Combined management report

Group business fundamentals

Group business fundamentals include the designated disclosures pursuant to ESRS 2.40 and ESRS 2.42 of the sustainability reporting on strategy, business model and value chain. The relevant sections include a corresponding reference in brackets below the headings.

Business model of the Group

WACKER is a global company with state-of-the-art specialty chemical products found in countless everyday items. Our portfolio includes more than 3,000 products supplied in over 100 countries ranging from tile adhesives to computer chips.

Silicon is WACKER's most important raw material

(ESRS 2.42 a, b, c)

Most of our products are based on inorganic raw materials. Silicon-based products account for about 65 percent of WACKER sales, and products primarily based on ethylene and acetic acid for 35 percent. Our main customers are in the automotive, construction, chemical, semiconductor, consumer goods, medical technology, pharmaceutical and photovoltaic sectors.

22 technical competence centers support sales and marketing activities

WACKER operates all over the world. Our sales strategy is centered around expanding our presence in growth markets. Our sales organization is supplemented not only by a network of technical competence centers, where customers learn about WACKER's product portfolio, but also by the WACKER ACADEMY, where we offer technical training programs about our products and their application fields.

27 production sites

WACKER's integrated global production system consists of 27 production sites. Ten are in Europe, nine in the Americas and eight in Asia. The Group's key production site is Burghausen, Germany.

WACKER's production and sales sites and technical competence centers

27 Production sites

22 Technical competence centers

47 Sales sites

USA

Adrian	Michigan □○
Allentown	Pennsylvania □○△
Ann Arbor	Michigan △
Calvert City	Kentucky □
Charleston	Tennessee □
Chino	California □○
Dalton	Georgia △
Eddyville	Iowa □
North Canton	Ohio □○
San Diego	California □

South America

Bogotá	Colombia ○△
Jandira (São Paulo)	Brazil □○△
Mexico City	Mexico ○△

Europe

Amsterdam	Netherlands □
Barcelona	Spain ○
Bracknell	United Kingdom ○
Budapest	Hungary ○
Burghausen	Germany □○△
Cologne	Germany □
Halle (Saale)	Germany □
Istanbul	Türkiye ○△
Jena	Germany □○
Kyiv	Ukraine ○
Krommenie	Netherlands ○
Kyrksæterøra/Holla	Norway □
León	Spain □
Lyon	France ○
Milan	Italy ○
Munich	Germany ○
Nünchritz	Germany □○△
Plzeň	Czech Republic ○□
Riemerling	Germany ○
Solna	Sweden ○
Stetten	Germany □
Stuttgart	Germany ○
Warsaw	Poland ○

Asia

Anyang	South Korea △
Bangkok	Thailand ○
Beijing	China ○
Bengaluru	India ○△
Delhi	India ○
Dhaka	Bangladesh ○
Dubai	United Arab Emirates ○△
Guangzhou	China ○
Ho Chi Minh City	Vietnam ○
Hong Kong	China ○
Jakarta	Indonesia ○△
Jincheon	South Korea □
Jining	China □○△
Kolkata	India □○△
Kuala Lumpur	Malaysia ○
Mumbai	India ○△
Muntinlupa City	Philippines ○
Nanjing	China □
Panagarh	India □△
Seoul	South Korea ○△
Shanghai	China ○△
Singapore	Singapore ○△
Taipei	Taiwan ○

Tokyo	Japan ○
Tsukuba (Akeno)	Japan □△
Ulsan	South Korea □
Yangon	Myanmar ○
Zhangjiagang	China □○

Australia

Melbourne	Victoria ○△

□ Production site
△ Technical competence center
○ Sales site

Legal structure

In November 2005, WACKER became a stock corporation (AG) under German law. Headquartered in Munich, Wacker Chemie AG holds a direct or indirect stake in 51 companies belonging to the WACKER Group. The consolidated financial statements cover 47 fully consolidated companies, with three being accounted for using the equity method. In addition, Wacker Chemie AG and a number of its subsidiaries have branch offices, but these are of only minor significance for the Group.

» **For more information about changes in the scope of consolidation and the resulting effects, please refer to the "Scope of consolidation" section in the Notes to the consolidated financial statements.**

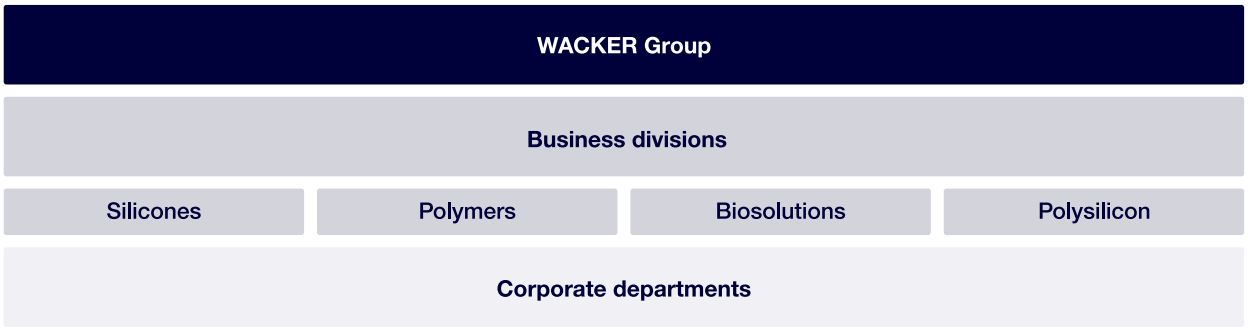
Four business divisions

(ESRS 2.40 i, ii; ESRS 2.42 b, c)

WACKER has a matrix organization with clearly defined functions and four business divisions.

Each business division has global responsibility for its products, manufacturing facilities, markets, customers and results. Regional organizations are responsible for all business activities in their areas. WACKER's corporate departments primarily provide services for the whole Group, although some also have production-related functions.

Group Structure



Goals and strategies

Strategy of the WACKER Group

WACKER pursues overarching strategic goals. The core elements are profitable growth, leading competitive positions in our business divisions and achieving sustainability. The element that binds together our goals is our corporate purpose: Our solutions make a better world for generations.

In 2022, WACKER published goals for the Group and its individual business divisions for the period up to 2030. We have reviewed these goals with due consideration given to the PACE cost-cutting project launched in October 2025. Under PACE, production and administration expenses are to be reduced to a competitive level. The aim is to save more than €300 million a year by employing appropriate measures. The measures are to be completed by the end of 2027.

Our aim is to accelerate our sales growth over the next few years and increase our earning power by prioritizing improved margins rather than volume growth. Our investments underpin our growth. To this end, we will systematically pursue our specialties strategy in the chemical divisions. We intend to significantly increase capacity utilization at our Biosolutions division's plants. In the polysilicon business, our clear priority is semiconductors, where we aim to remain the world's market and quality leader.

WACKER is focusing on sustainability as a powerful driver of future growth in this area. Our products and solutions help our customers to become more sustainable. Two-thirds of WACKER's product portfolio already contributes to sustainable solutions. Increasing demand in this area is creating growth opportunities, which we want to leverage effectively.

We are also working to enhance our own sustainability. In December 2021, WACKER published specific sustainability targets for the period up to 2030. The main target is to reduce absolute greenhouse gas emissions by half during that time frame. WACKER aims to achieve a net zero carbon footprint by 2045. Our sustainability targets remain unchanged.

» **For further information, visit www.wacker.com**

Strategy at each business division

(ESRS 2.42 a, b, c)

At Silicones and Polymers, our two chemical divisions, sales are set to grow. At the same time, profitability is to rise. To intensify growth in specialties, we are expanding capacity in the local regions and markets where our customers do business. In doing so, we focus on sustainable solutions. On the one hand, we are developing products that enable our customers to implement more sustainable technologies. At the same time, we are working on improving the sustainability of our own products.

The Silicones division continues to systematically pursue its specialty chemicals strategy, focusing on high-margin growth markets. This approach centers on strengthening customer proximity in the regions with the help of technical services and local development of customized customer solutions. With the construction of a new production site at Karlovy Vary in the Czech Republic, WACKER is strengthening its strategic focus on silicone specialties in Europe. The growth priority is tomorrow's markets, such as electromobility and renewable energy generation, where silicones are essential. Another point of focus is developing sustainable products through carbon-footprint reduction, for instance, or the use of renewable raw materials.

At Polymers, we are supporting future market growth worldwide. Polymers' focus is on tomorrow's sustainable construction market, where its products are making a significant contribution. To this end, WACKER is investing, for example, in expanding capacity for vinyl acetate-ethylene (VAE) dispersions at Calvert City, USA. The portfolio for sustainable product solutions, including those based on renewable raw materials, is being continuously expanded. The same applies to customer-specific solutions.

