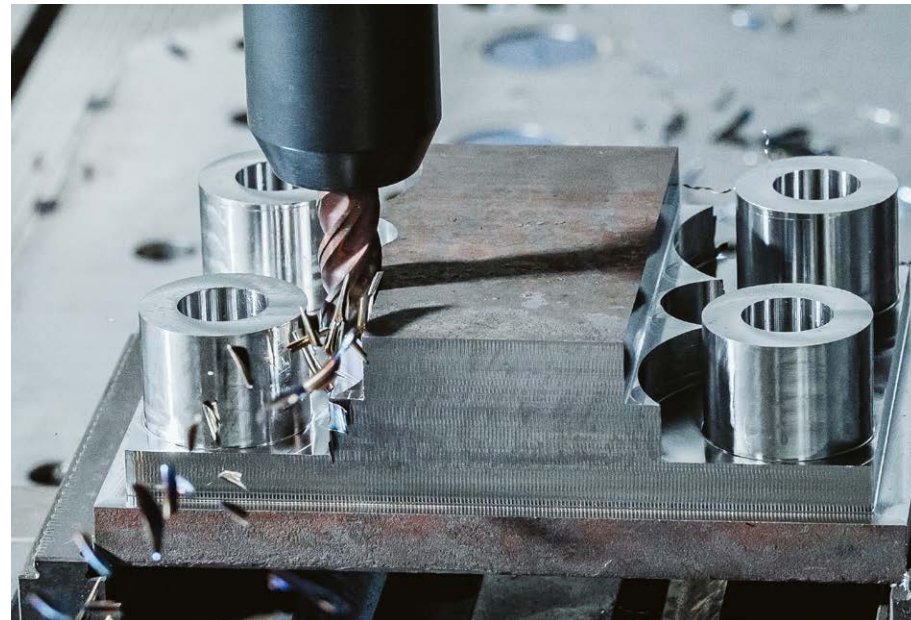
Reprocessed Material for High Performance Tools

CERATIZIT's upGRADE powder has the highest material circularity in its category and consists of reprocessed material. Since its launch in 2023, upGRADE was awarded with several awards, including the Best of Industry Award.

The two carbide grades in the upGRADE portfolio are made with at least 50-99% reprocessed material and 100% renewable energy. This approach closes the material loop and significantly reduces the CO₂ footprint, thereby lowering the PCF and ensuring the lowest emissions in its class.

New Products

In 2024, CERATIZIT unveiled the new universal S-Cut line, a relaunch of an existing product series, offering up to 30% higher performance than other universal tools. Made from rods with upGRADE (CT-GS20Y), they feature improved geometry and coating technology, increased tool life and improved efficiency. In September 2025, CERATIZIT plans to launch a new aluminum milling cutter with internal cooling, for the aerospace industry, and a universal drill – both made with upGRADE.



INSIGHTS

Pioneering Sustainable Hard Material Coatings

Since 2000, CERATIZIT and Montanuniversität Leoben have been at the forefront of research in hard material coatings, investing time and resources to address pressing challenges in the field while promoting sustainability.

This collaborative effort is driven by the goal of preparing for the future and ensuring that both partners benefit from advancements in research. By focusing on sustainability, CERATIZIT and Montanuniversität Leoben are not only enhancing the performance of hard material coatings but also contributing to a more sustainable and environmentally friendly industry.

Dr. Nina Schalk, head of the CERATIZIT partner laboratory at the Montanuniversität, won the 2023 Christian Doppler Research Association Prize for Research and Innovation.



Christoph Czettl, R&D Manager at CERATIZIT.

"This collaboration is crucial for developing high-performance hard coatings on our cutting tools, setting us apart from the competition. Coatings extend tool life and enhance sustainability by reducing material consumption. The innovation lies in adjusting material properties – a challenge for measurement technology, at which Montanuniversität excels."

The latest research focuses on several key questions: exploring the use of less pure raw materials as alternatives to highly pure ones without compromising performance; significantly reducing energy consumption in physical and chemical vapor deposition (PVD and CVD) processes; developing strategies to reduce or substitute critical and conflict-prone raw materials; assessing the potential of artificial intelligence (AI) to accelerate new material development and functionalizing hard material coatings with adaptive properties, such as self-healing and self-adaptive thermal conductivity.

INSIGHTS

Award Winning Innovations

In 2024, CERATIZIT received three awards for its commitment to sustainability. Additive manufacturing, in particular the 3D printing of metals, has become a cornerstone of industrial production. Alongside this, advancements in solid carbide tools are driving innovation and efficiency, enabling novel designs and processes.



Breakthrough in the 3D Printing of Cemented Carbide
Since 2019, the Plansee Group has been at the forefront of 3D printing, developing a unique binder and sinter-based process for cemented carbides using Fused Filament Fabrication (FFF). The FFF process saves substantial raw materials by achieving near net shape and internal hollow structures, leading to a CO₂ reduction of over 95%. This innovation has earned CERATIZIT the **Sustainability award at Formnext**.

Sustainable Cutting Tools

The **Best of Industry Award**, presented by Vogel Communications Group, celebrates the most innovative projects and products. CERATIZIT's VHM milling cutters S-Cut UNI and S-Cut UNImax exemplify this innovation – made from CERATIZIT's upGRADE grade CT-GS20Y.

At the **AMB 2024** in Stuttgart, CERATIZIT's commitment to sustainability was further recognized with the **Sustainability category award** for the S-Cut UNImax. The jury praised the milling cutters for their performance and more sustainable design.



CERATIZIT Earns Hilti Supplier Award

CERATIZIT (Hard Material Solutions S. à r. l.) has been honored with the **Hilti Sustainability Excellence Award 2023**. The award is part of Hilti's **Supplier Recognition Model (SRM)**, an initiative to promote the long-term and sustainable development of suppliers.

As key contributors to Scope 3 upstream emissions in the value chain, suppliers play a pivotal role in a company's sustainability efforts. Hilti has recognized the importance of suppliers in achieving its own sustainability goals. In 2022, they began monitoring suppliers' performance and awarding top performing suppliers in four categories, one of them being "sustainability excellence."

Long-lasting partnership

The partnership between Hilti and CERATIZIT dates back to 1985. From the beginning, it included close exchange at all levels, be it in research and development, in sales or at board level. During this time, both companies have been united, above all, by our high standards of quality. Now they added a central component of both Hilti's and CERATIZIT's strategy: sustainability.

"Hilti has often been a role model for us. We are therefore happy to be able to share our experience with them on the subject of sustainability."

Frank Thomé, Board Member of CERATIZIT.

Winning the Supplier Award proves that CERATIZIT is on the right track with their ambitious sustainability strategy and strengthens the decade-long partnership with Hilti.

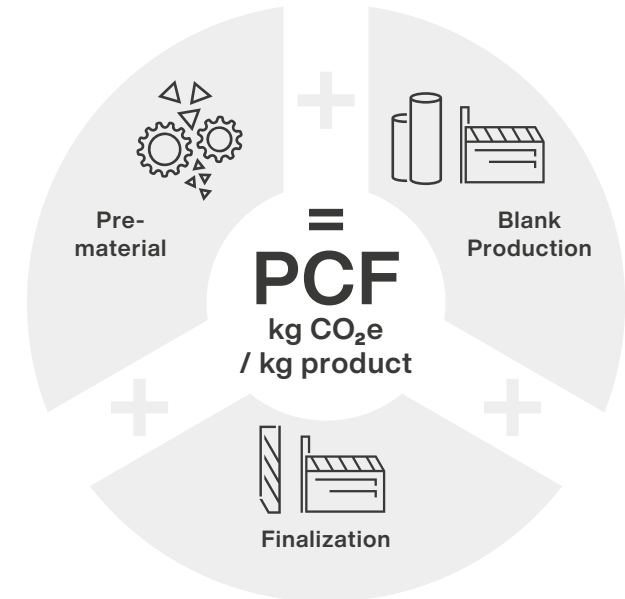
Product Carbon Footprint

The Product Carbon Footprint (PCF) indicates the amount of greenhouse gases emitted to produce one kilogram of a particular product. CERATIZIT aims to set an industry standard with its calculation approach for precision tools.

The calculation includes emissions from the raw material extraction, from production of the semi-finished products/ blanks and from finished products and the transport of the raw materials and intermediate products up to the point where the product leaves the company (cradle-to-gate approach).

A Future-Oriented Standard for the Industry

CERATIZIT was the first carbide company to present a model for calculating and classifying the PCF of its products. The company used its knowledge on the calculation and joined a working group of the vdma, the German Engineering Federation. The vdma working group included



leading companies from the carbide industry who all worked together on standard sheet 35111, which provides a standardized method for calculating the PCF for precision tools. The calculation is based on CERATIZIT's initial version.

Plansee HPM uses the same calculation and offers PCF data to selected customers by request. All calculations are in-line with ISO standards and critically reviewed by a third party to ensure the validity of the calculation.

5. Production

A wide-angle photograph of a modern industrial production facility. The scene is dominated by a large, open-plan space with a high ceiling. The ceiling is supported by a complex network of wooden beams and metal trusses, with various pipes, conduits, and lighting fixtures suspended from it. The floor is a smooth, light-colored concrete, marked with bright yellow safety lines that delineate work areas and aisles. In the foreground and middle ground, several large industrial machines, likely CNC lathes or mills, are visible. These machines are primarily white and blue, with some featuring control panels and safety enclosures. To the left, there are several blue metal carts or trolleys, some of which are loaded with materials. In the background, the factory extends further, showing more machinery and structural elements. The lighting is bright and even, highlighting the clean and organized nature of the production environment. The overall impression is one of a highly automated and efficient manufacturing process.

A photograph of three people standing in an industrial facility. On the left is a woman with dark hair and glasses wearing a purple top. In the center is a woman with long brown hair and glasses wearing a green top. On the right is a man with short grey hair and glasses wearing a blue shirt and a grey blazer. They are all smiling. The background shows industrial machinery, pipes, and a yellow safety barrier.

At GTP in Towanda, we are committed to improve our energy efficiency and decarbonize our processes by utilizing low-emission inputs and processing a high share of secondary materials in powder production.

Jeanne Reno, QHSE Manager, Tori Bristol, Decarbonization Project Lead & HSE Engineer, and Jonathan Schaefer, Managing Director GTP Powders, at GTP in Towanda

KEY MESSAGES

Greenhouse Gas Reduction Roadmap

To reduce its greenhouse gas emissions, the Plansee Group has established a detailed roadmap with near-term, long-term and voluntary targets for the Plansee HPM and CERATIZIT business areas. In addition, the Plansee Group voluntarily participates in long-term compensation projects that are monitored by internationally recognized certification bodies.

Operational Measures

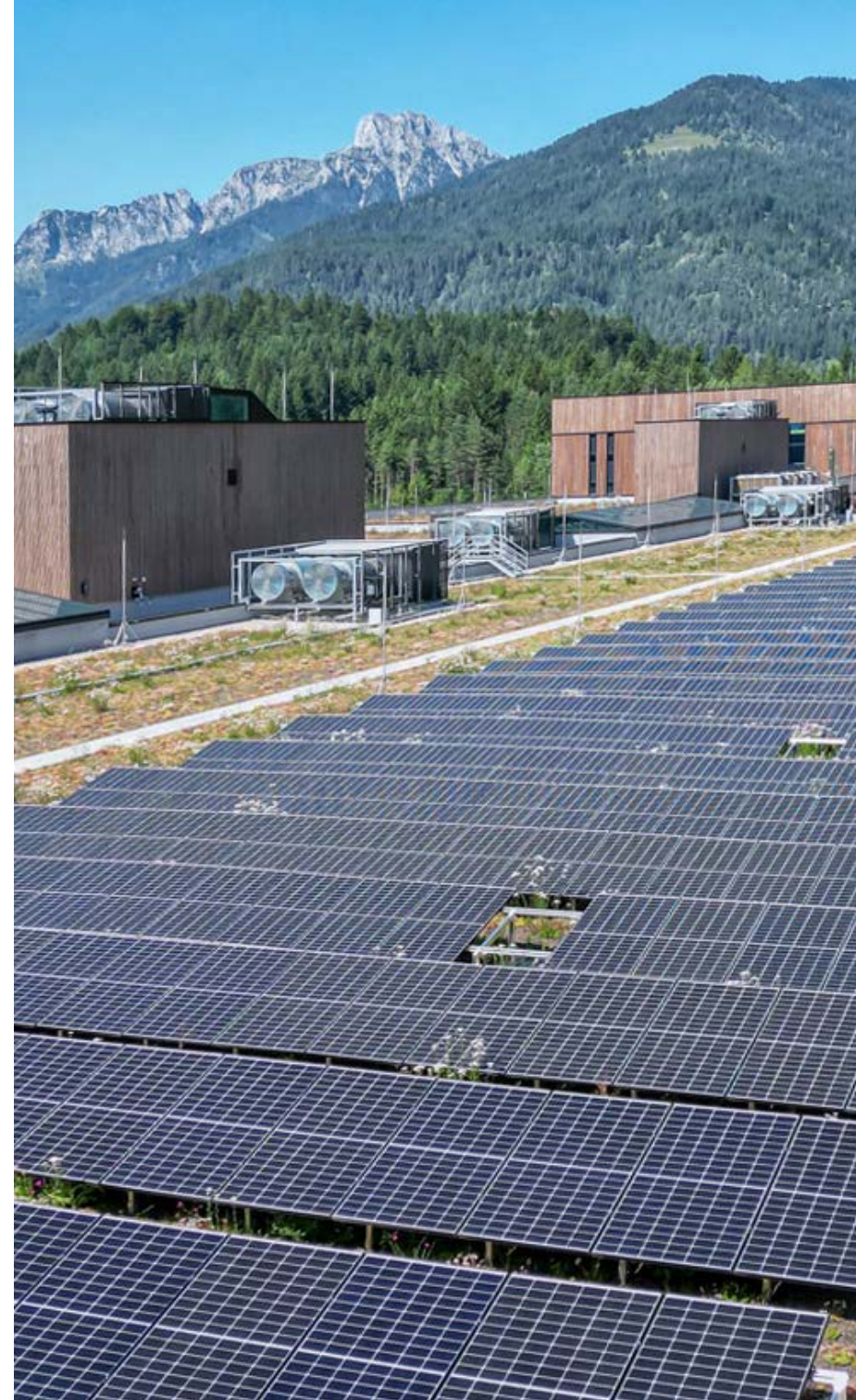
To meet greenhouse gas reduction targets, the Plansee Group is implementing various measures within its own operations and through collaboration with suppliers and business partners.

