sgl carbon

2025 Sustainability Statement

Non-financial Group Statement

General Disclosures (ESRS 2) 3

General basis for preparation (BP-1 and 2) 3
Governance (GOV-1 to 5) 5
Materiality assessment process (IRO-1 and 2) 9
Strategy and material impacts, risks, and opportunities (SBM-1 to 3) 15

Climate Change (E1) – Environmental Matters 23

Resource Use and Circular Economy (E5) – Environmental Matters 36

Information in Relation to Article 8 of the EU Taxonomy 44

Own Workforce (S1) - Employee Matters and Respect for Human Rights 51

Characteristics and metrics for SGL Carbon's employees (S1-6 to 16) 61

Social Matters 65

Business Conduct (G1) – Measures to Combat Corruption and Bribery 66

Assurance report of the independent German Public Auditor on a limited assurance engagement in relation to the consolidated non-financial reporting included in the Annual Report 71

General Disclosures (ESRS 2)

General basis for preparation (BP-1 and 2)

General basis for preparation of sustainability statements (BP-1)

This separate non-financial report (hereinafter referred to as "Sustainability Statement") for the 2025 fiscal year (January 1–December 31, 2025) has been prepared in accordance with the European Sustainability Reporting Standards (ESRS, Delegated Regulation [EU] 2023/2772) and also fulfills the non-financial reporting requirements of SGL Carbon pursuant to Sections 315b and 315c of the German Commercial Code (HGB) (non-financial Group reporting). This statement also contains all of the information required under Article 8 of the EU Taxonomy Regulation ([EU] No. 2020/852).

The Sustainability Statement of SGL Carbon SE presents the corporate governance and performance regarding the material sustainability topics of the company and its subsidiaries, including detailed performance indicators (sustainability metrics). Our separate non-financial Group report is fully in accordance with the ESRS with the exception that, contrary to the specifications of ESRS 1.110 and 112, it is not part of the Group financial statement.

A reconciliation of the material topics in accordance with Section 289c [2] in conjunction with Section 315c HGB to the ESRS topics identified as material by SGL Carbon in the course of its double materiality assessment can be found in the following table.

Matters pursuant to section 289c HGB	Report sections ESRS topics	
Description of the business model	General disclosures	
Environmental matters	Climate change	material
	Recource use and circular economy	material
Employee matters	Own workforce	material
Social matters	Social matters (affected communities) are reported voluntarily in accordance with ESRS 1.114.	
Respect for human rights	Own workforce	material
	Corporate Governance	material
Combating corruption and bribery	Corporate Governance	material

This Consolidated Sustainability Statement covers all fully consolidated entities of SGL Carbon SE that are material for the sustainability reporting, aligning with the scope of the company's consolidated financial statements for the 2025 fiscal year.

The following datapoints are not reported in this sustainability statement due to the perception of possibilities of the phase-in regulations:

Data points not reported using the quick-fix rule (EU) 2025/1416	ESRS
Information on expected financial effects	ESRS 2 SBM-3.48(e), E1-9, E5-6
Number of cases of work-related illnesses and associated days lost	Own workforce S1-14 para. 88d and e

The complete list of consolidated companies can be found in the Notes to the 2025 Consolidated Financial Statements (ESRS 1.123). SGL Carbon SE has no controlled group companies excluded from the scope of consolidation of the consolidated financial statements on materiality grounds.

No fully consolidated company of SGL Carbon is exempt from reporting. In addition, none of the fully consolidated companies exercises operational control over any company or assets outside the scope of consolidation. Strategies and policies generally apply to all included companies. The objectives and parameters presented in the Sustainability

Statement also apply Group-wide. Only for the sales offices of SGL Graphite Solutions Taiwan Ltd., SGL CARBON ASIA-PACIFIC SDN BHD, SGL CARBON Korea Ltd., and SGL CARBON Ltd. (Alcester, UK) is no consumption data collected according to ESRS E1 and E5 due to the immateriality of their consumption data for the entire SGL Carbon Group.

The purpose of this sustainability report is to provide stakeholders and interested members of the public with a fair and balanced view of relevant sustainability matters, strategies, actions, and results for the 2025 fiscal year. Consequently, this Sustainability Statement fully incorporates not only identified material sustainability-related impacts, risks, and opportunities from our own business processes but also those from our upstream and downstream value chains. This also applies to the greenhouse gas emissions of our upstream and downstream value chain. All other parameters presented in chapters E1, E5, S1 and G1 relate to our own business processes.

No use was made of the option to omit certain information relating to intellectual property and know-how. Other exception provisions were not utilized.

Disclosures in connection with specific circumstances - Changes in the creation or presentation of sustainability information (BP-2)

The time horizons used in this sustainability statement are in accordance with those defined in the ESRS. The figures we reported in the previous year are presented this year as previous year figures.

Where data from the upstream and/or downstream value chain, which is reported from indirect sources or proxies, is used, this is described in the disclosures to which the data is connected. This also applies for their foundations, their level of accuracy, and the potential actions for future improvement of the accuracy of the data.

When quantitative data and metrics subject to a high degree of measurement uncertainty are used, a notice is included for the disclosures these are based on. This also comprises the assumptions and assessments on which these are based. Furthermore, the sources of the measurement uncertainties are disclosed. The following metrics are based on estimates and result uncertainties that SGL Carbon considers to be connected to the greatest calculation uncertainty and/or measuring accuracy: For a description of the methods used for calculation, we refer to the corresponding topic chapter.

ESRS	Key performance indicator	Determination approach
E1-6	Determination of Scope 3 category 11	Emissions are based on internal expert estimates of operating parameters during the utilization phase and the service life of the equipment.

The metrics are components of the sustainability statement, which is subject as a whole to a separate economic audit with limited assurance from the auditor. The metrics are not further validated by an external third party.

Rounding may result in individual cases in the figures presented in this report not adding up precisely to the reported sum and that percentages may not be exact from the figures provided. Changes in the creation or presentation of sustainability information compared to the previous year were not made.

The information presented in the following was incorporated in this sustainability statement by reference to avoid duplications within the 2025 annual report.

Incorporation by reference in accordance with ESRS 1.119

Section	ESRS standard	Reference document
Integration of sustainability-related performance in incentive schemes	ESRS 2 GOV-3	Details on Board of Management compensation in the 2025 compensation report
Strategy, business model and value chain	ESRS 2 SBM-1	Description of the products and services in the Group's business model as part of the 2025 Group Management Report
Strategy, business model and value chain	ESRS 2 SBM-1	Description of sales markets, including revenue split in the Group's business model, as part of the 2025 Group Management Report
Own workforce	S1 - ESRS 2 SBM-3	Business model of the Group as part of the 2025 Group Management Report

Connected information and connectivity with financial statements in accordance with ESRS 1.123

Section	ESRS standard	Reference document
Basis for preparation	ESRS 2 BP-1	Presentation of the scope of consolidation as part of the 2025 notes to the consolidated financial statements

Supplementary information (unaudited)

Section	ESRS standard	Reference document
The role of the administrative, management and supervisory bodies	ESRS 2 GOV-1	Information, responsibilities, and competencies of the members of the Supervisory Board in the corporate statement / Corporate Governance Report 2025
Procedure for assessing materiality	ESRS 2 IRO-1 and 2 (Double Materiality Assessment)	Source reference for the inclusion of external stakeholders: Intergovernmental Panel on Climate Change (IPCC WGI Interactive Atlas)
Information related to ESRS 2	E1	Source of climate scenarios used: Intergovernmental Panel on Climate Change (IPCC); Shared Socioeconomic Pathways (SSPs)
Targets related to climate change mitigation and adaptation	E1-4	Source for determining climate-related risks: Intergovernmental Panel on Climate Change (IPCC WGI Interactive Atlas)

Governance (GOV-1 to 5)

The role of the administrative, management, and supervisory bodies (GOV-1)

SGL Carbon SE, as a listed European company, follows a two-tier governance system. This means that the company's management and oversight functions are clearly separated. The Board of Management comprised three independent members as of December 31, 2025. The Supervisory Board comprised eight members: four representing the shareholders and four representing the employees.

The share of women on the Supervisory Board as of December 31, 2025, is 25%. The target is to achieve a share of at least 30%. The share of male Supervisory Board members is 75%, resulting in a female-to-male ratio of 1:3. Other diversity criteria were only considered to the extent necessary for fulfilling the Supervisory Board's duties, such as qualification and experience.

The Chairman of the Supervisory Board also represents the company's largest shareholder. As a result, 87.5% of the board's members are considered independent under the German Corporate Governance Code. The employee representatives are generally categorized as independent. Further information about the roles and responsibilities of both the Board of Management and the Supervisory Board can be found in the Corporate Governance Report (unaudited) within this annual report.

With regard to the composition of the Board of Management, the Supervisory Board has established a specific requirements profile that emphasizes expertise and experience in environmental and climate issues, as well as social and governance matters. The Supervisory Board has set itself targets for its composition and drafted a skill set profile for the body as a whole. In accordance with the targets it has set for itself, the Supervisory Board is to have a composition that ensures that its membership as a whole possesses the knowledge, skills, and professional experience required to properly perform the duties of the Supervisory Board, including in connection with SGL Carbon's material impacts, risks, and opportunities regarding sustainability matters.

The Audit Committee of the Supervisory Board oversees the preliminary audit of SGL Carbon SE's sustainability reporting and the monitoring of impacts, risks, and opportunities. The Chair of the Audit Committee reports on the preliminary audit and the results of this to the full Supervisory Board. The names of Supervisory Board members and committee compositions can be found in the company's Corporate Governance Report (unaudited) and on the company's website. Within the Audit Committee, Ms. Ingeborg Neumann is the designated sustainability expert due to her practical experience and knowledge. The Audit Committee is also responsible for monitoring the risk management system, which integrates non-financial risks and opportunities. In addition to the Audit Committee, the full Supervisory Board regularly receives reports on current and potential impacts, risks, and opportunities during its meetings. For additional information, please refer to the risks and opportunities report as part of the 2025 Group Management Report. A detailed description of the responsibilities and duties of Supervisory Board members and their competencies can be found in the Corporate Governance Report (unaudited) of this Annual Report. In addition, the Board of Management of SGL Carbon is committed to the sustainability-related recommendations of the German Corporate Governance Code (DCGK).

The highest operational decision-making body of SGL Carbon is the Board of Management of SGL Carbon SE. The topics of climate and environmental protection, as well as human resources and compliance, are anchored at the highest operational decision-making level within the portfolio responsibility of the Board of Management members. An overview of the areas of responsibility can be found on the SGL Carbon website. The Board of Management is supported in this area by an ESG Steering Committee made up of the heads of the four business units, the Corporate Sustainability Team and various experts in ESG-relevant areas, including the areas of compliance, occupational health and safety, energy management, and purchasing.

The Board of Management meets with the ESG Steering Committee three times per fiscal year and receives updates from the Corporate Sustainability Team and subject matter experts on current ESG topics, progress toward targets and the development of material sustainability matters. The reporting also includes material impacts, risks and opportunities identified in the materiality assessment, the implementation of due diligence in sustainability and the results and effectiveness of adopted strategies, actions, targets and parameters. The composition of the ESG Steering Committee represents all relevant ESG topic areas, ensuring that the Board of Management is regularly informed about all material ESG topics. The ESG Steering Committee also monitors the achievement of targets, sets new targets, and defines actions for target achievement where necessary. In addition to updating the double materiality assessment and introducing projects related to the circular economy, the focus during the reporting year was particularly on the requirements for preparing the sustainability report in accordance with CSRD. Moreover, additional regular discussions and meetings take place between subject matter experts and the Board of Management on human resources, energy management, occupational safety, and compliance, where specific sustainability topics are addressed. Targets and actions for these sustainability matters are determined in the corresponding committees and councils, such as the HSE Council (HSE = Health Safety Environment), the Compliance Committee, or Energy Management, and reported to the Steering Committee.

The Supervisory Board also receives regular updates, at least once a year, from the respective department heads on material sustainability matters and associated impacts, risks, and opportunities, and monitors strategy, actions, and target achievement. During all its meetings in the reporting year, the Audit Committee, which is responsible for sustainability matters, was briefed by department representatives on the creation of the sustainability statement and the development of material ESG topics and reported on these topics to the full Supervisory Board.

A description of the expertise of the Board of Management and the Supervisory Board can be found in SGL Carbon's Corporate Governance Report (unaudited). Regarding SGL Carbon's sustainability matters, the board members are informed about new developments by the respective internal subject matter experts, enabling them to update and expand their expertise. In addition, external experts such as consultants and auditors support board members in executing their mandate.

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

The Board of Management is informed about relevant sustainability matters at least three times per year as part of the various steering committees (SteerCo) on the determined ESG topics. The relevant topics were also reported on in all four meetings of the Audit Committee in 2025. A focus topic of the information reported in 2025 was the new developments regarding the sustainability reporting in accordance with the CSRD, as well as the update of the double materiality assessment.

As part of the risk management system, non-financial risks and opportunities are also a material component of reporting to the Board of Management and Supervisory Board. Appropriate actions are accordingly discussed and established to minimize risks and optimize opportunities.

In addition, both committees were informed at least once a year about material developments in our sustainability metrics, such as CO_2, waste, water, female representation, Lost Time Injury Frequency Rate (metric for accident rate with lost time), and compliance and personnel matters. Progress on target achievement was also part of the reporting.

Integration of sustainability-related performance in incentive schemes (GOV-3)

Sustainability-related performance in incentive schemes for the Board of Management is embedded in the short-term variable remuneration component (SGL Carbon Bonus Plan, STI). Incentives are set for the sustainable development of the Company via individual targets for the members of the Board of Management, with the Supervisory Board selecting at least one of the objectives from the topic areas of environment, social affairs/employees or governance/compliance.

The remuneration of the Supervisory Board does not include sustainability-related performance in incentive schemes. In accordance with the recommendation in the German Corporate Governance Code, the Supervisory Board receives fixed remuneration.

Details on the Board of Management's sustainability targets can be found in the 2025 Remuneration Report (audited) on our website. Achieving an accident rate of <2.0 (2024: <2.2) was also established as a target for all other executives in management levels MG 2-5 for the short-term variable remuneration component (STI) and corresponds to 10% of variable remuneration.

The system of remuneration for members of the Board of Management is determined by the Supervisory Board and submitted to the Annual General Meeting for approval. The existing remuneration system was presented to the Annual General Meeting on May 9, 2023, and approved by a majority of 98.34%. The system for remuneration of Supervisory Board members is determined by the Annual General Meeting. The existing remuneration system was presented to the Annual General Meeting on May 9, 2023, and approved by a majority of 99.90%. The remuneration systems are regularly reviewed and must be submitted to the Annual General Meeting for approval in accordance with statutory requirements whenever there are material changes, but at least every four years.

Statement on due diligence (GOV-4)

As an energy-intensive, internationally operating manufacturing company and employer in many regions with a global supplier network, SGL Carbon acknowledges its responsibility and due diligence obligations for the environment and climate, safety, health, and well-being of its own employees, respect for human rights, and a responsible supply chain, and it has embedded these in its corporate strategy.

This responsibility is carried out by various areas and functions, including quality and energy management, the compliance and environmental health and safety departments, purchasing, and the central Corporate Sustainability department. In addition, some of our plants and processes are ISO-certified. We prepare an annual Sustainability Statement and summarize our measurable metrics in our ESG factsheet. We also participate in various active and passive ratings and thus make our sustainability performance comparable. The following table provides an overview of the core elements of our due diligence and their presentation in this Sustainability Statement.

Core elements of due diligence	Sections in the Sustainability Statement
Integration of due diligence into governance, strategy and business model	ESRS 2 GOV-2; ESRS 2 GOV-3; ESRS 2 SBM-3 and the topical chapters E1 and E5, as well as S1 and G1
Engagement of affected stakeholders in all important due diligence steps	ESRS 2 GOV-2; ESRS 2 SBM-2; ESRS 2 IRO-1 and in the topical chapters E1 and E5, as well as S1 and G1 (ESRS MDR-P)
Identification and assessment of adverse impacts	ESRS 2 GOV-2; ESRS 2 IRO-1; ESRS 2 SBM-3
Actions against these adverse impacts	ESRS 2 MDR-A topical chapters E1 and E5, as well as S1 and G1 (Actions)
Tracking the effectiveness of these efforts and communication	ESRS 2 MDR-M and MDR-T topical chapters E1 and E5, as well as S1 and G1 (Parameters and Targets)

Risk management and internal controls over sustainability reporting (GOV-5)

SGL Carbon's risk management system also records sustainability risks and opportunities to which the company is exposed. In addition to the non-financial internal control system (ICS) introduced in 2024 and compliance management, risk management is an integral component of corporate governance at SGL Carbon.

The non-financial internal control system aims to minimize risks in operational business processes, e.g., in the collection, validation and consolidation of sustainability-related values and parameters through implementation of appropriate controls. The risk management system is also used to identify and assess sustainability-related risks and opportunities. The compliance management system deals with processes and actions to ensure compliance with legal provisions and internal policies regarding the company's sustainability matters.

The assessment of risks and opportunities regarding SGL Carbon's sustainability matters was conducted as part of the materiality assessment according to ESRS (see also the chapter "Description of the processes to identify and assess material impacts, risks, and opportunities" ESRS 2 IRO-1) and is incorporated into our group-wide risk management system to ensure integration of sustainability risks and opportunities into the company's risk management system. Actions to counteract identified risks are specified. Material new risks or risks that threaten the company as a going concern are immediately reported to the Board of Management and to the Supervisory Board, as appropriate, via ad hoc reporting, regardless of the defined reporting intervals.

The financial impact as well as the likelihood of occurrence for all identified risks and opportunities are considered in the assessment. The assessment of the sustainability risks and opportunities is based on the classification criteria of our group-wide risk management system. Further information on SGL Carbon's group-wide risk management system and the method for prioritizing risks and opportunities according to the SGL-wide classification system can be found in the Opportunities and Risks Report in the Group Management Report.

In the Group's Opportunities and Risks Report, we have also presented our key sustainability risks and mitigation strategies. We also refer to the reportable topic standards of this Sustainability Statement (see also the chapter "Strategy and material impacts, risks and opportunities" ESRS 2 SBM-3), which provide detailed presentations of material risks and opportunities as well as actions to minimize risks and optimize opportunities.

Risks may result from the preparation of the Sustainability Statement. Data collection, validation and consolidation of reportable sustainability data may involve risks, as may the lack of data availability and associated inaccuracies in estimation procedures. Errors in manual processes required as part of reporting processes, e.g., to merge data from multiple systems, may also pose risks. To minimize these risks, SGL Carbon implemented a non-financial internal control system (nf ICS) in 2024. It defines responsibilities for data collection, aggregation, validation, and control.

Data is collected at the level of local subject matter experts and largely entered into IT-supported systems, which verify data completeness through system checks. This process is monitored by ESG reporting specialists from the central Group Accounting department. The completeness and accuracy of entries are further confirmed through a dual-control principle at the local department level by the respective site manager. Upstream process controls during data collection at the local, location level are not carried out. Content validation of the data is performed centrally by higher-level departments before the data is systematically consolidated. The verification of proper data transfer into the sustainability report is performed centrally by the Corporate Sustainability Team.

Data whose entry and consolidation is not yet performed in IT-supported systems, e.g., the number of reports from the whistleblower system, is collected centrally and controlled through a dual-control principle. The verification of proper data transfer into the sustainability report is also performed centrally by the Corporate Sustainability Team.

The risk management system is monitored by the Supervisory Board via the Audit Committee. The adequacy and effectiveness of the non-financial internal control system (ICS) introduced in 2024 is the responsibility of the Chief Financial Officer. The CFO is supported in this by the Group Accounting and Corporate Sustainability departments.

During the reporting period, the full Board of Management was informed about the progress and effectiveness of the non-financial internal control system in the meetings of

the ESG Steering Committee. The Audit Committee of the Supervisory Board was also briefed about the non-financial ICS in its meetings.

Materiality assessment process (IRO-1 and 2)

Description of the processes to identify and assess material impacts, risks, and opportunities (IRO-1)

As part of our preparations for the 2025 sustainability reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD), we updated our existing materiality assessment in accordance with the European Sustainability Standards (ESRS). In the assessment, we considered the principle of double materiality and accordingly examined it from two central perspectives:

• **Environmental and social impact materiality** (inside-out perspective – "Impacts"): Consideration of the impacts of SGL Carbon's business on the environment and society. This analyzes the impact of the company's activities on various interest groups and stakeholders (including the stakeholder "Nature").

• **Financial materiality** (outside-in perspective – "risks and opportunities"): Consideration of the influence of environmental and social factors on SGL Carbon. The risks and opportunities arising from external developments that could potentially have a financial impact on the company are examined.

Material impacts, risks, and opportunities of the relevant sustainability matters were identified based on a collection of topics drawing on various sources and topical workshops, supplemented by qualitative and quantitative expert assessments. A detailed overview of our material and non-material ESRS topics is presented in the chapter "Strategy and Material Impacts, Risks and Opportunities – SBM-3." The impacts, risks, and opportunities arising from SGL Carbon's business model were identified and assessed along our upstream and downstream value chains. A simplified depiction of our value chain can be found in the chapter SBM-1.

The objective of our materiality assessment is to identify, assess, prioritize, and monitor SGL Carbon's potential and actual impacts on people and the environment. To determine the material impacts, we applied the following approach:

1. Development of a list of possible sustainability matters
As part of our double materiality assessment in 2023, a comprehensive list of potentially material topics for the SGL Carbon business model was created using a variety of sources. In addition to the standards applied (ESRS), the sources included ESG topics relevant to our industry sector and competitive analysis. Current trends and developments were included through, among other things, possible future legislative initiatives and focus topics of NGOs that could affect our sites, including the Deforestation Regulation, the German Supply Chain Act (LkSG), the Energy Efficiency Act, and the Corporate Sustainability Due Diligence Directive. The results of previous materiality assessments, topics, and areas of interest from various sustainability ratings, such as Ecovadis, MSCI ESG, ISS ESG (Institutional Shareholder Service ESG) and Sustainalytics, as well as other stakeholder groups, such as investors, industry, and professional associations, were also included in the topic collection. While compiling our initial list of sustainability matters, we eliminated any duplicate topics that came up during our research. We also excluded topics that were not relevant to SGL Carbon's business activities, such as animal testing. The exclusion of non-relevant ESG issues is based on our own assessment, which is guided by the basic principle of dual materiality, i.e., the analysis of potential impacts of the business model of SGL on the environment and society (inside-out perspective) and potential financial opportunities and risks for SGL Carbon (outside-in perspective).

2. Update of potential sustainability matters
The double materiality assessment was updated in 2025. This is based on the list of potential topics from 2023, as well as the results of the 2023 DMA, supplemented by an updated analysis of comparable companies. Additionally, regulatory changes such as simplifications of the LkSG and the CSRD were also taken into consideration. Special consideration was given to the developments in SGL Carbon's economic activities in updating the material sustainability matters.

3. Stakeholder involvement
SGL Carbon regularly engages in dialog with those relevant stakeholders who ensure that the perspectives of our stakeholders on SGL Carbon's sustainability matters are considered. Relevant stakeholders for SGL Carbon are institutions or persons with whom we have a

direct or indirect relationship through our business activities and who therefore have an interest in our actions. (Further details are found in the chapter “Interests and views of stakeholders” – ESRS 2 SBM-2).

We also considered the interests of “silent stakeholders” through studies and publicly available information. Expert knowledge, external sources, and digital tools such as the “IPCC WGI Interactive Atlas” (unaudited) were utilized for this.

4. Expert workshops to evaluate material IROs
In interactive expert workshops focused on specific topics, a comprehensive evaluation and assessment of all matters from the updated sustainability matters list was carried out (see Step 2). SGL specialists from various business units contributed their expertise to assess the actual and potential impacts of SGL Carbon’s business model on the environment and society, as well as risks and opportunities, following ESRS guidelines. Independent of the list of matters, the internal experts were able to add additional possible matters to the process in the workshops and to have these assessed. In total, 101 impacts, risks, and opportunities were identified and assessed across all sustainability matters, with 15 of these emerging as material for the business model of SGL Carbon.

5. Validation of the results by the Board of Management
The Board of Management of SGL Carbon reviewed and approved the results of the double materiality assessment in alignment with SGL Carbon’s corporate strategy, objectives, policies, and culture.

The double materiality assessment took a comprehensive view of SGL Carbon’s activities, examining the business operations, including production processes, business relationships, and the entire upstream and downstream value chains. The assessment covers our global activities and business relationships. Particular attention was paid to factors that could lead to increased risks of negative impacts. These factors particularly relate to the use of raw materials, our product manufacturing processes including emissions, and the use of our products across various applications and industries. We specifically examined the energy intensity of our manufacturing processes and the circularity potential of our products. Working conditions, occupational safety and health, and impacts and risks related to human rights were also considered. Additionally, we examined compliance with all legal requirements and relationships with our international suppliers and business partners. The comprehensive analysis enabled us to identify and assess potential impacts with elevated risk along the entire value chain to ensure that sustainability risks are addressed.

Our impact assessment took into consideration both direct and indirect impacts. Accordingly, we examined our responsibility for impacts on people and the environment that directly resulted from our activities and products. At the same time, we consider impacts that arise in cooperation with third parties in the upstream and downstream value chains, as well as impacts where the responsible or contributing entity is connected to SGL Carbon through a direct or indirect business relationship. All relevant value chain steps were identified. Internal data and information, as well as the knowledge and experience of internal subject matter experts regarding production processes, resource use, and emissions, were used to capture and assess direct and indirect impacts. The perspectives and estimations of our internal and external stakeholders are brought into the assessment of the sustainability matters through regular dialogs as part of our business operations (see chapter “Interests and views of stakeholders” – ESRS 2 SBM-2).

The assessment of the impacts is carried out with the help of software and in accordance with the EFRAG ESRS-1 procedure. The following categories were used to evaluate impacts:

1. Scale: How serious the impacts are for people or the environment, both positive and negative.
2. Scope: How widespread the impacts are, including geographical reach and number of affected living beings.
3. Irremediability: How easily and quickly a negative impact can be remedied. This category was only applied to negative impacts.
4. Likelihood: How frequently or to what extent a specific impact is likely to occur.

The applied assessment categories were each rated on a scale of 1 to 5, with 1 representing the minimum (very low) and 5 representing the maximum (very high) for each category.

For negative impacts, the three factors of scale, scope, and irremediability were each assessed on a scale of 0 to 5 and tallied, which results in a total score between 0 and 15.

