Sustainability Report

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1 Report Profile

Given its listing on the Swiss exchange, ams OSRAM is currently not subject in the field of sustainability reporting to either the provisions of the Non-Financial Reporting Directive (NFRD) issued by the European Union (EU) or the Austrian Sustainability and Diversity Improvement Act (NaDiVeG) and is therefore not currently obliged to undertake such reporting. Rather, the reporting is voluntary and presented in a comprehensive Sustainability Report. The goal is to inform our stakeholders of the ams OSRAM Group's (Company) activities in the field of sustainability.

The Sustainability Report 2024 was prepared in concurrence with the Sustainability Reporting Standards set by the Global Reporting Initiative (GRI) in their currently valid form. The Sustainability Accounting Standards Board (SASB) framework is likewise considered through a separate index for the SASB's "Semiconductors" industry standard[1]. In addition, the report includes both a chapter on the product portfolio's alignment with the EU Taxonomy Regulation and reporting on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). In addition, individual requirements of the Corporate Sustainability Reporting Directive (CSRD) have already been implemented in this report.

From the 2025 financial year, the requirements of the CSRD and the provisions of the EU Taxonomy Regulation (2020/852) will be mandatory for ams OSRAM. Future reporting will be developed accordingly.

Sustainability Reporting Parameters
The present Sustainability Report generally follows the financial reporting methodology:

- The reporting period for the Sustainability Report 2024 is, in line with the Consolidated Financial Statements, from January 1 to December 31, 2024.
- In line with the financial reporting, the sustainability reporting covers all[2] companies fully consolidated in the Consolidated Financial Statements. Portfolio changes, whether already implemented or still pending, that affect the reporting are presented in line with the regulations for financial reporting. Likewise, unless stated otherwise, the corporate guidelines and processes apply for all the fully consolidated Group companies in the Consolidated Financial Statements and their employees.

Portfolio Changes
The following portfolio changes implemented in the financial year 2024 are reflected in the Sustainability Report:

Business area	Part of the reporting	Information on impacts on the product portfolio, on key markets, customer groups, or as regards the use of forbidden materials/ products
OOO Osram	Removed from reporting as of July 4, 2024	Sale of the Russian business (wholesaler for the Russian automobile market). Business activities were discontinued with the start of the war in Ukraine.
Passive Optical Components business (OC business)	Assets sold no longer belong to the ams OSRAM Group as of September 2, 2024	Sale of assets of the Passive Optical Components business (OC business) in Switzerland and Singapore. The OC business was part of the business unit CMOS Sensors & ASICs (CSA).

Changes in the Scope of the Report
Compared to the prior year, the overall structure of the report and the structure of chapters focusing on material topics have been revised. The adjustments were made in preparation for the future CSRD requirements.

The structure of the chapters is now essentially as follows:

- Governance
- Strategy and regulation
- Management of impacts, risks, and opportunities
- Metrics and targets

In the current report, the Data Protection chapter, which was covered separately in the 2023 report, was integrated into the chapter on Combating Corruption and Anti-Competitive Behavior. Likewise, the former separate chapters on Development of Green Technologies and Customer Satisfaction were eliminated, and parts were integrated into other chapters. The chapters in question did not cover topics defined as material. Moreover, the separate information given in previous years in the Appendix covering the recommendations of the TCFD has been integrated into the report[3].

General Remarks on the Reporting
- The financial data contained in the report stems from the ams OSRAM Consolidated Financial Statements 2024 and is stated in EUR million rounded to the nearest million.
- Rounding differences may occur in tables where rounded amounts and percentages are added up.
- KPIs are generally stated across a timeframe of several years. In the case of new reporting content or depending on data availability, shorter periods are also covered.
- The future-oriented timeframe of the present reporting has already been adjusted to reflect the CSRD and is in principle harmonized with the financial reporting. In this context, 'short term' refers to up to 12 months, 'medium term' covers one to five years, and 'long term' spans more than five years.
- The number of employees is stated, unless stated differently, as of the reporting date in headcount.
- In addition to the retrospective view, the report also contains forward-looking statements and information. These are based on currently available information and assumptions and therefore are subject to a number of uncertainties and risks. Forward-looking statements are not to be regarded as certain.

The present Sustainability Report 2024 was approved by the Company, represented by the Management Board, on March 3, 2025.

KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, after being commissioned by the Management Board of ams OSRAM AG, carried out a limited assurance of the German version of the sustainability report in compliance with the International Standard on Assurance Engagements (ISAE) 3000 (revised). The disclosures for the year 2024 were audited for compliance with the GRI Standards and the provisions of Article 8 of the Taxonomy Regulation (EU) 2020/852.

[1] Not audited and therefore not part of the audit mentioned in "General Remarks on the Reporting".
[2] An exception is Indicator 2-30 (collective agreements). The companies integrated into the reporting are listed there > 6.2.5 Employee Satisfaction and Remuneration.
[3] The reporting content stipulated by the TCFD was integrated in line with the structure of the present Sustainability Report. The TCFD Index included in the Appendix to this report shows which TCFD requirements are to be found in the present report.

2 Company Profile

ams OSRAM at a Glance

Business Model and Portfolio

2.1 ams OSRAM at a Glance

ams OSRAM is a leading provider of light and sensor technologies. ams-OSRAM AG, domiciled in Premstätten (Austria) is a corporation under Austrian law publicly listed on the SIX[1] Swiss Exchange. As the parent company, the Company has active, non-listed direct subsidiaries. There are no listed subsidiaries (direct or indirect). Company shareholders holding more than 3% of the voting rights are listed in > Corporate Governance, Major Shareholders and can be publicly viewed at the SIX Exchange Regulation disclosure office. In the reporting period, there were no cross-shareholdings > Corporate Governance, Cross Shareholding.

2.2 Business Model and Portfolio

Business Model
ams OSRAM is active as a company in the semiconductor industry, and its business activities cover the entire value chain from design and development to the manufacture and sale of the products. ams OSRAM has its development hubs and a broad manufacturing structure > Management Report, Research and Development, and > Management Report, Purchasing and Manufacturing.

Since the beginning of 2024, business operations have been structured across the business units Opto Semiconductors (OS) and CMOS Sensors and ASICs (CSA), which together comprise the Group's semiconductor business; and the Lamps & Systems (L&S) business unit. Business activities are spread geographically across three regional markets: EMEA (Europe, Middle East, and Africa), the Americas (North and South America), and Asia-Pacific. am OSRAM has long-standing and close relationships with many key customers in an array of different industry sectors. Their satisfaction is crucial for ams OSRAM's business success and comprises an important element of the Company's emphasis on customer focus. With its existing and future product portfolio, ams OSRAM seeks to support its customers in realizing their business and sustainability-related goals. Existing customer relationships are structured around a key account management model whose processes are valid throughout the Group.

Value Chain
Given the business-specific differences involved, the following outline of the value chain distinguishes between the semiconductor business (consisting of the OS and the CSA business unit) and the L&S business unit.

At the sites listed in this context and in administrative functions, employees from various specialist fields and with different levels of training/education are involved in developing, manufacturing, and selling the products of the semiconductor operations and the L&S business unit.

In the semiconductor business, the value chain starts with R&D activities. First, ams OSRAM engages in R&D for LED technologies, lasers, and other light-emitting components. Second, sensors, integrated circuits (ICs) with embedded software and packaging solutions, as well as the corresponding manufacturing and testing processes are developed. These R&D activities and the subsequent production steps take place at sites in Europe, Asia, and North America > Strengthening Resilience (description of the impacts).

The Company procures goods and services in the environment of a complex, multi-stage supply chain; these include commodities and raw materials such as wafers, components, process gases, and production and logistic services. In-house manufacturing is subdivided into frontend and backend activities. Initially, at the front end, multiple process stages are used to process/produce individual microchips on the procured wafers. In the subsequent backend activities, the individual microchips are separated and then, in the course of various process stages, wired and packaged. The frontend and backend manufacturing stages are subject to testing processes.

The semiconductor operations mainly supply original equipment manufacturers (OEMs) who make products for the automotive, industrial, medical, and consumer goods sectors, as well as distributors in the relevant markets. If required, customer services are provided, including technical support and guarantee services.

In L&S, R&D activities concentrate on developing traditional and LED-based lighting solutions for automotive and special applications including halogen, Xenon, and signal lamps. These R&D activities take place at sites in Germany, Italy, China, and the USA.

The materials and components required for manufacturing are procured across various production stages. The manufacture of LED products relies on the above-mentioned semiconductor technology. Manufacturing of traditional products entails molding glass into tubes, adding base sockets and filaments, and filling the tubes with gases. These stages take place in China, the Czech Republic, Germany, Slovakia, and the USA.

The L&S business unit supplies products to both OEMs and customers in the retrofit market (e.g., retailers) and to distributors who sell products onward to these customer groups for the automotive, entertainment, medical, and industrial markets. Sales are supported by marketing activities and customer support, including technical support and guarantee services.

[1] SIX (Swiss Exchange, Schweizer Börse); Disclosure office

Details on the impacts of the value chain are stated in the individual chapters of this report.

Portfolio
In pursuing its business activities, ams OSRAM focuses on its core expertise in the fields of lighting, visualization, and sensors.

In the semiconductor business, ams OSRAM's innovative products serve the automotive, industrial, medical, and consumer goods markets. Our products are used in a variety of applications, for example for dynamic automotive lights, laser diodes for LiDAR systems, LED interior and outdoor lighting, lighting systems for green-houses, projection systems, and sensors based on photon counting for X-ray imaging. Furthermore, ams OSRAM provides special solutions for portable devices such as mobile phones and tablets, including light-sensor-based display management and camera improvements.

In the L&S business unit, ams OSRAM offers a broad, leading product portfolio of traditional lighting and other solutions for the automotive (lamps and lights, LED retrofit products, replaceable LED light sources, and automotive accessories), entertainment, medical, and industrial markets.

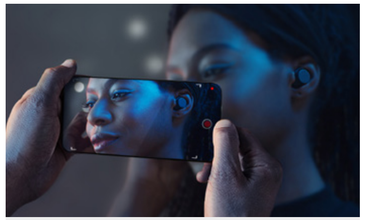
Sustainable Focus and Sustainable Development Goals (SDGs)
ams OSRAM aligns its business, product, and innovation strategy with major societal megatrends. They include digitization, Smart Living (Internet of Things, IoT), energy efficiency, and sustainable technologies and products that contribute to lowering CO_2 emissions, providing clean drinking water, and promoting a sustainable lifestyle.

Solutions from the ams OSRAM portfolio, for example, contribute to this make mobility safer, medical diagnoses more precise, and industrial applications more efficient.

The following graphic shows how ams OSRAM, with its technologies and products, addresses global megatrends in Company-specific end markets and thus strives to capitalize on macroeconomic business opportunities.

ams OSRAM is guided by the UN's 17 SDGs and seeks to contribute to achieving them with its product and solutions portfolio. ams OSRAM regards the SDGs as a

Key Social Megatrends Offer Growth Opportunities for Lighting and Sensor Solutions

	Automotive and Mobility	Industrial	Medical	Consumer
Digitization	 Projected lighting, smart surfaces, advanced displays	 Industrial automation, robotics	 Medical imaging	 Camera enhancement, spectral & light sensing
Smart living, health, and wellbeing	 ADAS/AD (LIDAR), in-cabin sensing, dynamic forward & signal lighting	 HABA, outdoor & industry lighting	 Personal health monitoring	 AR/VR glasses sensing & visualiziation, vital signs monitoring
Energy efficiency	 Ambient lighting, LED retrofits, exchangeable LED light sources	 Horticulture, UV-C disinfection, LED & laser projection	 UV-C disinfection	 Enhanced display management

benchmark for the added value the Company generates for society. At the same time, the SDGs serve as a point of orientation for identifying business opportunities.

In 2024, we also advanced innovations that contribute to the SDGs. ams OSRAM, together with the Fraunhofer Institute IZM, won the German Future Prize – Prize of the President of the Federal Republic of Germany for Technology and Innovation. The prize was awarded for the technological realization of an LED matrix consisting of individually controllable micropixels. The solution has the potential to massively advance future-oriented applications and functionalities. These range from intelligent car headlights, which are already integrated into EVIYOS® technology, to interactive displays in augmented reality glasses.

Strengthening Resilience

The semiconductor industry is regarded as a key to digitization. Optical semiconductors are on the way to replacing electronic components. They enable numerous applications that are used in a wide range of sectors. The semiconductor industry is also an important economic sector that directly and indirectly creates jobs and contributes to economic development through high levels of investment.

The activities of a semiconductor manufacturer also lead to negative impacts on the environment and society. ams OSRAM actively works to counteract these impacts and thus strengthen its resilience. Among other initiatives, it has launched climate and environmental programs aimed at countering the impacts of semiconductor manufacturing processes which, due to technological reasons, are highly energy- and water-intensive. In addition, gases, rare raw materials, as well as some hazardous chemicals, are needed in production. Their resource-efficient use is strictly regulated. There is a risk of human rights violations in the upstream supply chain due to the minerals processed and their origin. ams OSRAM addresses this by setting corresponding guidelines and processes.

At the same time, products and solutions incorporating semiconductors for end consumers often have positive effects on nature and/or the climate and society.

For example, the products ams OSRAM manufactures contribute to the transition to a decarbonized economy. ams OSRAM relies on Life Cycle Assessments (LCAs) to quantify and measure this contribution. The LCAs have shown that the ams OSRAM products have the greatest impact in the downstream supply chain, particularly in the use phase. For this reason, improving energy efficiency is a key criterion for customers' purchasing decisions and satisfaction. For example, ams OSRAM products are installed as components in end products and solutions that have a positive impact both on the environment (in particular climate change mitigation) and society as a whole.

In 2024, we built on the 2023 pilot study by conducting additional LCAs covering a broader spectrum of product types and thus enabling a holistic view of their ecological footprint. The methodology applied was audited externally for compliance with DIN EN ISO 14067 and certified in 2024. am OSRAM plans more LCAs to extend the coverage of its portfolio.

Positive Impact of our Portfolio on the SDGs

Automotive & Mobility

- LiDAR for advanced driver assistance enables safer driving, fewer accidents, etc.
- Intelligent multi-pixelated forward lighting for better sight and projecting warning symbols
- In-cabin sensing for driver monitoring and alert systems with fast detection, improved safety for driver and passengers
- Energy-efficient and safer solutions for more autonomous future mobility
- Circular LED modules for automotive lighting

Industrial & Medical

- Energy-saving UV-C disinfection solution without using chemicals or mercury (conventional UV-C solution) — less harm to the environment
- Horticulture LEDs for a better yield, less resource and energy usage, enables vertical farming
- High-performance medical imaging for better quality/ diagnostics with lower radiation for patients and doctors
- Cutting-edge LEDs for high-performance lighting with low energy use

Consumer

- Vital sign monitoring for several health measurements, very small and energy-saving device design
- UV-A sensor for sun protection, to alert the user/ prevent sunburn
- Behind-screen applications for improved display brightness and colors
- Multiple energy-efficient light and sensor solutions/ high convenience with low power consumption
- Small projection units for augmented reality (AR) devices in glasses
- Energy-efficient image sensors for sensor applications in augumented reality (AR) and virtual reality (VR) glasses

Since the semiconductor industry is highly energy-intensive, the activities of ams OSRAM and companies in the supply chain will in the future benefit from a generally low-CO_2 energy supply, particularly through green electricity. Moreover, this development helps us in reducing the emissions of the products during their use phase.

Given that our products are energy-efficient, combating global climate change and the responsible use of resources offers ams OSRAM a substantial business opportunity according to the TCFD analysis of transition risks and opportunities. Realizing this opportunity is conducive to improving the long-term resilience of our business model.

Moreover, the European Green Deal also drives this. The corresponding programs and regulations mean that the development of green technologies will receive even greater priority going forward. ams OSRAM is leveraging these grants and funding options for its future portfolio. Many funded projects in which ams OSRAM is involved have a positive impact on the ecological footprint both in the manufacturing process and in the application of future products. These projects include the "Efficient Optoelectronics for a Sustainable and Resilient European Semiconductor Ecosystem (OptoSuRe)", financed by "Important Project of Common European Interest" (IPCEI ME/CT) and the collaborative projects "AI-See" (cooperation for safe self-driving), "Energy ECS" (Electronics, Components, Systems; digitalizing e-mobility) and > "Newlife" (non-invasive health monitoring). The "Materials-4PhotonCounting" project focuses on innovative technologies for CT (computer tomography) that promise inexpensive, higher-resolution imaging diagnostics while also reducing patients' exposure to X-rays, thus demonstrating a social dimension to sustainability.

Moreover, ams OSRAM invests in R&D on a significant scale. In 2024, the investment volume amounted to EUR 419 million.

3 Strategy

3.1 Dialog with Stakeholders

Within the current materiality analysis, we checked which stakeholders are relevant for ams OSRAM. The potential impacts on the stakeholders were individually assessed for each topic. The feedback obtained through interaction was incorporated, among others, into strategy development and deliberations on measures to be taken.

ams OSRAM regularly and globally interacts with the following stakeholder groups: employees, investors, customers, suppliers, analysts, journalists, scientists, neighbors, politicians, and representatives of non-governmental organizations (NGOs), authorities, and associations. We dialog with people at various management levels, in different locations, and through various departments. The interests of key stakeholders, such as employees, customers, suppliers, as well as investors are also taken into consideration by the Supervisory Board since its members possess relevant expertise and experience, and it is also composed of employee representatives. The frequency of exchange varies depending on the format (see diagram on the following page) and can be regular, annual, or event-driven.

ams OSRAM actively participates in various ESG ratings. In this way, the Company obtains feedback on its sustainability activities, as this is reflected in the rating results issued by recognized agencies: Platinum status from Ecovadis and Prime status from ISS. Moreover, ams OSRAM has again been included in the S&P Global Sustainability Yearbook.

Our established complaints management system goes into action in the event of complaints, suspected violations of our corporate principles, or incidents with negative impacts on stakeholders concerning human rights, environmental protection, integrity, and compliance within the Company and along our supply chains. The processes, including stakeholder engagement, are outlined in chapter > 4.3.2 Combating Corruption and Anti-Competitive Behavior.

Central Communication Formats used for Dialog with our Stakeholders

Stakeholder	Reference	Thematic Focus of Communication	Communication Channels and Frequency
Customers	> 2.1 ams OSRAM at a Glance > 2.2 Business Model and Portfolio > 6.1.3 Quality and Product Safety	- General issues linked to the customer relationship - Implementation of regulatory requirements from different areas - Technological advances/innovations	- CRM systems (regular and systematic) - Participation in trade fairs (regular) - Direct interaction (regular as well as topic-related and ad hoc) - Tech days (topic-related and ad hoc)
Employees	> 6.2 Employees	- General economic and Company trends - Implementation of the strategy - Employee development - Performance assessments - Technological trends and product themes	- Townhall meetings (regular, at least once a quarter) - Webchats with the Board/management (regular, at least once a quarter) - Performance management process between the manager and employee (at least once a year) - Tech talks (regular, topic-related) - Employee surveys (OHI) - Webinars
Owners and investors	https://ams-osram.com/about-us/investor-relations	- Interaction on the interests of the owners, investors, and providers of outside capital - Approving the actions of the Management and Supervisory Boards at the Annual General Meeting - Consultation on the agenda of the Annual General Meeting items - On an occasional basis on current topics - Information exchange on business performance and implementation of the strategy	- Annual General Meeting (generally once a year) - Investor conferences/roadshows (at least four times a year) - Analyst calls (at least four times a year)
Suppliers	> 6.1.2 Supply Chain Management	- Issues linked to the business relationship - Business and sector trends - Mutual requirements (e.g. sustainability)	- IT-tool-based communication with existing suppliers (regular and standardized) - Direct interaction with suppliers (regular and ad hoc)
Neighbors (at the respective sites)	Supplements of the Sustainability Report 2023, 1.1 Biodiversity Risk Assessment https://ams-osram.com/about-us/sustainability/society	- Regional topics of public interest with/without a direct link to the Company - Corporate citizenship projects	- Interaction with local management (ad hoc) - Cooperation with local authorities (ad hoc) - Interaction/support with/of associations and local initiatives (ad hoc)
Journalists (business and trade press)	https://ams-osram.com/news	- Topics of public interest - Responses to issues that concern the Company - General business performance and strategy implementation - Innovations - Transformation	- Press events (at least four times a year and ad hoc) - Responses to press inquiries (ad hoc) - Interviews (as required, generally ad hoc)
Industry associations and initiatives	> Section Political Engagement and Memberships	- Industry- and sector-specific topics - Topics relating to the regulatory regime	- Interaction at events (regular) - Issue-related meetings (ad hoc and topic-related)

Political Involvement and Memberships
In line with the values set out in our Code of Conduct, we are committed to making no direct or indirect donations or other contributions to politicians, political parties, or political organizations. ams OSRAM maintains no offices or corresponding agencies to lobby for the Company's political interests.

Our political involvement is limited to memberships in industry associations. In terms of contributions or our engagement, the following associations are most relevant:

- German Electro and Digital Industry Association (Verband der Elektro- und Digitalindustrie, ZVEI)
  ams OSRAM is active in specialist associations for semiconductors and lighting. There, the Company participates in developing industry positions that are key to its business activities. Special attention is given to the impact of the European Green Deal. In this context ams OSRAM ensures – particularly regarding issues related to returns and reuse and/or repair as well as materials (RoHS, REACH) – that legal requirements (directives/regulations) can be met by the Company.
- DIN membership:
  DIN Deutsches Institut für Normung e. V. (German Institute for Standardization) is the independent platform for standardization in Germany and worldwide. It is committed to market-driven norms and standards that promote global trade and are intended to serve rationalization, quality assurance, the protection of society and the environment as well as safety and understanding.
- Responsible Business Alliance (RBA):
  The Responsible Business Alliance (RBA) is the world's largest industry coalition committed to responsible business conduct in global supply chains > 6.1.2 Supply Chain Management.
- SEMI and the Semiconductor Climate Consortium (SCC):
  ams OSRAM is a member of the semiconductor association SEMI and, within it, a founding member of the Semiconductor Climate Consortium initiative. SCC focuses on the decarbonization of the semiconductor value chain and its members' operations. The goal is to identify and support solutions to accelerate GHG reductions in other sectors along the value chain.
- LightingEurope:
  LightingEurope focuses on specific topics in the field of lighting within the EU. ams OSRAM is currently represented on the board and in the key working groups 'Sound Product Rules', 'Value of Light', and 'Sustainability'.
- Mandatory memberships in employer and business associations:
  ams OSRAM does not play an active part in these associations and instead follows the resolutions and general information that these associations provide. In Germany, for example, we adhere to the collective bargaining agreements.

In the context of its work within associations, ams OSRAM seeks to ensure that new regulations not only meet the overarching goals of energy-efficient, resource-efficient and high-quality optical solutions but also fulfill user requirements. Furthermore, industrial feasibility, for example through standardization or fair competitive conditions, plays a significant role.

Moreover, ams OSRAM is a voluntary member of organizations that are directly related to our core themes. These include the UN Global Compact, the Responsible Minerals Initiative (RMI), the "Charta der Vielfalt" (Charta of Diversity) association, and the PROUT AT WORK-Foundation.

Outlays for memberships in 2024 totaled around EUR 0.9 million (2023: EUR 1.0 million).

3.2 Materiality Analysis

In 2021, a materiality analysis was undertaken as the basis for reporting and for developing the sustainability strategy. In the process, individual topics were rated in terms of their relevance to ams OSRAM and their possible or actual positive/negative impacts on the environment, people, and society. The significance of the topics for the course of business was also included as a third dimension. Therefore, the materiality analysis covers not just the requirements of the GRI Standards, but also regards the future European reporting obligation under CSRD. Further information is provided in chapter > 3.1 Dialog with Stakeholders.

The materiality analysis carried out in 2021 was subdivided into four phases.

- **Phase 1:** Within the scope of ams OSRAM's responsibilities, potential topics were identified along with their potential impacts. This was based on an analysis of competitors, customers and capital market requirements, relevant global standards, and foreseeable regulatory plans. Sector-specific topics were taken into account for all stages of the value chain.

- **Phase 2:** The Sustainability Department then divided the topics identified into focus areas based on their ESG relevance (see chart Material Topics and Reporting Content).

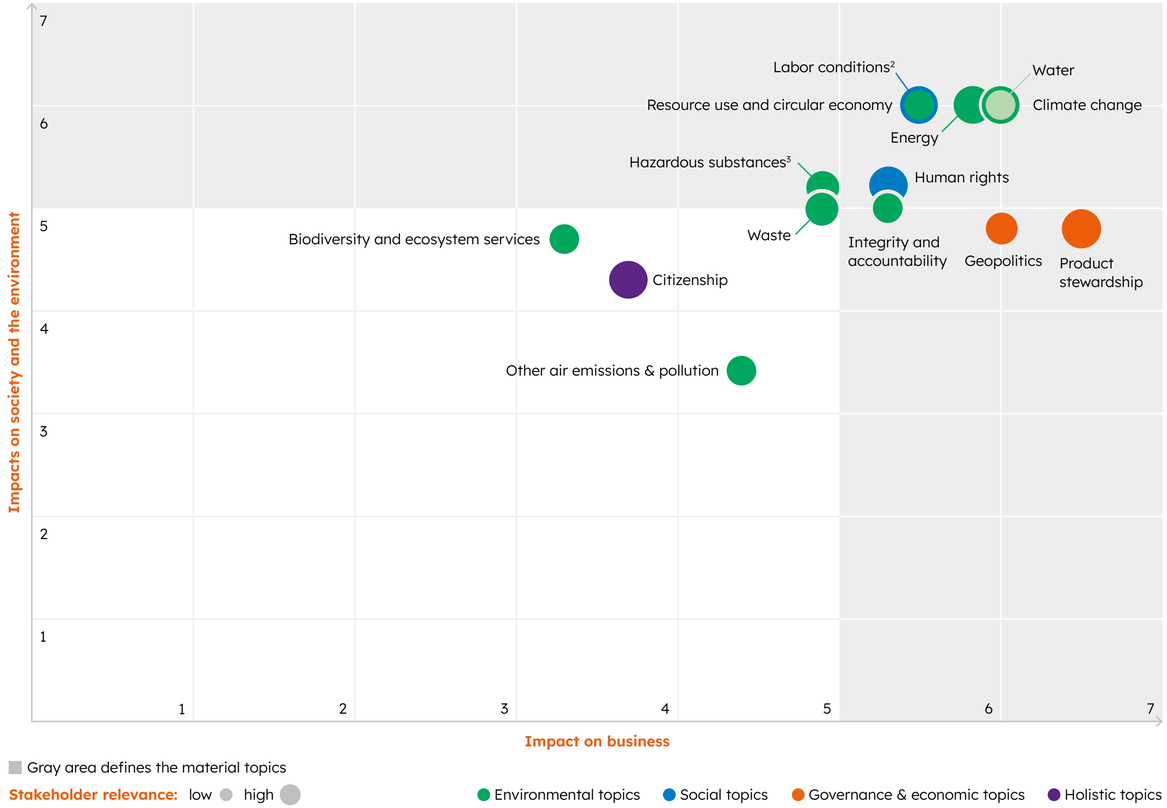
- **Phase 3:** Using a questionnaire, in-house experts (representatives of relevant corporate functions, operations, and the business units) assessed these thematic areas with regard to their potential and actual positive/negative impacts as well as opportunities and risks. Various perspectives were included in the assessment: stakeholder relevance, the Company's impacts on the environment and society (inside-out), and the impacts on the Company (outside-in). In the questionnaires, the in-house experts included perspectives relevant to their respective topics (employees, customers, suppliers, and investors).

- **Phase 4:** The results of the questionnaire were then discussed with the experts in two workshops and prioritized based on their significance and potential impacts.

The results of the materiality analysis were presented to the Management Board and approved by it. The Supervisory Board was informed of this. The key issues are presented to both bodies each year and they are informed of any significant changes that arise during the annual review. The material topics are shown in the diagrams.

The matrix presentation offers an overview of the prioritization[1] of the material topics based on the three dimensions of stakeholder relevance, the Company's impacts on the environment and society (inside-out), and the impacts on the Company (outside-in).

Results of the Materiality Analysis



[1] Some topics were prioritized equally, resulting in the following rankings being awarded twice: water and climate protection, labor conditions, and resource consumption and circular economy.

[2] Integrated in the chapters of › 6.2 Employees

[3] Integrated in the chapter › 5.3.3 Resource Efficiency

This Sustainability Report covers all the topics defined as material. In some instances, they were summarized, resulting in the following classification of the material topics:

Material Topics and Contents of the Report

01 MATERIAL TOPICS	02 CONTENTS OF THE REPORT	03 FOCUS TOPICS (› 3.3 Sustainability Strategy and Targets)	04 STRATEGIC ADDED VALUE FOR STAKEHOLDER GROUPS (see Company strategy › 3.3 Sustainability Strategy and Targets)
Climate change	Greenhouse gas emissions, climate strategy, and climate protection	**Climate**	Shareholders, Society, Customers
Energy	Energy efficiency, green tech development, use of renewable and non-renewable energies		
Resource use and circular economy	Handling of critical substances, resource use and efficiency	**Circularity**	Customers, Society
Water	Water use/consumption		
Waste	Waste for recycling/disposal		
Labor conditions	Diversity, compliance with corporate principles such as right to freedom of association and collective agreements or anti-discrimination, occupational health and safety, fair remuneration, other benefits granted by the employer, people development	**Labor conditions & diversity**	Employees
Human rights	Duty of care regarding human rights, dealing with conflict minerals	**Human rights (supply chain)**	Society
Product stewardship	Customer satisfaction, quality, and product safety	**Integrity**	Shareholders, Society, Customers
Integrity and accountability	Avoiding corruption and bribery, fair competition		
Geopolitics	Geopolitical risks and their management		

In preparation for the CSRD reporting, in 2024 a new materiality analysis was conducted in line with the principle of a double materiality assessment (DMA). The analysis was approved by both the Management Board and the Supervisory Board. The report will be compiled in line with the DMA for the first time in 2025. As part of the analysis, the previously defined material topics were also reviewed. The present report is the last GRI-compliant report and is still based on the materiality analysis conducted in 2021, whereby structural adjustments were made < 1. Report Profile.