QHSE Commitment

The Plansee Group leverages synergies within its global QHSE organization to enhance occupational health, conserve natural resources, reduce waste and minimize emissions. This integrated approach ensures continuous improvement and compliance across all operating sites, fostering a safer and more sustainable working environment.

Greenhouse Gas Reduction

The Plansee Group has established a comprehensive roadmap to reduce greenhouse gas emissions. It has implemented a range of measures aimed at achieving both Plansee HPM's and CERATIZIT's respective near- and long-term targets.





Corporate Carbon Footprint

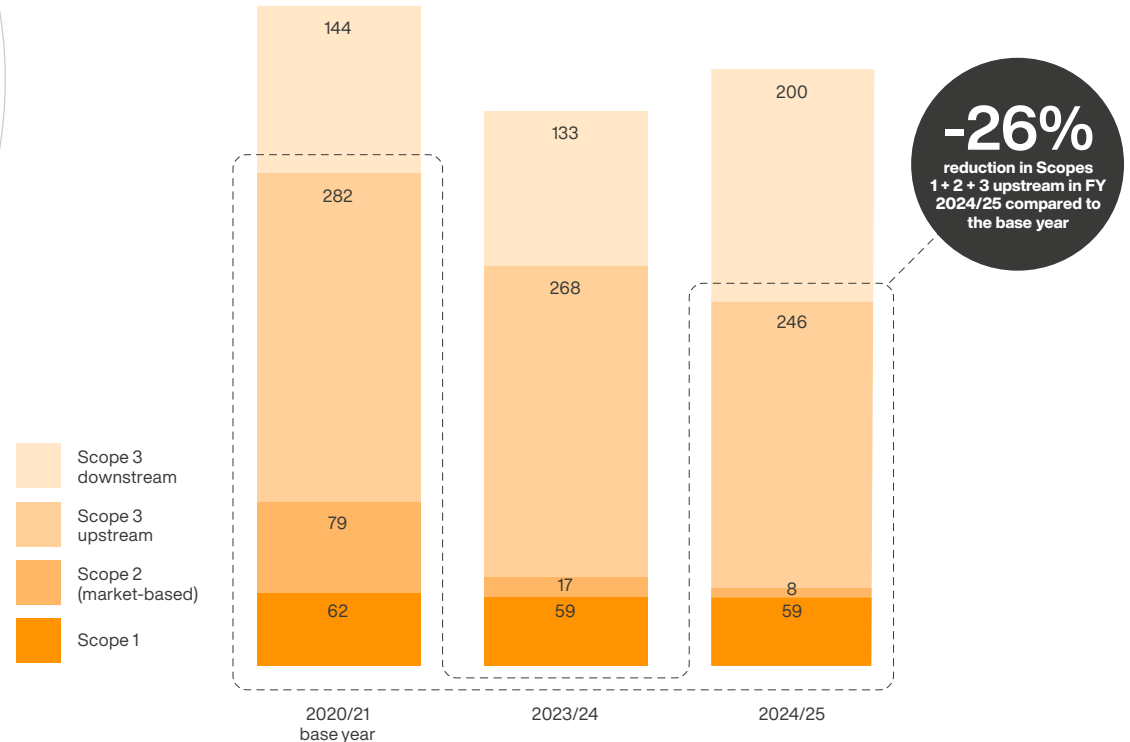
Based on data from all production sites, the Plansee Group's Corporate Carbon Footprint is calculated in line with GHG protocol standards since the base year 2020/21.

In its calculation the Plansee Group categorizes its emissions as follows:

- **Scope 1:** Direct GHG Emissions from owned or controlled sources.
- **Scope 2:** Indirect GHG Emissions from the generation of purchased energy.
- **Scope 3 upstream:** Other indirect GHG emissions (not included in scope 2) that occur in the upstream value chain (e.g. production of raw material or products).
- **Scope 3 downstream:** Other indirect GHG emissions that occur in the downstream value chain (e.g. use and disposal of products).

Reduced Greenhouse Gas Emissions

Greenhouse gas emissions from Scope 1, 2 and 3 upstream at the group level decreased by 26 percent in FY 2024/25 compared to the base year. The Plansee Group has reduced its greenhouse gas emissions primarily by purchasing electricity from renewable sources.



Corporate Carbon Footprint of the Plansee Group

(values rounded and in 1,000 metric tons CO₂e). All values are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. Find all key figures for the Plansee Group, Plansee HPM, and CERATZIT in the Overview of Key Figures.

As part of the SBTi validation process, the calculation of the corporate carbon footprint, specifically Scope 3, has been expanded compared to last year's report additionally including Scope 3 downstream. Calculating the Scope 3 downstream requires a certain level of diligence due to the product complexity within the Plansee Group. As a result, these figures are subject to some variability and are being continuously refined.

Reduction Roadmap

The business areas of the Plansee Group, Plansee HPM and CERATIZIT, have each committed to individual greenhouse gas reduction targets.

Both Plansee HPM and CERATIZIT have submitted science-based targets for validation, aiming to significantly reduce greenhouse gas emissions across their operations and value chains. The SBTi has officially approved CERATIZIT's near- and long-term science-based emissions reduction targets in June 2025.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Near-term, Long-term and Voluntary Targets

Plansee HPM has submitted the following near-term targets (NTT) to SBTi for validation:

- Plansee HPM commits to reduce absolute scope 1 and 2 GHG emissions by 75% by FY 2030 from a FY2020 base year. (NTT)
- Plansee HPM commits to reduce absolute scope 3 upstream GHG emissions by 25% by FY 2030 from a FY 2020 base year. (NTT)

Plansee HPM has set a voluntary target to reduce absolute scope 1, 2 and 3 GHG emissions by 90% by FY2050 from a FY2020 base year.

CERATIZIT has received validation for its near- and long-term science-based targets (NTT, LTT) from SBTi:

- CERATIZIT commits to reduce absolute scope 1, 2 and scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting and investments by 54% by FY2030 from a FY2020 base year. (NTT)
- CERATIZIT commits to reduce absolute scope 1, 2 and 3 GHG emissions by 90% by FY 2040 from a FY2020 base year. (LTT)

CERATIZIT has set a voluntary target to reduce absolute scope 1, 2 and 3 upstream (without company paid transportation of products to customers) GHG emissions by 35% by FY 2025 from a FY 2020 base year.

The **Plansee Group** targets are an aggregation of the goals of the business areas Plansee HPM and CERATIZIT.

Beyond Value Chain Mitigation Measures

In addition to these reduction efforts, the Plansee Group implemented “beyond value chain mitigation” measures by compensating remaining Scope 1 and 2 emissions through certified projects in the US and India, since March 2025. These combined efforts reflect the Group's strategic approach to climate responsibility and sustainable industrial practices.

Implementing Measures

The main factors impacting the Plansee Group's Corporate Carbon Footprint are the combustion of natural gas, the generation of hydrogen, the consumption of electricity, the utilization of chemicals, the procurement of raw materials and employee commuting.

Electrification and Fuel Switching

- Electrification of furnaces
- Hydrogen production with electrolysis
- Electrification of steam generation

Use of Renewable Energy

- Purchase of electricity from renewable sources
- Installation of solar photovoltaic systems

Substitution or Modification of Supplies

- Sourcing of materials with a lower footprint

Energy Efficiency and Consumption Reduction

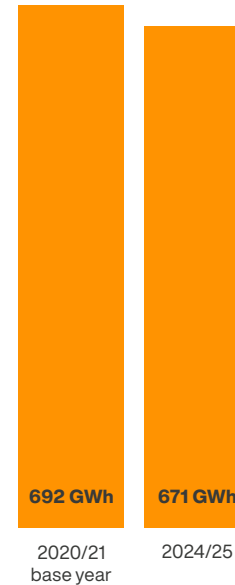
- Heat recovery from high temperature processes
- Steam demand reduction technologies

Employee Engagement and Others

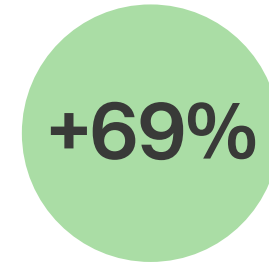
- Promotion of carbon-reduced employee commuting
- Energy and materials efficiency projects
- Plant consolidation projects
- Investments in low-energy buildings

Use of Renewable Energy

The Plansee Group has reduced its total gas and electricity consumption while increasing the percentage of renewable energy. These charts compare the current fiscal year with the base year and highlight the reduced dependence on fossil fuels.



**Total consumption
of gas
and electricity**



**Percentage of
energy from
renewable sources**

A Significant Lever: GTP in Towanda

In alignment with CERATIZIT's targets, the subsidiary Global Tungsten & Powders (GTP) in Towanda is addressing its decarbonization potential by processing a high proportion of secondary raw materials, retrofitting energy infrastructure and prioritizing low-carbon supplies.

INSIGHTS

GTP is a leading Western supplier of high-quality tungsten and tungsten carbide powders. In its Towanda operations, comparably high amounts of energy, primarily from natural gas and chemicals are needed to produce tungsten powders and other pre-materials for Plansee HPM and CERATIZIT as well as other customers. Consequently, GTP is a main contributor to greenhouse gas emissions of the Plansee Group. As the starting point of the tungsten supply chain, GTP plays a crucial role in emission reduction and benefits all subsequent sites.

Focus on recycling

Circular economy principles are deeply embedded in GTP's business model: The site in Towanda serves as the chemical recycling site for tungsten within the Plansee Group and significantly contributes to the Tungsten Recycling Rate. This helps to maintain a low carbon footprint for products made with GTP materials. The proportion of tungsten ore concentrate used in powder production has sharply decreased in recent years – a level which is intended to be maintained.

The site has initiated a project to evaluate its greenhouse gas reduction potential across the entire value chain. This investigation has identified the primary contributors and developed various courses of action, with a focus on renewable energy. Additionally, GTP is committed to enhancing process efficiency, minimizing chemical usage, consolidating buildings and retrofitting infrastructure. Many of these measures are already underway.

Further Greenhouse Gas Reduction Projects

The Plansee Group is actively pursuing various projects worldwide for decarbonization. This section presents an excerpt of projects, which, for example, promote electrification or encourage employee engagement.

INSIGHTS

Electrolyzer: Going forward, the hydrogen used at Plansee HPM and CERATIZIT in Reutte, Austria, will be produced by electrolysis from renewably sourced electricity. As of the editorial deadline in summer 2025, the system was in the test phase. The new hydrogen electrolyzer is built, owned and operated by Linde.

Heat pump: Plansee HPM invested in a heat pump at the Reutte site (in operation since 2024), which draws waste heat from production and feeds it into the company's district heating network. The heat can then be distributed via hot water to production halls, buildings and offices. The hot water is generated by a trio of boilers, which are now supported by a heat pump system. In essence, the heat pump generates 4.6 GWh of thermal energy and thus accounts for 18% of the site's total thermal energy demand. It was funded by the environmental funding program of the Bundesministerium für Klimaschutz, Umwelt, Energie, Mobilität, Innovation und Technologie (BMK), Austria.

Employee commuting: For the second consecutive year, the Plansee Group conducted a global employee commuting survey for Plansee HPM, CERATIZIT and Plansee Group Functions to maintain the accuracy of its Scope 3 greenhouse gas emissions calculations. The survey helps to calculate emissions related to employee mobility, a significant component of indirect emissions. This year saw an increase in participation.

Certified Compensation Projects

The Plansee Group has decided to implement "beyond value chain mitigation" measures: Unavoidable greenhouse gas emissions of Plansee HPM and CERATIZIT have been voluntarily compensated for through certified projects in the USA and India since March 1, 2025.

Greenhouse gas emissions from the company's own business operations (Scope 1 and 2) that cannot currently be avoided are estimated at 78 kilotons of CO₂e for the current FY 2025/26.

Forest Conservation & Solar Power

As a global manufacturing company, the Plansee Group is working to carry out compensation projects close to its larger project sites.

These include a forest conservation project in Pennsylvania, USA – in direct proximity to the Group's largest US production site in Towanda. The second project is located near the Mysore and Bangalore production sites in India, where the production of solar power is being supported. In Europe, the Plansee Group is currently still in the selection phase for suitable compensation projects. The US and India projects are planned for the long-term and are being monitored by internationally recognized certification bodies (ACR and Verra) based on the highest standards available at present (ICVCM), in addition to conducting internal audits.



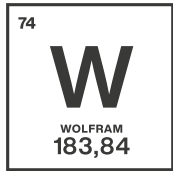


Driving Circular Economy

The Plansee Group is dedicated to optimizing the recovery and consumption of all its materials, particularly molybdenum and tungsten.