Positive impacts were assessed according to the two factors of scale and scope, whose sum was multiplied by a factor of 1.5 to ensure comparability with negative impacts.

For potential impacts, we also considered likelihood as an additional parameter. The likelihood of occurrence was recorded in the tool on a scale of 1 to 4, with 1 representing a low likelihood and 4 representing a very high likelihood of occurrence. The result was then multiplied by the likelihood of occurrence, which is weighted with a factor between 0.65 (low/moderate) and 1 (very high) depending on the degree of likelihood of occurrence.

For potential negative impacts on human rights, this weighting does not occur; here, the factor 1 is always used, as the severity of the impact takes precedence according to the ESRS. The calculated figures were rounded, with decimal points between 0.5 and 0.9 being rounded up. Impacts with a total value of 7.5 (rounded up to 8) and higher were categorized as material for SGL Carbon. This procedure ensures a transparent, comprehensible and consistent assessment of positive as well as negative impacts along the value chain.

Time horizons were also established for all impacts, following the definition of time horizons in accordance with ESRS-1 paragraph 6.4. As soon as a defined impact reached or exceeded the defined relevance threshold of ≥ 8 according to the calculation methods described above, the associated ESG topic was classified as material. This classification was subjected to an additional critical overview. In general, the assessment of the impacts was based on a gross approach. Only in one exceptional case was a net approach utilized. This applies to the potential negative impacts connected to the ESRS S2 standard, as comprehensive qualification and audit measures for business partners have already been established. These also include the requirement for our business partners to sign the SGL Business Partner Code of Conduct. SGL Carbon expects its business partners to implement the principles and standards of this code in their company and to work towards an implementation of these in the companies they subcontract to. All material impacts, risks, and opportunities were introduced to the ESG SteerCo as the final decision-making entity and were confirmed by the committee to be material for our stakeholders.

Our approach to assessing risks and opportunities was substantially based on the methodology for determining material impacts, as described above. In addition to the workshop assessments, we worked closely with internal subject matter experts to conduct detailed calculations of the potential financial impacts of identified risks and opportunities on SGL Carbon's EBIT (Earnings before interest and tax). This process was aligned with our existing financial risk management system.

The calculation of potential financial impacts considered various parameters, such as

- possible investments for implementing actions to achieve targets and/or comply with new legal standards
- higher expenses for raw materials, waste management, and/or carbon pricing
- potential penalties and expenses for non-compliance with legal provisions
- percentage assumptions of revenue and profit loss if potential risks materialize, e.g., through reputational damage
- assumptions about higher financing costs if we fail to meet our set targets

For the software-assisted assessment of risks and opportunities, SGL Carbon followed its established financial risk management system to systematically capture and categorize financial effects and probability. The financial effect was assessed on a scale of 1 to 5, with 1 representing the minimum and 5 representing the maximum effect. The likelihood of occurrence, unlike our risk management approach, was recorded in the tool on a scale of 1 to 4. For evaluating risks and opportunities, the following two categories were used:

1. Financial effect: Assessment of potential effects on the Group's EBIT that may result from the risk or opportunity.

2. Probability: Evaluation of the likelihood of occurrence for the respective risk or opportunity.

For the assessment of the materiality, the scale of the financial effect was multiplied by the likelihood of occurrence. For this, the likelihood is weighted with a multiplier between 0.65 (moderate/low) to 1 (very high). These results are also rounded, and financial risks and opportunities with a threshold value of 2.5 (rounded up to 3) and higher are categorized as material for SGL Carbon. This methodology allows for the identification of risks and opportunities that are important for the business strategy.

A detailed description of our financial risk management system can be found in the 2025 Group Management Report in the chapter "Opportunities and risk report"; we also provide an overview in this sustainability statement in the chapter "Governance" (GOV-5).

When identifying potential impacts, risks, and opportunities, we considered that connections and dependencies might exist between various impacts, which could manifest in corresponding risks or opportunities. When a negative impact was identified, we simultaneously examined whether this impact would result in a relevant business risk for

SGL Carbon. Similarly, positive impacts were systematically analyzed to determine whether they could lead to concrete opportunities for the company. Impacts, risks, and opportunities where connections and interactions exist are presented in detail in the topical chapters of this report.

The detailed description of the decision-making process and associated internal control procedures for SGL Carbon's risk management is documented in the chapter "Governance" (GOV-5).

The identification and assessment of impacts, risks, and opportunities (double materiality assessment, DMA) has been integrated into existing processes. The assessment of impacts, risks, and opportunities will be reviewed every two years and adjusted if necessary. A revision can also take place outside the regular review if needed.

Sustainability-related risks and opportunities are assessed and monitored within the company's risk management system. This means they are fully integrated into the company's standardized assessment and monitoring processes. By treating financial and non-financial risks and opportunities equally, we aim to ensure that sustainability aspects are always aligned with the company's strategic objectives and appropriately considered. Details on the risk management system can be found in the 2025 Group Management Report in the chapter "Opportunities and risk report."

To ensure tracking and further development of our ESG ambitions and goals, SGL Carbon has implemented an ESG governance structure that connects with our risk management process (see also the chapter "Governance" – GOV-2 and GOV-5). The Board of Management of SGL Carbon SE acts as the highest operational decision-making body and has integrated sustainability into the top leadership level due to its strategic importance. This integration ensures that processes for identifying, assessing, and managing ESG risks and opportunities systematically flow into the company's general risk management processes. More information about our governance structures and the implementation of sustainability matters in our strategy is presented in the chapter "Governance" (GOV-1 and GOV-2).

No changes to the process or approach took place in the reporting year. The material impacts, risks, and opportunities resulting from the materiality assessment were updated during the reporting year as part of the annual risk inventory. The next regular review of the materiality assessment is scheduled to take place in the 2027 fiscal year.

Disclosure requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)

To facilitate navigation within the sustainability statement, the following index provides an overview of the disclosure obligations considered as well as datapoints from other EU legal provisions which SGL Carbon reports in accordance with the ESRS, including page numbers and marking of disclosure requirements classified as "Not material." SGL Carbon is not required to report according to Regulation (EU) 2019/2088, Regulation (EU) No. 575/2013, and Regulation (EU) 2016/1011. The datapoints in connection with Regulation (EU) 2021/1119 are listed separately and referenced accordingly.

	Disclosure requirement	To be reported	Page
BP-1	General basis for preparation of sustainability statements	Yes	3
BP-2	Disclosures in relation to specific circumstances	Yes	4
GOV-1	The role of the administrative, management and supervisory bodies	Yes	5
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Yes	6
GOV-3	Integration of sustainability-related performance in incentive schemes	Yes	7
GOV-4	Statement on due diligence	Yes	7
GOV-5	Risk management and internal controls over sustainability reporting	Yes	8

	Disclosure requirement	To be reported	Page
SBM-1	Strategy, business model and value chain	Yes	15
SBM-2	Interests and views of stakeholders	Yes	17
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Yes	18
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Yes	9
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Yes	12
E1- GOV-3	Integration of sustainability-related performance in incentive schemes	See GOV-3	7
E1-1	GHG removals and GHG mitigation projects financed through carbon credits (incl. Regulation [EU] 2021/1119, Article 2[1])	Yes	23
E1- SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	See SBM-3	18
E1-IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Yes	9
E1-2	Material impacts, risks and opportunities and their interaction with strategy and business model	Yes	19
E1-2	Policies related to climate change mitigation and adaptation	Yes	25
E1-3	Actions and resources in relation to climate change policies	Yes	26
E1-4	Targets related to climate change mitigation and adaptation	Yes	27
E1-5	Energy consumption and mix	Yes	29
E1-6	Gross scopes 1, 2, 3 and total GHG emissions	Yes	30
E1-7	GHG removals and GHG mitigation projects financed through carbon credits (incl. Regulation [EU] 2021/1119, Article 2[1])	Not material	-
E1-8	Internal carbon pricing	Yes	33
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	No (phase-in provision)	-

	Disclosure requirement	To be reported	Page
E2	Pollution	No, not material	-
E3	Water and marine resources	No, not material	-
E4	Biodiversity and ecosystems	No, not material	-
E5-1	Policies related to resource use and circular economy	Yes	36
E5-2	Actions and resources related to resource use and circular economy	Yes	37
E5-3	Targets related to resource use and circular economy	Yes	39
E5-4	Resource inflows	Yes	39
E5-5	Resource outflows	Yes	40
E5-6	Anticipated financial effects from resource use and circular economy–related impacts, risks and opportunities	No, quick-fix regulation	-
S1-SBM-2	Interests and views of stakeholders	Yes	17
S1-SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Yes	21
S1-1	Policies related to own workforce	Yes	52
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Yes	56
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Yes	55
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Yes	56
S1-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	Yes	60
S1-6	Characteristics of the undertaking's employees	Yes	61
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Yes	63

	Disclosure requirement	To be reported	Page
S1-8	Collective bargaining coverage and social dialog	Yes	63
S1-9	Diversity metrics	No	-
S1-10	Adequate wages	Voluntary reporting, not material (ESRS 1.114)	64
S1-11	Social protection	No	-
S1-12	Persons with disabilities	No	-
S1-13	Training and skills development metrics	No	-
S1-14	Health and safety metrics	Yes, partial use of quick-fix regulation	64
S1-15	Work-life balance metrics	No	-
S1-16	Remuneration metrics (pay gap and total remuneration)	No	-
S1-17	Incidents, complaints and severe human rights impacts	Yes	55
S2	Workers in the value chain	No, not material	-
S3	Affected communities	No, not material	-
S4	Consumers and end-users	No, not material	-
G1-GOV-1	The role of the administrative, management and supervisory bodies	See GOV-1	5
G1-IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	See IRO-1	9
G1-1	Business conduct policies and corporate culture	Yes	66
G1-2	Management of relationships with suppliers	Voluntary reporting, not material (ESRS 1.114)	67
G1-3	Prevention and detection of corruption and bribery	Yes	69
G1-4	Confirmed incidents of corruption or bribery	Yes	69
G1-5	Political influence and lobbying activities	No, not material	-
G1-6	Payment practices	No, not material	-

Sustainability matters identified as not material (E2-4)

To identify material impacts, risks, and opportunities related to possible environmental pollution, SGL Carbon considered our own business activities as well as upstream and downstream activities along the value chain as part of the double materiality assessment in 2025. The approach was already described in this chapter.

Various scenarios were discussed concerning potential impacts, risks, and opportunities. These included, for example, accidents that could lead to environmental and/or air pollution, water pollution, and regulatory requirements for protecting air and the environment, as well as possible sanctions and legal disputes related to environmental pollution issues. SGL Carbon also maintains communication with affected neighboring communities and residents at our sites. More information can be found in the chapter “Interests and views of stakjeholders” (ESRS 2 SBM-2).

However, the results of the materiality assessment showed that none of the identified impacts, risks, or opportunities related to pollution were classified as material. Developments in this area continue to be monitored so that we can respond promptly if there are changes in the relevance of the various factors.

SGL Carbon also conducted a review of possible current and potential impacts, risks, and opportunities related to water and marine resources as part of its double materiality assessment in 2025. The investigation covers all production sites and business activities and considers both the actual use of water and the procedures for wastewater return. During the internal expert workshops, it was confirmed that water is not a significant resource for the production of SGL products and that SGL Carbon sites largely use recirculation systems for used water. Current and future regulatory requirements regarding water use and pollution were also included in the assessment. No material impacts, risks, or opportunities were identified in respect of the topic of water and marine resources.

As part of the double materiality assessment conducted in 2025, relevant aspects regarding biodiversity and ecosystems were also analyzed. In the upstream value chain, particular attention was paid to raw material extraction, while the assessment of our own business activities considered the proximity of SGL sites to protected ecosystems, including our activities near the Lechauen nature reserve at the Meitingen site. However, the result of the analysis does not indicate the materiality of the topic of biodiversity and ecosystems.

The double materiality assessment considered impacts on nature in the upstream supply chain. The focus was on potential impacts on nature as a stakeholder, without specifically highlighting affected communities. No significant impacts on affected communities were identified. In addition, no negative impacts on relevant ecosystem services were found. Consequently, no actions for minimization or mitigation are currently required on the part of SGL Carbon.

SGL Carbon operates a site near the Lechauen nature reserve in Meitingen. To date, no significant negative impacts on natural habitats or resident species have been identified in relation to SGL Carbon's business activities. Nor do we expect negative impacts in the future. The double materiality assessment did not identify any material current or potential negative impacts on biodiversity. As a result, SGL Carbon currently sees no need to develop specific actions to mitigate possible impacts on biodiversity.

Strategy and material impacts, risks, and opportunities (SBM-1 to 3)

Strategy, business model, and value chain (SBM-1)

To avoid duplication of information in the Sustainability Statement and the Group Management Report, we refer pursuant to ESRS 1.119 to the following parts of the Group Management Report: The description of significant product groups and services, as well as markets and customer groups (ESRS SBM-1 para. 40a i. and ii.) is provided in the chapter "Group business model" in the 2025 Group Management Report. The number of employees by geographical area (ESRS 2 para. 40a iii. and SBM-1 para 40a i. and ii.) can be found in the chapter "Own workforce (S1-6)" of this Sustainability Statement.

With its materials, products and services, SGL Carbon serves markets that can help shape the future trends of environmental and climate protection, as well as digitalization. We therefore focus on future markets that we believe support these trends and offer corresponding growth opportunities: mobility (including electromobility and fuel cell vehicles), renewable energy industries, and the semiconductor industry. As part of the restructuring of the Carbon Fibers business unit and the related focus on profitable product areas, SGL Carbon has discontinued its own manufacturing of acrylic and carbon fibers. Accordingly, the Textile Fibers market segment has not been operated with own fiber materials since mid-2025. New material markets and customer groups were not tapped in the 2025 fiscal year. A detailed presentation of our products and markets, as well as a revenue split of significant market segments, can be found in the chapter "Group fundamentals" of the 2025 Group Management Report (ESRS 1.119). There is no ban on material products in certain markets.

Our sustainability objectives, strategies, and measures are aimed at reducing the negative impacts of our business model on the environment and society. We want to leverage opportunities and positive sustainability effects of our activities while minimizing risks through targeted actions. In doing so, we also align ourselves with the United Nations' Sustainable Development Goals (SDGs).

SGL Carbon's sustainability goals do not relate to specific product groups, customer categories, geographical areas, and/or stakeholder relationships. Our sustainability goals are global group goals. Through our product portfolio and market focus, we strive to contribute to climate change mitigation and optimally leverage associated opportunities. As an energy-intensive company, we are working to reduce our own energy consumption, increasingly use renewable forms of energy, and thereby lower our CO_2 emissions (see also the details in E1).

In addition, we want to promote efficient use of our required resources and the circularity of our products. This includes reducing water consumption, reintegrating production waste into the manufacturing process and avoiding waste wherever possible. To improve the recyclability and reusability of our products, we are conducting research together with associations and scientific institutions on alternative and renewable raw materials and new technological processes (see also the details in E5).

Through our personnel strategy and associated actions such as performance-based compensation, equal treatment and diversity, training and development opportunities, and an open dialog with our employees and their representatives, we aim to have a positive influence on potential impacts on our employees and to be an attractive employer. Health protection and occupational safety are also integral parts of our corporate strategy and are anchored in our Code of Conduct. Accordingly, we aim to improve our LTI Frequency Rate by at least 5% each year (base year 2022) to achieve our long-term objective of zero accidents. The commitment to respect human rights in our own activities and throughout our entire value chain serves the goal of reducing negative impacts on society (see also the details in S1).

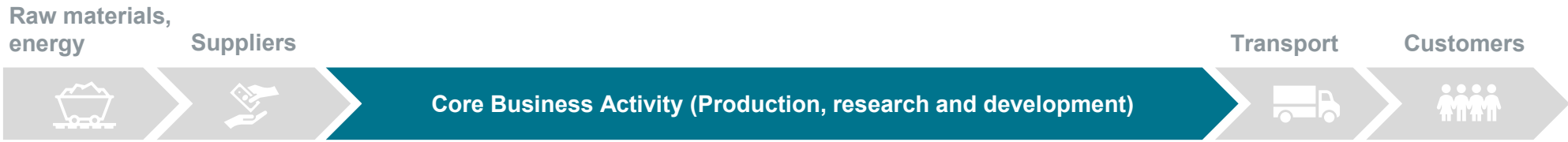
Strict compliance with laws, standards, and guidelines combined with structured processes, practices, and controls are essential factors in our corporate policy and an integral part of our corporate strategy. This includes a corporate culture based on our values and consideration of internal and external stakeholder groups along our value chain. One goal

is to manifest our values within the company and continuously improve our performance culture. Our suppliers must also measure up to our sustainability standards. Accordingly, it is our goal that all relevant suppliers accept our Business Partner Code of Conduct by signature (see also the details in S1).

SGL Carbon manufactures carbon-based materials and products for various applications and customer groups while striving to offer customers products and solutions that contribute to greater sustainability. To manufacture our materials and products, we need raw materials that we source through a global supplier portfolio. Our suppliers must accept our Business Partner Code of Conduct and regularly account for selected ESG matters through an online questionnaire. These also include legal compliance and respect for labor and human rights (see also the chapter “Own workforce”). Further information about relationships with our suppliers can also be found in the chapter G1-2. Important suppliers to SGL Carbon are companies from which we source our main raw materials: acrylonitrile (only relevant until mid-2025 due to our exit from the carbon fiber business), pitch, coke, precursor, and energy.

Our products are manufactured at 29 production sites in Europe, North America, China, and Japan and sold to customers worldwide. The description of material product groups and services as well as markets and customer groups (ESRS 2 SBM-1 para. 40 f and g) can be found in the chapter “Business model of the company” in the 2025 Group Management Report (ESRS 1.119). Our goal of delivering quality, innovative, and customer-oriented products is complemented by our responsibility for safety in the manufacturing, storage, and transport of these products. We support our customers, warehouse operators, and transporters in the safe and environmentally friendly handling of our products. One example is our product-specific safety data sheets.

A schematic representation of our value chain with the essential input and output parameters can be found in the following graphic.



- Electricity, gas, steam
- Acrylonitrile
- Cokes, pitches
- Resins
- Natural graphite
- Glass- and carbon fibers
- Various chemical products
- Steel
- Packing medium

Production

- Synthetic graphite
- Specialty graphite components
- Expanded graphite
- Fine grain graphite
- Fiber materials
- Carbon fibers, acrylic fibers
- Textile fibers
- Composite materials
- Graphite-related components

Research and development

- Efficiency improvements in production
- Circular raw materials
- Reuse of waste
- Recycling
- Life cycle analysis
- Alternative raw materials
- New materials / products

Products

(see Group Management Report, chapter Business Model of the Group)

- Electricity, fossil fuels for transportation (trucks, ship, train, airplane)

- B2B customers

(see market segments and customers under SBM-1)

Interests and views of stakeholders (SBM-2)

Engaging with stakeholders throughout the year helps us understand which sustainability matters related to SGL Carbon are important to them, what they expect from us, and how we can resolve common challenges together.

Relevant stakeholders for SGL Carbon are institutions or persons with whom we have a direct relationship, including a contractual (e.g., employees, customers, suppliers) or indirect (e.g., governmental authorities, investors, neighbors) relationship through our business activities and who therefore have an interest in our actions. Important stakeholder groups include our employees, customers, suppliers, and other business partners as well as shareholders, banks, financiers, and insurers. Our important stakeholders also include our neighbors at our sites, employee representatives, professional and sustainability associations, and scientists, as well as public authorities and the media.

Stakeholder engagement occurs at the corporate level, in business units, and at SGL site level through supplier and customer discussions, bilateral exchanges with individual stakeholder groups, and stakeholder meetings, and through industry associations. The requests and sustainability ratings we receive from customers also provide insight here. Constant exchange with our employees, for example through employee surveys or through union or employee representatives, is just as much a part of our stakeholder engagement as are discussions with affected communities and interested members of the public. The scientific perspective is reflected in our sustainability strategy in ways including the involvement of established scientific analyses, such as the Intergovernmental Panel on Climate Change (IPCC), or through our research projects (such as recycloPreg). We also consider statutory changes to regulations, as well as the requirements of sustainability associations and the media, through in-depth analyses conducted by internal subject-matter experts. Material findings from dialogs with our stakeholders are also included in our policies.

One example for the inclusion of stakeholder interests is the development of processes for the processing of flax fibers instead of carbon fibers. Plastics enhanced with natural fibers are an environmentally friendly alternative to traditional glass or carbon fiber composites. SGL Carbon works together with its suppliers and customers to develop innovative flax-based composite systems, from technical textiles and prepregs to finished components. The goal is to create sustainable lightweight solutions for uses in the automobile industry and other industries.

Dialogs with our stakeholders enables us to review and, if necessary, adjust our sustainability ambitions and the related business model. We have recognized the increasing importance of resource use and product circularity and are working with various institutions to improve, for example, the recyclability of composite materials in the medium term. We expect initial results from a research project (recycloPreg), which started in November 2024 and has a three-year duration. Further information can be found in the chapter “Resource use and the circular economy – E5.”

Through direct dialog with our stakeholders, we ensure that their interests are taken into consideration also in the future and that these flow into the development of our business model. Material stakeholder groups will continue to be consulted on an ad-hoc basis regarding the impacts of SGL Carbon, especially in view of material changes.

Significant insights from stakeholder discussions regarding the demands of SGL Carbon as well as the impacts of SGL’s business activities are discussed with the Board of Management and Supervisory Board in the committees responsible for these topics.

Material impacts, risks, and opportunities and their interaction with strategy and business model (SBM-3)

Based on the results of the updates to the materiality assessment that were made in 2025, SGL Carbon has identified material impacts, risks, and opportunities that arise from our business activities and organization, as well as our upstream and downstream value chain or affect these.

SGL Carbon’s materials and products are largely based on non-renewable raw materials, whose consumption could have negative impacts on the environment. Moreover, the limited reusability of our products can also have negative impacts.

To reduce our carbon footprint and achieve more efficient material use and waste prevention, we have developed strategies and actions and set ourselves targets (see also the chapters “Climate change mitigation – E1” and “Resource use and the circular economy – E5”). Due to our business model and production processes, as well as our required raw materials and associated CO_2 emissions, we have identified both significant negative and positive impacts on the environment and climate. Our carbon footprint poses risks for our company, even as opportunities are emerging through the expansion of sustainable market segments.

An overview of material impacts, risks, and opportunities related to climate change, as well as resource use and circular economy, their location in the value chain, and expected time horizons, can be found in the following table:

Climate change (E1)

Topic	IRO	Name	Description	Value chain/time horizon
Adaptation to climate change	Risk	Physical climate risks	Due to climate change, SGL Carbon's global production sites are increasingly exposed to acute and chronic wind-related risks (e.g., cyclones, storms, tornadoes), water-related risks (e.g., droughts, heavy rainfall, flooding), and heat events (e.g., heat waves, extreme temperatures).	Own operations/long-term
Climate change mitigation	Negative impacts (actual)	Increasing greenhouse gas emissions (production)	We need energy, including from fossil fuels, to manufacture our products. The associated greenhouse gas emissions have negative impacts on climate change and/or can cause extreme weather events, health problems, ocean acidification and water scarcity. This may result in economic costs and excessive damage to people and the environment. SGL Carbon has set itself short-, medium- and long-term targets for CO_2 reduction (Scope 1 and 2) to reduce these negative impacts.	Own operations/short-term
Climate change mitigation	Negative impacts (actual)	GHG emissions from the use of fossil fuels in the upstream value chain (Scope 3)	Greenhouse gases are released during the extraction and processing of fossil fuels by our suppliers (Scope 3). These environmental impacts accelerate climate change and exacerbate health and ecological risks for humans and nature.	Upstream value chain / short term
Climate change mitigation	Positive impacts (potential)	Reduced greenhouse gas emissions (value chain)	The increasing focus on products (e.g., CO_2-reduced carbon fibers, battery boxes, graphite brushes) and markets (e.g., electromobility, wind and solar industries, LED applications) that promote climate change mitigation will result in reduced CO2 emissions in our downstream value chain. This will have positive impacts on the environment, climate and society.	Downstream value chain / long term
Climate change mitigation	Risk	Climate-related regulations can lead to rising costs	Regulators may respond to the increasing impacts of climate change by making amendments to the legal framework that lead to price increases for greenhouse gas emissions and/or stricter regulations, which in turn may be associated with higher costs for SGL Carbon. Higher prices for greenhouse gas emissions and/or new regulations carry a financial risk for SGL Carbon.	Upstream value chain & own operations / long term
Climate change mitigation	Opportunity	Rising demand for climate-friendly products	Environmental awareness is growing among consumers, and therefore our customers, as well. There is an increasing probability of a preference for products and services that are kind to the environment and climate. This means there is an opportunity for SGL Carbon to achieve revenue exceeding expectations in our focus markets, such as renewable energy and electromobility, on account of growth there.	Downstream value chain / long term
Energy	Negative impacts (actual)	Energy from fossil fuels	In our manufacturing, we also use fossil fuels that produce carbon emissions and contribute to climate change and global warming, which are associated with extreme weather events, health problems, economic costs and excessive damage to people and the environment.	Own operations/short-term

Resource use and circular economy (E5)

Topic	IRO	Name	Description	Value chain/time horizon
Resource inflows	Negative impacts (actual)	Use of non-renewable raw materials	We also need non-renewable raw materials to manufacture our products. The procurement and use of non-renewable raw materials can lead to resource scarcity and the depletion of finite raw materials. This has a negative impact on the environment and reduces the resilience of the supply chain. To avoid these negative effects, we are striving to find long-term alternatives.	Upstream value chain and own operations/short-term
Resource outflows	Negative impacts (actual)	Recyclability of products	Non-recyclable products at the end of their life cycle lead to increased waste, environmental pollution, and loss of resources, as valuable materials cannot be returned to the cycle. We are therefore working on technical solutions to make products reusable.	Downstream value chain/short-term
Waste	Negative impacts (actual)	Material efficiency (waste generated during production)	During the manufacture of products, waste that cannot be recycled or can only be recycled to a limited extent is generated as a result of the manufacturing process. This leads to increased disposal costs and environmental pollution. We therefore strive to use materials more efficiently, reduce production waste, and, where possible, return it to the manufacturing process.	Own operations/short-term

Own workforce (S1)

The success of SGL Carbon is also based on the performance, commitment, and cooperation of the workforce. We believe that a corporate culture characterized by respect and appreciation, as well as responsibility, honesty, and trust, combined with fair and good working conditions, can have positive impacts on the workforce. Even in times of changing conditions, SGL Carbon strives to reduce negative impacts on its own workforce. In line with our values, we respect and uphold human rights (see also the chapter “Own workforce” - S1). The impacts on society that we have identified can be found in the following table:

Topic	IRO	Name	Description	Value chain/time horizon
Working conditions	Negative impact (actual & potential)	Impact of measures related to changing economic conditions	SGL Carbon has implemented strategies, concepts, and measures to create attractive working conditions for its own workforce and thus be a preferred employer. The economic environment and developments in key sales markets deteriorated significantly in 2025. In order to secure sales and earnings and ensure future growth, SGL Carbon has initiated far-reaching restructuring measures and a realignment of the company that affect almost all subsidiaries and business units. This may have actual and potential negative effects on its own workforce.	Own operations/short-term
Working conditions	Negative impact (actual & potential)	Health and safety risks for employees due to accidents at work	Accidents caused by our production processes, e.g., when operating machinery, but also in all other areas of the company, e.g., accidents on the way to work on the factory premises, pose a risk to the health and safety of our employees in the workplace.	Own operations/short-term
Other work-related rights	Positive impact (actual)	Ensuring and upholding human rights for our own workforce	In addition to a comprehensive Code of Conduct that is binding for all employees worldwide and guarantees the prohibition of forced and child labor, SGL Carbon has its own human rights policy that is also binding for all SGL employees. This not only raises awareness of human rights protection, but also significantly reduces the risk of human rights violations within the company. This has a positive impact on human rights compliance among the company's own workforce, but also on society as a whole.	Own operations/short-term

Business conduct (G1)

Corporate policy and culture, our actions and business practices likewise harbor opportunities and risks and can have positive and negative impacts on the environment and society. As part of our materiality assessment, we have identified the following material impacts:

Topic	IRO	Name	Description	Value chain/time horizon
Corporate culture	Positive impact (actual)	Promotion of a corporate culture focused on ethics and compliance	The implemented compliance management system, the group-wide code of conduct in conjunction with applicable guidelines such as a code of conduct for business partners, the human rights guideline, and the anti-corruption guideline promote responsible corporate governance and create uniform standards for ethical behavior within the company and in the value chain.	Own operations/short-term
Corruption and bribery	Positive impact (actual)	Societal safety, well-being and fair treatment	Our global compliance measures and systems have a positive impact on our own workforce and contribute to a business environment in which corruption and bribery are not tolerated. With its compliance management system, SGL Carbon contributes to improving social security, well-being, and fair treatment in society by ensuring compliance with applicable laws, standards, and guidelines. It also promotes society's trust in institutions (SDG 16).	Own operations/short-term

The materiality assessment has shown that SGL Carbon's business activities along our upstream and downstream value chain have significant positive and negative impacts on the environment and society. In addition, these business activities harbor risks and opportunities for SGL Carbon. SGL Carbon has developed strategies to reduce negative impacts, promote positive impacts and minimize risks, as well as leverage our opportunities. These strategies and associated actions are intended to strengthen the resilience of our business model and regulate our impacts on the environment and society. Further details on our strategies and actions to regulate impacts, risks, and opportunities can be found in the chapters on each subject in this sustainability statement.