The Biosolutions division is set to continue growing too, with the business focusing on biopharmaceuticals. Thanks to our technologies, we are well placed in the contract manufacturing of pharmaceutical proteins, messenger RNA, plasmid DNA, live microbial products (LMPs) and vaccines based on bacteria. The division's second pillar is fermentation-based manufacturing of high-quality ingredients for various end markets, such as nutritional supplements, cosmetics and pharmaceuticals. In 2025, we opened the WACKER Biotechnology Center in Munich, with which the Group intends to further strengthen its research activities in biotechnology. We expect the additional research capacity to strengthen the division's growth.

The Polysilicon division intends to continue strengthening its position in the semiconductor industry, in particular, over the next few years. The share of hyperpure semiconductor-grade polysilicon in the division's total output will continue to rise. In 2025, WACKER invested in a new cleaning line at Burghausen intended to increase cleaning capacity for hyperpure semiconductor-grade polysilicon by more than 50 percent. Polysilicon's products address the markets of tomorrow that are key to sustainable transformation. At the same time, the division is continuously improving its own products' sustainability.

Management processes

Value-based management is integral to our corporate policies

Value-based management is an integral part of our corporate policy. Its purpose is to achieve long-term and sustainable growth in our company's value. In our management processes, we distinguish between performance parameters and budget parameters. Performance parameters serve the financial management of the company. They include the EBITDA margin and ROCE. As a target value, the EBITDA margin measures the company's performance relative to its competition, with ROCE showing how efficiently the company employs its capital. The budget parameters EBITDA and net cash flow are also important for management control. In addition to these indicators, BVC (business value contribution) is used as a dedicated budget parameter for calculating variable compensation for Executive Board members. The EBITDA trend is considered to be the most important financial indicator for communication with capital markets.

Key financial performance indicators for the WACKER Group

In 2025, the key financial performance indicators for value-based management were as follows:

- The EBITDA margin (EBITDA as a percentage of sales): We compare historical performance with planned performance as well as with that of the competition, and use the results to calculate a target EBITDA margin. We calculate the weighted divisional average as our target margin for the Group.
- ROCE, or return on capital employed. ROCE is defined as earnings before interest and taxes (EBIT) divided by capital employed. The total of noncurrent assets required for business operations and of working capital makes up our capital employed. Capital employed for a particular year under review is calculated based on the average value for the last four quarters, starting in the fourth quarter of the previous year. ROCE is a clear indicator of how profitably the capital required for business operations is being employed.
- EBITDA (earnings before interest, taxes, depreciation and amortization): This shows the company's operational performance capability before considering the cost of capital. We set absolute EBITDA targets for the business divisions and take the cost of capital into account by using BVC (Business Value Contribution) to determine the internal budget target. To calculate the BVC, the cost of capital and non-operational factors such as restructuring expenses are deducted from EBIT.
- Net cash flow (defined as the sum of cash flow from operating activities and long-term investing activities before securities). Net cash flow shows whether we can finance ongoing operations and necessary investments with the funds from our own operating activities. WACKER's goal is to generate a sustained positive net cash flow. Apart from profitability, the main factors affecting net cash flow are the effective management of net current assets and the level of capital expenditures.

Changes in accounting policies resulted in adjustments being made to our key performance indicators in 2025. The result from investments in associates was reclassified to the financial result, meaning that it is no longer a component of the EBITDA margin, ROCE or EBITDA. Further information can be found under "Changes in accounting policies" in the Notes to the consolidated financial statements. In addition, starting in 2025, restructuring expenses are, for the first time, eliminated as non-operational factors when the BVC is calcuated.

Supplementary financial performance indicators

Alongside the main financial performance indicators, we use other performance indicators that provide us with information on sales and liquidity trends, as well as on the Group's debt.

The supplementary financial performance indicators include:

- Sales: Profitable growth is an important factor in increasing the company's value over the long term and one of the main drivers of a positive cash flow trend.
- Capital expenditures: As part of our medium-term planning, we set capital-expenditure priorities and an investment budget. Capital expenditures do not include right-of-use assets from lease accounting.
- Net financial debt: We define net financial debt as the total noncurrent and current financial liabilities and the available liquidity, consisting of securities, cash and cash equivalents.

Development of key financial performance indicators in 2025

EBITDA margin: We expected the EBITDA margin in 2025 to be on par with the prior-year level. The Group actually achieved an EBITDA margin of 7.8 percent. As prices were low, volumes declined and plant-utilization rates were lower in some cases, the EBITDA margin fell well short of expectations. It was also impacted by an unfavorable exchange-rate trend between the euro and US dollar.

Planned and actual figures

€ million	Reported for 2025	Forecast July 2025	Forecast March 2025	2024
EBITDA margin (%)[1]	**7.8**	Substantially lower than last year	At prior-year level	13.0
EBITDA[1]	**426.7**	€500 – 700 million	€700 – 900 million	743.6
Included in EBITDA/EBIT: Restructuring costs	**–102.6**	–	–	–
ROCE (%)	**–3.1**	Substantially lower than last year	At prior-year level	5.0
Net cash flow	**–3.6**	More or less balanced	Positive, substantially higher than prior year	–326.0

[1] Investments in joint ventures and associates and other income from investments reclassified to other financial result (expense of €329.7 million; prior year: €19.2 million in income); EBITDA and EBIT were adjusted accordingly. Further details can be found in the section "Changes in Accounting Policies".

EBITDA: WACKER initially expected EBITDA for 2025 to come in between €700 million and €900 million (2024: €743.6 million). In July, the company lowered the forecast to a range of between €500 million and €700 million. This adjustment was due to the overall weak market environment, the resultant decline in sales and prices during the first half of the year, and to lower plant-utilization rate in some cases. In addition, the unfavorable exchange-rate trend between the euro and US dollar had a negative impact. On the polysilicon front, WACKER had, moreover, expected the trade-policy uncertainties in the US market for solar-grade polysilicon to have been resolved over the course of the year, with the expectation that demand would have recovered. This did not prove to be the case. Energy costs in Germany remain uncompetitive by international standards, which had a negative impact too. The forecast made in July was already based on the new EBITDA definition necessitated by the reclassification of the result from investments to the financial result. Since no recovery was discernible at the start of the third quarter either, WACKER refined its expectation in the lower half of the expected range of €500 million to €700 million when it presented its Q3 figures. At year-end, EBITDA totaled €426.7 million. Earnings were impacted by special effects of €102.6 million associated with restructuring as part of the company's PACE cost-saving project. Excluding special effects for restructuring, EBITDA comes in at €529.3 million, which is in the lower half of the forecast range as was to be expected. The discrepancy between the original guidance and the actual result is due to the effects described.

ROCE and BVC

€ million	2025	2024
EBIT[1]	**–179.7**	270.9
Capital employed[2]	**5,743.0**	5,421.6
ROCE[3] (%)	**–3.1**	5.0
Pre-tax cost of capital (%)	**9.9**	9.9
BVC[4]	**–536.2**	–244.2

[1] Investments in joint ventures and associates and other income from investments reclassified to other financial result (expense of €329.7 million; prior year: €19.2 million in income); EBITDA and EBIT were adjusted accordingly. Further details can be found in the section "Changes in Accounting Policies".
[2] Capital employed is the sum of average noncurrent assets (less noncurrent securities and deferred tax assets), plus inventories and trade receivables (less trade payables). It is the variable used in calculating the cost of capital. Return on capital employed is a ratio indicating how profitably capital is employed.
[3] Return on capital employed is a ratio indicating how profitably capital is employed.
[4] In order to calculate the BVC, cost of capital as well as non-operational factors, such as restructuring expenses, are deducted from EBIT.

ROCE: In March 2025, WACKER assumed that full-year ROCE would be at the prior-year level. When the results for Q2 were presented, this forecast was revised to “substantially below the prior-year level.” WACKER actually achieved a ROCE of -3.1 percent in 2025. The decline was due to the effects that were described above and which led to a lower EBIT.

Net cash flow: A positive net cash flow substantially higher than in the previous year was forecast in March 2025. In July 2025, WACKER communicated that it expected a more or less balanced net cash flow. WACKER once more adjusted the forecast for this KPI in October 2025. A negative net cash flow was now forecast, although it was expected to be significantly higher than in the previous year. In 2025, WACKER actually achieved a net cash flow of €-3.6 million, down considerably against 2024 (€-326.0 million). The main reason for the improvement was a significant reduction in inventories. The deviation between the original guidance and the actual result is due to the lower EBITDA.

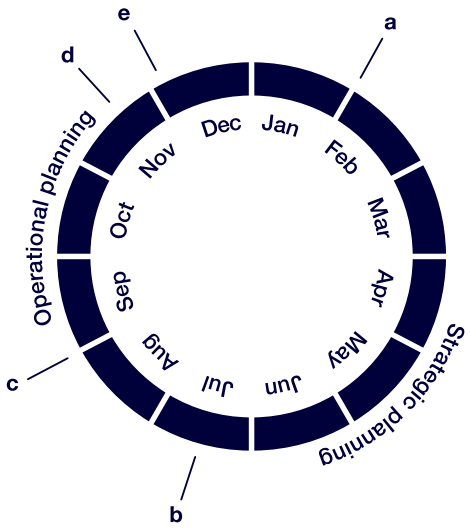
Planning cycle

Strategic planning determines how we can meet value-related and corporate goals. First, our divisions identify their market and competitive positions, and their value-related strength. We then use these results to formulate recommendations regarding strategic positioning and planned steps. All of this is supplemented by innovation and CapEx projects, and approved by the Strategy Conference. There may be deviations from the planning cycle under exceptional circumstances.