3.3 Sustainability Strategy and Targets

For its customers, ams OSRAM is a reliable partner in innovation for lighting and sensor solutions in the automotive, industrial, and medical sectors as well as for selected consumer applications. Sustainability forms an integral element of the newly defined corporate strategy and constitutes one of the ten focus areas in our strategic approach. Giving the business model a sustainable focus supports generating future business activities while at the same time reducing non-financial risks. It also fosters the prospects of potential “green” financing, a high appeal to employees and potential talents, recognition by industry leaders (premium customers), cost advantages through efficient use of resources, and the perception of ams OSRAM as a trustworthy global player.

To seize these opportunities, ams OSRAM aims to further integrate sustainability into its processes.

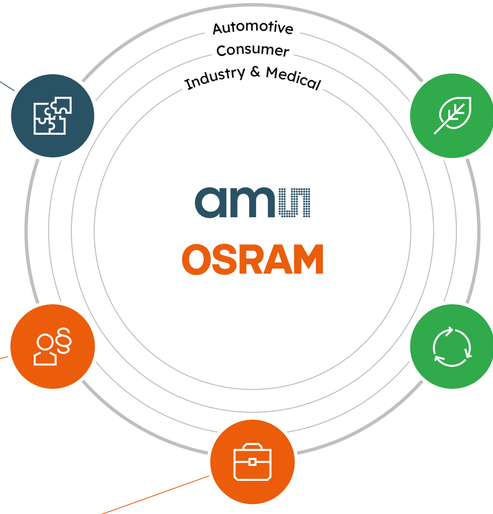
Besides economic success, the requirements of our stakeholders such as customers, shareholders, employees, and society are also addressed. The ams OSRAM sustainability strategy covers the entire value chain, from the upstream supply chain through our production and portfolio, to added value for customers.

The ams OSRAM sustainability strategy is based on the focus topics defined in the materiality analysis: climate, circular economy, working conditions & diversity, human rights, and integrity. The Sustainability Department assesses the progress achieved for each of these topics on an ongoing basis against the respective benchmark we have set ourselves. Where necessary, responsibilities are assigned, policies and processes are further developed, and objectives are set and pursued. The following Sustainability Strategy diagram shows the objectives and progress achieved in 2024.

For ams OSRAM, sustainability means preventing or minimizing our negative impacts on the environment and stakeholder groups, using resources responsibly, contributing to climate protection, offering attractive labor conditions, and ensuring respect for human rights. We have summarized the standards we set ourselves in our Sustainability Vision. It reads: “We create sustainable added value with innovative lighting and sensor solutions and have a positive impact on the environment and society.” This is consistent with our mission to “pioneer differentiating lighting and sensing technologies. Customers trust our innovation power and manufacturing capabilities. Together, we create long-term value while making our world safer, smarter, and more sustainable.”

Sustainability Strategy: Creating Sustainable Value and Positive Impact with Innovative Light and Sensors

Our portfolio contributes to: **UN Sustainable Development Goals**



Integrity
Ethical business practices and sustainable governance

- 20% of long-term incentive plan of **Management Board** and other **Executive remuneration** tied to climate targets
- 100% of employees covered by **Code of Conduct trainings**
- **Supervisory Board** ESG training in 2024
- Implementation of 2024's **Double Materiality Analysis** results

Human Rights
Due Diligence

- 100% of **employees** covered by **Human Rights training**
- 100% of **own sites** covered by **Human Rights risk assessments**
- 100% of **suppliers** covered by **Human Rights risk assessments**

Labour/Diversity
Responsible people management

- 25% **women in management** by 2026
- All major **production sites RBA audited** by 2030

Climate
Low carbon value chain

- Ambition for **SBTi target** validation
- Carbon **neutrality** of own operations by 2030
  - 100% renewable energy for electricity by 2028
  - Implemented energy efficiency initiatives for 20% CO_2e reduction by 2028
- Near- and long-term targets for science-based **reductions** of **Scope 3 emissions** (purchased goods/services)

Circularity
Responsible resource use

- Regular **water risk assessment**
- Ambition to **reduce waste** and **water**
- Expand wafer **substrate recycling**
- Reduction of plastic by 200t by 2026 within our **plastic-free packaging** strategy for automotive aftermarket
- Expand **circular portfolio** of LED modules for automotive lighting
- Expansion of the **LCA approach** for whole portfolio

Key Outcomes of the Individual Focus Topics in Financial Year 2024

- Own business activities, Scope 3: › 5.2.1 Greenhouse Gas Emissions (action taken, KPIs)
- Emission reduction path: › 5.2.1 Greenhouse Gas Emissions (graphic)

- Substrate recycling/plastic-free packaging: › 5.3 Circular Economy
- Circular Automotive portfolio: › 2.2 Business Model and Portfolio, Sustainable Focus and SDGs (graphic)
- LCA apporach: › 2.2 Business Model and Portfolio, Strengthening resilience

- Human rights risk assessments: › 6.1.1 Respect for Human Rights (action taken)
- Human rights training: › 4.3.2 Combating Corruption and Anti-Competitive Behavior (action taken, KPIs)
- Human rights risk assessment: › 6.1.2 Supply Chain Management

- RBA audits: › 6.1.1 Respect for Human Rights (action taken)
- Women in management positions: › 6.2.3 Diversity and Equality of Opportunities (results)

- Climate-related management board incentivization: › 4.1.2 Sustainability and Governance Structure
- Climate risks (TCFD) › 4.2.3 Climate Risks
- Code of Conduct training: › 4.3.2 Combating Corruption and Anti-Competitive Behavior (action taken, KPIs)
- ESG Committee's skills: › 4.1.1 Management System and Structures

4 Governance

4.1 Sustainable Corporate Governance

For ams OSRAM, responsible corporate governance and transparency provide the crucial foundation for achieving our corporate objectives and boosting long-term enterprise value. In this context, the composition, framework, and cooperation of the executive bodies play a significant role.

4.1.1 Management System and Structures

Corporate governance at ams OSRAM is shaped by the dual management system applicable under Austrian stock corporation law, consisting of a Management Board and a Supervisory Board. The Company's shareholders exercise their rights as owners, in particular through the Annual General Meeting.

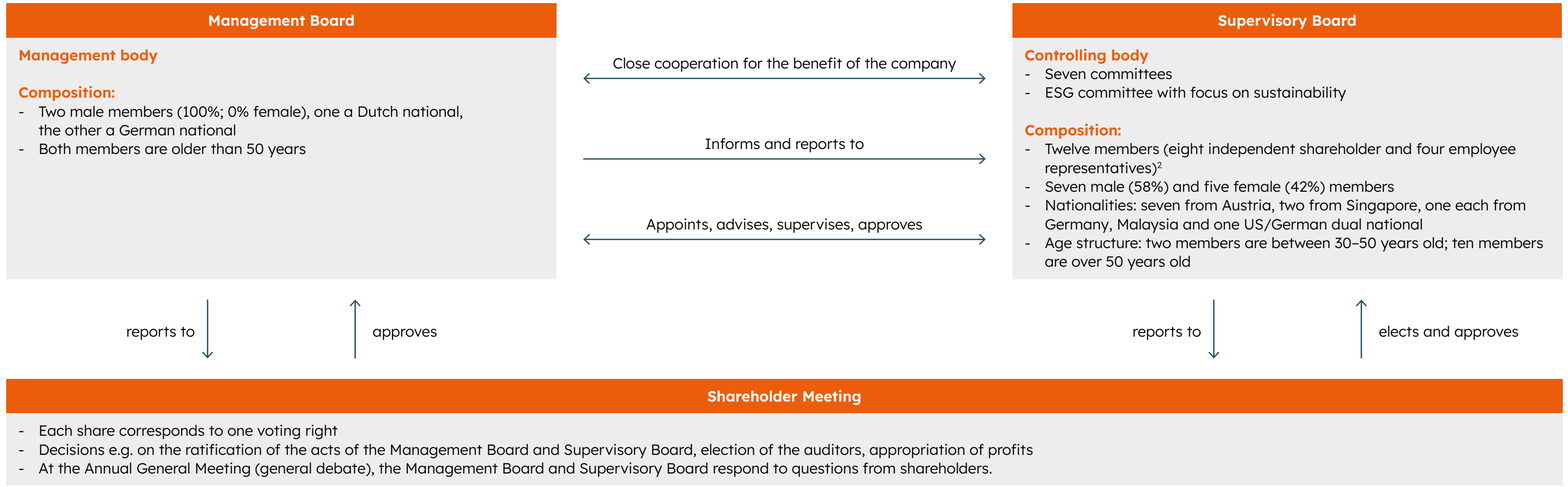
For further information on the work of the Supervisory Board, the committees, their membership, and the resumés and period in office of the members of the Management and Supervisory Boards, please consult the Company website (click About Us on the navigation bar).

Management Board
As the management body, the Management Board is responsible for corporate governance and decides on the fundamental issues of business policy and corporate strategy. Furthermore, individual areas of responsibility are assigned to each member of the Management Board, based on the rules of procedure.

When filling management positions within the Company, the Management Board takes diversity and inclusion into account > 6.2.3 Diversity and Equal Opportunities.

The head of the Corporate Sustainability reports directly to the Chief Financial Officer (CFO). As part of its regular reporting, the Management Board informs the Supervisory Board in detail about sustainability issues, in particular the development of the regulatory requirements, their implementation within the Company, and the ams OSRAM sustainability strategy.

Dual Management System of ams-OSRAM AG[1]



[1] Status quo at the time of report release by the Management Board
[2] The employee representatives have an employment relationship with ams OSRAM, further restrictions on their independence are not known. The number of members is defined in the Company's Articles of Association. The proportion of employee representatives (one third) corresponds to the statutory requirements.

Supervisory Board
The Supervisory Board advises the Management Board and monitors its work. It regularly discusses – whether with or without the presence of Management Board members – the latest business developments and planning as well as the Company's long-term strategy and its implementation. Another of the Supervisory Board's tasks is to decide on appointments to and remuneration of the Management Board.

Within the Supervisory Board, various committees are dedicated to specific specialist topics. The chairs of these committees report on their work at the Supervisory Board meetings. The attendance rates of Supervisory Board members at the Board and Committee meetings are listed individually in the Corporate Governance Report > Corporate Governance, Supervisory Board.

The Supervisory Board regularly assesses the effectiveness of its work and did so again in 2024; it incorporates its findings in its future working methods. The next self-assessment is planned for 2025.

There is an established onboarding process for new Supervisory Board members, which includes relevant information on the rights and obligations of Supervisory Board members and capital market compliance. Supervisory Board members can take part in individual training measures and receive support from the company. In July 2024, the members of the Supervisory Board also received training on current developments in the area of sustainability from the head of Corporate Sustainability.

Composition of the Supervisory Board
The composition of the Supervisory Board should reflect a broad mix of professional qualifications as well as diverse personal characteristics among its members, such as age, gender, and cultural background. Details are outlined in a three-pillar skills profile developed by the Supervisory Board, set out in the Principles for the Composition and Diversity of the Supervisory Board Board Composition and Diversity Policy.

Independence of the Supervisory Board
As part of the elections of shareholder representatives to the Supervisory Board by the 2024 Annual General Meeting on June 14, 2024, the two candidates standing for election submitted a declaration under section 87 (2) of the Austrian Stock Corporation Act before their election. In it, they declared their independence concerning the exercise of their mandate.

Moreover, the Supervisory Board has defined principles for its composition, including specific requirements about the independence of Supervisory Board members. Each Supervisory Board member shall fulfill these requirements at all times. Details of the independence criteria can be found in the policy mentioned in the section Composition and Diversity of the Supervisory Board and can be consulted on the Company website.

Should any conflicts of interest arise for members of the Supervisory Board, they must disclose the conflict of interest to the Chair of the Supervisory Board. If such conflicts are not merely temporary, the Supervisory Board member in question shall resign. In the financial year 2024, no such conflicts of interest were reported.

Business relationships with related parties and persons (members of the Management and Supervisory Boards) are reported in the latest > Notes to the Consolidated Financial Statements, 32. Related Parties.

Remuneration of the Management Board and Supervisory Board
The Supervisory Board decides on the remuneration system for the Management Board by determining appropriate remuneration policies. These are then presented to the Annual General Meeting for a vote. This last occurred in 2023. On principle, the remuneration policy must be presented to the Annual General Meeting for approval at least once every four financial years and in the event of any significant changes.

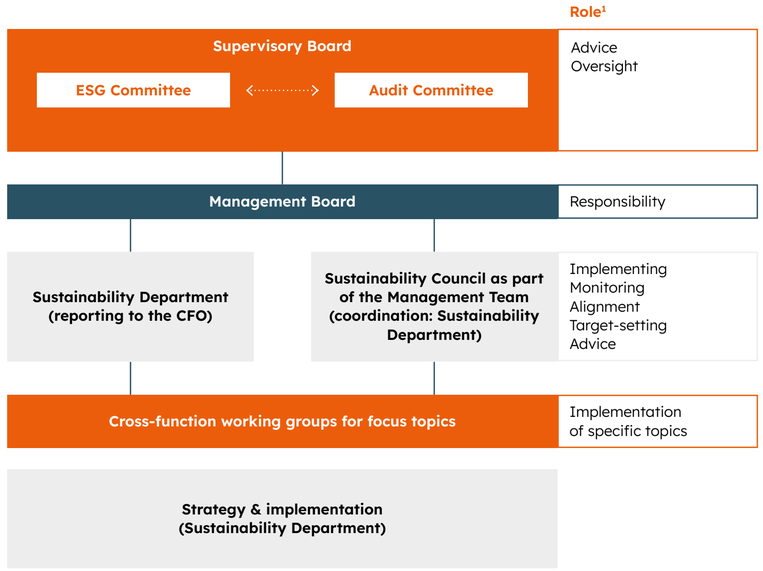
The current Remuneration Policy came into effect on January 1, 2023, and can be viewed on the Company website.

The remuneration of the members of the ams-OSRAM AG Management Board consists of fixed and variable remuneration components. The fixed components comprise a basic salary as well as remuneration in kind and other benefits, while the variable remuneration components consist of a performance bonus and the LTIP (Long Term Incentive Plan), in which senior executives and selected staff members also participate. In addition, malus and clawback regulations and a share ownership guideline are key components of the Management Board remuneration policy. The ratio of remuneration between the Management Board and the workforce is disclosed in the Remuneration Report > Remuneration Report, Change in Remuneration of the Management Board Compared to the Workforce.

The members of the ams-OSRAM AG Management Board are in principle not given a sign-on bonus, meaning a payment made in connection with their taking office. Regulations on payments in connection with the termination of Management Board contracts are outlined in the current Management Board contracts and further detailed in the applicable remuneration policy.

The remuneration of the Supervisory Board is regulated by a remuneration policy for the Supervisory Board. In principle, it consists of standardized basic remuneration. Given the broader scope of their activities and greater responsibility, the Chair of the Supervisory Board, the Deputy Chairperson, and members who chair a committee receive a higher basic remuneration than other Supervisory Board members. The members of the Supervisory Board do not receive any variable or share-option-based remuneration. The employee representatives on the Supervisory Board perform their function on a purely honorary basis following the statutory requirements.

4.1.2 Sustainability and Governance Structure



[1] Includes the future management of impacts, risks and opportunities (IRO management) as part of the future CSRD materiality.

Organization and Responsibilities
A tried-and-tested governance structure is in place to oversee our Company-wide sustainability activities,[1] including those related to the climate. It covers all corporate functions and units that are involved in implementing our sustainability and climate strategy.

At the **Supervisory Board** level, the ESG Committee is responsible for sustainability (ESG – Environmental, Social, and Governance).[1] It is in charge of monitoring the development and implementation of the Company's ESG strategies, the integration of ESG issues into the corporate strategy, and the management of climate-related risks. The ESG Committee deals extensively with ESG requirements, strategic targets, and the associated actions, and prepares any decisions to be made by the Supervisory Board. The ESG Committee meets at least twice a year. In its work, it particularly monitors the prioritization of ESG-related measures and discusses climate-related strategies and objectives. It likewise reviews the definition of the KPIs used and tracks their periodic development, including as regards short-, medium-, and long-term targets. It takes reports from the Management Board, the Sustainability Department, and other in-house experts on the KPIs and other developments. It works closely with the Audit Committee, which also deals with sustainability-related regulatory requirements and the future EU-wide mandatory sustainability reporting under the CSRD. The ESG Committee also coordinates with the Supervisory Board's Remunerations Committee to set ESG targets for long-term Management Board remuneration and determine to what extent those targets are met each year. This structure ensures that the Supervisory Board reflects the various dimensions of sustainability in its work and oversees the Company's progress in those areas Charter of the ESG Committee.

The **Management Board** is responsible for the implementation of the relevant sustainability topics as mandated by the regulations and takes corresponding action to ensure their implementation.[1] This also includes the corporate culture (compliance) and the Company's due diligence obligations, which will be discussed in the corresponding chapters of this report. The Management Board resolves changes to the sustainability strategy and/or its further development as well as the materiality analysis. The CFO is the Management Board member responsible for sustainability. The Management Board is informed every quarter of progress achieved in material sustainability topics and the development of the relevant KPIs. Deviations from the defined targets are discussed and, if necessary, actions are defined accordingly.

[1] Includes the future management of impacts, risks and opportunities (IRO management) as part of the future CSRD materiality.

Furthermore, the CFO and the head of the Sustainability Department regularly exchange information on relevant topics. The Management Board informs the Supervisory Board or its committees responsible for sustainability of key decisions relating to sustainability and the climate as part of its regular reporting or, when necessary, on an ad hoc basis.

The current remuneration policy for the Management Board[2] also includes an ESG-related target under the long-term remuneration component (LTIP). ESG targets are weighted there with 20%. The Remuneration Committee can set ESG targets for each tranche of the three-year performance period based on a list of criteria, taking into account the current priorities of the sustainability strategy. For the financial year 2024, a target was thus included in the LTIP program relevant for financial year 2024 for reducing Scope 1 and Scope 2 CO_2 emissions; it was assigned a weighting of 20%. This is in line with the Company's sustainability and climate strategy.

The Company has established a **Sustainability Council** that coordinates the implementation of sustainability topics including the sustainability and climate strategy and their relevant reporting. The council also monitors these topics and is responsible for integrating new topics into Company operations. It comprises the Management Board, the heads of business units, and the heads of certain corporate functions; it meets several times a year.

The **Sustainability Department** is involved in all aspects of the Company's sustainability activities. Its head reports directly to the CFO. It coordinates working groups that prepare decision proposals and submit them through the Sustainability Department to the Management Board and/or the Sustainability Council for approval. It sets targets, monitors their progress, and reports to the Management Board as needed – quarterly on management-related issues. The Sustainability team also works to raise awareness of sustainability topics throughout the entire organization. In financial year 2024, in preparation for the future CSRD reporting requirements, a decision was taken to consolidate the responsibilities for sustainability reporting and external financial reporting. As a first step, the Annual Report and the Sustainability Report have been combined in the present report.

Our sustainability responsibilities and processes are defined in the internal Group Sustainability Guidelines. Additionally, to provide a comprehensive overview of the key global principles and policies with respect to environmental, social, and governance-related topics, we have also published a Sustainability Policy Sustainability Policy.

[2] As well as senior executives and selected employees

Key Implementation Aspects of Climate and Sustainability-related Topics in 2024

The **ESG Committee** convened twice in the past financial year. It concerned itself particularly with the sustainability reporting for financial year 2023, devising a new materiality analysis that complies with the CSRD, implementation of the sustainability strategy, the results of the sustainability ratings, and advancing the sustainability reporting and the sustainability topics of importance to ams OSRAM. Moreover, the responsible specialist departments specifically informed the Committee about Environmental Protection, Health and Safety (EHS) and Diversity within the Company.

The **Supervisory Board** was regularly updated on the work of the ESG Committee. Furthermore, in July 2024 an introduction to and training session on the CSRD was held for all members of the Supervisory Board. The Audit Committee likewise addressed the future reporting requirements under the CSRD at one of its meetings. The new materiality analysis was also discussed there.

The **Management Board** regularly discussed sustainability-relevant topics, with particular focus on implementing the climate and sustainability strategy, developing a new, CSRD-compliant materiality analysis, and addressing the challenges of future reporting requirements under the CSRD.

The **Sustainability Council** convened once in 2024 and concerned itself with the sustainability strategy and the future reporting duties under the CSRD.

4.2 Risk Management

ams OSRAM is exposed to various risks worldwide connected to our business activities.

4.2.1 Identifying and Managing Risk

Advanced globalization and the resulting close linkage of social, economic, and (financial) political interests are making geopolitical risks and opportunities increasingly important for ams OSRAM. As a result, these geopolitical factors are coming more prominently into focus. Geopolitical opportunities and risks can influence our business directly or indirectly, e.g., through changes in the global economy. In the 2021 materiality analysis, geopolitical risks and/or conflicts were identified as a material topic for the Company and also as a material risk in the ERM (enterprise risk management) process for the 2024 reporting year. Climate-related risks may become ever more relevant in the course of climate change.

Governance
At the Supervisory Board level, the Audit Committee concerns itself with risk management and regularly monitors the effectiveness of the risk management system. Within the Management Board, the CFO is responsible for Company-wide risk management. The central office for risk management is part of the Audit, Compliance & Risk Management Department. It coordinates the risk management process and reporting. The head of this department reports directly to the CFO and, independently of that, directly to the Audit Committee of the Supervisory Board as well.

In principle, reporting to the Management Board and to the Supervisory Board Audit Committee on the risks that are material for the Group takes place on a semi-annual basis, although the regular reporting process is supplemented by ad hoc reports as necessary. This ensures that the Management and Supervisory Boards receive complete and timely information on significant risks to the Company. From financial year 2025 onward, the regular reporting intervals will be switched to quarterly reporting

Strategy and Regulations
ams OSRAM practices systematic risk management (ERM) to identify, assess, and control risks. Risks that could jeopardize the ams OSRAM Group's continued existence as a going concern or the achievement of strategic, operational, financial, and compliance objectives are to be identified at an early stage and risk-mitigating measures initiated on the basis of such systematic risk management. Non-financial risks such as transition risks and physical climate risks are also included in the ERM. The existing risk management system is continually refined and adapted in order to meet changing internal and external requirements.

Management of Impacts, Risks, and Opportunities
At ams OSRAM, the ERM system is a part of the interrelated processes and systems used for managing the Company. While enterprise risk management focuses primarily on addressing risks to the Company, business opportunities that arise and the means to achieve them form the core of the strategy, planning, and controlling process.

Identifying, assessing, reporting, and managing material risks is the responsibility of the management of the respective corporate departments and business units. Reported risks are assessed based on their impacts on business activities and the probability of occurrence.

The Risk Report, among other things, covers potential impacts of environmental, compliance, and quality risks on the Company. The management of sustainability-related risks is described in the relevant chapters on the material topics in this Sustainability Report.

The Audit Department monitors the effectiveness of the ERM system on an ongoing basis. In 2024, relevant thematic areas were examined as part of entity and process audits, and the findings contributed to the further optimization of our risk management.

Metrics and Targets
The overarching goal of ams OSRAM's risk management is to identify and evaluate existing and potential risks as early as possible and manage them in a way that ideally prevents their occurrence and/or minimizes any negative impacts.

4.2.2 Geopolitical Risks

Geopolitical impacts on ams OSRAM's business have been particularly evident in recent years as a result of the COVID-19 pandemic and the war in Ukraine and its consequences.

The ongoing war in Ukraine and the escalated conflict in the Middle East continue to dominate the current geopolitical situation. There could also be a further escalation in China's claims of sovereignty over Taiwan and therefore an increased decoupling of the relationship between the USA and China. The ongoing and regionally expanding war in the Middle East leads to indirect risks for the business of ams OSRAM. These risks could have direct effects on the existing procurement and sales markets of ams OSRAM, as well as indirect consequences due to changing macroeconomic conditions.

The business of ams OSRAM could also be impaired by increasing protectionism and the expansion of trade barriers due to political conflicts between individual countries. First and foremost, a further increase in the political tensions between the USA and China could impair the trade relationships of both nations' economies – which are also important for ams OSRAM's business – and lead to further restrictions. Such restrictions could have a particular effect on sales volume and procurement by ams OSRAM in both markets. Furthermore, it cannot be ruled out that the change in government administration in the USA will lead to adjustments in US economic policy. These changes could have negative effects on the trade and business conditions of foreign market participants like ams OSRAM. For example, punitive tariffs on high-technology products could have negative effects.

There is also the risk that despite enormous care and systematic implementation of the increasing regulatory requirements within international supply chains, violations of foreign regulations could occur, leading to negative effects on the businesses of ams OSRAM. In this context, there is also the risk that possible future export restrictions, particularly in the areas of semiconductor technology, could lead to customer-specific and country-specific trade restrictions. Were this risk to materialize, it could result in an inability to completely realize future sales potentials.

ams OSRAM is monitoring developments very closely to be prepared for changing business conditions and to be able to react quickly. Resources in the areas involved

of the Company have been and are being reviewed and adjusted as necessary. Geopolitical developments are also playing an increasingly important role in pending investment decisions.

As identified geopolitical risks also impact other fields of risk, such as macroeconomic risks, business interruption risks, or financial risks, the Company follows and evaluates them from various angles, and tackles them in the form of multi-layered defense strategies and measures > Management Report, Risk Report.

4.2.3 Climate Risks

ams OSRAM applies the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to evaluate potential climate risks. The intention here is to document and strengthen the Company's resilience to ensure its long-term sustainability and competitiveness despite climate change.

Basic Information and Difference from the Described ERM Methodology
In 2024, we advanced and updated our methodology for assessing climate risks (physical climate risks and climate-related transition risks). In this context, the methodology was adjusted to reflect the above-mentioned ERM system. To rate the potential extend of risks, the probability, impact, and timeframe of the specific hazards at the ams OSRAM sites and specific suppliers' and customers' sites was incorporated into this risk assessment.

The risks identified are monitored via the ERM system. At present, there is no financial quantification of the risks. All risks identified are currently below the defined ERM threshold values, so the ERM logic does not require their potential financial impacts to be evaluated. The risks described below are net risks, hereinafter termed "Risks after mitigating measures" and are consistent with our financial risk reporting.

Further details are available in the context of the Company's participation in the CDP Climate Change Questionnaire, which is posted on the Company website.

Assessment of Physical Risks
The evaluation of the physical climate risks was conducted as a first step by a recognized service provider for climate data and climate simulation models. In the process, 29 climate-related risks and hazards (acute and chronic) were analyzed for 22 key ams OSRAM sites (production, R&D, administration, and logistics), two important supplier sites, and three important customer sites; the analysis reflected different climate scenarios and timeframes.

Scenarios
As required by the EU Taxonomy and CSRD, the long-term analysis was based on four climate scenarios, i.e., the Representative Concentration Pathways (RCP) 2.6, 4.5, 6.0, and 8.5, with a special focus on the worst-case scenario for "fossil-fueled development" (RCP 8.5/SSP 5). SSP 5 assumes the increased exploitation of fossil-fuel resources and an energy-intensive lifestyle globally. Wherever data was available, the analysis relied on the more comprehensive climate scenarios that are outlined in the newly released Shared Socioeconomic Pathways (SSPs).

Timeframes
The short- to medium-term assessment covers the period up to 2030. Since the climate modeling and scenario methodology is forward-looking, it is practically impossible and/or not meaningful to assess a short-term period such as coming years using the same method. To nevertheless obtain a clear picture of the current situation and coming years, we have assessed short- and medium-term risks based on data on risks and occurrences since 2011 and projected these forward to 2030.

The long-term assessment was based on long-term climate data projections and/or the above-mentioned scenarios for the period 2031 to 2050.

Geolocation
We made use of the GPS (Global Positioning System) to define the coordinates of the sites assessed and locate them on risk maps (30 x 30 km resolution).

Short- to Medium-Term Climate-Related Physical Risks (up to 2030)
The short- to medium-term assessment enabled us to identify five significant risks (red flags) for ams OSRAM sites and two significant risks respectively for the sites of key suppliers and/or customers. No site is affected by more than one such climate risk. The acute climate risks predominate. From a regional viewpoint, it is exclusively our sites in Southeast Asia, particularly in Malaysia and China, that are currently affected.

In a second step intended to determine actual threats to the identified sites, a more detailed analysis was conducted. In this context, local hazard-zone plans were consulted as these were expected to indicate whether the sites did indeed lie within a hazard zone and what measures had already been taken by the relevant local authority, e.g., the creation of flood protection dams or flood areas. In addition, the extent to which the affected properties are prepared for such risks was examined, including an assessment of construction measures such as reinforced roofs, dams, or rainwater drainage, as well as a review of any damage that may have occurred in the past. It was determined that, to date, the above risks have not resulted in significant impacts at any of the sites identified, and/or the sites or communities have already taken measures to mitigate the risks. Therefore, it can be assumed that the sites will only be exposed to the potential climate risk to a low degree in the short to medium term. Nevertheless, ams OSRAM carefully monitors trends specifically at these sites to be able to respond at an early stage. The monitoring process is aligned with the expected life of the assets, the strategic planning horizons, and, if applicable, the capital allocation plans.

Furthermore, ams OSRAM draws up business continuity management plans outlining how 'business as usual' can be achieved as swiftly as possible after events such as natural disasters and other incidents that lead to interruptions. These plans are reviewed on an ongoing basis. This way, ams OSRAM limits the potential damage and avoids threats to its continuation. Corresponding insurance policies exist for all buildings.