The Plansee Group's innovative processes allow it to repurpose end-of-life products and recycle by-products and scrap, thus minimizing waste, and maximizing resource efficiency.

The end-of-life treatment of molybdenum and tungsten depends on their chemical state: Metallic molybdenum and tungsten are valuable to industries that use them as alloying additions. Carbide-based tungsten composites and alloys are suitable for recycling processes that recover tungsten and other elements, such as cobalt.



Tungsten

By sourcing tungsten-based scrap and end-of-life products, the Plansee Group has significantly reduced its dependence on ore concentrates. The same applies to cobalt, which is obtained as a by-product during the recycling of cemented carbide scrap.

Recycling & Reuse Routes

From a technical standpoint, tungsten can be reused almost indefinitely for tungsten products if kept in the loop. The Plansee Group employs various recycling and reuse routes based on scrap composition and purity.

Zinc recycling: Sorted carbide scrap is thermally treated with metallic zinc to obtain a tungsten carbide/binder powdery mixture, which is directly utilized in the production of ready-to-press carbide powder. GTP in Jyväskylä, Finland, and CERATIZIT Austria operate such recycling facilities.

Chemical recycling: Impure hard and soft carbide scrap is chemically converted into high-purity tungsten-based powders. The chemical purification process for scrap is the same as for ore concentrate. GTP in Towanda, USA, operates the group's chemical recycling facility.

Preparation for reuse: Pure metallic tungsten left over from production is utilized by the steel industry as an alloying element.

Circular Business Models

The Plansee Group has established business models for procuring and recycling scrap containing tungsten. CERATIZIT collects used and broken tools through Stadler Metalle GmbH, Europe's largest collector of tungsten-based secondary raw materials. Efforts to expand end-of-life product collection continue, while all production-based tungsten losses are recycled.



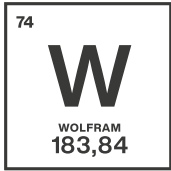
Regrinding and Refurbishing

CERATIZIT has established capabilities and a network for reworking cutting tools and select wear parts. It is able to ensure identical performance to the originals by de-coating, regrinding and re-coating drills, mills and other tools. Material consumption is reduced to coating materials with thicknesses in the order of microns, eliminating the need for new carbide base material.

Plansee HPM is also developing business models to take back tungsten products from customers in the future and refurbish them so that they can be utilized again in the customer's production.

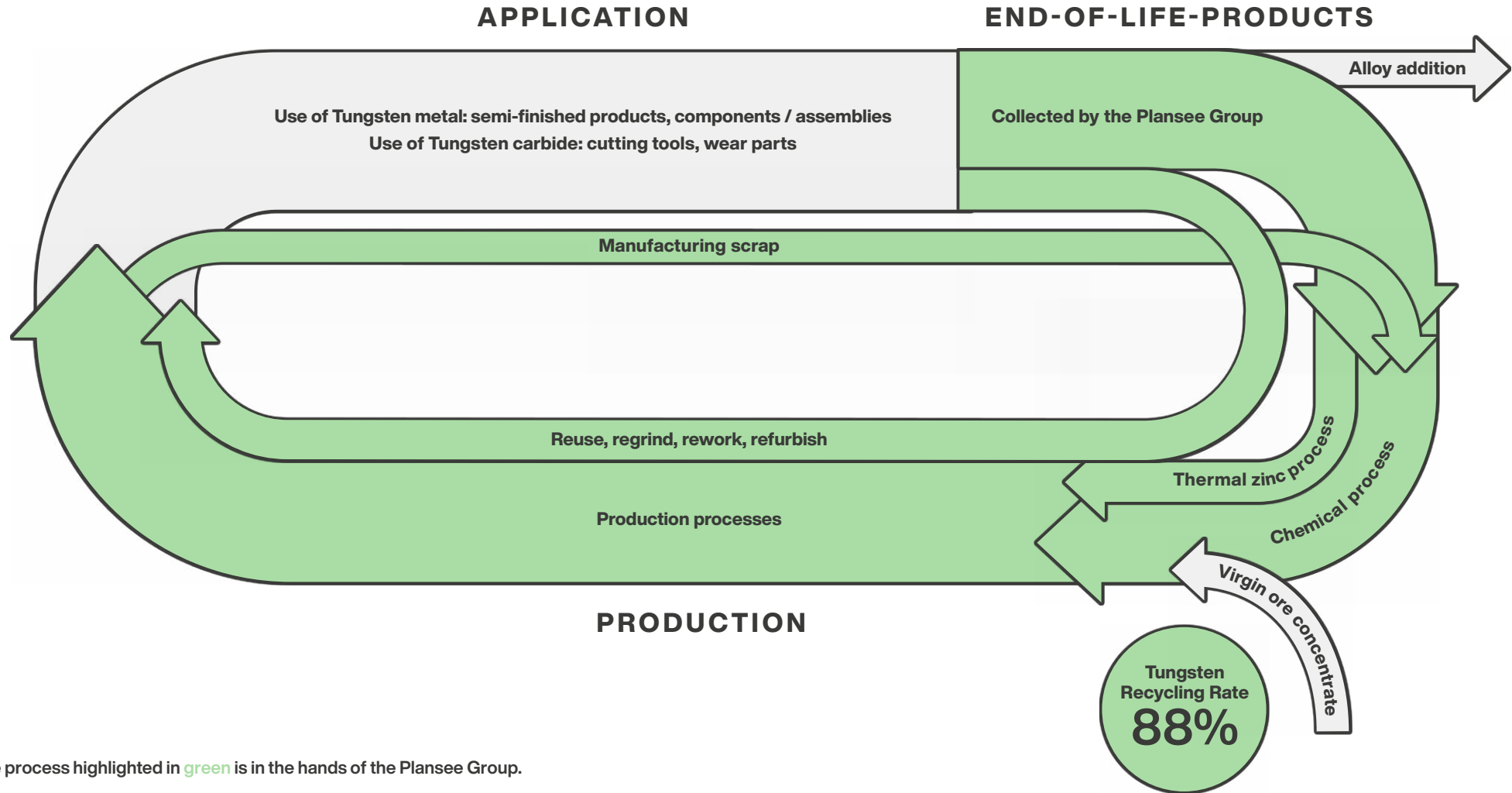
Cobalt

Due to its unique properties, cobalt is an essential element for many industries, including cemented carbide manufacturing, where it acts as a binder in tungsten carbide composites. The Plansee Group uses almost exclusively recycled cobalt. The cobalt that is obtained as a byproduct of the chemical recycling of cemented carbide scrap at GTP in Towanda is recovered and refined by partners, supplying the Plansee Group with cobalt metal powder. In the zinc recycling process at GTP Finland and CERATIZIT Austria, cobalt remains in the recycle and can be reused directly.

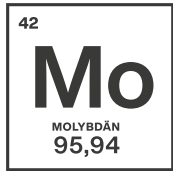


Tungsten

The Plansee Group's Tungsten Recycling Rate is 88%. It is calculated as the weight of all secondary tungsten units entering the production process per year divided by the weight of the total tungsten units entering the production process over the same period. This ensures that the tungsten recycling rate is independent from the output.



The entire process highlighted in green is in the hands of the Plansee Group.



Molybdenum

Molybdenum is primarily sourced as a byproduct of copper mining. Various initiatives ensure the recovery, rework, refurbishment, reuse, and recycling of molybdenum products within the Plansee Group.

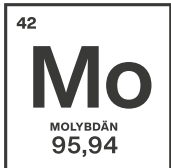
The raw material for many products and components manufactured by Plansee HPM is pure molybdenum trioxide. The shareholding of the Plansee Group in the Chilean company Molibdenos y Metales (Molymet) secures Plansee HPM's molybdenum supply. Based on the sustainable process technology of Molymet, can offer molybdenum trioxide exhibiting the lowest CO₂ footprint among their competitors. It's sourcing molybdenum mainly from byproduct mines (typically used to extract copper). This generates a much smaller carbon footprint compared to primary mines, since the carbon units allocated to the mining operation itself are assigned to the primary metal.

Utilization Rate of over 99%

As an essential alloying addition for the steel industry, leftovers and by-products from molybdenum production are collected by Plansee HPM. By preparing customers' molybdenum-containing products for reuse, the Plansee Group can efficiently utilize the resource molybdenum. After this second use, most of the molybdenum remains within the steel industry's recycling loop.

Circular Business Models

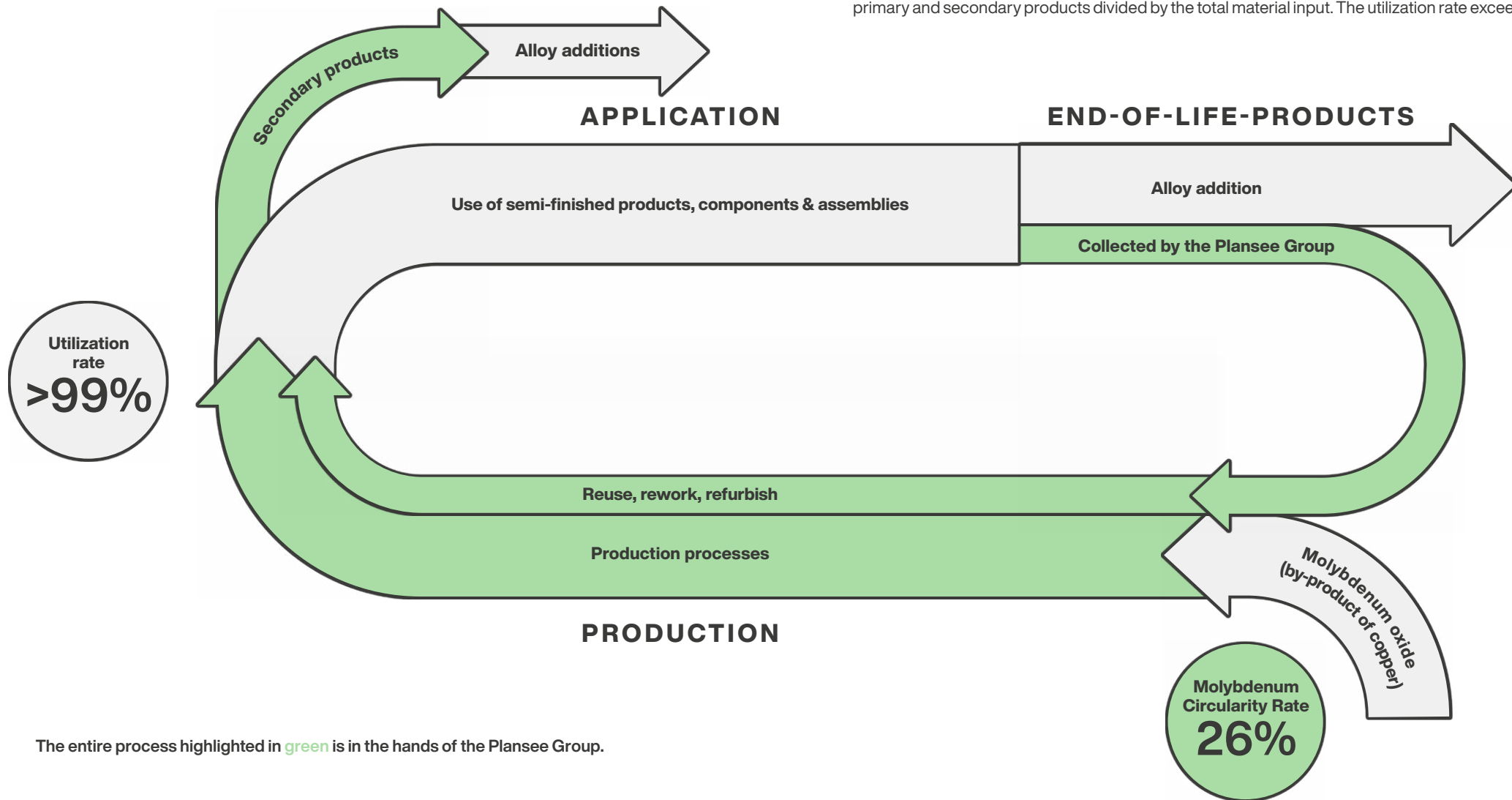
Plansee HPM has launched several projects and initiatives to recover as many molybdenum products as possible from its customers. This ensures that they are further utilized in line with the circular economy approach either by reusing, reworking or refurbishing them. This applies, for example, to sputtering targets, where only a minor part of the material is used during the coating processes. Gradually, more and more products can be taken back, like components for glass production or medical technology. These components are reprocessed and reused.



Molybdenum

The Molybdenum Circularity Rate for Plansee HPM is 26%. It is calculated annually as the weight of molybdenum in all molybdenum-based products, which are collected after the end of their life, regardless of origin and including products from third parties, then divided by the total weight of all molybdenum-based primary products shipped during the fiscal year.

The overall utilization rate of molybdenum is calculated as follows: It is determined by the sum of all primary and secondary products divided by the total material input. The utilization rate exceeds 99%.



The entire process highlighted in green is in the hands of the Plansee Group.

QHSE: Committing to Sustainability

The Plansee Group has implemented QHSE policies that include the company's commitment to excellence in quality, health and safety of employees, visitors and contractors, protection of the environment and prevention of pollution.

They are binding for all operating sites worldwide that are under the management of Plansee HPM or CERATIZIT.