The financial impacts of our material risks and opportunities may be reflected in our net assets, financial position, and financial performance, result of operations, financial capacity, and cash flow. Material risks and opportunities above the materiality threshold were identified for the ESRS standard E1 (climate change mitigation). Financial impacts for the following fiscal year could result from higher expenses due to potential price increases for greenhouse gas emissions and/or the tightening of climate-related regulations. The procurement of renewable energy also continues to be associated with higher expenses for SGL Carbon. The potential higher expenses mentioned may be associated with cash outflows and may thus negatively impact SGL Carbon's cash flow.

Other risks related to sustainability that were not identified as material during our double materiality assessment can also have negative financial impacts, such as fines due to violations of applicable legal regulations or the departure of key personnel.

In our assessment, there is currently no risk of a material adjustment to assets and liabilities arising from the risks mentioned for the following reporting year.

To improve our resilience regarding our sustainability matters, we have implemented various processes and actions:

- The controls of defined actions for regulating the material impacts, risks, and opportunities identified in the double materiality assessment are intended to verify their effectiveness. For this purpose, we use measurable metrics such as energy consumption, CO_2 emissions, waste volume, or the proportion of women in management and the number of lost days due to work-related accidents. If measures do not achieve the desired targets, adjustments are made and/or supplementary actions are defined. Details on the strategy and actions for regulating material impacts, risks, and opportunities can be found in the topic chapters "Climate protection – E1," "Resource use and circular economy – E5," "Own workforce – S1," and "Business conduct – G1."

- Through regularly-held dialog with our stakeholders, e.g., in associations, in supplier and customer discussions, at trade fairs and investor conferences, and through exchanges with our workforce and their representatives, we want to continue to incorporate their interests into our business model in the future and so ensure the resilience of our business model (please also refer to the chapter "Strategy as well as material impacts, risks, and opportunities" – SBM-2).

- Regular reports on the effectiveness of actions, development of metrics, new insights about stakeholder requirements, and regulatory developments are provided to sustainability committees such as the ESG Steering or Compliance Committee at least once a year (please see also chapter "Governance" GOV-1 and 2).

- In addition, as part of our opportunities and risk management system, risks and opportunities from our sustainability matters are regularly analyzed and evaluated and actions for risk minimization and opportunity utilization are developed. A detailed presentation of our opportunity and risk management system and the assessment of our opportunities and risks can be found in the Opportunities and Risks Report in our Group Management Report (see also chapter "ESRS 2" GOV-5).

- For the analysis of our business model in connection with climate change, we refer to chapter "Climate change mitigation – E1."

We have identified material risks resulting from sustainability matters that affect our business model and qualitatively analyzed their effects on our business model. Based on the processes, structures, and actions described and the information currently available, we believe that no significant individual risks related to sustainability topics exist – neither now nor in the future – that could jeopardize the company as a going concern. Regarding the time horizons of climate risks, we refer to the presentation of the climate scenario analysis in the chapter "Climate change mitigation – E1." Even the cumulative consideration of the individual risks does not jeopardize the continued existence of SGL Carbon as a going concern. Thanks to our regionally diversified setup, a corporate and compliance culture that we believe to be sustainable and effective, fair and performance-oriented working conditions, increased use of renewable energies, and the ability to adapt manufacturing processes in a climate-friendly manner, we consider SGL Carbon's business model to be sufficiently resilient.

Ultimately, however, residual risks remain in all entrepreneurial activities and cannot be ruled out even by conducting a comprehensive analysis of resilience.

Our material sustainability matters (climate change mitigation, resource use and circular economy, and own workforce, as well as business conduct and culture) have, in general, not changed in comparison to the previous year. In updating our double materiality assessment, and taking into account changing external conditions and internal adjustments to our business model and related structures, we have adjusted our impacts, risks, and opportunities to these circumstances.

No relevant changes arose relating to our impacts, risks, and opportunities in the areas of climate change mitigation or resource use and circular economy.

Due to worsening economic conditions and a restructuring of our Carbon Fibers business unit, as well as the related reorientation of SGL Carbon, we are not able to rule out negative impacts on our workforce. The company has, however, defined actions to reduce possible negative impacts. We currently do not consider positive impacts on public well-being and prosperity, or on economic growth, that were deemed material in the previous year to be repeated. We have, however, identified positive impacts on our workforce regarding upholding human rights in our own workforce. Comprehensive actions, guidelines, and training are showing a positive effect and increased awareness of human rights topics.

The compliance management we have implemented, as well as the Group-wide Code of Conduct in connection with applicable guidelines such as a Business Partner Code of Conduct, the Human Rights Guideline, or the Anti-Corruption Policy, are designed to foster responsible business conduct within the company and in the value chain. SGL Carbon aims to ensure a corporate culture that is focused on ethics and compliance. Due to the discontinuation of our carbon fiber business in mid-2025, we no longer consider the possibility that some of our products might be used as dual-use goods to be material.

We have decided to report continuously and voluntarily on a series of datapoints to ensure long-term consistency in our reporting. In that sense, SGL Carbon has decided to disclose information on a series of datapoints that are not material and therefore not required to be disclosed. These voluntary disclosures are noted in accordance with the requirements of ESRS 1.114.

Climate Change (E1) – Environmental Matters

Transition plan for climate change mitigation (E1-1)

SGL Carbon developed a transition plan for climate change mitigation in 2021, which was first disclosed in the company's 2021 Annual Report. Our climate change mitigation transition plan aims to halve greenhouse gas emissions by 2025 compared to the base year of 2019. Our climate targets relate to Scope 1 and Scope 2 emissions, with net climate neutrality targeted by 2038. Unavoidable emissions, which could arise from processes that, due to technological constraints, cannot be fully converted to hydrogen or electrified by 2038 and would therefore continue to be operated wholly or partially with natural gas, must then be offset. Scope 3 emissions are not part of our transition plan, which means it is not a comprehensive transition plan according to ESRS 1-1.

Within these constraints, SGL Carbon's climate targets aim to reduce the Group's greenhouse gas emissions in alignment with the 1.5-degree target of the Paris Agreement.

SGL Carbon aims to achieve net climate neutrality by 2038, which would be ahead of the Paris Agreement's target of achieving climate neutrality by 2050.

The transition plan for climate change mitigation calls for SGL Carbon to focus on energy efficiency and procure energy from renewable sources (green electricity and biomass) by 2025. After 2025, processes currently running on fossil gas will be gradually converted to hydrogen, biogas, or electricity.

Additionally, measures for carbon capture and storage (CCS) or carbon capture and usage (CCU) could be considered in the future. The company expects that CCS/CCU technologies could reach the economic and technological market maturity required for SGL Carbon by 2030 at the earliest.

Our transition plan for climate change mitigation supports the United Nations' Sustainable Development Goals (SDGs). By purchasing green electricity and manufacturing products and solutions for the energy transition, SGL Carbon supports Affordable and clean energy (SDG 7). SGL Carbon supports Climate action (SDG 13) with the actions presented in the E1-3 section and the targets outlined in the E1-4 section relating to climate change mitigation and adaptation.

Energy efficiency and climate change mitigation are examined for SGL Carbon investment projects as part of their approval process. One example is steam generation at the Lavradio plant in Portugal, which was converted from natural gas to biomass and until mid-2025 contributed to implementation of the transition plan. Around €15 million was invested here from 2022 to 2024. The biomass plant is part of the Lavradio site closure in Portugal and has been inactive since mid-2025.

Additional investments and operating costs related to the transition plan for climate change mitigation were incurred as part of energy management according to ISO 50001, for on-site photovoltaic projects and for the purchase of green electricity through certificates of origin.

Greenhouse gas emissions occur particularly at SGL Carbon's larger sites, where products or intermediate products are produced using high-temperature processes. The following sites account for around 91% of SGL Carbon's Scope 1 and location-based Scope 2 emissions: Bonn, Chedde (France), Lavradio (Portugal), Meitingen, Morganton (USA), Moses Lake (USA), Muir of Ord (Scotland), Saint Marys (USA), Shanghai (China), Yangquan (China).

The most emission-intensive products are the graphitized materials from the Graphite Solutions business unit, acrylic fibers and their precursors, and carbon fibers and their precursors. The production of acrylic fibers and carbon fiber precursors at the Lavradio site in Portugal was permanently discontinued in June 2025.

These emissions do not jeopardize the achievement of SGL Carbon's emission reduction targets. Instead, the goal of our climate plan is to progressively avoid these emissions.

Electrified processes will achieve climate neutrality with electricity procured from renewable sources. However, not all SGL Carbon processes can be electrified. The company estimates that up to 70 kt CO_2e of annual emissions could be unavoidable up through 2038 (so-called locked-in emissions). Transition risks for gas-operated processes could arise from delayed market and technological maturity, particularly for hydrogen.

Any inherent greenhouse gas emissions must be addressed through compensation projects or technologies for carbon capture and storage or usage (CCS, CCU). The availability of

these technologies depends on various factors, including technological developments, economic conditions, and regulatory measures.

Since it is difficult or impossible to substitute SGL Carbon's products in many applications, the company expects that any additional costs can be passed on to customers.

SGL Carbon's economic activities are subject to climate change regulations, particularly under the EU Climate Law and the EU Taxonomy Regulation. These regulations require SGL Carbon to align its business practices and investments with the EU's sustainability goals. The European Climate Law stipulates that the EU must achieve net-zero greenhouse gas emissions by 2050.

Regarding the alignment of investments (CapEx) and operating expenses (OpEx) with climate criteria, SGL Carbon follows the legal reporting requirements of the EU Taxonomy.

At present, SGL Carbon does not have any targets or plans to adapt its economic activities in line with EU Taxonomy criteria.

For further details, please see the chapter "Information in relation to Article 8 of the EU taxonomy."

SGL Carbon is not exempt from the Paris-aligned EU benchmarks under Article 12(1)(d) to (g) and Article 12(2) of Delegated Regulation (EU) 2020/1818.

Implementation of the climate transition plan for Scope 1 and Scope 2 greenhouse gas emissions, which according to the ESRS is not comprehensive, is to some degree connected to SGL Carbon's financial planning. The necessary investment and operating expenses are financed in-house, including energy and process efficiency actions and the transition to renewable sources in purchased energy. Examples include the purchase of green electricity for German sites and the installation of PV systems across the company's sites. The financial planning also takes into account the costs and investments for recording, collecting, and providing energy data.

In addition, some of the investments target SGL Carbon's areas of growth that contribute to decarbonization, such as the expansion of production capacities for special graphite components used in the semiconductor and electromobility industries and solar and LED applications.

Financial resources are being invested in expanding production capacities for the graphite products needed to produce the silicon carbide-based high-performance semiconductors used for electrification and the transition to renewable energy. In 2025, approximately 81% of investments were allocated to the Graphite Solutions business unit. For further details about our investments, we refer to the chapter "Financial position - Capital expenditure, depreciation and amortization" of the Group Management Report.

The targets and actions for implementing the climate transition plan align with SGL Carbon's corporate strategy and are therefore influenced by the current and future business strategy.

The transition plan was developed in 2021 in collaboration with the Board of Management.

Annual Scope 1 and location-based Scope 2 emissions fell from a total of 393 kt CO_2e in 2019 to 168 kt CO_2e in 2025, which represents a decrease of approximately 57%.

The transition plan's emissions target for 2025 was achieved, thanks in large part to the plant shutdown in Lavradio, Portugal, in the middle of the year, the use of biomass at the Lavradio site until shutdown, other reductions in production volumes, and actions related to the energy management system in accordance with ISO 50001.

The structural changes associated with restructuring require a new method of evaluating individual emission reduction actions in the Group's transition plan for climate change mitigation. Use of biomass as an alternative energy source, in particular, is no longer relevant following closure of the site in Lavradio, Portugal. SGL Carbon will adapt the transition plan in line with new organizational and operational circumstances, which also includes establishment of a new base year. By the end of the 2027 fiscal year, the company plans to revise its climate change mitigation plan, publish a comprehensive transition plan that includes Scope 3 greenhouse gas emissions, and incorporate it into the corporate strategy, which is currently under development.

Strategies related to climate change mitigation and climate change adaptation (E1-2)

SGL Carbon recognizes climate change as one of the greatest challenges of our time. The company addresses greenhouse gas emissions in its Global Environmental Policy, which was revised in 2022.

SGL Carbon's Global Environmental Policy underlines the company's commitment to reducing CO_2 emissions, minimizing impact on the environment, and promoting responsible use of natural resources. It addresses material climate and environmental issues identified through the double materiality assessment such as energy consumption, greenhouse gas emissions, waste management, and circular economy. Environmental risks and opportunities are identified through regular exchange with internal and external stakeholders, as well as systematic materiality assessments.

The Global Environmental Policy was reviewed, approved, and signed by the Board of Management, the highest decision-making body, prior to implementation and is accessible on the company website.

The Global Environmental Policy addresses SGL Carbon's material impacts, risks, and opportunities in relation to climate change mitigation: increasing greenhouse gas emissions in in-house production, GHG emissions resulting from the use of fossil energy sources in the upstream value chain (Scope 3), consumption of energy from fossil fuels, potentially lower greenhouse gas emissions in the downstream value chain, physical climate risks, climate-related regulations (increasing costs), and the potentially increasing demand for climate-friendly products.

Details about the material impacts, risks, and opportunities related to climate change mitigation identified in our materiality assessment can be found in Chapter ESRS 2.

The company has developed a strategy to address its material impacts, risks, and opportunities in the area of climate change mitigation and climate change adaptation. This strategy focuses on several key areas:

Climate change mitigation is part of SGL Carbon's sustainability strategy. The company is committed to reducing its CO_2 emissions (Scope 1 & 2) by 50% by 2025 and becoming net climate-neutral by 2038. To achieve these goals, SGL Carbon makes use of a variety of actions, including transitioning to renewable energies, optimizing energy efficiency, electrifying processes, and using green hydrogen, which is produced with electricity from renewable energy sources.

As part of our climate change mitigation strategy, our business units began preparing climate-related assessments of their products in 2022. These so-called Product Carbon Footprints (PCFs) record and calculate the greenhouse gas emissions generated over a product's life cycle. For this task, we use a software solution and databases to analyze the environmental impacts of our production processes. These results enable us to identify and implement effective actions to reduce the carbon footprint at the product level. Our PCF assessment covers the upstream supply chain (cradle to gate) and follows internationally recognized standards and norms, particularly ISO standards 14040, 14044, and 14067.

By the end of 2025, the Graphite Solutions business unit had subjected around 80% (based on divisional sales) of its product portfolio to PCF assessment and therefore exceeded the original target of 50% (based on divisional sales) set for 2025. In 2026, our goal is to further increase this proportion.

SGL Carbon views climate change adaptation from two perspectives. On the one hand, the company expects a long-term increase in extreme weather events and addresses this in corporate risk management and in developing measures at potentially vulnerable sites.

On the other hand, the company expects changing demand and is focusing on diversifying its product portfolios to serve markets that are likely to show positive development trends, partly due to climate change. For example, the development of materials and solutions for the semiconductor industry, wind energy, electric mobility, and hydrogen technology targets long-term market changes caused by climate change.

These expectations are based on internal expert assessments and publicly available climate and environmental forecasts.

Strategy development and implementation is the responsibility of the company's Board of Management as the highest decision-making body. It is supported by an ESG structure (see also Chapter ESRS 2 "General Disclosures"). This approach shows that SGL Carbon addresses climate change mitigation and adaptation both to reduce its own emissions and

to support its customers in implementing their climate strategies through suitable materials and solutions.

The ISO 50001 energy management system was introduced at the most energy-intensive European production sites in 2015. In the reporting year, eight sites were certified according to ISO 50001:2018, accounting for around 36% of SGL Carbon's total energy consumption: Bonn, Meitingen, Chedde (France), Lavradio (Portugal), Muir of Ord (Great Britain), Nowy Sacz (Poland), Raciborz (Poland) and Wiesbaden. SGL Carbon aims to increase energy efficiency and reduce energy intensity by a total of 10% by 2027 compared to 2017 through measures within ISO 50001.

Coverage of the ISO 50001-certified sites – measured by the number of the people employed there in relation to the total number of employees as of December 31, 2025 – was 54% in the year under review. The energy management system according to ISO 50001 remained a cornerstone of SGL Carbon’s climate change mitigation actions in 2025.

The use of renewable energy is part of SGL Carbon’s climate change mitigation strategy. The company has launched projects to use solar energy and biomass. In 2025, rooftop PV systems were installed at the sites in Ried (Austria), Ort (Austria), Meitingen, and Bonn.

In the year under review, a PV system was built at the Meitingen site in a space measuring around three hectares. With an installed capacity of around 4.4 megawatt peak (MWp) and expected annual power generation of around 4.6 gigawatt hours (GWh), the system will cover around 10% of the site’s electrical energy demand in the future. The project was implemented with a project partner on the basis of a long-term power purchase agreement (PPA).

First commissioned in 2024, the biomass plant for steam generation in Lavradio, Portugal, was shut down during the site closure.

Actions and resources related to the climate strategies (E1-3)

The actions taken by SGL Carbon for climate change mitigation relate to our own operations. Unless stated otherwise, SGL Carbon’s actions to combat climate change are implemented, monitored, and regularly evaluated as an ongoing process.

In 2025, the external audits based on the ISO 50001 standard were carried out in a uniform manner by certification company Deutsche Managementsystem Zertifizierungsgesellschaft mbH (DMSZ). The regular surveillance audit of our energy management system was successfully completed without any inconsistencies. Due to the site closure in Portugal and reduction in production activities in Poland, the sites in Lavradio (Portugal), Nowy Sacz (Poland), and Raciborz (Poland) are no longer included in the audit and will therefore be excluded from certification from 2026 onwards.

All energy efficiency projects at ISO 50001-certified sites are recorded in a central database. This database facilitates measures and effect controlling of all planned projects with respect to implemented and expected energy efficiency improvements.

Various process optimisation projects were continued in the reporting year. Energy-optimised process control, such as the selective reduction of selected process temperatures in the carbonisation stage of the manufacturing process, enables permanent energy savings to be achieved with little or no investment. In the GS business unit, energy-saving campaign operations were implemented in order to produce energy-efficiently despite lower capacity utilisation. In total, energy efficiency projects saved around 220 tonnes of CO_2e greenhouse gas emissions in the reporting year.

In the 2024 fiscal year, preparations were made to integrate the waste heat from the thermal post-combustion (exhaust air purification) of a production plant into the central heating system at the Meitingen site. Though scheduled for completion in 2025, the project had to be temporarily suspended in the year under review due to low production capacity utilization, but will resume at a later date.

The company completed technical implementation of a ground-mounted photovoltaic system in Meitingen, which is expected to provide around 4.6 GWh per year as of 2026. The project partner bears the direct PV-related investments and will be compensated through the purchase agreement. The site’s power infrastructure (transformer station) was upgraded to enable grid feed-in in 2024.

In 2024, planning began for rooftop PV systems in Bonn and Meitingen, with annual outputs of around 1.6 GWh and 0.8 GWh, respectively. The technical systems were completed in 2025.

All of the projects are carried out in collaboration with operating partners. Electricity will be purchased through long-term contracts (power purchase agreements, PPAs).

In the Innkreis region of Austria, photovoltaic systems were commissioned in Ort (450 kWp peak output) in 2021 and Ried (530 kWp peak output) in 2023, with another 170 kWp installed in Ort in April 2025. All of the installations were implemented with a project partner. The systems were installed on the roofs of the production buildings. In the reporting year, plans continued for the installation of an additional 250 kWp peak output in Ort in the Innkreis region. Some of the system takes the form of covering in open parking areas. The installations are scheduled to be completed by mid-2026, at which time the sites in the Innkreis region will have around 1.4 MWp of installed PV capacity.

With the electricity supplied by all of the on-site PV systems, approximately 142 t CO_2e were avoided in the year under review, with around 1.7 kt CO_2e expected for 2026.

Our production sites in Ort, Ried and Wackersdorf have been purchasing electricity in the form of renewable energy for several years, and our Italian site in Verdello has been doing so since 2023.

In the reporting year, SGL Carbon further analyzed global opportunities for sourcing green electricity. and even engaged a consulting company for this purpose. Established certificates of origin (so-called Guarantees of Origin, GoO), which are accepted by the GHG Protocol and organizations such as cdp.net, were considered. Because the company was able to fulfill its climate objectives, no certificates of origin were obtained in the year under review.

SGL Carbon funds its climate-related investments and actions from the company's investment and operating budget. The company generally aims to generate these funds through its own efforts. As such, the implementation of measures does not depend on the availability and allocation of external funds. Where reasonable and available, the company uses public funding.

Details about investments in the project for building a biomass-fired steam generating plant at our Lavradio site in Portugal can be found in the information in relation to Article 8 of the EU taxonomy – in the CapEx reporting under the category Generation of heat and steam (CCM 4.24).

Targets related to climate change mitigation and climate change adaptation (E1-4)

The emission of greenhouse gases (GHG) is a significant environmental impact of SGL Carbon's business activities. Accordingly, we measure the GHG emissions we cause and have set targets for their reduction.

Our GHG emissions are Scope 1 emissions resulting from combustion processes and Scope 2 emissions, which are in particular attributable to power and steam consumption.

Scope 3 emissions are not yet included in SGL Carbon's climate targets.

In 2021, SGL Carbon set itself the goal of cutting total emissions (defined as the sum of Scope 1 and Scope 2 emissions) in half by 2025 compared to the emissions of the reference year 2019. We want to reduce our emissions by 100% and become climate-neutral by 2038. This is a net climate neutrality target, meaning unavoidable emissions will be offset. Compensation options include projects to reduce greenhouse gas emissions through energy efficiency (including projects using renewable energy), projects to avoid emissions (for example, through forest protection), or projects that directly remove and store greenhouse gases from the atmosphere (either through nature-based approaches such as afforestation, reforestation, and recultivation), or through technical solutions such as direct air capture and carbon storage. The exact composition of compensation measures by 2038 will depend on the economic and technological availability of different project types and cannot be conclusively assessed today.

In the 2025 fiscal year, SGL Carbon's Scope 1 and 2 greenhouse gas emissions totaled around 168 kt (2024: 239 kt CO_2e). The drop in greenhouse gas emission in the year under review is largely due to the permanent closure of the production site in Lavradio, Portugal, in the middle of the year. The resulting decrease in emissions is therefore permanent and sustainable.

Compared with economic output, CO_2 emissions decreased from 0.23 kt CO_2e per €1.0 million in sales in 2024 to 0.2 kt CO_2e per €1.0 million in sales in 2025.

In kt CO_2e	Base year 2019	Target 2025	Delta vs. base year	Target 2038	Delta vs. base year	Actual 2025	Delta vs. base year
Scope 1 GHG emissions	90	85	–5.9%	0	–100.0%	59	–34.5%
Scope 2 GHG emissions (location-based)	303	115	–62.0%	0	–100.0%	110	–63.9%
Scope 3 GHG emissions	N/A	N/A	-	N/A	-	-	-
Scope 1- and Scope-2 GHG emissions total	**393**	**200**	**–49.1%**	**0**	**–100.0%**	**168**	**–57.1%**

The company's climate target published for 2021 relates to the sum of Scope 1 and Scope 2 GHG emissions.
The breakdown of the target into Scope 1 and Scope 2 above was estimated and prepared retrospectively for the purpose of presentation.
n.a.: not specified (this value is not part of the company's climate target)

SGL Carbon records its Scope 1 and Scope 2 emissions at all significant Group sites. The reduction targets relate to the sum of emissions from all significant sites.