Overview of Physical Risks

	until 2030	2030–2050			
		Scenario			
Risk		**SSP1-2.6**	**SSP2-4.5**	**SSP3-7.0**	**SSP5-8.5**
Acute					
Windstorm (incl. cyclone, hurricane and typhoon)	1	*	*	*	*
Heavy precipitation	1	*	*	*	*
Flood (coastal, fluvial, pluvial, ground water)	1	*	*	*	*
Subsidence	1	*	*	*	1
Chronical					
Changing air temperature			2	5	9
Heat stress				1	7
Sea level rise	1	*	*	*	1
Water stress			4	4	4

Number in table = amount of own sites affected

*Despite the absence of identified risks or data in these scenarios, we will continue to closely monitor developments.

Long-Term Climate-Related Physical Risks (2031–2050)
The long-term analysis timeframe (2031–2050) reveals an increase in risks in the various scenarios. Above all in the SSP 5-8.5 emissions scenario, 25 significant risks (red flags) at 12 own sites were identified. Chronic, heat-induced climate risks predominate here. A total of 50% of the Company's sites could potentially be threatened by heat stress and rising temperatures. Almost all the sites in Southeast Asia and North America could be affected by this, as will one site in Europe. Rising temperatures and heat stress are also the primary risks in the SSP3-7.0 and SSP2-4.5 scenarios.

We assume that the global efforts to reduce GHG emissions, the increasing investments in renewable energy, and progress in technologies such as enhancing energy efficiency will reduce the probability of an extreme emissions scenario. Nevertheless, a temperature rise will lead to necessary adjustments to infrastructure and/or equipment as well as the energy required for air conditioning and cooling. This may result in additional investments and higher operating costs. The same applies to suppliers and customers in these regions. The potential effects of rising temperatures and the need for additional cooling are monitored.

The same approach applies to the expected water stress. At present, water availability is not considered critical at any ams OSRAM site. Even if drought periods do not result in a red flag in the future, we may face greater water stress in Malaysia, the Philippines, and Singapore. Important semiconductor sites are located there and rely crucially on water for their manufacturing and cooling processes. To identify potential water shortages at an early stage, each year ams OSRAM reviews the water requirement at its sites using the Aqueduct Water Risk Atlas published by the World Resources Institute. It examines both the water withdrawal volume and the type and scale of wastewater discharge at the sites. To ensure a resource-conserving approach, we constantly seek to reduce our water consumption > 5.3.1 Water. We may need to intensify efforts going forward. This could require additional investment. Furthermore, water costs might rise, which could have a negative impact on operating costs.

Assessment of Transition Risks
In order to evaluate transition risks, we relied on a scenario that is aligned with the Paris Agreement and limitation of global warming to 1.5 °C and is based on related scenarios by the International Energy Agency (IEA) (net zero emissions by 2050, scenario for sustainable development, etc.) that are linked to the transition from a CO_2-intensive to a low-carbon economy. A two-stage assessment process was used to determine the (net) climate-related transition risks and opportunities.

In the first step, the analysis identified 15 potential risks and three potential opportunities that could all materialize in a medium- to long-term timeframe. The analysis was based on general and sector-specific assumptions that are listed in the Appendix under > 7.4 Index on GRI, TCFD (Including Assumptions on Climate-related Transition Risks), and SASB. These were rated according to probability and impact, whereby the classification relies on the methodology defined in the ERM system. The assessment identified six potentially significant risks and one potentially significant opportunity.

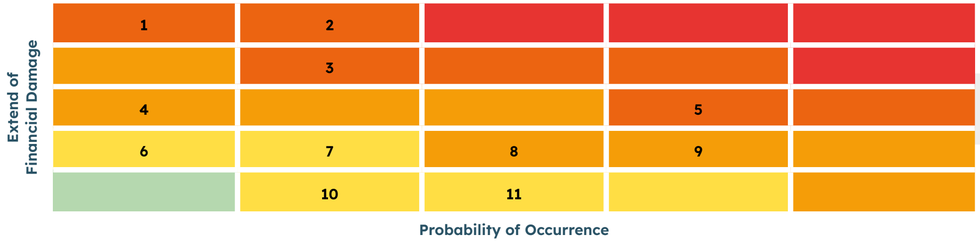
In a second step, these six transition risks identified as being potentially significant were explored further. Existing, proposed, or under evaluation risk mitigation measures were taken into account.

Transition Risks and Opportunities – Long List / Short List

Legend

minor | low | medium | high | major

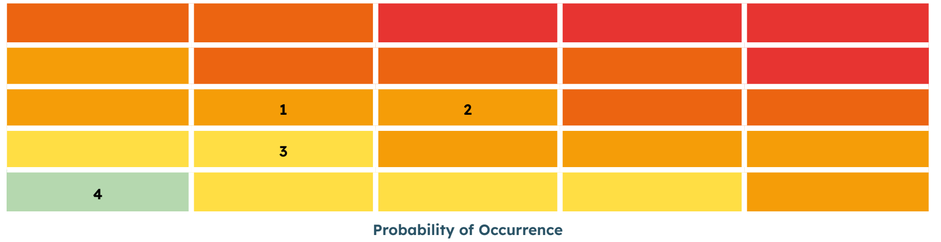
Risks prior to risk-mitigating measures – Long List



1 - Unsuccessful investment in new low-carbon products or or production processes
1 - Loss of revenues due to stigmatization
2 - Key customers switching to competitor's products
- Ban of non-efficient products / materials / processes
3 - Increased need for substituting of current products with low-carbon products
4 - Challenge to attract talents
5 - Increased cost of rare earth elements
6 - Legal action taken against ams OSRAM
7 - Non-compliance with reporting obligations
8 - Decrease of demand due to longer replacement cycles
- Inability to comply with circularity demands
- Inability to comply with end-of-life treatment
9 - Increased energy costs in operations
10 - Higher costs due to upstream carbon
11 - Higher costs due to statutory carbon pricing for own emissions

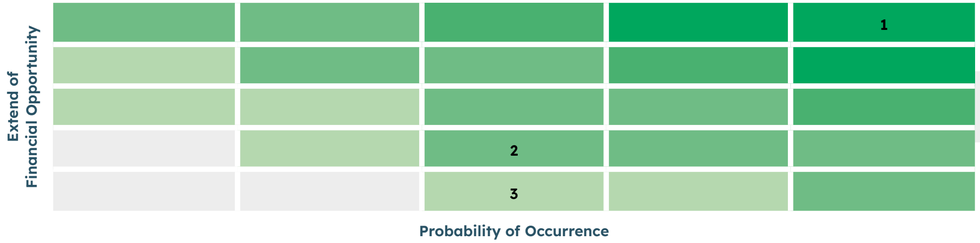
Risk-mitigation measures
> Overview of Transition Risks

Risks after risk-mitigating measures – Short List



1 - Unsuccessful investment in new low-carbon products or production processes
2 - Increased cost of rare earth elements
3 - Key customers switching to competitor's products
4 - Increased need for substituting current products with low-carbon products
- Loss of revenues due to stigmatization
- Ban of non-efficient products / materials / processes

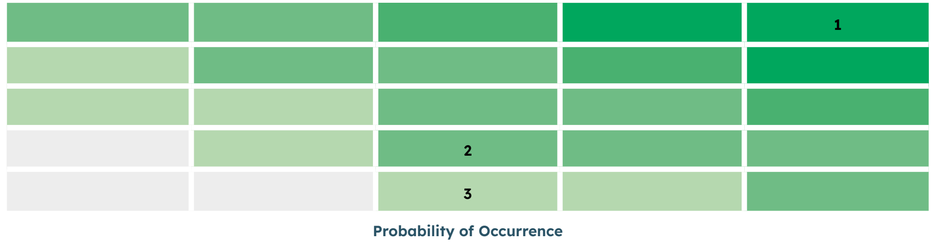
Opportunities prior to measures – Long List



1 - Increased demand for energy-efficient products
2 - Increased resource and cost efficiency due to recycling of material / circularity
3 - Payback of current investment in renewable energy

Measures
> Overview of Transition Risks

Opportunities after measures – Short List



1 - Increased demand for energy-efficient products
2 - Increased resource and cost efficiency due to recycling of material / circularity
3 - Payback of current investment in renewable energy

Overview of Transition Risks:

Risk	Scenario & timeframe	Potential impacts	Risk-mitigating measures	Risks after mitigating measures
Risk of key accounts switching to competitor's products with a lower CO_2 footprint (Element of the Risk of Competition for the Introduction of New Technologies)	1.5 °C scenario; market-related event; medium to long term	Investments made cannot be recouped through sales revenues, or only insufficiently, or only after a time lag	- Expansion of R&D for low-carbon products and services - Expansion of focused communication to foster awareness of the benefits of the Company's low-carbon products and services - Expansion of customer management/marketing - Expansion/systematic management of sustainability-relevant data customers require - Realization of focused market research activities	The risk is currently considered low. However, considered to be increasing, as long-term trends in a dynamic market environment are hard to predict. Uncertainties could be political developments that might lead to unexpected decisions, e.g., on transparency requirements for products
Risk that non-efficient products and services get banned (element of Legal and Compliance Risks[1])	1.5 °C scenario; regulation-driven transition event; medium to long term	Declining revenues and/or higher capital expenditures (CapEx) and R&D costs to develop products that comply with the new regulations	- Continuation/expansion of cooperation between the relevant business units to incorporate regulatory changes into product and service development at an early point in time - If required, elaboration of a transition plan to gradually phase out products and introduce compliant alternatives - Proactive interaction with customers to boost their demand for energy-efficient and thus lower-carbon products	Although the regulation of products is increasing, ams OSRAM currently rates the risk as low, as monitoring processes have been put in place. The risk could be higher in the long term, as global developments make it difficult to predict how quickly or progressively legislation will develop in the respective countries.
Risk of loss of revenues due to stigmatization of the Company as lagging behind industry standards	1.5 °C scenario; reputation-related transition event; long term	Declining revenues and/or higher operational expenditures (OpEx), also because of higher personnel and recruiting costs	- Implementation of a science-based climate strategy - Ongoing advances in the sustainability strategy, incl. objectives - Continued close customer relationships to understand and predict customer requirements and reflect this in the product development - Continued communications activities to position the Company as a key player in the semiconductor industry for innovative, low-carbon products - Continued participation in EU innovations programs for a climate-friendly transformation - Continued participation in industry associations to constantly monitor the sector's role and reputation - Compliance with all regulatory requirements and efforts that go even further	Since ams OSRAM has already implemented the above-mentioned strategies and upholds the described processes and measures, the Company expects no material risks here. At present, ams OSRAM is the market leader in its core businesses or is one of the market leaders.
Risk of a greater need to substitute current products with lower-carbon products (element of the Risk Competition for the Introduction of New Technologies[1])	1.5 °C scenario; technology-based transition event; medium to long term	Rising capital expenditures (CapEx) and R&D costs to develop products that meet the new requirements and expectations	- Continued investments in R&D in the field of low-carbon products and services - Continued participation in EU innovation programs for a climate-friendly transformation - Continued participation in industry associations to constantly monitor the sector's role and reputation - Close customer relationships to generate a need for/an interest in low-carbon products	Given existing strategies and processes, the Company does not expect any material risks in the long term. Long-term developments are, however, hard to predict. Political developments could lead to unexpected customer decisions.
Risk of unsuccessful investments in new low-carbon products or production processes (element of the Risk of Competition for the Introduction of New Technologies[1])	1.5 °C scenario; technology-based transition event; medium to long term	Declining revenues and/or rising capital expenditures (CapEx) and/or R&D costs	- Continued market research to monitor trends, the competition, consumer preferences, and legal requirements as regards low-carbon products - Continued close customer relationships to understand/predict customer requirements and/or future requirements to manage R&D activities and product developments - Continued participation in industry associations to constantly monitor the sector's role and reputation - Continuation/expansion of cooperation between the relevant business units to reflect regulatory changes in the development of products and services at an early point in time	As a supplier, ams OSRAM classifies the risk as moderate in the medium to long term, as more rapid adjustments may be necessary, which could possibly also lead to undesirable developments and higher costs.
Risk of higher costs for rare earths and other scarce resources (element of the risk of Dependence on Suppliers[1])	1.5 °C scenario; market-related transition event; medium to long term	Rise in procurement costs that could result from higher commodity prices	- Continued investment in R&D to lower reliance on rare earths and other scarce resources, e.g., for alternative materials in existing technologies or the development of new technologies that require no/fewer rare earths - Continued monitoring of market forecasts/reports on supply/demand of rare earths and alternatives - Long-term supply relationships including long-term contracts for access to materials with attractive/plannable prices	ams OSRAM rates the risk as moderate in the medium to long term. Uncertainties could come into play, in particular as geopolitical conflicts could lead to trade conflicts with unexpected impacts on prices (see also Geopolitical Risks[1]).
Opportunity of greater demand for energy-efficient products	1.5 °C scenario; market-related transition event; medium to long term	Positive trend in revenues and earnings	- Chapter > 2.2 Business Model and Portfolio of the present report describes how ams OSRAM seeks to create solutions and what measures are being taken to make the best possible use of the resulting business opportunities.	ams OSRAM assumes that these opportunities will materialize through implementation of the corresponding product roadmaps.

[1] > Management Report, Risk Management.

4.3 Integrity and Ethical Principles

Summary
The aforementioned assessment does not indicate that there are significant short- or medium-term climate-related risks. Given the long period in which the potential physical risks could materialize (at the earliest as of 2030), no actual measures are necessary in the short term. In the medium term, ams OSRAM will monitor developments as required and initiate the corresponding measures.

Moreover, we assume in the medium to long term that the probability of occurrence and the impacts of transition risks will be moderate to low. We will continue to follow the above developments carefully.

The implementation of the "Increased demand for energy-efficient products" opportunity is a key component of the corporate strategy as well as the current and future technology and product roadmap and should help to strengthen the resilience of the business model. In the context of the analysis and evaluation, no assets or business activities were identified that are incompatible with the transition to a climate-neutral economy or entail considerable efforts to achieve compatibility. All transition risks identified relate to business activities and do not involve assets > Notes to the Consolidated Financial Statements, 1. General Principles – Contingencies and Main Judgments.

4.3.1 Values and Code of Conduct

Due to its global business activities and the related possible and actual impacts on the economy, environment, and society, ams OSRAM bears a global responsibility. ams OSRAM is, furthermore, obligated to comply with an array of laws, rules, and regulations. In addition, ams OSRAM is committed to doing what is ethically correct. We wish to do justice to the trust our shareholders, customers, investors, employees, and other stakeholders have in us by maintaining high standards of integrity, reliability, and quality.

The Code of Conduct (CoC) constitutes the ethical-legal framework in which the Company operates. It applies to all ams OSRAM employees and board/committee members; it regulates internal interaction and relationships with external partners and the general public. Legal provisions, regulations for capital-market-based corporations[1], the principles of the UN Global Compact as well as the international treaties and agreements on human rights, combating corruption, and sustainability form the basis of our CoC. It is supplemented by specific and more extensive regulations and process descriptions.

The CoC forms a crucial element of the Group-wide compliance management system (CMS). The principles enshrined in the CoC go beyond the compliance issues and lay the foundations, for example, for fair labor conditions, health and safety, and adherence to human rights. Potential violations of the CoC can be reported using the Group-wide whistleblower system "Tell ams OSRAM".

The CoC is binding for all employees. To sensitize them and embed the CoC within the corporate culture, a continuously improved training system has been established, including regular obligatory training sessions for employees and members of the boards/committees.

Violations of the law and non-adherence to the CoC as well as other internal guidelines can have severe legal consequences for both ams OSRAM and the persons involved. For further details on complaints management, please consult > 4.3.2 Combating Corruption and Anti-Competitive Behavior.

We also oblige our suppliers to comply with the values and principles defined in our CoC via our Code of Conduct for Suppliers > 6.1.2 Supply Chain Management.

4.3.2 Combating Corruption and Anti-Competitive Behavior

For ams OSRAM, the field of compliance creates risks and opportunities, the extent of which also depends on parameters such as the regional focus of business activities, the business model chosen, and the sectors in which the Company is active. For example, ams OSRAM is also active in countries that, according to Transparency International, feature an increased risk of corruption. The ams OSRAM business model relies primarily on business relationships between companies. Business activities both with suppliers and with customers therefore predominantly take place with other companies and rarely with governments and/or the public sector.

Corruption and anti-competitive behavior as well as other violations of regulations that are subject to fines and penalties can lead to sanctions, financial losses, or reputational damage. Irrespective of the statutory sanctions, in the case of a confirmed violation the employees in question must also expect disciplinary consequences. ams OSRAM is convinced that legally compliant behavior has a positive effect on the satisfaction of employees and business partners and is an important prerequisite for the Company's success.

Governance
In the context of its oversight of the Management Board in its executive function within the Company, the Supervisory Board also monitors the functionality, appropriateness, and efficacy of the compliance management system (CMS). At ams OSRAM, this task is assigned to the Audit Committee of the Supervisory Board. The Group Management Board bears overall responsibility for the topic of compliance and the corresponding CMS. The CMS serves the Management Board as a means of fulfilling its mandatory management responsibility, its entrepreneurial due diligence, and its oversight duty to set up a control and monitoring system that at an early stage identifies developments that represent existential threats to the Group. Within the Management Board, the CFO is responsible for all compliance issues.

[1] Given its listing on the SIX Swiss Exchange, ams-OSRAM AG is subject to the corporate governance requirements set for publicly listed companies in Switzerland (the Swiss Corporate Governance Guidelines). The Company carefully adheres to these requirements, as it does to those set by Austrian stock corporation law. ams-OSRAM AG likewise takes into account the recommendations of the Austrian Corporate Governance Code and developments in the corresponding bodies of regulations issued by international investors and consultants on voting rights.

The compliance organization supports the Management Board in fulfilling its legal responsibility and due diligence obligations for the appropriate and effective management of compliance risks in the Group and the related supervisory duties. The Head of Compliance, Audit & Risk is responsible for the design and global operational implementation of, and continuous development of the CMS. He also ensures the goals set in connection with the compliance rules and guidelines are achieved and heads a global organization of experts at various sites and reports on a quarterly and ad hoc basis on current issues and possible risks both to the Management Board and also directly to the Supervisory Board Audit Committee.

Data privacy[1] is an integral element of the CMS and in organizational terms is embedded in the compliance organization. A Data Privacy Application Board (DPAB) has been set up, of which the Head of Data Privacy is a permanent member. He reports on current developments regularly and on an ad hoc basis directly to the Head of Compliance, Audit & Risk, and also directly to the Management Board. Data Protection Officers or Data Protection Coordinators are designated, as required by the relevant legislation, within the individual Group companies.

Strategy and Regulations

ams OSRAM is committed to fair competition and to preventing corruption and bribery. With its Compliance Strategy and the CMS based on it, ams OSRAM aspires to strengthen a corporate culture that prevents violations of rules that are subject to penalties and fines. To this end, the Company seeks to develop awareness of lawful behavior and integrity as a fundamental element of the corporate culture and advances this mindset on an ongoing basis. The strategy also includes consistently preventing corruption and bribery, investigating any cases of suspicion without exception, and implementing appropriate remedial measures if a suspected case is confirmed. Moreover, the established whistleblower system poses a key strategic element of our approach in terms of anti-corruption.

The CMS is based on the three pillars of Prevent, Detect, and Respond. It covers rules such as the Code of Conduct (CoC) for employees and the Group guideline on Compliance as well as measures and processes in the fields of combating corruption, antitrust and competition law, prevention of money laundering, data privacy, and export controls. These rules also include interaction with business partners and other external groups. Furthermore, there are rules such as the Code of Conduct for Suppliers that are binding for part of the value chain but lie outside the Company itself.

[1] Data privacy was not identified as a material issue in the context of the materiality analysis. We nevertheless address the matter in this chapter, given its general importance.

Adherence to the CoC, which is consistent with the provisions of the United Nations Convention against Corruption and is available in various languages, is binding for all employees and forms the very basis for bonus payments under the Long Term Incentive Plan (LTIP). The Group Compliance guideline specifies the behavioral requirements outlined in the CoC and contains specific guidelines and process requirements on the following points, among others:

- Combating corruption
- Antitrust and competition law
- Export controls
- Reporting and handling of compliance incidents
- Prevention of money laundering

In the field of data privacy, the Group Data Privacy Guideline contains fundamental principles, regulations, and processes to protect the person-related data of employees, customers, suppliers, and business partners. The Head of Data Privacy is responsible for managing risks, developing corresponding action plans, and achieving set goals.

Management of Impacts, Risks, and Opportunities

In order to identify potential compliance risks at an early stage and counter them appropriately, annual risk assessments are carried out at selected Group entities on all compliance issues. After categorizing the Group companies into risk groups, the companies to be audited are selected according to a risk-based approach and then subjected to a risk analysis. Key corporate functions are also scrutinized with regard to their risk potential. Significant compliance risks are likewise the subject of risk management at the Group level and in the relevant reporting.

In the field of data privacy, all processes relating to personal data are documented in a so-called index of procedures. It is used to assess internal processes concerning data privacy risks within the Company.

ams OSRAM has various tool-based processes for dealing with risks resulting from corruption-relevant behavior. For example, due diligence is conducted for risk-related business partners before the conclusion of a contract. Moreover, we also require our suppliers to sign the Code of Conduct for Suppliers and thus commit to prohibiting corruption and bribery > 6.1.2 Supply Chain Management.

There are also tools that support our employees as they assess the legality of benefits such as gifts, hospitality, and invitations to entertainment events, or guide them through the approvals process.

A central feature of the CMS is our “Tell ams OSRAM” whistleblower system (part of the complaints system), which is available in various languages. It is managed by an independent operator and complies with the stringent European data privacy regulations. Employees and third parties (e.g., our suppliers, employees, business partners, and residents of communities around our sites) can use this electronic whistleblower system at any time, and if so desired also point to potential risks and violations anonymously. Alongside compliance topics (see the aforementioned description of the CoC), information can also be reported on risks and violations of human rights, working conditions, and environmental protection (in ams OSRAM’s own business activities and within our supply chain). Complaints/reports can also be filed by other means, for example by mail. Internally, employees can report information to the Compliance, Human Resources (HR), Procurement, or EHS organization as well as to the respective line manager or employee representatives.

All reports of potential compliance violations (see the table Compliance Incidents) will be investigated. If there are concrete indications of a violation, the Company will conduct independent internal investigations in line with the Group compliance guidelines. If this then reveals a violation, the Compliance organization recommends measures to remedy any shortcomings thus identified and will monitor their implementation. In the event of misconduct on the part of our employees, ams OSRAM may take disciplinary action under labor law. At ams OSRAM, there is an independent Corporate Disciplinary Committee to ensure the appropriateness of proposed disciplinary action; its decisions are binding throughout the Group. The application of fixed standards and consistent decision-making criteria (including mitigating measures) is designed to safeguard a fair process that treats all employees equally. The Management Board and the Supervisory Boards are regularly and/or on an ad hoc basis informed of the activities and insights of the Corporate Disciplinary Committee.

Complaints and information reported are always processed by independent employees who are bound to act independently and confidentially when fulfilling their tasks. Moreover, they must obey the data privacy regulations, uphold transparency, and secure the rights of all persons involved. Whistleblowers are involved in the process as far as possible and informed of its results.

ams OSRAM does not tolerate any kind of retaliation against whistleblowers. All persons who report a complaint or information in good faith are then protected against all kinds of retaliation and other disadvantaging (in particular intimidation, animosity, punishment, measures under labor law, or the like). We investigate all plausible claims of disadvantage. Justified allegations of discrimination constitute a compliance violation and are accordingly sanctioned as a severe act of misconduct. This also applies if the information provided should prove to be unfounded. For more information on whistleblower protection, please consult the Code of Conduct and the Rules of Procedure for Complaints Processes.

Proven violations are analyzed on an ongoing basis, and the resulting insights are taken into account in the ongoing further development of the CMS.

The Compliance organization uses various internal training and communications measures to highlight the availability of safe and secure reporting channels, in particular ‘Tell ams OSRAM’, and calls for these to be used when appropriate.

Moreover, in order to strengthen our compliance culture, we regularly conduct local and cross-location communication measures on current developments in compliance.

In the case of proven risks or violations, the necessary remedial measures are enacted in order to eliminate, minimize, or in the future prevent the shortcomings in question. Under certain conditions, compensation or, if necessary, measures under labor law may be necessary. When defining effective remedial measures, we consider the interests of potentially concerned parties as well as other interest groups, among them employees, suppliers, or civil society actors who can report information on potential risks or violations using the complaints system. The implementation of remedial measures is consistently monitored. This occurs on an ongoing and independent basis through the responsible specialist department (such as HR, EHS, or Procurement) and, later in the process, through the monitoring function of the Group Human Rights Officer.

Our multi-stage, target-group-oriented training concept forms another elementary component of the CMS.

The ‘Code of Conduct’ training is mandatory for all employees throughout the Group (i.e., for direct employees, including the Management Board, as well as for indirect production staff and technicians who generally do not have direct company access to e-mail). The training must be completed annually and aims to guide employees through all key topics of our CoC. While the indirect employees complete the training online, the training for direct employees takes the form of a video focusing on production-related topics. There is also additional standard online training on anti-corruption and data privacy, which is mandatory for all indirect employees. In addition, in line with a risk-based approach, special online training courses are offered for selected target groups (employees in sensitive functions) in the areas of antitrust law, export controls, and money laundering prevention (see table on Training on Compliance and Ethical Standards). Both the standard and the special training sessions address the possible employee exposure to risks, the correct way to tackle the issue, and the possible consequences for the Company and individual employees in the event of a violation. The training cycle for these courses is three years.

In 2024, the CMS was further developed to respond appropriately to growing global regulatory and customer-specific requirements. Against the backdrop of the Company’s increasing focus on the semiconductor business, the export controls team within the Compliance organization was strengthened even further to appropriately implement the relevant changes in legislation and trade restrictions resulting from the trade conflict between the USA and China, and the sanctions against Russia.

Parameters and Objectives

The Company’s overarching objective in the field of Compliance is to prevent cases of corruption and bribery as well as other activities potentially breaching criminal law. To achieve this and limit potential negative impacts, the Company has set itself the goal of advancing the CMS already installed on an ongoing basis.

ams OSRAM considers regular employee training sessions as a crucial key to avoiding incidents of corruption. For this reason, relevant employees receive ongoing training as described on compliance topics in a risk-based and target-group-specific manner. Measured in terms of the defined training cycles, the individual training sessions achieved the following coverage ratios as of year-end 2024 respectively.

Training on Compliance and Ethical Standards

	Trainings							
	General and in-depth					Risk-oriented		
	Code of Conduct for indirect employees	**Code of Conduct for direct employees**	**Anti-corruption**	**Data protection**	**Antitrust**	**Export control**	**Money laundering**	**Supervisory Board training**
Training coverage								
Target group	All indirect employees[1]	All direct employees	All indirect employees[1]	All indirect employees[1]	Employees in risk function[1]	Employees in risk function[1]	Employees in risk function	Members of Supervisory Board
Description of the target group					Sales, marketing, procurement, management (from Grade 19), and selected corporate functions[4]	Top management (from Grade 21), sales, marketing, procurement, and selected corporate functions[4]	Top management (from Grade 21), finance[4]	Members of Supervisory Board
Number of employees in target group[2], respectively members of the Supervisory Board	10,747	8,924	10,747	10,747	3,408	1,870	1,514	12
therein indirect employees	10,747	-	10,747	10,747	3,408	1,855	1,514	-
therein direct employees	-	8,924	-	-	-	15	-	-
Number of trained employees in target group	10,068	7,975	10,415	10,381	3,277	1,786	1,445	12[3]
therein indirect employees	10,068	-	10,415	10,381	3,277	1,776	1,445	-
therein direct employees	n/a[1]	7,975	-	-	-	10	-	-
Type and duration of training								
Presence training								60min
Online training	30min	15min	60min	30min	60min	45min	30min	
Training frequency								
Frequency of the training to be carried out	annually	annually	triennial	triennial	triennial	triennial	triennial	one-time
Topics covered								
General behavioral requirements	x	x						
Human rights and labor conditions	x	x						
Corruption and bribery	x		x					
Antitrust law	x				x			
Data protection	x			x				
Export control						x		
Money laundering							x	
Regulations at ams OSRAM								
Other/occasion-related						x		x[3]

[1] Incl. members of the Management Board; the Management Board completed 100% of the training courses allocated to it in financial year 2024
[2] An employee can be assigned to several target groups so that the total number of employees in the target groups does not correspond to the total number of employees in the Company.
[3] Supervisory Board: training as part of an onboarding process as well as other, also event-related training such as capital market-related compliance training; in financial year 2024 one new member joined the Supervisory Board
[4] The functions classified as at-risk functions are 100% covered by relevant training.

Compliance Incidents[1]

	2024	2023	2022
Number of (unclosed) compliance incidents as of January 1	**14**	**22**	**25**
New compliance incidents	**34**	**27**	**39**
Compliance incidents closed during the year	**38**	**35**	**42**
Number of compliance incidents[2] from 2024 with proven violations	13	12	14
Number of compliance incidents from previous years with proven violations	9	12	14
Number of consequences under labor law in the event of proven violations	1	2	6
therein number of workers dismissed due to corruption or bribery-related incidents	-	-	-
Number of business partner relatonships terminated due to incidents of corruption or bribery	-	-	-
Number of (unclosed) compliance incidents as of December 31	**10**	**14**	**22**
Number of antitrust or monopoly lawsuits	**-**	**-**	**-**
Number of legal actions for other anti-competitive behavior	**-**	**-**	**-**

In the field of data privacy, our goal is to protect any personal data of our employees, customers, suppliers, and business partners in all products and processes, and avoid any possible data privacy breaches. All our employees are obliged to treat personal data confidentially. ams OSRAM has specifically set itself the target of putting in place an automated and integrated procedural register for the entire Group by the end of 2024, and of revising the ams OSRAM Binding Corporate Rules (BCRs[3]) in line with the European Data Protection Board (EDPB). Another focus was on implementing a Group-wide governance system for video surveillance facilities (including a corresponding guideline, documentation, and approvals process).