Integrated Management System

The Plansee Group employs an Integrated Management System (IMS) to comply with essential QHSE standards. This system facilitates surveillance and re-certification audits, certification of new sites and customer audits. It addresses customer requirements such as product quality, on-time delivery, development partnerships, sustainability, life-cycle

management, logistics and business continuity. It also meets internal strategic and operational objectives, legal requirements at local, regional and global levels, as well as export control laws. Additionally, the IMS ensures compliance with system certifications like ISO 9001, AS 9100, ISO 14001, ISO 45001, ISO 50001, ISO 27001, ASME and other industry-specific standards.

Excellence in quality

Quality management is an integral part of customer collaboration. Tailored to individual sites, it ensures high quality

across the entire Plansee Group, so that the products meet customer requirements. The quality teams are involved in product development at an early stage and support the entire new product introduction process.

The GTP site in Towanda, USA and the Plansee HPM site in Reutte, Austria host EN ISO/IEC 17025-accredited laboratories, which conduct various services supporting quality assurance in the production, raw material approval, industrial hygiene campaigns and environmental emission analysis, as well as R&D and innovation projects across the Plansee Group.

QHSE Guidelines

To leverage synergies and reinforce compliance and commitment to QHSE at all relevant operating sites, the business areas of the Plansee Group established a common set of guidelines.

The QHSE organization has clearly defined responsibilities at all hierarchy levels. It comprises a global team and local responsibilities at each operating site, which work closely together through regular meetings. The organization is structured as follows to ensure that processes are implemented uniformly and consistently worldwide:

Executive Boards of Plansee HPM and CERATIZIT: Agree on a joint approach for the entire Plansee Group; bear overall responsibility for the QHSE policy and delegate the implementation to the Managing Directors of the operating sites.

Global QHSE Managers: Develop the "QHSE Framework" with the "QHSE Minimum Standards" and tools and roll them out; guide the local QHSE Site Managers and the operating sites during implementation.

Local QHSE Site Managers: Lead the local QHSE departments; implement the "QHSE Minimum Standards" and tools; report to the global QHSE Managers; exchange learnings from incidents and best practices.

"QHSE Framework" and "Minimum Standards"

To help all operating sites worldwide accelerate their sustainability efforts in line with customer needs and to sustainably improve their QHSE performance, ensure compliance, minimize risks and leverage synergies, Plansee HPM and CERATIZIT developed a global "QHSE Framework" in 2024. The QHSE policies formed the basis for this. Plansee HPM and CERATIZIT have defined 88 global "QHSE Minimum Standards," a functional guideline for global fundamental QHSE requirements. The standards define the concrete requirements that must be met at all relevant operating sites.

The "QHSE Minimum Standards" integrate company goals, legal and customer requirements, and the IMS with ISO 9001, 14001, and 45001 into one streamlined QHSE program covering policy, management review, organizational and operational management, as well as performance improvement.

Tools, Training and Implementation

The implementation of the "QHSE Minimum Standards" includes a toolbox for all sites with templates and IT solutions, as well as Global QHSE manager-led communication, training and coaching. Plansee HPM and CERATIZIT's internal audit program for quality management will expand to cover HSE topics.

All fundamental QHSE requirements have been defined and will be systematically rolled out worldwide beginning in 2025. To ensure that all locally relevant factors are considered, the managing directors of the operating sites are responsible for implementing a corresponding IMS at their sites.

Prioritizing Occupational Health and Safety

The Plansee Group prioritizes employee health and safety, as outlined in its Code of Conduct and QHSE policies.

Committed to occupational safety, it aims to reduce the total number of reportable incidents (TRIR), the most important key performance indicator for occupational accidents, to zero using the QHSE framework as a guideline. **In FY 2024/25, the TRIR amounted to 7.62.**

Prevention measures

At most operating sites, health and safety risk assessments are in place and joint management-worker health and safety committees have been introduced. Training in HSE topics is assigned on a decentralized basis. Employees receive regular training on topics, such as occupational health and safety. In addition, they are trained in environmental issues as needed, including waste reduction, energy management, handling of hazardous materials and response to spills. Visitors and contractors at operating sites receive safety briefings and their work is monitored.

HSE is a fixed item on the agenda at town hall and management meetings at all sites. Several sites also hold regular safety and

environmental events, such as Safety Day at the Plansee HPM site in Lechbruck, Germany and at the CERATIZIT site in Mamer, Luxembourg, Safety Week and Environment Day at the Plansee HPM site in Mysuru, India and Safety Month at the Plansee HPM site in Shanghai, China.

All operating sites have an emergency organization in line with local requirements. Fire and emergency drills are also conducted regularly. No relevant fires or emergencies in the past FY 2024/25 have been reported.

Incident Reporting

To investigate and respond to incidents as quickly as possible, the Plansee Group has established fixed procedures and a global reporting system for all HSE-related incidents. This system enables the group-wide tracking of severity, cause and risk mitigation – all the way up to management level to monitor compliance with incident procedures. The insights gained are shared between operating sites so that


appropriate preventive and corrective action can be taken not only locally – but also at comparable sites.

Between FY 2023/24 and FY 2024/25, the Plansee Group was able to reduce the number of accidents with lost work time (LTI) by 7%.



Lockout-tagout (LOTO) workshop

In 2025, Plansee Composite Materials in Lechbruck, Germany, held a lockout-tagout (LOTO) workshop. It is one of many measures in the global QHSE Framework of Plansee HPM and aimed to further improve occupational workplace safety. LOTO is a safety procedure to ensure machines are properly shut off until maintenance is complete and not unintentionally restarted, protecting employees from the release of energy or hazardous substances.



Natural Resources

The Plansee Group is committed to innovating its processes to reduce emissions associated with the production of tungsten und molybdenum products and to protect natural resources.

Emissions are constantly monitored to keep them within the applicable legal requirements. The production sites are in established industrial and commercial zones and no instances of material non-compliance have been reported for FY 2024/25.

Emissions into the air and water

To reduce emissions from their production processes, Plansee HPM and CERATIZIT have implemented various systems and facilities as well as programs to ensure legal compliance.

Additionally, it has installed state-of-the-art technologies like dust collectors, exhaust gas purifiers, wastewater treatment plants, and noise absorbers.

Each wastewater stream is specifically treated to recover molybdenum and tungsten contaminants, ensuring emissions meet legal water quality limits, and all water quality parameters are measured before discharge. Decentralized wastewater solutions target specific production steps, such as chemical surface treatment or the preparation of hard metal powder at the Plansee HPM site in Reutte, Austria. Centralized systems at GTP Towanda, USA, the Plansee HPM site in Mysuru, India and the CERATIZIT site in Mamer, Luxembourg handle wastewater stream collection, scaled treatment and purification from various processes. Superior capacities also allow liquids from spills or other water-related incidents to be collected and treated. Waste sludge is disposed of by licensed companies.



Preserving Water

By assessing water stress at global sites and implementing pollution prevention measures, the Plansee Group ensures responsible water use and protection of local water resources.

Using the World Resources Institute's Aqueduct Water Risk Atlas, a water stress assessment was carried out to check for water scarcity and water-related risks. This confirmed that processes with high water consumption take place in areas with low water stress. Plansee HPM and CERATIZIT do not negatively impact local communities' access to clean drinking water.

Storm water pollution prevention measures are implemented wherever necessary and stormwater discharges are kept pristine. Appropriate spill response equipment and installations are provided, such as spill kits. Relevant employees are trained in spill response measures.

Maintaining biodiversity

The Plansee Group is dedicated to minimizing its environmental impact while expanding its operations.

A biodiversity impact assessment was conducted and confirmed that the global operations of Plansee HPM and CERATIZIT do not operate within the boundary of official nature reserves, nor do they impact such areas in any way.

Reducing Waste

The Plansee Group's sites have waste reduction programs, separating various types of waste and continuously reviewing recycling opportunities.

Waste is disposed of according to laws, regulations and permit requirements, utilizing only qualified and certified companies.

INSIGHTS

Waste reduction

The Plansee HPM site in Shanghai, China, has implemented a waste reduction program and could **reduce its hazardous waste** by more than 25% over two years – e.g. by optimizing its cleaning and distillation processes and reducing scrap.

The Plansee HPM site in Reutte, Austria has an active waste management program and could, for example, **reduce the water jet sludge** while introducing a better drying process.





6. Procurement



Alongside renewable electricity, hydrogen from electrolysis, and responsibly sourced raw materials, we actively seek more sustainable sourcing options.

Sandra Horninger, Director of Global Procurement,
& Eric Rowe, Director of Global Raw Materials

KEY MESSAGES

Commitment to Responsible Procurement

The Plansee Group ensures that materials, goods and services are sourced from socially, ethically and ecologically sustainable suppliers. They adhere to strict procurement guidelines and long-term agreements based on mutual trust and focused on sustainability.

Supplier Management

The Plansee Group considers its employees its greatest asset and is committed to creating an environment that attracts, retains, and develops talent. The company continuously aims to be the employer of choice by bringing in innovative talent, providing resources for personal growth and fostering a sense of belonging through respectful leadership and meaningful work.

Conflict-Free Sourcing

The Plansee Group exercises due diligence in sourcing raw materials, particularly conflict minerals, ensuring compliance with international regulations and standards such as the OECD guidelines, EU regulations and the Dodd-Frank Act.

Responsible Sourcing

The Plansee Group is committed to sustainable and responsible procurement practices. Materials and other goods and services are purchased from socially, ethically and ecologically sustainable sources.



Procurement is centrally coordinated within the Plansee Group for CERATIZIT, Plansee HPM and Plansee Group Functions. The standards and guidelines for responsible procurement are outlined in the Supplier Code of Conduct as well as the respective Raw Material Supply Chain Policies. The purchase conditions also clearly and explicitly reference the Plansee Group's Code of Conduct.

Read more in the respective documents: 

Suppliers are systematically selected according to strict procurement guidelines. The Plansee Group commits to long-term supply and purchase agreements based on mutual trust and focus on sustainability. New suppliers are screened according to criteria such as quality, environment, health and safety, human rights, labor standards and anti-corruption. Employees involved in the procurement of raw materials and other goods receive regular training and continuing education, including ESG topics.

Strengthening Supplier Supervision

The Plansee Group audits suppliers to ensure the traceability of raw materials and other goods and undergoes regular audits itself by recognized certification bodies. The supplier audit questionnaire is based on ISO 9001/14001/45001/50001 standards and covers environmental and safety aspects. The scope also extends to ESG topics like human rights, anti-corruption, among others. A more comprehensive approach to ESG is in progress.

The Assent tool is part of the supplier management process to manage and track suppliers according to ESG criteria. Suppliers selected by a risk analysis receive questionnaires via Assent to evaluate their risks in terms of ESG considerations. Assent's ESG solution helps the company ensure ethical labor practices for workers in the value chain by identifying and mitigating risks related to labor rights, human rights as well as human trafficking and slavery. A process to follow-up with key suppliers, based on identified risks, has been set up to continuously improve compliance with various ESG aspects. Annual feedback rounds with suppliers on overall supplier performance are also conducted.

Raw Materials and Conflict Minerals

Due to legal requirements, the Plansee Group must take special care when sourcing the so-called conflict minerals tungsten, tantalum, tin and gold (3TG).

Some tungsten and tantalum mines – key raw materials used by the Plansee Group – are located in conflict-affected and high-risk areas (CAHRAs). Accordingly, the Plansee Group must ensure that the raw materials it purchases do not finance armed conflicts. Raw material suppliers must not only comply with strict quality guidelines, but must also fully respect human rights, labor and international trade laws without exception. Furthermore, they must prove that their raw materials come from conflict-free sources and meet strict environmental requirements.

The Plansee Group exercises due diligence in sourcing these materials. Only suppliers are selected that comply with rigorous procurement guidelines and implement the OECD guidelines "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" of the Organization for Economic Cooperation and Development (OECD), the EU Regulation (Regulation (EU) 2017/821) establishing supply chain due diligence obligations

as well as the Dodd Frank Act requiring companies to disclose their use of conflict minerals.

Conflict-Free Smelter

Compliance with this commitment is confirmed by the Responsible Minerals Initiative through regular audits as part of the RMI Downstream Assessment Program. In 2013, GTP, the Plansee Group's sole tungsten provider, was the first tungsten processor worldwide to be certified as a "Conflict-free Smelter". The audit committee of the Responsible Business Alliance (RBA) has confirmed that GTP in Towanda sources tungsten in compliance with the Responsible Minerals Assurance Process (RMAP). CERATIZIT has joined the RMI for responsible procurement.

The Plansee Group is preparing for upcoming global legal changes in sustainability and supply chains to ensure compliance at all sites.

Ongoing Measures and Plans

- Further ESG risk assessments of suppliers have been conducted in the Assent tool in the past fiscal year. The goal is to implement and keep track of the most critical suppliers.
- Further sustainability activities are promoted in Procurement, including reducing emissions with major suppliers.
- In the mid-term, the Plansee Group will assess the cradle-to-gate product carbon footprints from suppliers.

7. People

A photograph of two warehouse workers in blue shirts. The worker on the right is a man with a beard and glasses, smiling as he hands a white cylindrical object to a woman on the left. They are standing in front of a large industrial sorting machine with a control panel featuring a screen and a keypad. The machine has several blue bins and cardboard boxes on a conveyor belt. The background shows more of the warehouse structure.



”

Our values guide our actions everyday and shape the way we work together at the Plansee Group.

Birte Rittgerodt,
Head of Culture and Employer Branding

KEY MESSAGES

Commitment to Social Responsibility

Since its founding, the Plansee Group has prioritized social responsibility towards employees and their families, adapting its approach to meet evolving social challenges and emphasizing respect, equitable treatment and support in the workplace.