Orders

The terms for orders placed with WACKER vary from division to division. Most orders received by the Silicones division are short term, though a small number are long term. At Polymers, business is based on contracts and framework agreements with terms of up to one year in some cases. At Polysilicon, we conclude short- and long-term contracts. A proportion of incoming orders are short-term ones, with prices based on market benchmarks. Due to varying order-placement procedures at the Group, order-level reporting is not very meaningful and hence does not serve as an indicator in our monthly reports.

Strategic and operational planning



- **a** Forecasts made for current year
- **b** Strategy Conference
- **c** Strategy implemented in operational planning
- **d** Planning Conference
- **e** Operational planning approved (by Supervisory Board)

Operational planning in the second half of the year addresses strategic-planning decisions with a five-year timeline. The Executive and Supervisory Boards jointly approve the annual plan, which then forms the basis for determining basic forecasts for the current year in early February. We monitor whether we are meeting our forecasts by means of monthly comparisons of planned and actual figures.

Financing strategy

The goal of WACKER's financing strategy is to ensure sustainable growth and stability for the Group. This strategy comprises both financing through our own resources and the use of debt instruments.

We ensure the Group's uninterrupted solvency with rolling cash-flow planning and an adequate volume of lines of credit. Financing requirements are calculated for the entire Group, with loans usually being taken out at the corporate level. In individual cases, financing is available for specific projects or regions.

» **For details of the financing measures implemented in 2025, please refer to the "Financial position" section.**

Operational metrics as leading indicators of future developments

By using specific leading indicators based on operational metrics, we try to anticipate potential developments into our business plans and to allocate capacities accordingly. Since we operate in diverse businesses and markets, we use a number of leading indicators to gain insights into potential developments at each of our business divisions. Indicators include trends in raw-material and energy prices, as well as data from our own market research and discussions with customers.

Operational control instruments

We control operational processes via our integrated management system (IMS). This system defines uniform standards throughout the Group for issues relating to quality, environmental protection, and health and safety. We have our Group management system analyzed by an international certification organization in accordance with uniform standards based on ISO 9001 (quality) and ISO 14001 (environment).

Governance

The section on "Governance" includes the designated disclosures pursuant to ESRS 2.40 and ESRS 2.42 of the sustainability reporting on strategy, business model, and value chain. The relevant sections include a corresponding reference in brackets below the headings.

In compliance with the German Stock Corporation Act (AktG), Wacker Chemie AG has a two-tier management system, comprising an Executive Board and Supervisory Board. The Executive Board has four members.

Wacker Chemie AG is the parent company and thus determines the Group's strategy, overall management, resource allocation, funding, and communications with key target groups (especially with the capital market and shareholders).

Executive Board and Supervisory Board in 2025

There were no changes to the composition of Wacker Chemie AG's Executive and Supervisory Boards in 2025.

» **For details about Executive Board responsibilities, please refer to the Sustainability Report**

Declaration on corporate management

The declaration on corporate management required by Section 315d in combination with Section 289f of the German Commercial Code (HGB) is included in the Annual Report; however, it does not form part of the combined management report. It is also made publicly available on Wacker Chemie AG's website. It contains the Executive and Supervisory Boards' work procedures, the declaration of conformity pursuant to Section 161 of the German Stock Corporation Act (AktG), and information on key corporate management practices. It also includes: targets for the proportion of women on the Supervisory Board and Executive Board, and in the two levels of management below the Executive Board, as well as deadlines for implementation; statutory minimum quotas to be observed when filling Supervisory Board positions; and information on the company's diversity strategy.

» **www.wacker.com/corporate-governance**

Non-financial statement for the Group

The non-financial statement that is to be submitted in accordance with Sections 315b and 315c, and 289b and 289c of the German Commercial Code (HGB) is part of the combined management report. This non-financial report includes a description of the Group's business model and details of environmental concerns, social issues and personnel matters, as well as information on respect for human rights, and on combating bribery and corruption. The auditors of the consolidated financial statements reviewed the Group's non-financial report within the scope of a limited assurance engagement.

» **www.wacker.com/annual-report**

Executive Board and Supervisory Board compensation

Executive Board compensation contains both fixed and variable components. The main features of the compensation system for the Executive Board and Supervisory Board are described in the compensation report. The compensation report is published as a separate report.

Key products, services and business processes

(ESRS 2.40 a i; ESRS 2. 42 a, b, c)
Overall, the range of products and services at each of our divisions remained unchanged in 2025. In several application areas, however, we expanded our product portfolio.

Silicones is the business division with the broadest range of products. Two raw materials – silicon metal and methanol – are the basis for making over 2,800 silicone products in seven product groups: silanes, siloxanes, silicone fluids, silicone emulsions, silicone elastomers, silicone resins and pyrogenic silica. Silicones have numerous chemical, mechanical and tactile properties that can be precisely adjusted and newly combined time and again. Silicones are extremely durable, stress-resistant, water-repellent and UV-resistant. They are just as indispensable in everyday applications as they are in developing innovative, new technologies.

The Polymers division makes state-of-the-art binders and polymeric additives (such as dispersible polymer powders and dispersions). They are used in diverse industrial applications or as base chemicals. The main customer for polymer binders is the construction industry. Other customers include the paint, coating, paper and adhesive industries.

The Biosolutions division supplies customized biotech and catalog products for fine chemicals. Products include pharmaceutical proteins, vaccines, cyclodextrins, cysteine, polyvinyl acetate solid resins (for gumbase) and acetylacetone. The division focuses on customer-specific solutions for growth areas, such as pharmaceutical actives, food additives and agrochemicals.

The Polysilicon division produces hyperpure polysilicon for the semiconductor and solar sectors.

Integrated production system – WACKER’s great strength

A key competitive advantage for WACKER is the highly integrated material loops at its major production sites in Burghausen, Nünchritz and Zhangjiagang. The basic principle of integrated production is to use the byproducts from one stage as starting materials for making other products. The auxiliary materials required for this, such as silanes, are recycled in a closed loop. Similarly, waste heat from one process is utilized in other chemical processes. As such, integrated production cuts energy and resource consumption, lastingly improves raw-material use and makes environmental protection an intrinsic part of the production process.

Major sales markets and competitive positions

WACKER's three largest divisions rank among the top three suppliers worldwide.

Competitive positions of WACKER's divisions

The Polysilicon division is one of the leading producers of hyperpure polysilicon worldwide. According to in-house analyses, Polysilicon is the global No. 1 for polysilicon supplied to the semiconductor sector.

Silicones is No. 2 globally and leads the market in Europe. In building-protection silicones, WACKER is the global market leader. Silicones are used in every major industry due to their versatile properties and play a vital role in the sustainable transformation of mobility, energy supply and digitalization.

The Polymers division is the world's largest producer of VAE dispersions and dispersible polymer powders. We are the only company in the market with a complete supply chain for dispersions and dispersible polymer powders in Europe, the Americas and Asia. We consider Asia to offer the largest growth potential.

Biosolutions focuses on customer-specific solutions in sectors with strong growth. We have achieved a strong market position in contract manufacturing of pharmaceutical proteins, messenger RNA, plasmid DNA, live microbial products (LMPs) and vaccines based on bacteria. The Biosolutions division is the global leader in cyclodextrins.

WACKER's competitive positions

	Number 1	Number 2	Number 3
Silicones	Dow	**WACKER**	KCC + Momentive
Polymers	**WACKER**	Celanese	Dairen
Polysilicon, semiconductor applications	**WACKER**	Hemlock	Tokuyama

Economic and legal factors

WACKER sells its products and services to virtually every industry. Although our business divisions are not immune to economic fluctuations, their onset and impact may vary. Our product portfolio and broad customer base enable us to mitigate the magnitude of such fluctuations.

Economic factors impacting our business

The main economic factors influencing WACKER's business remained unchanged in many areas.

Raw-material and energy costs

As a chemical company, we belong to an energy-intensive industry and require diverse raw materials to manufacture our products. Consequently, raw-material and energy costs have a significant impact on our cost structure. Energy and raw material prices fell slightly overall in 2025 amid the general economic slowdown. WACKER strives to keep costs at a competitive level, which is why it works together with multiple suppliers for most of its key raw materials. The supply contracts are structured to grant WACKER sufficient flexibility as regards volumes, and to ensure competitive procurement of raw materials by adopting suitable pricing mechanisms. However, a problem is posed by the fact that some prices in Europe are significantly higher than in other regions due to regulatory requirements. Contributory factors include not only the CO_2 emissions trading system (ETS), but also energy taxes, anti-dumping import duties and, in the case of electricity, shutdowns of conventional power plants for political reasons, and sluggish grid growth. Although the electricity and natural-gas prices paid at European industrial sites are very high due to Russia's attack on Ukraine, they did decrease between 2023 and 2025. Nevertheless, they are still markedly higher than in other regions. In 2025, WACKER continued to strongly advocate the introduction of an industrial electricity price at internationally competitive terms. While the German government has started to implement the option enabled at European level to set up national industrial electricity price models, a number of relevant details regarding the actual structure have yet to be clarified as the legislative process remains ongoing.

