

Our top ESG targets (I)

Implementation of our sustainability goals and their status in 2024

		Status 2024	Target
Strategy and growth	▪ Sales share to be generated from “Next Generation Solutions” by 2030	45%	>50%
	▪ Challenged products should be permanently below 5%	~2%	<5%
	▪ Generate at least €1 bn in additional sales with circular products by 2030	~€0.2 bn	~€1 bn
	▪ Generate at least €1.5 bn in additional sales with new innovation growth areas by 2032	-	~€1.5 bn
Environment	▪ Reduce greenhouse gas emissions		
	▪ absolute scope 1 and scope 2 emissions by 2030 (reference: 2021)	-20%	-25%
	▪ absolute scope 3 emissions by 2030 (reference: 2021)	-8%	-11%
	▪ Total saving of energy from implemented efficiency projects until target year 2030 (vs. 2021)	-	-1.,200 GWh
	▪ Increase of share of green sourced electricity to 100% by 2030	47%	100%
	▪ Reduce specific freshwater intake ² by 2030 (vs. 2021)	+21%	-3%
	▪ Reduce specific production waste by 2030 (vs. 2021)	+20%	-10%
	▪ TfS assessments of >90% of raw materials suppliers (with annual procurement volume >€100k) by 2030	71%	>90%

Our top ESG targets (II)

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Social	▪ Women in top management by 2026	21.8%	30%%
	▪ Women in senior management by 2026	19.1%	25%
	▪ Women in other management level by 2026	31.4%	33%
	▪ Intercultural mix ¹ in top management by 2026	18.4%	25%
	▪ Intercultural mix ¹ in other management level by 2026	26.2%	35%
	▪ Safety		
	▪ Accident frequency rate (LTI-R) ²	0.14	>0.26
	▪ Incident frequency rate (PSI-R) ³	0.44	<0.40
	▪ Occupational health performance index	5.5	>5.0
Governance and compliance	▪ 20% of Long-Term Incentive linked to Sustainability targets	-	✓
	▪ Cyber Awareness trainings covering at least 90% of workforce	94%	90%

1.. Non-German Employees | 2. New reference parameter from 2021 | 3. Modified calculation basis from 2021