Employer of Choice

The Plansee Group considers its employees its greatest asset and is committed to creating an environment that attracts, retains, and develops talent. The company continuously strives to be an employer of choice in order to attract innovative and talented individuals and provide all employees with the resources they need to grow, thereby ensuring the long-term success of the company.

Fostering Talent

The Plansee Group is dedicated to developing its workforce, aiming to fill 8 out of 10 middle and senior management positions internally. Through targeted training, performance management and development programs, the company ensures its competitiveness and supports employees in achieving their professional goals.

Fostering Talent for the Future

Being an attractive and reliable employer isn't just a main goal for the Plansee Group – it's also a responsibility. Engaged employees are key to the company's success.

Since the company was founded, social responsibility towards employees and their families has been at the heart of the Plansee Group's daily activities. The Plansee Group is convinced that respect, equitable treatment, support and the right of every individual to constructive input at the workplace are key factors to success.

Employer of Choice

The Plansee Group's strategic objective is to be an "Employer of Choice" in order to attract innovative and talented individuals while equipping employees with the necessary resources for personal and collective development. This approach is structured around five foundational pillars:

- **Leadership:** respectful, fair, and supportive leadership
- **Work Contents & Opportunities:** meaningful work and opportunities for personal growth
- **Work Environment:** a professional and collaborative atmosphere
- **Sense of Belonging:** strong identification with the company
- **Compensation & Benefits:** appropriate compensation models and flexible options to meet individual needs

This philosophy will be implemented according to concrete and measurable target pictures across all sites, adapted to local conditions. The company promotes an open culture that fosters collaboration and engagement. Managers are expected to lead by example and create a motivating environment in which employees can thrive. This commitment strengthens the company's ability to attract and retain talent aligned with its values and vision, thereby enhancing long-term competitiveness and resilience.

Global HR Policy

The Plansee Group's Global HR Policy drawn up in 2024 reflects the company's dedication to create a dynamic, inclusive and collaborative environment that underscores the importance of both corporate responsibility and individual accountability in several key areas, including Working Conditions, Training & Talent Management or Social Dialogue. The policy is reviewed annually.

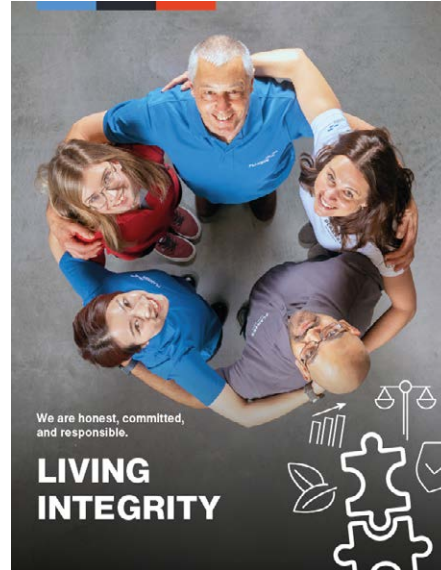


Culture in Practice

In recent years, the Plansee Group has transitioned into a fully integrated organization. With contributions from over 3,000 employees via surveys, workshops and discussions, a set of values has been established to guide collaboration and interactions across the entire group, ensuring cohesion and success.

The Plansee Group defined a shared aspiration by asking which values are needed to ensure future, sustainable success. The focus was placed on strengthening and further developing cultural elements that support this goal. The process resulted in three core values for the entire Plansee Group, with two additional values specifically designed for Plansee HPM and CERATIZIT to address their respective market needs.

Plansee Group:



Plansee HPM:
Shaping the Future
Empowering Global Success

CERATIZIT:
Showing Fighting Spirit
Nurturing Creativity

These values summarize what has made the Group successful over the past 100 years and form the basis for future success. They define how the employees at the Plansee Group collaborate internally and interact with customers, partners and applicants, reflecting the company's culture and providing clear guidance for behavior and decision-making.

Values in Daily Action

The Plansee Group integrates these values into everyday operations to foster a work environment in which these principles are actively lived. This is achieved through targeted communication efforts that raise awareness across various internal channels, leadership that exemplifies these values in both decision-making and behavior, and interactive formats such as workshops that encourage reflection and dialogue. Furthermore, the values are systematically embedded into key organizational processes, such as recruitment, to ensure long-term alignment between corporate culture and strategic goals.

Apprentices & Trainees

Training apprentices has always played a key role at the Plansee Group. The company has been training talented individuals in technical skills and trades since 1938. The Plansee Group also offers traineeships in various departments at different sites.

The Plansee Group offers apprenticeships at over ten sites in wide-ranging professions – from production-related professions such as metal, laboratory, materials and process technicians to electrical engineers, IT-specialists, e-commerce merchants and warehouse logistics specialists.

The Plansee Group promotes international educational exchange between the training centers at its sites – for both training managers and apprentices. The company intends to expand this further in the coming years, initially in the DACH region, before ultimately progressing to other international sites.



INSIGHTS

Global Exchange for Apprentices

Apprentices in Reutte, Austria, who show commitment, can work at a site abroad and get to know the local culture. Last summer, Olaf Sierck and Burak Alca, machining technician apprentices, spent six weeks working and living at Plansee USA in Franklin, Massachusetts, where they worked on milling machines and CNC lathes, enhancing their technical skills and English proficiency. Apprentices in the DACH region (Germany, Austria and Switzerland) also have the possibility to get to know other sites during excursions.

Strong Trainees

Plansee Group offers various trainee positions alongside apprenticeships. Trainees, mainly in Reutte, Austria, and Kempten, Germany, participate in the "Strong Trainee Program," rotating through four departments (e.g., HR, IT, Controlling) over 18-24 months. They receive support from People Development, hiring directors and a "buddy" trainee. The program builds both technical and soft skills, as well as networking. Over the course of the 2024/25 fiscal year, the Plansee Group employed 17 trainees.

Responsible Employer



The Plansee Group is committed to complying with all laws against discrimination and harassment in the workplace and to adhering to the rules of the Code of Conduct. At the same time, it strives to create a working environment that gives its employees a sense of belonging and appreciation.

The Plansee Group acts in accordance with international, national and local laws on equality, discrimination and harassment in the workplace. Violations of these laws or the rules of the Code of Conduct will be prosecuted accordingly.

In order to achieve its ambitious corporate goals, the company's Human Resources policy is geared toward filling every position with the most suitable person. Employees are selected, recruited, continuously trained, promoted and compensated solely on the basis of job-related criteria such as professional and social skills, motivation, commitment and conformity with the Plansee Group's values.

The Plansee Group wants every employee to be able to contribute to the success of the company. This requires a

sense of belonging and appreciation for the work of each individual. In order to further develop the corporate culture of the Plansee Group, it has defined three core values. These values provide guidance and security and define what holds the company together and how cooperation within the group works.

Initiatives & Measures

In order to create and develop a working environment in which all employees can develop and contribute their strengths, the company has put together a wide range of supportive measures: internal initiatives and network groups on the topics of sense of belonging and FeMales@Plansee, awareness-raising guest lectures and training courses on topics such as

intercultural cooperation or harassment in the workplace and workshops for selected target groups, especially for managers. Specially appointed contact persons (currently a pilot project in Reutte) offer guidance and advice on issues such as equality, discrimination, bullying, harassment in the workplace, as well as other topics. Violations of laws or internal rules and guidelines can also be reported anonymously via the whistleblower system.

In 2024, the Plansee Group signed the Austrian "Charta der Vielfalt" (in English "Diversity Charter"), an initiative of many European countries. Commitments include reviewing processes and ensuring that they do justice to the diverse skills and talents of all employees and the company's performance standards, as well as fostering a culture characterized by mutual respect and appreciation of diversity.

Working Conditions

The Plansee Group ensures fair working conditions for every employee regardless of their type of contract.



Respect of labor and human rights forms the basis of daily collaboration and cooperation at the Plansee Group. Fair working conditions cover topics like appropriate compensation, legally compliant working hours and occupational health and safety.



To ensure this, the Plansee Group's HR organization supports employees throughout their journey: From job offers and onboarding to training and development, regular check-ups with managers, talent management and retiree benefits.

At all sites with employee representation, the Plansee Group continuously works with council members on collective agreements regarding working conditions. For those employees not covered by a collective agreement, the company offers comparable working conditions.

Retain & Develop

For its highly specialized business, the Plansee Group needs a skilled workforce.

The People Development department acts as a competence center for performance, succession and talent management, offering innovative learning opportunities aligned with the strategic competency model. Development opportunities include on-the-job experiences (e.g., job rotation, assignments abroad), near-the-job offerings (coaching, mentoring, network exchanges) and off-the-job seminars in social, technical and methodological skills.

Through targeted training and effective skills management, the Plansee Group secures its competitiveness and attractiveness as an employer and innovation leader. It provides learning and development opportunities for all skill and hierarchical levels, enabling employees to achieve their professional goals.

Talent, Performance & Succession Management

The Plansee Group aims to fill 8 out of 10 middle and senior management positions internally. Key to this is retaining as well as developing employees and providing leadership development programs for emerging leaders, front-line managers, mid-level managers, senior managers, and executives.

A solid performance management system is integral to the Plansee Group's HR strategy. By setting clear expectations, providing regular feedback, and recognizing achievements, the company promotes a performance-oriented culture. Mandatory employee dialogues are in place, which are held at least once a year. A company agreement is to be concluded with all works councils in the DACH region for the revision of annual performance reviews. A pilot project is already underway at the Kempten site to include performance evaluations and define future career steps, as well as examine targets and training measures for the upcoming year. The percentage (of employees who participated in a yearly dialogue) will be established as a fixed metric.



Strong Leaders Program

One example is the "Strong Leaders" training program for production and administrative employees in management positions, which was launched in 2022 and has been running ever since. Each year, three groups (one in English and two in German) of approximately 16 participants each complete the 12-month program. It consists of 5-6 modules that are completed both in face-to-face sessions and in e-learning courses. It is aimed at young and experienced managers who are nominated by HR business partners or supervisors to exchange perspectives and learn from each other in a mixed group.

Two Careers at the Plansee Group

Around the world, there are numerous individuals each with diverse career paths that lie at the heart of the Plansee Group's goal of filling 8 out of 10 middle and senior management positions from within its own ranks. Two of them share insights into their latest role transition.



The journeys of Ramiro Bengochea and Bettina Ciesla demonstrate the Plansee Group's commitment to internal growth and personal development. Employees are empowered to apply their expertise while taking on new challenges, driven by a supportive, collaborative environment.

Ramiro Bengochea has been part of the CERATIZIT Group for more than 18 years. Since 2023, he has been Director of Global Sales for CERATIZIT Cutting Tools and has previously held different positions in the CERATIZIT organization, ranging from Spain to Southern Europe and at the global level.

What was the biggest challenge you faced in your new job – and how did you overcome it?

Bengochea: Managing the internal complexity of the division and developing a new strategy that takes into account market challenges and customer requirements on the one hand, and internal strengths, culture and history of the company on the other was and continues to be a challenge. However, I have the entire CERATIZIT Cutting Tools sales organization supporting me with their expertise and I draw on their collective insights to inform my efforts.

Bettina Ciesla, a member of the Plansee Group since 2011, spent many years of co-managing the Intellectual Property (IP) Department before becoming Global Head of Data Protection – a position she holds today. This role was newly created in 2023 in response to developments in data protection law.

What was your main motivation for changing your role?

Ciesla: Generally speaking, acquiring new expertise and gaining a broader perspective on corporate strategy is something that motivates me. As this position had been newly created, there was and is an attractive scope for development. Now, I carry out this function in coordination with the Boards and colleagues with whom I work closely in an interdisciplinary and international context.

Ongoing Measures and Plans

A voluntary working group together with university students will further develop the "Employer of Choice" objective: This initiative aims to enhance employees' sense of belonging to the company. One element of this is providing equal opportunities for professional development.

To offer employees and managers more flexible digital HR services, spanning time management and data maintenance to learning content, the HR portals are being expanded further across the globe.



INSIGHTS



Education

In FY 2024/25, Plansee Shanghai (PSH) initiated a project with Shanghai Dianji University and Shanghai Lingang Human Resources Co. Ltd. to develop skilled workers to meet its own future needs and boost local employment rates. PSH instructors teach career management and powder metallurgy classes at the university, while the company also organized an exclusive internship program for which over 40 students applied.

On National Future Day in Switzerland, companies give their employees the opportunity to take their children to work for a day. In November, five children of employees at Plansee Powertech in Seon seized this opportunity and made their own lock while under supervision, of course. During the career information days, 25 children visited the site and made a necklace. The training center in Reutte also invited 600 schoolchildren to experience the training professions in November.

8. Governance & Responsibility





Compliance with legal and ethical standards is the cornerstone of our corporate governance. We ensure integrity and build trust with our employees, customers and partners.

Karlheinz Wex,
Chairman of the Executive Board of the Plansee Group



Managing Risks

Impacts, risks and opportunities – The Plansee Group's risk management process identifies and assesses potential scenarios in order to implement measures that mitigate risks or capitalize on opportunities.



The purpose and process of the Plansee Group's risk management are regulated in the "Risk Management Policy." This policy sets the framework for the identification, analysis and assessment of risks, as well as for the identification and implementation of measures. The policy applies to all business areas of the Plansee Group.

Annual Risk Review

The annual risk inventory for all global sites includes interviews with key stakeholders, so-called "risk owners." Risks throughout the company are evaluated, appropriate measures to mitigate or eliminate them are developed, the implementation status of these measures is regularly checked, and newly identified risks are added. The results of the risk inventory process and the measures taken are presented to the Audit Committee of Plansee Holding AG once a year.