Exchange-rate fluctuations

As a rule, WACKER hedges against exchange-rate fluctuations. We hedge about half of our US dollar exposure for the following year with a mix of currency-hedging transactions. In determining sensitivity, we simulate a 10-percent devaluation of the US dollar against the euro. Without hedging, such an increase in the euro against the US dollar would have a negative impact on EBITDA of around €27 million. There are still hedging transactions in Japanese yen (JPY) that were concluded back in 2021 and 2022 and will run until 2033.

Polysilicon-related tariffs and market barriers motivated by trade policy considerations

As one of the world's leading suppliers of hyperpure polycrystalline silicon, we are sensitive to demand trends in the semiconductor and solar industries. Both the semiconductor market and the solar power industry are also affected by tariffs and market barriers motivated by trade policy considerations.

Statutory information on takeovers

Information required by Section 315a (1) of the German Commercial Code (HGB)

	The following table contains information required by Section 315a (1) of the German Commercial Code (HGB):	
§ 315a (1) 1	Composition of subscribed capital:	Wacker Chemie AG's subscribed capital comprises 52,152,600 non-par value voting shares. No other share classes have been issued. The total number of shares currently includes 49,677,983 held by external shareholders and 2,474,617 held by Wacker Chemie AG itself. WACKER's treasury shares were acquired by repurchasing Wacker Chemie GmbH shares in August 2005, when it was still a private limited company. The Executive Board may use or sell 1,692,317 of these treasury shares with the consent of the Supervisory Board; use or sale of the remaining 782,300 shares requires Supervisory Board approval as well as a resolution by the Annual Shareholders' Meeting.
§ 315a (1) 2	Restrictions on voting rights or on the transfer of shares:	There are no restrictions on voting rights or the transfer of shares.
§ 315a (1) 3	Direct or indirect capital stakes:	Each of the following holds a stake of over 10 percent of the subscribed capital: Dr. Alexander Wacker Familiengesellschaft mbH, based in Munich; Blue Elephant Holding GmbH, based in Pöcking; and Dr. Peter-Alexander Wacker, resident in Bad Wiessee and to whom the voting shares of Blue Elephant Holding GmbH are attributable.
§ 315a (1) 4	Owners of shares with special rights:	Shareholders have not been given any special rights that bestow powers of control.
§ 315a (1) 5	Method of voting-right control in the case of employee participation:	Insofar as employees hold shares in Wacker Chemie AG's capital, they exercise their resulting control rights directly.
§ 315a (1) 6	Statutory provisions and articles of association regarding the appointment and dismissal of executive board members and amendments to said articles:	The provisions to appoint and dismiss Wacker Chemie AG's Executive Board members are based on Section 84 et seq. of the German Stock Corporation Act (AktG). Wacker Chemie AG's Articles of Association do not contain any further provisions in this respect. Pursuant to Article 4 of the Articles of Association, the number of Executive Board members is fixed by the Supervisory Board, which also appoints an Executive Board member as President & CEO. Amendments to the Articles of Association are covered by Sections 133 and 179 of the German Stock Corporation Act. In accordance with Section 179 (1) sentence 2 of the Act, the Supervisory Board has been empowered to amend the Articles of Association if only the wording thereof is affected.
§ 315a (1) 7	Authority of the executive board to issue or buy back shares:	In accordance with a resolution passed at the Annual Shareholders' Meeting on May 7, 2025, Wacker Chemie AG's Executive Board was authorized – in compliance with the legal provisions set out in Section 71 (1) no. 8 of the German Stock Corporation Act – to acquire treasury shares totaling a maximum of 10 percent of capital stock. No capital has been authorized for the issue of new shares.
§ 315a (1) 8	Major agreements associated with changes of control due to a takeover bid:	Various agreements with joint-venture partners include change-of-control clauses, which stipulate what is to happen if one of the joint-venture partners is taken over. These arrangements comply with the usual standards for such joint-venture agreements. In addition, several loan agreements contain change-of-control clauses. Here, too, the clauses are typical of this type of agreement.
§ 315a (1) 9	Severance agreements with the executive board or employees in the event of a takeover bid:	There are no severance agreements or similar with employees or with Executive Board members in the event of a takeover bid.

Business report

The business report includes the designated disclosures pursuant to ESRS 2.40 and ESRS 2.42 of the sustainability reporting on strategy, business model and value chain. The relevant sections include a corresponding reference in brackets below the headings.

Economic trends

According to the International Monetary Fund (IMF), global economic growth in 2025 amounted to 3.3 percent, on par with 2024. This means that the IMF considered global economic output to be more resilient than excepted despite the uncertainty dominating the global economy as a result of geopolitical conflict and trade disputes. The IMF reported that global trade volumes grew at a significantly slower pace than in previous years. However, it believes that the negative repercussions of US tariff policy on global growth have remained comparatively moderate since companies have responded with flexibility, pulled imports forward and quickly adapted supply chains. The Organisation for Economic Co-operation and Development (OECD) takes a similar view. It expects the full repercussions of US tariff policy to be felt later but that they were already noticeable in 2025 in consumer decisions, labor markets and consumer prices. High investment spending in artificial intelligence (AI) and assistive fiscal and monetary policy helped demand, though. While inflation rates had already started to decline worldwide, the decrease slowed compared with the previous year. The OECD reported global growth of 3.2 percent for 2025. As in previous years, emerging markets and China saw stronger growth than the USA and the eurozone.

GDP trends in 2025

%	2025	2024
World	**3.3**	3.3
Advanced economies	**1.7**	1.8
Developing and emerging economies	**4.4**	4.3
Eurozone	**1.4**	0.9
Germany	**0.2**	–0.5
Asia	**5.4**	5.3
China	**5.0**	5.0
India	**7.3**	6.5
Japan	**1.1**	0.1
USA	**2.1**	2.8

Source: Data for 2024: IMF, World Economic Outlook, October 22, 2025; data for 2025: World Economic Outlook Update, January 19, 2026

Sector-specific conditions

(ESRS 2.40 ii, ESRS 2.42 c)
We supply products to a wide range of industries. Our main customers are in the chemical, construction, automotive, semiconductor and photovoltaic sectors.

Moderate growth in global chemical production

In 2025, the chemical industry saw overall moderate growth worldwide but it continues to be impacted by strong regional differences. According to the German Chemical Industry Association (VCI), global growth rates are especially distorted by strong growth in China while other regions experience weaker rates. In China, industrial policy and strong capacity expansion led to high production growth but overcapacity and intense price competition exerted pressure on margins. In the USA, chemical production increased only slightly; trade conflicts and tariffs made imports more expensive, impeding growth. In the European Union, structural problems and US tariff policy impacted competitiveness and investment activities. The anticipated turnaround did not materialize. According to the VCI, global chemical production grew by 3.5 percent in 2025. Growth

amounted to 7.5 percent in China year over year, but was only 1.5 percent in the USA. Production in Europe declined by 2.0 percent.

The VCI reported that the German chemical and pharmaceutical industries remained in a difficult position in 2025. Compared with the previous year, production, prices and sales continued to decrease. Average capacity utilization in the chemical sector was well below the profitability threshold. Overall, there was a slight decline of -0.5 percent in production in Germany's chemical and pharmaceutical sectors, but the decrease of 2.5 percent in chemical production was only partially compensated for by growth in the pharmaceutical industry. Total sales in these sectors eased by around 1 percent in 2025 to €220 billion. The German chemical industry suffered, among other things, from lower investment spending in construction and is benefiting less and less from growth in other regions. As a result, the first plants were permanently shut down. The number of employees in Germany's chemical and pharmaceutical industries decreased by 0.5 percent in 2025. Reports of more planned job cutbacks are growing.

Construction industry worldwide still weak

According to an analysis by the market research institute B+L Marktdaten GmbH, the global construction industry experienced slight growth in 2025. Preliminary figures show that construction volume (buildings and civil engineering works) worldwide rose by 0.2 percent year over year and totaled some US$8.90 trillion in 2025 (2024: US$8.88 trillion). Public infrastructure programs, urbanization in emerging markets and investment spending in energy and industry projects provided positive impetus. Construction of new buildings declined slightly, whereas the modernization and renovation market showed a moderate recovery.

Residential construction was weaker than the other segments in 2025, easing 1.9 percent. Regional differences were visible – as in the previous year. Asia, western Europe, eastern Europe and North America saw a downturn, though it was more modest in each case than in the previous year. Residential construction markets in South America recovered, undergoing slight growth. The Middle East / Africa region saw the largest increase in construction volume in 2025.