Below is an overview of enquiries from the authorities and other parties as well as of occurrences in the field of data protection.

Protection and Security of Personal Data

	2024	2023	2022
Governmental data protection requests	-	2	-
Customer complaints	-	-	2
Requests for information[4]			
in time	11	25	53
not in time	-	-	-
Privacy incidents			
without sanctions	4	7	1
with sanctions	-	-	-

[1] Compliance incidents encompass especially all plausible allegations of a violation of criminal or administrative law related to ams OSRAM's business activities.
[2] Therein number of compliance incidents with proven violations in the following fields: corruption or bribery: 0; money-laundering or insider trading: 0; conflicts of interest: 0. There were minor incidents in the following areas: incidents against customs regulations: 1; incidents against foreign trade regulations: 1; environmental and occupational health and safety regulations: 2; asset/property crimes: 9.

[3] BCRs are data protection rules that corporations domiciled inside the EU apply when transmitting personal data to countries outside the EU and within a corporate or company group.
[4] Requests for information are based on data subjects' right to be informed (GDPR). This right allows natural persons (data subjects) to ask the entity responsible for data processing (here ams OSRAM) for information about which data has been collected about them and how it is used.

5 Environmental and Climate Protection

5.1 Environmental Management

The ams OSRAM business model involves opportunities and risks regarding the environment. These are outlined in chapter > 2.2 Business Model and Portfolio.

Governance
Overall responsibility for environmental protection and occupational health and safety within the ams OSRAM Group lies with the Chief Executive Officer (CEO), who has delegated tasks and managerial authority to the Head of Corporate EHS. At regular intervals, the EHS Department reports directly to the Management Board on significant developments.

Strategy and Regulations
Protecting the climate and the environment is a precondition for sustainable business. Therefore, at ams OSRAM we are committed to complying with stringent environmental standards and responsible environmental management. The objective is to make efficient use of resources and adhere to the statutory environmental protection regulations. Through our activities and by using a certified environmental management system, we seek to meet the growing expectations of our employees and customers as well as the capital market and society as a whole. In doing so, we not only aspire to fulfill the legal requirements but also to help maintain ams OSRAM's social 'license to operate'.

The EHS Department coordinates environmental protection requirements, oversees their local implementation, and advances the environmental management system on an ongoing basis. To this end, it issues the Group-wide EHS Manual (rules including EHS Policy) and defines supporting EHS processes in order to comply with the environmentally relevant regulations and laws at the local and regional level as well as global internal requirements. The manual takes into account industrial and product-related environmental protection, the transportation of hazardous goods, occupational health and safety, and fire protection. Corresponding reviews of these topics are carried out prior to mergers and acquisitions.

Managing Impacts, Risks, and Opportunities
All production facilities and the headquarters in Premstätten (Austria) have an environmental management system that is certified to the international standard ISO 14001. The locations in Regensburg, Berlin, Schwabmünchen, Herbrechtingen, and Munich (Germany) and, for the first time this year, the Ang Mo Kio (Singapore) site are also using an ISO 50001-certified energy management system. All ams OSRAM employees are trained upon joining the Company on EHS-related issues and are then given further training at regular intervals. The aim is not just to raise awareness of such issues but also to point out the consequences for ams OSRAM of any regulatory breaches. In the financial year 2024, external audits were successfully carried out at seven sites, five of which had ISO 14001 and three ISO 50001 certifications. To monitor the global and enduring application of the EHS management system, the corporate EHS Department also conducted eight corporate EHS audits. These combined audits are based on the ISO 14001 and ISO 45001 standards (occupational health and safety management systems) and, in Germany and Singapore, also on ISO 50001.

ams OSRAM's processes also consider the legislation regulating the use and declaration of specified hazardous substances in semiconductor components, and in electrical and electronic equipment that is relevant to the Company. Our requirements regulate the use and handling of raw materials and substances at our locations and therefore protect people's health and the environment both inside and outside the Company > 5.3.3 Resource Efficiency. The individual business units implement the corporate EHS requirements and are also responsible for designing products to be environmentally compatible and ensuring that both their manufacture and use are energy-efficient.

The corporate EHS Department cooperates with government agencies and industry associations on a variety of topics. It also regularly carries out site visits, inspections, and internal audits to review the implementation of the regulations defined in the EHS Manual and additional processes at the locations.

In our supply chain, we use contractual regulations and the Code of Conduct for Suppliers to emphasize our expectations in terms of environmental and climate protection, and insist these be applied > 6.1.2 Supply Chain Management.

Metrics and Targets
Each year, ams OSRAM sets itself targets for energy consumption, GHG emissions, water withdrawal, and waste generation. These are defined at site level and aggregated to overall global targets. Managers implement the measures specified at the individual manufacturing locations. The results are outlined in the respective sections of chapter 5.

ams OSRAM tracks the data collected and achievement of relative targets at the Group level as part of the quarterly EHS reporting. These relative KPIs set an absolute budgeted target or actual figure in relation to the generated or budgeted operative output[1] (operative output in EUR million). This approach enables us to define relative environmental parameters based on our own operational activity, regardless of contract manufacturing.

Operations in Kunshan (China) were discontinued in mid-year and the activities were transferred to Foshan (likewise China) or discontinued completely. The 8-inch LED factory in Kulim (Malaysia) did not go into operation as planned following the termination of a key microLED project. Nevertheless, this makes a significant contribution to our key environmental figures.

During the reporting period, no relevant penalties or fines of over EUR 10,000 were imposed on ams OSRAM for breaches of environmental protection rules.

Our environmental reporting covers data on energy consumption, GHG emissions, emissions of volatile organic compounds (VOC), water withdrawal, wastewater volumes, and the generation of waste. The data published in the present report covers more than 99% of our own environmental impacts[2] and the locations where 90% of all employees work.

The data and targets reported in the chapters on Energy Efficiency at the ams OSRAM Locations, Greenhouse Gas Emissions, Waste, and Water entail both absolute and relative KPIs.

[1] Operative output is production output valued at standard costs, chiefly comprising the cost of materials and personnel expenses, depreciation, and value creation.
[2] This estimate is made on the basis of energy consumption, which is the most relevant metric in the context of ams OSRAM's environmental impacts.

5.2 Climate Protection

To combat climate change, the international community committed within the framework of the 2015 Paris Agreement to limiting the global temperature increase to 1.5 °C if at all possible, and in any event to well below 2 °C. In Europe, the European Commission in particular has taken action, in this regard with its Green Deal. However, the capital market, customers, and civil society also place demands on companies. As an industrial corporation, ams OSRAM contributes to climate change specifically through the manufacture of its products, as this entails greenhouse gas emissions. The following describes how the Company fulfills its responsibility.

5.2.1 Greenhouse Gas Emissions

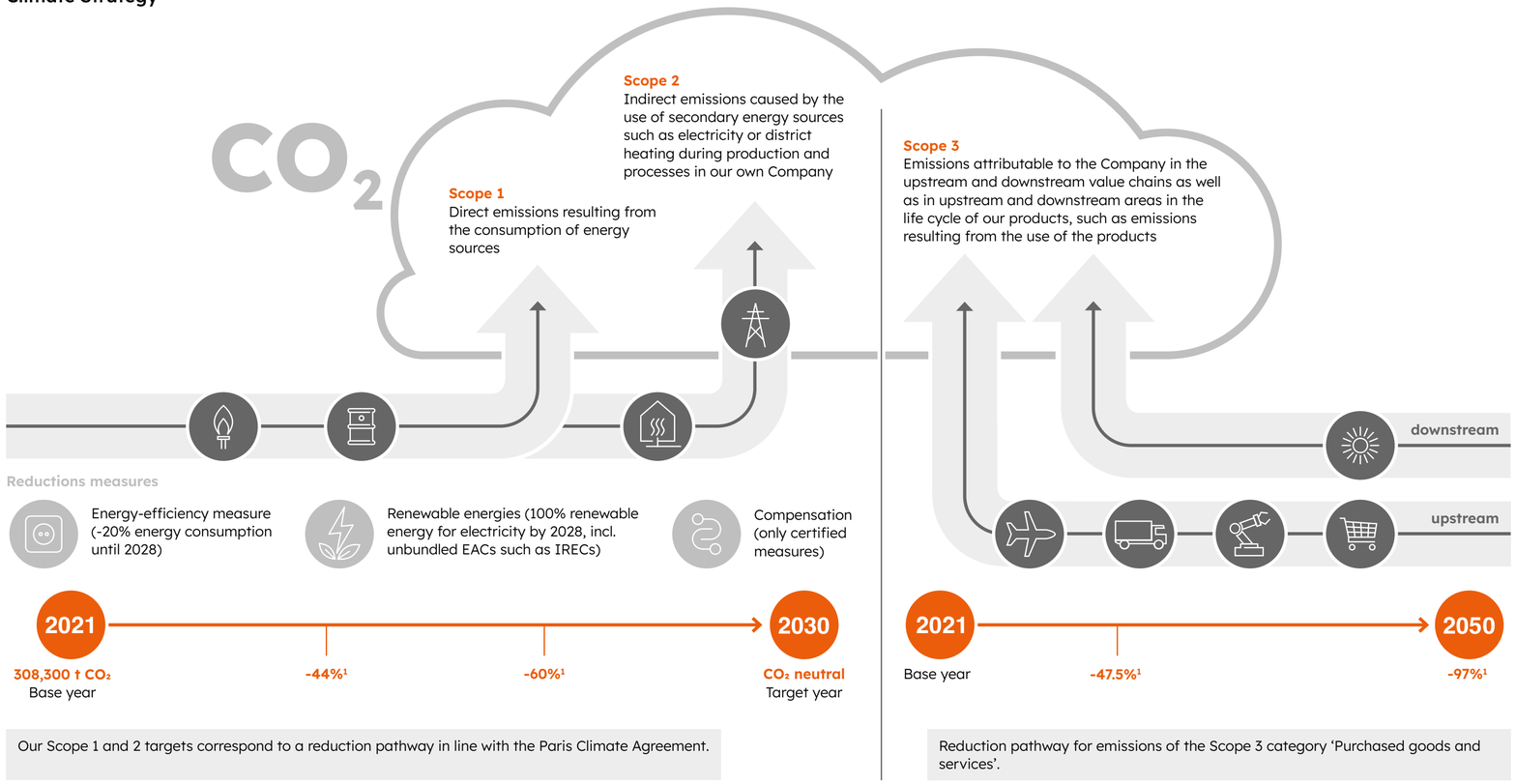
Strategy and Regulations
ams OSRAM has committed to reducing emissions of climate-damaging greenhouse gases in its own business activities. In 2021, the decision was made to achieve carbon-neutral operations with regard to Scope 1 and Scope 2 (in accordance with the Greenhouse Gas Protocol) by the year 2030. As part of our climate strategy, a reduction pathway was agreed upon for achieving the Scope 1 and Scope 2 targets consistent with a maximum warming of 1.5 °C. The climate strategy developed to achieve this target in 2022 was consistently pursued in 2024. Additionally, ams OSRAM is committed to reducing emissions caused in the upstream Scope 3 category ‘Purchased goods and services’ by 47.5% per EUR of value added by 2030 and lowering them further by a total of 97% by 2050 > 6.1.2 Supply Chain Management.

In this context, ams OSRAM focuses on the following:

1 Avoiding direct and indirect emissions and further reducing energy consumption (> 5.2.2 Energy Efficiency at the ams OSRAM Locations)
2 Purchasing green electricity with guarantee-of-origin certification or Unbundled Energy Attribute Certificates (EACs)
3 The plan is to compensate emissions that cannot be avoided through reduction or efficiency programs, or that cannot be avoided with the sourcing of renewable energy, by offsetting them with high-grade certificates (Carbon Credits), e.g., Gold Standard or Verified Carbon Standard (VCS) credits. This instrument was not relevant in the financial year 2024 and was not used.

In 2023, we launched our ‘Operations Sustainability Program’ for our semiconductor sites, which are responsible for 85% of the Group’s GHG emissions. One emphasis is on putting our Climate Strategy into practice at these sites.

Climate Strategy



Our Scope 1 and 2 targets correspond to a reduction pathway in line with the Paris Climate Agreement.

Reduction pathway for emissions of the Scope 3 category ‘Purchased goods and services’.

[1] In comparison to base year

Managing Impacts, Risks, and Opportunities
Direct and indirect GHG emissions resulting chiefly from our use of energy contribute to climate change. Climate-relevant emissions also arise in our upstream and downstream value chain. ams OSRAM is therefore committed to reducing its emissions as part of its Climate Strategy (see the section Metrics and Targets).

ams OSRAM records and reports its GHG emissions in accordance with the recognized Greenhouse Gas (GHG) Protocol standard and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). It thus subdivides its emissions into:

- Scope 1: direct emissions from the use of energy sources and of gases with climate-relevant characteristics that are used in manufacturing processes and cannot be completely broken down in the exhaust gas flow,
- Scope 2: indirect emissions resulting from the use of secondary energy sources such as electricity or district heating, and
- Scope 3: emissions that occur upstream or downstream in our value chain and are attributable to the Company.

We report our Scope 2 emissions using both market-based accounting, i.e. based on the vendor-specific emission factor, and location-based accounting, i.e. using the regional and national specific emission factor in the electricity mix. Scope 1 and Scope 2 emissions are recorded based on energy consumption and are reported as absolute figures at location level and converted using the corresponding factors. Emissions resulting from residues of climate-relevant process gases are estimated from the quantities used, the operating period, and the efficiency of the waste gas treatment facilities at our locations in Premstätten (Austria), Kulim (Malaysia), Regensburg (Germany), and Wuxi (China). ams OSRAM is working on refining and consolidating this model through measurements within the exhaust systems and comparisons with data published elsewhere in the semiconductor industry. This year, emissions from the loss of coolants were also taken into account for the first time, even if this contribution is relatively small.

For 2024, ams OSRAM prepared figures for individual Scope 3 categories for the entire Group. Purchased goods and services as well as capital goods were included. An approximation model[1] recognized in the industry was used for this purpose. GHG emissions from upstream transport and distribution activities as well as from business travel are calculated based on data[2] we obtained from our business partners and service providers.

[1] estell 6, Systain

To ensure our efforts are externally assessed, ams OSRAM takes part in the CDP annual survey, the world's biggest rating platform for climate protection.

CDP Climate Change

	2024	2023	2022	2021	2020
Score	B	B	C	B-	C

Metrics and Targets
ams OSRAM has set itself an ambitious target for Scope 1 and 2[3], and has compared the reduction pathway with the method put forward by the Science Based Targets initiative (SBTi). The intention is to ensure that, at a minimum, it meets and/or surpasses the SBTi requirements. The following approach was chosen:

- Coverage: Scope 1 and 2
- Method: absolute reduction
- Scenario: 1.5 °C and/or reduction pathway envisaging a reduction of at least 42% by the year 2030 or an annual reduction of at least 4.2%
- Timeframe: by the year 2030

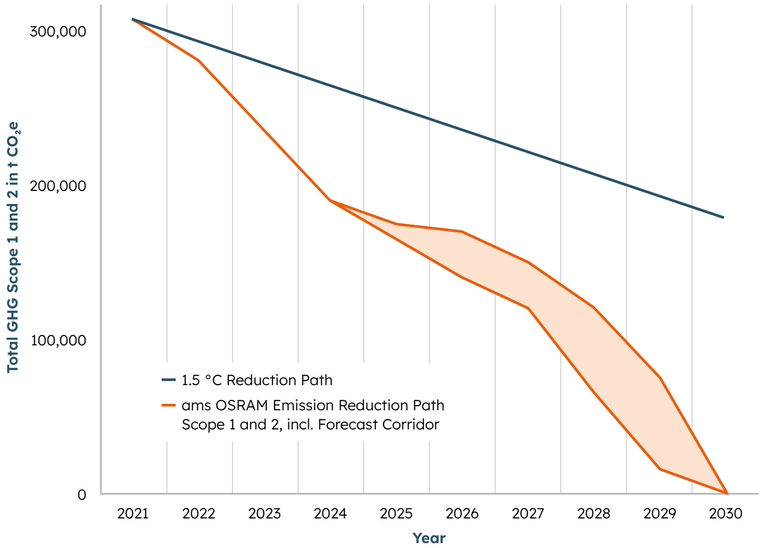
The reduction pathway accordingly shows what adherence to the 1.5 °C limit would mean at the corporate level. Due to possible portfolio changes and growth potentials, this pathway is dynamic, whereby the target remains constant. It is presented below as a timeline:

For Scope 3[3], ams OSRAM has also set a base year and harmonized the reduction path with the SBTi method. The intention was to ensure that, at the least, it fulfilled or indeed surpassed the SBTi stipulations. The following approach was chosen:

- Coverage: Scope 3, category 'Purchased Goods and Services'
- Method: economic intensity
- Scenario: 1.5 °C and/or reduction path that envisages a reduction of at least 47.5% by the year 2030 or an annual reduction of at least 7.0%
- Timeframes: by the year 2050 (interim target: by the year 2030)

[2] The data are in part based on estimates.
[3] The target is currently not registered with SBTi; registration is a medium-term objective.

Emission Reduction Path Scope 1 and 2



As regards Scope 1 and 2 as well as Scope 3 (category 'Purchased Goods and Services'), the year 2021 was chosen as the base year for the Climate Strategy. Since only a few sites emit VOCs and only in minor volumes, in this field, we have set ourselves the goal of a general reduction rather than specific targets.

The annual GHG emissions and energy-efficiency targets are closely bound up with each other as regards Scope 1 and 2. ams OSRAM calculates the overall global target in metric tons of CO_2 equivalents (t CO_2e) in relation to operative output > 5.1 Environmental Management.

In the 2024 reporting year, we succeeded in significantly reducing GHG emissions, among other things by procuring more green electricity (e.g. in Wuxi (China)). and certificates (e.g. in Penang (Malaysia)). than planned. In addition, there was an increase in the purchase of electricity from nuclear sources in Wuxi. As a result, we actually significantly outperformed the internally communicated interim target for 2024 given in the Climate Roadmap. Furthermore, the relative target scaled to operative output was achieved and significantly improved compared to the previous year.

GHG Emissions

in metric tons CO_2e	2024	2023	2022	2021	2020
GHG Scope 1 emissions[1]	**53,100**	**51,700**	**65,500**	**46,600**	**51,700**
Natural gas	21,700	23,600	27,100	29,600	29,900
Liquefied petroleum gas, diesel for on-site use, heating oil	2,000	1,800	2,600	2,600	2,800
Process gas emissions (PFC, HFC, SF6, NF3, N2O)	27,500	26,300	35,800	14,400	19,000
Emissions from coolants	1,900				
GHG Scope 2 emissions (market-based)	**211,600**	**229,400**	**230,500**	**261,700**	**264,100**
Electricity	209,200	225,900	225,300	256,000	258,000
District heating and steam	2,400	3,500	5,200	5,700	6,100
GHG Scope 2 emissions (location-based)	**308,600**	**292,900**	**291,000**	**321,400**	**332,300**
Total GHG Scope 1 and 2 emissions (market-based)	**264,700**	**281,100**	**296,000**	**308,300**	**315,800**
Metric tons of GHG emissions from own activities (Scope 1 and 2) per EUR 1 million operative output	**140**	**169**	**149**	**146**	
Target for metric tons of GHG emissions from own activities (Scope 1 and 2) per EUR 1 million operative output	169	168	140		
Metric tons of GHG emissions from own activities (Scope 1 and 2) per EUR 1 million revenues	**78**				
Compensation of GHG emissions by EACs (Energy Attribute Certificates)	91,600	46,700	15,100		
Net GHG Scope 1 and Scope 2 emissions (market-based)	**173,100**	**234,400**	**280,900**	**308,300**	**315,800**
GHG reduction compared to base year 2021 (308,300 metric tons CO_2e), absolute	135,200	73,900	27,400		
GHG reduction compared to base year 2021	44%	24%	9%		
Avoidance of GHG emissions due to use of renewable energies incl. EACs (Energy Atrribute Certificates)	158,300	108,900	70,500	60,500	62,800
Avoidance of GHG emissions through energy efficiency projects (major projects)	2,100	5,200	1,800	4,600	
GHG Scope 3 emissions					
Purchased goods and services	623,700	718,300	1,119,800	1,106,400	1,071,300
Reduction of GHG emissions per EUR of value added compared to base year 2021	11%				
Capital goods	105,600	301,200	199,100	76,800	54,100
Upstream transport and distribution	33,400	42,200	47,400	59,700	54,500
Business travel	6,000	5,400	7,200	2,600	4,000
Sum of all GHG emissions, gross (marked-based)	**1,033,400**	**1,348,200**	**1,669,500**	**1,553,800**	**1,499,700**
Sum of all GHG emissions, gross (location-based)	**1,130,400**	**1,411,700**	**1,730,000**	**1,613,500**	**1,567,900**
VOC emissions	**48**	**26**	**34**	**30**	**29**

[1] None of our Scope 1 emissions are subject to any regulated trading scheme.

Renewable Energy
To achieve our climate target by the year 2030, alongside energy-efficiency measures ams OSRAM is primarily prioritizing green electricity and plans to expand its use. However, the purchase of renewable energies is currently not economically viable or available at all locations. Therefore, we also resort to the option of Renewable Energy Certificates (unbundled EACs) there to offset emissions.

In the reporting year, our consumption of electricity from renewable energy sources was as follows:

- The Premstätten (Austria) site has relied on carbon-neutral electricity from hydroelectric power stations and wind turbines since 2011.
- In Germany, the locations in Munich, Berlin, Regensburg, Herbrechtingen, and Schwabmünchen were switched to renewable energy sources at the start of 2020.
- At the Calamba facility (Philippines), 5,300 MWh of electricity was generated by solar power; this amounts to about 30% of the electricity consumed.
- The Exeter and Hillsboro sites are located in the US state of New Hampshire, where electricity suppliers are obliged under the 'Electric Renewable Portfolio Standard' to provide a minimum share of 15.8% of the electricity mix from renewable energy sources.
- At the site in Wuxi (China), an electricity mix with a 22% renewable share was purchased for the first time in 2023. This corresponds to 16,600 MWh of green energy. The plan is to gradually increase this ratio over the next few years.

In addition to the Wuxi and Premstätten sites, the Regensburg and Nové Zámky (Slovakia) sites also contributed to our in-house generation of renewable energy, bringing the total volume to around 2,200 MWh.

In addition, the consumption of the Calamba (Philippines) and Penang (Malaysia) sites was partially offset and the consumption of the Ang Mo Kio site (Singapore) and the second module at the Kulim site (Malaysia) was fully offset with a total of 165,449 green electricity certificates (unbundled EACs).

In order to achieve ams OSRAM's target of carbon neutrality in its own value chain by the year 2030, a ratio of up to 100% electricity from renewable energy sources will presumably be required, including the use of green electricity certificates. The consumption of electricity from renewable energy sources and their share of total electricity consumption as well as the number of EACs purchased are stated in the Energy Consumption table > 5.2.2 Energy Efficiency at the ams OSRAM Locations, Metrics and Targets.

5.2.2 Energy Efficiency at the ams OSRAM Locations

As an industrial company, ams OSRAM consumes primary and secondary energy, with electricity and natural gas predominating as energy sources. Particularly relevant here are the production sites, which use electricity in all areas, from production to administration. Natural gas is used primarily for heating and in post-combustion for process gas treatment at the semiconductor locations. The production of lamps, such as halogen lamps (automotive) that have glass bodies not made of quartz glass, depends essentially on natural or liquefied gas. Furthermore, ams OSRAM has operated several natural-gas-driven cogeneration units in Germany in 2024.

Strategy and Regulations
All production sites that exceed a constant annual consumption threshold of 1,400 megawatt-hours (MWh) are certified to ISO 14001 and thus also have energy-efficiency programs and measures in place. In addition, sites in Germany (5) and Singapore (1) are ISO 50001-certified. The assessment of regulatory requirements and potential improvement measures is also compulsory for these locations. This will reduce the burden on the environment and make production costs more competitive.

For information on the rules and certifications, please consult chapter > 5.1 Environmental Management and > 5.2.1 Greenhouse Gas Emissions, Metrics and Targets.

Managing Impacts, Risks, and Opportunities
The following selected energy-efficiency measures have contributed to reducing CO_2 emissions:

Selected Key Projects

Plant/location	Measure/result	Saving (Mwh)	Saving (CO_2 emissions in metric tons)
Kulim (Malaysia)	Along with the continued optimization of the cooling units, the air conditioning system's cooling method was switched from air cooling to water cooling.	1,644	972
Premstätten (Austria)	The room lighting was partially upgraded to LED technology. The cooling units underwent an overhaul, and the emergency power batteries were replaced. Additionally, the air treatment system within the air conditioning system was upgraded to meet the latest technical standards.	1,429	0
Penang (Malaysia)	The cooling water temperature in the plant was increased, resulting in reduced load on the chiller. Additionally, the air conditioning system was optimized.	1,282	972
Herbrechtingen (Germany)	Installation of a capacity-optimized air separation unit for nitrogen production to replace an older, now oversized unit.	922	0
Berlin (Germany)	Installation of a new and more efficient compressor for compressed air generation.	438	0
Foshan (China)	Modernization of the lighting system in a production hall by installing LED lighting. Additionally, the circulation pumps in the cooling water circuits were partially modernized, allowing redundant ones to be removed.	243	155
Overall savings of selected energy efficiency measures		**~6,000**	**~2,100**

Metrics and Targets

The relative target for energy consumption set for 2024 and expected total greenhouse gas emissions are compatible with the reduction path defined in 2022 to achieve our climate target.

In 2024, absolute energy consumption remained at around the same level as in the previous year (an increase of 1.7%). The relative target scaled to operative output was clearly achieved and specific energy consumption was reduced by 11% compared to the previous year. The second production module in Kulim (Malaysia) accounted for 8% of total energy consumption in 2024, without contributing to operative output.

ams OSRAM launched its 'Operations Sustainability Program' for its own semiconductor production sites in 2023 and thus set itself ambitious objectives. For example, by the year 2028, the plan is to use energy-efficiency measures to reduce energy consumption by the semiconductor sites by 20% on the 2022 figure.

Energy Consumption

in MWh	**2024**	**2023**	**2022**	**2021**	**2020**
Primary energy	**130,400**	**137,300**	**162,100**	**175,500**	**173,900**
Natural gas	109,400	118,500	136,300	149,200	149,000
therein used for tri-generation	46,000	52,800			
Liquefied petroleum gas, diesel, heating oil for on-site use	8,500	18,800	25,800	26,300	24,900
Hydrogen (gray)	12,500				
Secondary energy (non-renewable)	**271,900**	**340,600**	**418,800**	**716,900**	**725,400**
Electricity, purchased, from fossil sources	183,800	322,000	396,000	689,100	689,100
Electricity, purchased, from nuclear sources	74,300				
District heating and steam	13,800	18,600	22,800	27,000	27,200
Secondary energy (renewable)	**396,700**	**307,500**	**249,500**		
Electricity from renewable sources	396,700	307,500	249,500		
therein purchased energy or offset compensated by EACs (Energy Attrbute Certificates)	394,500	306,700	249,100		
therein energy generated in-house (solar)	2,200	800	400	400	400
Share of total energy consumption	61%	49%	39%	32%	30%
Total energy consumption from fossil sources	328,000	477,900	580,900		
Total energy consumption from nuclear sources	74,300				
Total energy consumption from renewable sources	396,700	307,500	249,500		
Total (primary and secondary energy)	**799,000**	**785,400**	**830,400**	**892,400**	**899,300**
Specific energy consumption (primary and secondary energy) per EUR 1 million operative output	**421**	**473**	**418**	**425**	
Target specific energy consumption per EUR 1 million operative output	460	452	412		
Specific energy consumption (primary and secondary energy) per EUR 1 million revenues	**234**				
Energy production in-house	37,400	41,500			
therein non-renewable (tri-generation)	35,200	40,700			
therein renewable (solar)	2,200	800			
Purchased EACs (Energy Attribute Certificates)	165,449	92,000	31,500		
Savings through energy efficiency measures (significant projects)	6,000	14,700	3,600	8,700	

5.3 Circular Economy

A functioning circular economy is a key driver to counteract global challenges such as resource scarcity or high waste volumes. Raw materials should be kept in the cycle wherever possible, recycling expanded, and resource efficiency promoted.

ams OSRAM invests in resource-efficient processes and technologies as well as in the corresponding manufacturing technologies. It is constantly looking for opportunities to reduce resource consumption through new ways of recycling and reusing materials. We have been recycling germanium since 2021, and the pure germanium thus gained is used to make new wafers. The recycling of other materials is also being pursued.

Since mid-2024, through our “Eco-Friendly Packaging” project, we have been switching all OSRAM brand automotive aftermarket packaging to a plastic-free cardboard packaging variant for the ELAMEA regions (Latin America, Europe, and the Middle East). The aim is to complete the project by 2025 and from 2026 onwards to exclusively deploy plastic-free packaging in the automotive aftermarket in those regions.

The Company is also working on fundamentally new technologies > 2.2 Business Model and Portfolio. A fundamental development goal is also the increasingly smaller dimensions of the manufactured products.

5.3.1 Water

Water is an important resource that, due to climate change, is becoming increasingly scarce around the world. Water also plays a key role at ams OSRAM: as a process medium in the manufacture of semiconductors, for cooling in production, and for sanitary purposes. Rationing water at our locations would compromise productivity, so at ams OSRAM we focus on using water carefully and efficiently.

