PLANSEE

# 2022 Sustainability Report

Plansee High Performance Materials

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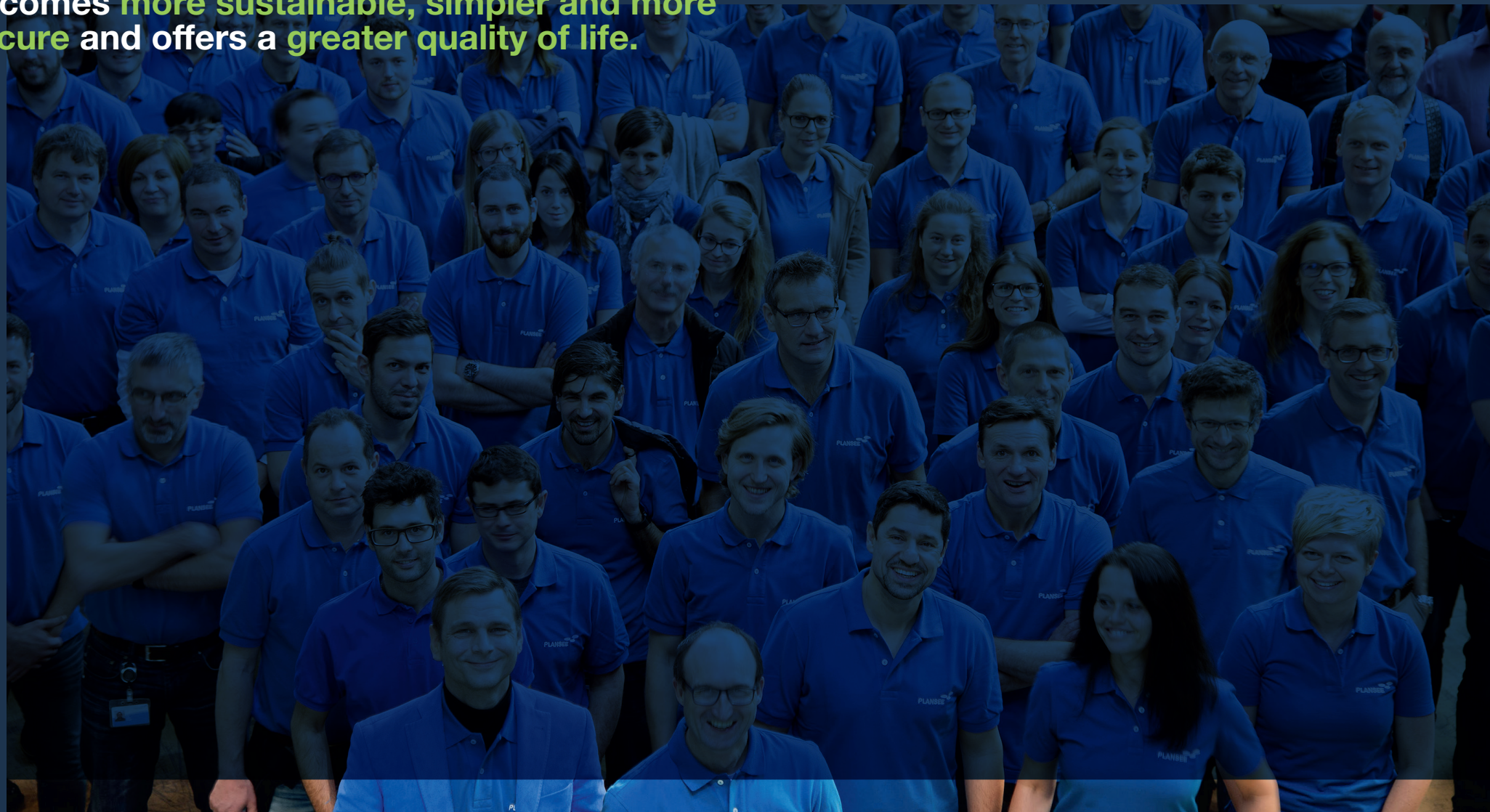
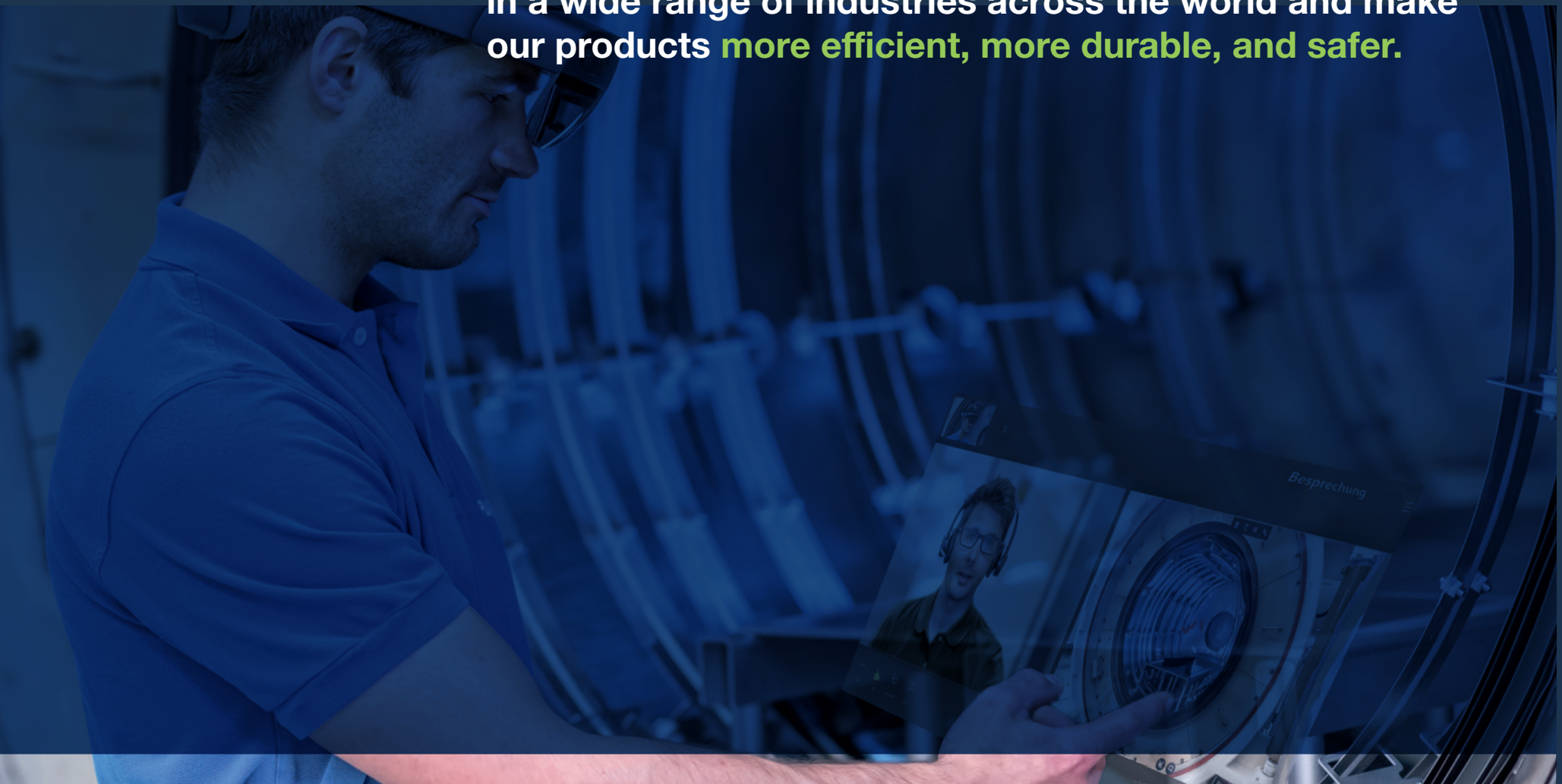
PLANSEE

**We continually push the boundaries of what is technologically feasible and make a valuable contribution to ensuring that our engineered world becomes more sustainable, simpler and more secure and offers a greater quality of life.**



PLANSEE

**We produce more than 75,000 products from molybdenum and tungsten. These high-performance materials are used in a wide range of industries across the world and make our products more efficient, more durable, and safer.**



# Foreword from our Executive Board

Sustainability has played an essential role at Plansee High Performance Materials (HPM) since our foundation in 1921. For 100 years, Plansee HPM has manufactured strong products made of molybdenum and tungsten. Our mission is to use these materials in order to enable new high-tech applications and achieve excellence in all stages of our value chain. With our expertise, we continually push the boundaries of what is technologically feasible and make a valuable contribution to ensuring that our engineered world becomes more sustainable, simpler and more secure and offers a greater quality of life.

We have always strived to find the right balance between social, ecological, and economic goals - for the benefit and success of our customers, employees, and the people and the communities at the locations where we operate. We consider sustainability to be an important core element of our corporate strategy and it contributes to our commercial success. In addition to economic factors, our business strategy strongly values ecological, people and social aspects.

**Our strong goals:**

As a responsible partner to our customers, we help them achieve their sustainability goals through our innovative power and join them on their journey toward sustainability. As a responsible employer and neighbor to our local communities, we seek to reduce our own emissions and become an even more sustainable company in the future.

In 2022, we adapted our sustainability strategy and laid the foundation for a global framework and clear understanding of sustainability topics within the Plansee HPM Group. This allows us to address our activities and measures even more consistently and strategically.

We are aware that we still have a long way to go, and a lot to learn and to improve. At the same time, we are proud of what we have already implemented and accomplished. We will continue to drive the refractory metals industry towards more sustainability.

*Sustainability is an essential factor for our long-term success. Our focus is the sustainable development of our company so that we can continue to be a reliable and responsible partner for our employees, customers, suppliers, and neighbors in the future.*

# About this Report


## Reporting period and scope

The 2022 sustainability report covers the 3-year fiscal period from March 1, 2020 to February 28, 2023. The annual reporting period is in line with our fiscal year from March 1st to the last day of Feburary the next year. The report also provides information about important activities that took place either before or after that period, up until the editorial deadline in October 2023.

The scope consists of Plansee HPM with its 12 production sites in 10 countries. In some cases, the scope is limited by the current availability of data. These instances are noted. We plan to gradually integrate all the locations of our business area into the report and are working to expand the relevant database.

The next report will relate to the 2023/24 fiscal year and, starting in 2024, is scheduled to be published on an annual basis. It will cover the Plansee Group, including its business areas Plansee HPM and Ceratizit.

## Contents and reporting standard

We selected the topics reported in a materiality assessment according to their significance and the key expectations of our stakeholders.

The report was prepared in general accordance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) of the European Union that will apply to the Plansee Group for the first time in the 2025/26 fiscal year.

## Format and contacts

This report is available on our website in English and may be downloaded by anyone.

**Contact for questions and comments:**

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# Key Figures

| | Unit | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| **Economic value creation** | | | | |
| Sales | million Euros | 698 | 743 | 933 |
| **Employees** | | | | |
| Total number of employees | FTE | 3,122 | 3,082 | 3,443 |
| **Employees by region**<br>Austria<br>Asia-Pacific<br>America<br>Europe (excl. Austria) | % | <br>43<br>37<br>6<br>14 | <br>45<br>35<br>5<br>14 | <br>41<br>32<br>10<br>17 |
| **Employees by gender**<br>Men<br>Women | % | <br>76<br>24 | <br>79<br>21 | <br>78<br>22 |
| **HSE Management** | | | | |
| Percentage of employees at production sites covered by ISO 9001 quality management system | % | 100 | 100 | 100 |
| Percentage of employees at production sites covered by ISO 14001 environmental management system | % | 63 | 81 | 74 |
| Percentage of employees at production sites covered by ISO 45001 H&S management system | % | 43 | 45 | 41 |
| Percentage of employees at production sites covered by ISO 50001 energy management system | % | 50 | 53 | 48 |
| **Health and safety** | | | | |
| Number of incidents with Lost Days (LTI) | Number | 52 | 55 | 66 |
| Lost Time Injury Frequency Rate | LTIFR | 8.94 | 9.57 | 10.28 |
| Work-related fatalities | Number | 0 | 0 | 0 |
| **Decarbonization** | | | | |
| Total energy consumption (natural gas + electricity) | GWh | 245 | 258 | 237 |
| Specific energy consumption (energy consumption per t metal input) | MWh/t | 40 | 35 | 36 |
| Greenhouse gas emissions total | kt $CO_2$ e | 166 | 178 | 158 |
| Direct greenhouse gas emissions Scope 1 | kt $CO_2$ e | 18 | 19 | 18 |
| Indirect greenhouse gas emissions Scope 2 | kt $CO_2$ e | 29 | 33 | 25 |
| Indirect greenhouse gas emissions Scope 3 | kt $CO_2$ e | 119 | 126 | 115 |

**Sales:** Including Mi-Tech Tungsten Metals and GTP Parts for FY 2022/2023.

**Employees:** Including Mi-Tech Tungsten Metals and GTP Parts for FY 2022/23.

**Lost time incident (LTI):** Work-related incident of a Plansee HPM employee (personnel who is directly employed with Plansee HPM contract at a Plansee HPM site) and of a temporary employee that results in one or more days of lost time (day of incident is excluded) or results in fatality.

**Lost Time Injury Frequency (LTIF):** Number of Incidents with Days away from work (LTI) * 1,000,000 / hours worked (Plansee HPM and temporary employees).

**Decarbonization:** The figures for fiscal years 2020/21 and 2021/22 correspond to the status as of September 2023 and will be uptaded in January 2024. The figures for fiscal year 2022/23 correspond to the status as of December 2023.

# Key Figures

| | Unit | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| **Water** | | | | |
| Water consumption | $m^3$ | 3,750,750 | 3,869,876 | 3,492,665 |
| Wastewater discharge | $m^3$ | 3,020,161 | 3,296,691 | 3,287,578 |
| **Waste** | | | | |
| Non-hazardous waste | metric ton | 1,743 | 1,622 | 1,777 |
| Hazardous waste | metric ton | 2,597 | 2,784 | 2,764 |
| **Responsible sourcing** | | | | |
| Tungsten raw material purchased exclusively from RMI-certified smelters | % | 100 | 100 | 100 |
| Tantalum raw material purchased exclusively from RMI-certified smelters | % | 100 | 100 | 100 |
| **Governance** | | | | |
| Internal audits | Number | 8 | 11 | 8 |
| Whistleblower cases | Number | 0 | 0 | 0 |
| Data protection training (GDPR) | % | 90* | 90* | 81 |
| **Information security training**<br>Modul 1<br>Modul 2<br>Modul 3<br>Modul 4<br>Modul IT | % | ** | ** | <br>53<br>50<br>49<br>49<br>49 |
| Export control training | Number | 480 | 65 | 50 |

**Water/waste:** Mi-Tech Tungsten Metals acquired in November 2022 is not included in the water and waste data as it is a small site with a minor footprint.

**Data protection training (GDPR):** *One training was rolled out for business years 2020/21 and 2021/22. The training raises awareness and trains staff involved in personal data processing operations in the European Union and Switzerland with permament computer access.

**Information security training:** A new global learning managment system was rolled out in BY 2022/23. **Due to this change, exact numbers for earlier years cannot be reported. The training applies to all employees with permanent computer access. Modul IT only applies for IT employees.

**Export control training:** An export control E-learning was introduced in 2020/21, which significantly increased the number of training sessions.

# Highlights 2022

Plansee Holding donated €100,000 to the victims of the devastating earthquakes in the border region between Turkey and Syria.

Plansee HPM participated in a research project with aluminum manufacturer TRIMET to establish a new production method that eliminates the emission of $CO_2$ during the production process.