Growth rate in construction activities for (new and existing) residential buildings by region in 2025

%	2025
Worldwide	**–1.9**
Asia	**–2.5**
Western Europe	**–2.4**
North America	**–2.9**
Middle East/Africa	**3.4**
Eastern Europe	**–0.3**
South America	**1.5**

Source: B+L Marktdaten GmbH, Global Building Monitor, as of 01/2026

International automotive markets grow

According to the Association of the German Automotive Industry (VDA), global car markets did indeed record growth in 2025 compared with the previous year, albeit at different rates. New vehicle registrations in the European market were, overall, up year over year but still lagged well behind the pre-crisis level seen in 2019. The latter end of 2025 saw a market trend emerge specifically in new vehicle registrations for plug-in hybrids (PHEVs) since regulatory changes have been set for 2026. Over the course of the year, the USA recorded an increase in new registrations in the light vehicle (LV) category despite sales in the fourth quarter slowing significantly – primarily due to the end of subsidies for electric vehicles owing to the Inflation Reduction Act (IRA). China again recorded the biggest growth spurt in 2025. The Japanese market recovered as against the previous year and reported growth. In India, tax relief significantly stimulated market growth. The number of new registrations in Germany rose only slightly year over year, with the electric car market seeing the highest growth. The VDA reports that Germany has established itself as the world's second-largest production base for electric cars. In the reporting period, a total of around 4.15 million cars were delivered from German factories to customers across the globe, up by 2 percent on 2024.

Strong sales growth continues in the semiconductor industry

2025 was another year during which the global semiconductor market performed positively. According to a forecast released by the World Semiconductor Trade Statistics Organisation (WSTS), the market grew by 22.5 percent compared with the previous year and is likely to reach a volume of some US$772 billion. Developments within the industry vary considerably from segment to segment. Growth was driven first and foremost by high demand for chips for AI applications, which data centers rely on. The dominant market positions enjoyed by a handful of companies in this growth segment shaped the price trend. 2025 saw the demand for silicon wafer deliveries, which serve as a key market indicator, start to recover. The recovery was driven by investment spending in AI and advanced production technologies. The Semiconductor Equipment and Materials International (SEMI) industry association estimates that growth in silicon wafer deliveries in the first nine months of the year was primarily driven by demand for 300-mm wafers for advanced logic chips used for complex computer operations, as well as by cloud infrastructure and memory chips. Growth of 3 percent is expected overall in this area compared with the previous year. Market conditions remained largely stable in the second half of 2025 as well – despite political tensions and uncertainty surrounding customs regulations.

Raw-material prices down slightly

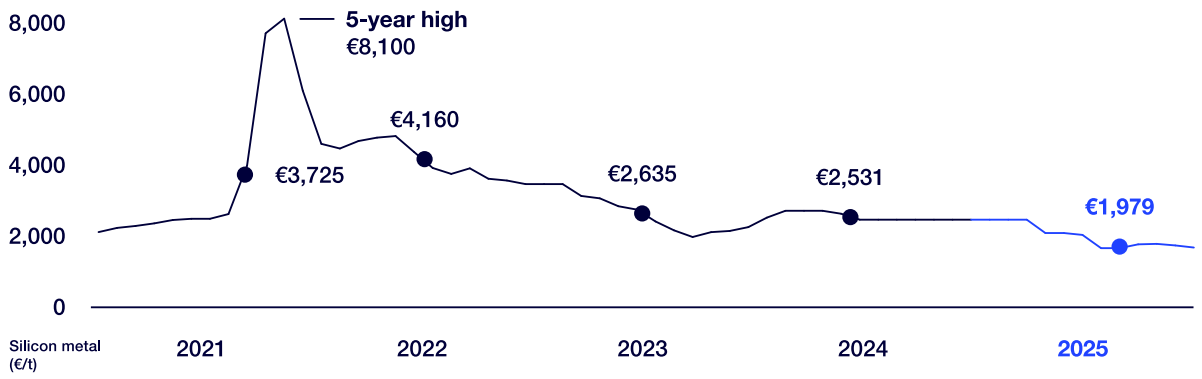
(ESRS 2.42 a, c)

Following the sideways price trends in 2024 for some of WACKER's key raw materials, prices for many of these materials declined slightly in 2025. Generally, most markets experienced weak demand coupled with excess supply.

Market prices for metallurgical-grade silicon, one of WACKER's key raw materials, fell further outside of the USA due to weak demand. WACKER's main petrochemical raw materials (vinyl acetate, acetic acid and ethylene), too, saw prices continue to decrease slightly due to weak demand. This trend was also observed for a large number of other raw materials. After rising sharply in 2024 following a temporary supply shortage, European prices for methanol continued their ongoing downward trend.

Market-price trends for WACKER's key raw materials in Europe

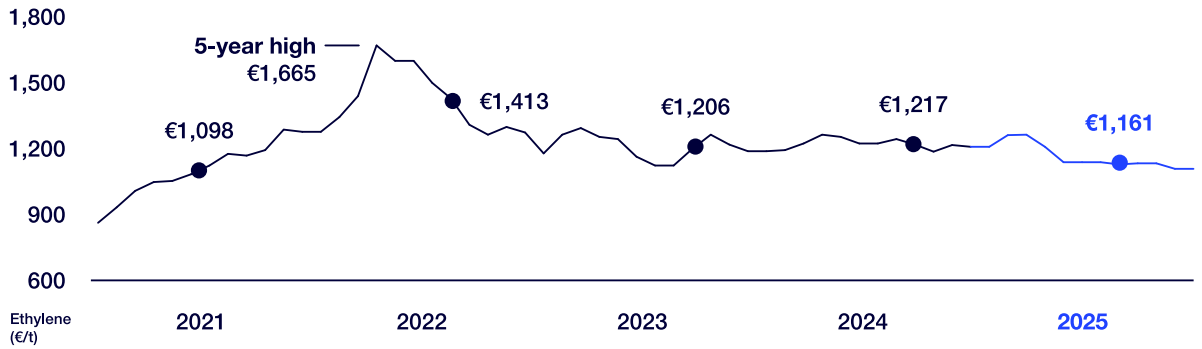
Silicon metal (€/t)



● Annual average in each case

Source: CRU

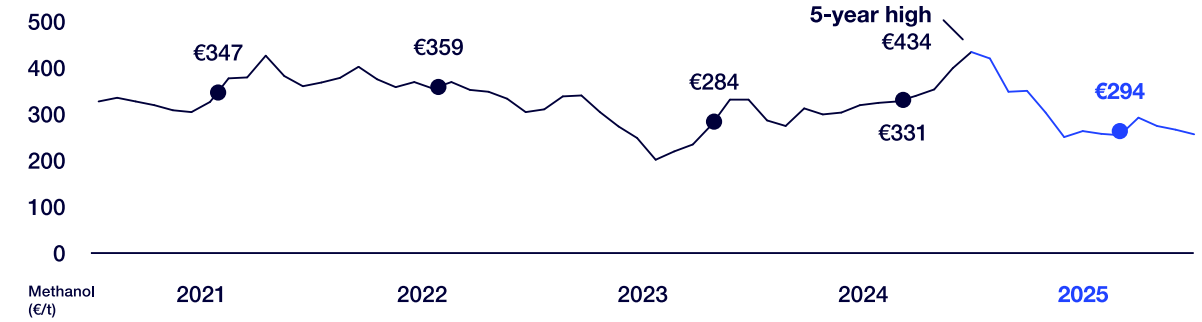
Ethylene (€/t)



● Annual average in each case

Source: ICIS

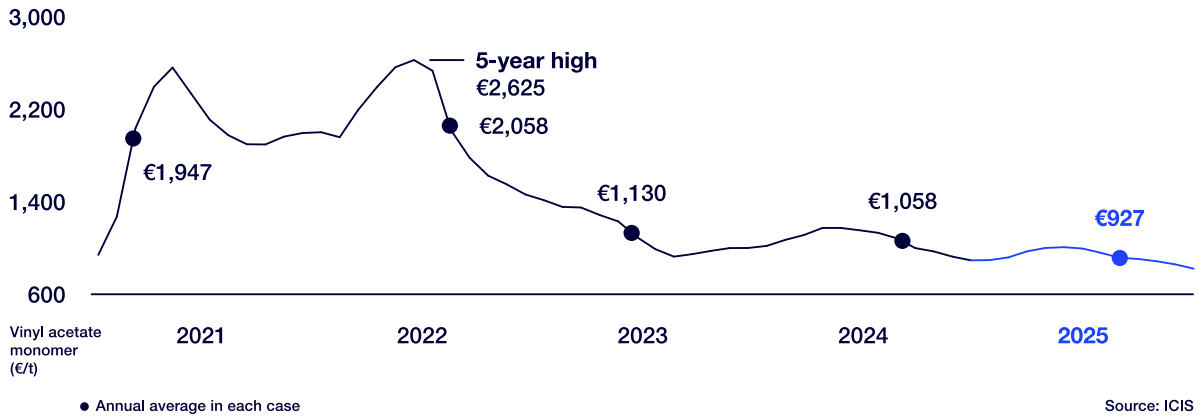
Methanol (€/t)



● Annual average in each case

Source: CMA

Vinyl acetate monomer (€/t)



Energy prices ease slightly

(ESRS 2.42 a, c)

2025 was another year in which prices for coal and crude oil declined slightly. Following an easing of the natural-gas supply due to globally mild winters in 2022-2023 and 2023-2024, natural-gas prices in Europe became significantly more expensive once again in winter 2024-2025 and did not fall to 2024 levels until the second half of the year. As a result, moreover, wholesale electricity prices in 2025, while volatile, settled at around their prior-year level, which was about twice as high as in 2019 and 2020. The higher natural-gas prices were countered by the price-reducing effects of an ongoing increase in electricity generation from wind and photovoltaic systems and the continued decrease in industrial energy consumption amid the economic slowdown. In non-liberalized markets, such as in Asia, electricity prices remained predominantly stable or increased only slightly.