The risk inventory is divided into categories that are significant for the Plansee Group. It encompasses risks for all areas of the company and topics which are part of the Code of Conduct, for example, human rights, corruption, anti-competitive practices and business ethics.

Sustainability Risk Management

The risk inventory was revised and expanded in FY 2024/25 to include more risks, impacts and opportunities with a focus on sustainability. These topics will be closely aligned with the results of the double materiality assessment and addressed annually in the risk management process. Moreover, the process in itself has been revised to better leverage standardization effects and ensure legal compliance. Evaluation logic of the scenarios and the risk categories were then aligned and the evaluation process further expanded.

Strengthening Resilience

Plansee Group's Business Continuity Management ensures uninterrupted operations during critical situations, aiming to consistently meet customer needs.

Business Continuity Management (BCM) is the establishment of efficient emergency and crisis management systems aimed at systematically preparing for damage events. BCM creates plans to quickly resume productivity and achieve operational goals following damage incidents, fulfilling compliance and contractual requirements. This ensures that business processes are not interrupted, even temporarily, regardless if the situation is critical or constitutes an emergency. In doing so, the Plansee Group provides customers with greater assurance of prompt delivery.

Integrated in Risk Management

The business areas of Plansee HPM and CERATIZIT have strategically developed and implemented BCM over the past few years. It is integrated with the Plansee Group's risk management, as well as the organizational process landscape and based on ISO 22301 and BSI 100.4 standards. BCM in the Plansee Group takes care of the dimensions of production, logistics, IT, raw materials procurement and personnel, among others. Plansee is currently rolling out BCM across all its production locations – with three large sites already fully integrated. CERATIZIT is initially implementing BCM at its Balzheim, Germany site with plans to expand globally.



Ensuring Appropriate Business Conduct

The basic rules of conduct at Plansee Group for employees, suppliers and other business partners are summed up in the Code of Conduct and the Supplier Code of Conduct.

Code of Conduct

The Plansee Group's Code of Conduct summarizes the basic rules of conduct that apply to all employees, suppliers and other business partners and all companies in which the company holds more than 50% of the shares (CERATIZIT S.A., Plansee SE, Plansee Group Functions). The Code of Conduct identifies risks and areas of conflict arising from the business models of the Plansee Group and its business areas and provides guidelines for the adequate conduct of employees, suppliers, service providers and other business partners.

To help employee understanding and increasing their awareness of the Plansee Group values and ethical standards, an initiative has been launched to roll out a new expanded set of Compliance Trainings. These training courses are essential for promoting ethical behavior, preventing violations and maintaining a safe, respectful and legally compliant workplace.



Supplier Code of Conduct

The Plansee Group's Supplier Code of Conduct defines the basic principles for suppliers' conduct. Plansee HPM and CERATIZIT act in accordance with these guidelines and expect appropriate conduct from their suppliers. The policy is structured according to environmental, social and governance (ESG) criteria.



Prosecuting Violations Consistently

The Plansee Group uses a whistleblower system to ensure that reported violations of laws or the Code of Conduct are handled professionally.



The Plansee Group's whistleblower system is operated in Europe and offers whistleblowers the opportunity to report violations of the law or the Code of Conduct anonymously and securely. It is accessible via all Plansee Group websites and is managed by an external law firm.

Plansee Holding AG, Plansee Group Functions, Plansee HPM and CERATIZIT have each set up their own compliance committees to deal with information received in their respective areas. These committees are composed of the respective managing directors and board members.

Revision of Whistleblower System

The whistleblower system and its processes are currently being revised. The Plansee Group plans to extend the system to other countries in which it operates. In addition, key figures are to be developed that will make it possible to record the number of concerns that are received via the whistleblower system and via other channels defined in the Plansee Group's Code of Conduct, and their processing status. A new e-learning program on whistleblowing was rolled out in 2025.

Contact and details here:



Auditing Internal Control Systems

The Plansee Group's Internal Audit department provides independent and objective auditing and consulting services which help the organization to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, internal control and governance processes.

Internal audit, like risk management, is the responsibility of the Plansee Group's Supervisory Board. It is responsible for internally auditing all legal entities in which the Plansee Holding AG holds at least 50% of shares. As an independent organizational holding function, it reports directly to the Executive Board and the Audit Committee of Plansee Holding AG.

Protecting Corporate Integrity

The Internal Audit department is dedicated to protecting

corporate management against potential risks and organizational faults. Its mandate also comprises detecting and reducing risks in business processes. Additionally, it supports the compliance of business processes with laws, corporate governance rules, and the requirements of the Plansee Group. Another important objective is monitoring the effectiveness of business processes and ensuring the effectiveness of internal control systems. Furthermore, it helps to safeguard the legitimate interests of third parties and ensures the reliability of corporate reporting.



Protecting Information

In an increasingly digital business environment, Information Security provides an essential framework for enabling secure business operations and protecting sensitive information.

The Plansee Group takes measures to protect its information systems, confidential information, data and know-how as well as those of customers, suppliers and other business partners to the best of its ability. The Information Security Guideline of the Plansee Group expresses its goals and the attitude of responsibility of its management. This is the basis for designing information security and handling the information and information systems of the Plansee Group securely and responsibly.

The Plansee Group is covered under the ISO 27001 certified information security management system (ISMS). It is continuously updated and subjected to multiple annual audits. An ISAE 3402 Type 2 compliant control system is also implemented.

Digital Security Measurements

The main objective of Information Security is to protect all data and information received, generated, processed, disseminated, stored and destroyed by the company: In particular, information stemming from research and development, patents, process descriptions, recipes, design plans and customer and employee data (including personal data) require protection. Information Security also ensures compliance with legal requirements, applicable standards, internal directives and contractual obligations, while simultaneously providing the necessary security for the company's digitalization initiatives.

Security Trainings

Information and training in corporate and information security are essential factors when it comes to minimizing risks for the group and fostering the necessary awareness. Accordingly, regular information security training courses are mandatory for all employees. These are conducted by the Information Security and Human Resources departments and cover a range of key topics that are constantly updated to reflect the latest threats.

Protecting Personal Data

The Plansee Group places the utmost importance on the protection of personal data of its employees, customers, suppliers and other business partners.

Within the Plansee Group, the Data Protection organization is tasked with ensuring compliance with national and regional laws, as well as meeting the expectations and requests of its employees, customers, suppliers and business partners with regard to all privacy matters. An interdisciplinary data protection council with members of related specialist departments at the Plansee Group meets regularly and aligns on data protection matters. Local data protection coordinators are responsible for individual companies in the Plansee Group.

Group-Wide Data Protection

The responsibilities of Data Protection include providing guidance, consultation and support to Plansee Group companies

to ensure legal compliance in the processing of personal data (such as collecting, using, sharing and deleting), and to ensure appropriate documentation. It supports Plansee Group companies in fulfilling their privacy-related tasks in accordance with applicable law. The Data Protection organization serves as a point of contact for supervisory authorities, employees, customers, suppliers and other business partners of the Plansee Group regarding all privacy matters. It also focuses on creating awareness and knowledge among employees of the Plansee Group about privacy matters through the provision of information, guidance and regular training sessions.

The forward-looking measures focus on ensuring compliance of the Plansee Group with data protection laws, under

consideration of international legislative initiatives and the organizational structure of the company. The goal is to further develop and implement a group-wide data protection management system.

Awareness & Trainings

Regular e-learning courses and specific training sessions for different departments are conducted to raise awareness and train staff involved in personal data processing operations with permanent computer access.

Being a good Neighbor in our Communities

Our responsibility as a reliable employer extends beyond employees to include their families and communities at the Plansee Group's sites worldwide. For this reason, the company has focused for years on getting involved in the communities and supporting them.



Handing over a donation check to "Mensch in Not" (People in need) charity: (from left) Christoph Falger (Trainer, Plansee Group Training Center including Plansee HPM and CERATIZIT), Monika Sprenger (Treasurer of "Mensch in Not"), Meryem Cihan (Apprentice) Franziska Bilgeri (Apprentice), Georg Rehm (Secretary of "Mensch in Not"), Arda Cimen (Apprentice) and Patrick Gräßle (Team Lead, Training Center).



Education

To support the education of children and young people, the Plansee Group, including Plansee HPM and CERATIZIT, has been involved in various projects for many years.

Annual scholarships: The Paul Schwarzkopf Foundation, named after the founder of the Plansee Group, was established in Austria back in 1956. The purpose of the foundation is to support young people in their pursuit of education. Since its inception, the foundation has provided financial support to many students through annual scholarships.

Walking the path together: At the Reutte site, the Plansee Group, in cooperation with Social Business Sindbad, helps young people with career orientation and writing job applications, among other things. Employees act as mentors accompanying young individuals on their way to an apprenticeship or secondary school. Through collaboration, mentors deepen their social skills, assume social responsibility and receive leadership coaching. The program is now in its third year.

Learning is key: The Plansee HPM site in Mysuru, India supports more than 200 children, ages 4 to 16, from low-income families by financing their education. As education is key to improving one's life, but at the same time often not affordable for disadvantaged families, Plansee India took over the management of a school. The teachers' salaries, maintenance tasks and the construction of classrooms and infrastructure are covered by Plansee India. Employees who enjoy teaching provide lessons on an hourly basis.

Donations

When people in the surrounding communities of Plansee Group's sites are in need of assistance, the company seeks to respond quickly. Last year, it donated to various social activities and people in need. Here are just a few examples:

Donations to hospice and charity organizations: In Kempten, the opening of the new CERATIZIT office building was marked by a family day event. Cakes and pastries, baked by employees, were available for donations. The proceeds from this event were donated to the Kempten Hospice Association. Selling food at the Christmas market, the apprentices and trainers at the Plansee Group in Reutte collected donations for the charitable organization "Mensch in Not - Sozialfonds BKH Reutte". Mensch in Not (People in Need) supports individuals and families connected to the facilities of the district hospital who have fallen on hard times after experiencing hardship.

Fighting poverty: Mi-Tech Tungsten Metals donates to The Lord's Pantry at Anna's House, as well as the United Way of Central Indiana. The Lord's Pantry provides a food pantry and weekly meals to individuals and families in need in Indianapolis. United Way strives to develop community-based solutions to reduce intergenerational poverty and provide basic needs and opportunities for families living in or near poverty.



Donation to the Kempten Hospice Association: (from left) Marco Brandner (Director Global Pricing & Sales Processes, CERATIZIT), Josef Mayr (Chairman of the Hospice Association), Birgit Prestel (Leading Coordinator of the Hospice Association) and Michael Blank (Director Marketing & Communications, CERATIZIT).

Supporting Local Communities

At the Plansee Group sites, various projects support social causes in the surrounding communities. Various production sites regularly offer the opportunity to donate blood and organize further local activities.

Furniture for youth and families: The Plansee HPM site in Gabrovo, Bulgaria donated desks, cabinets and shelves that were no longer needed to support young talents in Gabrovo. This initiative aimed to improve the environment for children involved in arts at local schools and community centers. Thanks to an employee's initiative at Plansee in Reutte, bike racks that were recently replaced by the company were donated to the EKIZ Parent-Child Center after their previous racks were damaged by a snowplow.



Further Activities

The Plansee Group supports various initiatives, events and activities worldwide as a commitment to its industry, its employees and the communities at its sites.

Machining meets Talent by CERATIZIT, initiated by KIROLIFE in 2019, is a European project to develop the talent of mechanical manufacturing students. It addresses the need for a skilled workforce in the industry and incorporates CERATIZIT's corporate values as the main sponsor of the program. After initially focusing on the vocational training of young cyclists, in 2023 KIROLIFE began developing projects with vocational schools in Spain and organizing various innovation competitions. In 2025, the focus of the competition will be on the values of solidarity and mobility, involving mechanical manufacturing students from leading vocational schools nationwide. The winners of the competitions will participate in a training course at the CERATIZIT Ibérica technical center.

Family Days: At various sites of the Plansee Group, family days and other events for employees and their families take place regularly, with a range of activities on offer. Among other things, CERATIZIT Germany celebrated a family day in 2024. The younger guests had a lot of fun with various activities, while adults learned more about the newly opened building. The Plansee HPM site in Shanghai, China held different events such as a tree planting day, English lessons for children on site and an annual site dinner.

Annex

ESRS & GRI Index

Topic	ESRS*	GRI	Page
General requirements	ESRS 1	GRI 2: General Disclosures 2021 GRI 201: Economic Performance 2016 GRI 202: Market Presence 2016	6-9, 93, 11-12, 16, 30-37, 94, 104
General disclosures	ESRS 2	GRI 3: Material Topics 2021	2, 7, 11-15, 19-26, 80-81, 94-107
Climate Change	ESRS E1	GRI 102: Climate Change 2025 GRI 302: Energy 2016	23, 29, 31-33, 38, 41-49, 56, 95-100
Pollution	ESRS E2	GRI 305: Emissions 2016	56, 58
Water and marine resources	ESRS E3	GRI 303: Water and Effluents 2018	56, 58-59, 102
Biodiversity and ecosystems	ESRS E4	GRI 304: Biodiversity 2016	59
Resource and circular economy	ESRS E5	GRI 301: Materials 2016 GRI 306: Waste 2020	23, 34-36, 47, 50-54, 56, 60, 96, 102

For reference: ESRS version according to ANNEX I to Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards, published in the Official Journal of the European Union on 22 December 2023 and including the corrigendum published on 18 April 2024.