Strategy and Regulations
ams OSRAM’s strategic approach is to operate an efficient water management system at all its sites, thus minimizing the withdrawal of water and adequately purifying the wastewater produced and then returning it into the water cycle. In this way, the Company makes certain that a large proportion of the water used can be reintroduced, and negative environmental impacts reduced as far as possible or avoided entirely.

Managing Impacts, Risks, and Opportunities
At all our locations, as part of our water management program we are careful to withdraw water sparingly. ams OSRAM makes certain wastewater is treated chemically and physically in accordance with the statutory requirements, or that it is properly disposed of. ams OSRAM uses only freshwater with less than 1,000 mg/l total dissolved solids and takes the majority of it from the public drinking water supplies (third-party water) and from groundwater. We are aware of sensitive sources and reservoirs that are close to our production sites, and these are not used.

In order to identify water supply bottlenecks at an early point in time, we conduct a risk analysis of the water requirements at our locations every year using the World Resources Institute’s Aqueduct Water Risk Atlas.[1] This factors in the levels of water withdrawal as well as the type and amount of wastewater discharges at the locations. Data on wastewater volume per individual location are collected every year. Most of it is discharged as industrial or sanitary wastewater into the sewage system but also into surface water.

Where the quality of the withdrawn water has been compromised by our production processes, we purify the water before it is discharged. Here, we comply with the relevant legislation in the countries concerned. Such legislation is in force in all countries where ams OSRAM has production facilities and provides the basis upon which government authorities grant permits. All our sites have permits to discharge wastewater and, where applicable, to operate neutralization plants. The permits generally set out very specific requirements concerning permitted quantities, temperature, and chemical composition of the wastewater and the tests to be carried out. Some of the wastewater is hazardous and therefore has to be specially treated by duly expert external companies. The rest is released into the atmosphere via evaporative chillers.

[1] The ‘business as usual’ scenario (SSP2 RCP8.5) applied by the World Resources Institute’s Aqueduct tool assumes a rise in average global temperatures of 2.6-4.8 °C compared with figures recorded between 1986 and 2005.

In the reporting year, among others, the following measures were taken to reduce water withdrawal:

- At the plant in Penang (Malaysia), the wastewater from the electro-deionization system has been fed back into the raw water tanks since 2024. Some of it is also used in the cooling towers. This saves 10,500 m³ of fresh water from municipal sources every year.
- In Regensburg (Germany), a concentrate water recovery system integrated into the ultrapure water system was introduced in 2024. This will save us at least 23,000 m³ of water per year.

Metrics and Targets
ams OSRAM does not currently consider water availability to be very critical at any of its sites (water stress). The above-mentioned risk analysis has shown that there is a high water risk at our two sites in China and in Calamba (Philippines), meaning that we classify and report the quantities of withdrawal here as withdrawal in areas with water risks. Based on the data available, we will also continue to monitor developments in Malaysia, where two of our semiconductor production facilities are located. Climate-related physical risks are outlined in chapter > 4.2.3 Climate Risks.

At ams OSRAM, there is no stored water at any of its locations that is not intended for a specific purpose.

Water Withdrawal in m³	2024	2023	2022	2021	2020
Municipal water supply	3,566,000	3,312,000	3,283,000	3,407,000	3,497,000
Groundwater from own supply	628,000	650,000	697,000	701,000	706,000
Other water	0	0	0	2,000	2,000
Water consumption (total)	**4,194,000**	**3,962,000**	**3,980,000**	**4,110,000**	**4,205,000**
therein consumption in areas at water risk	461,000				
therein water recycled	866,000				
Share of water recycled from water consumption (total)	21%				
therein ultrapure water (UPW) consumption	1,152,000	1,193,000	1,010,000	1,053,000	877,000
Specific water withdrawal per EUR 1 million operative output	**2,212**	**2,386**	**2,005**	**1,965**	
Target for water withdrawal in m³ per EUR 1 million operative output	2,410	2,152	2,057		
Specific water withdrawal in m³ per EUR 1 million revenues	1,228				

Absolute water withdrawal increased by 5.8% in 2024 compared to the previous year. The target scaled to operative output was clearly achieved.

ams OSRAM does not pursue any specific targets for the discharge of wastewater. However, volumes are recorded and monitored within the framework of our EHS management. Around 21% of total water withdrawal in 2024 was attributable to losses through waste value streams or evaporation into the atmosphere.

Very high-quality data is available on wastewater discharges from our neutralization plants. For other wastewater paths, however, data in some cases has to be estimated. The official water quality monitoring values were mostly met. Containment measures are taken immediately when values are exceeded, and corrective measures to prevent future incidents are agreed with the authorities.

Wastewater by Destination in m³	2024	2023	2022	2021	2020
Into public sewers as industrial wastewater	2,324,000	2,411,000	2,274,000	2,282,000	2,507,000
Into public sewers as sanitary wastewater	638,000	413,000	473,000	595,000	564,000
Into saline surface water as industrial wastewater	319,000	333,000	337,000	391,000	389,000
Into non-saline surface water as industrial wastewater	13,000	17,000	22,000	30,000	30,000
Into the groundwater as chemically unchanged wastewater from cooling processes	0	61,000	101,000	113,000	100,000
Total	**3,294,000**	**3,235,000**	**3,208,000**	**3,411,000**	**3,590,000**
Consumption – through evaporation, disposal as waste, other losses	**900,000**	**727,000**	**772,000**	**699,000**	**615,000**

In order to enable an external assessment of efforts, ams OSRAM takes part in the annual survey by the CDP Water Security Initiative on reporting the relevant data.

CDP Water Security

	2024	2023	2022	2021
Score	B	C	B-	B-

5.3.2 Waste

ams OSRAM uses numerous substances in its production whose procurement, transport, use, and disposal can impact people and the environment. In semiconductor production, various chemicals and gases are used that have by-products which then require special treatment. Moreover, in some of our traditional lamp manufacturing sites and at the Schwabmünchen plant (Germany) we also use low-level radioactive materials and materials containing mercury; the related waste is subject to special due diligence and documentation requirements.

Strategy and Regulations

ams OSRAM's strategic aim is to avoid manufacturing waste at all our locations, to recycle it, or – if neither is possible – to ensure its professional disposal. In this way, we make certain that valuable materials are returned to the material cycle and that negative environmental impacts on the environment are avoided as far as possible or completely.

Managing Impacts, Risks, and Opportunities

We record locally the amounts of waste that are recycled[1] or sent away for disposal and distinguish in these categories between hazardous and non-hazardous waste. Priority is assigned to reducing waste requiring disposal. In most cases, the quantities are calculated based on quantified receipts from the waste disposal providers.

Waste that is sent for recycling includes glass, metals, and paper/cardboard as well as solutions containing gold and contaminated N-Methyl-2-pyrrolidone (NMP) that are used in the semiconductor industry. These are primarily separated on-site or, where this is not technically feasible, by a certified service provider. The recovery of these valuable resources is always carried out by duly qualified specialist companies.

In the case of waste for disposal, we use both the option of incineration and landfill. The choice depends on the local regulations and on what is technically and economically feasible. Employees who work with waste are trained in the locally applicable regulations.

Waste management at our sites is supported by measures taken as part of the local EHS programs. At the Premstätten site (Austria), for example, investments were made in a chemical recycling station for the solvent limonene, which is used in certain process steps. This installation will be activated at the beginning of 2025 and will recycle 18,000 liters of limonene per year.

Waste is also generated along the upstream supply chain. To ensure that waste is managed appropriately and in a way that conserves resources, ams OSRAM makes certain that suppliers maintain an ISO 14001-certified environmental management system > 6.1.2 Supply Chain Management.

[1] ams OSRAM does not reuse the corresponding waste but sends it directly and entirely for recycling.

Metrics and Targets
In 2024, the most important KPIs developed as follows:

Waste in metric tons	2024	2023	2022	2021	2020
Total waste	**12,100**	**11,800**	**13,200**	**15,700**	**15,400**
Waste for recycling	**6,100**	**6,100**	**7,200**	**8,500**	**8,600**
therein hazardous	2,200	2,200	2,200	2,300	2,900
therein non-hazardous	3,900	3,900	5,000	6,200	5,700
Waste for disposal / non-recycled waste	**6,000**	**5,700**	**6,000**	**7,200**	**6,800**
share of total waste	50%	48%	45%	46%	44%
hazardous – incineration	1,400				
hazardous – landfill	2,600	4,000	3,900	4,400	4,600
hazardous – other disposal operations	300				
non-hazardous – incineration	800				
non-hazardous – landfill	900	1,700	2,100	2,800	2,200
non-hazardous – other disposal operations	-				
Waste for disposal in metric tons per EUR 1 million operative output	**3.17**	**3.41**	**3.04**	**3.37**	
Target for waste for disposal in metric tons per EUR 1 million operative output	3.72	3.25	3.53		

The quantities of waste generated for recycling and disposal in the reporting period were at the same level as the previous year. The target scaled to operative output was achieved, and the values were lower than the previous year's figure.

Hazardous waste is recycled and disposed of with due care by specialist service providers in line with the respective local regulations. There were no known breaches of the relevant legal regulations and requirements in the reporting period.

5.3.3 Resource Efficiency

As we market our products around the world, the raw and other materials used in production and remaining within products must satisfy increasingly stringent requirements and laws. Many of our customers set further requirements which are more rigorous than the legal regulations. For these reasons, the resource-conserving use of materials and raw materials is important to ams OSRAM. It has a positive effect on the environmental balance, product costs, and the economic development of the Company. At the same time, it can increase customer acceptance of the products.

Strategy and Regulations
At ams OSRAM, resource efficiency begins as early as R&D for new processes, technologies, and products. The business units are in charge of implementing it.

The corporate Environmental Protection, Health and Safety (EHS) Department issues specifications for the environmentally compatible design of products in terms of materials used in manufacture and materials remaining in the product during the use phase. The specified processes safeguard compliance with legal requirements and customer demands regarding environmental compliance, in particular the constituent substances, for new products and for ongoing product optimization. EHS advises and informs all business units on the relevant statutory requirements and monitors compliance with them.

Our involvement in various industry associations enables us to anticipate new and likely regulations at an early point in time > 3.1 Dialog with Stakeholders. Current legislation calls for product recycling to be made easier and the use of harmful substances avoided wherever possible or declared. This serves to protect customers, users, and the environment > 6.1.3 Quality and Product Safety.

Managing Impacts, Risks, and Opportunities
ams OSRAM concentrates in particular on controlling and reducing hazardous and critical substances that are used in product manufacturing and, in part, also remain within the products. This also includes materials that could potentially be classed as conflict minerals > Section Conflict Minerals.

The statutory requirements concerning prohibited, restricted, and declarable substances are continually monitored with regard to the development, acquisition, and manufacture of our products. In order to meet our responsibilities along the supply chain, we also involve our suppliers in this process. They are required to promptly provide the necessary declarations, measured values, and information for the qualification of new materials and new parts as well as for changes in the relevant laws > 6.1.2 Supply Chain Management.

In operational implementation, a distinction is made between the semiconductor business (OS and CSA business units) and the L&S business unit. For the Semiconductor business units, we provide new and existing suppliers of direct materials and external manufacture with our requirements when relevant changes occur, such as prohibited substances Company website (see ams OSRAM product responsibility and list of critical substances). Suppliers must confirm receipt of these requirements and provide evidence of compliance, for example in the form of the analytical test results. The business units provide a material declaration for all semiconductor products. In the case of the L&S business unit, we monitor the use of critical substances at the component level. Prior to their use, the respective suppliers must have confirmed their compliance with the ams OSRAM requirements. Against a backdrop of ever-increasing requirements, we use a special IT application to ensure that our electric and electronic devices are compliant, and we insist suppliers provide the relevant compliance documents when there are material changes to the law. Cross-industry databases such as IMDS and BOMcheck[1] provide a framework for this.

Metrics and Targets
For ams OSRAM, adherence to all statutory requirements is a matter of course. In addition, we pursue the goal of reducing resources for products across the various phases of their respective lifecycle. The relevant R&D approach is outlined in > 2.2 Business Model and Portfolio.

[1] IMDS is a materials data sharing and management system for the automotive industry. BOMcheck is a database for materials declarations in the electronics industry. BOM stands for 'bill of materials'.

Where required by law, we inform customers and the public via our > Company website. There, relevant declarations on the conformity of our products with key legal requirements are posted and thus also demonstrate the effectivity of the measures we take. Products in the business unit L&S are subject to specific legal requirements, according to which customers must be given information about substances used. This information is provided directly in the product catalog, which is also to be found on our Company website.

Conflict Minerals

The ams OSRAM product portfolio also requires the use of materials that could potentially be classed as conflict minerals due to their origin. This is particularly true of those that originate in the Democratic Republic of the Congo and neighboring countries, as well as for conflict-affected and high-risk areas (CAHRAs), as defined in EU Regulation 2017/821. We are aware of the associated risks and are mitigating them according to the following approach.

For the Semiconductors business, responsibility for conflict minerals falls within the scope of the corporate EHS Department; within the L&S business unit, Procurement is responsible. Both units collaborate closely here.

At ams OSRAM, a global Conflict Minerals Policy is in place that can be accessed online Conflict Minerals Policy. It is based, among others, on our commitment to the OECD's 'Due Diligence Guidance for Responsible Mineral Supply Chains'.

In order to fulfill our human rights responsibilities in the area of conflict minerals, we have put in place appropriate due diligence processes covering procurement activities > 6.1.1 Respect for Human Rights and > 6.1.2 Supply Chain Management.

ams OSRAM is a member of the Responsible Minerals Initiative (RMI). The information that can be accessed via the RMI and interaction between RMI members help us to permanently monitor our supply chains with regard to conflict minerals, including mica and cobalt. If necessary, urge suppliers to restore the conformity of deliveries with the specifications. RMI training materials are made available to our suppliers via an online training portal. When purchasing raw materials, ams OSRAM makes sure it uses certified sources. For example, all smelters with whom we place direct orders for conflict minerals are RMI-certified.

Furthermore, we seek, via direct contact with our suppliers and the smelters who work for them, to obtain additional information and external audit results, in order to then incorporate these into the risk analysis.

ams OSRAM strives for full transparency with regard to conflict minerals, including mica and cobalt, for its complete purchasing volume. We rely on specialized tools to verify compliance by our suppliers in order to meet the requirements with respect to conflict minerals in our supply chain. Missing declarations are automatically requested and responses are then subjected to verification. Non-compliant smelters are identified in this way and can be phased out if necessary. We report on achieving our transparency targets by outlining the degree to which our purchasing volume is covered by the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) in > 6.1.2 Supply Chain Management.

In the 2024 reporting period, OSRAM GmbH again exceeded the quantity threshold for tungsten as an EU importer ('Union importer' in accordance with EU/2017/821), and ams OSRAM International GmbH exceeded the quantity threshold for gold. The associated measures to comply with due diligence obligations were implemented. Our management system in this area was externally certified in 2024, and a corresponding auditor's report was published on our website > Company website.

We update our Conflict Mineral Reporting Templates for the L&S business unit and the Semiconductor business annually on our Company website. In addition, we have been publishing a monthly due diligence report on the two businesses for our customers and the public since 2023.

5.4 EU Taxonomy

Introduction and Strategic Context
Within the framework of the Sustainable Finance Action Plan and the European Green Deal, the European Union is aiming to become climate-neutral by 2050. To this end, the EU Taxonomy Regulation (EU) 2020/852 establishes a standardized classification system to define “environmentally sustainable” economic activities. In doing so, it aims to enhance transparency in order to direct capital flows into sustainable investments.

The six environmental objectives of the EU Taxonomy Regulation as per Commission Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 are:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

In order to be classified as “taxonomy-aligned”, an economic activity must not only be deemed ‘taxonomy-eligible’, but must also meet the technical screening criteria for making a ‘substantial contribution’ to at least one of the environmental objectives; it must ‘do no significant harm’ (DNSH) to other environmental objectives; and it must comply with the minimum social safeguards (e.g., regarding human rights and labor standards).

Over the past two years, ams OSRAM has already voluntarily reported on taxonomy-eligible economic activities in order to ensure early transparency on its sustainability strategy. Even though ams OSRAM’s taxonomy reporting requirement does not take effect until the 2025 financial year, an additional step is being taken this year: In addition to reporting on eligible economic activities, ams OSRAM is, for the first time, reporting on the taxonomy alignment of relevant economic activities. This illustrates the extent to which ams OSRAM is already contributing to the EU environmental objectives and pursuing sustainable economic activities in line with the EU Taxonomy Regulation.

ams OSRAM’s sustainability strategy is guided by the European and global climate objectives. In the long term, the company’s portfolio and value chain are oriented toward the corporate climate strategy in order to contribute to a climate-neutral and resource-efficient economy > 3.3 Sustainability Strategy and Objectives.

Methodology and Evaluation Process
The two-tier approach to identifying and evaluating taxonomy-eligible and taxonomy-aligned economic activities is based on the methods developed in the prior financial year and further fine-tuned in the reporting year:

1. **Identification of Taxonomy-Eligible Economic Activities:**
   Based on a matrix approach, the products in the ams OSRAM portfolio are assigned to the economic activities stated in the relevant Delegated Regulations. In order to ensure precise identification in this regard, they are classified at the level of product families, application fields, and technologies. This tried-and-true approach has been supplemented to include newly published or changed stipulations.

2. **Assessment for Taxonomy Alignment:**
   The eligible economic activities identified are then assessed to establish whether they meet the technical screening criteria and comply with the minimum social safeguards. In this context, ams OSRAM relies on existing management systems (e.g., ISO 14001) and internal processes and guidelines > 5.1 Environmental Management, 6.1.1 Respect for Human Rights, 4.3.2 Combating Corruption and Anti-Competitive Behavior. When classifying revenues, capital expenditures (CapEx), and operating expenses (OpEx), allocation keys are applied to ensure an appropriate and consistent classification.

Transparency of the Database and Documentation
The three KPIs subject to reporting requirements (revenues, CapEx, and OpEx) are based on the figures disclosed in the consolidated financial statements prepared according to IFRS. In line with the financial reporting, the total amounts calculated cover all Group entities included in the scope of consolidation minus those that are not considered in the EU Taxonomy Report. The assignment of revenues, CapEx, and OpEx to eligible and aligned economic activities was undertaken on the basis of allocation keys that were established for the lowest consolidation level (down to the product-family level). In order to achieve the greatest possible accuracy in the application of these allocations, the allocation keys of the respective lowest consolidation level (group, segment, business line, application to product family level) were assigned and calculated according to their total population. A clear and consistent methodology was developed to avoid double counting in the assignment of revenue, CapEx, and OpEx KPIs. This ensures that each KPI is always assigned to only one economic activity, thereby excluding multiple recordings of the same values. Compared to the previous reporting period, there were no significant changes to the underlying calculation methodology. If adjustments become necessary in the future, they will be disclosed and explained to what extent they enable more reliable and meaningful information.

Revenues:
The KPI for revenues is based on the net revenues reported in the Consolidated Statement of Income disclosed in the Annual Report as per IFRS 15 (EUR 3,428 million (2023: EUR 3,590 million); > Consolidated Statement of Income for the Financial Year 2024). Revenues from Group companies not considered are deducted from this figure, resulting in a taxonomy revenue denominator of EUR 3,416 million (2023: EUR 3,477 million) for the 2024 reporting year. Next, the relevant revenues are allocated by product and application field to the eligible economic activities. This process factors in the activities defined in Annexes I and II of Delegated Regulation (EU) 2021/2139 as well as Annexes I to IV of Delegated Regulation (EU) 2023/2486. Total revenues from eligible economic activities form the numerator. A separate sub-figure is reported for activities identified as aligned. On this basis, the share of revenues already fulfilling all alignment criteria is calculated. This way, the share of revenues that already meet all alignment criteria is shown, as well as the distinction of the remaining revenues for which this is not yet the case. In combination of taxonomy-eligible and aligned activities, a total numerator of EUR 1,914 million is obtained. The exact figures are listed in the Annex > 7.2 EU Taxonomy KPIs. Compared to the previous year (EUR 1,879 million), only minimal deviations are observed; accordingly, no additional explanation is deemed necessary.

During the reporting period, no environmentally sustainable bonds or debt securities were issued for the purpose of financing specific taxonomy-aligned activities.

CapEx:
The CapEx KPI covers all additions to intangible assets, tangible assets (including right of use) in the reporting year (totaling EUR 405 million; > Notes to the Consolidated Annual Financial Statements, Note 13-15). The Taxonomy CapEx denominator for the 2024 reporting year amounts to EUR 405 million (2023: EUR 790 million).

Additions to advance payments made are included in CapEx in line with the approach used in financial reporting. To identify the share of eligible and aligned capital expenditures, project descriptions and investment plans are analyzed by profit center and application field. The numerator is then calculated based on defined revenue keys or selection of specific measures that are directly associated with an eligible (and possibly an aligned) economic activity. Hence, the total numerator amounts to EUR 199 million (2023: EUR 422 million). Although the absolute level of investments changed compared to the previous year (e.g., due to reduced investment budgets), the relative share of investment expenditures for taxonomy-eligible or -aligned activities remained largely stable. Detailed figures on each aggregated addition and their respective allocations can be found in the corresponding table in the appendix.

OpEx:
The OpEx KPI refers to the direct, non-capitalized costs of R&D, building modernization measures, short-term leases, maintenance and repairs, as well as other direct expenses on ongoing maintenance of property. To ensure the required level of detail for the corresponding components of the Taxonomy Regulation (e.g., building modernization measures, maintenance and repair expenses, and other direct maintenance expenses), a data query was conducted among the Group companies consolidated under EU Taxonomy reporting. Accordingly, the Taxonomy OpEx denominator for the 2024 reporting year amounts to EUR 594 million (2023: EUR 661 million). Here, too, revenue keys or project-related classifications were used in order to define the eligible and aligned OpEx. The sum of the taxonomy-eligible (and, if applicable, aligned) OpEx forms the numerator. For the 2024 financial year, this results in a total numerator of EUR 308 million (2023: EUR 218 million). The change is primarily attributable to the Research & Development area, as adjusting the profit centers facilitated a more precise allocation to the respective revenue-generating activities.

As in the previous year, all KPIs (revenues, CapEx, OpEx) are listed individually in a table in the Annex > 7.2 EU Taxonomy KPIs, showing the respective taxonomy-eligible and taxonomy-aligned shares. From this, both the absolute and relative changes compared to the previous year can be seen.

Detailed Description of the Revenue-Generating Economic Activities
The portfolio includes the following taxonomy-eligible activities:

- **CCM 3.4 (Manufacture of batteries, environmental objective: climate change mitigation):** manufacture of electrical components for battery controls
- **CCM 3.5 (Manufacture of energy efficiency equipment for buildings, environmental objective: climate change mitigation):** development of energy-efficient LEDs and sensors for building management systems
- **CCM 3.6 (Manufacture of other low-carbon technologies, environmental objective:** climate change mitigation): powerful LEDs to support considerable emission reductions in other sectors
- **CE 1.2 (Manufacture of electrical and electronic equipment, environmental objective: transition to a circular economy):** manufacture of devices for end applications (e.g., lighting, sensors)
- **CE 5.2 (Sale of spare parts, environmental objective:** transition to a circular economy): replacement parts to modernize existing applications

Compared to the prior year, taxonomy-eligible activities have not substantially changed. However, this year was the first time that all revenue-relevant activities were assessed for alignment. The activities under CCM 3.4, CCM 3.5, and CCM 3.6 meet the technical screening criteria for making a substantial contribution to climate change mitigation (e.g., adherence to specific emission thresholds, use of energy-efficient technologies), do not cause any DNSH violations, and comply with the minimum social safeguards. These activities are therefore reported as taxonomy-aligned. Furthermore, CCM 3.4, CCM 3.5, and CCM 3.6 are considered enabling activities because they are based on LED and sensor technology that significantly reduce energy consumption and GHG emissions. Examples include optimized battery controls for vehicles (CCM 3.4), energy-efficient LED and sensor solutions for buildings (CCM 3.5), and high-performance LEDs that can be used across sectors to minimize CO_2 emissions (CCM 3.6).

As for the activities under CE 1.2 and CE 5.2, not all alignment criteria were met, so these continue to be reported as taxonomy-eligible but not taxonomy-aligned.

By applying allocation keys and assigning them at the profit center level, it is also possible to accurately capture CapEx and OpEx for aligned revenue-generating activities. Other investment and operating expenses related to infrastructure activities were reported as taxonomy-eligible but not aligned in this reporting year. The exact details can be found in the tables in the annex.

Substantial Contribution and Alignment
The technical screening criteria for an activity making a substantial contribution were assessed in detail for each relevant economic activity on the basis of the Delegated Regulations. In the case of CCM activities, this meant, among other things, adherence to specific emission thresholds or proof that the products or technologies achieve substantial reductions in greenhouse gas emissions. Where these criteria were fully met, the activity was classified as aligned. The proportion of revenues, CapEx, and OpEx attributable to these aligned activities serves as the indicator of their ecological benefit.

DNSH and Minimum Social Safeguards
As regards our aligned activities, we have confirmed that they do not cause any significant harm (DNSH) to other environmental objectives and comply with the minimum social safeguards. We factored into our assessment the criteria stated in Annexes A–D of the relevant Delegated Regulations:

- **Climate risks (DNSH Appendix A):**
  We have conducted a physical climate risk analysis for our production sites, key suppliers, and key customers. To this end, we relied on standardized climate scenarios (e.g., SSP1-2.6, SSP2-4.5, SSP3-7.0, SSP5-8.5) to identify possible physical risks under different future emission pathways. This screening is updated every three years for existing risks and every five years for long-term developments, or on an ad hoc basis if fundamental assumptions change (e.g., new IPCC reports are published). Based on the findings, we implement suitable adaptation measures where necessary to minimize potential harm.
- **Water resources (DNSH Appendix B):**
  When assessing water-related risks, we use the Aqueduct Water Risk Atlas to identify sites located in regions potentially exposed to water stress > 5.3.1 Water. For sites with direct water discharge, we verify compliance with the stipulations of the EU Water Framework Directive (WFD) via local discharge permits. Through ISO 14001 certification of a site, we ensure that an effective water management system is in place. If intolerable water risks are detected, we introduce suitable countermeasures to avoid production bottlenecks that may result from rationed water supplies. Where no formal environmental impact assessment (EIA) has been

carried out, we opt for alternative authorization processes (e.g., official site permits) to ensure that all water-relevant requirements are met.

- **Use of chemicals and pollution prevention (DNSH Appendix C):**
  As part of our product and process management, we continuously monitor the use of substances that may pose environmental risks. We incorporate newly added requirements for the substitution of substances of very high concern (SVHC). Where we cannot completely comply with the regulations, we declare the respective activity as non-aligned. For our aligned activities, we make certain that the relevant substances are identified, potential alternatives are examined, and substitutions are undertaken where feasible. Internal processes, a hazardous substances register, training sessions, and regular audits help us avoid or minimize emissions into the air, water, and soil.
- **Biodiversity (DNSH Appendix D):**
  In order to identify potential risks to sensitive ecosystems at an early stage and thereby contribute to the protection and restoration of biodiversity, we use tools such as the Natura 2000 Expert Viewer, IBAT (Integrated Biodiversity Assessment Tool) and the WWF Risk Filter. If a site is located close to a biodiversity-sensitive area, we examine whether the corresponding nature protection or environmental impact assessment has been carried out.

(NB: Appendix E on the environmental objective: transition to a circular economy is at present not relevant to our aligned activities.)

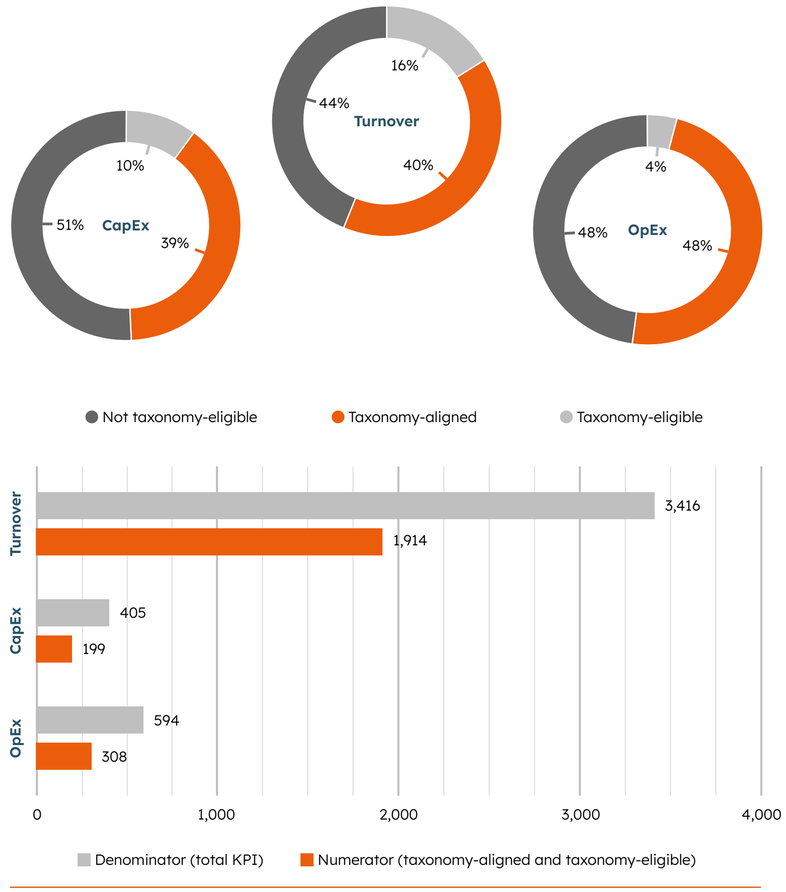
Implementation of Minimum Social Safeguards:
Compliance with human rights, labor standards, and anti-corruption and compliance stipulations forms an integral part of our due diligence system > 6.1.1 Respect for Human Rights, 6.1.2 Supply Chain Management, 4.3.2 Combating Corruption and Anti-Competitive Behavior. This includes:

- Binding internal guidelines and supplier codes (e.g., prohibiting forced or child labor, fair wages, anti-discrimination)
- Regular training for employees to create awareness of human rights and ethical standards
- A global whistleblower system (‘Tell ams OSRAM’) enabling the anonymous reporting of violations. Reports are examined by specialized teams, corrective measures initiated, and their implementation monitored.
- Risk analyses, audits, and, if necessary, a change of supplier should requirements not be met

Future Prospects and Development Measures
We monitor the further development of the EU Taxonomy on an ongoing basis in order to swiftly integrate new or amended Delegated Regulations into our evaluation process. Although no specific quantitative targets have been defined at this time for increasing the share of aligned economic activities, we continuously assess potential improvements in R&D, supplier relations, and internal processes (> Management Report, 3. R&D, 2.2 Business Model and Portfolio, 6.1.2 Supply Chain Management).