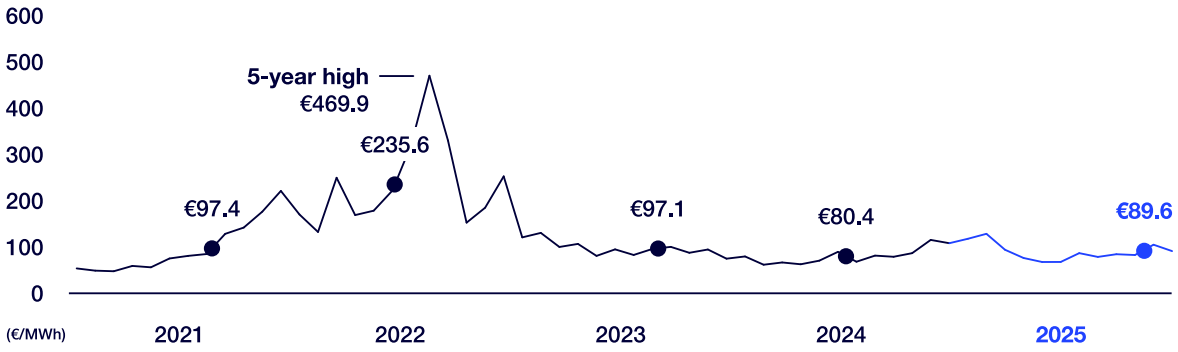
The price of coal saw a slight decline with supply still strong but weak demand persisting, due to a sound supply of natural gas on one side and the weak economic environment on the other. Crude-oil prices saw high levels of volatility but were down in general over the course of the year. In April, oil prices fell significantly when US tariffs were announced and tensions in the Middle East triggered considerable nervous jumps in prices. However, both were clearly subdued by the persistent weakness of demand in the economy. At year-end, the average monthly price for Brent crude oil was almost US$62 per barrel (2024: just under US$73 per barrel).

The price of CO_2 rose strongly in the first quarter, but then fell again sharply in line with the US tariff momentum. As the year progressed, it returned to the Q1 level and closed the year at around €85 per metric ton. The regulatory shortage of CO_2 certificates in the medium term served to stabilize the trend despite low levels of demand from electricity generation and industry.

WACKER's energy costs dropped significantly in 2025 despite broadly flat spot market prices. Firstly, this was the result of rolling contractual coverage, which meant that lower prior-year market prices did not affect WACKER until 2025. Secondly, energy costs also fell because electricity consumption was lower due to reduced production volumes.

Market-price trends for energy sources relevant to WACKER

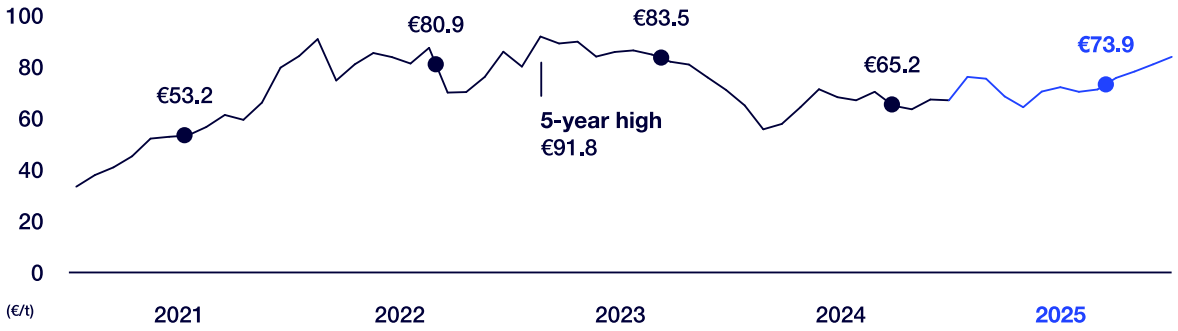
Traded electricity price in Germany (EEX German Day Ahead) (€/MWh)



● Annual average in each case

Source: Montel

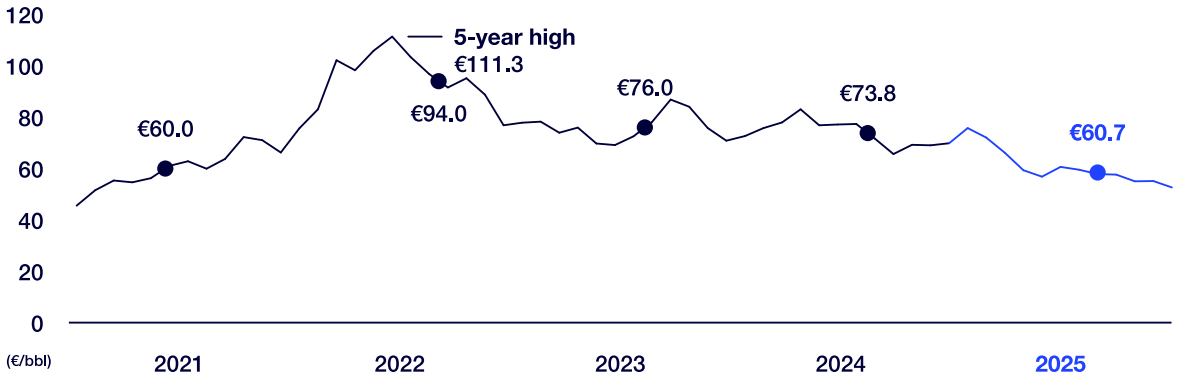
CO_2/EUA (€/t) (EEX Spot)



● Annual average in each case

Source: Montel

Brent crude (€/bbl) (ICE front month)



● Annual average in each case

Source: Montel

Overall statement by the Executive Board on underlying conditions

Global economic trends in 2025 were dominated by the effects of the war in Ukraine, geopolitical tensions and trade policy conflicts. WACKER, like the entire chemical industry, was impacted in 2025 by extensive inventory adjustments in the supply chain and by the weak economy still slowing customer order trends.

Adverse underlying conditions dampened WACKER's performance. In 2025, the company's sales and earnings were below prior-year figures. The declines were mainly due to lower plant-utilization rates and lower volumes and prices in some cases.

Key events affecting business performance

Acquisitions and investments

WACKER made no acquisitions in 2025, nor did it invest in other companies.

Divestitures

WACKER did not divest any business fields or product operations in 2025.

Capital expenditures

Capital expenditures in 2025 were lower than the year before, reaching about €466 million (2024: €709 million). Investing activities worldwide covered all four divisions and focused on expanding capacities to meet customer demand and growth opportunities. In order to accelerate growth in our biotech business, WACKER invested in additional research capacities. The company opened a Biotechnology Center in Munich in summer 2025 to focus on research into production processes for foodstuffs and dietary supplements. WACKER has invested an amount running into the double-digit millions in the center's construction. At Burghausen, WACKER increased its production capacities in 2025 for semiconductor-grade polysilicon and for ultrapure hydrogen chloride, which is used as an etching and cleaning agent in semiconductor manufacturing. The new facility has enabled WACKER to increase capacities for hyperpure semiconductor-grade polysilicon by more than 50 percent and to further enhance purity levels. WACKER also invested more funds into silicone production facilities: the company set up a production plant for specialty silicones in Karlovy Vary, Czech Republic. From 2026 onwards, this plant will produce room-temperature-curing high-performance silicones. At the Zhangjiagang site in China, capacity was expanded to include the manufacture of silicone fluids, silicone emulsions and silicone elastomer gels. WACKER also commissioned two new production facilities for specialty silicones in Tsukuba, Japan, and Jincheon, South Korea. A new facility for manufacturing hybrid polymers, which are used as binders in high-quality adhesives and sealants, started production in Nünchritz, Germany.

Comparing actual with forecast performance

At the start of 2025, WACKER forecast full-year sales of between €6.1 billion and €6.4 billion. The EBITDA margin was expected to be on a par with the previous year, while EBITDA was forecast at between €700 million and €900 million. ROCE, too, was expected to reach the prior-year level. Net cash flow was expected to be positive and up significantly on the previous year. Capital expenditures were set to be considerably lower than the previous year. WACKER expected to post net financial debt in 2025 on a par with the previous year.