For materiality reasons, no data are collected for the leased sales offices of SGL Graphite Solutions Taiwan Ltd., SGL CARBON ASIA-PACIFIC SDN BHD, SGL CARBON Korea Ltd., and SGL CARBON Ltd. (Alcester, UK).

The emissions in the base year 2019 were determined for the entire Group. The year 2019 is representative, as our economic activities were not yet affected by the consequences of the COVID pandemic from 2020 to 2022. Group sales in 2019 amounted to €1,086.7 million (compared to €1,047.5 million in 2018).

SGL Carbon sets climate targets that provide for a reduction in greenhouse gas emissions in Scope 1 and Scope 2. SGL Carbon considers its own Scope 1 and Scope 2 climate objectives to be 1.5°C-compatible and follows the cross-sector climate pathways from the Science Based Targets initiative (SBTi). The defined climate target falls below the cross-sector pathway and therefore, in the company's view, supports efforts to limit global warming. Since SGL Carbon, as a manufacturer of carbon and graphite products, is not assigned to any of the sectoral decarbonization pathways established in 2019, a company-specific climate pathway was developed that takes into account economic and technological development, as well as stakeholder expectations.

Greenhouse gas (GHG) reduction targets are generally considered science-based if they align with the latest climate science and ensure that companies contribute to limiting global warming to 1.5°C compared to pre-industrial levels, as set out in the Paris Agreement. The Science Based Targets initiative (SBTi) is an organization that helps companies set science-based climate targets. SBTi's targets are widely accepted and are considered to be science-based. However, the SBTi methodology is subject to inherent uncertainties regarding the underlying scientific findings and forward-looking assumptions about greenhouse gas emission reductions needed to achieve the 1.5°C goal. The SBTi methodology published in 2021 is currently being revised. New scientific findings on the course of climate change could lead to a change in the SBTi methodology and the assessment of whether the ambition level of the targets is sufficient to limit global warming to 1.5°C. The SBTi published a proposed revision to its corporate net-zero standard in March 2025. The finalized version should appear in 2026 and take effect in 2027. SGL Carbon plans to take into account the announced changes resulting from further development of its climate transition plan.

Currently, our climate pathway exclusively covers Scope 1 and Scope 2 emissions, as the full integration of Scope 3 emissions was not yet fully feasible during development of the climate pathway due to the complexity of the value chain and existing data gaps. However, SGL Carbon is continuously working to improve transparency and the data basis for Scope 3 emissions and plans to develop a comprehensive climate transition plan covering all scopes by 2027 at the latest.

SGL Carbon's greenhouse gas targets are to be achieved using the following decarbonization levers:

The use of renewable energy and improvement of energy efficiency is planned by 2025. The use of renewable energies includes rooftop photovoltaic installations at our own sites and the procurement of electricity from renewable sources (via certificates of origin and/or power purchase agreements). Improvement in energy efficiency is pursued through our energy management program according to ISO 50001. Overall, these measures aim to reduce the annual sum of Scope 1 and Scope 2 greenhouse gases by 50% by 2025 compared to the base year 2019.

After 2025, we will additionally pursue the conversion of previously gas-operated processes to electricity (electrification of processes) and the use of hydrogen and biogas. The

contributions from these decarbonization levers will depend in large part on availability as well as economic and technological market maturity (example: hydrogen). As a result, we have not yet defined a quantitative reduction target for these decarbonization levers, but expect that around 10 to 20% of the emissions from the base year 2019 will be inherent – i.e., unavoidable – through 2038. Based on internal company assessments, these inherent emissions must be offset to achieve net climate neutrality for the company.

Climate-related risks and opportunities at SGL Carbon were analyzed and classified using the so-called Shared Socioeconomic Pathways (SSPs). These pathways describe in narrative form central trends in the areas of socioeconomics, demographics, technology, politics, institutions, and lifestyles. SGL Carbon evaluated the SSP1 scenario, the "sustainable path," which prioritizes global welfare and respect for planetary boundaries. This pathway is characterized by a reduction in income inequalities and low-resource consumption. SSP3, characterized by regional rivalries where nationalism and environmental destruction increase, and SSP5, which describes a world with high economic growth enabled by increased use of fossil fuels, promoting technological innovation but accompanied by an energy-intensive lifestyle and corresponding climate consequences, were also evaluated.

Physical risks, including expected climate changes, were elaborated with the corresponding Representative Concentration Pathways (RCPs) for atmospheric greenhouse gases and with the help of the IPCC WGI Interactive Atlas (https://interactive-atlas.ipcc.ch/) (unaudited). In its scenario considerations, SGL Carbon assumes long-term temperature increases (by 2100) of 1.8 degrees (SSP1), 3.6 degrees (SSP3), and 4.4 degrees (SSP5).

Further information can be found in section SBM-3 of this sustainability statement.

Energy consumption and mix (E1-5)

Energy consumption and mix

	Unit	2025	2024	Change
1 Fuel consumption from coal and coal products	MWh	0	0	0%
2 Fuel consumption from crude oil and petroleum products	MWh	13,403	7,164	87%
3 Fuel consumption from natural gas	MWh	297,713	337,110	–12%
4 Fuel consumption from other fossil sources	MWh	2,433	5,038	–52%
5 Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	164,500	291,416	–44%
6 Total fossil energy consumption (calculated as the sum of lines 1 to 5)	**MWh**	**478,050**	**640,728**	**–25%**
Share of fossil sources in total energy consumption	%	65.3	67.7	–4%
7 Consumption from nuclear sources	MWh	60,863	72,236	–16%
Share of consumption from nuclear sources in total energy cons.	%	8.3	7.6	9%
8 Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	79,474	51,025	56%
9 Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	113,338	182,246	–38%
10 The consumption of self-generated non-fuel renewable energy	MWh	0	0	0%
11 Total renewable energy consumption (calculated as the sum of lines 8 to 10)	**MWh**	**192,811**	**233,272**	**–17%**
Share of renewable sources in total energy consumption	%	26.4	24.7	7%
Total energy consumption (calculated as the sum of lines 6, 7 and 11)	**MWh**	**731,724**	**946,236**	**–23%**

Energy intensity related to climate-intensive sectors was 0.86 GWh per €1.0 million in revenue in 2025 (2024: 0.92 GWh per €1.0 million in revenue). Energy consumption related to climate-intensive sectors was 732 GWh in 2025 (2024: 946 GWh).

SGL Carbon's activities fall under the climate-intensive sector Manufacturing ([EC] 1893/2006, Annex I, Section C). Energy intensity refers to consolidated Group revenue. All of SGL Carbon's business is related to the Manufacturing sector, which means total emissions and total Group revenue from all business activities are allocated to this climate-intensive sector.

Gross Scopes 1, 2, 3, and total GHG emissions (E1-6)

		Retrospective				Milestones and target years			
	Unit	Base year 2019	2024	2025	%	2025	2030	2038	Annual % target / Base year
Scope 1 GHG emissions									
Gross Scope 1 GHG emissions	kt CO_2e	90	65	59	–9.3%	85	N/A	0	–5.3%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	%	0	0	0	-	N/A	N/A	N/A	N/A
Scope 2 GHG emissions									
Gross location-based Scope 2 GHG emissions (CO_2eq)	kt CO_2e	303	174	110	–37.1%	115	N/A	0	–5.3%
Grossmarket-based Scope 2 GHG emissions (CO_2eq)	kt CO_2e	N/A	138	94	–31.9%	115	N/A	0	–5.3%
Significant scope 3 GHG emissions						**N/A**	**N/A**	**N/A**	**N/A**
Total Gross indirect (Scope 3) GHG emissions (CO_2eq)	kt CO_2e	N/A	364	480	31.9%	N/A	N/A	N/A	N/A
1 Purchased goods and services	kt CO_2e	N/A	194	146	–24.9%	N/A	N/A	N/A	N/A
2 Capital goods	kt CO_2e	N/A	15	13	–12.5%	N/A	N/A	N/A	N/A
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	kt CO_2e	N/A	61	36	–41.4%	N/A	N/A	N/A	N/A
4 Upstream transportation and distribution	kt CO_2e	N/A	24	19	–20.7%	N/A	N/A	N/A	N/A
5 Waste generated in operations	kt CO_2e	N/A	5	4	–17.0%	N/A	N/A	N/A	N/A
6 Business travel	kt CO_2e	N/A	1	1	–27.3%	N/A	N/A	N/A	N/A
7 Employee commuting	kt CO_2e	N/A	6	5	–21.3%	N/A	N/A	N/A	N/A
8 Upstream leased assets	kt CO_2e	N/A	1	0	–100.0%	N/A	N/A	N/A	N/A
9 Downstream transportation	kt CO_2e	N/A	N/A	4	-	N/A	N/A	N/A	N/A
10 Processing of sold products	kt CO_2e	N/A	N/A	4	-	N/A	N/A	N/A	N/A
11 Use of sold products	kt CO_2e	N/A	N/A	201	-	N/A	N/A	N/A	N/A
12 End-of-life treatment of sold products	kt CO_2e	N/A	23	13	–43.2%	N/A	N/A	N/A	N/A
13 Downstream leased assets	kt CO_2e	N/A	0	0	-	N/A	N/A	N/A	N/A
14 Franchises	kt CO_2e	N/A	0	0	-	N/A	N/A	N/A	N/A
15 Investments	kt CO_2e	N/A	33	34	3.3%	N/A	N/A	N/A	N/A
Total GHG emissions									
Total GHG emissions (location-based)	kt CO_2e	393	603	649	7.6%	N/A	N/A	N/A	N/A
Total GHG emissions (market-based)	kt CO_2e	N/A	567	633	11.7%	N/A	N/A	N/A	N/A
Sum of Scope 1 and Scope 2 GHG emissions (location-based)	kt CO_2e	393	239	168	–29.5%	200	N/A	0	–5.3%

The allocation of the target into Scope 1 and Scope 2 above was subsequently estimated and prepared for presentation purposes. With regard to the Scope 2 target for 2025, in the absence of a reliable database at the time the target was set in 2021, the location-based Scope 2 target served as the best estimate for the market-based target.

SGL Carbon did not make any changes to the definition of the reporting entity or its value chain during the reporting period. Consequently, the comparability of the greenhouse gas emissions we report is maintained from year to year.

When collecting Scope 1 and Scope 2 emissions, SGL Carbon uses the following recognized conversion factors: The calculation of direct CO_2 emissions (Scope 1) is based on the 2024 "UK Government GHG Conversion Factors for Company Reporting" of the Department for Environment, Food & Rural Affairs (DEFRA). This includes emissions resulting from the use of fossil fuels like gas, oil, and diesel. DEFRA factors for gas were also applied to district heating and steam, with a 25 percent uplift to account for efficiency (company assumption: average efficiency of 80%). The country factors of the International Energy Agency (IEA, "Emission Factors 2022") are used for the location-based Scope 2 emissions relating to electricity. IEA factors are also used to calculate Scope 2 emissions relating to compressed air. Supplier information was used to calculate market-based Scope 2 emissions relating to electricity. IEA factors and factors of the U.S. Environmental Protection Agency (EPA) were used as an alternative. SGL Carbon ensures consistency in reporting by using these recommended sources again, which are also specified by the GHG Protocol.

GHG emissions intensity per net revenue	Unit	2025	2024	Change
GHG emissions total (location-based) per net revenue	kt CO_2e/1 mill. €	0.76	0.59	29%
GHG emissions total (market-based) per net revenue	kt CO_2e/1 mill. €	0.74	0.55	35%

The purchased renewable electricity came exclusively from bundled contractual instruments (i.e. the use of explicit renewable energy contracts). The share of purchased renewable electricity from bundled contractual instruments amounted to 5.1% (16,157 MWh, 2024: 28,162 MWh) in the reporting year. The share of purchased renewable electricity from unbundled contractual instruments amounted to 0% (0 MWh, 2024: 0 MWh) in the reporting year.

Biogenic emissions relating to Scope 1 amount to approximately 914 t CO_2e (2024: 500 t CO_2e) from biomass-fired steam generation at our Lavradio site in Portugal. Purchasing data from SAP BW and the DEFRA factor for biomass from wood pellets were used to calculate emissions. These past biogenic emissions were eliminated with site closure and will no longer occur in the future.

Biogenic emissions related to Scope 2 amount to approximately 156 tonnes of CO_2e (2024: not disclosed). Biogenic emissions related to Scope 3 amount to approximately 283 tonnes of CO_2e (2024: not disclosed).

Calculated on the basis of the primary data provided by suppliers and other partners in the value chain, the percentage of emissions was 7.1% in the year under review (2024: 0%).

For calculations, SGL Carbon uses a calculation/consolidation tool based on SAP (Business Warehouse, BW, and Strategic Enterprise Management Business Consolidation System, SEM-BCS).

The emissions in the upstream supply chain (Scope 3, categories 1 to 6) were calculated with the estell 6.1 database of consulting firm Systain Consulting GmbH in Hamburg. SGL Carbon opted for the estell database because it offers a method for calculating emissions in the upstream supply chain. SGL Carbon has been using estell since 2022. The estell method uses a detailed multiregional input-output database (environmentally-extended input-output, EEIO, database; see also GHG Scope 3 Protocol, chapter 7), based on the input-output table of OECD ICIO (2018 issue, data from 2015) (https://www.oecd.org/sti/ind/inter-country-input-output-tables.htm) and EXIOBASE 3.7 (2019 issue, data from 2016) (www.exiobase.eu) – with additional data from the Bureau of Economic Analysis (BEA, www.bea.gov, accessed in 2019, data from 2012). estell is updated annually in accordance with price trends, based on Destatis and Eurostat inflation data.

The activity data were taken from SGL Carbon's procurement system (SAP Vendor Spend Report) as a purchase value in euros, classified according to cost type and country of origin. To determine emissions in the supply chain, purchase values are allocated to economic sectors on the basis of cost type and country and multiplied by estell emission factors for each demand unit in every economic sector and region. estell emission factors include the upstream emissions (cradle to gate) of all economic steps for each item or service. The model uses the global warming potential (GWP) values of the IPCC's AR6 (2023) for a period of 100 years, including carbon feedbacks. estell was used to evaluate the following Scope 3 Categories: 1. Purchased goods and services, 2. Capital goods, 3. Fuel- and energy-related

activities (not included in Scope 1 or 2), 4. Upstream transportation and distribution, 5. Waste, 6. Business travel.

"Employee commuting" (Scope 3, Category 7) was estimated for the first time in 2024 using global assumptions about distance and means of transport. These assumptions were replaced by a voluntary, global employee survey on commuter behavior in the year under review. Around a thousand employees took part in the survey, the results of which were extrapolated to the entire workforce.

"Upstream leased assets" (Scope 3, Category 8) was not relevant in the reporting year.

Emissions from "Downstream transport" (Scope 3, Category 9) were estimated using average transport distances from Eurostat and freight transport emission factors from the German Federal Environment Agency (UBA). Downstream transport commissioned by SGL Carbon is included in Scope 3 Category 4, "Upstream Transportation and Distribution", as specified in the Greenhouse Gas (GHG) Protocol.

In the year under review, indirect greenhouse gas emissions resulting from the processing of sold intermediate products were reported for the first time under "Processing of sold products" (Scope 3, Category 10). Relevant product groups typically associated with upstream processing were identified for each business unit. For this process, global emission factors were derived from internal insights gained through in-house processing activities and used for calculation.

The emissions released when customers use the purchased products were reported for the first time in the year under review under "Use of sold products" (Scope 3, Category 11). Two relevant product categories were identified in the Group: graphite elements and pumps. For the most important heating applications, average electricity consumption was calculated for the product's entire service life. The assessment was based on selected customer information and published literature, accompanied by internal expert estimates. The resulting consumption values were extrapolated to the entire heating portfolio sold, weighted by revenue and based on the customer's country-specific electricity mix in each case.

The end-of-life treatment of sold products (Scope 3, Category 12) was calculated using a global multi-stage estimation. Sales volumes were estimated using SAP sales data, and average carbon content was estimated for each product category by experts from the business units. Using OECD data, regional disposal rates were identified, and an average emission factor was estimated for each disposal route, with the emission factor for recycled materials set at zero. The emission factor for incineration without energy recovery was calculated assuming that 100% of the carbon content is converted to CO_2. The emission factor for incineration with energy recovery was calculated assuming that 25% of the carbon is converted to CO_2. The remaining CO_2 was allocated using a net assessment of energy generation.

No emissions occurred under Scope 3, Category 13, in the reporting year.

Franchises (Scope 3, Category 14) was not relevant in the reporting year.

We report the emissions (Scope 1, 2 and 3) of our investment in Brembo SGL Carbon Ceramic Brakes S.p.A. in Italy under Investments (Scope 3, Category 15). This disclosure is based on information provided by the investee, which estimated its emissions for the 2025 fiscal year. Total emissions are reported on the basis of 50% equity share.

Emissions resulting from the investment in MCC-SGL Precursor Co. Ltd. in Japan are included under "Purchased goods and services" (Scope 3, Category 1) relating to carbon fiber precursor. The emissions of the investment in Fisigen S.A. in Portugal are included under Scope 2 emissions (relating to steam).

No significant events or changes in circumstances relevant to greenhouse gas emissions in the 2025 fiscal year occurred between the company's reporting dates and preparation of the sustainability statement.

Details about investments in the project for building a biomass-fired steam generating plant at our Lavradio site in Portugal can be found in the information in relation to Article 8 of the EU taxonomy – in the CapEx reporting under the category Generation of heat and steam (CCM 4.24).

Revenue from the consolidated income statement was used to calculate greenhouse gas intensities.

Compared with adjusted sales (excluding price, currency and other special effects), Scope 1 and Scope 2 CO_2 emissions decreased from 0.23 kt CO_2e per €1.0 million in 2024 to 0.18 kt CO_2e per €1.0 million in 2025. This is a metric (voluntary disclosure according to ESRS 1.114) that is reported due to disclosure obligations in financing instruments.

GHG removals and GHG mitigation projects financed through carbon credits (E1-7)

SGL Carbon is not currently developing any GHG removal or storage projects in its own activities or in the upstream or downstream value chain. In addition, SGL Carbon is not financing any external climate change mitigation projects through the acquisition of carbon credits and does not currently have any plans to do so.

Internal carbon pricing (E1-8)

SGL Carbon has been using an internal CO_2 price in its investment approval process ("Internal Carbon Pricing," ICP) since 2022.

Only a so-called CO2 shadow price is applied to compare investment alternatives. Other instruments, such as internal CO_2 fees or internal CO_2 funds, are not used.

As part of the group-wide global investment approval process, SGL Carbon analyzes technical facilities, their expected energy consumption, and the planned energy sources. Energy costs are recorded in the associated economic evaluation. In investment projects where different energy sources can be used through technological alternatives, the CO_2 shadow price is applied in the cost comparison calculation.

The internal CO_2 price was set at €100/t CO_2e. This internal CO_2 price is at the record level of the price for emission certificates in the European Emissions Trading System (EU-ETS), which was reached in February 2023. The price for emission certificates in the EU Emissions Trading System (EU ETS) was highly volatile in the year under review. Following an increase from around €75/t in early January to around €84/t in February, the price fell to a year low of approximately €61/t in April. The market rebounded again within the year, resulting in a price level of around €88/t at the end of the year.

The internal CO_2 price of €100/t was maintained unchanged under the assumption that the record level of the price for emission certificates in the European Emissions Trading System will be reached again.

Since 2022, a total of three investment projects have been evaluated using the internal CO_2 price. As a result of implementing these investment projects, around 2.3 kt CO_2e additional Scope 1 emissions will be emitted (resulting from two projects), while 1.0 kt CO_2e Scope 1 emissions will be avoided (resulting from one project). In total, the three investment projects are associated with additional emissions of approximately 1.3 kt CO_2e Scope 1 emissions per year. This corresponds to around 2% of SGL Carbon's Scope 1 emissions in the reporting year.

These are gross GHG emissions. Scope 3 emissions were not evaluated.

No investment decisions requiring use of the internal CO_2 price were made in the year under review.

Since the company applies the internal CO_2 price exclusively for investment projects, a comparison with other internal CO_2 prices is not applicable.

The internal CO_2 price has not yet been used in the valuation of intangible assets and fixed assets, in impairment tests for assets, or in fair value measurement in connection with business acquisitions.

Description of the processes to identify and assess material climate-related impacts, risks, and opportunities (IRO-1)

As part of the double materiality assessment, SGL Carbon subjected its strategy and business model to a resilience analysis regarding climate change, incorporating climate-related physical and transition risks, to identify material risks for SGL Carbon. The risk assessment followed the approach outlined in Chapter IRO-1.

Physical risks related to climate can arise from acute and/or chronic changes in weather events or longer-term climate changes. Chronic physical climate hazards were classified according to Delegated Regulation (EU) 2021/2139 and include temperature changes,

changes in wind conditions, precipitation patterns and/or sea levels. Acute physical risks include heat waves, storms, droughts, forest fires, and wildfires.

Such risks can lead to flooding and storm damage to our facilities, interruptions in production processes, infrastructure failures, and potential accidents. For the first time, SGL Carbon modeled future weather scenarios and their impacts on our facilities based on climate scenarios as part of its double materiality assessment in 2023. The results were reviewed again in the 2025 materiality assessment update for the SSP5-8.5 scenario. The assessment also examined potential physical climate risks for our suppliers that could, for example, disrupt supply chains or delay production. The supply chain risks were ultimately not found to be material.

Climate-related transition risks according to TCFD classification include legal and regulatory, technological and market-related impacts, as well as changes in customer preferences and negative stakeholder feedback related to climate change, including tariffs, taxes, and other carbon levies.

To identify transition climate risks, SGL Carbon conducted a scenario-based assessment using 1.5°C-compatible transition scenarios, with a particular focus on regulatory developments. A material transition risk was identified, with climate-related regulations – in particular, increasing prices for greenhouse gas emissions – potentially leading to higher costs. Energy-intensive business activities, in particular, are affected. In the company's view, specific assets beyond that are not affected.

The materiality assessment was updated in 2025, at which time publicly accessible data sources were accessed.

The climate scenarios of the Intergovernmental Panel on Climate Change (IPCC) – in particular, Shared Socioeconomic Pathways (SSPs) – were used to identify and evaluate physical climate risks (acute, chronic). The scenario explicitly used was SSP5-8.5, which is described as follows:

SSP5-8.5 – The fossil path: Social and economic development of a rapidly developing world based on active and increased use of fossil resources is accompanied by an energy-intensive lifestyle worldwide. Actions to prevent climate change are reduced to a minimum. The focus here is on economically driven growth that relies heavily on fossil fuels. Although the global economy is growing and local environmental problems, such as air pollution, are successfully being combated, dependence on fossil fuels remains high.

The SSP5-8.5 scenario was selected because it assumes the most significant climate-related risks expected and, at the same time, is representative as an emission scenario with high emissions.

The IEA Net Zero Emissions by 2050 scenario and the Orderly Transition scenarios of the Network for Greening the Financial System (NGFS) were used to identify and evaluate climate-related transition risks.

The company considered a long time frame in its application of the climate scenarios. In the SSP5-8.5 climate scenarios, a comparison of the change from 2041 to 2060 with that from 1995 to 2014 was visualized using the IPCC world atlas and used as a data basis for assessment.

The regulation of impacts, risks, and opportunities related to climate change is also part of our strategies, processes and structures for analyzing the resilience of our business model. Further details can be found in the chapter "Material impacts, risks, and opportunities (SBM3)."

The climate scenarios used also form the basis of the risk assessments in the risk management process (category environmental and climate risks) and are therefore consistent with the climate-related assumptions in the Consolidated Financial Statements.

Material impacts, risks, and opportunities and their interaction with strategy and business model (SBM-3)

The qualitative resilience analysis, including consideration of climate scenarios, revealed a significant climate-related transition risk for SGL Carbon regarding the increased pricing of greenhouse gas emissions. Changes in the legal framework and associated price increases for greenhouse gas emissions and/or stricter regulations may be associated with higher costs for SGL Carbon and as such may represent a financial risk for SGL Carbon.

The assessment of the potential financial risk is based on our transition plan (see also section "Transition plan for climate protection – E1-1") for reducing greenhouse gas emissions (Scope 1 and 2) and our experts' assumptions on the pricing of these emissions.

The medium and long-term emission values for Scope 1 and 2 emissions targeted in our transition plan were multiplied by the forecast prices. The price forecast also considered the three climate scenarios we used (IRO-1).

The resilience analysis considers SGL Carbon's entire upstream and downstream value chains as well as our own operations. In addition, no material physical risks or transition risks were excluded. The time horizon of the scenarios extends to 2060.

In the framework of our qualitative resilience analysis, we identified climate-related risks that affect our business model and assessed their effects on our business model. Based on the information currently available and the climate scenarios described above, we believe that no material individual risks from climate change exist – neither now nor in the foreseeable future – that could jeopardize the company as a going concern. Even the cumulative consideration of the individual risks does not jeopardize the continued existence of SGL Carbon as a going concern. Thanks to our regionally diversified setup, increased use of renewable energies, and the ability to adapt manufacturing processes in a climate-friendly manner, we consider SGL Carbon's business model to be sufficiently resilient. Ultimately, however, residual risks remain in all entrepreneurial activities and cannot be ruled out even by conducting a comprehensive analysis of resilience.

Resource Use and Circular Economy (E5) – Environmental Matters

Policies related to resource use and circular economy (E5-1)

SGL Carbon requires a wide range of resources (including non-renewable raw materials) to manufacture materials and products. Our manufacturing processes result in resource outflows (products and materials), including various waste streams.

SGL Carbon addresses the following substantive focus areas related to sustainable resource use, the circular economy, and waste management in its Global Environmental Policy: We endeavor to act in a resource-efficient manner by continuously reducing the environmental footprint of our products and processes, promoting recycling and reuse, and extending the life cycle of our products where possible. SGL Carbon implements local and Group-wide initiatives aimed at minimizing consumption of natural resources, including targeted actions to reduce material and resource use. Our waste management approach is focused on waste prevention and reduction. Through our actions in this area, we aim to reduce the waste generated during production and to develop methods for reusing materials.

SGL Carbon's resource inflows primarily come from the chemical industry (e.g., acrylonitrile, special chemicals such as resins) and from the petrochemical and coal chemical industries (e.g., petroleum and pitch coke, pitch materials). Most of the inflows from the petrochemical and coal chemical industries are co-products generated in those sectors and then used by SGL Carbon to produce specialty graphites.

SGL Carbon aims to reduce its resource use and is working on increasing the share of recycled and renewable raw materials, as well as preventing waste or directing it for recycling.