Summary and Outlook
We will further optimize our processes, steadily improve our data basis, and proactively prepare for future regulatory requirements in order to meet the expectations of investors, customers, and society at large.

Overview



6 Social Responsibility

6.1 Society

Given its business model, ams OSRAM bears comprehensive social responsibility. This is true of its upstream value chain, which includes conducting due diligence on and interactions with suppliers and, downstream, for the safety of our customers when they use our products. In this chapter, we distinguish between society and our own employees.

6.1.1 Respect for Human Rights

As an international company with a broad variety of products and complex global value chains, ams OSRAM is aware that some business relationships entail the potential risk of human rights violations. This applies both to our own employees and to all external persons and groups of persons who could experience negative impacts from ams OSRAM's business activities.

Governance
The Management Board has appointed the Head of Audit, Compliance & Risk (who reports directly to the CFO) as the Group Human Rights Officer for the ams OSRAM Group. He is responsible for monitoring the fulfillment of all due diligence obligations relating to human rights, including implementation and updating of the risk management system as per the German Supply Chain Due Diligence Act ('Lieferkettensorgfaltspflichtengesetz', LkSG), throughout the ams OSRAM Group. Moreover, he informs the Management Board and Supervisory Board of material developments and risks quarterly.

Various corporate departments at ams OSRAM work closely together to continuously fulfill our human rights and environmental due diligence obligations. The HR and/or the EHS Departments of the ams OSRAM Group are responsible for the operational fulfillment of the corresponding activities assigned to them in their own business area of the ams OSRAM locations. The Procurement Department is responsible for implementing our due diligence obligations for the entire supply chain, while the Compliance Department is responsible for the 'Tell ams OSRAM' Group electronic whistleblower system, which is the main channel used by our complaints management.

At least once a year and on occasion if necessary, the above-mentioned central specialist departments in the so-called Human Rights Council report to the Human Rights Commissioner of the Group on the status of due diligence efforts. Moreover, management of the German Group member companies that come under the scope of LkSG are informed twice a year by this committee.

Strategy and Regulations
ams OSRAM does not tolerate any form of modern slavery, child labor, forced labor, human trafficking, or other human rights violations, either within its own business activities or at supplier or business partner operations. ams OSRAM meets increasing regulatory and customer-specific requirements by exercising stricter due diligence both in its own business operations and in the supply chain.

Of particular relevance are the ams OSRAM facilities that are based, or carry out their main business activities, in regions that, according to international rankings such as "Transparency International", have a higher human rights risk and therefore require increased due diligence. In keeping with the expectations of our stakeholders (e.g. legislators, customers, the capital market, and the general public), we see respect for human rights as one of the basic preconditions for our business. To guarantee that our principles are upheld, ams OSRAM's strategy is to set clear human rights and environmental guidelines for our cooperation and business relationships with suppliers, to adhere to compliance, and at the same time to further sensitize our own employees to respect and uphold human rights. The strategy is realized on the basis of a systematic, integrated, and risk-based approach within an established monitoring and management system. Since ams OSRAM views meeting its human rights due diligence obligations as an ongoing task, it regularly reviews its approach and mechanisms and enhances them as required.

Under the Group-wide Human Rights Policy, ams OSRAM affirms its commitment to the OECD Guidelines for Multinational Enterprises, which ams OSRAM actively supports as a member of the UN Global Compact. This policy defines our stance on respecting human rights, the process for fulfilling due diligence obligations, the complaint procedure, and monitoring measures. It applies to all employees, including permanent employees, temporary employees, agency staff, migrant workers, and students, as well as non-employees (self-employed individuals). The Human Rights Policy is supplemented by our Code of Conduct for Suppliers, which stipulates the safeguarding of our due diligence obligations.

Managing Impacts, Risks, and Opportunities
As part of the implementation of the due diligence obligations on the Group companies that fall under the scope of the LkSG, risk analyses were carried out in the reporting period on human rights and environmental risks both in the Group's own business areas and in the supply chain (direct suppliers). The Company's objective is to expand the methods and insights from these risk analyses to include other Group companies in order to prepare for the introduction of the European Supply Chain Law. A human rights risk management system has been established that is designed to identify, assess, and prioritize potential risks and violations of human rights and their impacts on the environment within our value chain, and likewise to regularly review suitable prevention and mitigation measures and their efficacy. ams OSRAM identifies, assesses, and prioritizes the risks by means of regular internal and external risk analyses in the fields of human rights, safety at work, and environmental protection conducted by specialist corporate functions (HR, EHS, and Procurement) both for their own business activities and also covering the supply chain. On this basis, corresponding prevention and mitigation measures are defined and their implementation is monitored.

In order to identify risks, additional risk analyses are conducted in the form of external RBA audits at our sites. These cover both human rights and environmental aspects. In the event of risks being identified, possible mitigation and preventive measures are implemented by the relevant specialist departments (including Compliance, HR, and EHS) together with the site management and consistently tracked.

Risks in the supply chain are identified and processed through the supply chain management organization. For example, one of the aims of the purchasing strategy is to continuously increase transparency in the supply chain in this regard > 6.1.2 Supply Chain Management. Furthermore, the ams OSRAM product portfolio also requires the use of materials that could potentially be classed as conflict minerals due to their origin. ams OSRAM has introduced guidelines and management systems for due diligence to identify, avoid, mitigate and, if applicable, eliminate risks in connection with conflict minerals > 5.3.3 Resource Efficiency, Conflict Minerals.

Another essential element of the human rights risk management system is the Group-wide grievance mechanism. Complaints or indications relating to risks or possible violations in the field of human rights and environmental protection can

be reported – anonymously if so desired – using the Company's own Group-wide electronic whistleblower system 'Tell ams OSRAM'. ams OSRAM has also put additional reporting channels in place to enable all persons to access the complaints system. Complaints or indications relating to risks or violations can thus also be reported by e-mail to the responsible specialist departments (Compliance, HR, EHS, and Procurement) and by post, and for ams OSRAM employees to the respective managers or the local Human Rights Coordinator responsible. If risks or violations are proven, the Company will implement the necessary mitigation measures and, under corresponding conditions, compensations or, if necessary, measures under labor law to eliminate, minimize, or prevent any further grievances. When determining effective mitigation measures, ams OSRAM tries to consider the interests of the persons potentially affected as well as other stakeholders and players, such as employees, suppliers, or representatives of civil society who may report risks or violations to the Company using the existing complaints channels. Once mitigation measures have been decided, the Company closely follows their implementation. This is carried out, on the one hand, continuously and independently by the respective operationally responsible specialist department (HR, EHS, and Procurement) and, on the other, subsequently through the monitoring function of the Group Human Rights Officer. The corporate internal Audit unit constantly reviews on a Group-wide basis the appropriateness, efficacy, and efficiency of our human rights risk management system, including the complaints procedure. The design and methodology underpinning the ams OSRAM 'Tell ams OSRAM' whistleblower system is described in detail in chapter > 4.3.2 Combating Corruption and Anti-Competitive Behavior.

The Company makes use of fundamental prevention measures such as regular employee training sessions to enhance awareness and ensure compliance with the Code of Conduct. As part of the annual Code of Conduct training sessions, all employees are also trained on issues relating to human rights and fair working conditions. An overview of the type, scope, and depth of this training is provided in the section on combating corruption.

In the 2024 financial year, the first report on the fulfillment of the LkSG due diligence obligations for the German ams OSRAM company concerned was submitted to the authority responsible for the implementation and control of the LkSG (German Federal Office of Economics and Export Control/BAFA) and published. Another focus of the corporate departments responsible was on laying the foundations for the introduction of the planned EU Corporate Sustainability Due Diligence Directive (CSDDD). In this context, a human rights management system was established.

Metrics and Targets
ams OSRAM seeks to strengthen respect for human rights along the entire value chain and further enhance corresponding sensitization within its own organization.

ams OSRAM derives the effectiveness of its measures and guidelines using metrics such as participation in the mandatory human rights training sessions offered and relevant violations (see the following table) and can thus make specific conceptual adjustments as required.

Adjustments to the prevention measures put in place can also result from insights both from the risk analysis and from regional and/or country-specific requirements (e.g., changes in regulatory regimes).

Overview of Reports/Complaints against Human Rights and Fair Working Conditions
(Within our own business activities and in the upstream supply chain)

	2024	2023
Incidents during the reporting period	**37**	**33**
Incidents closed during the reporting period	**27**	**28**
Number of incidents with proven violations	5	7
therein number of incidents of discrimination, incl. harassment	5	4
Total amount of fines in connection with discrimination, including harassment	-	-
therein serious violations related to human rights (forced labor, human trafficking, or child labor)	-	-
Total amount of fines in connection with serious violations related to human rights (forced labor, human trafficking, or child labor)	-	-
therein number of consequences under labor law in the event of proven violations	5	6
Number of unclosed incidents as of December 31	10	5

One of the incidents classified under "Discrimination, including harassment" in the table above pertains to a confirmed allegation involving a service provider of one of our suppliers – specifically a Tier 2 supplier. In response, appropriate measures were implemented, including replacing the management at the service provider and providing training to the new management and staff regarding working conditions.

6.1.2 Supply Chain Management

The optical semiconductor supply chain is complex and entails many stages and players, from extraction of the raw materials through to delivery of the prefabricated wafers or components. Given the high purchasing volume, the performance of the procurement system can have a significant impact on the financial development of the ams OSRAM Group. The main sourcing countries are Germany, China, Taiwan, Singapore, and Malaysia. The highest-volume material categories are contract manufacturing, equipment, and pre-materials for optical semiconductors. ams OSRAM faces a variety of supply chain risks, such as the risk of security of supply if the necessary materials or pre-products are not available on time and in sufficient quantity. Prices for individual materials can also rise, or the quality may be inadequate. In addition, there are social and ecological risks in the supply chain in the production or extraction of certain materials.

Governance
The CFO is the Management Board member responsible for procurement activities. The procurement responsibility for the semiconductor business (OS and CSA business units) lies with the CFO. For the procurement within the L&S business unit, the responsibility lies with the Head of Controlling. The Head of Procurement oversees the ESG program in the supply chain.

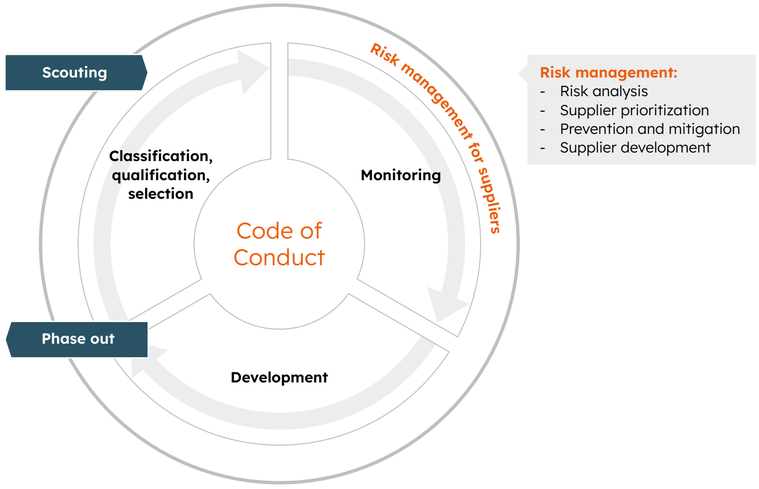
The procurement function of ams OSRAM operates on a global scale. Depending on the business unit concerned and the procurement markets for specific materials and services, procurement activities take place either globally or regionally.

Strategy and Regulations
ams OSRAM maintains a procurement strategy which is based on the principles of responsible procurement, supports resilient supply chains, and drives and promotes the sustainable development of the Company's success.

Sustainability forms an integral part of ams OSRAM's procurement. It is anchored in our procurement strategy rules, processes, and tools and put into practice in our local procurement organizations. The global procurement guideline, our Code of Conduct for Suppliers Code of Conduct for Suppliers as well as our supplier and risk management process constitute the framework in which we cooperate with suppliers. These elements are indispensable instruments for effectively managing the opportunities and risks in procurement.

The Code of Conduct for Suppliers[1] defines the principles and requirements for our suppliers in terms of their responsibility for adhering to human rights, fair working conditions, and environmental protection. These requirements comply with international standards such as the UN Global Compact, the Code of Conduct of the Responsible Business Alliance (RBA), and the Conventions of the International Labour Organization (ILO).

Supplier Management Process



Managing Impacts, Risks, and Opportunities
Ongoing reviews of the procurement process to identify possible risks form a core element of supplier management. The handling of supply chain risks specific to procurement and sustainability is also embedded in the Company-wide risk management system > Management Report, Risk Management.

A potential risk of negative impacts of supply chain management on people, the environment, or society exists for Tier 1 suppliers mainly in the case of social and environmental issues, such as possible violations of fair working conditions or non-compliance with environmental regulations. New suppliers are therefore checked according to environmental and social criteria. Regarding the wider supply chain (beyond Tier 1), raw material extraction presents the greatest risk of potential violations of human rights.

The procurement volume is analyzed each year concerning governance-related (business ethics and human rights), social (labor, health, and safety), and ecological risks. Here, we rely on the Responsible Business Alliance (RBA) risk assessment platform. This abstract risk rating is based on an array of criteria that allow geographical and product-related risk ratings to be carried out. In a second step, the supplier risk is individually assessed using existing certificates, self-assessments (Corporate Responsibility Self-Assessment – CRSA), sustainability evaluations, and other information. The suppliers can also be asked to undertake an audit (Corporate Responsibility Audit), for example, according to the RBA standard (see the KPI table).

In the event of potential risks, preventative mitigation measures are defined and introduced, either as short or medium-term development plans or as training sessions.

Measures in connection with human-rights-related due diligence, environmental protection, and governance are reflected as sustainability-related requirements in the supplier management process. The process includes mechanisms that systematically review the scope of and adherence to the requirements. These requirements depend on the procurement material and country of origin and include the following points:

- Mandatory self-declaration of corporate responsibility by suppliers from countries with increased social risks;
- Mandatory certification as per ISO 14001 and compliance with RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) by suppliers of production materials;
- Mandatory auditing in accordance with VDA 6.3 (German Association of the Automotive Industry) for automotive-sector suppliers in direct material purchasing (including social and ecological criteria);

[1] Mandatory as of a purchasing volume of EUR 50,000.

- Cross-checking of all new suppliers against international sanctions lists. The review includes, for example, whether suppliers are flagged for human rights violations, such as those on the U.S. Department of Homeland Security's Entity List in connection with the Uyghur Forced Labor Prevention Act (UFLPA). Existing suppliers are checked with every order and before every payment run;
- Inclusion of the expected energy consumption or CO_2 emissions for energy-intensive equipment in the calculation of total cost of ownership. This means that cost savings, for example through lower energy consumption over the entire service life, are also taken into account.

We rely on motivated and properly trained employees to enable us to implement and further advance our supplier management process. ams OSRAM regularly provides information and training for our global procurement teams on overarching topics such as human rights, responsible sourcing practices, and on specific changes. All procurement employees are expected to attend the training sessions provided. In order to pass on sustainability-specific expertise to our suppliers, ams OSRAM conducts training sessions through webinars and regularly publishes information and training documents on its Supplier Portal.

Metrics and Targets
To implement the Group-wide procurement strategy objectives are set and progress is monitored regularly. The current targets and progress made in achieving them in the financial year 2024 are outlined in the following table:

Procurement Figures

	2024	2023	2022
Total number of Tier-1 suppliers	**9,656**	**11,041**	**12,714**
Total number of significant[1] suppliers in Tier-1	**520**	**508**	**1,013**
Share of total spend (PVO) on significant[1] suppliers in Tier-1	**73%**	**70%**	**75%**
Share of total spend (PVO) attributable to local[2] suppliers	**50%**	**52%**	**53%**
Coverage of total spend (PVO) with supplier Code of Conducts	**98%**	**98%**	**92%**
Coverage target in the respective year	100%	100%	100%
Coverage of direct spend (PVO) of direct material with ISO 14001 certification	**94%**	**95%**	**94%**
Coverage target in the respective year	100%	100%	100%
Coverage of relevant spend (PVO) with Corporate Self Assessments (CRSAs)[3]	**99%**	**98%**	**92%**
Coverage target in the respective year	100%	100%	100%

[1] Significant Tier-1 suppliers are suppliers that are identified as having a significant business relevance to the Company, substantial risks of negative ESG impacts, or a combination of both. The business relevance of the suppliers is defined by the supplier classification, material risk level, and/or the purchasing volume with the supplier.
[2] Local suppliers are defined as those that are based in the same country as the purchasing ams OSRAM location.
[3] Coverage rate based on defined CSRA relevant group of suppliers; includes social and environmental criteria

6.1.3 Quality and Product Safety

ams OSRAM markets its products worldwide. Accordingly, compliance with all statutory requirements, standards, and norms for the products and their safety, including their labeling, as applicable in the respective regions and countries in which we operate, is mandatory, and/or changes must be made in time and integrated into internal rules such as product safety specifications. Non-compliance could lead to delays in product launches, claims by customers, and a loss of revenues.

Product safety and quality are key purchasing propositions. Our automotive customers in particular set high standards, compliance with which is essential for the business relationship. For a small part of the portfolio, there is contact with end customers and thus a potential risk of injury in the event of defects. Details on the corresponding risks are listed in the Risk Report[4].

Governance
At Management Board level, responsibility for product safety and quality lies with the Chief Executive Officer (CEO), who has delegated the tasks and authority to the Head of R&D and Corporate Quality. In addition to being responsible for technical and product-related quality, he is also responsible for ensuring the proper functioning of the quality management system.

The corporate Quality Management department reports to the CEO on a regular basis on significant developments. The CEO is also informed immediately of any incident classified as a critical quality issue by the business unit responsible.

Operational responsibility for implementing legislation and internal rules regarding product safety and quality lies with the respective heads of the business units.

Strategy and Regulations
ams OSRAM stands for high levels of quality, safety, and reliability in its products and solutions. In order to keep this promise to our customers and thus contribute to the long-term success of our business, we have established a quality strategy and anchored corresponding quality management within the Company. The quality strategy provides for strict process and risk management as well as continuous improvement on the one hand and the integration of product safety

[4] > Management Report, Risk Report. The topics listed relate primarily to compliance and quality risks.

and quality throughout the entire product life cycle – from product and technology development to the procurement and production process through to the use of the products and their service life on the other.

The corporate Quality Management department issues rules applicable to the whole Group and consistently reviews compliance with them. The Group-wide Quality Policy is publicly available. In addition to the scope of application, this also provides for a quality culture within the Company and describes the ambition. This policy is supported by our guidelines and processes which cover, among other things, product safety and how this is factored into product development, as well as how we deal with any defective products and any necessary escalation measures.

ams OSRAM has implemented a zero defects strategy in line with our quality policy. Accordingly, the effectiveness and efficiency of our processes are checked and improved on an ongoing basis in order to reduce costs and conserve resources.

Managing Impacts, Risks, and Opportunities
ams OSRAM operates a certified management system in order to limit the aforementioned risks so that deficiencies can be identified and corrected at an early stage. Our processes and management systems are regularly certified to quality management standard ISO 9001 and, for automotive customers, also to the International Automotive Task Force standard IATF 16949. In addition, ams OSRAM regularly conducts internal audits of its factories, processes, and suppliers. Most new suppliers from whom products are purchased directly are audited before placement of the first order, as prescribed by VDA 6.3 (process audit in the automotive sector) > 6.1.2 Supply Chain Management. Regular training for employees also forms part of quality management.

Certain mandatory methods designed to safeguard quality must be applied as early as the product design stage in order to meet specific development milestones. Product approval is subject to standardized checklists that are used to identify risks. In addition, we regularly review the current product portfolio with regard to its impacts on health and safety.

All products for the automotive sector are tested in accordance with defined schedules in our environmental simulation laboratories, which are accredited to ISO/IEC 17025. Accreditation of the laboratories enables ams OSRAM to comply with global standards. By testing product performance through artificial aging processes and environmental simulations, we can identify how long the products should last as well as shortcomings in their design or components, and then initiate improvements before failures occur in actual use.

Customers can return defective products at any time and will find the relevant information online. Employees can also report possible incidents, for example, using easily accessible structures that are established in production or through the 'Tell ams OSRAM' whistleblower system > 4.3.2 Combating Corruption and Anti-Competitive Behavior. By involving employees, potential quality issues can be identified and eliminated in good time.

When a matter relevant to product safety is reported, we immediately check and assess the risks using a risk assessment matrix. The EU General Product Safety Directive (GPSD) 2001/95/EC, which sets out a structured framework for risk assessment, provides the global basis for our evaluation of potential product safety violations and of action plans to remedy such violations. As soon as any product safety risks are identified, appropriate processes are triggered to contain and eliminate these risks as quickly as possible. The corresponding internal and customer-oriented measures are defined and range from simple customer information to product recalls.

Metrics and Targets
The most important targets relating to product safety are, first, the safety of users of the products and, second, compliance with statutory requirements.

In the financial year 2024, we again conducted a review of the quality management system: All the checks in the context of certifications went well and reinforced our zero-defects strategy. A total of 31 locations are certified according to ISO 9001, and 13 according to IATF 16949.

Quality and Product Safety

	2024	2023	2022
Number of indications of possible violations regarding adverse effects of products on the health or safety of customers or product recalls	-	1	-

The recall action reported in the previous year was successfully continued in 2024, and affected products can still be returned to ams OSRAM by customers.

6.2 Employees

6.2.1 Human Resources Work

Our human resources (HR) work plays a key role in ams OSRAM's efforts to drive sustainability. We believe that employees who are satisfied, well-qualified, and healthy form a key pillar supporting the Company's long-term success.

The strategic focus and key issues of ams OSRAM's HR work can be summarized as follows:

- Employees should be offered a safe workplace that promotes their health.
- ams OSRAM wishes to offer fair working conditions in a work atmosphere that is free of discrimination; it grasps diversity as an opportunity. For our Company, diversity, justice, and inclusion are crucially important, as these principles lay the foundations for innovation and sustainable success.
- Fair remuneration as well as opportunities and prospects for personal development constitute the key pillars of HR development.
- Employee satisfaction is essential to corporate success and should enhance employee retention.

Governance
The Supervisory Board is kept informed on developments in our HR work and the above-mentioned strategic thrust as well as the objectives. The CEO is the Management Board member responsible for human resources. The Human Resources (HR) unit is responsible for handling the HR work. The Head of Global HR is at the helm of our global HR effort and reports directly to the CEO; as a member of the management team, she influences strategic decisions. Alongside the corporate HR functions, there are also local HR units.

Our HR work rests on tried-and-true regulations and processes for the employees and executives, e.g., as regards the topics of recruitment, diversity and inclusion, equal opportunities, onboarding new talent, developing talent, further training, remuneration, and benefits. The Group-wide HR guideline contains binding requirements to ensure global standards for HR practices.

The above-mentioned HR governance framework at ams OSRAM covers the following chapters: Diversity and Equal Opportunities, People Development, and Employee Satisfaction and Remuneration. There is a different governance structure in place for Occupational Health and Safety that is described in the corresponding chapter Occupational Health and Safety.

By the end of 2024, 19,665 individuals (2023: 20,378) were employed at ams OSRAM. The decline is due to personnel reduction measures as well as divestitures and liquidations of business units. The number of temporary staff, most of whom are employed in manufacturing, fell as of December 31, 2024, by 34% to 190 (2023: 287). This development is due to a decline in demand caused by the ongoing challenging market environment.

Countries by Number of Employees
(Top 5 countries based on share of total workforce)

Number of employees as of December 31	2024	2023
Malaysia	5,844	5,870
Germany	4,701	4,901
China	2,710	2,624
Austria	1,373	1,321
Singapore	1,277	1,912
Others	3,760	3,750
Total	**19,665**	**20,378**
of which outside Austria	18,292	19,057

For further KPIs[1] on employee-related topics, please consult section > 7.3 Detailed KPIs for Chapter 6.2 Employees in the Appendix.

[1] Due to the very small number (< 5) of people who identify as non-binary or belonging to a different gender, these groups are not shown separately in our HR reporting.

6.2.2 Occupational Health and Safety

As a corporation with our own manufacturing facilities and extensive administrative functions, ams OSRAM considers occupational health and safety (OHS) to be a key topic. Employees are exposed to various risks in the performance of their work which can lead to accidents and injuries. Moreover, there are activities that entail special hazards owing to the work setting, such as handling chemicals. We have put in place a corresponding management system in order to protect the health of our employees and prevent financial impacts and reputational damage.

Governance
Environmental protection and occupational health and safety within the corporation are the overall responsibility of the CEO, who has delegated the relevant tasks and authority to the head of EHS. The latter regularly reports directly to the Management Board on significant developments.

The corporate EHS unit has the power at ams OSRAM to issue guidelines in the area of occupational health and safety > 5.1 Environmental Management.

Strategy and Regulations
As part of its EHS policy, ams OSRAM has committed to offering its employees a safe and healthy working environment. This includes minimizing the risk of occupational illnesses and accidents at work. In this way, we fulfill our social responsibility and also avoid economic damage. The processes, structures, and corresponding rules covering the implementation of the EHS policy are outlined in the Company's 'process house'.

Managing Impacts, Risks, and Opportunities
The production sites in Ang Mo Kio (Singapore), Wuxi and Foshan (both China), Penang and Kulim (both Malaysia), Calamba (Philippines), and the headquarters in Premstätten (Austria) are all certified in accordance with ISO 45001, the standard for occupational health and safety management systems. During the reporting period, four locations passed external audits as part of the matrix certification scheme. Our internal requirements also oblige the other production facilities to maintain a management system for occupational health and safety as per the ISO 45001 standard. The corporate EHS Department carried out seven additional corporate EHS audits to verify this requirement. Moreover, the plant in Foshan was again certified

according to amfori BSCI, an internationally recognized standard for social accountability.

While development and sales locations with more than 50 employees operate a reduced management system, they also contribute data on health and safety KPIs. The EHS Department also includes in its reporting a selection of locations that do not quite have this headcount and, as a result, our reporting accounts for 96% of the employees. Our responsibility for occupational safety also covers employees of external companies working on site. However, because we do not specifically document their respective numbers or how many hours they work, the aforementioned figure only includes our own full-time employees.

At the locations mentioned, the managers responsible have to conduct a risk assessment for each area of activity in accordance with internal requirements. Our managers also attend regular training sessions on these matters. The quality and completeness of the risk assessments are reviewed internally and externally. Hazards at ams OSRAM can be of an ergonomic, mechanical, radiation-related, or chemical nature. Specific measures are then taken in line with the assessment of the risks. These may include the use of safety barriers and rails, floor markings, or vapor extraction and ventilation systems. Where necessary, personal protective equipment (PPE) is provided. To support managers, the local medical personnel (Company doctors and nurses) and, in some instances, employee representatives are also involved in the risk assessment.

Quality assurance for the medical services starts with procurement or, at larger locations where we have our own medical personnel, as part of the recruitment process. Company doctors provide all reports required by law, while always upholding patient confidentiality. Access to medical services for employees is regulated at the location level, and the consulting hours are communicated to staff.

We have also formed committees for occupational health and safety, either in line with local legal requirements or on a voluntary basis. These committees also incorporate environmental issues in their work and hold meetings both on a regular basis and in accordance with local requirements. In addition to accident prevention experts (such as safety officers or safety representatives), these committees also include representatives of the local management, the employees, and the medical staff. Their resolutions are minuted and the resolved measures are followed up.

Employees' Responsibilities and Obligations
All ams OSRAM employees have the responsibility and duty to pay attention to safety in their respective safety in their respective environment. In accordance with the requirements of ISO 45001, employees are encouraged to report hazardous situations (without fear of reprisals) and may at all times take themselves out of potential harm's way without having to ask for permission. They are also included in the process of compiling or updating risk assessments and determining the causes of incidents.

On joining the Company and at regular intervals thereafter, ams OSRAM employees are informed of potential hazards at their workplace. If they change jobs internally, they can only commence their new activities once they have received new training with regard to the possible new hazards there. This also applies to employees who work remotely. Managers are expected to draw attention to the possible ergonomic risks of working from home and/or to recommendations for installing ergonomic workstations there.

ams OSRAM also attaches importance to the health and medical care of its employees outside the world of work. For this reason, in most of the countries in which we operate and where there is no mandatory health insurance, we purchase such coverage for our employees on a voluntary basis.