On July 18, 2025, WACKER presented preliminary figures for Q2 2025 and adjusted its annual forecast. The company now expected Group sales for the year as a whole to range between €5.5 billion and €5.9 billion. Expectations for EBITDA were revised to between €500 million and €700 million. The EBITDA margin was now expected to be well below the prior-year level. On publishing its figures for Q2 2025, WACKER also stated that ROCE was expected to be down significantly year over year and that net cash flow was expected to be more or less balanced. Capital expenditures were likely to be substantially lower than in the previous year and, at the same time, on par with depreciation and amortization. The company now also expected significantly higher net financial debt than in the previous year.

On publishing its figures for the third quarter of 2025, WACKER refined its expectations for the year as a whole. The outlook for Group sales in 2025 was now likely to come in at the lower end of the expected range of €5.5 billion to €5.9 billion. The company now expected full-year EBITDA to be in the lower half of the expected range of €500 million to €700 million, excluding special effects. Furthermore, WACKER now anticipated a negative net cash flow although this was expected to be significantly higher than in the previous year. In addition, the company expected a negative net result for the year significantly below that of the previous year. For the other key financial indicators, WACKER has not made any further refinements.

WACKER closes 2025 with a decline in sales and EBITDA year over year

As expected in the revised forecast, sales and earnings declined year over year in 2025. WACKER posted sales of €5.49 billion (2024: €5.72 billion), down 4.1 percent year over year. This means that sales are lower than the forecast range. This can be traced back, in particular, to currency effects and lower sales prices, with lower volumes also having a negative impact. EBITDA came in at €426.7 million, 42.6 percent lower year over year. This includes special effects of €102.6 million associated with restructuring as part of the company's ongoing PACE cost-saving project. As a result, at €529.3 million, EBITDA before special effects was in the lower half of the range of €500 million to €700 million expected in the most recent forecast. The decrease in EBITDA was due not only to lower volumes and prices, but also to lower plant-utilization rates. Energy costs in Germany remain uncompetitive by international standards, which had a negative impact too.

The EBITDA margin of 7.8 percent was much lower than in the previous year (2024: 13.0 percent), as was predicted in the most recent forecast. This is due to the effects referred to above.

Net cash flow came in at €-3.6 million in 2025, as against €-326 million in 2024. The figure did not make it into positive territory as the original forecast from March 2025 had predicted. This can be explained, in particular, by the lower EBITDA, which was in the lower half of the forecast range. The July 2025 forecast had predicted a more or less balanced net cash flow. When the Q3 figures were presented on October 30, 2025, the forecast was refined and a negative net cash flow was expected, albeit one that was much higher than a year earlier. The net cash flow that was actually achieved is therefore in line with the most recently communicated expectations. The main reason for the year-over-year improvement in net cash flow was a significant reduction in inventories.

ROCE, at –3.1 percent, fell significantly versus the year before. This means that, while it was not on par with 2024, contrary to what had been expected in March 2025, it was consistent with the expectations in the most recent forecast from July 2025. On the one hand, the deviation from the original forecast was again due to EBITDA. On the other, restructuring expenses for PACE had a negative impact too.

Capital expenditures in 2025 amounted to €465.9 million and, as expected, were therefore well below the prior-year level. Contrary to what was forecast, CAPEX were, at the same time, well below depreciation and amortization of €606.4 million. In March 2025, capital expenditures were forecast to be well below the prior-year level and, at the same time, above depreciation and amortization, which was expected to amount to slightly more than €500 million. Expectations relating to capital expenditures were revised in July 2025. They were now expected to be well below the prior-year level and, at the same time, on par with depreciation and amortization.

At year-end, WACKER recognized net financial debt of €885.7 million. In March 2025, WACKER had anticipated that net financial debt would match the 2024 level. In its revised forecast from July 2025, the company announced that it expected net debt to be significantly higher year over year. This means that actual net financial debt is up considerably year over year (2024: €-690.6 million), as recently forecast.

Expenses by cost type

% of sales	2025	2024
Personnel expenses	**28.6**	27.8
Raw-material costs	**28.2**	28.3
Energy costs[1]	**5.5**	8.6
Depreciation/amortization	**11.1**	8.3

[1] Including the costs of on-site generation and of relevant state aid

Comparing actual with forecast performance

Key financial performance indicators	Results in 2025	Forecast July 2025	Forecast March 2025	Results in 2024
EBITDA margin (%)[1]	**7.8**	Substantially lower than last year	At prior-year level	13.0
EBITDA (€ million)[1]	**426.7**	500 – 700	700 – 900	743.6
Included in EBITDA/EBIT: Restructuring costs	**–102.6**			–
ROCE (%)	**–3.1**	Substantially lower than last year	At prior-year level	5.0
Net cash flow (€ million)	**–3.6**	More or less balanced	Positive, substantially higher than last year	–326.0
Supplementary financial performance indicators				
Sales (€ million)	**5,485.3**	5,500 – 5,900	6,100 – 6,400	5,721.8
Capital expenditures (€ million)[2]	**465.9**	Substantially lower than last year, on par with depreciation/ amortization	Substantially lower than last year, above depreciation/ amortization	709.4
Net financial debt (€ million)	**–885.7**	Substantially higher than last year	At prior-year level	–690.6
Depreciation/amortization (€ million)[3]	**606.4**	Above 500	Above 500	472.7

[1] Investments in joint ventures and associates and other income from investments reclassified to other financial result (expense of €329.7 million; prior year: €19.2 million in income); EBITDA and EBIT were adjusted accordingly; see description in "Changes in accounting policies".

[2] Carbon credits reclassified from inventories to intangible assets and hence allocated to capital expenditures (in the amount of €11.5 million; prior-year: €43.4 million). Prior-year figure adjusted accordingly. See description under "Changes in accounting policies".

[3] This includes impairment losses on goodwill in the Biosolutions division in the amount of €89.1 million.

Earnings

Group sales total €5.49 billion, down 4 percent on prior-year level

In 2025, the WACKER Group posted lower sales than in the prior year, mainly due to lower volumes and prices in some cases, as well as negative currency effects. Excess capacity in China and uncertainty resulting from US anti-dumping tariffs continued to put pressure on the solar-grade polysilicon business. By contrast, the semiconductor-grade polysilicon business performed well. Sales at Polysilicon fell by 7 percent to €882.9 million (2024: €949.2 million) due to the factors referred to above. Silicones achieved annual sales of €2.73 billion (2024: €2.81 billion), down by 3 percent on 2024 due to negative volume/mix and currency effects. Sales at Polymers came in at €1.38 billion in 2025 (2024: €1.46 billion), down 6 percent due to lower sales volumes and prices as well as negative currency effects. Sales at Biosolutions fell by 4 percent to €360.4 million (2024: €374.9 million), also owing to a reduction in biopharmaceutical customer offtake.

» **For further information on the business divisions, please refer to the Segments section.**

WACKER generated the majority of its sales outside of Germany. International sales came in at €4.56 billion (2024: €4.81 billion), which accounts for 83 percent of total sales (2024: 84 percent).

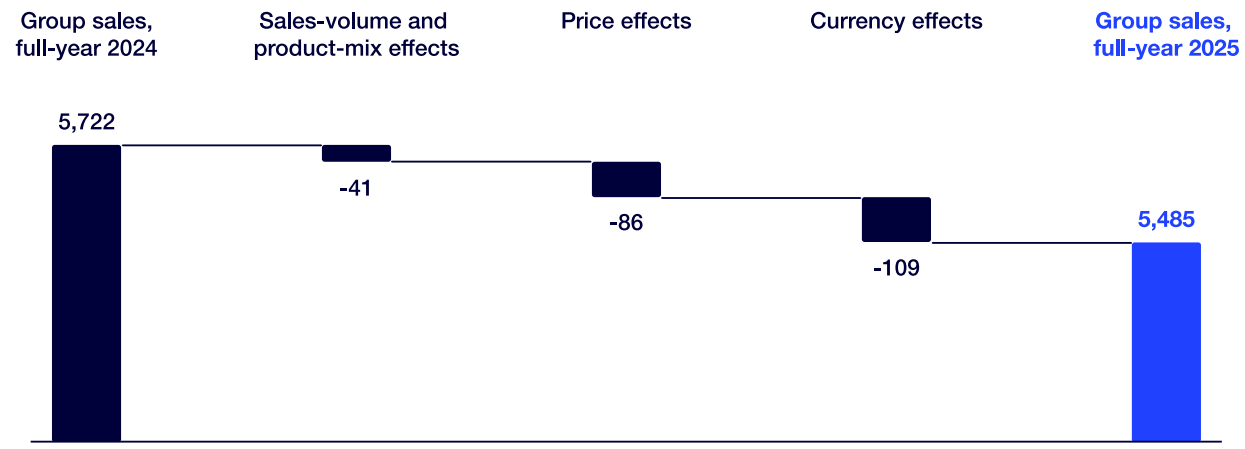
» **Further information can be found in the Regions section.**

Group EBITDA at €426.7 million, with EBITDA margin at 7.8 percent

Group EBITDA declined by 43 percent year over year to total €426.7 million (2024: €743.6 million). In addition to the decline in sales, low plant-utilization rates had a negative impact on EBITDA. High energy costs in Germany, moreover, continued to impact earnings. EBITDA was also burdened by provisions set up for restructuring expenses as well as costs for measures already implemented in connection with the ongoing PACE cost-saving project totaling €102.6 million. At 7.8 percent, the EBITDA margin was lower than a year ago (2024: 13.0 percent).