In doing so, the company is addressing the following negative impacts in internal expert assessments based on past experience:

SGL Carbon's procurement and use of fossil and non-renewable raw materials is associated with negative environmental impacts. Because these raw materials are not renewable, extracting and processing them ultimately compromises the availability of natural resources over the long term. This is especially true of petrochemical materials, which are used in key production processes like the manufacture of carbon fibers and graphite products. The associated use of resources contributes to the depletion of finite raw material reserves. Using these materials across various stages of the value chain leads to additional environmental impact – for example, through energy-intensive precursors, emissions, and waste.

After use, a significant share of the products supplied by SGL Carbon end up as non-recycled waste, due in large part to complex material compositions such as multi-material composites and material contamination. These can only be sorted and their materials recovered for recycling to a limited extent downstream in the value chain, resulting in permanent loss of these materials from the material cycle.

Production at SGL Carbon generates waste at all of its manufacturing sites in the form of material scrap and process losses. Some of the waste can be recycled or reused – by external processing companies, for example. However, any remaining residual materials, including hazardous waste, must be incinerated or disposed of. These disposal methods have an environmental impact through emissions, lost resources, and long-term storage. Despite established disposal processes with certified specialists, the environmental impacts of such processes – particularly in terms of final disposal and incineration – cannot be avoided entirely.

Further information on the processes for identifying material impacts, risks and opportunities can be found in the chapter "General disclosures" under the IRO-1 section. Please also refer to the SBM2 and 3 sections, where we set out the material resource use and circular economy–related impacts, risks and opportunities and the involvement of our stakeholders. Affected communities were not directly consulted. We have mainly incorporated their assessments through internal expert workshops and by surveying our employees, many of whom live in the direct vicinity of our sites.

Transparency and improved data availability are cornerstones of our corporate strategy regarding resource use and circular economy. SGL Carbon therefore determines its resource consumption by measuring, calculating and managing inflows and outflows at its

global production sites, including energy consumption and the materials needed for its industrial and commercial processes.

The company measures and reports on waste volumes generated at its sites, how this waste is handled and whether the waste is reused or directed for disposal, e.g., via landfill or some other method. A distinction is made here between hazardous and non-hazardous waste.

The Board of Management is responsible for strategy development and policy implementation.

SGL Carbon pursues the use of secondary, recycled raw materials. In particular, residual materials from the company's production process stages are recycled for environmental and economic reasons.

By-products from the production of graphite blocks are ground and then reintroduced into the production process. Residual carbon fibers are used to produce injection-molded parts, among other things. Plastic packaging materials are being replaced by cardboard and other alternatives.

Within the scope of strategic development, SGL Carbon's business units strive for sustainable procurement and the use of renewable resources. Opportunities for these typically arise for SGL Carbon from biologically based raw materials such as bio-based resin systems, which are used in fiber-reinforced components. In these raw materials, petroleum-derived starting materials are replaced with renewable plant-based components. Procurement of such renewable raw materials usually entails additional costs. Accordingly, our approach also includes targeted identification of customers and customer segments willing to pay a premium for greener products.

Discontinuation of in-house carbon fiber production at the Lavradio site in Portugal has eliminated the option to use biologically based acrylonitrile, which means it can no longer be pursued in the future.

With these policies, SGL Carbon strives to reduce and, where technically and economically possible, avoid the use of primary raw materials. As a result, the company expects a relative increase in the use of secondary (recycled) resources. However, the related projects are still in their early stages.

SGL Carbon's Sustainable Sourcing business process integrates environmental, social, and ethical criteria into purchasing processes. In addition to traditional ESG aspects like environmental management systems and emissions reduction, the company also considers the responsible use of natural resources. Targeted promotion of renewable raw materials is anchored as a strategic target and incorporated into supplier selection and development (for further details, see Chapter G1-2).

Actions and resources related to resource use and circular economy (E5-2)

Actions related to resource use and circular economy are implemented in our four business units and our Corporate unit.

In the area of the circular economy, the Graphite Solutions (GS) business unit is pursuing projects and approaches intended to optimize resource use and close material loops. Waste management, safe methods of disposal and economically feasible recycling activities contribute here.

Where possible, by-products from graphite manufacturing are processed internally and repurposed for other applications, with the aim of reducing waste and increasing production efficiency.

Moreover, graphite-containing dust from mechanical finishing is reintroduced into the production process, thereby reducing the use of primary raw materials in the manufacture of semi-finished graphite products.

The GS business unit is also looking at alternative carbon raw materials, including renewable raw materials and recycled sources. The goal is to replace fossil raw materials with sustainable alternatives and further reduce the company's environmental footprint. Implementation on an industrial scale is not expected before 2030.

Wood-based viscose materials are already being used today as a precursor in the production of soft and hard felt. This is now an established process.

The Process Technology (PT) business unit repurposes production by-products for internal or external use. For example, graphite tubes damaged during production are reworked into column filling material. Graphite dust and chips resulting from mechanical processing are collected and used externally. The amount of resin systems used is being reduced through process optimizations. Reusable shipping crates are being utilized where possible.

During the restructuring phase in the reporting year, the Carbon Fibers (CF) business unit also adapted it sustainability projects. Following closure of the Lavradio site in Portugal, development of a carbon-reduced 50k carbon fiber will no longer continue. The Carbon Fibers business unit's involvement in the Green Carbon project sponsored by the Technical University of Munich, which is examining ways of obtaining green acrylonitrile from algae, came to an end in 2025.

The purpose of the EU-funded ICARUS program (www.icarus.eu.com) is to close material loops in the production of silicon wafers for the solar industry. In collaboration with project partners, the GS business unit is examining ways to reuse recycled graphite from solar silicon processing in synthetic graphite applications. This long-term project is financed with EU funding from the Horizon Europe research and innovation funding program. An industrial implementation is planned from 2026. There are also plans to apply insights from this project to other areas of application beyond the solar industry.

As members of the Composites United e.V. association, our CF and CS business units also take part in exchange relating to resource-efficient carbon fiber production and the ongoing development of end-of-life recycling processes. SGL is already internally processing residual carbon fibers from production today for use in injection-molded materials, among other things.

Since 2023, the CS business unit has stepped up its development activities in the area of sustainable fiber composites. As part of a three-year research project, the CS is working on developing a resource-efficient and recyclable battery housing. The project, a cooperation with a range of industry and research partners, progressed as expected in the reporting year and is set to run until spring 2026. Series of tests were conducted with sustainable materials to compare their technical performance with that of established materials.

Collaboration with various companies from the recycling industry for reprocessing fiber composite components has been continued and expanded to include new approaches. In the process, carbon and glass fibers are recovered for further use as reinforcement for injection-molded components or molding compounds. While extensive testing of end-of-life components continued in collaboration with partners in the reporting year, these recycled materials are not yet ready for the market.

SGL Carbon is involved in the recycloPreg research project, which aims to develop sustainable composite materials by combining natural fiber nonwovens with glass or carbon fibers and then reinforcing them through a bio-based resin system. Using a closed-loop recycling process, the materials are separated by solvolysis at the end of their life cycle to return the fibers and resins to the manufacturing process. The CS business unit is involved in manufacturing a demonstrator component and producing a life cycle assessment of the entire process in order to identify the CO_2 savings potential compared with conventional materials and processes. The pre-impregnated (Prepreg) material was provided by the CF business unit. The project was launched in November 2024 and is set to run for three years. The project progressed as expected in the reporting year.

The CF business unit is pursuing the idea of reusing and recycling textile production residues from glass and carbon fibers, which are processed by partners and used in new applications. These actions are implemented on an ongoing basis and regularly assessed.

By offering its customers installation, commissioning, inspection, maintenance and remote services, the PT business unit is ensuring optimal usage of equipment at all stages of operation and extending its service life. Operational efficiency at customers is being improved through regular maintenance and routine inspections.

The PT business unit takes a product design approach intended to ensure high reliability and durability and facilitate repairs and upgrades. This helps to reduce resource consumption throughout the product life cycle. PT also offers customers custom end-of-life solutions tailored to their specific requirements. These include refurbishment of equipment or further use of individual components and are intended to improve recyclability and reduce waste.

In the Corporate (Logistics) business unit, polystyrene linings for specific cardboard packaging have been replaced with recycled cardboard bags. This has helped to reduce the amount of packaging material containing plastic. Moreover, paper is now being used

instead of plastic for packing slip envelops; likewise in 2024, a system for reusing large wooden shipping crates was introduced at the Meitingen site to prevent waste.

A waste management software solution enabling data collection, classification, and tracking has been implemented at the four German sites in Meitingen, Bonn, Wackersdorf, and Willich. By improving data availability, this software is helping to optimize waste management processes and increase resource efficiency.

In a pilot project launched at the Bonn site in 2025, SGL Carbon is taking steps to return packaging to listed collection points in accordance with the regulations of the German Packaging Act (VerpackG).

An environmental management system based on the ISO 14001 standard with integrated waste management has been introduced at the Austrian sites in Ried and Ort, the Wackersdorf site, and the Meitingen site of SGL Technologies GmbH.

Our actions related to resource use and circular economy support Responsible consumption and production (SDG 12) of the United Nations' Sustainable Development Goals (SDGs).

Targets related to resource use and circular economy (E5-3)

Up to the time of reporting, SGL Carbon had not yet set any results-oriented targets related to resource use and circular economy that are measurable across the Group. However, it does plan to set both circular economy and waste management targets by the end of 2027 at the latest.

To review the effectiveness of our strategies and actions related to resource use and circular economy, we track progress on projects for the use of circular raw materials in the business units' development departments. The sites also set specific waste targets, mostly regarding the implementation of waste-related actions. In Germany, the Circular Economy Act (KrWG) stipulates the appointment of waste management officers at site level, who document the respective progress in their annual waste reports. Waste-related targets and actions are also reported on in accordance with the ISO 14001:2015 standard for the ISO 14001:2015–certified sites of Meitingen (SGL Technologies GmbH), Ried & Ort in Innkreis (SGL Composites GmbH) and Wackersdorf (SGL Composites Materials Germany GmbH).

Resource inflows (E5-4)

SGL Carbon is a manufacturing company. We source a large number of raw and other materials. Our material resource inflows include:

Raw materials such as polyacrylonitrile (PAN) precursor for carbon fiber production; cokes, pitches, and natural graphite for graphite production; chemicals such as epoxy resins and different fiber types; equipment and system parts, including spare parts and consumables (process gases, chemicals, filters, cleaning supplies, non-metal consumables, laboratory supplies, lubricants, oils, adhesives); packaging materials (shipping crates, wood, pallets); IT equipment; tools and personal protective equipment (PPE); building and production equipment (furniture, electrical equipment); and water, which is mainly used for process cooling and is recycled.

Until the beginning of the reporting year, acrylonitrile had been procured for the manufacture of polyacrylonitrile (PAN) precursor, which is used in the production of carbon fibers. With discontinuation of production in Lavradio, Portugal, SGL Carbon also stopped procuring acrylonitrile.

Resource inflows	Unit	2025	2024	Change
Total weight of resource inflows	kt	92.5	112.2	–17.6%
Total weight of the products used	kt	64.0	79.7	–19.7%
Total weight of technical materials	kt	27.6	30.5	–9.5%
Total weight of biological materials	kt	0.9	2.0	–55.0%
Proportion of sustainably sourced organic materials[1)]	%	0.0	0.0	-
Reused or recycled secondary components, products and materials used in the manufacture of the company's products and services[2)]	kt	2.0	2.4	–16.7%
Reused or recycled secondary components, products and materials used in the manufacture of the company's products and services[2)]	%	2.1	2.1	0%

[1)] Organic materials (and biofuels used for non-energy purposes) used in the manufacture of the company's products and services (including packaging) that are sustainably sourced, with information on the certification scheme used and the application of the cascade principle

[2)] Including packaging

In the reporting period, the total weight of the products used and of the technical and biological materials[1] was determined using the SAP purchasing data recorded in the Vendor Spend Report. The SAP Vendor Spend Report is an analysis report that offers an overview of the company funds spent on suppliers. The report provides a detailed list of all the purchasing processes and enables evaluation of suppliers, goods, and services. The weight information was taken directly from the purchasing postings. Weight information from the material master data was used for items for which no weight information was available in the purchasing postings. Where it was not possible to determine the weight information using either of these approaches, an average weight was estimated based on the respective material group and purchase value.

The weight of the reused or recycled secondary components, products, and materials (including packaging) used to manufacture the company’s products and provide its services was estimated as follows: The business units analyzed their purchasing processes and determined the recycled secondary components exclusively when purchasing steel. The share of recycled steel was estimated using regional steel recycling rates. Information was obtained from suppliers for some steel purchasing processes. To estimate the recycled share of the packaging materials acquired, regional recycling rates by packaging material group were used and applied to the company’s procurement volume.

We record all of our material inflows in SAP and conduct analysis using our Vendor Spend Report (in SAP Business Warehouse). This report is based on our SAP system, where we record all invoice entries. Individual items can be allocated to specific orders, goods groups and material numbers based on the invoice documents.

As part of collecting data on resource inflows, the volumes required are determined based on the goods receipt postings or the material master data in the SAP system. Estimates are used if no information on volumes is available in the system, with an average specific weight being assigned to the purchase value.

Resource outflows (E5-5)

SGL Carbon strives to increase the share of recycled and reused materials in its products. By-products from production processes are reused internally wherever possible. The aim here is to ensure that materials from the first usage phase do not go unused but are reintroduced into the production cycle. If the by-products cannot be used internally, the company works with external partners to maximize their material or thermal recycling.

Given the specific requirements for our products and materials, the possibilities to fully design them according to the principles of the circular economy are technically limited. To date, there are only a few product lines where circular raw materials can be used and are also in demand by customers.

[1] Biological materials as defined by the ESRS are materials that are of natural origin and not procured from fossil sources. At SGL Carbon, this includes rayon, which is manufactured from plant-based cellulose.

The company is working on recycling projects intended to increase the extent to which products, materials, and waste are recirculated in practice after first use (see the E5-2 Actions).

SGL Carbon's waste management approach addresses both reducing resource use and optimizing resource efficiency. Responsible resource use is part of our environmental management framework. With this in mind, we monitor, separate and document our waste streams and introduce improvements to reduce our waste volume.

In cooperation with plant operators and operations managers, we develop actions based on the European waste hierarchy to prevent waste and ensure efficient resource use. This hierarchy prioritizes prevention of waste, followed by recycling and then disposal. Where possible, we use equipment by-products as raw materials in other production processes to minimize waste and utilize the raw materials deployed to maximum effect.

If we cannot reuse these within operational processes, we look for alternative possibilities for material and thermal recycling. Materials resulting from construction activities are recycled to the extent possible.

The Corporate Environmental, Health and Safety Affairs (EHSA) corporate function conducts regular site audits to monitor compliance with legal and internal requirements. We also inspect the disposal facilities with which we cooperate to ensure proper and environmentally sound disposal.

Employee training is a further component of our waste management strategy. This covers our internal waste balance sheet, waste reduction projects, waste separation guidelines within the company and current legal requirements. At SGL Carbon GmbH in Germany, this training is supplemented by a manual that serves as a reference guide for the logistics and production teams and helps ensure legally compliant waste management. Our international sites observe the respective local laws.

SGL Carbon produces materials, products and solutions in four business units.

The GS business unit produces synthetic fine-grain graphite blocks, expanded natural graphite, specialty graphites (some with high-purity coatings), and parts for fuel cells. Graphite materials are used in carburization during steel production as a recycling process.

The PT business unit produces process solutions and equipment, parts for corrosive applications, components and assemblies, and spare parts. Key components are often made from or with graphite or polytetrafluorethylene (PTFE). In particular, the incorporated steel content is recyclable. The graphite used in the PT business unit undergoes impregnation, rendering it unsuitable for recycling.

The CF business unit produces carbon fibers, nonwoven and woven textiles, and pre-impregnated materials. Carbon fibers and textile acrylic fibers can be recovered as short-cut or ground material, a process termed downcycling. The production of textile acrylic fibers was discontinued in the reporting year.

The CS business unit produces composite components (in large- and small-scale production), friction linings for wet running and insulation materials. Carbon fibers in the components can be recovered through separation from the resin by solvolysis.

We normally use recyclable cardboard boxes and wooden crates as packaging.

SGL Carbon's products are typically not designed based on circular principles.

Resource outflows	Unit	2025	2024	Change
Expected durability of the products marketed by the company in relation to the industry average	0	N/A[1)]	N/A[1)]	-
Repairability of products, if possible using an established evaluation system	0	N/A[2)]	N/A[2)]	-
Recyclable content in products	%	55.9%	56.2%	–0.5%
Recyclable content in packaging	%	94.4%	94.0%	0.4%

[1)] The company is not aware of any industry averages
[2)] The company's products are mostly materials, so repairs are not planned

The rate of recyclable content in our products was determined on a business unit level by evaluating the recyclability of the product groups sold in the reporting year. The sales volumes of all products classified as recyclable were added up and compared with the total weight of the materials used in the reporting period.

Recyclability was assessed on the basis of product condition at delivery. Products are considered to be recyclable if there is an industrial recycling process available for them. This evaluation did not take into account potential limitations resulting from the further processing, use, or application of the products, nor did it consider the economic aspects of recycling processes or the actual recycling rates achieved downstream in the value chain.

The rate of recyclable content in packaging was estimated using the following method: The packaging materials procured in the reporting year were divided into packaging material groups, and research was conducted to find industry information on the recyclability per group. The recyclable content was determined by totaling the recyclable content of all packaging material groups and relating this to the total volume of all packaging material procured.

The volumes of waste generated across the Group are broken down using criteria for recycling and disposal and into hazardous and non-hazardous waste to ensure their proper disposal.

SGL Carbon's typical waste includes materials such as industrial municipal waste, filter dust, packaging emptied of residues, used linings and fireproof materials, construction and demolition materials, and chemicals (organic and inorganic).

The waste and materials contained therein differ across SGL Carbon's four business units.

Typical waste for the GS business unit includes materials diverted from disposal such as scrap wood, paper, glass, scrap metal, plastics, carbon black, machining sludges, mixed municipal waste, bulk waste, washing ethanol, waste oil, electronic waste, filter dust, green waste, phenol resin, operating materials containing oil, sodium sulfate, and plastic with adhesive residues. Kiln bricks, insulation material, lime sludge, lime hydrate, packaging dust, green dust, acids, and alkalies are directed to disposal.

Typical waste for the PT business unit includes materials diverted from disposal such as scrap wood, paper, glass, scrap metal, plastics, carbon black, machining sludges, mixed municipal waste, bulk waste, waste oil, electronic waste, filter dust, and green waste. Contaminated graphite from machines, insulation material, acids, and alkalis are directed to disposal.

Typical waste for the CF business unit includes materials diverted from disposal such as scrap wood, paper, glass, scrap metal, plastics, mixed municipal waste, bulk waste, waste oil, electronic waste, filter dust and carbon fibers. Resins, insulation materials and contaminated operating materials are directed to disposal.

Typical waste for the CS business unit includes materials diverted from disposal such as scrap wood, paper, glass, scrap metal, plastics, mixed municipal waste, bulk waste, waste oil, electronic waste, filter dust and carbon fibers. Resins, insulation materials, and operating materials contaminated with resin are directed to disposal.

Resource outflows are posted in SAP. Within the individual posting transactions, the information collected includes the supplying plant, the materials themselves, and the associated business unit and product line. Analysis is conducted in a consolidated dataset, the total of which corresponds to Group revenue. This rules out double counting in particular.

For posting transactions for which no associated weight could be assigned by the system, this was estimated by assuming an average revenue-specific weight.

SAP BW is used to record and assign waste volumes (see below). The amount of waste generated is recorded monthly at the company's sites and assigned to the relevant waste categories. Disposal documentation from the commissioned specialist disposal companies is used for this. The figures for all sites are totaled in the SAP BW system.

The sites compile waste balance sheets, which serve as an internal control and planning tool. These sheets provide information on internally recorded waste, offering an overview of its nature and volume, disposal methods, and waste-related costs.

The various waste fractions are systematically recorded based on records from daily operations and accounting documents, as well as the provided input registers for the disposal facilities; in the case of the German sites, they are amalgamated with the help of a database to produce the waste balance sheets. The waste generated during manufacturing of salable products is considered, along with special effects from specific project activities.

SGL Carbon also records the waste volumes for all production sites worldwide in a database in SAP BW (Business Warehouse). The local EHS managers ensure this information is recorded each month. Corporate EHSA conducts plausibility checks. The data related to the volumes and how the waste is ultimately disposed of is based on documents from the commissioned disposal companies.

Waste generation of harzardous and non-hazardous waste

Waste generation	Unit	2025	2024	Change
Waste quantities diverted from disposal				
Hazardous waste	t	804	741	8.5%
Preparation for reuse	t	0	0	-
Recycling	t	255	158	61.4%
Other recovery operation types	t	548	583	–6.0%
Non-hazardous waste	t	8,463	9,767	–13.4%
Preparation for reuse	t	0	0	-
Recycling	t	5,664	5,586	1.4%
Other recovery operation types	t	2,799	4,181	–33.1%
Waste quantities diverted from disposal (total)	t	9,267	10,508	–11.8%
Waste for disposal				
Hazardous waste	t	1,998	2,288	–12.7%
Incineration	t	159	208	–23.6%
Landfill	t	907	1,085	–16.4%
Other disposal operations	t	933	996	–6.3%
Non-hazardous waste	t	15,896	14,430	10.2%
Incineration	t	77	73	5.5%
Landfill	t	6,540	6,473	1.0%
Other disposal operations	t	9,278	7,884	17.7%
Waste for disposal (total)	t	17,894	16,718	7.0%
Total quantities				
Total amount of hazardous waste	t	2,802	3,029	–7.5%
Total amount of radioactive waste	t	0	0	-
Total amount of waste generated	t	27,161	27,226	–0.2%
Total amount of non-recycled waste	t	21,241	21,482	–1.1%
Percentage of non-recycled waste	%	78.2	78.9	–0.9%

Information in Relation to Article 8 of the EU Taxonomy

In December 2019, the European Commission presented the "European Green Deal," which includes the goal of making the European Union climate neutral by reducing net greenhouse gas emissions in the European Union to zero by 2050. Achieving this goal will require action such as redirecting private and public capital into environmentally sustainable activities. This required the development of the EU Taxonomy Regulation (EU 2020/852 or "EU Taxonomy"), a classification system for defining environmentally sustainable economic activities.

For the 2021 fiscal year, companies that publish a non-financial report were for the first time required to provide information on Taxonomy-eligible revenue shares, capital expenditure (capex) and operating expenses (opex) in accordance with the EU Taxonomy. SGL Carbon has been covered under this obligation since 2021 and so published this information for its Taxonomy-eligible economic activities in 2021 in relation to the two published environmental objectives of climate change mitigation and climate change adaptation. The key figures have not yet been assessed in terms of their environmental sustainability for the 2021 fiscal year, as required by the EU Taxonomy.

Starting in the 2022 fiscal year, legal requirements expanded reporting to include Taxonomy-aligned economic activities. SGL Carbon is subject to this obligation. The necessary analyses were adjusted accordingly.

Also in 2023, the internal obligation to assess the Taxonomy eligibility of environmental objectives 3 to 6 (sustainable use and protection of water resources, transition to a circular economy, prevention of pollution and protection of ecosystems and biodiversity) applied for the first time. An assessment of Taxonomy compliance for these environmental targets was required for the first time in the 2024 fiscal year and was therefore performed by SGL Carbon in 2024. The assessment took into account the Delegated Regulations (EU) 2021/2139, (EU) 2022/1214, (EU) 2023/2485, (EU) 2023/2486 and EU C(2023) 3850.

The EU Commission approved a series of actions to simplify application of the EU Taxonomy on July 4, 2025, in the form of a delegated act to amend the EU Taxonomy Delegated Act. The EU Commission had already published the draft of this delegated act in February 2025 as part of the Omnibus I package.

For the financial year 2025, taxonomy reporting was carried out in accordance with Delegated Regulations (EU) 2021/2178, (EU) 2021/2139, and (EU) 2023/2486, in the versions applicable as of December 31, 2025.

After the objection period expired without any objections from the EU Parliament or the Council of the European Union, the delegated act adopted by the EU Commission on July 4, 2025, to simplify reporting under the EU Taxonomy Regulation was published on January 8, 2026 (Delegated Regulation (EU)2026/73) and entered into force on January 28, 2026. SGL Carbon is making use of the optional provision ((EU)2026/73, paragraph 23), will refrain from applying the changes for the 2025 financial year, and will continue with the previous form of reporting.

Determination of relevant Taxonomy codes

For the 2025 fiscal year, SGL Carbon identified the following economic activities and products as Taxonomy-eligible in connection with the climate change mitigation (CCM) goal:

Manufacture of renewable energy technologies (CCM 3.1). This includes carbon fibers for use in the wind industry and specialty graphite products for the wind industry (carbon brushes for wind turbine transmission and control). Due to continued weak demand in the market, revenue with carbon fiber for the wind industry reduced significantly in 2025 compared to the previous year.

The **manufacture of batteries (CCM 3.4)** category includes the graphite anode material (GAM) for lithium-ion batteries produced by the Graphite Solutions business unit, which is used in electromobility. SGL Carbon discontinued GAM production in March 2025 due to continued weak demand in the market, leading to a significant decrease in revenue in 2025 compared to the previous year.

The **manufacture of automotive and mobility components (CCM 3.18)** category includes fiber-reinforced composite battery housings for electric vehicles produced by the Composites Solutions business unit.

Production of heat/cool from bioenergy (CCM 4.24). This includes steam generation from biomass at the Carbon Fibers business unit's Lavradio site. With the closure of the production site in Lavradio, Portugal, steam generation from biomass also ended at this site in June 2025.

Transport by motorbikes, passenger cars and light commercial vehicles (CCM 6.5). This includes, without limitation, company-leased vehicles (cars).

Taxonomy-eligible activities identified as part of the **construction of new buildings (CCM 7.1)** activity include the construction of two production halls at the Meitingen (Germany) site for use by Brembo SGL Carbon Ceramic Brakes and a non-consolidated subsidiary as well as the construction of production facilities in Bonn (Germany) and Saint Marys (US).

Renovation work at the Bonn (Germany) site was identified in the **renovation of existing buildings (CCM 7.2)** activity.

In connection with the environmental objective of transforming to a circular economy (CE), the **repair, remanufacturing and refurbishment (CE 5.1),** and, within that, the service and repair services for heat exchangers in the Process Technology business unit were identified as Taxonomy-eligible.