Topic	ESRS*	GRI	Page
Own workforce	ESRS S1	GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 410: Security Practices 2016	23, 56, 66-77, 82-83, 101, 104-106
Workers in the value chain	ESRS S2	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	23, 61-65, 82-83, 103
Affected communities	ESRS S3	GRI 413: Local Communities 2016	58, 87-89
Consumers and end-users	ESRS S4	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016 GRI 418: Customer Privacy 2016	30-38, 55-56, 83, 85-86
Business conduct	ESRS G1	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016	78-86, 94, 107

For reference: ESRS version according to ANNEX I to Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards, published in the Official Journal of the European Union on 22 December 2023 and including the corrigendum published on 18 April 2024.

Key Figures



The following tables show the Plansee Group's key figures for the past fiscal year.

The figures in this report do not include figures from the joint venture CB-CERATIZIT. If CB-CERATIZIT figures are included, it is explicitly indicated with a footnote.

The figures in this report generally include figures of the service company Plansee Group Functions. If figures of Plansee Group Functions are not included, we explicitly indicate this with a footnote.

Some key figures are only available at Plansee Group level and therefore include both the Plansee HPM and CERATIZIT business areas.

Overview of Key Figures

KPI (Definition)		2022/23	2023/24	2024/25
General Key Figures				
Sales volume* (in billion euros)	Plansee Group	2.35	2.28	2.25
Investments* (all additions to fixed assets (tangible and intangible) as defined in the Plansee Group Valuation Guideline in million euros)	Plansee Group	169	209	150
Equity ratio*	Plansee Group	50%	57%	59%
Operating countries* (absolute number of countries where the Plansee Group has production sites or sales offices)	Plansee Group	32	32	32
Production sites*/** (absolute number of active production sites)	Plansee Group	45	41	40
Products				
Patents, pending patent applications and utility models (absolute number of industrial property rights)	Plansee Group	2,022	2,030	2,113
	Plansee HPM	893	902	938
	CERATIZIT	1,129	1,128	1,175
Share of sales from new products*/** (less than 5 years old, measured by net sales of core business)	Plansee Group	41%	38%	30%

* This figure includes 50% of the joint venture company CB-CERATIZIT.

** This figure excludes Plansee Group Functions with its administrative services.

KPI (Definition)		base year 2020/21	2023/24	2024/25
Greenhouse Gas Emissions				
Corporate Carbon Footprint (absolute emitted greenhouse gas emissions in 1,000 metric tons CO ₂ e)	Plansee Group	566	476	513
Corporate Carbon Footprint (Scope 1 + 2 market-based + 3 upstream) (absolute emitted greenhouse gas emissions in 1,000 metric tons CO ₂ e)	Plansee Group	422	344	313
Direct Greenhouse Gas Emissions Scope 1 (in 1,000 metric tons CO ₂ e from owned or controlled sources (GRI))	Plansee Group	62	59	59
Direct Greenhouse Gas Emissions Scope 2 (market-based) (in 1,000 metric tons CO ₂ e from the generation of purchased or acquired electricity, heating, cooling and steam consumed by the organization (GRI); GHG emissions according to market-based calculation approach)	Plansee Group	79	17	8
Indirect Greenhouse Gas Emissions Scope 3 upstream (in 1,000 metric tons CO ₂ e; sum of GHG emissions from scope 3.1 to 3.8)	Plansee Group	282	268	246
Indirect Greenhouse Gas Emissions Scope 3 downstream* (in 1,000 metric tons CO ₂ e; sum of GHG emissions from scope 3.9 to 3.15)	Plansee Group	144	133	200

* This figure includes 50% of the joint venture company CB-CERATIZIT.

The Greenhouse Gas Emissions KPIs are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. The values for Plansee HPM and CERATIZIT have been rounded. Therefore, the sum of these rounded values may slightly differ from the rounded total for the Plansee Group.

KPI (Definition)		2022/23	2023/24	2024/25
Energy				
Total consumption of natural gas and electricity in GWh	Plansee Group	741	664	671
Specific energy consumption (in MWh/t, energy consumption per ton metal input)	Plansee Group	41	54	52
Total renewable energy consumption (used amount of energy from a non-depletable source, such as wind/water/ solar power or biomass in GWh)	Plansee Group	359	341	362
Percentage of energy from renewable sources (energy from a non-depletable source, such as wind/water/solar power or biomass)	Plansee Group	48%	57%	59%
Percentage of electricity from renewable sources (electricity from a non-depletable source, such as wind/water/solar power or biomass)	Plansee Group	/	92%	97%
Circular economy				
Tungsten Recycling Rate**	Plansee Group	75%	90%	88%
Molybdenum Circularity Rate**	Plansee HPM	29%	32%	26%

** This figure excludes Plansee Group Functions with its administrative services.

Key Figures in Detail

KPI (Definition)		base year 2020/21	2023/24	2024/25
Greenhouse Gas Emissions				
Corporate Carbon Footprint (absolute emitted greenhouse gas emissions in 1,000 metric tons CO ₂ e)	Plansee Group	566	476	513
	Plansee HPM	278	237	232
	CERATIZIT	335	266	321
Direct Greenhouse Gas Emissions Scope 1 (in 1,000 metric tons CO ₂ e from owned or controlled sources (GRI))	Plansee Group	62	59	59
	Plansee HPM	17	16	16
	CERATIZIT	44	42	43
Direct Greenhouse Gas Emissions Scope 2 (market-based) (in 1,000 metric tons CO ₂ e from the generation of purchased or acquired electricity, heating, cooling and steam consumed by the organization (GRI); GHG emissions according to market-based calculation approach)	Plansee Group	79	17	8
	Plansee HPM	27	16	7
	CERATIZIT	54	2	3
Indirect Greenhouse Gas Emissions Scope 3 upstream (in 1,000 metric tons CO ₂ e; sum of GHG emissions from scope 3.1 to 3.8)	Plansee Group	282	268	246
	Plansee HPM	191	171	166
	CERATIZIT	136	123	119
Indirect Greenhouse Gas Emissions Scope 3 downstream* (in 1,000 metric tons CO ₂ e; sum of GHG emissions from scope 3.9 to 3.15)	Plansee Group	144	133	200
	Plansee HPM	42	35	42
	CERATIZIT	101	98	157

* This figure includes 50% of the joint venture company CB-CERATIZIT.

The Greenhouse Gas Emissions KPIs are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. The values for Plansee HPM and CERATIZIT have been rounded. Therefore, the sum of these rounded values may slightly differ from the rounded total for the Plansee Group.

KPI (Definition)		base year		
		2020/21	2023/24	2024/25
Greenhouse Gas Emissions				
Direct Greenhouse Gas Emissions Scope 2 (location-based) (in 1,000 metric tons CO ₂ e from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (GRI); GHG emissions according to location-based calculation approach)	Plansee Group	121	123	125
	Plansee HPM	42	44	48
	CERATIZIT	80	80	78
Indirect Greenhouse Gas Emissions Scope 3* (in 1,000 metric tons CO ₂ e; sum of the GHG emissions from scope 3.1 to 3.15)	Plansee Group	425	401	445
	Plansee HPM	233	205	209
	CERATIZIT	237	221	276
Indirect Greenhouse Gas Emissions Scope 3.1 (in 1,000 metric tons CO ₂ e; scope: Purchased goods and services)	Plansee Group	138	142	133
	Plansee HPM	132	120	124
	CERATIZIT	51	48	48
Indirect Greenhouse Gas Emissions Scope 3.2 (in 1,000 metric tons CO ₂ e; scope: Capital goods)	Plansee Group	6	22	12
	Plansee HPM	4	3	2
	CERATIZIT	1	19	10
Indirect Greenhouse Gas Emissions Scope 3.3 (in 1,000 metric tons CO ₂ e; scope: Fuel- and energy-related activities)	Plansee Group	41	22	20
	Plansee HPM	13	10	7
	CERATIZIT	28	13	13
Indirect Greenhouse Gas Emissions Scope 3.4 (in 1,000 metric tons CO ₂ e; scope: Upstream transportation and distribution)	Plansee Group	58	49	47
	Plansee HPM	30	28	22
	CERATIZIT	28	21	25

* This figure includes 50% of the joint venture company CB-CERATIZIT.

The Greenhouse Gas Emissions KPIs are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. The values for Plansee HPM and CERATIZIT have been rounded. Therefore, the sum of these rounded values may slightly differ from the rounded total for the Plansee Group.

KPI (Definition)		base year		
		2020/21	2023/24	2024/25
Greenhouse Gas Emissions				
Indirect Greenhouse Gas Emissions Scope 3.5 (in 1,000 metric tons CO ₂ e; scope: Waste generated in operations)	Plansee Group	3	4	7
	Plansee HPM	1	1	2
	CERATIZIT	2	2	4
Indirect Greenhouse Gas Emissions Scope 3.6 (in 1,000 metric tons CO ₂ e; scope: Business Travel)	Plansee Group	2	5	5
	Plansee HPM	<1	1	3
	CERATIZIT	1	4	3
Indirect Greenhouse Gas Emissions Scope 3.7 (in 1,000 metric tons CO ₂ e; scope: Employee Commuting)	Plansee Group	34	23	22
	Plansee HPM	10	7	6
	CERATIZIT	24	16	16
Indirect Greenhouse Gas Emissions Scope 3.8 (in 1,000 metric tons CO ₂ e; scope: Upstream leased assets ; not applicable)	Plansee Group	0	0	0
	Plansee HPM	0	0	0
	CERATIZIT	0	0	0
Indirect Greenhouse Gas Emissions Scope 3.9 (in 1,000 metric tons CO ₂ e; scope: Downstream transportation and distribution)	Plansee Group	3	2	2
	Plansee HPM	1	1	1
	CERATIZIT	2	1	1
Indirect Greenhouse Gas Emissions Scope 3.10 (in 1,000 metric tons CO ₂ e; scope: Processing of sold products)	Plansee Group	115	104	165
	Plansee HPM	40	33	41
	CERATIZIT	75	71	124

The Greenhouse Gas Emissions KPIs are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. The values for Plansee HPM and CERATIZIT have been rounded. Therefore, the sum of these rounded values may slightly differ from the rounded total for the Plansee Group.

KPI (Definition)		base year		
		2020/21	2023/24	2024/25
Greenhouse Gas Emissions				
Indirect Greenhouse Gas Emissions Scope 3.11 (in 1,000 metric tons CO ₂ e; scope: Use of sold products)	Plansee Group	<<1	<<1	<<1
	Plansee HPM	0	0	0
	CERATIZIT	<<1	<<1	<<1
Indirect Greenhouse Gas Emissions Scope 3.12 (in 1,000 metric tons CO ₂ e; scope: End-of-life treatment of sold products)	Plansee Group	2	<1	1
	Plansee HPM	1	<1	<1
	CERATIZIT	<1	<1	<1
Indirect Greenhouse Gas Emissions Scope 3.13 (in 1,000 metric tons CO ₂ e; scope: Downstream leased assets; not applicable)	Plansee Group	0	0	0
	Plansee HPM	0	0	0
	CERATIZIT	0	0	0
Indirect Greenhouse Gas Emissions Scope 3.14 (in 1,000 metric tons CO ₂ e; scope: Franchises; not applicable)	Plansee Group	0	0	0
	Plansee HPM	0	0	0
	CERATIZIT	0	0	0
Indirect Greenhouse Gas Emissions Scope 3.15* (in 1,000 metric tons CO ₂ e; scope: Investments)	Plansee Group	23	25	31
	Plansee HPM	0	0	0
	CERATIZIT	23	25	31

* This figure includes 50% of the joint venture company CB-CERATIZIT.
The Greenhouse Gas Emissions KPIs are based on preliminary calculations as of July 3, 2025. Some figures were not available at the time of publication of the report but will be updated in this online version of the report as soon as possible. The values for Plansee HPM and CERATIZIT have been rounded. Therefore, the sum of these rounded values may slightly differ from the rounded total for the Plansee Group.

KPI (Definition)		2022/23	2023/24	2024/25
QHSE				
Percentage of employees at production sites covered by an ISO 9001 quality management system** (an employee is covered by ISO 9001 if the site is ISO 9001 certified)	Plansee Group	93%	97%	100%
	Plansee HPM	100%	100%	100%
	CERATIZIT	90%	96%	100%
Percentage of employees at production sites covered by a certified ISO 14001 environmental management system** (an employee is covered by ISO 14001 if the site is ISO 14001 certified.)	Plansee Group	68%	68%	68%
	Plansee HPM	78%	75%	75%
	CERATIZIT	64%	64%	64%
Percentage of employees at production sites covered by an ISO 45001 H&S management system** (an employee is covered by ISO 45001 if the site is ISO 45001 certified)	Plansee Group	33%	20%	21%
	Plansee HPM	43%	42%	42%
	CERATIZIT	28%	10%	10%
Total Recordable Incident Rate (TRIR)*** (definition according to ESRS S1-14 No. 88 (c) , number of death + number of events with loss of consciousness + number of events with days away from work + number of events with restricted work or transfer to another job + number of events with medical treatment beyond first aid + number of events with significant injury or ill health diagnosed by a physician or other licensed healthcare professional * 1,000,000 / hours worked)	Plansee Group	/	7.31	7.62
	Plansee HPM	/	10.43	9.27
	CERATIZIT	/	5.62	6.65
Lost Time Injury Frequency (LTIFR)*** (number of events with days away from work (number of fatalities + incidents involving days away from work + significant injury or ill health with days away from work) * 1.000.000/hours worked)	Plansee Group	/	5.82	5.51
	Plansee HPM	10.97	8.53	6.88
	CERATIZIT	/	4.92	4.70
Number of Incidents with Lost Days (LTI)*** (number of work-related incidents of an employee that results in one or more days of lost time or results in fatality; day of incident is excluded)	Plansee Group	/	101	94
	Plansee HPM	66	54	46
	CERATIZIT	/	45	46

** This figure excludes Plansee Group Functions with its administrative services. Here, it includes the production sites of Plansee HPM and CERATIZIT.