In April it was announced that as part of Apple's efforts to be more sustainable, Plansee HPM decided to exclusively use electricity from renewable sources when producing Apple components from the end of 2022 onwards.

Plansee India in Mysuru received the National Award for Export Excellence (EEPC) and the Outstanding Exporter award.

More than 200 representatives from the refractory metals and carbides industry participated in the 20th Plansee Seminar in Reutte.

In 2022 20 young people interested in technology and digitalisation particpated in the Digital Days, a holiday programme organized by the Plansee Group.

Together with The School of Engineering and Design at the Technical University of Munich (TUM), Plansee HPM developed a rotating X-ray anode that seeks to enable a new form of cancer therapy.

Plansee HPM received the Sustainability Excellence Award 2022 from ASML for its sustainability strategy.

Plansee USA, located in Franklin, MA, invested in the development of a state-of-the-art Manufacturing Training Center, which opened in December 2022.

# Certifications and Seals

**ISO 9001** – All Plansee HPM production sites

**EN/AS 9100** Quality Management
- Plansee Tungsten Alloys
- Plansee USA
- Mi-Tech Tungsten Metals

**ISO 14001** Environmental Management System
- Plansee SE
- Plansee Tungsten Alloys
- Plansee Japan
- Plansee India
- Plansee China

**ISO 45001** Occupational Health and Safety Management System
- Plansee SE

**ISO 50001** Energy Management System
- Plansee SE
- Plansee Composite Materials

**EN ISO/IEC 17025** Accredited Testing Laboratory
- Plansee SE

**ISO 27001** Information Security Mangagement System
- Plansee Group

WE SUPPORT UN GLOBAL COMPACT

The Plansee Group has joined the **United Nations Global Compact (UNGC)** in 2023, one of the world's most important initiatives for responsible corporate governance. We are committed to upholding human rights, respecting the rights of employees and their representatives, protecting the environment, enabling fair competition and combating corruption. We are working towards supporting the **ten principles.**

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

BUSINESS AMBITION FOR 1.5°C

Plansee HPM has joined the **Science Based Targets initiative (SBTi)** in 2023 and committed to set science based climate targets. In 2024, we intend to obtain approval for our goals from the SBTi, which independently assesses and approves company targets based on its strict climate science criteria.

IECQ

Plansee China is certified by IECQ (Certificate of Conformity Hazardous Substance Process Management)

RESPONSIBLE MINERALS INITIATIVE

**RMI (Responsible Minerals Initiative)**
Certification for tantalum
Certification for tungsten

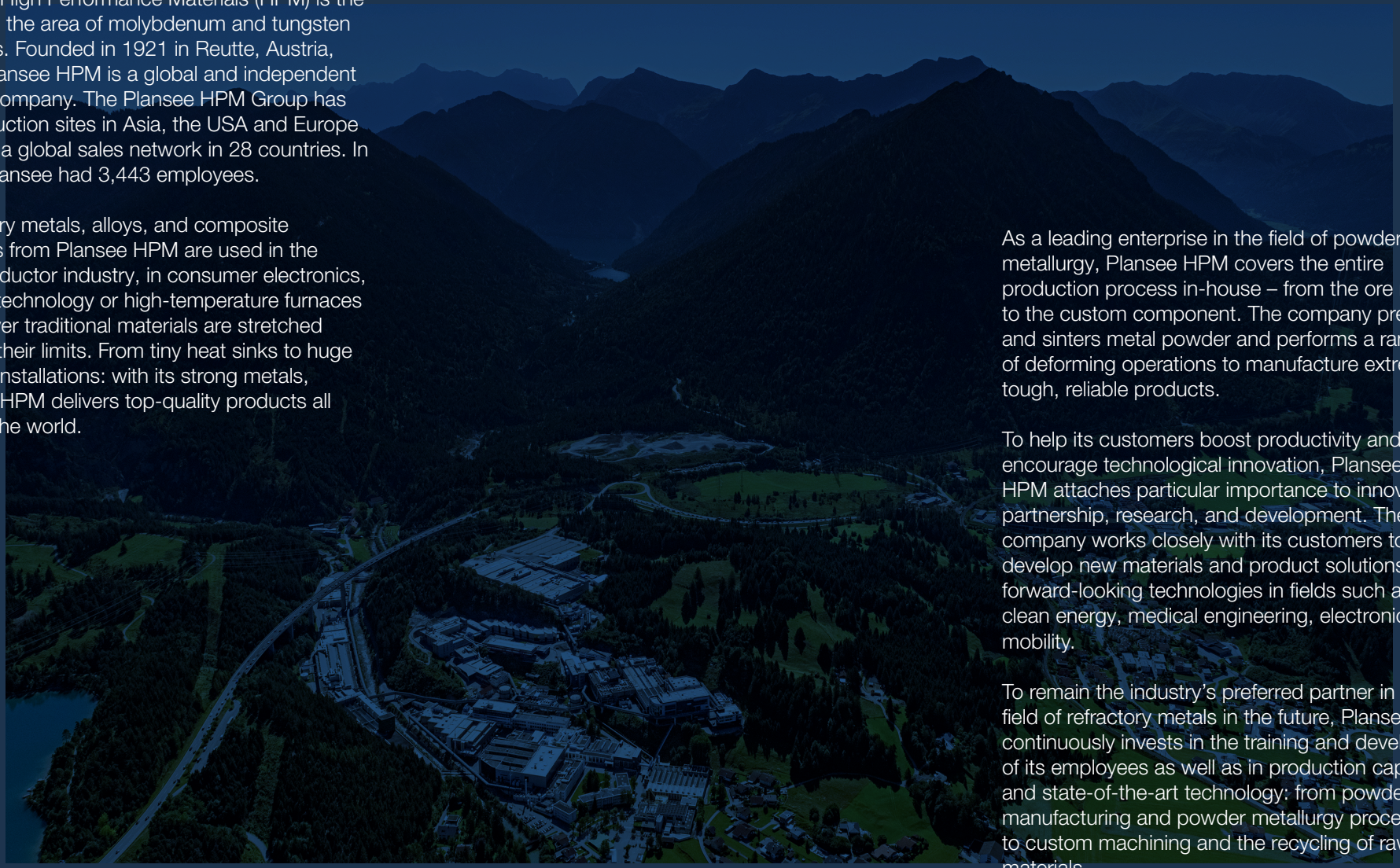
## Ratings

In January 2024, Plansee HPM has applied for the Ecovadis Rating. The result was not available at the time this report was issued.

# About Plansee HPM

Plansee High Performance Materials (HPM) is the expert in the area of molybdenum and tungsten products. Founded in 1921 in Reutte, Austria, today Plansee HPM is a global and independent private company. The Plansee HPM Group has 12 production sites in Asia, the USA and Europe and has a global sales network in 28 countries. In 2022, Plansee had 3,443 employees.

Refractory metals, alloys, and composite materials from Plansee HPM are used in the semiconductor industry, in consumer electronics, coating technology or high-temperature furnaces - wherever traditional materials are stretched beyond their limits. From tiny heat sinks to huge furnace installations: with its strong metals, Plansee HPM delivers top-quality products all around the world.



As a leading enterprise in the field of powder metallurgy, Plansee HPM covers the entire production process in-house – from the ore right to the custom component. The company presses and sinters metal powder and performs a range of deforming operations to manufacture extremely tough, reliable products.

To help its customers boost productivity and encourage technological innovation, Plansee HPM attaches particular importance to innovation partnership, research, and development. The company works closely with its customers to develop new materials and product solutions for forward-looking technologies in fields such as clean energy, medical engineering, electronics, and mobility.

To remain the industry's preferred partner in the field of refractory metals in the future, Plansee HPM continuously invests in the training and development of its employees as well as in production capacities and state-of-the-art technology: from powder manufacturing and powder metallurgy processes to custom machining and the recycling of raw materials.

# Plansee HPM, a part of the Plansee Group

The Plansee Group specializes in the processing of molybdenum and tungsten. Plansee HPM processes molybdenum and tungsten metals, turning them into semifinished products and ready to use components. Ceratizit processes tungsten carbide into tools.

The supply of our key raw materials molybdenum and tungsten is safeguarded. Global Tungsten & Powders supplies tungsten and tungsten carbide powder both to the Plansee Group and to external customers. Molymet supplies molybdenum powder.

Plansee High Performance Materials is part of the Plansee Group. The holding company is Plansee Holding AG. The head office of Plansee Holding AG is located in the municipality of Breitenwang/Reutte in Austria. The Plansee Group is active in more than 50 countries with production sites and sales representations. Plansee Holding AG is a privately owned company, which is 100% owned by the Flatlake Private Foundation based in Austria. The 4-member Executive Board of Plansee Holding AG is led by a 8-member Supervisory Board. Plansee Holding AG has a professional internal audit department, which is led by the Executive Board and the Supervisory Board.

## The main investments of Plansee Holding AG include:

- Plansee High Performance Materials with the lead company Plansee SE, based in Reutte/Austria.
- Ceratizit with the lead company Ceratizit Sarl, based in Mamer/ Luxembourg.
- Plansee Group Functions with offices in Kempten, Mamer, Towanda and Reutte, where key service functions of the Group such as IT, HR, Controlling and Finance are bundled.

PLANSEE

*The Plansee Group*

CERATIZIT GROUP

Tungsten carbide products

PLANSEE

Tungsten and molybdenum products

The Plansee Group is backward integrated to raw material powder supply:

GTP MOLYMET

Global Tungsten & Powders supplies tungsten and tungsten carbide powders for both Plansee Group and external customers. Molymet supplies molybdenum powders.

# Plansee HPM in detail


**Plansee SE**

- Plansee Composite Materials
- Plansee Powertech
- Plansee Tungsten Alloys
- Plansee Bulgaria
- Plansee China
- Plansee India
- Plansee Japan
- Plansee Korea
- Plansee USA
- GTP Parts
- Mi-Tech Tungsten Metals

# Key Facts & values

We develop, produce and market products that are based on the high-performance materials **molybdenum, tungsten,** and their **composites.**

We contribute to the success of our customers by using proven expertise and competencies in **materials, technologies, and applications.**

**Private ownership** ensures **continuity** in our vision, mission, management, and objectives.

We act **sustainably** and **responsibly** in sourcing and production.

As part of the Plansee Group, our customers benefit from a **value chain** ranging from **ore concentrates** to **customer-specific** components.

We deliver products with **optimal quality** for a fascinating diversity of applications all over the world.









## 01 Partnership-based

We deal openly and fairly with each other and respect different points of view. This is how we generate the best solutions, for our customers and ourselves.

## 02 Exemplary

We value environmental protection measures and work to conserve our resources. This is how we contribute to a high quality of life - for today and tomorrow.

## 03 Innovative

We have the courage to change and see change as an opportunity. We look for new trends and react quickly. Courage, curiosity, and ambition have set us apart for many years.

## 04 Successful

We tackle challenges head-on and are proud of our successes. As an attractive employer with a customer-oriented organization, we make top performance possible.

## 05 International

The world is our home – today more than ever. We never lose sight of our identity, our culture, and our roots.

## 06 Future-oriented

We continually invest in the expansion of our company. This is how we will ensure attractive earnings and jobs for the future.

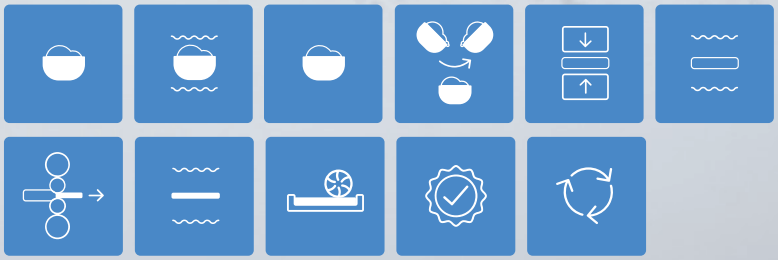
# Our business

We produce more than 75,000 products from molybdenum and tungsten. These high-performance materials are used in a wide range of industries across the world. The main sales markets include the following industries: semiconductor industry, medical technology, consumer electronics, engineering, aerospace and defense industry, power and automotive.


## Production process

We manufacture our products from refractory metals and composites using a sequence involving different technologies. Powder metallurgical processes (such as metal powder production, mixing, alloying, pressing, sintering, etc.) form the basis of the operation. The sintered ingots are processed into semifinished products by thermomechanical forming (such as rolling, forging, heat treatment).

Using **machining operations** (turning, milling, laser cutting as well as eroding) and with the help of various **joining techniques** (such as welding or soldering) and **surface technologies** (PVD coating, plasma spraying, etc.), we produce a wide variety of finished products and assemblies.



# About molybdenum

Molybdenum is obtained from both primary and by-product mines, the latter typically copper mines. More than 40% of the molybdenum production originates from primary mining and almost 60% is obtained as a by-product of copper mining. Main supplier for molybdenum oxide for Plansee HPM is Molybdenos y Metales (Molymet) in Chile, where the Plansee Group is a shareholder.

At around 360,000 tons, more than three times as much molybdenum is processed worldwide each year as tungsten. A large proportion of more than 80% goes to the steel industry, which uses molybdenum as an alloying element. Consuming over 10%, the chemical industry ranks second. Approximately 5% is used in the form of pure metal to produce molybdenum and molybdenum-based materials.

The $CO_2$ footprint of molybdenum as a by-product of copper production is better than for direct mining of molybdenum ores. The reason for this is that when molybdenum is mined as a by-product of copper production, the steps in the mining process (and the resulting $CO_2$ emissions) are attributed to the copper product.

Molybdenum disulfide slimes or molybdenum ores are processed in the mines to obtain concentrates, and are further processed to obtain molybdenum trioxide.

Molybdenum-containing ores from the mines are first enriched by physical processes and are then made as pure as is needed for further processing by chemical processes. The starting material for the powder metallurgical production of molybdenum base materials is high-purity molybdenum trioxide ($MoO_3$), which is further processed at Plansee HPM into molybdenum dioxide and pure molybdenum powder. The molybdenum powder is processed in pure form or is mixed with small amounts of alloying elements and is then pressed, sintered, formed, and machined into engineered components.

For the powder metallurgical production of molybdenum as conducted at Plansee, the circular economy approach is different than for tungsten. For molybdenum, no established recycling process back to molybdenum metal powder or molybdenum trioxide exists.

Molybdenum is a circular material, as secondary molybdenum materials in solids or compacted powders are highly valued by the steel and superalloy industries. These industries use molybdenum secondary materials as alloying elements, replacing primary materials such as ferro-molybdenum or molybdenum oxide briquettes. Typically, these secondary materials arise at Plansee along the production chain and during the mechanical processing of products.

60% of the molybdenum material used in Plansee HPM's production is sold to customers as semifinished products in the form of sheets, strips, rods, wires and components. Plansee HPM offers its customers the return, reprocessing and recycling of used molybdenum materials. This is useful, for example, for coating materials (sputter targets), of which only part of the material is used in the coating industry. The company also accepts the return of components for glass production or medical technology. The components are reprocessed and reused. In principle, Plansee HPM accepts all scrap containing molybdenum, reprocesses and sorts it, and ensures that it is properly reused in the superalloy and steel industries.

Overall, well over 95% of the molybdenum material used is of a primary and secondary nature. Extensive efforts have been undertaken to enclose production areas and the operation of production areas under negative pressure so that only minor amounts of molybdenum are released into the environment as a result of evaporation (sublimation) during heating processes. The production plant in Breitenwang/Reutte is the only plant in the Plansee HPM Group that processes molybdenum oxide into molybdenum metal powder, and further into semifinished and engineered customer components. Plansee HPM operates measuring points around the plant, where the molybdenum content in the air is determined. The concentration in wastewater is also regularly measured in the wastewater treatment plants of the neighboring communities.