No Taxonomy-eligible SGL Carbon activities were identified under the environmental goals of adaptation to climate change, sustainable use and protection of water resources, prevention of pollution and protection of ecosystems and biodiversity.

Determination of the Taxonomy metrics

Reporting on the nature of Taxonomy-eligible as well as Taxonomy-aligned economic activities is carried out in accordance with the Taxonomy Regulation (EU) 2020/852. The metrics to be reported are the shares of Taxonomy-eligible and Taxonomy-aligned revenue, investments and operating expenses. SGL Carbon does this using the reporting forms provided in Annex II of Regulation (EU) 2021/2178 and updated in Regulation (EU) 2023/2486.

The data collection is based on consolidated Group data. Double counting in the allocation of revenue, investments and operating expenses is avoided. If data could not be clearly allocated when determining the metrics, suitable allocation keys were used.

The EU Taxonomy defines **revenue** as net sales of goods or services including intangible assets. The share of revenue associated with Taxonomy-eligible economic activities is divided by net sales. To determine the Taxonomy-eligible revenue, the respective SGL Carbon products were allocated to the Taxonomy-eligible economic activities. For the products identified in this way, the corresponding revenue with third-party customers for the 2025 fiscal year (numerator) was determined and compared to the revenue reported in the consolidated income statement (denominator).

Capital expenditures (capex) as defined by the EU Taxonomy comprise additions to property, plant and equipment and intangible assets in the fiscal year under review before depreciation, amortization and revaluations. In addition, there are cash inflows from capitalized leases, to investment property and to agricultural items; however, these three categories of expenditure do not exist at SGL Carbon. Taxonomy-eligible capital expenditures relate to assets or processes associated with Taxonomy-eligible economic activities or that are part of a plan to expand Taxonomy-aligned economic activities or transform Taxonomy-eligible economic activities into Taxonomy-aligned economic activities or that relate to the acquisition of products from Taxonomy-aligned economic activities and individual actions that carry out the target activities in a low-carbon manner or reduce greenhouse gas emissions. SGL Carbon refers to capital expenditure on property, plant and equipment and intangible assets (denominator). From this, the share of Taxonomy-eligible capital expenditures is to be determined (numerator). For this purpose, the products identified via the Taxonomy-eligible economic activities were related to the corresponding capital expenditures and, in addition, individual capital expenditures from the purchase of products from Taxonomy-eligible economic activities and the implementation of individual measures to reduce greenhouse gas emissions were taken into account. The various Taxonomy-eligible capital expenditures were compared to the investments reported in the Annual Report (see Annual Report, cash flow from investing activities).

Operating expenses (opex) as defined by the EU Taxonomy comprise direct, non-capitalized costs relating to research and development and maintenance and repair, short-term leases and rentals and the maintenance and repair of tangible and intangible assets. Taxonomy-eligible operating expenses relate to assets associated with Taxonomy-eligible economic activities or that are part of a plan to expand Taxonomy-aligned economic activities or transform Taxonomy-eligible economic activities into Taxonomy-aligned economic activities, or that relate to the acquisition of products from Taxonomy-eligible economic activities and individual actions that carry out the target activities in a low-carbon manner or reduce

greenhouse gas emissions (such as individual building renovations). SGL Carbon refers to expenses for maintenance and repair, rentals and leases, renovations and research and development (denominator). For this, the share of Taxonomy-eligible operating expenses is determined (numerator). For this purpose, the products identified via the Taxonomy-eligible economic activities were related to the corresponding operating expenses and, in addition, individual operating expenses from the purchase of products from Taxonomy-eligible economic activities and the implementation of individual measures to reduce greenhouse gas emissions or building renovations were taken into account. This metric is determined exclusively as part of Taxonomy reporting as there is no equivalent to financial reporting metrics defined elsewhere.

Verification of Taxonomy alignment

To be considered Taxonomy-aligned, an economic activity must satisfy the technical screening criteria (TSCs) as follows: it must make a substantial contribution to at least one of the six environmental objectives (satisfying the criteria in the Substantial Contribution section) and must not cause significant harm to the other five environmental objectives (satisfying the criteria in the Do No Significant Harm (DNSH) section). In addition, the minimum safeguards for occupational safety and human rights must be observed and respected. Verification of the Taxonomy alignment of the economic activities and products with regard to the climate goal Climate Change Mitigation (CCM) requires a climate risk analysis to be carried out. For carbon brushes used in the transmission and control of wind turbines (Manufacture of renewable energy technologies (CCM 3.1)), this analysis was carried out in 2024 in accordance with legal requirements and the DNSH criteria are being complied with. As there have been no relevant changes since then, the climate risk assessment was not updated in 2025.

First, the product portfolio of each business unit was reviewed with regard to the description of the activity according to (EU) 2021/2800 Annex I. For this purpose, business unit experts from the sustainability, product management, development and application technology business units were consulted. If there was agreement, the technical evaluation criteria were reviewed with the same group of experts with regard to a material contribution to climate change mitigation and the transition to a circular economy. Environmental experts from Corporate EHSA were consulted for the subsequent review of “Do no significant harm (DNSH).” The results were recorded and documented.

In the 2025 fiscal year, capital expenditures were made related to the acquisition of products from Taxonomy-eligible and Taxonomy-aligned economic activities and individual actions that carry out target activities in a low-carbon manner or reduce greenhouse gas emissions. Verification of the alignment of this investment (CapEx (c)), including compliance with the minimum safeguards, must already be performed at the supplier level if SGL Carbon cannot answer the relevant questions itself. Questionnaires with relevant questions were sent to suppliers for this purpose. A questionnaire with specific questions was sent to suppliers in 2024 to gather relevant data. The responses that were received were reviewed. The process was not repeated in the reporting year.

Minimum safeguards

The minimum social safeguards for SGL Carbon as a whole were assessed across all activities as part of ensuring Taxonomy alignment in accordance with Article 18 of the EU Taxonomy Regulation.

Minimum safeguards as defined by the EU Taxonomy include the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Core Labor Standards and the International Bill of Human Rights. As a signatory to the UN Global Compact and in its internal guidelines (SGL Carbon Code of Conduct, Human Rights Guideline, and Supplier Code), SGL Carbon is committed to respecting and protecting human rights and upholding the principles of the UN Global Compact, which are based on the above-mentioned sets of rules. SGL Carbon has introduced a Human Rights Management System, which is part of the overarching and certified Compliance Management System. For the elements of the Human Rights Management System, please refer to the chapters on respect for human rights, responsibility in the supply chain, occupational health and safety and compliance management in this CSR report.

Categorization of the following reporting templates

The following tables show the Taxonomy-eligible (eligible) and Taxonomy-aligned (aligned) portions of SGL Carbon’s revenue, capital expenditures and operating expenses for the 2025 fiscal year in the presentation required by lawmakers (see Regulation (EU) 2021/2178, updated in Regulation (EU) 2023/2486).

SGL Carbon has no economic activities in the areas of fossil gas and nuclear energy within the meaning of the EU Taxonomy Regulation. Due to the scope of reporting templates 1 to 5 of the Delegated Regulation (EU) 2022/1214, they are not presented in tabular form since there is no Taxonomy eligibility, and all reporting forms would therefore contain “no” or zero.

Reporting form: Share of revenue from goods or services connected to Taxonomy-aligned economic activities — Disclosure for 2025

				Substantial contribution criteria						DNHS criteria ('Does Not Significantly Harm')									
Economic activities	**Code(s)**	**Absolute turnover-1**	**Proportion of turnover**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Circular economy**	**Pollution**	**Biodiversity**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Circular economy**	**Pollution**	**Biodiversity**	**Minimum safeguards**	**Taxonomy-aligned or -eligible proportion of turnover, year**	**Category (enabling activity)**	**Category (transitional activity)**
		€ million	**%**	**Y; N; N/EL**	**Y; N; N/EL**	**Y; N; N/EL**	**Y; N; N/EL**	**Y; N; N/EL**	**Y; N; N/EL**	**Y/ N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**Y/N**	**%**	**E**	**T**
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of renewable energy technologies	CCM 3.1.	9.2	1.1%	J	N/EL	N/EL	N/EL	N/EL	N/EL	-	J	J	J	J	J	J	0.7%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		9.2	1.1%							-	J	J	J	J	J	J	0.7%		
thereof enabling activity		9.2	1.1%							-	J	J	J	J	J	J	0.7%		
of which transitional activity (T)																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of renewable energy technologies	CCM 3.1.	1.1	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.7%		
Manufacture of batteries	CCM 3.4.	3.3	0.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.2%		
Manufacturing of automotive and mobility components	CCM 3.18.	10.9	1.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.0%		
Repair, refurbishment and remanufacturing	CE 5.1.	5.0	0.6%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.5%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		20.3	2.4%														7.5%		
Total (A.1 + A.2)		**29.5**	**3.5%**														**8.2%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		820.7	96.5%																
Total (A + B)		**850.2**	**100.0%**																

Reporting form: Share of CapEx from goods or services connected to Taxonomy-aligned economic activities — Disclosure for 2025

Economic activities	Code(s)	Absolute Capex	Proportion of Capex	Substantial contribution criteria: Climate change mitigation	Substantial contribution criteria: Climate change adaptation	Substantial contribution criteria: Water	Substantial contribution criteria: Circular economy	Substantial contribution criteria: Pollution	Substantial contribution criteria: Biodiversity	DNHS criteria ('Does Not Significantly Harm'): Climate change mitigation	DNHS criteria ('Does Not Significantly Harm'): Climate change adaptation	DNHS criteria ('Does Not Significantly Harm'): Water	DNHS criteria ('Does Not Significantly Harm'): Circular economy	DNHS criteria ('Does Not Significantly Harm'): Pollution	DNHS criteria ('Does Not Significantly Harm'): Biodiversity	Minimum safeguards	Taxonomy-aligned or -eligible proportion of	Category (enabling activity)	Category (transitional activity)
		€ million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/ N	Y/N	Y/ N	Y/N	Y/N	Y/N	Y/ N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
thereof enabling activity																			
of which transitional activity (T)																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of renewable energy technologies	CCM 3.1.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Manufacture of batteries	CCM 3.4.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.1%		
Manufacturing of automotive and mobility components	CCM 3.18.	1.1	2.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Generation of heat/steam	CCM 4.24.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	0.8	0.0%														1.4%		
Construction of new buildings	CCM 7.1.	8.4	15.7%														23.4%		
Renovation of existing buildings	CCM 7.2.	3.3	6.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.0%		
Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		13.6	25.4%														28.5%		
Total (A.1 + A.2)		**13.6**	**25.4%**														**28.5%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capex of Taxonomy-non-eligible activities		40.0	74.6%																
Total (A + B)		**53.6**	**100.0%**																

Reporting form: Share of OpEx from goods or services connected to Taxonomy-aligned economic activities — Disclosure for 2025

Economic activities	Code(s)	Absolute Opex	Proportion of Opex	Substantial contribution criteria: Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	DNHS criteria ('Does Not Significantly Harm'): Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Taxonomy-aligned proportion of Opex, year N-1	Category (enabling activity)	Category (transitional activity)
		€ million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/ N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
thereof enabling activity																			
of which transitional activity (T)																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of renewable energy technologies	CCM 3.1.	1.1	2.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.3%		
Manufacture of batteries	CCM 3.4.	0.3	0.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.1%		
Manufacturing of automotive and mobility components	CCM 3.18.	3.3	6.8%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.6%		
Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		4.8	9.7%														14.0%		
Total (A.1 + A.2)		**4.8**	**9.7%**														**14.0%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Opex of Taxonomy-non-eligible activities (B)		44.3	90.3%																
Total (A + B)		**49.0**	**100.0%**																

The disposal group (assets held for sale) SGL Composites S.A., Lavradio (Portugal), is included in the key figures for sales revenue, CapEx, and OpEx.

Y: Yes, taxonomy-compliant activity that conforms to the relevant environmental objective;
N: No, taxonomy-compliant activity, but not taxonomy-compliant with the relevant environmental objective
EL: "eligible", taxonomy-eligible activity for the respective target
N/EL: "not eligible", activity not eligible for taxonomy for the respective environmental objective

Proportion of turnover / total turnover

Abbreviation	Environmental target	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	Climate change mitigation	1.1%	1.8%
CCA	Climate change adaptation	0%	0%
WTR	Water	0%	0%
CE	Circular economy	0%	0.6%
PPC	Prevention and reduction of environmental pollution	0%	0%
BIO	Biodiversity	0%	0%

Proportion of capex / total capex

Abbreviation	Environmental target	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	Climate change mitigation	0.0%	25.4%
CCA	Climate change adaptation	0.0%	0.0%
WTR	Water	0.0%	0.0%
CE	Circular economy	0.0%	0.0%
PPC	Prevention and reduction of environmental pollution	0.0%	0.0%
BIO	Biodiversity	0.0%	0.0%

Proportion of opex / total opex

Abbreviation	Environmental target	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	Climate change mitigation	0%	9.7%
CCA	Climate change adaptation	0%	0%
WTR	Water	0%	0%
CE	Circular economy	0%	0%
PPC	Prevention and reduction of environmental pollution	0%	0%
BIO	Biodiversity	0%	0%

Nuclear and fossil gas

Template Nuclear and fossil gas related activities

Row	Nuclear energy related activities	Yes/No
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Own Workforce (S1) - Employee Matters and Respect for Human Rights

Information in relation to ESRS 2 (SBM-3)

The process to identify material impacts, risks, and opportunities (double materiality) in relation to our own workforce can be found in the chapter “Description of the processes to identify and assess material impacts, risks, and opportunities” ESRS 2 IRO-1.

The 2025 double materiality assessment did not identify any materials risks or opportunities related to our own workforce materiality assessment.

We consider our entire workforce in the updated materiality assessment, as well as in our final reporting. In this context, SGL Carbon has considered both the upstream and downstream value chain and its own business activities, including our products and services and their direct impact on the workforce. Where information in our report refers only to parts of our workforce, we specify this in the relevant sections. Additional information on our business model and products can be found in the “Group Fundamentals” chapter of the Group Management Report 2025.

SGL Carbon’s workforce is composed of two main groups, employees and non-employees. Our employees are those who have a direct employment contract with SGL Carbon. This includes regular employees, interns, and trainees, unless certain provisions expressly exclude this. Passive employees, such as those in partial early retirement (ATZ) in Germany or those on leave, are excluded, unless stated otherwise (see the additional information in chapter S1-6).

The second group includes non-employees, such as individual contractors supplying labor (“self-employed people”) and people provided by undertakings primarily engaged in employment activities (“third parties”). These non-employees include fixed-term employees, temporary employees, and self-employed people. They work under the supervision of SGL Carbon and perform activities where SGL Carbon bears the risk, but are not in a direct employment relationship with SGL Carbon (see the additional information in chapter S1-7).

As a manufacturing and internationally active company, SGL Carbon identified both systemic and individual negative impacts in its 2025 materiality assessment. Workplace accidents can have a systemic negative impact on our own workforce across various departments. SGL Carbon has implemented a variety of concepts and measures to mitigate these potential systemic negative impacts. Nevertheless, individual workplace accidents occurred during the reporting year, negatively impacting some employees. Isolated workplace accidents were analyzed, leading to targeted prevention measures to avoid similar incidents in the future.

Furthermore, there are systemic risks to the workforce relating to changing economic conditions. Individual measures in the 2025 fiscal year also had a negative impact on employees, for example, in connection with structural adjustments within the company.

Where we report on activities that have positive impacts, we refer to our entire workforce, unless expressly stated otherwise. In the 2025 fiscal year, the most significant positive impacts will result from the continued implementation and integration of company-wide guidelines for the protection of human rights. This includes, in particular, the Human Rights Policy, the Code of Conduct, and the Business Partner Code of Conduct, which are described in the chapter “Strategies Related to Own Workforce” (see chapter S1-1 for more information). These positive effects impact the entire workforce, as the principles apply across the group.

No material risks or opportunities arising from the impacts and dependencies related to our own workforce were identified during the reporting year. This also applies to any material impacts from the transition plan that could result from measures to reduce negative environmental impacts, or to transition to climate-neutral business activities. Further information on the corresponding measures can be found in chapter S1-4.

SGL Carbon's business activities do not indicate any activities or sites where there is a significant risk of incidents of forced labor, child labor, human trafficking, or modern slavery.

Strategies related to own workforce (S1-1) [2]

With the transformation of SGL Carbon in 2025, which included restructuring the Carbon Fibers business unit and the withdrawal of operationally unprofitable activities, combined with adjusting administrative functions to the new company size, managing our own workforce is becoming increasingly important. Not least, SGL Carbon's success is based on the dedication, commitment, and strong team spirit of our employees. A values-based corporate culture based on respect, trust, and a sense of responsibility continues to be the basis for our long-term success. SGL Carbon is committed to fair working conditions, upholding human rights, and promoting health and safety in the workplace. Fair working conditions at SGL Carbon include fair wages, reliable and transparent employment, reasonable working hours, the promotion of social dialog, and respect for freedom of association. These principles are firmly rooted in our corporate strategy and culture and aim to create attractive working conditions, making us a preferred employer. This includes identifying and mitigating potential risks to our employees at an early stage (see also the chapter " Material impacts, risks, and opportunities and their interaction with strategy and business model" – ESRS 2 SBM-3). SGL Carbon's company-wide policies and guidelines apply to and are mandatory for all employees of its own workforce worldwide.

Health and safety
Occupational health and safety is incorporated in our codes of conduct and our corporate strategy. All relevant guidelines are reviewed, approved, and signed by the Board of Management, the highest decision-making body, prior to implementation. We are responsible for creating a safe working environment for all employees. This is the core objective of our Group guideline on occupational health and safety and the basis on which we prevent, diminish, and eliminate impacts and risks relating to health and safety. A safe working environment is also essential for an undertaking's performance. In this regard, the Code of Conduct and the globally applicable EHSA Guidelines (Environmental Health and Safety Affairs) set out the requirements, guidelines, and processes that are binding on all employees.

Regular feedback, training, and the active participation of all employees serve to improve the health and safety of all employees on a continuous basis. The Board of Management is responsible for implementing the Group guideline, and all management levels and employees are responsible for complying with the same. In addition, we also use a Group-wide incident management system (based on the Incident Management Procedure), that serves to systematically record and investigate safety-related incidents and derive remediation actions whose effectiveness will subsequently be reviewed.

Working conditions and remuneration
As part of SGL Carbon's realignment, which includes restructuring the Carbon Fibers business unit, withdrawal of unprofitable activities, and adjusting administrative functions to the company's new size, jobs were cut in 2025, potentially impacting employees affected. Further personnel cost adjustments or job cuts as part of the ongoing realignment cannot be ruled out for 2026. This can also negatively impact the remaining workforce. SGL ensures fair compensation worldwide, consistently exceeding the minimum standards for each country, even during economically challenging times.

In Germany, the industry collective agreement model ensures that the parties to the collective agreement find practical, industry-specific solutions on remuneration matters, among other issues. Our methodology for determining fair salaries includes the definition of the activities performed and the measurement of their value. At the two largest SGL sites in Meitingen and Bonn, the vast majority of employees are bound by collective agreements for the metal and electrical industry. Responsibility for implementing compensation lies with the Board of Management, the management of each subsidiary, and the Human Resources department.

Achieving work-life balance is not only in our employees' interests, but also crucial for their health, motivation, and long-term performance. A key component of this is the prospect of making work more flexible in terms of both space and time, where possible. This will also be consistently maintained as part of the ongoing realignment (voluntary disclosure).

In most countries with SGL sites, including Germany, France, Italy, Austria, Poland, Portugal, Spain, and the United Kingdom, employees in administrative roles have the option to work remotely. The scope and specific details of this option vary depending on local regulations. In China, Japan, and the USA, remote working has been introduced at individual sites or formalized in national collective agreements. The "Remote Work" general works agreement,

[2] The term "own workforce" always refers to SGL Carbon's own employees and is binding for them.

implemented in Germany in October 2022, allows for flexible workplace arrangements in that country, covering up to 40% of working time in consultation with management, if allowed by the relevant position. Employees can also choose from a wide range of work schedules. In this context, part-time work models, flexible working time accounts, and autonomy in managing working hours promote a better work-life balance. The latter applies to non-tariff employees who can independently manage their working hours within the framework of legal and company guidelines. Responsibility for implementation lies with senior management, managers, and the human resources department (voluntary disclosure).

Working conditions are also influenced by SGL's corporate culture, which is based on common values. A group composed of the top management and selected employees identified five values in October 2022 that are essential for interaction and cooperation at SGL: integrity and honesty; respect and appreciation; responsibility; trust; and passion for success. These SGL values were communicated across the undertaking immediately afterwards and are described in more detail in the "SGL Value Carta." The ongoing employee survey THE VOICE records the extent to which the workforce believes these values are being put into action (see ESRS 2 SBM-2 and S1-2). The next employee survey is scheduled for the first half of 2026. All employees and, in their role-model function, in particular the Board of Management, managing directors, all managers, and Human Resources are responsible for implementing a values-based performance culture.

Human rights and compliance

SGL Carbon respects and supports the human rights of all relevant stakeholders throughout the value chain. Our engagement extends to the implementation of in-depth due diligence processes in order to identify and mitigate actual or potential impacts on human rights. SGL Carbon is a global undertaking and is therefore exposed to human rights risks and impacts in all business units along the value chain. We are committed to ethical conduct both in our direct business activities and in our upstream and downstream value chains. This is established in our Code of Conduct, the Business Partner Code of Conduct, and the Human Rights Policy. These SGL Carbon guidelines, which apply across the entire group, prohibit all forms of discrimination. Protection covers all legally protected characteristics, including age, origin, gender, disability, religion, and sexual orientation. Additionally, other factors such as marital status or union membership are considered. This list is not exhaustive, and it is further established that this protection relates to all grounds of discrimination that are inadmissible under applicable law. All of the aforementioned guidelines were reviewed, approved, and signed by the Board of Management, the highest decision-making body, prior to implementation.

In order to control and minimize our risks and impacts, we use a Group-wide management system to ensure observance of human rights in our own workforce. This system forms part of SGL Carbon's higher-level compliance management system, which is certified in accordance with ISO 37301.

As a signatory to the UN Global Compact and in its internal guidelines (SGL Carbon Code of Conduct, Human Rights Policy), SGL Carbon is committed to respecting and protecting human rights. SGL Carbon also upholds the principles of the UN Global Compact, based on the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization's (ILO) Core Labor Standards, and the International Bill of Human Rights.

In the statement of human rights principles, SGL Carbon explicitly commits to upholding respect for human rights. This commitment is also reflected in other internal company guidelines and is designed to meet the requirements of the statutory due diligence duties under the LkSG. The statement outlines SGL Carbon's human rights and environmental expectations for its own operations, as well as those of its subsidiaries, business partners, and suppliers. It also outlines the due diligence measures implemented within the risk management framework, in accordance with the requirements under the LkSG.

Our long-standing Human Rights Policy applies to all external stakeholders, both direct and indirect, including SGL Carbon employees and business partners. It addresses key human rights issues in the workplace, such as

- Respect and diversity
- Working conditions and working time
- Complaints procedures
- Prohibition of child and forced labor
- Freedom of assembly
- Occupational health and safety
- Environmental protection
- Interaction with security workers

- Engaging with local communities and indigenous peoples

The Human Rights Policy is available in all nine SGL languages and is provided to new employees worldwide upon joining via the SGL People Portal. Training is mandatory for all employees. Employees can digitally confirm that they have read and accept the policy on the SGL People Portal, as well. As of December 31, 2025, the confirmed acknowledgment response rate was 98% (2024: 97% for administrative staff, 43% for production staff).

To underscore the importance SGL Carbon places on human rights, and in response to increasing demands for corporate due diligence, a Human Rights Officer has been appointed with a direct reporting line to the Board of Management.

The Chief Compliance Officer (CCO) is responsible for this function. The CCO regularly updates the Board of Management on the status of human rights due diligence, as required by the Supply Chain Due Diligence Act (LkSG).

Processes for engaging with own employees and employee representatives (S1-2)

Involvement and dialog with the workforce
Dialog with the workforce is particularly important, especially in the context of transformation measures to realign SGL Carbon and the associated business and organizational changes. To minimize uncertainty and stress, and to involve employees in the transformation process whenever possible, we prioritize regular communication with employees at all levels. The goal is to strengthen trust in the realignment while also addressing the concerns and needs of our employees.

- ***Communication formats:*** To promote transparency and employee engagement, the Board of Management has introduced various communication formats. This includes, for example, the “BoM Direct” digital meeting of the Board of Management, where middle and upper-level specialists and managers receive quarterly updates from the Board of Management on company-relevant topics and have the opportunity to address questions to the Board of Management. All employees worldwide are also informed about financial figures and important topics through the "BoM Update" wall newspaper. We will communicate this in both print and digital formats, alongside the “SGL PEOPLE” notice, which addresses employee concerns. The Board of Management maintains regular communication with its management team through a quarterly BU/Corporate Function Heads Meeting.
- ***Management dialog***: a monthly exchange format has been introduced for non-tariff employees in which managers and employees make time for a targeted exchange of information, feedback, and joint solutions to challenges.
- ***Social dialog***: SGL Carbon maintains a social dialog with employee and union representatives. We work in accordance with local statutory requirements and the applicable collective agreements in all countries in which we operate. Our aim is to operate at all our sites worldwide in line with the relevant state and national laws, locally applicable collective agreements, and regulations governing operations and industrial relations. A social dialog takes place at least once a year with employee and/or union representatives at production sites worldwide in accordance with the applicable laws.
- ***Global employee survey “THE VOICE”***: SGL Carbon has conducted the global, anonymous, digital employee survey known as ”THE VOICE“ regularly since 2022. It aims to measure the implementation of the SGL active values and the development of the company’s performance culture. One key indicator is the performance culture index, which measures aspects such as employee engagement, leadership quality, and value orientation. The results serve as the foundation for site-specific improvement initiatives, which are implemented collaboratively with employees. The survey results are actively utilized and have led to specific actions across all sites, including team events, targeted training such as "Employees Train Employees," and organizational changes. The next regular employee survey is scheduled for the first half of 2026. A cycle of 12 to 18 months has proven effective in gathering meaningful and actionable feedback from our own workforce.

The managing directors of the individual legal entities, the relevant HR managers, and social partners are responsible for the social dialog.

If a reduction in carbon emissions and the transition to more environmentally friendly and climate-neutral activities impacts our workforce, we will inform the employee representatives and employees at the relevant sites as needed, in accordance with the locally applicable laws. There are various channels for this, such as in a works meeting or via the SGL Intranet. There were no such impacts in reporting period.