*** This figure includes the production sites of Plansee HPM and CERATIZIT and the administrative functions of Plansee Group Functions. Does not include Plansee HPM or CERATIZIT sales offices.

KPI (Definition)		2022/23	2023/24	2024/25
Water				
Total water consumption (in 1,000 m ³)	Plansee Group	/	6,518	7,292
	Plansee HPM	2,636	2,428	2,247
	CERATIZIT	/	4,090	5,045
Total wastewater discharged (in 1,000 m ³ , includes all water types discharged including industrial wastewater, sanitary waste water and cooling water)	Plansee Group	/	6,059	6,549
	Plansee HPM	2,466	2,064	1,875
	CERATIZIT	/	3,995	4,692
Waste				
Non-hazardous waste (in metric tons, according to local legislation in the respective country)	Plansee Group	/	7,306	7,225
	Plansee HPM	1,836	1,981	2,586
	CERATIZIT	/	5,325	4,639
Hazardous waste (in metric tons, according to local legislation in the respective country)	Plansee Group	/	6,831	7,824
	Plansee HPM	2,764	2,551	3,177
	CERATIZIT	/	4,280	4,647

KPI (Definition)		2022/23	2023/24	2024/25
Procurement				
Percentage of 3TG materials purchased exclusively from RMI-certified smelters** (amount of tungsten, tantalum, tin and gold (3TG) material from suppliers which are certified by the Responsible Minerals Initiative)	Plansee Group	100%	100%	100%
	Plansee HPM	100%	100%	100%
	CERATIZIT	100%	100%	100%
Rate of suppliers having acknowledged the Code of Conduct and Supplier Code of Conduct**	Plansee Group	100%	100%	100%
	Plansee HPM	100%	100%	100%
	CERATIZIT	100%	100%	100%
Percentage of buyers who have received training on sustainable procurement incl. conflict minerals**	Plansee Group	/	/	/
	Plansee HPM	/	100%	100%
	CERATIZIT	/	85%	93%
Percentage of selected suppliers having undergone a CSR assessment** (e.g. strategic suppliers; covered by an assessment on their environmental and/or social practices; increased scope and modified supplier base for FY 2024/25)	Plansee Group	/	55%	43%
	Plansee HPM	/	56%	37%
	CERATIZIT	/	54%	42%

** This figure excludes Plansee Group Functions with its administrative services.

KPI (Definition)		2022/23	2023/24	2024/25
General HR figures				
Total number of employees* (headcount, direct employees including temporary staff)	Plansee Group	11,445	11,208	10,890
	Plansee HPM	3,443	3,421	3,453
	CERATIZIT	7,532	7,264	6,862
Percentage of employees by regions*: Europe	Plansee Group	67%	67%	67%
	Plansee HPM	58%	59%	57%
	CERATIZIT	69%	69%	69%
Percentage of employees by regions*: Asia-Pacific	Plansee Group	23%	23%	24%
	Plansee HPM	32%	31%	33%
	CERATIZIT	21%	21%	22%
Percentage of employees by regions*: America	Plansee Group	10%	9%	9%
	Plansee HPM	10%	10%	10%
	CERATIZIT	10%	9%	9%

* This figure includes 50% of the joint venture company CB-CERATIZIT.

KPI (Definition)		2022/23	2023/24	2024/25
General HR figures				
Percentage of male employees	Plansee Group	79%	79%	79%
	Plansee HPM	77%	78%	78%
	CERATIZIT	81%	81%	82%
Percentage of female employees	Plansee Group	21%	21%	21%
	Plansee HPM	23%	22%	22%
	CERATIZIT	19%	19%	18%
Percentage of women in top executive positions (female senior managers excluding supervisory board and boards of directors)	Plansee Group	8%	8%	8%
	Plansee HPM	/	4%	7%
	CERATIZIT	/	3%	2%
Percentage of women within the organization's boards	Plansee Group Supervisory Board	37.5%	37.5%	25%
	Plansee SE Board of Directors	0%	0%	0%
	CERATIZIT S.A. Board of Directors	14%	17%	17%
Number of women in leading positions (absolute number at the end of the FY)	Plansee Group	132	144	149
	Plansee HPM	40	38	35
	CERATIZIT	54	66	61

KPI (Definition)		2022/23	2023/24	2024/25
"8 out of 10"				
Percentage of internally filled senior and middle management positions (senior and middle management positions hired/backfilled from internal staff)	Plansee Group	85%	80%	83%
	Plansee HPM	/	94%	91%
	CERATIZIT	/	78%	81%
Training				
Average hours of training provided per employee	Plansee Group	/	8.9	11.3
	Plansee HPM	/	/	13.7
	CERATIZIT	/	8.9	10.8
Percentage of employees who participated in a career- or skill-related training	Plansee Group	/	64%	61%
	Plansee HPM	/	/	65%
	CERATIZIT	/	64%	61%
Talent Management				
Percentage of employees who received regular performance and career development reviews (calculation based on headcount; number of previous year only partly comparable: scope 2023–24 employee reviews, expanded scope 2024–25 including further performance and career development reviews)	Plansee Group	/	55%	78%
	Plansee HPM	/	61%	70%
	CERATIZIT	/	54%	82%

KPI (Definition)		2022/23	2023/24	2024/25
Whistleblower system				
Number of whistleblower cases (reported cases by employees, customers, suppliers, or other persons via the whistleblower system)	Plansee Group	/	3	0
	Plansee HPM	/	1	0
	CERATIZIT	/	1	0
Internal audit				
Number of internal audits (conducted audits in accordance with the audit plan approved and monitored by the Executive Board of the Plansee Group and the Audit Committee of Plansee Holding AG)	Plansee Group	38	25	7
	Plansee HPM	8	14	5
	CERATIZIT	16	5	2
Data protection				
Percentage of employees trained through e-learning on data protection (EU: GDPR) (The percentage indicates the ratio of those employees who have completed the assigned e-learning training relative to the overall number of colleagues to whom e-learning training sessions were assigned.)	Plansee Group	/	78.1%	—****
Absolute number of data subject requests (regardless of whether the request was complied with or ended/completed otherwise)	Plansee Group	/	4	2
Absolute number of data protection breaches (which trigger a corresponding notification to the responsible data protection authority)	Plansee Group	/	0	0

**** For organizational reasons, training was postponed until the beginning of the FY 2025-26, so there was no training in 2024/25.

Glossary

B Biodiversity

This is the variability among living organisms from all sources including, among others, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part. This includes diversity within species, between species and of ecosystems.

C Carbon Footprint

A carbon footprint is the sum of greenhouse gas emissions and greenhouse gas removals of a product system or an organization, expressed as a carbon dioxide equivalent (CO₂e).

CDP

The CDP (formerly Carbon Disclosure Project) is a non-profit organization with the aim that companies, as well as municipalities disclose their environmental data, such as climate-damaging greenhouse gas emissions and water consumption. Once a year, the CDP collects data and information on behalf of investors using standardized questionnaires on CO₂ emissions, climate risks, reduction targets and strategies of companies.

Compensation

Reducing the negative impact of greenhouse gas emissions in the atmosphere by saving greenhouse gas emissions elsewhere, e. by supporting climate protection projects.

Compliance

In general, compliance means conforming to a rule, such as a specification, policy, standard, or law. Regulatory compliance describes the goal that aspire to realize in their efforts to ensure that they are aware of and take steps to comply with relevant laws, policies and regulations.

Conflict Minerals

Conflict Minerals refer to raw materials or minerals that come from a specific part of the world where conflict is occurring and affects how those materials are mined and traded.

E EcoVadis

EcoVadis is a leading provider of corporate sustainability ratings. The rating methodology is based on internationally recognized sustainability standards and enables the comparison of different management systems. It evaluates companies' policies, actions and activities in the four areas of environment, labor and human rights, ethics and sustainable procurement.

ESG – Environmental, Social and Governance Standards

Environmental, Social and Governance (ESG) refers to the three central factors in measuring the sustainability and ethical performance of a company or business.

ESRS – European Sustainability Reporting Standards

The ESRS is the new EU framework for sustainability reporting and is a key element of the EU's new Corporate Sustainability Reporting Directive (CSRD). The goal is to make reports more standardized and comparable. It is mandatory for the Plansee Group from 2026 onwards for the 2025/26 BY.

G GHG – Greenhouse gas emissions

Emissions of gases that contribute to global warming by absorbing infrared radiation, thereby heating the atmosphere. The main contributors are carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

GRI – Global Reporting Initiative

The Global Reporting Initiative (known as GRI) is an independent international standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. The purpose of GRI is to develop globally applicable guidelines for sustainability reporting.

I Internal Audit

The internal audit supports an organization to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

I ISO 9001

An international standard for the certification of quality management systems.

ISO 14001

An international standard for the certification of environmental management systems.

ISO 45001

An international standard for the certification of occupational health and safety management systems.

K KPI

The term key performance indicator describes indicators in business economics which are used to measure progress or achievements related to important targets or critical success factors within an organization.

N Net Zero

The Science Based Targets initiative (SBTi) defines net-zero as a state where a company reduces its greenhouse gas (GHG) emissions to as close to zero as possible, with any remaining emissions being balanced by removing an equivalent amount of GHGs from the atmosphere. The SBTi's Corporate Net-Zero Standard provides a clear framework for companies to set science-based net-zero targets aligned with limiting global temperature rise to 1.5°C. The key components of the SBTi's net-zero definition include:

Near-term targets: Companies must make rapid, deep cuts to their direct and indirect value-chain emissions, aiming to roughly halve emissions before 2030.

Long-term targets: Companies should aim to achieve net-zero emissions by 2050 at the latest.

Beyond value chain mitigation: Companies are encouraged to invest in mitigation actions outside their value chain to further reduce GHG emissions.

M Molybdenum (Mo)

Mo is the chemical symbol for the metallic element molybdenum (atomic number 42). Molybdenum possesses a very high melting point, a low thermal expansion and a high level of thermal conductivity. It is commonly used in steel alloys and hard metal solutions.

R Risk Management

The central task of a risk management system is to identify potential risks at an early stage and to plan or initiate measures to avoid, or at least limit, the adverse effects of negative developments on the net assets, financial position, and results of operations. The risk management system is supported by an internal control system that is appropriately adapted to the company's area of activity. All risks associated with business activities are recorded, assessed, and communicated internally as part of a risk management system. Specific action plans are adopted according to the priority of the risks.

S SBTi

The Science Based Target initiative (SBTi) is a collaboration between the CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The initiative defines and promotes best practices in science based target setting and independently assesses companies' targets for consistency with the level of decarbonization required according to the latest science.

Science-Based Targets (SBT)

Targets adopted by companies to reduce greenhouse gas emissions are considered "science-based" if they are in line with what the latest climate science deems necessary to keep the global temperature increase below 1.5°C compared to pre-industrial temperatures, as described in the Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

Scope 1, 2, & 3 Emissions

Scope 1 emissions are direct GHG emissions from owned or controlled sources. Scope 2 emissions are indirect GHG emissions from the generation of purchased energy. Scope 3 emissions are all indirect GHG emissions (not included in scope 2) that occur in the upstream and downstream value chain.

Stakeholders

All internal and external persons or groups affected directly or indirectly by business activities currently or in the future.

W Tungsten (W)

W is the chemical symbol for the metallic element tungsten (atomic number 74). Tungsten is characterized by its exceptionally high melting point, the highest of all metals. It is used in carbide solutions for its extreme hardness and wear resistance.

(Further) Abbreviations

A **APT**
Ammonium Paratungstate

C **CAHRAs**
Conflict Affected and High Risk Areas

CDP
(formerly) Carbon Disclosure Project

F **FY**
Fiscal Year

G **GDPR**
General Data Protection Regulation

GWh
Gigawatt hours

H **HPM**
High-performance Materials

HR
Human Resources

H **HSE**
Health, Safety, Environment

I **IMS**
Integrated Management System

ISMS
Information Security Management System

ISO
International Organization for Standardization

K **KPI**
Key Performance Indicator

O **OECD**
Organization of Economic Cooperation and Development

OSHA
Occupational Safety and Health Administration

P **PCF**
Product Carbon Footprint

Q **QHSE**
Quality, Health, Safety and Environment

R **RIR**
Recycling Input Rate

RMAP
Responsible Minerals Assurance Process

RMI
Responsible Minerals Initiative

S **SBPP**
Sustainability Best Practice Program

SBTi
Science Based Targets initiative

U **UNGC**
United Nations Global Compact

W **WC**
Tungsten carbide

Publication Details

Publisher

Plansee Group

Metallwerk-Plansee-Str. 71
6600 Reutte
Austria

CERATIZIT S.A.

Route de Holzem, 101
L-8232 Mamer
Luxembourg

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Design

M+K Werbeagentur GmbH

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Photography

Plansee Group, Plansee SE & CERATIZIT S.A.: p. 1, 3, 5, 6, 7, 8, 9, 10, 13, 16, 17, 18, 27, 28, 31, 32, 34, 35, 36, p. 37 left, 38, 39, 40, 42, 50, 59, 60, 61, 62, 66, 67, 71, 72, 74, 76, 77, 78, 79, 81, 84, 87, 88, 89, 90
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