# About tungsten

Worldwide, around 100,000 tons of tungsten are processed annually. Around 65% of this volume goes into hard metal production. The remainder is shared between steel and superalloy producers (15% and 10% respectively) and producers of tungsten-based materials, including Plansee HPM. The chemical industry processes less than 10% of the total tungsten volume.

Plansee HPM is mainly supplied by Global Tungsten & Powders (GTP) with pure tungsten powder. Tungsten is one of the so-called conflict minerals. In 2013, GTP was the first tungsten processor worldwide to be certified as a „Conflict Free Smelter“. The company complies with the OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from conflict and high-risk areas. This eliminates the possibility that the mining of tungsten processed at GTP contributes to armed conflict, child labor, human abuse, or other serious crimes.

The tungsten processed at Plansee HPM consists largely of recycled tungsten. The proportion of recycled tungsten varies between 70 and 80% depending on the product mix and availability of scrap, thus guaranteeing consistent product quality. The remaining demand is covered by primary tungsten. Ores containing tungsten from mines are first enriched via physical processes, yielding ore concentrate. The ore concentrate is then further purified via chemical processes.

At Plansee HPM, tungsten is used for tungsten base materials. The starting material for the powder metallurgical production of tungsten base materials is high-purity tungsten trioxide ($WO_3$), which is further processed into pure tungsten powder. The tungsten powder is processed in pure form or mixed with small amounts of alloying elements and is then pressed, sintered, formed, and machined into semifinished or engineered components.

# Significant changes in the organization and its supply chain

**In the 2022/23 fiscal year, the following changes occurred in the Plansee HPM's organization and supply chain:**

- In November 2022, Plansee HPM acquired the company Mi-Tech Tungsten Metals LLC. Mi-Tech manufactures mill products and high-precision, ready-to-install tungsten composite products and components for industries such as energy, engineering, and aerospace.
- Plansee Liezen in Austria was closed in December 2022. The production lines for tantalum tubes and niobium coins were relocated to the headquarters in Reutte. Tantalum wire production was sold to a US company and relocated.
- The production at Plansee E/G Electro-Graph was stopped. The location is now a sales office.
- At the end of the 2022/23 fiscal year, Plansee HPM sold its interest in the bonding shop in Japan.

# Managing sustainability

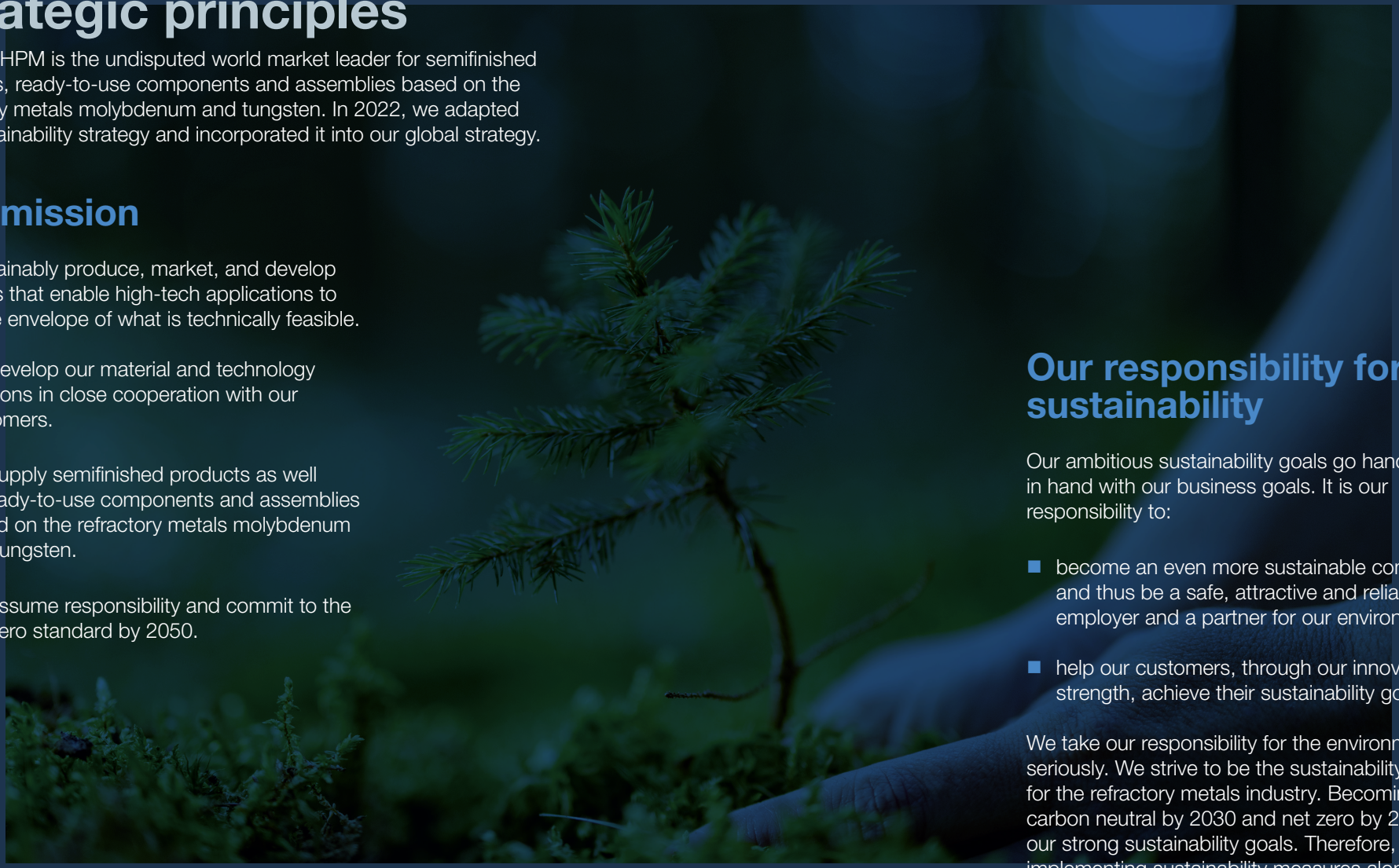
## Strategic principles

Plansee HPM is the undisputed world market leader for semifinished products, ready-to-use components and assemblies based on the refractory metals molybdenum and tungsten. In 2022, we adapted our sustainability strategy and incorporated it into our global strategy.

### Our mission

We sustainably produce, market, and develop products that enable high-tech applications to push the envelope of what is technically feasible.

- We develop our material and technology solutions in close cooperation with our customers.
- We supply semifinished products as well as ready-to-use components and assemblies based on the refractory metals molybdenum and tungsten.
- We assume responsibility and commit to the net-zero standard by 2050.



### Our responsibility for sustainability

Our ambitious sustainability goals go hand in hand with our business goals. It is our responsibility to:

- become an even more sustainable company, and thus be a safe, attractive and reliable employer and a partner for our environment
- help our customers, through our innovative strength, achieve their sustainability goals

We take our responsibility for the environment seriously. We strive to be the sustainability leader for the refractory metals industry. Becoming carbon neutral by 2030 and net zero by 2050 are our strong sustainability goals. Therefore, we are implementing sustainability measures along the entire value chain.

# Our understanding of sustainability

When it comes to sustainability, Plansee HPM works closely with the entire Plansee Group. We have aligned our sustainability strategy as well as the focus of our sustainability measures with the Plansee Group. The framework is formed by the UN's 17 Sustainable Development Goals and the ESG approach for companies to promote sustainable development in the environmental, social, and corporate governance areas.

Starting in the 2025/26 fiscal year, the Plansee Group will incorporate non-financial ESG reporting in an integrated report with its financial data, in keeping with the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS).

In a materiality assessment, four main fields of action for sustainability were derived in 2021 from the internationally recognized standards of the United Nations. Those four clearly focused areas are

01 **“Material & resource efficiency in production”,**

02 **“Ecological and social aspects in the supply chain”,**

03 **“Attractive Workplace”,** and

04 **“Sustainable product and technology innovation”.**

Each of these focal areas includes several of the United Nation’s Sustainable Development Goals.


To implement our ambitious sustainability mission throughout the company, we address the entire value chain. Our sustainability strategy relates to more than just our own emissions, internal processes, and resources. We take a holistic view of sustainability based on environmental, social, and governance criteria, ESG for short, and we share the United Nation’s definition of sustainability as

> *meeting the needs of the present without compromising the ability of future generations to meet their own needs*

**ENVIRONMENTAL**
- Climate Change
- Natural Resources
- Pollution & Waste
- Biodiversity

**SOCIAL**
- Human Rights
- Supply Chain Standards
- Labour Management
- Health & Safety
- Human Capital Development

**GOVERNANCE**
- Corporate Governance
- Corruption & Instability
- Executive Pay
- Board Diversity
- Business Ethics

# Governance structure for sustainability

## Plansee Group

The Plansee Group is led by a 4-member Executive Board, which is supported by an 8-member Supervisory Board. A member of the Executive Board of the Plansee Group is responsible for sustainability. The Plansee Group Sustainability Steering Committee is supported by the QHSE Committee and monitors the group-wide implementation of sustainability goals.

The Plansee Group Sustainability Best Practice Program (SBPP) coordinates the group-wide implementation of the sustainability measures. The SBPP is led by a Program Integration Office (PIO) and involves cross-departmental functions including HSE, Controlling and Accounting, Communication, HR, IT, Procurement, Sales, and Legal. It ensures standardization, where necessary, between the group functions and the business areas – these being Plansee HPM and Ceratizit – and supports a best-practices exchange with Operations.

## Plansee HPM

A member of the Executive Board of Plansee HPM is responsible for sustainability within the business area. The Plansee HPM function Quality, Health, Safety, Energy and Environment (QHSE) is in charge of managing all the related sustainability and HSE measures within the Plansee HPM business area and its divisions. It reports directly to the Executive Board of Plansee HPM.

At our individual sites, each Managing Director is supported by an HSE Site Manager, and other cross-departmental functions are responsible for sustainability at the operational level. The HSE Site Managers of all global sites meet monthly with the Plansee HPM-Group HSE Manager to share best practices and exchange lessons learned.

# Sustainability organization

## Supervisory and Managing Board

**Supervisory Board**
Annual update on sustainability to the Supervisory Boards of the Plansee Group, Plansee HPM & Ceratizit

**Sustainability Steering Committee**
Bimonthly update to the Managing Board of the Plansee Group, Plansee HPM & Ceratizit

**QHSE Meeting**
Every 6 months alignment with the Executive Board of Plansee HPM & Ceratizit

## Group & Business Functions

**Extended Program Integration Office**
Monthly exchange with group and business functions involved in sustainability actions (HR, HSE, Procurement, Sales, Legal, Communication, Controlling, Accounting)

## Operations

**HSE Status Review**
Bimonthly HSE status review with Legal Entity Heads & Site HSE Managers

**HSE Best Practice Call**
Monthly best practice exchange between Plansee HPM HSE Group & Site HSE Managers

**Our participation in associations**
As a member of varoius associations, Plansee HPM also promotes the exchange of ideas on sustainability topics, e.g.:

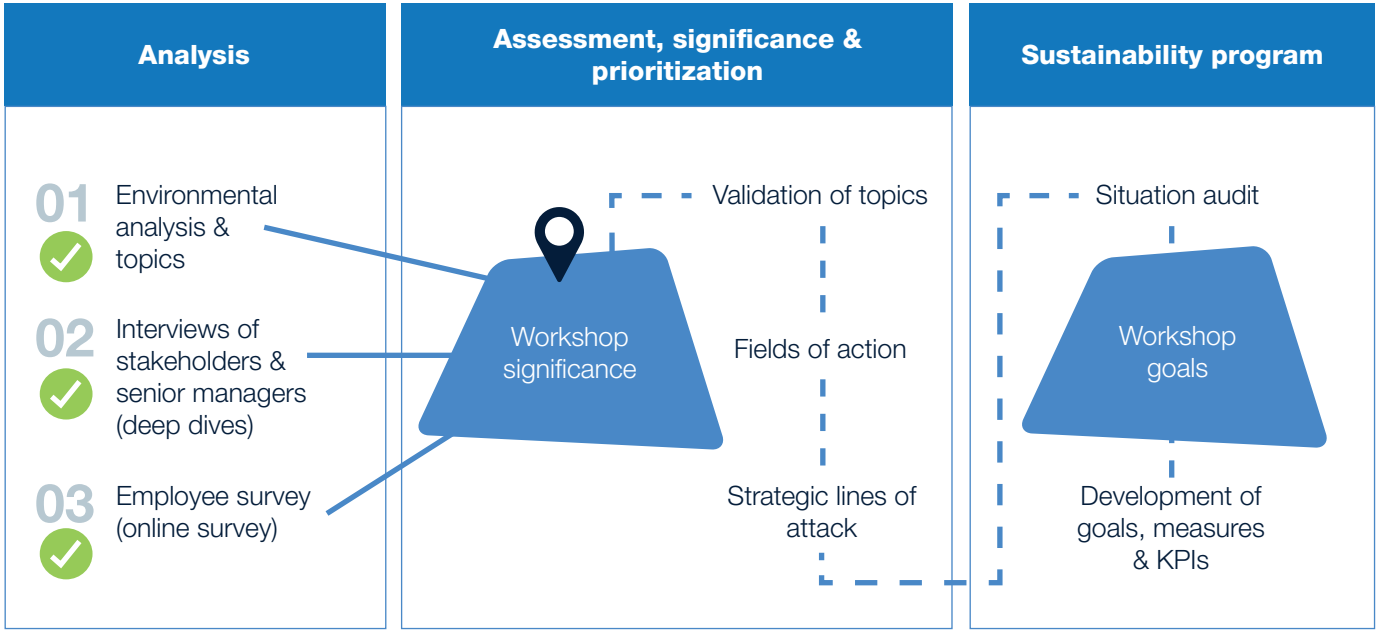
- International Molybdenum Association (IMOA)
- International Tungsten Industry Association (ITIA)

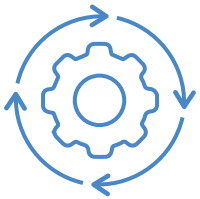
# Materiality assessment

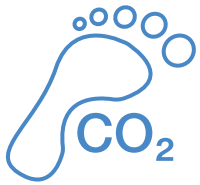
As a basis for defining the overall sustainability strategy of Plansee HPM and the entire Plansee Group, an assessment was conducted in 2021 on material issues and areas requiring action. The assessment was carried out as follows:

- Conducting a stakeholder analysis on relevant sustainability topics at associations, customers, and competitors (desktop research).
- Conducting more than 30 individual interviews with all key stakeholders of the Group (representatives of customers, associations, competitors, and suppliers as well as members of the Executive Board and other managers).
- Survey of 11 external stakeholders in the Chinese market.
- Online survey of employees at Plansee HPM and Ceratizit sites worldwide. The total of 1,475 completed questionnaires corresponds to a response rate of 32%.

All results from this research and from these interviews and online surveys were summarized in a materiality matrix and discussed in workshops at the top management level. The topics were ranked according to relevant stakeholders' expectations, and the weighting was as follows: 50% external stakeholders (customers, associations, competitors, suppliers) and 50% employees. In addition, the assessment of the business relevance for Plansee HPM and Ceratizit by the managers surveyed was considered.





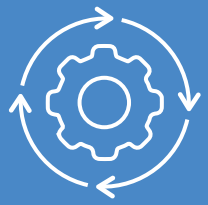

In the materiality assessment, the following four areas were defined along the value chain. This is where we focus our sustainability activities:

## Production:
**Material & resource efficiency in production**

To reduce the mining of virgin raw materials, we consistently expand the circular economy for our materials. The objective is to limit the use of materials and resources to the minimum necessary.