As a European stock corporation (Societas Europaea, SE), SGL Carbon has an SE works council that represents the interests of SGL employees in transnational matters.

The SE works council is therefore composed of elected employee representatives from SGL in EU member states. The SE works council has eleven members from five countries and member representatives for the term 2021–2025. Following new elections in October 2025, the inaugural meeting of the SE works council took place in November 2025. Twelve members from four countries have been elected for the 2025-2028 term. The details of the SE works council's responsibilities are defined in the involvement agreement which was signed by the SE works council and the undertaking in February 2018. The involvement agreement also governs employee representation on the Supervisory Board of SGL Carbon SE.

As outlined in section 10 of the SGL involvement agreement, the Board of Management of SGL Carbon SE is responsible for informing and consulting the SE works council on the development of the business situation and the SGL Group's prospects in an annual meeting. According to section 11 of the SGL Involvement Agreement, the SE works council will be informed and consulted by the Board of Management in a timely manner, even in exceptional circumstances that have a significant impact on employees in at least two member states.

SGL Carbon does not currently identify any specific groups within its workforce as particularly vulnerable or marginalized. Accordingly, no separate analyses or surveys are conducted based on these criteria. The current dialog and feedback formats are designed for all employees equally, with the goal of incorporating the perspectives of the entire workforce.

Processes to remediate negative impacts and whistleblowing system (S1-3 and S1-17)

SGL Carbon's process for identifying material negative impacts on its own workforce follows the materiality assessment process (see chapter ESRS 2, IRO-1). Measures to mitigate significant negative impacts are identified, implemented, and evaluated as needed (see chapter S1-4).

Whistleblowing system at SGL Carbon
Since 2014, SGL Carbon has operated a globally established whistleblowing system, which employees, managers, and company outsiders can use to report possible violations, including anonymously. This includes, in particular, violations of laws and regulations, violations of the Code of Conduct, anti-corruption or antitrust policies, and indications of human rights or environmental risks within our own business operations or supply chain.

SGL Carbon is committed to protecting the confidentiality of data and the identity of whistleblowers and will not tolerate any sanctions or disadvantages against employees for reports submitted in good faith, regardless of the outcome of the investigation. This is based on the whistleblowing policy and the whistleblowing system procedure. Both were updated to comply with the Whistleblower Protection Act on January 1, 2024, and also incorporate the requirements of the Supply Chain Due Diligence Act.

The policy and guidance are available in all nine local languages at SGL's sites, accessible on the intranet and the compliance page, and available to third parties via the company website. They will also be made available to all employees digitally via the PEOPLE portal for their information. For employees without a PC workstation, whistleblowing posters with QR codes are also available at central locations at the sites.

Whistleblowing is a topic covered in the mandatory Code of Conduct compliance training. Following the revision of the Code of Conduct in 2024, the online training for all office workers was also fundamentally revised and assigned to the target group in the 2025 fiscal year. This meant that the target group of 1,567 employees received another training session on whistleblowing. As of December 31, 2025, the participation rate was 98% (2024: not reported). For production employees, information about the whistleblowing system is also included in the online Code of Conduct training implemented for this target group. Additionally, a training curriculum covers anti-corruption, antitrust, export control, and human rights. This training concept is part of the compliance and anti-corruption system, which is certified according to ISO 37301 and ISO 37001.

Detailed information must be documented confidentially and processed in accordance with data protection regulations. In the event of serious violations, such as corruption or bribery, the Group Compliance department conducts independent investigations and, in collaboration with local HR departments, determines appropriate sanctions based on the severity of the violation and in accordance with local labor law. We reserve the right to take legal action and to assist investigative authorities.

Group Compliance reports to the Board of Management and Supervisory Board at least annually on the number and results of reports. The report also provides information on the

regional distribution of reported incidents, the group of whistleblowers, and the reporting channels used. This demonstrates that the whistleblowing system is utilized by various stakeholders.

In fiscal year 2025, six out of a total of 12 (2024: ten out of 14) submissions received at the confidential central reporting office were complaints concerning human rights and the Code of Conduct (for example, possible discrimination or potential violations of our values-based conduct and management principles).

In two (2024: two) cases the accusations were confirmed following an internal investigation and punitive action was taken commensurate with the severity of the violation. In three (2024: seven) cases, an internal investigation could not confirm the violation, while one case (2024: one) is still being investigated.

SGL Carbon is not aware (2024: not aware) of any complaints submitted against SGL Carbon to the OECD's National Contact Point for Multinational Undertakings.

In the 2025 reporting year, there were no serious human rights incidents involving our own workforce.

Targets and actions related to own workforce (S1-4)

In the 2025 fiscal year, SGL Carbon identified three material impacts on its own workforce:

- Health and safety risks in the workplace
- The impact of economic conditions due to the restructuring process
- Ensuring and upholding human rights

Through targeted measures and programs, SGL Carbon is working to limit negative impacts and promote positive developments over the long term. Unless explicitly stated otherwise, all SGL Carbon measures are implemented, monitored, and regularly evaluated as an ongoing process.

Health and safety
Promoting health and safety in the workplace is a key priority for SGL Carbon and an integral part of our group-wide safety management system. Our goal is to systematically prevent workplace accidents, ensuring the physical and mental well-being of our employees and making a positive contribution to our workforce. To achieve this goal, we operate a group-wide, standardized management system for occupational health and safety. This is intended to provide a standardized approach for recording, evaluating, and handling all safety-related incidents – including reportable workplace accidents, near misses, and minor safety-related events. Furthermore, the Ried, Ort, and Wackersdorf sites, as well as SGL Technologies GmbH at the Meitingen site, all have an occupational health and safety management system in place that complies with ISO 45001. Coverage of the ISO 45001-certified sites – measured by the number of the employees there in relation to the total number of employees as of December 31, 2025 – was 12% in the year under review (2024: not reported).

It is mandatory to centrally document all occupational safety incidents (incident notification), classify them according to defined criteria regarding their severity, and report them to the responsible authorities. Additionally, 97% of our production sites (2024: not reported) undergo a risk assessment in the area of Environmental, Health and Safety Affairs (EHSA).

The root cause analysis must be conducted systematically and is aimed at identifying sustainable preventive measures. Improvement suggestions should be developed and implemented immediately based on the evaluation of the incidents. In doing so, we specifically utilize proven measures to prevent accidents (incident report). This approach aims to ensure that lessons learned from past incidents are actively incorporated into the ongoing improvement of our safety standards.

The central corporate EHSA unit prepares a comprehensive monthly safety report (HSE report) in accordance with the incident management procedure. This will be made available to the Board of Management, the management of the business units and sites, and EHS managers throughout the Group. The report includes relevant metrics and statistics on occupational safety. In addition, a weekly group-wide status report on the current safety situation ("Status Employee Safety") is issued, detailing new workplace accidents and their initial assessments. Regular monitoring enables the timely identification of risks and supports proactive accident prevention.

The procedure described ensures consistent implementation and monitoring of the Group-wide health and occupational safety policy. Countermeasures are to be taken immediately in the event of negative developments or identified violations. At the same time, we are continuously developing existing safety measures to effectively prevent workplace accidents. A key tool for this is the monthly "EHSA Incident Review." In this format, the central EHSA unit systematically communicates with local EHS managers regarding cross-site issues. The objective is to ensure compliance with all relevant legal requirements and internal company standards, and to review and improve the effectiveness of the systems implemented at our sites. In 2025, all reportable accidents involving downtime, including cause analysis and corrective actions, were presented and analyzed as part of these reviews. In addition, eight near misses (2024: 8) and 16 best practice examples (2024:11) were shared to promote the Group-wide learning curve in safety work.

Additionally, the central EHSA unit conducts regular internal audits in collaboration with local EHS managers. They oversee the implementation and progress of Group-wide occupational safety standards, as well as compliance with energy and environmental regulations. Audits are typically conducted every three years. If there is a high number of security incidents, the sites will be inspected more frequently. In 2025, 15 production sites (2024: four) were audited by the central EHSA unit.

Three times a year, the global EHSA team updates the HSE Council (Health, Safety and Environment Council) on current developments and site-specific measures in the area of occupational safety. The committee is led by the CEO and includes members of the Board of Management of SGL Carbon, the heads of the business units and central corporate units, and the global corporate EHSA team. It is responsible for managing and overseeing health and safety measures across the company.

To achieve occupational safety goals and effectively manage relevant impacts, risks, and opportunities, SGL Carbon relies on the active involvement of its employees. Through site-specific incentive systems and idea programs, they are encouraged to submit proposals to improve safety and eliminate accident risks. In 2025, a total of 258 safety-related reports (2024: 390) were received at the Bonn, Meitingen, Limburg, Wackersdorf, and Willich sites. Of these, 101 recommendations (2024: 173) were implemented in accordance with Group EHSA's general works council agreement.

To promote a culture of safety, SGL Carbon annually presents a Safety Award to sites that have remained accident-free for the past three years. In 2025, 19 production plants received this award (2024: 16). In addition, another Group-wide Safety Day was held, with active participation also by the Board of Management and the management team. The objective is to further strengthen awareness of occupational safety among the entire workforce.

Regular employee training is a key component in promoting workplace safety. These are conducted by EHSA experts and supported by local managers, who are committed to communicating and actively supporting safety-related topics within their teams. Furthermore, SGL implements the following measures, among others, to create the most ergonomic work environment possible and to prevent pain or discomfort due to repetitive movements and overuse ("Repetitive Strain Injury"): Workshops on ergonomics and posture, instruction in manual handling of loads, and ergonomic assessment of repetitive strain on the upper limbs.

Since 2017, SGL Carbon has implemented a group-wide Process Safety Policy and a corresponding management system to manage the impacts and risks associated with process safety. The system includes, among other things, process safety analyses, incident investigations, and the implementation and tracking of countermeasures. Additionally, the occupational health and safety management system requires that every incident be recorded, analyzed, and classified. This is done to differentiate between workplace and process safety events and to determine appropriate measures.

SGL Carbon uses a group-wide, standardized risk management system to identify and minimize occupational safety risks, specifically those related to health and safety in the workplace, within its production processes. This involves analyzing the extent and hazard potential of possible crisis events and calculating their economic consequences – such as the costs of eliminating environmental harm or loss of sales revenue due to production downtime. Specific mitigation measures have been defined for all materials risks and will be implemented as needed.

SGL Carbon conducts annual safety analyses at selected sites in cooperation with a property insurance company. The focus is particularly on fire protection risks and potential business interruptions. The results are evaluated, documented, and, if necessary,

translated into specific improvement measures. In 2025, on-site inspections were conducted at five locations (2024: seven): Ried, Ort, Muir of Ord, Grenoble, and Chedde.

Working conditions and remuneration
SGL Carbon is committed to its employees' wellbeing. Even during times of changing economic conditions and societal realignment, we place a high priority on fostering stability, security, and favorable working conditions for our workforce. This commitment is reflected in our efforts to maintain positive working conditions and strengthen employee trust, even in the face of organizational changes. This particularly applies to issues such as working time, fair pay, social dialog, freedom of association (including the right to form works councils), collective bargaining, and health and safety. Furthermore, SGL offers senior specialists and managers an individual health check-up every two years, provided by a private health prevention service in Germany (personalized, life-phase-specific, gender-appropriate, and gender-sensitive). In addition, SGL offers occupational health care at its production and office sites.

The prevailing economic conditions, the transformation and realignment of SGL Carbon, and the associated measures to reduce personnel costs posed particular challenges for our company in 2025. Our goal was to minimize the impact on our workforce and act in a socially responsible manner. For example, in Germany, a volunteer program was implemented to provide the best possible support to departing employees, including targeted training and qualification opportunities, professional outplacement counseling, higher severance pay than legally required, and the voluntary extension of notice periods.

SGL Carbon also places great importance on fair pay for employees worldwide, which is based on the national minimum wage [3] in the relevant location. A large portion of employees in Germany is employed under collective agreements, which play a key role in maintaining a stable and fair working environment, particularly during restructuring. Moreover, some employees also benefit from additional company pension options that are intended to supplement public pension schemes and guarantee long-term financial protection. During the reporting period, all SGL Carbon employees (100%) received remuneration that we believe is fair (see S1-10 for more information).

Flexible work models, additional voluntary social benefits, and site-specific benefit programs are designed to boost employee satisfaction and motivation. This includes, for example, bicycle leasing models in Austria, Germany, and the United Kingdom, as well as corporate benefits in Poland, Austria, and Germany. In the United States, employees have access to a comprehensive benefits package that includes pension plans, health care, and paid time off. Additionally, performance reviews are conducted in several countries including Austria, China, Germany, and France. In all countries except the US, income losses for all employees are mitigated by public programs or additional benefits, such as parental allowance. Entitlement to parental allowance in the US is limited in terms of social protection through public programs. Female employees are being compensated for the period of "incapacity to work", which is defined by a medical certificate and usually covers six to eight weeks after giving birth (voluntary disclosure).

Digitization is increasingly affecting employees' working conditions. The "Access for all" project has given all SGL employees at all sites worldwide access to the SGL PEOPLE Portal since 2024. Here, all employees can complete online training or apply for internal positions with just a few clicks. Our goal is to strategically expand our digital offerings and to empower and engage our employees to the fullest extent possible, even during this realignment. (Group) Human Resources is responsible for the implementation of this portal.

Public programs or benefits offered ensure that all employees in SGL's own workforce have social protection against loss of income resulting from illness, unemployment, workplace accidents, disability. and retirement. "All" refers to all employees who satisfy the eligibility criteria set out in local legislation. This may include contributions to the social security system, citizenship, and attendance at mandatory appointments at public offices. All affected employees are eligible (voluntary disclosure in accordance with ESRS 1.114).

[3] Interns and trainees are not considered part of the group of employees. The statutory minimum wage or collective agreement in force in the region was used as a comparative figure. The data was collected again for the 2025 fiscal year in a global data survey.

Professional training remains a key component of our personnel strategy. We offer training courses in technical and commercial professions in four countries (Germany, Austria, the United Kingdom, and Poland) as well as internships for students in Germany (voluntary disclosure in accordance with ESRS 1.114).

All employees can access the learning management system through the SGL PEOPLE portal, which offers training (e-learning), information, and guidelines that can be used as mandatory or individually tailored learning opportunities (voluntary disclosure according to ESRS 1.114).

Programs like Top Talent and Leadership4Performance specifically foster leadership skills and help strengthen responsibility and commitment within the organization. These measures serve not only to qualify, but also to stabilize the workforce during this transformative phase and to strengthen a trust-based corporate culture. Responsibility for these measures lies with the Board of Management, the managing directors, managers, and Human Resources (voluntary disclosure in accordance with ESRS 1.114).

Human rights and compliance
SGL Carbon endeavors to uphold human rights through its Group-wide strategies, actions, and targets.

Based on a comprehensive risk analysis performed in 2024 – a Human Rights Impact and Risk Assessment for all SGL sites and operating companies via the IntegrityNext digital platform – a corresponding action plan was adopted in coordination with the Group HR and Corporate EHSA departments.

The analysis was based on the requirements of the Supply Chain Due Diligence Act (LkSG) and aimed to systematically assess human rights and environmental risks throughout the entire supply chain.

The approved action plan includes additional process steps that Corporate EHSA implemented and processed during the reporting year. The results of the risk analysis and the implemented measures are included in the annual report to the Board of Management regarding compliance with corporate due diligence obligations under the Supply Chain Due Diligence Act (LkSG).

Following comprehensive training on human rights standards for all employees in administrative and production roles in 2022, 2023, and 2024, the training concept was fundamentally revised in 2025. The training aims to raise awareness of human rights in the workplace and demonstrate how responsible behavior can help everyone avoid human rights risks and prevent inappropriate conduct.

The existing online training for office employees has been updated with new content and expanded to include practical case studies with suggested solutions. Since 2025, it has been mandatory basic training and is available in German, English, Chinese, and French through the SGL PEOPLE portal.

A new online training program has been developed for production employees, which will replace the current combination of in-person and online formats starting in the first quarter of 2026. This training also includes specific case studies with corresponding recommendations for action, in addition to human rights fundamentals, and is available in all eight SGL languages.

As part of the 2024 risk assessment, expert interviews identified sites using critical or hazardous substances as higher risk.

In line with the risk-based approach of the Supply Chain Due Diligence Act (LkSG), the Corporate EHSA (Environmental Health & Safety Affairs) department has expanded the existing protective measures at these sites with additional control mechanisms. The goal was targeted prevention in the areas of environmental, health, and occupational safety. In two follow-up meetings in 2025, the Group Compliance department received a progress report on the implemented measures. The implemented measures include: EHSA audit catalog for regular audits and the verification of measurement data.

The existing LCR compliance questionnaire, which covers various aspects of ILO labor standards, remained unchanged in the 2025 reporting year. It serves to ensure regular, site-specific reporting on human rights issues. As part of the questionnaire, the sites confirm, among other things, that they do not employ anyone under the age of 18 – except for legally permissible training programs that are subject to strict legal requirements.

SGL Carbon aims to provide sufficient personnel and financial resources, as this has a material impact on its own workforce. The management of material impacts and the

resources allocated to them are described for each measure. Responsibility lies with the Board of Management, the management of the operating companies, and the respective specialist departments, such as Group HR. SGL Carbon is strategically investing in measures to ensure occupational safety, fair pay, and the promotion of social dialog, as well as supporting restructuring efforts to minimize negative impacts and encourage positive developments.

Actions to regulate impacts, risks, and opportunities (S1-5)

Targets related to own workforce
To further strengthen our positive contributions to upholding human rights, while minimizing health and safety risks and the impact of SGL Carbon's realignment measures on our workforce, we have set the following goals:

Working conditions
Our primary goal is to be an attractive employer, minimize any potential negative impacts on our workforce, and amplify positive effects. Performance-based compensation, reliable and transparent employment conditions, fair working time, the promotion of social dialog, and respect for freedom of association should support this goal. SGL Carbon has not defined a quantifiable target for reducing negative impacts related to changing economic conditions; however, various policies and measures are in place to mitigate potential negative impacts on its own workforce (see S1-1 and S1-4 for more information).

Targets related to occupational health and safety (incl. S1-14)
SGL Carbon is committed to actively promoting the health of its workforce and designing workplaces and processes to prevent work-related injuries and illnesses and minimize health and safety risks. We have defined specific targets to manage significant negative impacts and risks in the area of occupational safety. These help us measure the success of our efforts and drive continuous improvement. SGL Carbon aims to reduce the Lost Time Incident Frequency Rate (LTI FR) by 5% annually compared to the base year of 2022. All reportable workplace accidents resulting in lost time (Tier 4 and Tier 5 accidents) are included in the company-wide metric. Additional key figures can be found in the chapter "Health and safety metrics (S1-14)".

Over the past few fiscal years, SGL Carbon has consistently reduced the number of lost-time incidents (LTIs). The LTI frequency rate measures the number of accident-related absences among employees and temporary workers per one million hours worked. In the 2025 fiscal year, the LTI frequency rate was 0.8 (2024: 1.5), well below the target of 2.0. Target achievement is evaluated and reported weekly at both the group and business unit levels. Our reporting also includes the serious near miss frequency rate. This is calculated based on the number of Tier 1 incidents reported across all locations per one million work hours. In the 2025 reporting year, the rate was 8.6 (2024: not reported, 2025: voluntary disclosure in accordance with ESRS 1.114).

In many sites, occupational safety is an integral part of individual annual goals. Furthermore, it is a fixed target for variable compensation for the four management levels below the Board of Management (see chapter ESRS 2 GOV-3).

Targets related to human rights and compliance
The primary objective is to increase awareness of human rights among all employees and stakeholders. A secondary objective is to train all SGL Carbon employees worldwide on the Code of Conduct and the Human Rights Policy to prevent potential violations. In 2025, the existing human rights training for office workers was replaced with an updated version and assigned to all new employees in this target group. As of December 31, 2025, the participation rate was 93%. It will continue to be part of the mandatory training for new hires. This revised Human Rights Online training replaces previous in-person training sessions, which were discontinued in 2025.

Furthermore, all employees in the administrative area (office workers) were also made aware of human rights through the updated online training on the Code of Conduct, which includes a dedicated chapter on this topic. In the past fiscal year, 1,542 employees received training, representing 98% (2024: not reported) of the target group.

The existing online training on the Code of Conduct, including Human Rights for production employees, continued unchanged for all new employees in the target group in 2025. In the past fiscal year, 50 employees received training (by 2024: a total of 2,598 employees), representing 86% of the target group. The previous in-person training on human rights was discontinued for new employees in 2025.

The strategic targets for the company's own workforce (ESRS S1 Standard) are developed by the relevant departments and presented to and discussed with the Board of

Management, the highest decision-making body. The targets are confirmed and implemented globally once they are approved by the Board of Management.

Performance and progress made toward these targets is regularly evaluated and analyzed by the relevant committees including the ESG Steering Committee and, where necessary, actions are agreed and implemented to ensure the targets are achieved.

These goals are intended to support, among other things, the United Nations' Sustainable Development Goals (SDGs). SGL Carbon's global sustainability goals are not limited to individual products or markets but apply across the entire group. Our activities contribute to the achievement of various SDGs within our own workforce:

In upholding human rights within our workforce, we specifically address the issues of decent work (part of SDG 8) and gender equality (SDG 5). We also offer programs and initiatives such as Top Talent and Leadership4Performance for managers, as well as various e-learning courses on the SGL People Portal for all our employees and trainees (SDG 4), which in turn can promote economic growth (SDG 8). Our commitment to equality, diversity, and professional development is reflected in our objective of maintaining at least a 20% representation of women in senior management (voluntary disclosure per ESRS 1.114).

As part of our company-wide occupational safety program, we set measurable goals for health and wellbeing (SDG 3). High occupational safety standards and a low accident rate can also support the objective of decent work and economic growth (SDG 8). (Voluntary disclosure according to ESRS 1.114).

Characteristics and metrics for SGL Carbon's employees (S1-6 to 16)

Characteristics of the undertaking's employees (S1-6)

All active employees at SGL Carbon are included as "employees" as defined by the disclosure requirements set out in ESRS S1, including trainees and interns who are employed for training purposes. Although trainees and interns are not considered active "employees" under the laws of some countries, we include them for transparency reasons but report them as a separate group in the total. Consequently, most passive employees (e.g., employees on leave, partial early retirement in Germany) are not included in the employee numbers. Passive employees were only included in order to calculate the turnover rate as they also leave the undertaking (after the end of the release phase in partial early retirement, for example).

All data is sourced from our group-wide SAP-based HR platform. This system centrally manages the master data for all employees. For reporting purposes, the relevant data is exported from the system as of the reporting date to ensure a consistent and comparable dataset. For data relating to a specific point in time, the year-end headcount is used. For example, if average values are required to calculate shares or quotas, the average headcount at the end of the four reporting quarters is used.

Number of employees (headcount) by country/region

Region	Country	Dec 31, 25	Dec 31, 24
Germany	Germany	1,862	2,052
Europe excluding Germany	United Kingdom	140	188
	Austria	240	255
	France	228	241
	Portugal	61	295
	Spain	38	40
	Italy	24	24
	Poland	103	189
Total Europe		**2,696**	**3,284**
North America	**United States**	**564**	**754**
China	China	400	414
Rest of Asia	Japan	46	48
	Korea	5	3
	Malaysia	2	2
	Taiwan	6	6
Total Asia		**459**	**473**
Total		**3,719**	**4,511**

	Dec 31, 25	2025 Average[1)]
Number of employees (headcount)	3,719	4,042

[1)] Average provided in addition to Year End headcount as it is used in subsequent calculations

Number of employees (headcount) by gender[1)]

Gender	Dec 31, 25	Dec 31, 24	Change
Female	707	816	–13.4%
Male	3,012	3,695	–18.5%
Other [1)]	0	0	-
Undisclosed	0	0	0.0%
Total employees	**3,719**	**4511**	**–17.6%**

[1)] Gender as specified by the employees themselves

Number of employees by contract type[1)] and gender[2)] (Dec 31, 25)

	Female	Male	Other	Undisclosed	Total
Number of employees (headcount)	707	3,012	0	0	3,719
Number of permanent employees	688	2,889	0	0	3,577
Number of temporary employees	19	123	0	0	142
Number of non-guaranteed hours employees	0	0	0	0	0

[1)] We include our US employees with “at-will” employment contracts in both on-call and permanent positions, as they meet both definitions.

[2)] Gender as specified by the employees themselves

Number of employees by contract type[1)] and gender[2)] (Dec 31, 24)

	Female	Male	Other	Undisclosed	Total
Number of employees (headcount)	816	3,695	0	0	4,511
Number of permanent employees	776	3,501	0	0	4,277
Number of temporary employees	40	194	0	0	234
Number of non-guaranteed hours employees	0	0	0	0	0

Employees of our US subsidiaries are hired under the US legal principle of employment at-will. This is an employment relationship without a contractually defined weekly work schedule. Because this group works a comparable number of hours per week to full-time employees at other international locations, they are classified as such within SGL Carbon for reporting and analysis purposes.

The changes in headcount observed during the reporting period are primarily due to the restructuring of the Carbon Fibers business unit and the subsequent closure of the production sites in Lavradio, Portugal, and Moses Lake, USA. Additionally, positions were eliminated as part of the withdrawal from unprofitable business activities and the adjustment of administrative functions to the company's size. These measures resulted in a reduction in the number of employees and temporary shifts in the composition of the workforce.

Employee Turnover

	Number of employees 2025	Percentage[1] 2025	Number of employees 2024	Percentage[1] 2024
Total	1,006	24.1%	729	15.4%

[1] Number of employees who left the undertaking divided by average headcount (including passive employees)

In the notes to our financial reports we use the average number of employees as prescribed by the German Commercial Code (HGB). This is calculated by adding the number of employees for each quarter and then averaging the result by dividing it by four.

Characteristics and metrics for non-employee workers in SGL Carbon's own workforce (S1-7)

Non-employees are defined as both individual contractors supplying labor to SGL Carbon ("self-employed people") and employees hired through external service or recruitment agencies ("third parties"). This group includes, in particular, temporary workers, agency workers, and self-employed contractors.

Data on non-employees is recorded in full-time equivalents (FTEs). The locally applicable definition of full-time is used, as working times vary by site and shift model. These figures are collected at the end of the reporting period for the last month of the year.

Number of non-employees (FTE)[1]

	Dec 31, 25	Dec 31, 24
Total	**148**	**193**

[1] Number of employees who left the undertaking divided by average headcount (including passive employees)

Collective bargaining coverage and social dialog (S1-8)

In the 2025 fiscal year, a total of 65% (2024: 65.8%) of all employees were covered by collective agreements. These figures are collected at the end of the reporting period for the last month of the year.