Countless global and local health and safety measures were continued in 2024, too, with examples being:

- By means of posters and an article on the company Intranet, a global awareness-raising campaign was carried out for all ams OSRAM employees on the appropriate use of mobile devices while walking on the grounds at our sites.
- At our Penang and Kulim (both Malaysia) sites, the EHS teams issue regular communication to all employees to enhance EHS awareness. A variety of topics is covered, ranging from information on accidents to raising awareness of topics such as labeling of chemicals, road traffic safety, etc.
- The Schwabmünchen site was awarded the Berufsgenossenschaft Energie Elektro Medienerzeugnisse (BG ETEM) Prize for Preventative Action in December 2024. The site had prepared information on the safety of machines and all plant featuring modern technologies, such as VR goggles, tablets, mobile phones, and QR codes, and had distributed the materials to all the employees.

Requirements for the Supply Chain
We oblige all ams OSRAM suppliers to accept and sign our Code of Conduct for Suppliers, which sets out our OHS requirements. Depending on their country of origin, new suppliers must also complete an online questionnaire on aspects of sustainability, including OHS, which is then evaluated by Procurement, if necessary with the involvement of the EHS Department. Selected suppliers are also asked to initiate corporate responsibility audits (> 6.1.2 Supply Chain Management). We attach great importance to outsourced processes and their impacts on environmental protection and OHS. These are covered in a special Appendix of the Group's global Procurement Policy.

Metrics and Targets
Our goal is to offer our employees a safe and healthy workplace. We therefore aim to continually improve our OHS parameters, including documenting work-related injury data at our locations as a basis for calculating the internationally recognized KPIs of the 'Lost Time Injury Frequency Rate' (LTIFR) and the 'Severity Rate' (SR). Each accident resulting in lost time is analyzed to determine the causes. This analysis, for which the 'five whys' method is recommended, serves as a basis for deriving corrective and preventive measures and for updating our risk assessments.

Targets are always set on a site-specific basis. As regards the LTIFR, the target is based on achieving a reduction relative to the mean for the past three years. The SR target factors in the regional average absence rates per injury. On the basis of these individual figures, we then aggregate our regional and global targets. We already expect a zero injury rate at non-production locations.

The global LTIFR in 2024 was significantly below the previous year's figure. However, the challenging target (see table) was not achieved this year. Compared to the previous year, the absolute number of accidents fell and reached the lowest level since the introduction of joint reporting. Of the accidents reported, none was so serious that the employee in question was unable to recover in less than six months or is unlikely to be able to do so at all.

By contrast, the achieved SR was above the target and also higher compared to the previous year. The EMEA region had the greatest influence with some very significant cases.

As in the previous year, in financial 2024 there were no fatalities caused by occupational accidents or occupational illnesses among our own employees or employees of subcontractors at our locations.

In the reporting period, no relevant penalties or fines amounting to more than EUR 10,000 were imposed on ams OSRAM for breaches of OHS regulations.

Occupational Health and Safety

	Target 2024	2024	2023	2022	2021	2020
Global LTIFR[1]	**0.22**	**0.22**	**0.24**	**0.27**	**0.23**	**0.31**
LTIFR EMEA		0.47	0.42	0.47	0.39	0.34
LTIFR Americas		0.37	0.25	1.01	0.30	0,47
LTIFR Asia/Pacific		0.07	0.12	0.10	0.13	0.28
Global SR[1]	**5.8**	**6.1**	**5.2**	**4.7**	**7.4**	**5.0**
SR EMEA		15.0	10.6	9.4	13.2	9.6
SR Americas		2.7	7.6	7.0	14.6	15.4
SR Asia/Pacific		1.3	1.7	1.9	3.0	1.4
Number of accidents resulting in absence from work		45	51	64	63	87
Number of high-consequence accidents[2]		0	1	1	3	2
Number of cases of recognized occupational illness[3]		0	1	0	3	0

6.2.3 Diversity and Equal Opportunities

ams OSRAM, as a global company with employees of many nationalities and cultures, believes diversity is one of the drivers of success, innovation, and better decision-making. By promoting diversity and equal opportunities, the company aims to create opportunities to better compete globally, increase employee motivation and satisfaction, and successfully counteract the existing and intensifying shortage of skilled labor. An inclusive corporate culture strengthens the sense of belonging and creates a work environment where all employees can realize their full potential through the promotion of psychological safety. Additionally, a diverse workforce with intercultural competencies supports access to customers and talent. ams OSRAM has developed a programmatic approach to promoting diversity and equal opportunities within the company.

Strategy and Regulations

Our Diversity, Equity & Inclusion (DEI) strategy aims to foster a corporate culture that promotes diversity. ams OSRAM is guided by the so-called seven diversity dimensions[4]. The focus of our reporting is on the dimensions of gender, age, and nationality. Inclusion and equal opportunities are, alongside diversity, central elements of the DEI strategy. Diversity is also an integral part of ams OSRAM's Group-wide HR Policy, which is intended to establish the framework for integrating this topic into our corporate culture.

As a signatory to the UN Global Compact, ams OSRAM supports the former's Principles 1 (protection of human rights) and 6 (anti-discrimination). We respect the human and personal rights of all employees, business partners, and customers, as well as their personal dignity and privacy to ensure equal opportunities and avoid any possible disadvantage. These principles are set out in the ams OSRAM Code of Conduct and Human Rights Policy. We do not tolerate any violations of these principles > 4.3.2 Combating Corruption and Anti-Competitive Behavior.

ams OSRAM is a signatory to the "Charter of Diversity", a voluntary commitment by German companies to promoting diversity within their corporation. In addition, ams OSRAM is involved in other voluntary initiatives such as the PROUT AT WORK-Foundation that aspire to anchor and strengthen diversity and inclusion within companies.

Managing Impacts, Risks, And Opportunities

To leverage a conscious approach to diversity as a competitive advantage, the central activities are managed and coordinated through a corporate-level function. Our regional Diversity Ambassadors support this function when it comes to a decentralized realization of this approach; they are nominated by the Business Units and Regions. In 2024, the Diversity Action Month in May was again implemented at various locations by the Diversity Ambassadors through a range of different events. Moreover, the DEI Strategy helps mitigate the risk of a shortage of skilled labor outlined in the Risk Report > Management Report, Risk Report.

[1] The LTIFR represents the number of accidents at work resulting in at least one day lost in relation to the total number of working hours during the fiscal year. The SR represents the total number of days lost in relation to the total number of working hours during the fiscal year. Both KPIs are scaled to 200,000 working hours, excluding commuting accidents.
[2] Accidents that result in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
[3] Occupational diseases are illnesses suffered by employees as a result of their professional activity and which are recognized as such by authorities or insurance carriers. ams OSRAM adheres to local legislation with regard to the responsible authorities and the procedures to be followed.

[4] Age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation, and social origin.

Various Employee Groups provide all employees with the opportunity to exchange ideas on specific topics or aspects of diversity. For example, local initiatives such as the 'Internationals Table', 'Diversity Walk', and 'Women Connect Austria' – designed specifically for women – are offered. These initiatives are intended to strengthen the sense of belonging, provide opportunities for networking and exchange, and create an inclusive atmosphere.

Securing equal opportunities is considered an important precondition for diversity. This principle is therefore reflected in important processes: ams OSRAM relies on standardized processes, clearly defined criteria, and the use of the dual control principle to ensure fair and equal treatment in recruitment, the Performance Management Process (PMP), in selecting employees to participate in our talent programs, and in the classification of candidates.

In 2024, the HR Leadership Team attended a training session on unconscious bias. Currently, planning is underway for further awareness-raising within the Company.

ams OSRAM makes use of a regularly reviewed structured model of salary bands as the basis for a fair remuneration system. Person-related factors and differences such as gender, religion, origin, performance, experience, etc. have no relevance to the definition of the respective salary band and are not included in defining them. This reflects our principle of equal pay for equal work. A person's position within the salary band is determined solely by activity-related factors such as level of education, performance, and degree of responsibility. To ensure compliance with our principle of 'equal pay for equal work', we analyze the gender pay gap each year.

Women in Management Positions
ams OSRAM recognizes the positive effects of a diverse composition of leadership positions with respect to various criteria. The current emphasis is on the gender dimension, which is to be achieved primarily by increasing the proportion of women in management. In the high-tech industry, particularly in the semiconductor sector, women remain underrepresented in many countries, which is why it is especially important to promote their inclusion and thereby enhance the potential of gender-mixed leadership teams.

The DEI Strategy accordingly features these overarching objectives in this regard, namely considering women in recruiting, development, promotion, and succession planning. Thus, the filling of positions and the selection of employees at ams OSRAM should, among other things, be based on diversity criteria.

To realize these objectives in practice, special programs to promote women and develop female managers have been launched. The global "Women Leadership Forum" offers both women in management positions and those with a strong interest in assuming such roles the opportunity to foster their leadership skills and network within the ams OSRAM organization. Female talents also have the possibility of participating in our Female Mentoring Program to expand their networks and receive support for their personal and professional development. To attract female talent, ams OSRAM participates in specialized recruitment fairs and events.

ams OSRAM also makes it easier to combine work and family life by offering parental leave and models for flexible working hours, such as the option of working part-time or from home. Employees dealing with special family needs, such as caring for relatives, have the option to reduce their working hours. At a number of locations, ams OSRAM offers support in the form of childcare or arranging childcare for employees.

Metrics and Targets
A central goal of the DEI Strategy is to boost the proportion of women in management positions. In order to highlight the importance of this objective and to achieve further progress, in 2021 the Management Board set a target of 25% for the proportion of women in the first two management levels of the entire ams OSRAM Group. This goal has to be achieved by the end of 2026. In 2024, the figure was 23% (2023: 22%). The detailed presentation of the two management levels can be found in the following table.

Share of Female Managers

	First management level[1]			Second management level[2]			Total		
	2024	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**
Total	**340**	**336**	**351**	**3,650**	**3,776**	**4,161**	**19,665**	**20,378**	**22,461**
<30 years	-	1	1	12	25	26	2,717	3,354	3,190
30–49 years	101	119	118	2,193	2,484	2,595	11,989	12,612	13,898
>49 years	239	216	232	1,445	1,267	1,540	4,959	4,412	5,373
therein female	**46**	**44**	**45**	**875**	**869**	**890**	**8,592**	**8,960**	**9,785**
Share (in %)	**14%**	**13%**	**13%**	**24%**	**22%**	**21%**	**44%**	**41%**	**44%**
<30 years	-	-	-	4	7	10	1,412	1,744	1,757
30–49 years	19	20	16	628	654	661	5,387	5,621	6,139
>49 years	27	24	29	243	208	219	1,793	1,595	1,889

6.2.4 People Development

People development is a crucial aspect of ams OSRAM's HR work. Given the continuously changing requirements of the modern workplace, it is important for us to ensure – through appropriate personnel development measures – that employees possess the necessary skills and competencies to pursue their personal goals and contribute to the Company's success. Through targeted investment in employee development, ams OSRAM not only strengthens the competence and motivation of its workforce but also mitigates the challenges and risks associated with a shortage of skilled workers, thereby securing its competitiveness.

Strategy and Regulations
In view of technological change and the fierce pace of innovation, on the one hand, and demographic change and social trends, on the other, the importance of HR work is steadily increasing. It constitutes a key pillar of the Company's strategy and focuses on training and advanced lifelong training for employees. In personnel development, ams OSRAM pursues a strategy that addresses not only the individual skills and interests of its employees but also the corporate and technological developments in the relevant industry, as well as general behavioral trends. In this way, we seek to ensure long-term loyalty to the Company of key skilled workers and

[1] Senior managers with a defined function rating or higher.
[2] Managers, with a management function in a defined function evaluation area.

managers. ams OSRAM is convinced that well-trained, satisfied, and motivated employees lay the foundations for business success. Effective people development is destined to boost high employee satisfaction and our attractiveness as an employer, and thus contribute to a correspondingly low employee turnover rate.

Managing Impacts, Risks and, Opportunities
ams OSRAM has chosen a systematic approach to people development and to this end established a performance management process (PMP). In the framework of the PMP process, a continuous and structured dialog takes place between employees and managers supported by an IT tool. Through this close and personal dialogue, ams OSRAM aims to ensure that shared development goals are agreed upon and implemented and that employees receive targeted feedback to support their development journey. The PMP process also serves as the basis for the global identification and development of talent.

For ams OSRAM, people development entails corporate opportunities and risks. By aligning it with the business model and the corporate strategy, ams OSRAM can positively influence its success and strengthen employee retention. Risks such as the aforementioned shortage of skilled labor are of great importance to ams OSRAM and are addressed and actively managed as part of the Group-wide risk management system.

We implement a wide range of personnel development measures. For example, the vocational training at ams OSRAM offers young people an opportunity to join the Company straight after completing school and thus is therefore an integral part of the Company's efforts to secure new young talent.

The career path model developed by ams OSRAM comprises five equivalent development paths: Engineering, Leadership, Project Management, Sales, and Specialist. Our employees are offered individual training and development programs tailored to where they are in their careers and according to their skill profiles. Within the leadership career path, a vast range of management training courses and programs – such as 'Succeeding as a New Manager' or the 'Advanced Leadership Program' – up to and including individual executive coaching offerings can be completed.

We encourage employees with the potential to assume greater responsibilities within the Group – irrespective of their particular career path – through talent programs.

While the local talent program was conducted only in Malaysia in 2024, the newly designed global talent programs for various career levels are open to all employees within the company.

Among other things, the annual Performance Management Process (PMP) identifies candidates who can be nominated for our talent programs.

The Key Expert Program is open to employees on the Engineering career path who work in our R&D Departments. To this end, we have defined "TechFields" that reflect current and future technological topics of central importance to ams OSRAM.

The 'ams OSRAM University' offers a Company-wide modern training program, containing over 16,000 learning modules. These offer a broad range of training and advanced training opportunities, which can be used flexibly. In light of new forms of work, the goal is to make training content easily accessible.

Metrics and Targets
In the field of people development, a key aim of ams OSRAM is to provide employees with personal development opportunities through appropriate measures. In this way, we want to strengthen our attractiveness as an employer and grow a pool of talent for specialist and management positions within the Company.

Average Hours of Training per Employee by Function

	Production and service			Research and development			Administration and selling			Total workforce		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Number of employees by function (in FTE, annual average)	13,857	14,098	16,479	2,783	3,144	3,453	2,938	3,289	3,389	19,577	20,530	23,322
Average hours of training per employee by function	7.3	7.2	4.8	16.8	18.5	12.1	9.8	10.3	8.3	9.0	9.4	6.4
Average hours of training per female employee by function	5.7	4.8	3.1	24.8	26.6	16.4	10.9	11.5	10.2	7.9	7.5	5.0

Global outlays for further training measures in the reporting year came to EUR 3.7 million (2023: EUR 4.4 million).

Share of Employees Receiving Regular Performance and Career Development Reviews
(in headcount as of December 31)

	2024		2023		2022	
	Share of employees[1] who have received regular performance and career development reviews		Share of employees[1] who have received regular performance and career development reviews		Share of employees[1] who have received regular performance and career development reviews	
	Headcount	Percentage of employees receiving regular performance and career development reviews	Headcount	Percentage of employees receiving regular performance and career development reviews	Headcount	Percentage of employees receiving regular performance and career development reviews
Male	5,596	69%	4,847	59%	4,567	50%
Female	2,560	67%	2,382	61%	1,768	42%
Total[1]	**8,156**	**69%**	**7,229**	**59%**	**6,335**	**48%**

[1] The figures shown relate to the performance management process (PMP, indirect employees) established at ams OSRAM. The percentage increase in the coverage of indirect employees can also be partly explained by an expansion of the central documentation of results from countries with a locally implemented PMP. Tariff employees in Germany follow a separate annual performance appraisal process and are not included in the figures shown above.

6.2.5 Employee Satisfaction and Remuneration

Motivated and committed employees are one of the most important success factors for a company but also comprise a significant risk. In order to retain our employees, and in particular those in key positions, going forward it is important for management to know what the mood in the Company is like and how committed employees are. Satisfied employees identify with their employer and have a high level of loyalty to the Company. In particular, in times of change, there is a high risk that employees may feel insecure, and precisely here interaction and communication play an important role.

Strategy and Regulations
ams OSRAM is convinced that employee satisfaction is an indicator of how the Company treats and values its employees. All our employees, irrespective of their personal characteristics and outlook, are offered the same opportunities and possibilities for personal development. We value our employees and treat them with respect, and this includes offering them fair remuneration, which is essentially also enshrined in our Code of Conduct and HR Policy. Our remuneration system is designed to ensure that pay is fair and commensurate with performance. It does not distinguish by gender or other characteristics that could lead to discrimination > 6.2.3 Diversity and Equal Opportunities.

ams OSRAM aspires to retain its employees by offering them a long-term and attractive remuneration package. A profit-sharing program for all employees of ams OSRAM (Profit-Sharing Plan 2020) supplements the existing stock option plans and remuneration programs, such as the LTIP. With the profit-sharing program, ams OSRAM expresses that its employees are the most important factor in the company's success and rewards their joint contribution to the success of ams OSRAM's business.

In Group companies with collective bargaining agreements, the respective collective bargaining agreement forms the basis for the evaluation and the remuneration system; this is the case at ams OSRAM in Germany[2], for example. Depending on the national rules and regulations, ams OSRAM offers discretionary benefits over and above the legal requirements in areas such as health and accident insurance, a company pension, and forms of deferred compensation models.

[2] i.e., in the former OSRAM companies

Our understanding of fair working conditions includes the right to freedom of association and the possibility to conclude collective agreements, for example on remuneration issues. These are set out in our Code of Conduct.

Managing Impacts, Risks, and Opportunities
To measure employee satisfaction, engagement, and loyalty, we conducted the first worldwide employee survey at ams OSRAM in 2022. Based on the results, global, local, and departmental measures were continuously implemented in 2023. The key issues identified were discussed at Group level and within the teams responsible, leading to the development of the relevant measures and their subsequent implementation.

In the financial year 2024, another survey of all employees was conducted on organizational health (Organizational Health Index, OHI). The aim of the survey was to rate various dimensions such as communication, cooperation, and decision-making. In total, 75% of the entire headcount took part in the survey, and the score was an overall OHI Index of 64 points. The results of the global OHI survey show that worldwide 73% of employees are satisfied with their work. On the basis of the findings, global focus topics were defined. These are supported by measures at the Business Unit, Corporate Function, and location level, scheduled for implementation in 2024 and 2025. The next survey is planned for the end of 2025.

With regard to fair pay, we view it as a matter of course to comply with local legal remuneration requirements. We compare the remuneration for our staff to benchmark data for comparable companies per country or location. We promote employee performance with clearly defined bonus programs based on globally determined guidelines for variable remuneration and sales bonuses. The definition and scale of the respective remuneration are based on the corresponding job evaluation. This is carried out in a non-discriminatory manner on the basis of the neutral criteria uniformly set for the Group in 2021.

ams OSRAM believes open dialog is an important instrument for maintaining and/or boosting employee satisfaction. In order to create opportunities for dialog between the employees and management, we regularly hold town hall meetings and organize webcasts with the Management Board and other management representatives, where employees can ask questions and give feedback.

Other internal measures to retain employees included the continuation of the global ‘SmartWorking’ scheme, the streamlining of approval processes, and the intensified marketing of the ‘ams OSRAM University’.

Metrics and Targets
The key aims are satisfied staff, employee turnover in line with economic conditions, fair working conditions, and ideally, as a result, great attractiveness as an employer. The relevant turnover rate in this context (see the table in Appendix > 7.3 Detailed KPIs for Chapter 6.2 Employees) was lower in 2024 compared to the previous year. ams OSRAM monitors the turnover rate at short intervals.

Collective bargaining agreements are in place at our European Group companies[1] with the biggest workforces. At the end of 2024, in these Group companies, 97% of the workforce was covered by such agreements. We also work closely with employee representatives (both works councils and trade unions). In Germany and Austria, for example, this has resulted in a large number of work agreements

In Germany, 100% of the employees at OSRAM Group companies came under collective bargaining agreements. A total of 39% of the employees of German ams Group companies were covered by collective agreements. In Austria, 100% of the employees of ams OSRAM Group companies were covered.

[1] In Austria, the Czech Republic, Germany, Italy, and Slovakia

7 Appendix

7.1 Audit Report

To the Management Board
ams-OSRAM AG,
Premstätten

We have performed a limited assurance engagement in connection with the consolidated non-financial reporting according to the GRI Standards (hereafter “non-financial reporting”) in the Group annual report in section “7. Sustainability Report” for the financial year 2024 of the

ams-OSRAM AG,
Premstätten
(hereinafter also referred to as “ams OSRAM” or “Company”).

Conclusion with limited assurance
Based on our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial reporting (hereafter “non-financial reporting”) in the Group annual report in section “7. Sustainability Report” is not prepared, in all material respects, in compliance with:

- the GRI Standards, and
- the reporting requirements according to Article 8 of the EU Regulation 2020/852 (hereinafter referred to as “EU-Taxonomy-Regulation”) in respect to the disclosure requirements in the non-financial reporting

in the currently valid version.

Basis for conclusion with limited assurance
Our limited assurance engagement on the non-financial reporting was conducted in accordance with the statutory requirements and Austrian Standards on Other Assurance Engagements and additional expert opinions as well as the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such engagements. An independent assurance engagement with the purpose of expressing a conclusion with limited assurance (“limited assurance engagement”) is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance (“reasonable assurance engagement”), thus providing reduced assurance.

Our responsibility under those requirements and standards is further described in the „Responsibility of the auditor of the consolidated non-financial reporting” section of our assurance report.

We are independent of the Company in accordance with the Austrian professional regulations and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm is subject to the provisions of KSW-PRL 2022, which essentially corresponds to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained up to the date of the limited assurance report is sufficient and appropriate to provide a basis for our conclusion as of that date.

Other information
Management is responsible for the other information. The other information comprises all information included in the Annual Report 2024 but does not include non-financial reporting and our independent assurance report.

Our conclusion on the non-financial reporting does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our limited assurance engagement on the non-financial reporting, our responsibility is to read the other information when available and, in doing so, consider whether the other information is materially inconsistent with the non-financial reporting or our knowledge obtained in the limited assurance engagement or otherwise appears to be misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this context.

Responsibility of the management
Management is responsible for the preparation of a non-financial reporting including the determination and implementation of the materiality assessment process in accordance with requirements and standards. This responsibility includes:

- identification of the actual and potential impacts, as well as the risks and opportunities associated with sustainability aspects and assessing the materiality of these impacts, risks and opportunities,
- preparing of a non-financial reporting in compliance with the requirements of the Global Reporting Initiative (GRI) Standards
- inclusion of disclosures in the consolidated non-financial reporting in accordance with the EU-Taxonomy-Regulation, and
- designing, implementing and maintaining of internal controls that management consider relevant to enable the preparation of sustainability report that is free from material misstatement, whether due to fraud or error; and to enable the materiality assessment process to be carried out in accordance with the requirements of the GRI Standards.

This responsibility includes also the selection and application of appropriate methods for non-financial reporting and the making of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances.

Inherent limitations in the preparation of non-financial reporting
When reporting forward-looking information, the company is obliged to prepare this forward-looking information based on disclosed assumptions about events that could occur in the future and possible future actions by the company. Actual results are likely to differ as expected events often do not occur as assumed.

When determining the disclosures in accordance with the EU-Taxonomy-Regulation, the management is obliged to interpret undefined legal terms. Undefined legal terms can be interpreted differently, also regarding the legal conformity of their interpretation and are therefore subject to uncertainties.

Responsibility of the auditor of the consolidated non-financial reporting
Our objectives are to plan and perform a limited assurance engagement to obtain limited assurance about whether the non-financial reporting, including the described approach regarding the materiality assessment to determine the information to be

reported and the reporting in accordance with the EU-Taxonomy, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on this non-financial reporting.

In a limited assurance engagement, we exercise professional judgement and maintain professional scepticism throughout the assurance engagement.

Our responsibilities include

- performing risk-related assurance procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of expressing a conclusion on the effectiveness of the Company's internal controls;
- design and perform assurance procedures responsive to disclosures in the non-financial reporting, where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Procedures – Summary of the work performed
A limited assurance engagement involves performing procedures to obtain evidence about the non-financial reporting.

Our engagement does not include the assurance of prior period figures, printed interviews or other additional voluntary information of the company, including references to websites or other additional reporting formats of the company.

The nature, timing and extent of assurance procedures selected depend on professional judgement, including the identification of disclosures likely to be materially misstated in the non-financial reporting, whether due to fraud or error.

In conducting our limited assurance engagement on the non-financial reporting, we proceed as follows:

- We obtain an understanding of the company's processes relevant to the preparation of non-financial reporting.
- We assess whether all relevant information identified by the materiality assessment process carried out by the company has been included in the non-financial reporting.
- We evaluate whether the structure and presentation of the non-financial reporting is in compliance with the requirements of the GRI-Standards.
- We perform inquiries of relevant personnel and analytical procedures on selected disclosures in the non-financial reporting.
- We perform risk-oriented assurance procedures, on a sample basis, on selected disclosures in the non-financial reporting.
- We reconcile selected disclosures in the non-financial reporting with the corresponding disclosures in other sections of the Group Annual Report.
- We obtain evidence on the methods for developing estimates and forward-looking information.
- We obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in non-financial reporting.

Limitation of liability, publication and terms of engagement
This limited assurance engagement is a voluntary assurance engagement. We issue this conclusion based on the assurance contract concluded with the client, which is also based, with effect on third parties, on the "General Conditions of Contract for the Public Accounting Professions" issued by the Chamber of Tax Advisors and Auditors. These can be viewed online on the website of the Chamber of Tax Advisors and Auditors (currently at https://ksw.or.at/berufsrecht/mandatsverhaeltnis/). With regard to our responsibility and liability under the contractual relationship, point 7 of the AAB 2018 applies.

Our assurance report may only be distributed to third parties together with the consolidated non-financial reporting contained in section "7. Sustainability Report" of the group annual report and only in complete and unabridged form. Because our report is prepared solely on behalf of and for the benefit of the company, its contents may not be relied upon by any other third party, and consequently, we shall not be liable for any other third party claims. Auditor responsible for the assurance engagement.

The auditor responsible for the assurance engagement of the non-financial reporting is Mag. Dr. Johannes Bauer.

Vienna
March 5, 2025

KPMG Austria GmbH
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft
signed by:
Mag. Dr. Johannes Bauer
Wirtschaftsprüfer
(Austrian Chartered Accountant)

7.2 EU Taxonomy KPIs

Proportion of turnover from products or services associated with Taxonomy-aligned economic acitivities – disclosure for year 2024

Financial year 2024		**2024**		**Substantial Contribution Criteria**						**DNSH criteria ('Does Not Significantly Harm')**									
Economic activities	Code(s)	Turnover	Proportion of Turnover, year 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2023	Category enabling activity	Category transitional activity
		EURO	%	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 batteries	CCM 3.4	10	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of energy efficiency equipment for buildings	CCM 3.5	52	2%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of other low carbon technologies	CCM 3.6	1,315	39%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**1,377**	**40%**	**40%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%[1]**		
Of which Enabling		1,377	40%	40%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which Transitional		0	0%	0%													0%		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 electrical and electronic equipment	CE 1.2	50	2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1%		
Manufacture of batteries	CCM 3.4	-	-	-	-	-	-	-	-								0%		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	-	-	-	-	-	-	-	-								1%		
Manufacture of other low carbon technologies	CCM 3.6	-	-	-	-	-	-	-	-								37%		
Sale of spare parts	CE 5.2	487	14%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								14%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**537**	**16%**	**0%**	**0%**	**0%**	**0%**	**16%**	**0%**								**54%**		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		**1,914**	**56%**	**40%**	**0%**	**0%**	**0%**	**16%**	**0%**								**54%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		1,502	44%																
TOTAL		**3,416**	**100%**																

[1] The activities reported eligible in the previous year are now classified as aligned in the current reporting year. Since no separate comparative values were available for these activities, a figure of 0% is shown.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic acitivities - disclosure for year 2024

Financial year 2024		2024		Substantial Contribution Criteria						DNSH criteria									
Economic activities	Code(s)	CapEx	Proportion of CapEx, year 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) CapEx, year 2023	Category enabling activity	Category transitional activity
		EURO	%	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 batteries	CCM 3.4	0	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of energy efficiency equipment for buildings	CCM 3.5	9	2%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of other low carbon technologies	CCM 3.6	149	37%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**158**	**39%**	**39%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%[1]**		
Of which Enabling		158	39%	39%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which Transitional		0	0	0%													0%		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 electrical and electronic equipment	CE 1.2	1	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
Manufacture of batteries	CCM 3.4	-	-	-	-	-	-	-	-								0%		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	-	-	-	-	-	-	-	-								1%		
Manufacture of other low carbon technologies	CCM 3.6	-	-	-	-	-	-	-	-								14%		
Sale of spare parts	CE 5.2	13	3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	5	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Construction of new buildings	CCM 7.1	-	-	-	-	-	-	-	-								32%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.4	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Acquisition and ownership of buildings	CCM 7.7	20	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								5%		
Data processing, hosting and related activities	CCM 8.1	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**40**	**10%**	**7%**	**0%**	**0%**	**0%**	**3%**	**0%**								**53%**		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		**199**	**49%**	**46%**	**0%**	**0%**	**0%**	**3%**	**0%**								**53%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		**207**	**51%**																
TOTAL		**405**	**100%**																

[1] The activities reported eligible in the previous year are now classified as aligned in the current reporting year. Since no separate comparative values were available for these activities, a figure of 0% is shown.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic acitivities – disclosure for year 2024

Financial year 2024		2024		Substantial contribution criteria						DNSH criteria									
Economic activities	Code(s)	OpEx	Proportion of OpEx, year 2024	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) OpEx, year 2023	Category enabling activity	Category transitional activity
		EURO	%	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 batteries	CCM 3.4	2	0%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of energy efficiency equipment for buildings	CCM 3.5	20	3%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
Manufacture of other low carbon technologies	CCM 3.6	260	44%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%[1]	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**282**	**48%**	**48%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**0%[1]**		
Of which Enabling		282	48%	48%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which Transitional		0	0%	0%													0%		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 electrical and electronic equipment	CE 1.2	3	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
Manufacture of batteries	CCM 3.4	-	-	-	-	-	-	-	-								0%		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	-	-	-	-	-	-	-	-								1%		
Manufacture of other low carbon technologies	CCM 3.6	-	-	-	-	-	-	-	-								30%		
Sale of spare parts	CE 5.2	20	3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	2	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%		
Data processing, hosting and related activities	CCM 8.1	1	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**25**	**4%**	**1%**	**0%**	**0%**	**0%**	**3%**	**0%**								**33%**		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		**308**	**52%**	**49%**	**0%**	**0%**	**0%**	**3%**	**0%**								**33%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		**286**	**48%**																
TOTAL		**594**	**100%**																

[1] The activities reported eligible in the previous year are now classified as aligned in the current reporting year. Since no separate comparative values were available for these activities, a figure of 0% is shown.