**Fields of action:**

- $CO_2$ footprint
- Recycling of tungsten
- Circular use of molybdenum
- Product quality and safety
- Environmental protection in production

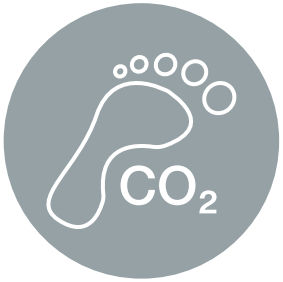


## Supply chain:
**Environmental and social aspects in the supply chain**

We set the pace for social and ecological standards in our procurement markets.

**Fields of action:**

- Supplier management
- Requirements for suppliers




## Employees:
**Attractive workplace**

Since our employees are the foundation of our global success, we want to provide them with an attractive workplace. It is a priority and responsibility to provide a safe, healthy, diverse, and inclusive workplace where teamwork can thrive.

**Fields of action:**

- Fair compensation and benefits
- Employee development
- Flexible working models
- Diversity and equal opportunities
- Health and safety in the workplace
- Employer branding

## Innovation:
**Sustainable product and technology innovation**

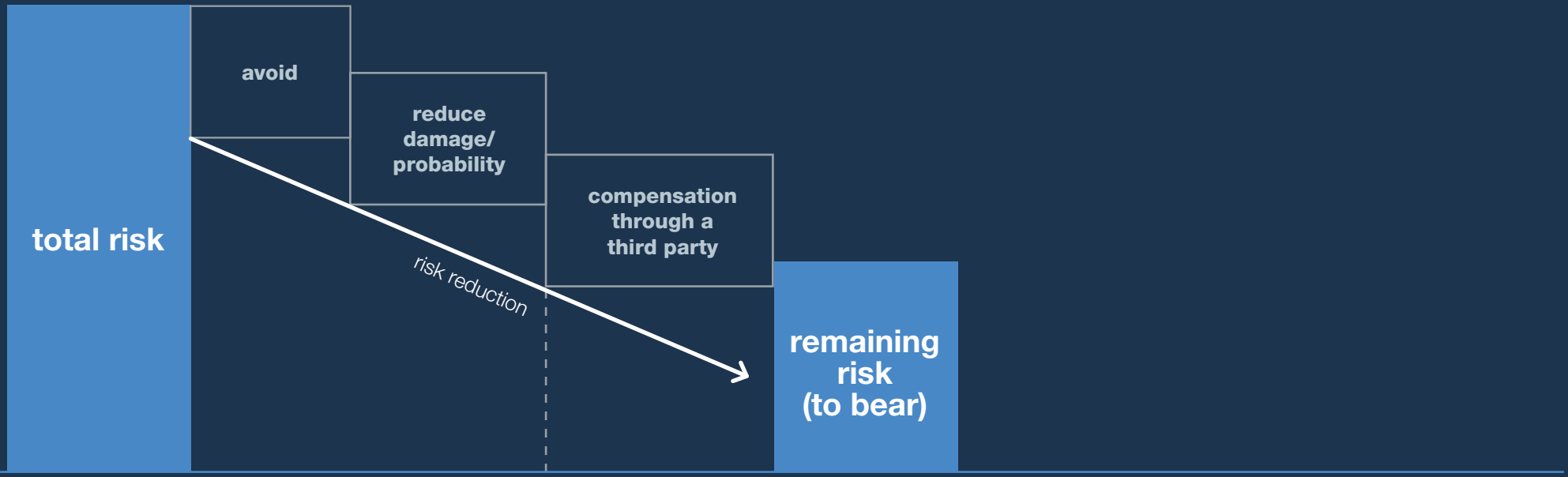
With 100 years of expertise in the refractory metals industry, we continually invest in the improvement and new development of our products, technologies, and processes.

**Fields of action:**

- Digitalization
- Promotion of sustainable products and technologies (new product share)
- New applications

We are currently updating our materiality assessment to reflect the new requirements of the upcoming CSRD and ESRS. Starting in 2024, the materiality assessment will be updated on an annual basis.

# 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.

Risk management at Plansee HPM takes the form of an annual risk inventory, including interviews with key stakeholders. Known risks in all areas of the company are evaluated, and new risks are added. The risk inventory is divided into risk categories that are significant for Plansee HPM. The purpose and process of Plansee HPM’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 Plansee HPM. 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 Plansee HPM risk inventory includes certain sustainability topics. However, we are currently in the process of updating our risk inventory to include the new requirements from the CSRD and ESRS.

# Business ethics and compliance

## Group-wide compliance management

At Plansee HPM, compliance goes beyond simply adhering to legal requirements. The Code of Conduct constitutes the central and globally applicable framework for Plansee HPM and is one of the fundamental elements for ensuring the company's long-term success. It contains binding regulations that are spelled out in five guiding principles that apply globally. The Code of Conduct underscores the importance of sustainable business activity and the personal responsibility of each individual employee. Consequently, compliance is considered to be the active responsibility of all employees and executives, as well as a shared value that is firmly anchored across Plansee HPM.

Our legal entities are supported by central functions such as legal, QHSE, procurement in the compliance management. In addition, compliance is an integral part of management meetings.

On behalf of the Executive Board, the Plansee HPM internal auditing department reviews whether the applicable legal requirements, as well as the company's own requirements for internal company processes, the organizational structure, and the rules of procedure, are being complied with and are effective.

## Employee training

A worldwide training concept serves to ensure that employees know and understand the requirements of Plansee's Code of Conduct.

## Reporting and investigation of tips and violations

Any employee who suspects a compliance violation can contact their supervisor, the compliance officer, the legal department, or the human resources department.
In addition, a whistleblowing system managed by an external law firm is accessible via the plansee.com website, to whom tips and violations can be reported. We prohibit imposing sanctions or punishment on employees who have reported in good faith a violation or suspected violation of the Code of Conduct. The whistleblowing system can be used by employees, customers, suppliers, or other persons in the event of reasonable suspicion.

It offers whistleblowers the opportunity to also anonymously and securely report violations of the law and/or violations of the guiding rules of the Code of Conduct. These include, but are not limited to:

- Bribery, corruption, competition and antitrust law violations, accounting fraud, fraud, breach of trust, violation of business and trade secrets.
- Violations of export controls.
- Violations of environmental and occupational health and safety law.
- Violations of data protection law.
- Crimes against persons.
- Criminal offenses such as property crimes or operational sabotage.
- Serious breaches of duty under labor law.
- Serious violations of equal treatment laws.
- Crimes against sexual self-determination or racially motivated offenses.

Plansee HPM ensures that any reported cases of suspected non-compliance are investigated thoroughly and does not tolerate any form of compliance breaches if any are discovered. During the 2022/23 fiscal year, no cases were reported by a whistleblower.

## Our guiding principles of business conduct

**01** **We operate within the law**
**02** **We respect human rights**
**03** **We act in the Group´s interests**
**04** **We act responsibly**
**05** **We ensure state-of-the-art QSE management**

# Sustainability goals, measures and progress

Plansee HPM has started to set global sustainability goals for our strategic focal areas. To increase transparency, the goals, corresponding implementation measures and progress made during the reporting year are described below and mapped with the Sustainable Development Goals (SDG) of the United Nations. The table will be consistently updated in our next sustainability reports.

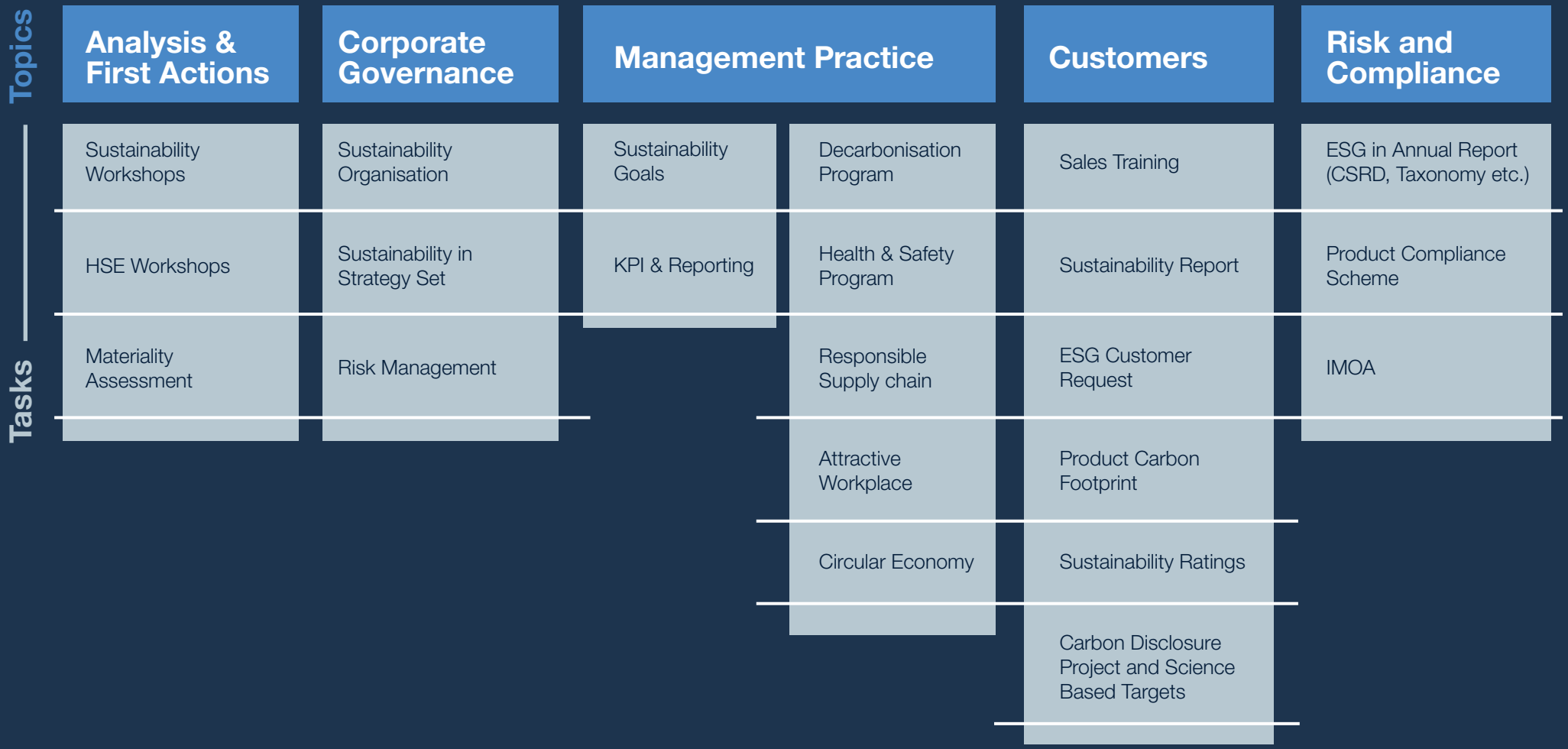
| | | Year | Status | SDG |
|---|---|---|---|---|
| **Sustainability Best Practice Program** | | | | |
| Goal #1 | To maintain a program to manage sustainability topics within Plansee HPM | Ongoing | On track | |
| Measure(s) | Setup program management and organization | 2023/24 | Achieved | |
| | Conduct status analysis | 2023/24 | Achieved | |
| | Update of double materiality assessment | Ongoing | On track | |
| | Update of impact, risk and opportunity (IRO) assessment | Ongoing | On track | |
| | Update of strategy set | Ongoing | On track | |
| | Define and maintain goals | Ongoing | On track | |
| | Define and maintain KPIs and reporting system | Ongoing | On track | |
| | Develop and maintain programs | Ongoing | On track | |
| Progress made | A Sustainability Best Practice Program has been set up, supported by a sustainability roadmap. | | | |
| **Decarbonization: Carbon neutral by 2030** | | | | |
| Goal #2 | To reduce scope 1 & 2 greenhouse gas emissions by 75% by 2030 (baseline 2020/21). The remainder will be offset | 2030 | On track | |
| Measure(s) | Conduct sustainability workshops at all major production sites | 2023/24 | On track | |
| | Achieving 100% green electricity for the main production site in Reutte | 2022 | Achieved | |
| | Setup a PCF calculator externally verified according to ISO 14040/44 | 2023/24 | Achieved | |
| | Define and maintain a decarbonization plan | Ongoing | On track | |
| | Participate in SBTI | 2023/24 | Achieved | |
| Progress made in BY 2022/23 | Plansee HPM maintained its approach towards mitigating climate change by setting up the reporting system and starting with the decarbonization program. | | | |
| **Decarbonization: Net-zero $CO_2$ emissions by 2050** | | | | |
| Goal #3 | To reduce scope 1, 2 & 3 by 90%. The remainder will be offset | 2050 | On track | |
| Measure(s) | See goal #2 | | | |
| Progress made in BY 2022/23: See goal #2. | | | | |

| | | Year | Status | SDG |
|---|---|---|---|---|
| **HSE Management** | | | | |
| Goal #4 | Setup an HSE framework with KPIs and common minimum standards | 2024/25 | On track | |
| Measure(s) | Conduct HSE workshops at all major production sites | 2023/24 | On track | |
| | Upgrade the existing incident reporting system to have more transparent data | 2023/24 | Achieved |  |
| | Introduce best practice calls within the HSE community | 2023/24 | Achieved | |
| | Introduce a near-miss reporting at all production sites globally | 2024/25 | On track | |
| | Develop and roll out a global HSE Framework | 2024/25 | On track | |
| Progress made in BY 2022/23 | Plansee HPM maintained its approach towards HSE workshops and upgrade of the incident reporting system. | | | |
| **Sustainability rating** | | | | |
| Goal #5 | Participant in the Ecovadis rating | 2023/24 | On track |  |
| Progress made | Currently ongoing. | | | |
| **Human rights** | | | | |
| Goal #6 | Participant in UN Global Compact | 2023/24 | Achieved |  |
| Progress made | Achieved in BY 2023/24. | | | |

| | | Year | Status | SDG |
|---|---|---|---|---|
| **Continuously support the development of local communities** | | | | |
| Goal #7 | To continuously support the development of local communities near Plansee HPM production sites and support social welfare programs | Ongoing | Achieved |  |
| Measure(s) | Setup a database to track sustainability projects and share best practices | 2024/25 | On track | |
| Progress made in BY 2022/23 | Plansee HPM continued to support numerous social and environmental initiatives to enhance community development and well-being. Depending on local requirements, activities range from donations, sponsorships, scholarships and other educational programs, as well as local environmental projects. Selected projects are presented in the subject report. | | | |
| **Responsible Sourcing** | | | | |
| Goal #8 | To purchase 100% of tungsten and tantalum raw material exclusively from RMI-certified smelters | Ongoing | Achieved |  |
| Progress made | All tungsten raw material was purchased exclusively from RMI-certified smelters. | | | |
| **Attractive workplace: Development opportunities** | | | | |
| Goal #9 | To recruit 8 of 10 senior managers internally | Ongoing | On track | |
| Measure(s) | Succession Management ensures planning the long-term succession of senior management positions | Ongoing | On track |  |
| | Talent Management ensures talent identification at group leader level | Ongoing | On track | |
| Progress made | In fiscal 2022/23, Plansee HPM recruited 90.9% of senior management positions and 93.3% of middle management positions internally. | | | |

# Sustainability roadmap

Our goals and programs are reflected in the Plansee HPM sustainability roadmap that drive our agenda.