To determine this data, a global survey was again conducted at all SGL Carbon sites for the 2025 fiscal year, involving the respective country/site HR managers. All active employees at SGL Carbon are included as "employees" as defined by the disclosure requirements set out in ESRS S1, including apprentices and interns who are employed primarily for training purposes.

	Dec 31, 24		Dec 31, 24	
	Collective bargaining coverage			
Coverage	Employees - EEA	Employees - non-EEA	Employees - EEA	Employees - non-EEA
0 - 19%		China		China
20 - 39%	Portugal	United States		United States
40 - 59%				
60 - 79%	Germany	United Kingdom		United Kingdom
80 - 100%	Austria, France, Poland		Austria, France, Germany, Poland, Portugal	

	Dec 31, 24	Dec 31, 24
	Social dialog	
Coverage	Representation at work (EEA only)	
0 - 19%	Portugal	
20 - 39%		
40 - 59%		
60 - 79%		
80 - 100%	Austria, France, Germany, Poland	Austria, France, Germany, Poland, Portugal

[1] For countries with >50 employees representing >10% total employees

[2] Estimate for regions with >50 employees representing >10% total employees

Adequate wages and social protection (S1-10)

Globally, SGL pays its employees salaries higher than the minimum remuneration deemed sufficient in the European Union. This assessment by the EU includes, within the European Economic Area (EEA), at least the payment of national minimum wages or, in EEA countries without a statutory minimum wage, the minimum wage of a neighboring country with a similar socioeconomic status. For countries outside the EEA, the assessment also considers legal, (sub)national minimum wages. Alternatively, a wage level established by law, official standards, or collective bargaining agreements, as well as benchmarks aligned with the Sustainable Trade Initiative (IDH), is also valid. For further details, see the chapter “Strategies related to own workforce (S1-1)”.

Percentage of employees paid below applicable adequate wage benchmark

Dec. 31, 25		Dec. 31, 24	
Country	**Percentage**	**Country**	**Percentage**
None	N/A	None	N/A

Data was requested globally from all SGL Carbon sites for the 2025 fiscal year to collect the data for this data point. HR managers at the national and site levels provided the relevant information. All active employees at SGL Carbon are included as “employees” as defined by the disclosure requirements set out in ESRS S1, excluding apprentices and interns who are employed primarily for training purposes. As a guideline for appropriate remuneration, either the region’s statutory minimum wage was used, or, if no statutory minimum wage existed, collective agreements. The headcount as at year-end was used for reporting purposes.

Health and safety metrics (S1-14)

The following legal entities are certified according to ISO 45001:2018: SGL Technologies GmbH (Meitingen site, Germany), SGL Composites GmbH (Ried and Ort im Innkreis sites, Austria), SGL Composites Materials Germany GmbH (Wackersdorf site). In addition, SGL Carbon's health and safety management system, which is based on legal requirements and recognized standards and guidelines, covers 100% of its own employees. Information on strategy, objectives, and measures in the area of occupational health and safety management can be found in chapters S1-1 and S1-4.

In the 2025 fiscal year, there were 97accidents (2024: 94) as defined by ESRS (88)(c) (Tier 3, 4 and 5 accidents), corresponding to an accident rate of 14.6 (accidents per million hours worked, 2024: 12.1).

There are no findings on reportable work-related ill health at SGL Carbon or the competent supervisory authorities that is directly correlated to and caused by the working environment.

In 2025, there were 723 calendar days of lost time (2024: 736) for the internal and external workforce.

Social Matters

(Information in accordance with ESRS 1.114)

SGL Carbon is an international company, but also a local neighbor in various regions of Europe, Asia, and North America. Our goal is to be a reliable partner and to assume social responsibility for the people around our locations beyond our business activities. In doing so, we primarily support projects that have a local or thematic connection to the company, with a focus on promoting education and training topics.

The formal basis for SGL Carbon's social commitment is the Sponsorship and Donations Policy. This sets out the group-wide and binding standard for all SGL Carbon employees. This ensures that the selection and promotion of projects is transparent and based on uniform guidelines. The management of the respective location decides on the promotion of specific projects, initiatives, institutions, or associations up to an individual amount of €5,000. If the amount for sponsorship and donations exceeds this, the Executive Board must give its approval. The Investor Relations, Communications & Corporate Sustainability department must also be informed. As in the previous year no violations of this guideline were identified.

As part of our double materiality analysis, we also analyzed the topic of “affected communities,” i.e., the potential impact of our business activities at our sites on people and the environment in the neighborhoods surrounding our sites. We also considered potential risks and opportunities for SGL Carbon. This analysis also includes our upstream and downstream value chain. Further details on how we conducted our double materiality analysis can be found in the chapter General Information under "Description of the processes to identify and assess material impacts, risks, and opportunities" (ESRS 2 IRO-1). These explanations also cover the inclusion of our stakeholders' interests. No significant impacts, risks, or opportunities were identified regarding the social issues presented here.

To promote education and training, we are involved in schools in the regions where we operate. At our Meitingen site, for example, we have school partnerships that give students an insight into the corporate world and are also designed to promote understanding of technical and skilled trades. As part of a project week, for example, 120 students from a local secondary school gained insights into everyday working life at our plant in Meitingen. A collaboration with the educational initiative “Zukunft in Bayern” (Future in Bavaria) enabled 12 young female researchers to learn more about practical technical apprenticeships and courses of study. We are also involved in social projects in the regions where we operate. A book project for children at the elementary school in Wiesbaden, for example, aims to improve children's safety in road traffic. At the Morganton site (USA), colleagues helped with clean-up campaigns in their city, and in Charlotte (USA), colleagues support local aid organizations in their work. These are just a few examples of our commitment in these regions.

Moreover, we provide special “neighborly assistance” at our Meitingen site. Due to the upcoming comprehensive energy-efficient renovation of the town hall, the Meitingen town hall staff moved into the former SGL Carbon headquarters building at the Meitingen site until the construction work is completed.

In addition to this selection of current projects, we particularly support sports and youth clubs, charitable initiatives, and local projects around our sites that offer direct added value to the local community.

Business Conduct (G1) – Measures to Combat Corruption and Bribery

Strategies relating to business conduct and corporate culture (G1-1)

To be successful as a global company, SGL Carbon relies on trust, ethical conduct, and compliance throughout its entire organization and value chain. Employees, customers, suppliers, business partners, shareholders, the public, and we ourselves expect SGL Carbon to comply with applicable laws, uphold ethical principles, and act sustainably at all times and in all places.

Compliance with applicable laws, regulations, and policies helps minimize negative impacts and risks and supports positive impacts. Our corporate policy and culture can also foster responsible business practices, contributing positively to society and the environment. We strive to positively impact the fight against bribery, corruption, and human rights abuses through our actions, thereby helping to improve social security, well-being, and fair treatment in society. To achieve our goals, we have implemented the following key internal guidelines across the Group:

- Code of Conduct
- Whistleblowing Policy
- Anti-corruption and Bribery Guideline
- Hospitality Spending Policy
- Antitrust Policy
- Human Rights Policy
- Business Partner Code of Conduct
- Procurement Guideline

SGL Carbon implemented a global whistleblowing system as early as 2014, which employees, managers, and company outsiders can use to report possible violations of the law. Anonymous reports are also accepted. Indications of legal violations include possible violations of law, illegal conduct or conduct that is inconsistent with our Code of Conduct or other internal policies, such as violations of our anti-corruption or antitrust policies. SGL's whistleblower system can also be used to report possible human rights violations or potential human rights or environmental risks, whether in SGL Carbon's own business or in our supply chain.

SGL Carbon is committed to protecting the data disclosed through the whistleblowing system and the identity of the whistleblower. In accordance with the Code of Conduct and the provisions of the SGL Whistleblowing Policy, SGL Carbon will not tolerate any form of punishment, recrimination, or discrimination against SGL employees as a consequence of making a report in good faith. This applies in all cases, regardless of whether a reported incident ultimately proves to be a violation. This is also laid down in our SGL Whistleblowing Policy and the guidance on the whistleblowing system.

In 2024, we revised the SGL Whistleblowing Policy to comply with the legal requirements of the German Act on the Protection of Whistleblowers (HinSchG), which implements the corresponding EU Directive (EU 2019/1937) into German law. As part of this revision, we have also published guidance on the whistleblowing system.

In the past fiscal year, an internal control was established and integrated into our ICS system. This control verifies adherence to the four-eyes principle when documenting received reports in the internal whistleblowing report.

The responsible hotline operators confidentially collect, document, and process all incoming reports of possible legal violations in accordance with data protection regulations. If there are indications of possible severe compliance violations, including, but not limited to, indications of possible corruption or bribery, the Group Compliance department must be involved and must conduct an independent investigation with the necessary expertise. Once the internal investigation has been completed, which may be conducted confidentially with the assistance of subject-matter experts, the appropriate and permissible punishment under labor law will be determined in conjunction with the local HR departments based on the severity of the violation. SGL Carbon reserves the right to take legal action against employees involved in violations and to assist authorities in criminal investigations. On a regular basis, but at least once a year, Group Compliance reports on the information received and the results of internal investigations to the Board of Management as part of the semi-annual Compliance Report and to the Supervisory Board as part of the annual Compliance Report.

The SGL Whistleblowing Policy and guidance are available in all nine local languages at SGL's sites. They are available to all SGL employees on the SGL intranet. In addition, the directive was distributed to all SGL employees for their personal digital information via the individual learning plan in the SGL People Portal. Failure to participate will be reported to the respective supervisor, who will ensure that the policy is acknowledged. Third parties can access the guidance in the Compliance section of SGL's website. Information on how to access the central hotline and its address can be found on the SGL website and on the SGL intranet, where it can be accessed with a single click.

To ensure that SGL production employees without individual PC workstations have easy access to the whistleblowing system, posters in their respective national languages were posted at the sites. These display a QR code that links directly to the appropriate reporting address. These posters also serve to inform not only all SGL employees, but also service providers and visitors to the sites, about the possibility of reporting potential legal violations to the responsible and accountable authority.

The mandatory compliance training on the SGL Code of Conduct, which all SGL employees have to complete, also includes a separate training chapter on whistleblowing. The respective manager can see the learning status as completed or not completed in the "My Team" functionality in the SGL People Portal. If the learning content is overdue, the manager is required to ensure participation.

The Group Compliance department has, in addition to the Code of Conduct training, also defined a compliance training curriculum on SGL's internal learning portal, LMS, which brings together the other mandatory compliance training on anti-corruption, antitrust law, export control, and respect for human rights. The target groups and frequency of refresher courses are defined as rules and documented in the Compliance Manual. Supervisors will also be notified of non-participation in these training sessions and are responsible for ensuring that they are competed. The SGL compliance training program is an integral part of SGL Carbon's ISO 37301 and ISO 37001 certified compliance management system and anti-corruption system (issued on 25 October 2023 valid until 25 October 2026). For more information on preventing and detecting corruption and bribery, see the information in chapter G1-3.

The target group for the compliance training includes all employees in the administrative area (in the SGL PEOPLE Portal "Office Worker") because this group represents a risk-bearing function within SGL.

Management of relationships with suppliers (G1-2)

(voluntary disclosure in accordance with ESRS 1.114)

As part of our supplier relationships, our goal is to minimize supply chain risks while building a sustainable and resilient procurement structure. We also aim to promote positive effects on society in our value chain by including environmental and social criteria in the selection of our suppliers.

We have implemented our Business Partner Code of Conduct (BPCoC) along with comprehensive procedures and systems to ensure that our suppliers share SGL Carbon's standards and values. These range from signing our BPCoC to signify its acceptance to a structured supplier management and audit process to a risk assessment system and clearly defined escalation processes. We also integrate training and guidelines that are designed to foster both the contractually agreed upon treatment of suppliers and compliance with legal and ethical standards. We consider and evaluate not only economic and quality aspects, but also social, environmental, and human rights issues.

The first step in our supplier management lifecycle is the supplier selection, which consists of the selection, nomination, and qualification of suppliers. SGL Carbon is committed to equal opportunity in the selection, nomination, and qualification of suppliers. We select

our suppliers based on economic factors, quality, and supplier performance as well as, where verifiable, compliance with legal provisions and standards such as the German Supply Chain Due Diligence Act (LkSG), the United Nations Universal Declaration of Human Rights, and anti-corruption laws.

One goal of the supplier selection process is to ensure that suppliers align themselves with SGL Carbon's sustainability standards and that they are familiar with and accept these standards by signing the BPCoC. This careful screening process includes an evaluation of suppliers with respect to their environmental impact, their compliance with labor and human rights, and their ability to support the standards required by SGL Carbon in their business activities. Suppliers are nominated and qualified using the IT-supported platforms "Onventis" and "IntegrityNext." While Onventis is used for the collection of master data, all suppliers that generate an annual turnover of more than €2,500 with SGL Carbon and are classified in a relevant material group according to the procurement guideline and are subject to an ESG risk assessment via IntegrityNext.

In the second step of the supplier management lifecycle, our suppliers undergo an annual evaluation process that includes a financial and a non-financial risk assessment. This includes a risk analysis using IntegrityNext, a digital sustainability platform based on various sustainability matters:

a) Abstract risks (industry and country risks)

b) Specific risks (suppliers' self-assessment in occupational health and safety, environmental protection, business continuity, conflict minerals, cybersecurity, responsibility in the supply chain, people and labor rights, and anti-corruption and anti-bribery), and a requirement to provide certifications (e.g. quality management ISO 9001) as well as c) ESG risks identified on IntegrityNext.

The non-financial risk assessment is based on SGL Carbon's proprietary heat map, which was specifically developed to systematically evaluate suppliers based on the risks listed in a), b), and c). The results of this risk assessment are used to develop specific actions. These include contacting and consulting with suppliers, defining actions to minimize risk and taking further steps all the way up to on-site audits. If the agreed-upon corrective actions are not implemented rigorously enough and deficiencies persist, the supplier performance escalation process implemented by SGL Carbon will be initiated. It includes recommended consequences, criteria for ending escalation, and information on involving relevant stakeholders. This may result in termination of the business relationship.

The third step in the supplier management lifecycle involves conducting on-site visits and audits. These are used both to meet our quality standards (modeled on ISO 9001, for example) and to check our suppliers' ESG performance to encourage improvement where necessary.

Furthermore, SGL Carbon has established a comprehensive system of training, guidelines, processes and testing mechanisms to ensure our suppliers adhere to SGL standards. This includes mandatory training for procurement department employees on the SGL Code of Conduct (CoC) and the Business Partner Code of Conduct (BPCoC). The signing of the Code of Conduct for Business Partners (BPCoC) by our relevant suppliers is also particularly applicable, as they are required to accept it in order to work with SGL Carbon. This policy was also reviewed, approved and signed by the Board of Management, the highest decision-making body, prior to implementation.

The BPCoC requires our business partners to uphold human rights, prevent slavery, child labor, forced labor and human trafficking and ensure occupational health and safety in all workplaces. Suppliers are also encouraged to establish a management system to continuously improve these standards.

As part of our supplier management efforts, 41% of suppliers identified as relevant to a material group in our risk analysis underwent a sustainability assessment in 2025**.** For 30% of the evaluated suppliers, corrective actions were mandated or capacity-building programs were initiated to address identified deviations and improve sustainability performance[4]**.**

[4] The valuations determined by IntegrityNext were not part of the audit conducted by KPMG AG Wirtschaftsprüfungsgesellschaft, Frankfurt am Main.

Of the suppliers assessed, 75% were classified as low risk (Level 1), 22% as medium risk (Level 2) and 3% as high risk (Level 3). For potential non-compliance issues, all internal and external stakeholders (including business partners and suppliers) have access to SGL Carbon's whistleblowing system.

If we purchase minerals that fall under the conflict materials, the relevant suppliers must demonstrate a conflict-free supply chain in accordance with the Responsible Minerals Initiative (RMI), based on the CMRT (Conflict Minerals Reporting Templates). We will review the feedback against our expectations and take appropriate action if there are any discrepancies.

Preventing, detecting, and responding to incidents of corruption and bribery (G1-3 and 4)

SGL Carbon's principles for combating bribery and corruption are firmly established in SGL's Anti-Corruption Program, which has long been implemented throughout the Group. SGL Carbon's anti-corruption management system was successfully certified to ISO 37001:2016 by an external organization for the first time in the 2023 fiscal year. In the 2025 fiscal year, the second surveillance audit was successfully completed under ISO 37001:2025.

By signing the UN Global Compact, SGL Carbon has made a commitment to Principle 10 of the UNGC to combat corruption in all its forms, including extortion and bribery. This commitment is also enshrined in our Code of Conduct and Anti-Corruption Policy. We have outlined this commitment to our business partners and suppliers in our Business Partner Code of Conduct.

During the past fiscal year, a bottom-up and top-down compliance risk assessment was conducted for the anti-corruption and business ethics risk category. This assessment included both an abstract and a specific risk analysis. The abstract analysis included evaluating the sites based on defined parameters, such as the corruption index. The specific risk analysis included a questionnaire completed by all local compliance representatives at the sites as part of the semi-annual LCR compliance questionnaire. In addition, all BU compliance representatives and selected corporate functions completed a questionnaire for their area of responsibility. The result does not include any further adjustments beyond the already implemented update to the anti-corruption policy. The policy adjustments involve aligning the value limits with the Hospitality Spending Policy.

Any indications of possible corruption or bribery are potentially severe compliance violations that must be reported to Group Compliance in accordance with the SGL Whistleblowing Policy. Regional hotlines receiving such reports are required to escalate them to Group Compliance. SGL Carbon wants to ensure that these matters can be investigated and processed with the necessary expertise and organizational independence from any SGL company or department that may be affected.

Group Compliance reports to the Board of Management on any whistleblowing reports it may have received, as well as the results and findings of internal investigations as part of its semi-annual Compliance Report, and to the Audit Committee of the Supervisory Board as part of the annual Compliance Report. For more information on whistleblowing and SGL's whistleblowing system, please refer to chapter G1-1.

The SGL Anti-Corruption Policy, for which the Chief Compliance Officer is responsible, is distributed worldwide to the target group via the SGL PEOPLE portal (see chapter G1). This digitalized process requires employees to acknowledge receipt of the policy and confirm that they have read it. A total of 99% of the target group confirmed having read the policy by the end of 2025.

The Anti-Corruption Policy was slightly revised during the past fiscal year, aligning the value limits for permissible gifts or invitations with the guidelines of the Hospitality Spending Policy. The changes were communicated to all members of the compliance network for further dissemination into the organization. Additionally, a post was published on the SGL intranet site regarding the compliance community. The policy is available in eight languages and can be accessed on the intranet by all SGL employees at any time. For more information on anti-corruption, please visit the Compliance pages on the SGL intranet.

As previously mentioned in chapter G1-1, the compliance training catalog includes anti-corruption training. This mandatory training is currently available on our SGL PEOPLE portal in German and English. The target group includes all office workers.

This training explains what corruption is, what forms it can take, and what criminal acts are defined in applicable laws and regulations, including those under the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. In addition to these basics, the training will cover SGL's Anti-Corruption Policy as well as permissible and impermissible approaches to

invitations, gifts, and business meals. All new employees in the target group were assigned the training in 2025. Of these, 100% have completed the training.

The target group for these anti-corruption training courses also includes members of the Board of Management and managing directors of SGL subsidiaries. The target group was deliberately defined broadly, as both administrative employees and managers need to be made aware of potential corruption risks.

The training curriculum requires that existing employees in the target group must complete a mandatory refresher course every two years. According to the LMS training plan, the participation rate is 100%.

SGL Carbon has a Group-wide “Business Partner Compliance” (BPC) process to monitor risks and manage all processes that relate to dealing with sales agents. The target groups for the BPC process are currently sales agents and distributors. The process requires that new business partners in the target group undergo a multi-stage review before any contracts are signed. This process is also part of an internal control mechanism within the framework of the internal control system (ICS). The nominated business sponsors from the business units are responsible for starting this process. Additionally, the SGL Business Partner Code of Conduct and the Anti-Corruption Statement are part of the contracts.

As in the previous year, there were no reports received via the whistleblower system or other channels during the reporting period regarding possible cases of corruption or bribery involving SGL Carbon or any of its employees. There were no convictions for corruption or bribery offenses. The whistleblower system is a measure implemented by SGL that was described in full in S1 and is implemented, monitored, and regularly evaluated as an ongoing process (see S1-3).

Supplementary report to the Sustainability Statement (in accordance with ESRS 1 section 7.3)

On February 28, 2026, an armed conflict broke out in Iran. The conflict is leading to increased geopolitical risks, potential disruptions to supply chains, and volatile energy and commodity markets. At the time of reporting, there are no significant impacts on our supply of raw materials or energy. No significant effects on impacts, risks, or opportunities, nor any information in our Sustainability Statement, were identified at the time of preparation; however, further developments are being monitored on an ongoing basis.

Wiesbaden, March 18, 2026

SGL Carbon SE
The Board of Management of SGL Carbon SE

Andreas Klein Dr. Stephan Bühler Thomas Dippold

The English language text below is a translation provided for information purposes only. The original German text shall prevail in the event of any discrepancies between the English translation and the German original. We do not accept any liability for the use of, or reliance on, the English translation or for any errors or misunderstandings that may arise from the translation.

Assurance report of the independent German Public Auditor on a limited assurance engagement in relation to the consolidated non-financial reporting included in the Annual Report

To the SGL Carbon SE, Wiesbaden

Assurance Conclusion

We have conducted a limited assurance engagement on the separate non-financial group report of SGL Carbon SE, Wiesbaden, for the financial year from January 1 to December 31, 2025, prepared to fulfil the requirements of Sections 315b and 315c of the HGB [Handelsgesetzbuch: German Commercial Code] including the information contained in this consolidated non-financial statement to fulfill the requirements of Article 8 of Regulation (EU) 2020/852 (hereinafter the "consolidated non-financial reporting").

Not subject to our assurance engagement were the external sources of documentation or expert opinions mentioned in table "Additional information" in the section “Basis for preparation (BP-1 and 2)” of the consolidated non-financial reporting which are marked as unassured.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying consolidated non-financial reporting for the financial year from January 1 to December 31, 2025 is not prepared, in all material respects, in accordance with Sections 315b and 315c HGB, the requirements of Article 8 of Regulation (EU) 2020/852 and the supplementary criteria presented by the executive directors of the Company.

We do not express an assurance conclusion on the external sources of documentation or expert opinions mentioned in table "Additional information" in the section “Basis for preparation (BP-1 and 2)” of the consolidated non-financial reporting which are marked as unassured.

Basis for the Assurance Conclusion

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the section “German Public Auditor’s Responsibilities for the Assurance Engagement on the consolidated non-financial reporting”.

We are independent of the entity in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements for a system of quality control as set forth in the IDW Quality Management Standard issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW): Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) and International Standard on Quality Management (ISQM) 1 issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Emphasis of Matter – Principles for the preparation of the consolidated non-financial reporting

Without modifying our audit opinion, we refer to the disclosures in the consolidated non-financial reporting, which describe the principles for the preparation of the consolidated non-financial reporting. Accordingly, the Company has applied the European Sustainability

Reporting Standards (ESRS) to the extent specified in Section “Basis for preparation (BP-1 and 2)” of the consolidated non-financial reporting.

Responsibilities of the Executive Directors and the Supervisory Board for the consolidated non-financial reporting

The executive directors are responsible for the preparation of the consolidated non-financial reporting in accordance with the applicable German legal and other European requirements as well as with the supplementary criteria presented by the executive directors of the Company and for designing, implementing and maintaining such internal control that they have considered necessary to enable the preparation of a consolidated non-financial reporting in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e., fraudulent sustainability reporting in the consolidated non-financial reporting) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the consolidated non-financial reporting, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The Supervisory Board is responsible for overseeing the process for the preparation of the consolidated non-financial reporting.

Inherent Limitations in Preparing the consolidated non-financial reporting

The applicable German legal and other European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. Therefore, the executive directors have disclosed their interpretations of such wording and terms a. o. in section "Information in Relation to Article 8 of the EU Taxonomy" of the consolidated non-financial reporting. The executive directors are responsible for the reasonableness of these interpretations. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of sustainability matters based on these interpretations is uncertain. As further set forth in section “Basis for preparation (BP-1 and 2)” of the consolidated non-financial reporting, the quantification of the non-financial performance indicator on Scope 3 category 112 is also subject to inherent uncertainties due to a high degree of determination and/or measurement uncertainty.

These inherent limitations also affect the assurance engagement on the consolidated non-financial reporting.

German Public Auditor’s Responsibilities for the Assurance Engagement on the consolidated non-financial reporting

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the consolidated non-financial reporting has not been prepared, in all material respects, in accordance with the applicable German legal and other European requirements and the supplementary criteria presented by the company’s executive directors, and to issue an assurance report that includes our assurance conclusion on the consolidated non-financial reporting.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process used to prepare the consolidated non-financial reporting, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the consolidated non-financial reporting.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources not within the entity’s control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the entity’s control, as both the entity’s executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.

- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we a.o.:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the consolidated non-financial reporting
- inquired of the executive directors and relevant employees involved in the preparation of the consolidated non-financial reporting about the preparation process, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the consolidated non-financial reporting, and about the internal controls relating to this process
- evaluated the reporting policies used by the executive directors to prepare the consolidated non-financial reporting
- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain
- Conducted site visits
- performed analytical procedures and made inquiries in relation to selected information in the consolidated non-financial reporting
- considered the presentation of the information in the consolidated non-financial reporting
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the consolidated non-financial reporting.

Restriction of Use/Clause on General Engagement Terms

This assurance report is solely addressed to SGL Carbon SE, Wiesbaden.

The engagement, in the performance of which we have provided the services described above on behalf of SGL Carbon SE, Wiesbaden, was carried out on the basis of the General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) dated as of January 1, 2024 (www. kpmg.de/AAB_2024). By taking note of and using the information as contained in our report each recipient confirms to have taken note of the terms and conditions stipulated in the aforementioned General Engagement Terms (including the liability limitations to EUR 4 million specified in item No. 9 included therein) and acknowledges their validity in relation to us.

Frankfurt am Main, 18. March 2026

KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

Pritzer	Hermanns
Wirtschaftsprüfer	Wirtschaftsprüfer
[German Public Auditor]	[German Public Auditor]

SGL Carbon SE
Söhnleinstraße 8
65201 Wiesbaden/Germany
Phone +49 611 6029-0
www.sglcarbon.com