Proportion of Turnover/Total Turnover

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	40%	40%
CCA	0%	0%
WTR	0%	0%
CE	0%	16%
PPC	0%	0%
BIO	0%	0%

Proportion of CapEx/Total CapEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	39%	46%
CCA	0%	0%
WTR	0%	0%
CE	0%	3%
PPC	0%	0%
BIO	0%	0%

Proportion of OpEx/Total OpEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	48%	49%
CCA	0%	0%
WTR	0%	0%
CE	0%	3%
PPC	0%	0%
BIO	0%	0%

Template 1 – Nuclear and fossil gas related activities

Row		
	Nuclear energy related activities	
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

7.3 Detailed KPIs for Chapter 6.2 Employees

Employees by Age Category, Gender, and Region
(absolute figure and proportion of workforce)

	EMEA						Americas						Asia/Pacific						Total			
	2024		2023		2022		2024		2023		2022		2024		2023		2022		2024		2023		2022	
Male	**5,167**	**66%**	**5,333**	**66%**	**6,191**	**67%**	**731**	**68%**	**709**	**69%**	**709**	**70%**	**5,174**	**48%**	**5,376**	**48%**	**5,776**	**47%**	**11,072**	**56%**	**11,418**	**56%**	**12,676**	**56%**
<30 years	377	5%	510	6%	487	5%	127	12%	111	11%	76	8%	800	7%	989	9%	870	7%	1,304	7%	1,610	8%	1,433	6%
30-49 years	2,789	36%	2,966	37%	3,382	37%	258	24%	271	26%	257	25%	3,555	33%	3,754	33%	4,120	34%	6,602	34%	6,991	34%	7,759	35%
>49 years	2,001	26%	1,857	23%	2,322	25%	346	32%	327	32%	376	37%	819	8%	633	6%	786	6%	3,166	16%	2,817	14%	3,484	16%
Female	**2,644**	**34%**	**2,714**	**34%**	**3,066**	**33%**	**336**	**31%**	**314**	**31%**	**300**	**30%**	**5,612**	**52%**	**5,932**	**52%**	**6,419**	**53%**	**8,592**	**44%**	**8,960**	**44%**	**9,785**	**44%**
<30 years	183	2%	258	3%	244	3%	58	5%	56	5%	34	3%	1,171	11%	1,430	13%	1,479	12%	1,412	7%	1,744	9%	1,757	8%
30-49 years	1,466	19%	1,546	19%	1,700	18%	129	12%	123	12%	118	12%	3,792	35%	3,952	35%	4,321	35%	5,387	27%	5,621	28%	6,139	27%
>49 years	995	13%	910	11%	1,122	12%	149	14%	135	13%	148	15%	649	6%	550	5%	619	5%	1,793	9%	1,595	8%	1,889	8%
Total	**7,811**	**100%**	**8,047**	**100%**	**9,257**	**100%**	**1,068**	**100%**	**1,023**	**100%**	**1,009**	**100%**	**10,786**	**100%**	**11,308**	**100%**	**12,195**	**100%**	**19,665**	**100%**	**20,378**	**100%**	**22,461**	**100%**

People Working for the Company by Contractual Relationship

	EMEA			Americas			Asia/Pacific			Total		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Employees with permanent contracts	**7,670**	**7,905**	**9,010**	**1,067**	**1,023**	**1,008**	**10,270**	**10,643**	**9,085**	**19,007**	**19,571**	**19,103**
therein female	2,568	2,639	2,951	336	314	299	5,227	5,420	4,616	8,131	8,373	7,866
Employees with temporary contracts	**141**	**142**	**247**	**1**	**-**	**1**	**516**	**665**	**3,110**	**658**	**807**	**3.358**
therein female	76	75	115	-	-	1	385	512	1,803	461	587	1.919
Total	**7,811**	**8,047**	**9,257**	**1,068**	**1,023**	**1,009**	**10,786**	**11,308**	**12,195**	**19,665**	**20,378**	**22,461**
therein female	2,644	2,714	3,066	336	314	300	5,612	5,932	6,419	8,592	8,960	9,785
Workers outside the company												
Temporary workers	145	240	271	17	-	2	28	47	91	190	287	364
therein female	50	84	95	7	-	1	19	23	45	76	107	141

Full-Time and Part-Time Employees

	EMEA			Americas			Asia/Pacific			Total		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Full-time employees	**6,691**	**7,022**	**8,186**	**976**	**953**	**976**	**10,786**	**11,306**	**12,195**	**18,453**	**19,281**	**21,357**
therein female	1,972	2,069	2,380	309	292	290	5,612	5,930	6,419	7,893	8,291	9,089
Part-time employees	**1,120**	**1,025**	**1,071**	**92**	**70**	**33**	**-**	**2**	**-**	**1,212**	**1,097**	**1,104**
therein female	672	645	686	27	22	10	-	2	-	699	669	696
Total	**7,811**	**8,047**	**9,257**	**1,068**	**1,023**	**1,009**	**10,786**	**11,308**	**12,195**	**19,665**	**20,378**	**22,461**
therein female	2.644	2,714	3,066	336	314	300	5,612	5,932	6,419	8,592	8,960	9,785

New Hires by Age Category, Gender, and Region

(absolute figure and proportion of workforce)

	EMEA						Americas						Asia/Pacific						Total			
	2024		2023		2022		2024		2023		2022		2024		2023		2022		2024		2023		2022	
Male	**226**	**62%**	**178**	**59%**	**350**	**65%**	**171**	**66%**	**125**	**64%**	**108**	**68%**	**462**	**48%**	**523**	**56%**	**955**	**53%**	**859**	**54%**	**826**	**58%**	**1,413**	**57%**
<30 years	53	15%	57	19%	85	16%	72	28%	57	29%	40	25%	249	26%	274	30%	378	21%	374	23%	388	27%	503	20%
30-49 years	133	37%	101	34%	227	42%	60	23%	46	23%	42	27%	204	21%	242	26%	538	30%	397	25%	389	27%	807	32%
>49 years	40	11%	20	7%	38	7%	39	15%	22	11%	26	16%	9	1%	7	1%	39	2%	88	6%	49	3%	103	4%
Female	**138**	**38%**	**123**	**41%**	**188**	**35%**	**89**	**34%**	**71**	**36%**	**50**	**32%**	**510**	**52%**	**404**	**44%**	**841**	**47%**	**737**	**46%**	**598**	**42%**	**1,079**	**43%**
<30 years	27	7%	45	15%	62	12%	30	11%	31	16%	12	8%	298	31%	235	25%	445	25%	355	22%	311	22%	519	21%
30-49 years	78	21%	64	21%	107	20%	35	13%	27	14%	24	15%	209	22%	166	18%	379	21%	322	20%	257	18%	510	20%
>49 years	33	9%	14	5%	19	4%	24	9%	13	7%	14	9%	3	0%	3	0%	17	1%	60	4%	30	2%	50	2%
Total	**364**	**100%**	**301**	**100%**	**538**	**100%**	**261**	**100%**	**196**	**100%**	**158**	**100%**	**972**	**100%**	**927**	**100%**	**1,796**	**100%**	**1,597**	**100%**	**1,424**	**100%**	**2,492**	**100%**

Employee Turnover by Age Category, Gender, and Region
(absolute figure and proportion of workforce)

	EMEA						Americas						Asia/Pacific						Total			
	2024		2023		2022		2024		2023		2022		2024		2023		2022		2024		2023		2022	
Male	**426**	**8%**	**1,124**	**21%**	**474**	**8%**	**189**	**26%**	**157**	**22%**	**327**	**46%**	**769**	**15%**	**986**	**18%**	**1,319**	**23%**	**1,384**	**13%**	**2,267**	**20%**	**2,120**	**17%**
<30 years	51	14%	92	18%	76	16%	48	38%	40	36%	63	83%	191	24%	183	19%	333	38%	290	22%	315	20%	472	33%
30-49 years	195	7%	502	17%	266	8%	76	29%	68	25%	141	55%	454	13%	162	4%	883	21%	725	11%	732	10%	1,290	17%
>49 years	180	9%	530	29%	132	6%	65	19%	49	15%	123	33%	124	15%	641	101%	103	13%	369	12%	1,220	43%	358	10%
Female	**231**	**9%**	**512**	**19%**	**222**	**7%**	**69**	**21%**	**72**	**23%**	**131**	**44%**	**883**	**16%**	**896**	**15%**	**1,493**	**23%**	**1,183**	**14%**	**1,480**	**17%**	**1,846**	**19%**
<30 years	24	13%	47	18%	30	12%	25	43%	15	27%	14	41%	234	20%	264	18%	531	36%	283	20%	326	19%	575	33%
30-49 years	96	7%	231	15%	129	8%	23	18%	29	24%	58	49%	540	14%	65	2%	832	19%	659	12%	325	6%	1,019	17%
>49 years	111	11%	234	26%	63	6%	21	14%	28	21%	59	40%	109	17%	567	103%	130	21%	241	13%	829	52%	252	13%
Total	**657**	**8%**	**1,636**	**20%**	**696**	**8%**	**258**	**24%**	**229**	**22%**	**458**	**45%**	**1,652**	**15%**	**1,882**	**17%**	**2,812**	**23%**	**2,567**	**13%**	**3,747**	**18%**	**3,966**	**18%**

7.4 Index on GRI, TCFD (incl. Assumptions on Climate-Related Transition Risks) and SASB[1]

GRI Content Index

Indicator No.	Indicator	Comment	Page
2-1	Organizational details	Based on the Global Industry Classification Standards (GICS, a classification of industry into sectors), ams OSRAM is assigned to the Semiconductors and Semiconductor Equipment Industry Group within the Information Technology sector.	75
2-2	Entities included in the organization's sustainability reporting		73
2-3	Reporting period, frequency, and contact point	ams OSRAM publishes its sustainability reporting annually. This report covers the period Jan. 1- Dec. 31, 2024, and was publsihed on March 21, 2025. For feedback or further information please contact Group Sustainability (SU), Marcel-Breuer-Strasse 4, D-80807 München, Germany, E-mail: sustainability@ams-osram.com, https://ams-osram.com/about-us/sustainability.	
2-4	Restatements of information		73
2-5	External assurance		73, 129
2-6	Activities, value chain, and other business relationships		73, 75/76
2-7	Employees		121, 125, 127, 137
2-8	Workers who are not employees		73, 121, 135
2-9	Governance structure and composition	No underrepresented groups are represented on the Management Board and Supervisory Board. Different competencies and also stakeholder perspectives are covered by the elected Supervisory Board members; these can be viewed in the CVs that are published on the Company website.	88/89
2-10	Nomination and selection of the highest governance body	Voting results for the Supervisory Board election can be viewed on our Company website	89
2-11	Chair of the highest governance body		88,91
2-12	Role of the highest governance body in overseeing the management of impacts	Due to our listing on the stock exchange, we generally pursue a congruent information policy. Information for all stakeholders is available on the Company website.	80, 90
2-13	Delegation of responsibility for managing impacts		90
2-14	Role of the highest governance body in sustainability reporting		90
2-15	Conflicts of interest		75, 89
2-16	Communication of critical concerns	b. Information incomplete (nature of critical concerns) Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	100
2-17	Collected knowledge of the highest governance body		88
2-18	Evaluation of the performance of the highest governance body	c. The results of the Supervisory Board's self-evaluation are confidential.	88
2-19	Remuneration policies		89/90
2-20	Process to determine remuneration	b. Voting results for the remuneration policy can be viewed on the Company website.	89
2-21	Annual total compensation ratio	a. und b. Information incomplete As part of the preparations for CSRD reporting, ams OSRAM intends to expand its reporting in the short to medium term. The Remuneration Report for fiscal year 2024 is generally based on the requirements of section 78c of the Austrian Stock Corporation Act. In accordance with this legal requirement, the average remuneration of employees is used to compare the development of remuneration, see > Remuneration Report, Change in Remuneration of the Managing Board Compared to the Workforce.	
2-22	Declaration of application of the sustainable development strategy	A statement by the CFO on our commitment to sustainable development and the prevention of corruption can be found on our Company website, please click on "Sustainability @ ams OSRAM".	76
2-23	Policy commitments	The Code of Conduct was signed by the Management Board.	96, 98
2-24	Embedding policy commitments		96-98
2-25	Processes to remediate negative impacts		96-98
2-26	Mechanisms for seeking advice and raising concerns		117
2-27	Compliance with laws and regulations		98, 100
2-28	Membership associations		82
2-29	Approach to stakeholder engagement		80/81
2-30	Collective bargaining agreements		127
3-1	Process to determine material topics		80, 83/85
3-2	List of material topics		84

[1] Sustainability Accounting Standards Board (SASB) industry standard for "Semiconductors"

Material Topic	Standard	Indicator No.	Indicator	Comment	Page
Integrity & Responsibility	3 – Material Topics 2021	3-3	Management of material topics	b. In fiscal year 2024, no corresponding company disclosures on business relationships and their potential negative effects were published on the Company website	96-99
	205 – Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	a. Information incomplete Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	
	205 – Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	**Code of Conduct for indirect employees:** **Employees trained in 2024** 9,980; EMEA 4,499; Americas 512; Asia/Pacific 4,969 **Code of Conduct for direct employees:** **Employees trained in 2024** 7,975; EMEA 2,576; Americas 228; Asia/Pacific 5,171 **Anti-Corruption:** **Employees trained in 2024** 5,881; EMEA 2,903; Americas 313; Asia/Pacific 2,665 **Data Privacy:** **Employees trained in 2024** 6,993; EMEA 3,402; Americas 354; Asia/Pacific 3,237 **Antitrust:** **Employees trained in 2024** 2,313; EMEA 1,356; Americas 197; Asia/Pacific 760 For a statement of the CFO on our committment to sustainable development and net zero tolernace of corruption see our Company website, please click “Sustainability @ ams OSRAM”.	96, 99
	205 – Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken		100
	206 – Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, cartel and monopoly practices		100
	415 – Public Policy 2016	415-1	Political contributions	Expenditure on political campaigns and political organizations such as parties: EUR 0. Internal expenditure for lobbying via associations see Lobby register of the German Bundestag (in German only), Register number. R005524 and R005154, registration only in Germany External expenditure for association work > 3.1 Stakeholder Engagement, Political Engagement and Memberships (paragraph on expenditure). Breakdown of expenses by highest contributions (with our memberships in employer associations): German Electro and Digital Industry Association (ZVEI): EUR 58,625; DIN: EUR 36,500; Responsible Business Alliance (RBA): EUR 31,028	82
	418 – Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		100
Geopolitics	3 – Material Topics 2021	3-3	Management of material topics	The risks listed in chapter > 4.2.2 Geopolitical Risks can have an impact on the supplier and customer structure. Information was exchanged with customers and suppliers.	91
	201 – Economic Performance 2016	201-1	Direct economic value generated and distributed	ams OSRAM generates revenues from the sale of products. These revenues are offset by expenses e.g. for material procurement (suppliers), employees (wages and salaries), taxes and other charges (social security, etc.), financing costs (interest) and others. Reserves (which remain with ams OSRAM) are formed from the profits generated. Parts of the profit may also be distributed to shareholders in the form of dividends. Details see > Consolidated Financial Statements, Consolidated Statement of Income & Notes to the Consolidated Financial Statement, and > 6.1.2 Supply Chain Management for material procurement.	

Climate Change	3 – Material Topics 2021	3-3	Management of material topics		103-105
	201 – Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change		93/94, 104/105
	305 – Emissions 2016	305-1	Direct GHG emissions (Scope 1)	c. Information unavailable As part of the preparations for CSRD reporting, ams OSRAM intends to expand its reporting in the short to medium term. g. Tools of the Bavarian State Office for the Environment (in German only)	73, 104/105
	305 – Emissions 2016	305-2	Energy indirect GHG emissions (Scope 2)	'Location-based' approach: emission factors from the International Energy Agency (IEA); "market-based" approach: emission factors reported by the respective electricity suppliers.	73, 104/105
	305 – Emissions 2016	305-3	Other indirect GHG emissions (Scope 3)	c. Information unavailable As part of the preparations for CSRD reporting, ams OSRAM intends to expand its reporting in the short to medium term.	104/105
	305 – Emissions 2016	305-4	GHG emissions intensity		105
	305 – Emissions 2016	305-5	Reduction of GHG emissions		105/106
	305 – Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		105
Energy	3– Material Topics 2021	3-3	Management of material topics		103, 106/107
	302 – Energy 2016	302-1	Energy consumption within the organization	c.ii-iii and d. Not applicable / information incomplete The relevant categories are already reported. As heat and steam are not reported separately according to the CSRD requirements, no breakdown will be initiated for the 2024 reporting. d. Not applicable (no sale) g. Source: Bavarian State Office for the Environment (in German only)	102, 107
	302 – Energy 2016	302-2	Energy consumption outside of the organization	Information unavailable Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	
	302 – Energy 2016	302-3	Energy intensity		102, 107
	302 – Energy 2016	302-4	Reduction of energy consumption	b. Information incomplete As the breakdown into types of energy included in the reductions is not required for CSRD reporting, it will not be undertaken in 2024.	102, 106/107
	302 – Energy 2016	302-5	Reductions in energy requirements of products and services	Information unavailable Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected. Nevertheless, we want to expand the creation of LCAs in connection with this indicator (LCAs enable the selection of energy-efficient or energy-efficiently produced materials) > 2.2 Business Model and Portfolio.	
Waste	3– Material Topics 2021	3-3	Management of material topics		77, 107-110
	306 – Waste 2020	306-1	Waste generation and significant waste-related impacts		109
	306 – Waste 2020	306-2	Management of significant waste-related impacts		109
	306 – Waste 2020	306-3	Waste generated		109/110
	306 – Waste 2020	306-4	Waste diverted from disposal		110
	306 – Waste 2020	306-5	Waste directed to disposal		110

Water	3– Material Topics 2021	3-3	Management of material topics		108/109, 111
	303 – Water and Effluents 2018	303-1	Interactions with water as a shared resource		108/109
	303 – Water and Effluents 2018	303-2	Management of water discharge-related impacts		108
	303 – Water and Effluents 2018	303-3	Water withdrawal		108/109
	303 – Water and Effluents 2018	303-4	Water discharge		108/109
	303 – Water and Effluents 2018	303-5	Water consumption		108/109
Human Rights	3– Material Topics 2021	3-3	Management of material topics		116
	204 – Procurement Practices 2016	204-1	Proportion of spending on local suppliers		119
	414 – Supplier Social Assessment 2016	414-1	New suppliers screened on the basis of social criteria		118/119
	414 – Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	b.-e. Information unavailable Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	119
	407 – Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The methodology for risk assessments described in 6.1.1 also includes the right to freedom of association and collective bargaining.	116, 118, 127
	408 – Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	The methodology for risk assessments described in 6.1.1 also includes the risk of child labor.	116
	409 – Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The methodology for risk assessments described in 6.1.1 also includes the risk of forced or compulsory labor.	117
Product Stewardship	3– Material Topics 2021	3-3	Management of material topics		121-123
	308 – Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		118/119
	308 – Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	b.-e. Information unavailable Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	119
	416 – Customer Health and Safety 2016	416-1	Assessment of the impact of different product and service categories on health and safety	All our products, which corresponds to 100%, have been reviewed for their impact on health and safety.	120
	416 – Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		100, 102, 120

Working Conditions	3– Material Topics 2021	3-3	Management of material topics		121-123
	401 – Employment 2016	401-1	New employee hires and employee turnover		136/137
	401 – Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Information unavailable Due to our activities in many different countries, the collection of data is complex. Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	
	401 – Employment 2016	401-3	Parental leave	Information unavailable Due to our activities in many different countries, the collection of data is complex. Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	
	402 – Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Information unavailable Due to our activities in many different countries, the collection of data is complex. Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	
	403 – Occupational Health and Safety 2018	403-1	Occupational health and safety management system		121/122
	403 – Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation		102, 122
	403 – Occupational Health and Safety 2018	403-3	Occupational health services		122
	403 – Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety		122
	403 – Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety		122
	403 – Occupational Health and Safety 2018	403-6	Promotion of worker health		122
	403 – Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		121
	403 – Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	a. ii und iii. Information incomple Our responsibility for occupational health and safety also includes the employees of external companies at our sites. However, because we do not specifically record their numbers and working hours, the above figure only includes our own permanent employees.	121-123
	403 – Occupational Health and Safety 2018	403-9	Work-related injuries	b. Information incomplete Our responsibility for occupational health and safety also includes the employees of external companies at our sites. However, because we do not specifically record their number and working hours, the above figure only includes our own permanent employees. Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	122/123
	403 – Occupational Health and Safety 2018	403-10	Work-related ill health	b. Information incomplete Our responsibility for occupational health and safety also includes the employees of external companies at our sites. However, because we do not specifically record their number and working hours, the above figure only includes our own permanent employees. Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD the data will not be collected.	122/123
	404 – Training and Education 2016	404-1	Average hours of training per year per employee	a.ii Information incomplete Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD, the data will not be collected.	126
	404 – Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs		125
	404 – Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	a. Information incomplete (employee category) Due to the new reporting requirements of the CSRD as of FY 2025, data that is not relevant under the CSRD, the data will not be collected.	
	405 – Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		88, 124, 135/136
	405 – Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	Information unavailable Due to our activities in many different countries, the collection of data is complex. As part of the preparations for CSRD reporting, ams OSRAM intends to expand its reporting in the short to medium term.	124
	406 – Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		117

TCFD Index

TCFD Recommended Disclosures on Climate-Related Risks and Opportunities

Governance		Chapter
Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities.	> 4.1.2 Sustainability Governance Structure, Supervisory Board & Sustainability Department; > 4.2.1 Identifying and Managing Risks, Governance & Strategy and Regulations
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	> 4.2.1 Identifying and Managing Risks, Management of Impacts, Risks and Opportunities; > 4.1 Sustainable Corporate Governance; > 4.1.2 Sustainability Governance Structure, Supervisory Board & Sustainability Council
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	> 4.2.3 Climate Risks, Basic Information and Difference from the Described ERM Methodology, Assessment of the Physical Risks, Short- to Medium-Term Climate-Related Physical Risks (up to 2030), Overview Physical Risks, Assessment of Transition Risks & Overview Transition Risks
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	> 4.2.3 Climate Risks, Short- to Medium-Term Climate-Related Physical Risks (up to 2030) & Overview Transition Risks; > 4.2.1 Identifying and Managing Risks, Management of Impacts, Risks and Opportunities; > 5.2.1 Greenhouse Gas Emissions, Strategy and Regulations
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	> 4.2.1 Greenhouse Gas Emissions, Strategy and Regulation; > 2.2 Business Model and Portfolio, Strengthening Resilience; > 4.2.3 Climate Risks, Assessment of Physical Risks & Overview Transition Risks
Risk management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	> 4.2.3 Climate Risks, Assessment of Physical Risks & Assessment of Transitory Risks; > 7.4 Index on GRI, TCFD (incl. Assumptions on Climate-Related Transition Risks) and SASB
	b. Describe the organization's processes for managing climate-related risks.	> 4.2.3 Climate Risks, Short- to Medium-Term Climate-Related Physical Risks (up to 2030) & Long-Term Climate-Related Physical Risks (2031–2050)
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	> 4.2.1 Identifying and Managing Risks, Governance
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	> 4.1.2 Sustainability Governance Structure, Supervisory Board & Management Board; > 6.1.2 Supply Chain Management, Management of Impacts, Risks and Opportunities; > 5.2.1 Greenhouse Gas Emissions, Metrics and Targets
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	> 5.2.1 Greenhouse Gas Emissions, Strategy and Regulations & Metrics and Targets
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	> 5.2.1 Greenhouse Gas Emissions, Strategy and Regulations & Metrics and Targets

SASB Index

Topic	Accounting Metric	Code	Comment
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions	TC-SC-110a.1	> 5.2.1 Greenhouse Gas Emissions, Metrics and Targets
	(2) Amount of total emissions from perfluorinated compounds		> 7.4 GRI Index, 305-2
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions	TC-SC-110a.2	> 5.2.1 Greenhouse Gas Emissions, Strategy and Regulations & Management of Impacts, Risks and Opportunities
Energy Management in Manufacturing	(1) Total energy consumed (Gigajoules (GJ))	TC-SC-130a.1	Reported in MWh not in GJ; > 5.2.2 Energy Efficiency at the Group's Own Locations, Metrics and Targets
	(2) percentage grid electricity		> 5.2.2 Energy Efficiency at the Group's Own Locations, Metrics and Targets
	(3) percentage renewable		
Water Management	(1) Total water withdrawn	TC-SC-140a.1	> 5.3.1 Water, Metrics and Targets
	(2) total water consumed		
	percentage of each in regions with high or extremely high baseline water stress		n.a. (no production site with extremely or critical water stress), see > 5.3.1 Water, Metrics and Targets
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled.	TC-SC-150a.1	ams OSRAM reports according to GRI 306: Waste 2020; therefore, waste (hazardous and non-hazardous) is reported including the entire activities of the organization (incl. recycling share) and does not separately report waste not from manufacturing (which as ams OSRAM is a production company, is by far the bigger share); > 5.3.2 Waste, Metrics and Targets
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	> 6.2.2 Occupational Health and Safety, Governance, Strategy and Regulations & Management of Impacts, Risks and Opportunities
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations. The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses	TC-SC-320a.2	> 6.2.2 Occupational Health and Safety, Governance & Metrics and Targets
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are	TC-SC-330a.1	
	(1) foreign nationals and		> 6.2.1 Human Resource Work, Table of 'Countries by Number of Employees'
	(2) located offshore		
	Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks.		> 6.1.1 Respect for Human Rights, Management of Impacts, Risks and Opportunities
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances.	TC-SC-410a.1	> 5.3.3 Resource Efficiency; as we market our products worldwide, increasingly strict specifications and laws must be observed for the raw materials and materials used in production and those remaining in products. Many of our customers place further requirements on us. Due to these priorities, we do not report sales according to IEC.
	Processor energy efficiency at a system level for: (1) servers, (2) desktops, and (3) laptops	TC-SC-410a.2	Not applicable (not part of our portfolio)
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	> 5.3.3 Resource Efficiency, Conflict Minerals; incl. cobalt and mica
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	> Management Report, Research and Development, number of patents > 4.3.2 Combating Corruption and Anti-Competitive Behavior, Metrics and Targets

Assumptions in Respect to Climate-Related Transition Risk Assessment

- Guidelines and regulations: Governments introduce regulations and laws to promote the transition to a low-carbon economy. This can involve CO_2 prices and/or taxes and more stringent regulation on energy consumption and carbon emissions by key technologies and/or products.
- Technology: There will be constant advances in low-carbon technologies such as renewable energy, and in carbon capture and storage, or carbon sequestration as it is called.
- Market dynamics: Given factors such as cost competitiveness and consumer preferences, the markets will prefer low-carbon technologies over traditional carbon-intensive technologies.
- Mood among investors: Investors will increasingly prioritize ESG factors, which will lead to a stronger capital allocation to low-carbon projects and to sales of carbon-intensive investments. The risks include investor skepticism, short-termism, and a lack of transparency in ESG reporting.
- Social acceptance and behavioral changes: There will be a broad social acceptance of the need for the transition to a low-carbon economy and the willingness to accordingly change forms of behavior and consumption patterns.
- Physical impacts of climate change: The efforts to slow climate change will be successful when it comes to limiting its physical impacts such as extreme weather events, the rise in sea levels, and the upsetting of the ecosystem.
- Transition costs and economic impacts: It can be assumed that the transition to a low-carbon economy will generate macroeconomic benefits by creating jobs and innovations and improving public health.
- Growing demand for rare earths (REE) and other scarce materials: The transition to a carbon-free economy entails a considerable increase in technologies for renewable energies such as wind turbines, solar panels, and electric vehicles, the manufacture of which depends to a great degree on REEs. This greater demand could put stress on existing supply chains and possibly create bottlenecks if product capacity does not keep pace with demand.
- LED/sensor/lighting market: The assumption is that this market will continue its strong growth trajectory, as energy efficiency will become a top priority for governments, companies, and consumers alike. The combination of regulatory support, cost reductions, technological advances, financial incentives, and environmental aspects is creating a favorable setting for the widespread introduction of semiconductors as key components in the efforts to reduce carbon emissions and weaken climate change.
- Increasing importance of innovations in semiconductor technology: This includes R&D activities to improve energy efficiency, performance, and reliability of semiconductor components. Semiconductor companies can prioritize R&D investments in segments such as semiconductor materials, power electronics, and advanced casing technologies in order to do justice to the emerging demands of a low-carbon economy.
- Stronger regulatory measures to augment energy efficiency in various sectors: This promotes the introduction of energy-efficient electronics and devices that rely on semiconductor components such as microcontrollers, sensors, and power-management chips. The increased demand for these components can lead to delivery bottlenecks if the semiconductor makers are not able to boost their production capacities accordingly.