# Material sustainability topics

## Material & resource efficiency in production

### HSE management & organization

At Plansee HPM we have introduced a policy for quality, health, safety and environment (QHSE) that outlines a clear roadmap to ensure that health and safety of our employees, visitors and subcontractors is our highest priority. The policy also includes our commitment to protect the environment and prevent environmental pollution.

Each production site has appointed a health, safety, and environmental (HSE) site manager who typically reports to the site's managing director. The HSE site manager is responsible for HSE at the particular location and supports the managing director in ensuring compliance with all HSE laws, regulations, and permits. The functional leadership for the HSE site managers lies with the Plansee HPM-Group HSE manager.

The HSE site managers of all production sites meet on a monthly basis to share best practices and exchange lessons learned.

Employees are regularly trained on topics such as occupational safety, health protection at the workplace, etc. Training is assigned on a decentralized basis at the production sites. To review HSE incidents and near misses as quickly as possible and take countermeasures, we have procedures and a global reporting system in place, which was upgraded in the fourth quarter of 2023. It allows us to track all incidents throughout the group, their degree of severity, and the risk mitigation efforts, as well as to share lessons learned between the sites. The incidents are tracked by the Plansee HPM-Group HSE manager and reported to the Executive Board based on the severity level.

Employees are trained on environmental issues such as waste reduction, energy management, hazardous material handling, and spill response if applicable. Further, we conduct regular emergency drills. We provide safety instruction or information to contractors working at our sites and observe the work conducted.

At most of our sites, we have introduced health and safety risk assessments, environmental risk assessment and joint management-worker health and safety committees. As part of the HSE framework that will be rolled-out in business year 2024/ 25, we have the goal to further improve in these areas.

### HSE management system certification status of our site portfolio:

**ISO 14001**
Environmental Management System
- Plansee SE
- Plansee Tungsten Alloys
- Plansee Japan
- Plansee India
- Plansee China

**ISO 45001**
Occupational Health & Safety Management System
- Plansee SE

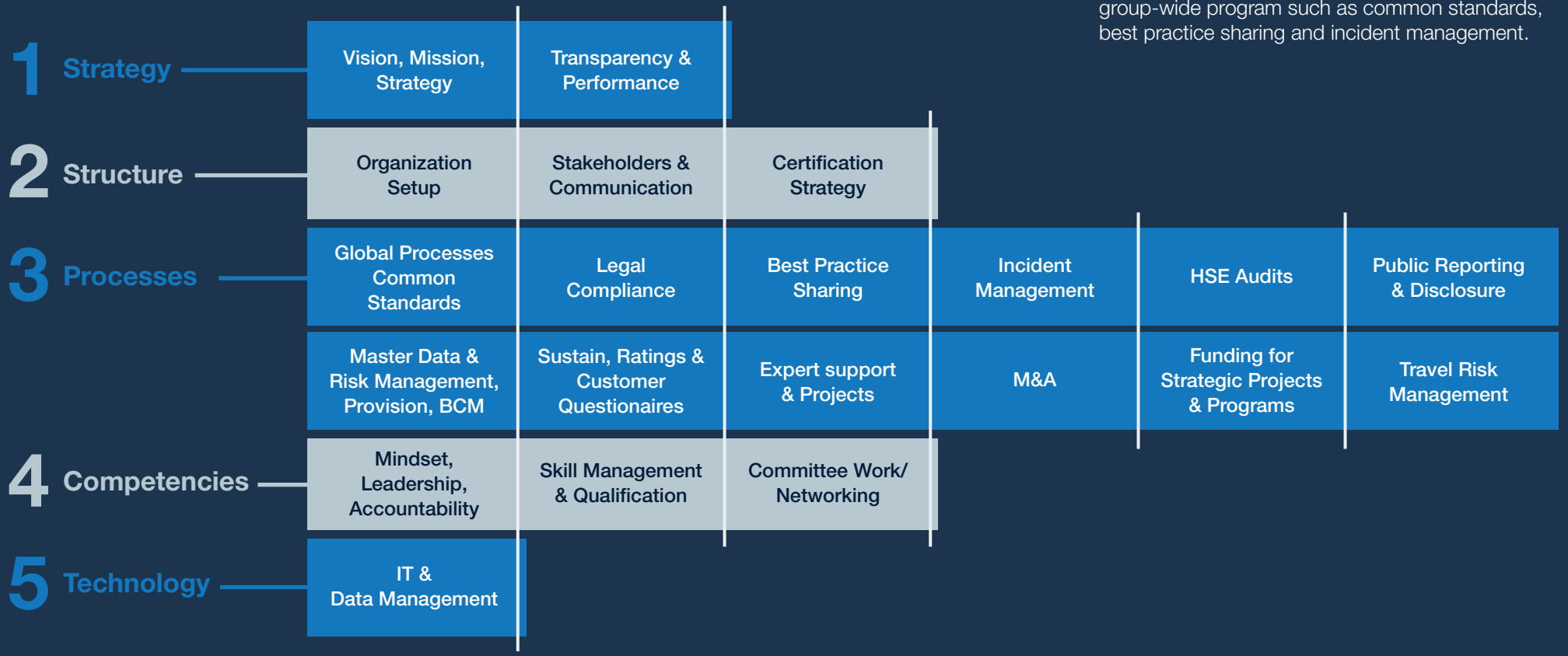
**ISO 50001**
Energy Management System
- Plansee SE
- Plansee Composite Materials

### HSE due diligence assessment

Before acquiring a company, we first conduct an HSE due diligence assessment, taking into consideration a desktop review from publicly accessible sources, interviews with competent site personnel, a document review, and a site visit. This information is carefully considered in the acquisition process.

## HSE framework

In 2023, Plansee HPM started the development of a new global HSE framework to serve the entire business area. This global HSE framework is designed to enhance HSE performance and compliance and to increase organizational awareness of HSE. The development of the new framework started with two critical elements:



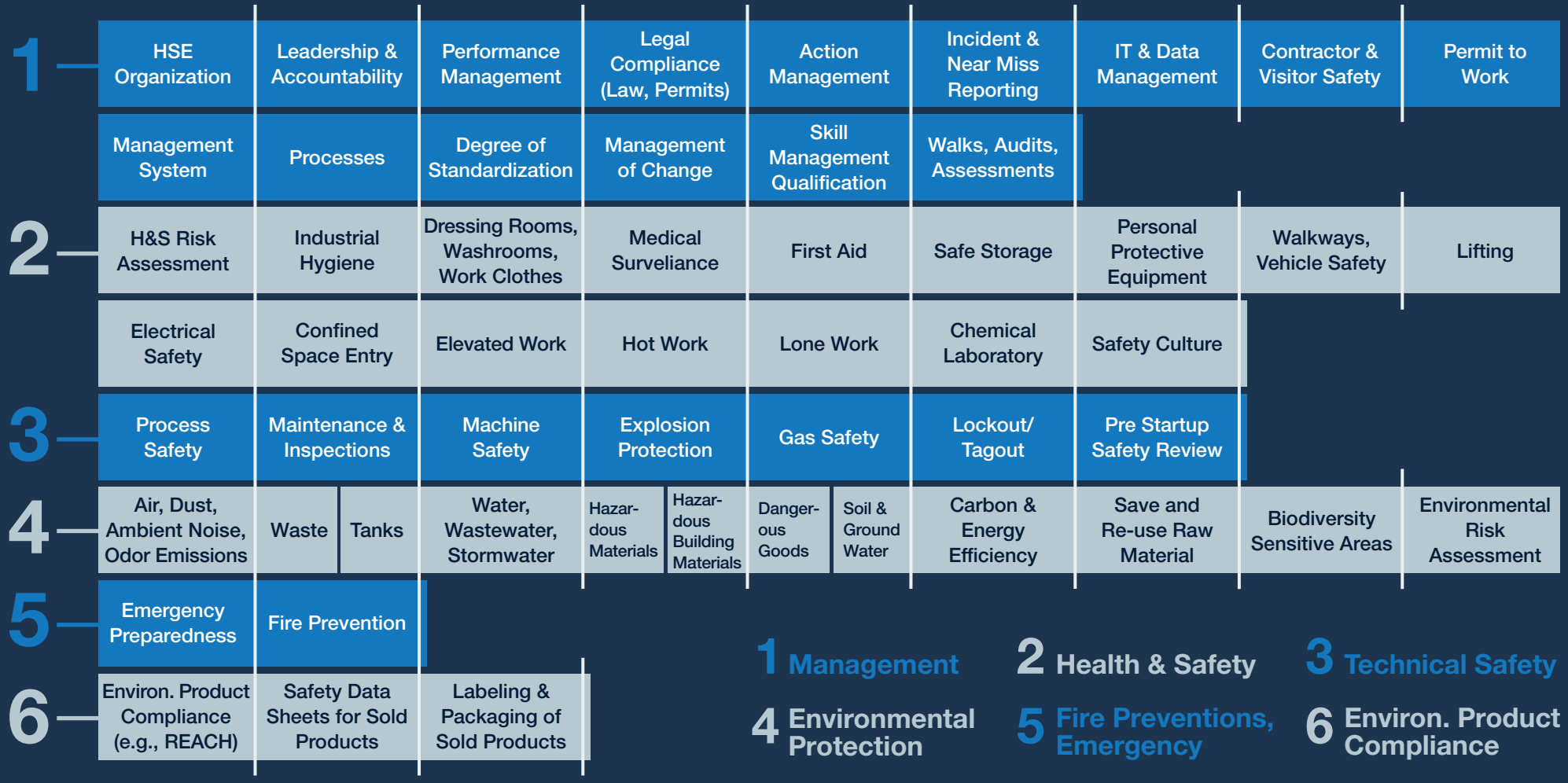

## Strategic action map

In the first quarter of 2023 the Plansee HPM management team developed a strategic HSE heatmap comprising HSE topics that require a group-wide program such as common standards, best practice sharing and incident management.

# Operative action map

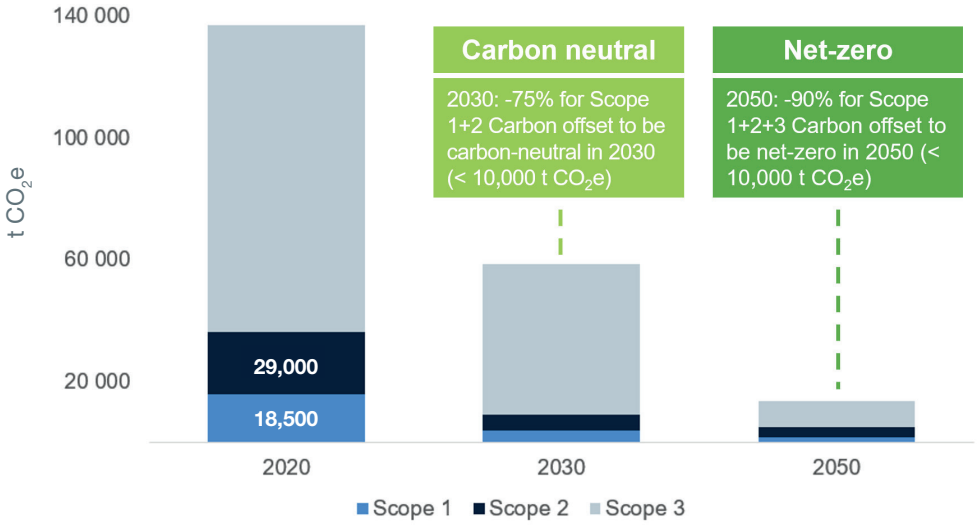
In 2023/24 fiscal year, we are conducting HSE workshops at all major production sites in order to identify the status quo of the sites and develop a risk classification of our global operations. The results were summarized in a heatmap, and action plans were defined and followed-up.

Starting in the 2024/25 fiscal year, we intend to establish an HSE framework for our global operations that builds on the heatmaps and summarizes all HSE requirements under one umbrella. The HSE framework will guide the sites to implement an Plansee HPM-wide HSE management system in keeping with ISO 14001 and ISO 45001 and set common minimum standards in a development path.



# Climate and energy: Strong climate action

Climate change is one of the major challenges facing society in the 21st century. In 2015, the United Nations collectively agreed to take action to significantly limit the rise in global temperatures.
We want to do our part to preserve the climate and comply with the Paris Agreement on climate change. We have therefore set ambitious goals for ourselves:




- By 2030, we intend to lower our direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions by 75% compared with 2020. The remainder will be offset. We seek to achieve this goal mainly by reducing process-related emissions, implementing energy efficiency measures, and purchasing more electricity from renewable sources.
- By 2050, we intend to have achieved climate neutral operations throughout our entire value chain, while having lowered our Scope 1, 2 and 3 emissions by 90%.

Our goals are in line with the requirements of the Paris Agreement to limit global warming to 1.5°C. In 2024, we intend to obtain approval for our goals from the Science Based Targets initiative (SBTi), which independently assesses and approves company targets based on its strict climate science criteria.

In order to support the goals, we are in the process of enhancing our reporting system and are working on carbon reduction projects. Over the last few years, we initiated a series of projects to mitigate climate change.

**The development of our Corporate Carbon Footprint**

# Decarbonization program and product carbon footprint

Natural gas and electricity are the primary energy sources used at Plansee HPM . We determine our corporate carbon footprint for all production sites. As part of the adoption of our sustainability strategy in 2022, we started to develop a product carbon footprint calculator for our main product groups. The calculation is based on the GHG Protocol, including emissions from scopes 1, 2 and 3. The calculator is scheduled to be verified according to ISO 14040/44 by the advisor Denkstatt in December 2023. The product carbon footprint data is available for our customers and helps them calculate their scope 3 emissions. In order to support our carbon reduction goals, we are currently developing a decarbonization plan together with our sites and key suppliers. The subject report shows a series of projects initiated in recent years to mitigate climate change.

Additionally, over the last few years Plansee HPM has gradually switched to electricity from renewable sources for energy needs at its production sites. Since the calendar year 2022, 80% of Plansee HPM's electricity consumption at our 12 production sites has come from renewable sources - a claim that is substantiated by corresponding certificates from the energys suppliers.

## 01
## Electrolysis instead of steam reformation

Over 60% of Plansee HPM's scope 1 carbon emissions are caused by hydrogen production from natural gas. By 2025, approximately 50% of our hydrogen will be produced by electrolysis. Our goal is to produce 100% of hydrogen with electricity by 2030. Therefore, Plansee and Linde signed an agreement for our main production site in Reutte to establish a sustainable hydrogen supply.

Plansee needs large quantities of hydrogen for its production, and the plant used to generate the hydrogen from water and electricity is operated by the company Linde. The hydrogen electrolyzer will be installed in an existing building on the Plansee premises in Breitenwang/Reutte. It will have an output of four megawatts and can generate up to 800 cubic meters of hydrogen per hour, at a purity of 99.999 percent. All the electricity needed to power the electrolyzer will be obtained from renewable sources (green electricity), which in turn ensures the hydrogen generated from this process is also green.

## 02
## Sustainable investments

A photovoltaic system was installed on the roofs of Plansee Shanghai in January 2023. The new system consists of 4,130 modules and was installed across an area of more than 14,000 square meters. With a maximum output of 2.23 MW, the system generates approximately 10 percent of the production site's annual energy consumption.

## 03
## Sustainability workshops

In the 2023/24 fiscal year, we conducted sustainability workshops attended by a board member and the sustainability team at all our production sites. The goal was to introduce the sustainability strategy of Plansee HPM and to conduct „sustainability walks" at each of our production site. As part of the sustainability walks, interdisciplinary teams take tours of the production halls and collect energy saving measures, as well as other ESG relevant actions that contribute to the Plansee HPM sustainability program.

## 04
## Savings through new preheating technology

In 2017, the new development of the preheating technology for round rolling started. The new system not only brought more safety for employees, but also led to a drastic reduction in energy consumption. By the end of the 2023/24 FY, we will have saved almost one million $m^3$ of hydrogen.

01


02

03

04

# Health and safety

Health and safety form the basis of everything we do and has been part of our agenda for many years. Protecting our employees and preventing occupational accidents and work-related illnesses are our main objectives and the reason for making continuous investments in this area. This is also reflected in our safety culture, which is based on our goal of zero accidents.

It is our clear responsibility to ensure the well-being of our approximately 3,500 employees worldwide. We strive to provide our employees with the safest possible working conditions, regardless of whether they work in production-related areas, at an office workplace, or in the field. With innovations and investments in equipment and technology, we support the protection of our workforce against dust, noise, and injuries. At the same, it is extremely important to raise awareness for health and safety topics.

To ensure this and support our goal of zero accidents, we are currently developing and rolling out a global HSE framework. More details regarding our HSE organization and the HSE framework project can be found in chapter 3.1 HSE management of the subject report.

In recent years, we initiated a series of projects to improve the safety culture and reduce incidents.

## 01
## Health and Safety Campaign at Plansee Reutte

At Plansee headquarters in Reutte, Austria, an occupational campaign was launched in 2019. It focused on raising awareness for occupational health and safety and minimizing risks and accident prevention.

## 02
## Safety Month at Plansee Shanghai

The entire month of June is safety month at our production site in Shanghai, China. For four weeks, it's all about raising awareness for the topics of occupational health and safety, accident prevention, and knowledge transfer. A large variety of activities and trainings are offered, ranging from fire evacuation drills to first aid courses and safety knowledge competitions, just to mention a few.

## 03
## Safety Week at Plansee India

On March 4 of each year, Safety Week starts at Plansee India in Mysuru. The main goal is to highlight safety measures and ensure that people are aware of them. A large variety of activities are on the agenda, such as a safety oath, a safety quiz, and a walkathon to inform the public about the importance of the topic.

## 04
## A fire service ready and willing

Whenever the help of the company fire brigade or the surrounding volunteer fire departments is needed, Plansee exempts its employees for the duration of the operation. The company fire brigade currently consists of 53 men and women. Many other company employees are part of the voluntary fire departments in the surrounding region. Plansee and Ceratizit have already been recognized as fire brigade-friendly employers by the Tyrolean Fire Brigade Association.

## 05
## Safety professionals

We have 46 safety professionals at Plansee Reutte. They are in charge of occupational health and safety, ranging from presenting occupational health and safety topics, to supporting their colleagues, conducting inspections and meetings, to deciding which measures should be implemented and providing support in the form of safety audits to identify improvement options and helping to avoid accidents.

01


02

03


04

05

# Pollution and emissions

Our processes generate emissions, which are constantly monitored in keeping with applicable legal requirements. We are committed to innovating our processes in an effort to continuously measure and reduce the levels of these emissions. All sites comply with the legally required limit values for air, water and noise emissions and use state-of-the-art exhaust air purification and wastewater treatment technology.

Our production sites are located in established industrial and commercial zones and operate in compliance with applicable legal requirements. No material non-compliances have been reported for the 2023/24 fiscal year.

## Main emission sources at Plansee HPM

During the production of refractory metals two kinds of emissions are material. (1) emission of molybdenum trioxide into air and (2) emissions of metals and inorganic salts into water. Molybdenum trioxide emissions occur during molybdenum powder production and hot deformation of molybdenum metal (rolling, forging). These molybdenum trioxide emissions are absorbed by the surrounding grass and can cause Molybdenosis, a molybdenum induced copper deficiency at ruminants (cows, sheep), as well as increased molybdenum levels in the milk. Emissions into water arise from chemical surface treatment processes. Both kinds of emissions are exclusively attributed to the main production site in Reutte, Austria. All other sites show neglectable air and water emissions.

## Air emissions

The main pollutant in the exhaust air is molybdenum trioxide at our headquarters in Reutte, Austria, where molybdenum powder is produced, and molybdenum metal is thermo-mechanically formed.

Plansee HPM ensures that all emission points are vented and filtered via special fabric filters. Additionally, the large processing halls are operated under negative pressure to minimize escaping emissions. Dust measurement sensors are installed to determine how effectively molybdenum trioxide fine dust is separated by the filter systems, and what emissions are released into the atmosphere. The measured molybdenum values from the filter plants of Plansee are below the applicable threshold values.

We are committed to an open and transparent exchange with local farmers and policy makers. We inform them regularly on the impact that our production has on the region. In this regard, we implemented the following measures:

- Grass analyses
- Animal health check
- Cow's milk examination
- Dust precipitation measurements

The goal of our collaboration with local farmers is to avoid animal diseases and ensure that the molybdenum content in cow's milk is not exceeded.

## Water emissions

The only material emissions into water at Plansee HPM occur during chemical surface treatment of refractory metals at the main site in Reutte, Austria. The metals molybdenum and tungsten, as well as inorganic salts resulting from the treatment agents are emitted into water. The wastewater is treated in a special plant to recover the main metal molybdenum and to keep all emissions within the legally required water quality limits. Before discharging, all water quality parameters are measured to ensure that all limit values are met.

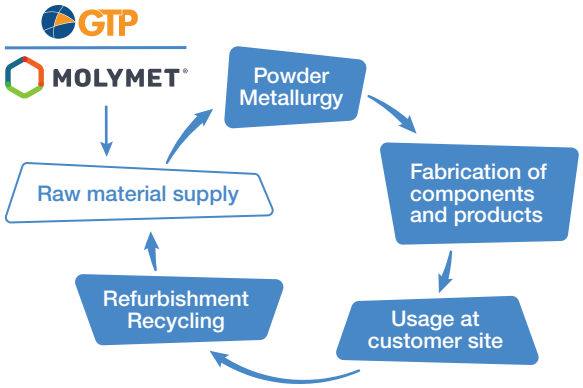
# Use of resources & circular economy

For many decades, Plansee HPM has focused on manufacturing high-quality products made from molybdenum and tungsten, covering every production stage from the oxide to the customer-specific component - while limiting the use of virgin raw materials to the necessary minimum. By employing a variety of innovations such as 3D printing or near net shape production, we were able to reduce the input of virgin raw material in the past.

Risks arising from the limited availability of raw materials are countered by long-term contractual hedging of raw materials and input materials as well as operational measures, such as recycling, inventory optimization, and operational excellence programs to reduce the use of raw materials.

We regularly determine the following key figures and take appropriate measures to continuously optimize the resources used:

- Specific raw material input per kilogram of product
- Specific energy consumption per kilogram of product
- Specific water consumption per kilogram of product




## 100% material efficiency for molybdenum

Molybdenum scrap and by-products are carefully separated in production and conditioned, then sold to the steel industry, where molybdenum is used as an alloying element. This way, we ensure that no molybdenum is wasted.

## A tungsten recycling rate of over 70%

We focus on recycling our materials to reduce the mining of new raw materials and thereby conserve resources. Within the Plansee Group, we already have a tungsten recycling rate of over 70%.

## Waste management

We have programs in place at the site level for reducing our waste output. Our waste is disposed of in compliance with applicable laws, regulations and permit requirements. We only utilize qualified and certified waste disposal companies.

The table below shows the amount of hazardous and non-hazardous waste generated by our production sites.

| | Unit | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| Hazardous waste | metric tons | 2,597 | 2,784 | 2,764 |
| Non-hazardous waste | metric tons | 1,743 | 1,622 | 1,777 |

## Striving for sustainability with ASML

ASML is the world market leader in lithography systems for the manufacture of microchips. Throughout our long customer relationship with ASML, the focus of this collaboration has been to extend the service life of components by refurbishment or repair. Plansee is now also involved in the development phase of components, which are designed so as to be easier to refurbish at the end of their service life.


If components have genuinely reached the end of their life cycle and can neither be reused nor refurbished, we can recycle them for ASML. With this, we take a complete life cycle management perspective to make the process even more sustainable. Plansee was awarded the Sustainability Excellence Award 2022 by ASML for these efforts as well as its sustainability strategy. This was largely thanks to the measures that Plansee implemented with regard to the protection of the environment, social responsibility, and sustainable company management.

**Andreas Feichtinger**
Member of the Executive Board
Plansee High Performance Materials

**Damir Blazevic**
Director Business Division Electronics
Plansee High Performance Materials

# Quality management: A strong relationship with our customers

Plansee HPM is synonymous with innovative strength, reliability, and quality. With our components and products, we seek to make a valuable contribution to ensuring that our engineered world becomes more sustainable, simpler, and more secure and offers a greater quality of life. As a tier 3 to tier 6 supplier, we do not have any direct relationships with consumers and end users. At the same time, we are aware of the great impact that we create for them. As a result, we continually invest in the improvement and new development of materials, products and technologies. Optimal quality plays a key role in this process, as it is an essential factor for success and one of Plansee HPM's main objectives. Our integrated management system not only ensures optimal quality, but also demonstrates our commitment to health and safety aspects as well as environmental and energy topics.

## ISO 9001 & EN/AS 9100

### Quality management according to ISO 9001 and ISO 9100

The high importance that we attach to quality is apparent from our quality vision: We strive to remain your partner of choice based on our quality, which every employee at every location helps to achieve and we deliver at all times. To live up to this vision, our quality team is involved in product development at a very early stage as well as during the ramp-up phase of product innovations, and then supports the entire process at the customer's end: from working on the first product specification in collaboration with our production experts, development engineers and customers, to regular quality audits with customers. Our quality experts create the necessary framework, document the results, and continuously improve the QM system according to PDCA, involving the entire organization. At the same time, we ensure that we avoid waste and non-quality costs by over-engineering. To us, optimal quality means that the quality of our products and processes is in line with economic requirements, to ensure the best possible price-performance ratio. Plansee HPM's quality management system is certified according to the international ISO 9001 standard by Quality Austria. Our production sites in France (Plansee Tungsten Alloys) and the US (Plansee USA and Mi-Tech Tungsten Metals) are also certified according to EN/AS 9100, the international quality management standard for the aerospace, space craft and defence industries.

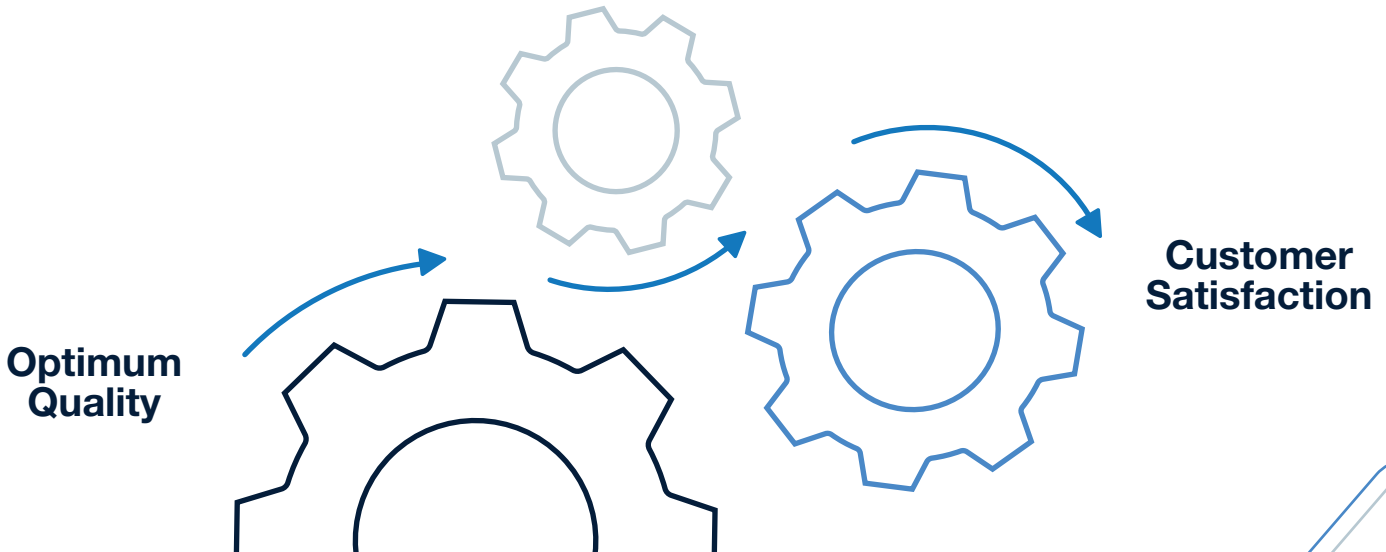
### Quality management: an important trust builder and factor for customer success

Our quality management and assurance approach is an important building block for our collaboration with customers and ensures that we meet their requirements. This makes our system an important factor in terms of creating customer satisfaction, a KPI that is continuously measured. In the 2022/23 fiscal year, our customers gave us 8.6 out of 10 possible points for satisfaction, ranking product quality satisfaction at 9.0 out of 10. This is a key metric, since customer satisfaction and long-term customer relationships are critically important for us.

## EN ISO/ IEC 17025

### Accredited Testing Laboratories since 1997

When you select a laboratory for your testing, calibration and measurement needs, you must be sure that this laboratory can give you precise and reliable results. Our approximately 40 experts at our in-house testing lab at the company's headquarters in Reutte, Austria, work in an accredited testing laboratory: They are accredited by the relevant Austrian ministry according to EN ISO/IEC 17025. We do this to validate that we meet current requirements related to quality, competence, and equipment: from chemical analytics to our powder laboratory, to mechanical-technological material testing, metal-physical laboratory, and non-destructive testing. To design internal processes and standards efficiently and transparently, our testing laboratory is also part of our integrated QSHE management system.



# Attractive workplace


Walter M. Schwarzkopf

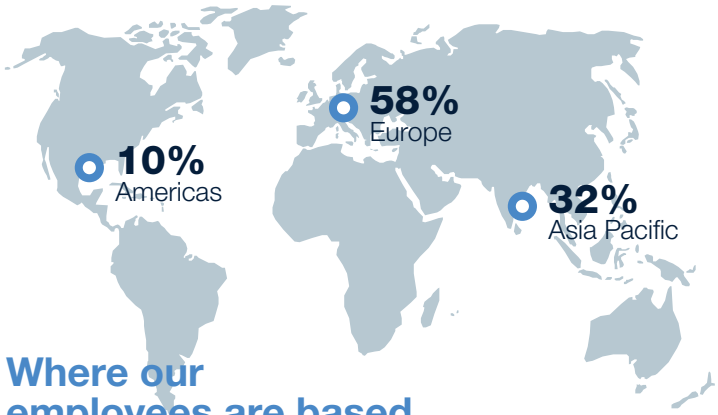
## We care for people

Walter M. Schwarzkopf, the son of the company's founder Paul Schwarzkopf and the second owner generation fostered an open corporate culture. He was convinced that respect for each other, mutual understanding and trust, sincerity, equitable treatment, kindness, the right of every individual to constructive personal input at the workplace, and our passion to work together are key factors to success. Even 40 years later, we still embody this spirit at Plansee HPM.

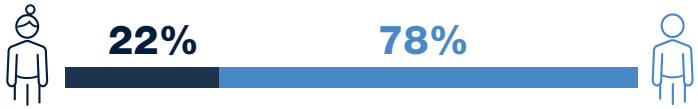
> *Respect for the dignity of fellow human beings through mutual understanding and trust, as well as through sincerity, equitable treatment and kindness.*
> *- Walter M. Schwarzkopf 1975*

Being an attractive and reliable employer is not only our goal, but also our responsibility. Our **3,443 employees located all around the globe** are the heart of our company and the foundation of our success. Through their engagement, dedication and commitment, they make a significant contribution to the success of our business on a daily basis.

One of our strengths is the diversity of our workforce. We can proudly say that we employ people of **44 different nationalities.**




## Where our employees are based




22% of our employee are female, and we aim to increase the number of women in leadership positions. The establishment of a female network is one element of supporting and developing our female employees.

**Blue Collar: 2,313**
**White Collar: 1,130**
**Women in Leadership positions: 14%**

### DEI network

Our network not only seeks to offer a platform for diversity, equity and inclusion but also wants to provide useful insights and events by inviting relevant keynote speakers. A mentoring program was started and a research project together with the University of Innsbruck was conducted.

In order to foster a better understanding and to further ensure excellent global collaboration, special training sessions focusing on diversity and intercultural competency were designed and held.

# Labor & human rights

The respect of labor and human rights forms the basis of our daily collaboration and cooperation at Plansee. The following principles are therefore part of our Code of Conduct:

- We respect the personal dignity and privacy of everyone and do not allow any kind of human rights violations and do not tolerate child or forced labor.
- We do not tolerate discrimination, threats, or harassment, for example based on origin, gender, religion, age, physical or mental impairment, political or trade union affiliation, sexual orientation, or family circumstances.

These principles also form the foundation of our employee strategy. Following these principles, it is one of our main responsibilities to ensure fair working conditions. For us, fair working conditions cover a variety of topics, such as appropriate compensation and working hours compliant with the legal framework as well as decision-making for selection, development, promotion, and remuneration of employees based on work-related criteria. In addition, we consider a working relationship with employee representatives that is based on trust to be another important element in creating fair working conditions and ensuring the long-term success of the company. 73% of our employees are represented by a works council, and we continuously work with council members on collective agreements regarding working conditions. For those employees who are not covered by a collective agreement, we offer comparable working conditions.

# Being an employer of choice

We are committed to becoming an employer of choice for the world's best talent: We believe that common values are the basis for employee satisfaction and economic success. Our A-C-T values for collaboration (appreciation – commitment – trust) initiatives contribute significantly to becoming an employer of choice.

A positive work environment is a key element for employee satisfaction. This is why we not only focus on accident and injury prevention as well as on the mental and physical health of our employees, but also offer various benefits beyond the legal framework at Plansee HPM.

Depending on the location, we offer a host of benefits, such as shuttle services, a company cafeteria, or a company pension. At our site in Reutte, we provide financial advice to our employees as well as a wide range of agreements with and discounts at local stores and leisure activities.

It is important for us that our employees can balance their work and private life. We offer a large variety of company sports activities, including yoga, soccer, tennis, skiing and others.

Additionally, we support employees with families, for example through financial one-time payments, childcare services or Christmas presents for our employees' children. We are convinced that the spirit of collaboration is highly important, which is why we promote and organize team events, family days, annual dinners, sports championships, cycling tours, and much more. During the Covid pandemic, working from home became established as a permanent measure, especially for service functions and our IT department. Flexible working hours were already a focus at Plansee HPM before that, however the pandemic expanded and expedited the process of working from home where possible. It supports flexible working hours for many employees.

## 01
## Happy work and happy life

More than 100 employees and their families participated in a cycling event and cycled the loop around Lake Dishui in Lingang, Shanghai. The route is 10 km long, and the date marked the 10th anniversary of the Plansee plant in Shanghai celebrated in October 2023. „Happy work and happy life“ is the core idea of Plansee Shanghai‘s activities. The interesting and meaningful activities enable employees to experience the fun of relaxed exercise and a healthy life.

## 02
## Company Cup at Plansee France

The team of Plansee Tungsten Alloys participated in the Company Cup sports competition in Annecy, France. Employees competed against other companies in various sports.

## 03
## Dasara festival at Plansee India

Each year at Plansee India in Mysuru, the employees celebrate the Dasara festival. This is the state festival of the state Karnataka, where our Indian production site is located. As a part of the festival, employees create a beautiful pattern – a so-called Rangoli – using hundreds of colorful flowers.

# Embracing potential

As soon as employees join Plansee HPM, we invest in their professional development. A core component of our employee strategy is retention. To reach this goal, we start at the beginning of our employees’ career by providing opportunities for internships, diploma theses or dissertations. Even high school students are encouraged to become familiar with our company through different programs such as the Sindbad Mentoring Program or Digital Days.

## 04
## Sindbad Mentoring Program

Each student is assigned a personal mentor to help them devise their plans for the future and take specific steps on their educational path, including successful entry into secondary school or an apprenticeship.

## 05
## Digital Days

Digital Days are offered to students between the ages of 12 and 14. The program is intended to create excitement for the digital and technical world and illustrate how diverse it is. During a one-week period, we offer the opportunity to experience modern technology, develop ideas, and build and test prototypes together.







PLANSEE

To further help our employees reach their full potential and professional goals, we prioritize their development throughout their entire career at Plansee HPM and provide learning and development programs.
Our learning and development offerings include:

- Leadership development programs for emerging leaders and talent, front-line managers, mid-level managers, and senior managers and executives
- Onboarding programs and induction seminar for different target groups
- Talent management and succession planning programs
- Mentoring programs
- (External) coaching offers
- More than 450 blended and digital courses for different topics, covering IT, sales or language courses, and much more

## 06
## Digital learning plattform

As part of the digitalization program at HR, we also aimed to deliver a digital solution for training. We created a platform encompassing a wide variety of internal e-Learning sessions for knowledge transfer where we provide learning opportunities to our employees.

Through this variety of training sessions, we have created learning and development opportunities at all skill levels and for all hierarchical levels in the company. This allows our employees to develop within the entire Plansee Group and reach their professional goals or desired position. As a result, the majority of our senior management positions can be filled internally.

## 8 out of 10

**This is the number of senior management positions we fill internally. We provide leadership development programs and training opportunities for our employees.**

To determine the next steps in the employee's career, mandatory employee dialogues are in place, which are held at least once a year. This dialog between the hiring manager and employee includes a performance and competence evaluation, but also defines future steps in the employee's career by looking at targets or training measures for the upcoming year.

In the future, our employees at Plansee HPM will be able to expand their knowledge and skills by taking part in a job rotation program. This program will be defined and rolled out in the 2024/25 business year.

In addition, the company invests in the next generation of workers by providing in-house vocational training for multiple professions at locations around the globe. To provide the best vocational training possible, we have built state-of-the-art training centers and are proud to see that our investment is reflected in the favorable performance of our apprentices.

## Apprenticeship at Plansee HPM

Training young apprentices and providing continuing education for employees have always played a key role at Plansee HPM. We have trained talented young individuals in technical skills and trades since 1938. Almost 100 years later, vocational training at the site in Reutte remains just as important; in 2021, Plansee, together with Ceratizit, opened a new, state-of-the-art training center. Up to 120 trainees in six different professions are able to complete their training, combining theory and practice in the 2,700 square meter building. In addition to the company headquarters in Austria, Plansee offers training at all of its large production sites. Since 2002, young apprentices have been trained as multi-skilled and production mechanics at Plansee Power Tech in Switzerland, where they also choose a speciality ranging from CNC production and joining techniques to repairs and measurement technology or CAD drawing.

Cutting machine operators have been trained at Plansee Composite Materials in Germany since 2012. At this site, we are particularly proud of the fact that our trainees regularly achieve the highest grades and are considered some of the best graduates in the region. In India and China, young apprentices are trained in partnership with the respective governments. In 2022, approximately 20 talented young individuals completed their training at Plansee in Shanghai for the first time. In Mysuru, India, around 50 young people are completing their practical placement at Plansee India.

In 2022, a state-of-the-art training center for manufacturing opened at Plansee USA in Franklin. At this facility, employees can learn new skills and focus on continuous professional development. Their training centers around manufacturing theory and the practical application of these theories to CNC turning and milling operations. These internal training and continuing education measures demonstrate our social responsibility and satisfy the demand for highly qualified specialists. This is the only way we can drive innovations and achieve our exacting quality requirements – both now and in the future.

# Ecological and social aspects in the supply chain

## Our commitment to responsible sourcing

Plansee HPM ensures that we only source raw materials from socially, ethically, and ecologically sustainable sources. In accordance with the OECD Due Diligence Guidance, the Plansee Group recognizes that risks of significant adverse impacts which may be associated with extracting, trading, handling and exporting minerals from conflict-affected and high-risk areas exist, and that we have the responsibility to respect human rights and not contribute to conflict.
We commit to adopt, widely disseminate and incorporate in agreements with suppliers our policy on the responsible sourcing of minerals from conflict-affected and high-risk areas (see our Supplier Policy), which represents a common reference for conflict-sensitive sourcing practices and supplier risk awareness from the point of extraction to the end user. We commit to refraining from any action that contributes to the financing of conflict, and we commit to complying with relevant United Nations sanctions, resolutions or, where applicable, domestic laws implementing such resolutions.

At the same time, we fulfil our due-diligence obligations in the procurement of the „conflict minerals“ tungsten, tantalum, tin, and gold and purchase our raw materials exclusively from RMI-certified smelters.

We ensure that our suppliers do not source material from conflict-affected and high-risk areas or use material that originates from such areas contributing to serious abuses, e.g.

- any forms of torture, cruel, inhumane, and degrading treatment.
- any forms of forced or compulsory labor.
- any forms of child labor.
- other gross human rights violations and abuses, such as widespread sexual violence.
- war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

The Supplier Policy defines the basic principles for the conduct of suppliers in their cooperation with Plansee HPM. We also act in accordance with these guidelines and expect the appropriate conduct from our suppliers. Our suppliers are selected according to strict procurement guidelines, and we commit to long-term supply contracts and purchase agreements based on mutual trust and sustainability.

We screen new suppliers primarily in the areas of quality, environment, health and safety, human rights, labor standards, and anti-corruption.

Our recycling strategy is based on long-term agreements with customers for the return of secondary raw materials. We conduct supplier audits to ensure the traceability of raw materials and other goods, and we undergo regular audits by recognized certification bodies to ensure that we comply with all of the above obligations. We regularly educate and train our employees who are involved in the purchase of raw materials and other goods.

# Sustainable product and technology innovation

As early as 1921, Plansee decided to specialize in the powder metallurgical production of refractory metals – a recognized green technology by the Metal Powder Industries Federation. This allows us to use nearly 100 percent of the raw material and therefore saves natural resources.

## Strong on expertise, strong on innovations

Over the last 100 years, we have continually developed not only ourselves, but also the materials we work with, our knowledge and expertise as well as our products. Research and development have played an important role at Plansee HPM ever since it commenced production in 1921. The company started with the production of tungsten wire for light bulbs, and today has a wide range of products for numerous applications. Our goal is clear: to further develop our materials and products in order to achieve the best performance by providing high efficiency and a long product lifetime.

We employ more than 100 research and development experts at locations in Austria, Germany, France and China, who work with our customers on customized solutions. After all, most new developments are produced in close collaboration with customers and academic partners. Over the years, Plansee HPM established a global network of partners, research institutes and universities to drive our materials to peak performance.

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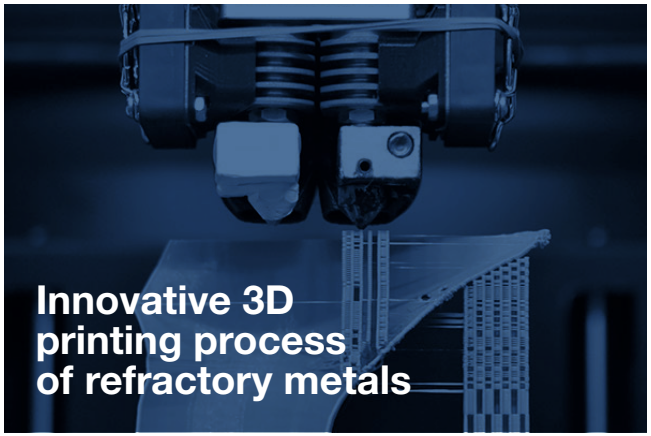
## Efficiency meets performance

To ensure climate-friendly production, optimizations that combine high performance and sustainability are in demand. This becomes a complex task where industrial processes require a particularly large amount of energy. This is the case in high-temperature vacuum furnaces used for various heat treatment processes, such as in aviation or medical technology.

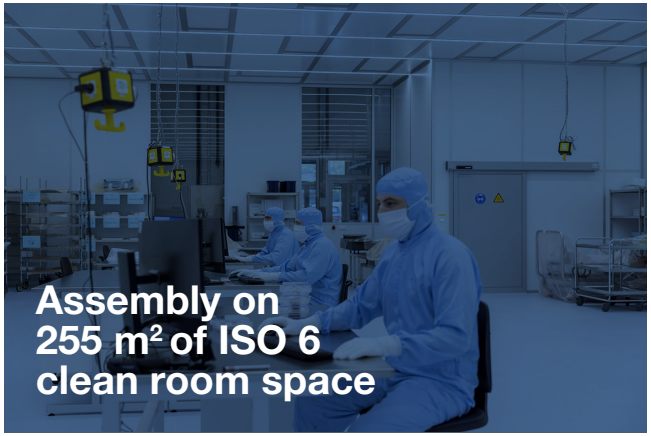
At Plansee HPM, we supply manufacturers of industrial furnaces and industrial customers all over the world with metallic hot zones made from molybdenum, molybdenum alloys, and tungsten, which are used in such high-temperature processes. Providing the best design for maximum service life and improving hot zone efficiency are what motivates our innovation team.

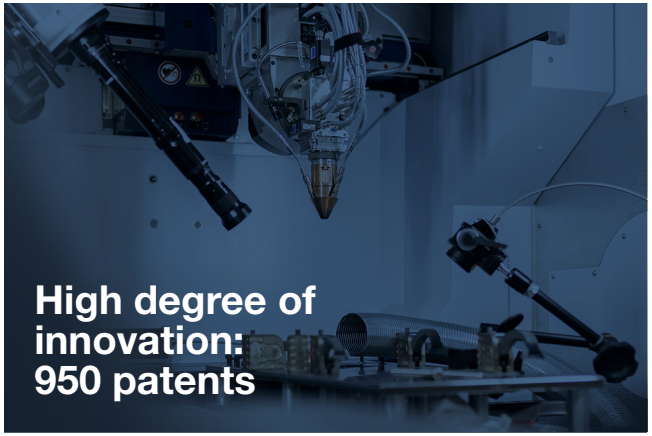
In June 2023, we were able to launch a number of technical optimizations with a next generation of hot zones. The new models save up to 27 percent energy compared to the previous generation, which reduces operational costs and supports industrial customers in achieving their sustainability goals. The lightweight design of the support frame means that the new models weigh up to 15 percent less, thus saving resources. The use of recyclable materials is maximized, ensuring greater sustainability.

We are committed to seeking to minimize the impact on the environment when producing and processing our materials. Our extensive know-how covers not only material sciences, but also a wide variety of advanced technologies, such as numerical analysis or additive manufacturing. Over the years, we have worked on a number of innovations. Near-net shape manufacturing is one of them. It allows us to achieve high output, which results in lower waste and saves resources. Another example is our 3D printing capability of refractory metals. 3D printing allows us to reduce the input of virgin raw material as well as increase the performance limits of our materials even further. For example, we implemented this process successfully on our patented gas nozzle inserts for hot zones. They are built up layer by layer using 3D printing technology. This gives us enormous flexibility and design freedom in the production of geometries that are not feasible with conventional processes. The solution enables optimal gas flow through the nozzle inserts while maintaining a high shielding effect, thus contributing to significant energy savings in the high-temperature process.






# Innovative strength reflected in numerous patents

Our innovative strength is reflected by more than 950 patents held by Plansee HPM worldwide. This number only includes active patents. Our sustainable product and technology development strategy triggers new innovations: As a result, we have an increasing number of patents in the area of sustainable invention. In particular, we are developing new products, processes and business models that increase our material and resource efficiency and/or that reduce our $CO_2$ footprint. These patents include enhanced service offerings such as the refurbishment of sputtering targets or rotating X-ray anodes.

To promote new developments internally, a Plansee Group-wide Inventors‘ Day is held every two years in order to honor successful inventions and allow developers to exchange ideas.

# Strong partnership with our customers

We support our customers from the beginning to the end in finding the right materials and solutions for their needs – regardless of whether it is part of a long-term development partnership or for a short-term project. In this regard, we continually push the boundaries of what is technologically feasible and make a valuable contribution to ensuring that our engineered world becomes more sustainable, simpler and more secure and offers a greater quality of life. Through our innovative strength, we help our customers achieve their sustainability goals.

## Ion beam technology: New service ensures cost efficiency and sustainability

Plansee has supplied ion beam grids and components to manufacturers in the fields of optical layers, MEMS, RF filters, EUV masks, and hard disc drives for 30 years. The refurbishment of used grids is one of the skill sets that Plansee is now offering as an enhanced service to its customers. Ion beam grids are refurbished for greater efficiency and sustainability. Currently they have a service life of around 240 hours, depending on the production method. Grids become unusable due to soiling and wear during the irradiation process.

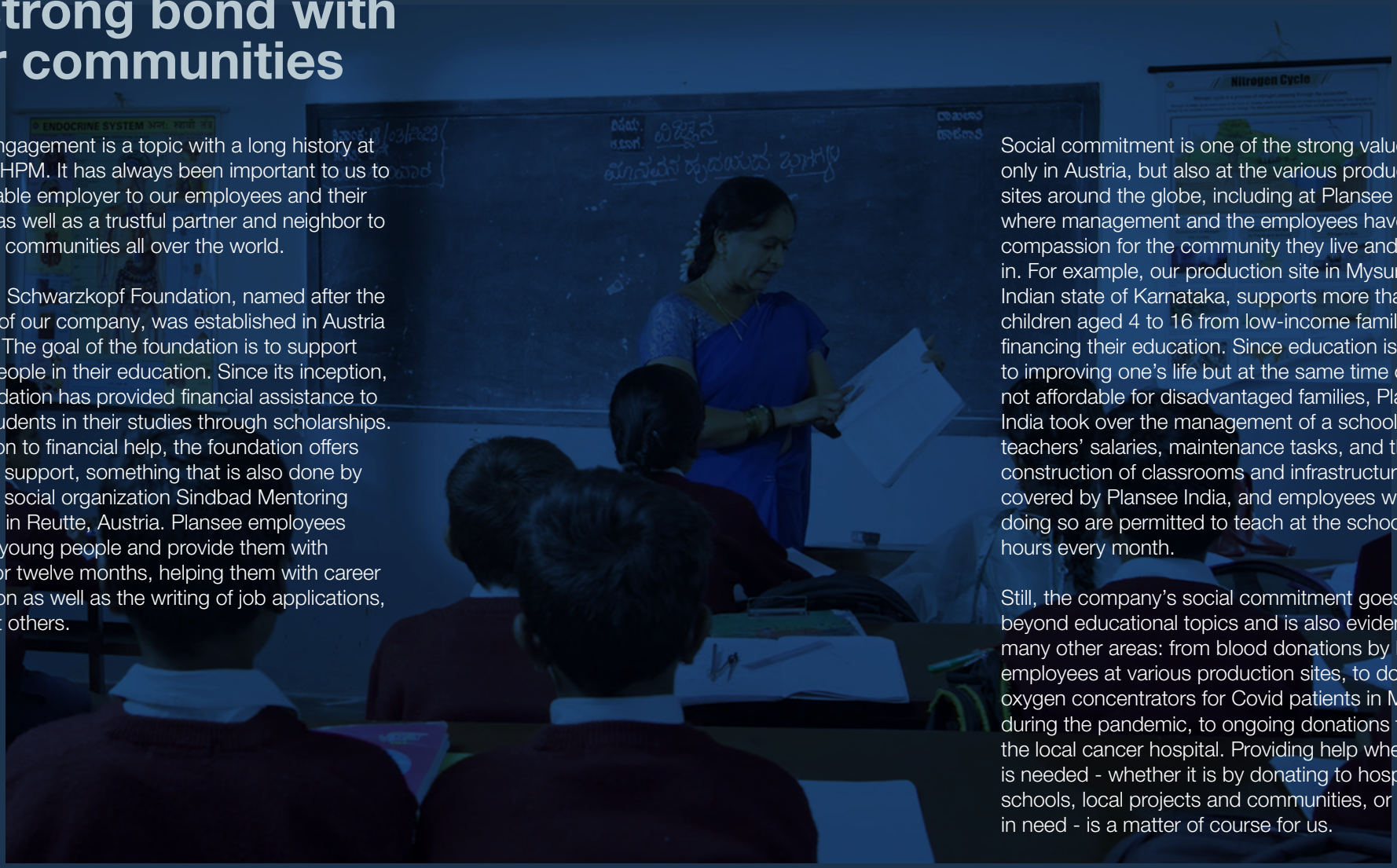
Replacement is therefore inevitable to ensure consistent manufacturing quality. Grids are usually disposed of and replaced by new products because manufacturers normally do not have the required capacities and/or technologies for cleaning. With our professional refurbishment service, we enable companies to significantly increase the operating times of ion beam grids - by approximately 30-50%, depending on the process.

# Further sustainability topics

## A strong bond with our communities

Social engagement is a topic with a long history at Plansee HPM. It has always been important to us to be a reliable employer to our employees and their families as well as a trustful partner and neighbor to our local communities all over the world.

The Paul Schwarzkopf Foundation, named after the founder of our company, was established in Austria in 1956. The goal of the foundation is to support young people in their education. Since its inception, the foundation has provided financial assistance to many students in their studies through scholarships. In addition to financial help, the foundation offers practical support, something that is also done by the local social organization Sindbad Mentoring Program in Reutte, Austria. Plansee employees support young people and provide them with advice for twelve months, helping them with career orientation as well as the writing of job applications, amongst others.




Social commitment is one of the strong values not only in Austria, but also at the various production sites around the globe, including at Plansee in India, where management and the employees have great compassion for the community they live and work in. For example, our production site in Mysuru, in the Indian state of Karnataka, supports more than 200 children aged 4 to 16 from low-income families by financing their education. Since education is the 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, and employees who enjoy doing so are permitted to teach at the school a few hours every month.

Still, the company's social commitment goes beyond educational topics and is also evident in many other areas: from blood donations by Plansee employees at various production sites, to donating oxygen concentrators for Covid patients in Mysuru during the pandemic, to ongoing donations for the local cancer hospital. Providing help where it is needed - whether it is by donating to hospitals, schools, local projects and communities, or people in need - is a matter of course for us.

## A strong partnership

Reutte/Breitenwang in Austria and Oshu in Japan have been partner cities for many years. This initiative was launched by Plansee Japan more than 30 years ago. As part of the successful partnership, an exchange program is in place, where young Austrians have the chance to visit Japan, and vice versa. Since the launch, many Japanese and Austrian students have gone on this adventure and, as part of the trip, also enjoyed a plant tour at Plansee Japan and at the headquarters in Reutte.

## Strong team spirit

Help was also needed during the devastating earthquakes in February 2023 in the border region between Turkey and Syria, which claimed many victims. Plansee HPM employees were directly affected, and many of them have friends and relatives in the crisis region, which is why the companies of the Plansee Group donated 100,000 euros as emergency aid to the Austrian aid organization "Youth One World". In addition, we launched internal fundraising campaigns with the German Red Cross and "Youth One World", which allowed our employees personally to offer further support to those affected.

## Every contribution matters

The commitment to our communities is not only reflected in aid programs, but also evident in everyday life: We sponsor various sports clubs, sporting events, and activities around the world to demonstrate our commitment to sporting achievements, to a team spirit approach as well as to the local communities. Our commitment, however, extends far beyond sports activities and ranges from sponsoring cultural events, such as concerts, to establishing social funds, to sponsoring local fire departments, supporting schools financially, by making our training center, machines and premises available to them or donating furniture.


## Together for success

Plansee Bulgaria and Ceratizit Bulgaria signed a partnership agreement with the Yantra soccer club in Gabrovo, Bulgaria. With this, the two companies are expressing their commitment to sporting achievements, the home club and the people of Gabrovo. Whether it is in the factory halls or on the soccer field, the Yantra soccer club, Plansee and Ceratizit together are striving for success!

# Water and marine resources

We do not negatively impact the access to clean drinking water of communities in the surrounding area of our sites. We have conducted a water-stress assessment to map our global site locations with the Aqueduct Water Risk Atlas of the World Resources Institute to assess water scarcity and water-related risks. Follow-up actions are currently developed and implemented.

We do not discharge wastewater into marine resources. All wastewater and stormwater discharges are operated in compliance with applicable laws, regulations and permit requirements. The table below shows the water consumption and amount of wastewater generated by our production sites.

| | Unit | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| Water consumption | $m^3$ | 3,750,750 | 3,869,876 | 3,492,665 |
| Wastewater discharge | $m^3$ | 3,020,161 | 3,296,691 | 3,287,578 |

# Biodiversity and ecosystems

Diversity of life is critical for the functioning of ecosystems, and at Plansee, we are concerned about maintaining the biodiversity that provides us with food and oxygen. We want to leave a positive environmental legacy for future generations as we operate and grow our business. Plansee HPM does not have any operations inside the boundary of official nature reserves, nor does the company have any effects on such areas. Additionally, it is our goal to enhance biodiversity at and around our existing major operating sites. To this end, we implement projects and initiatives that directly involve our stakeholders and seek to protect and recover biodiversity. Since 2020, the most relevant initiatives in this area were:

## Re-establishing the European grayling in the Lech river

Since 2006, Plansee in the Ausserfern region of Tyrol has supported the reintroduction of the European grayling in the Lech river. This native fish species had been displaced from the waters by various factors in recent decades and without conservation measures would have long since become extinct. Plansee, together with the district association and the fisheries committee, has been working for many years to preserve the grayling. Every year, between 3,000 and 5,000 one-year-old fish are introduced into the river areas leased by the company. This ensures the continued existence of this fish species and maintains the ecosystem.

## Planting trees for a good cause

In cooperation with the initiative Klimafitter Bergwald Tirol, Plansee supported the planting of 200 trees. The trees are located in a protective forest at Lake Plansee, the company's namesake and energy source. The goal of the initiative is to adapt Tyrolean mountain forests to the conditions of climate change in the long term. Within this framework, the aim is to convert uniform coniferous forests, which are suffering greatly from the changes, into species-rich mixed forests. As a sponsor, Plansee HLW supports the reforestation efforts with site-appropriate tree species.


# Information Security

Plansee HPM is covered under the ISO 27001 certified information security management system (ISMS) of the Plansee Group. It is constantly being updated and subjected to multiple annual audits. In addition, an ISAE 3402 Type 2 compliant control system is implemented.

We take appropriate measures to protect property, plant and equipment, information systems, intangible assets, confidential information, (electronic) data and know-how of Plansee HPM as well as of customers, suppliers, and other business partners in the best possible way. Information from research and development, patents, process descriptions, recipes, design plans and customer and employee data (including personal data) are particularly worthy of protection.

## Confidential information includes:

- All non-public information about our group that is likely to harm the group, its customers, suppliers, and other business partners if disclosed.
- All non-public information about our customers, suppliers, and other business partners.
- Product and business plans, specifications, financial information, production methods and processes, customer and employee lists, and computer software.
- Any information that, if disclosed, could jeopardize the granting or enforcement of intellectual property rights.

## Handling confidential information:

- Employees have access to confidential information only if they need the information as part of their jobs.
- Employees must not store, record, or transmit confidential information, whether in databases or using audio, video, photographs, copies, or transcripts, without specific instruction or authorization.
- We use the Internet, email, and social media responsibly and ensure that all passwords remain confidential, and tokens are kept secure.
- All company devices are actively monitored for vulnerabilities and a centrally managed update process is implemented.
- We classify documents according to our internal policies.
- Information and training in the area of corporate and information security are essential factors in minimizing risks for the group.
- Quarterly information security training courses for all employees cover changing focal topics and are maintained by dedicated staff in the Information Security and Human Resources departments.

# Data protection

We attach high importance to the protection of the personal data of our employees, customers, suppliers and other business partners. Within the Plansee Group, a data protection organization is established to ensure compliance with national and regional laws and to meet the expectations and requests of our employees, customers, suppliers, and business partners in regard to all privacy matters.

**The data protection organization provides the following functions, amongst others:**

- Providing guidance, consultation and support to the companies and respective departments of the Plansee Group in order to ensure legal compliance when processing (e.g., collecting, using, sharing, deleting) personal data and to ensure appropriate documentation thereof. This is realized in close cooperation with the in-house Legal Department and external consultants/ lawyers.
- Supporting the companies of the Plansee Group in fulfilling their privacy-related tasks in accordance with national and regional laws, such as maintaining records of processing activities, conducting data protection impact assessments, entering into appropriate processing agreements with processors, and entering into appropriate contracts regarding cross-border processing.
- Ensuring security of the personal data and of the processing of such data through close cooperation with Information Security, Corporate Security, IT and further specialist departments.
- Providing a point of contact for the respective supervisory authorities and for our employees, customers, suppliers and other business partners regarding all data privacy matters.
- Creating awareness and knowledge among our employees with regard to data privacy matters by providing information, guidance and regular training.

# Annex

## GRI/ESRS Index

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# Glossary

**Biodiversity**
This is the variability among living organisms from all sources including, amongst 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.

**CDP – Carbon Disclosure Project**
The Carbon Disclosure Project (CDP) is a non-profit organization. Its objective is for companies and municipalities to 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 $CO_2$ emissions, climate risks and reduction targets, and company strategies. Participation is voluntary. https://www.cdp.net/en

**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.

**Carbon-neutral**
Any carbon dioxide ($CO_2$) is emitted into the atmosphere, or its emissions are fully compensated.

**Compensation**
Reducing the negative impact of greenhouse gas emissions in the atmosphere by saving greenhouse gas emissions elsewhere, e.g., 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 organizations aspire to achieve in their efforts to ensure that they are aware of and take steps to comply with relevant laws, policies, and regulations.

**EcoVadis**
EcoVadis aims to promote the environmental and social practices of companies through CSR performance monitoring within the supply chain and to support companies in improving sustainability. EcoVadis operates the first collaborative platform to deliver CSR ratings from suppliers to global supply chains.

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

**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 Plansee from 2026 onwards for the 2025/26 BY.

**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 ($CO_2$), methane ($CH_4$), and nitrous oxide ($N_2O$).

**Global Reporting Initiative**
The Global Reporting Initiative (known as GRI) is an international independent 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.

**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 health and safety management systems.

**ISO 50001**
An international standard for the certification of energy management systems.

**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.

**Net-zero goal**
Net zero: No greenhouse gases are released into the atmosphere or emissions are fully compensated.

**Science-based targets (SBT)**
Targets adopted by companies to reduce greenhouse gas emissions are considered "science-based" if they are in line with the level of decarbonization required 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 emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

**SDG - Sustainable Development Goals**
The SDGs are a collection of 17 goals adopted by all Member States of the United Nations in 2015 to address global economic, social, and environmental challenges and achieve a more sustainable future by 2030.

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

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