» **For further information on the business divisions, please refer to the Segments section.**

Year-over-year sales comparison (€ million)



Reconciliation of EBITDA to EBIT

€ million	2025	2024	Change in %
EBITDA[1]	**426.7**	743.6	–42.6
Depreciation/amortization	**–606.4**	–472.7	28.3
EBIT[1]	**–179.7**	270.9	n.a.

[1] Investments in joint ventures and associates and other income from investments reclassified to financial result (expense of €329.7 million; prior year: €19.2 million in income); EBITDA and EBIT were adjusted accordingly. Further details can be found in the section "Changes in Accounting Policies".

At €–179.7 million, EBIT down considerably on prior year

Group earnings before interest and taxes (EBIT) totaled €–179.7 million in the reporting period (2024: €270.9 million), yielding an EBIT margin of –3.3 percent (2024: 4.7 percent). In 2025, depreciation and amortization amounted to €606.4 million (2024: €472.7 million). This includes impairment losses of €102.3 (2024: €10.0 million), primarily related to goodwill in the Biosolutions division in the amount of €89.1 million. Impairment losses were also recognized on property, plant and equipment in our chemical divisions. Depreciation and amortization amounted to €504.1 million (2024: €462.7 million), with the increase due to the commissioning of new production facilities in Germany and China.

Reconciliation of EBIT to net income for the period

€ million	2025	2024	Change in %
EBIT[1]	**–179.7**	270.9	n.a.
Financial result[1]	**–398.6**	–12.5	>100
Income before income taxes	**–578.3**	258.4	n.a.
Income taxes	**–226.6**	2.3	n.a.
Net result for the year	**–804.9**	260.7	n.a.
Of which			
Attributable to Wacker Chemie AG shareholders	**–821.1**	241.0	n.a.
Attributable to non-controlling interests	**16.2**	19.7	–17.8
Earnings per share (€) (basic/diluted)	**-16.53**	4.85	n.a.

[1] Investments in joint ventures and associates and other income from investments reclassified to financial result (expense of €329.7 million; prior year: €19.2 million in income); EBITDA and EBIT were adjusted accordingly. Further details can be found in the section "Changes in Accounting Policies".

Cost of goods sold slightly above prior-year level

At €657.3 million, gross profit from sales was 33 percent lower year over year (2024: €968.7 million). The cost of goods sold reached €4.83 billion (2024: €4.74 billion). The gross margin dipped to 12.0 percent (2024: 17.2 percent). Despite the efficiency measures that were implemented, the gross margin was negatively impacted by low plant-utilization rates as a result of the decline in sales, by persistently high energy costs and by restructuring expenses of €86.9 million. The Group's cost-of-sales ratio rose accordingly to 88 percent (2024: 83 percent).

Functional costs at prior-year level

Other functional costs (selling, R&D and general administrative expenses) increased year over year by 2 percent to €770.4 million (2024: €753.2 million). These costs include restructuring expenses of €11.9 million.

Negative balance of other operating income and expenses due to a special effect

In 2025, the balance of other operating income and expenses was €66.6 million (2024: €37.4 million). An impairment loss on goodwill in the Biosolutions division in the amount of €89.1 million was recognized in the other operating result. The foreign currency result was more or less balanced at €–0.1 million (2024: €3.9 million).

Financial result includes result from investments in the amount of €–329.7 million (2024: €19.2 million)

WACKER's financial result deteriorated year over year to €–398.6 million (2024: €–12.5 million). The result from investments in associates was reclassified to the financial result in the reporting year and the prior-year figures have been adjusted accordingly. This means that the operating result (EBIT) does a much better job of reflecting WACKER's operating performance and is not influenced by fluctuations in the result from investments in associates.

The result from investments fell considerably year over year to €–329.7 million (2024: €19.2 million), due primarily to an impairment loss recognized on the equity-accounted investment in Siltronic AG in the amount of €307.8 million. Lower operating investment income from Siltronic AG in the amount of €–28.7 million (2024: €12.7 million) also had a negative impact. The impairment loss was recognized because Siltronic AG's share price was consistently below the carrying amount of the investment, and the valuation carried out as of December 31, 2025 revealed a lower enterprise value.

Interest income of €28.5 million (2024: €41.4 million), largely from fixed-term deposits, was offset by interest expenses of €63.4 million (2024: €45.6 million). The increase in interest expenses can be attributed to higher financing liabilities for refinancing purposes. The net interest result was €–34.9 million (2024: €–4.2 million).

The other financial result came in at €–34.0 million (2024: € –27.5 million). It consists primarily of valuation effects related to exchange-rate effects on the Group's financing agreements and interest-rate effects from provisions for pensions and other provisions.

Income taxes

In 2025, WACKER reported tax expenses of €226.6 million (2024: tax income of €2.3 million). The Group's effective tax rate was –39.2 percent (2024: –0.9 percent). In the reporting year, deferred tax assets in Germany were no longer recognized as they were not considered to be recoverable. The resultant deferred tax expense amounted to €194.0 million.

As a result of the effects mentioned, the Group net result was €–804.9 million, compared with €260.7 million in the previous year.

Return on capital employed (ROCE)

The return on capital employed (ROCE) expresses earnings before interest and taxes (EBIT) in relation to the capital required for business operations (capital employed).

In the reporting year, ROCE was –3.1 percent (2024: 5.0 percent). The decline is due to lower EBIT combined with a slight increase in capital from €5.42 billion to €5.74 billion in the reporting year.

Segments

Silicones

Silicones posted a slight drop in sales decline in 2025. Sales came to €2.73 billion (2024: €2.81 billion), down –2.6 percent year over year. This can be traced back to weak demand from the automotive industry, the construction sector and consumer-related customer sectors such as textiles. Exchange-rate effects put pressure on the sales trend as well. From a regional perspective, Silicones' sales fell in almost all regions. It was only in Europe that they matched the previous year.

EBITDA, too, decreased slightly year over year, coming in at €335.7 million (2024: €340.9 million), down –2.0 percent year over year. EBITDA was impacted by negative volume/mix and currency effects as well as by low plant-utilization rates. The EBITDA margin was 12.3 percent (2024: 12.2 percent).

Capital spending in the Silicones division fell year over year by 24.2 percent to total €201.9 million (2024: €266.3 million). Funds were invested in projects such as the capacity extension measures at the Zhangjiagang site in China, where WACKER manufactures functional silicone fluids, silicone emulsions and silicone elastomer gels. Another investment focus was on the construction of a new production site in Karlovy Vary in the Czech Republic, where room-temperature-curing high-performance silicones will be produced in the future. Two new production facilities for specialty silicones were commissioned in Tsukuba, Japan, and Jincheon, South Korea, in the first half of 2025. A new facility for the production of hybrid polymers, which are used as binders in high-quality adhesives and sealants, went into operation in Nünchritz, Germany. As of December 31, 2025, the division had 6,235 employees (December 31, 2024: 6,242 employees).

Key data: Silicones

€ million	2025	2024	2023	2022	2021
Total sales	**2,733.2**	2,805.3	2,741.4	3,452.9	2,599.1
EBITDA[1]	**335.7**	340.9	232.5	800.0	549.0
EBITDA margin (%)[1]	**12.3**	12.2	8.5	23.2	21.1
EBIT[1]	**180.2**	197.0	97.7	676.4	417.1
Capital expenditures	**201.9**	266.3	241.4	199.8	143.2
R&D expenses	**79.6**	77.2	72.3	70.9	64.7
Employees (number as of Dec. 31)	**6,235**	6,242	6,040	6,019	5,211

[1] Investments in joint ventures and associates and other income from investments reclassified to financial result (income of €2.3 million; 2024: adjustment of €6.3 million income; 2023: €3.9 million income; 2022: €76.4 million income; 2021: €3.9 million income); EBITDA and EBIT adjusted accordingly; see description in the Notes to the consolidated financial statements.

Polymers

In 2025, sales at Polymers decreased, too, falling by 5.8 percent to €1.38 billion (2024: €1.46 billion). The main reason for this was a year-over-year decline in selling prices and volumes. In particular, the ongoing construction industry slump – especially in China and western Europe – had a negative impact on business. Sales were on a downward trajectory in all regions.

EBITDA amounted to €158.3 million (2024: €194.4 million), which is 18.6 percent lower than a year earlier, due to lower sales as a result of lower volumes, negative currency effects and lower sales prices, coupled with higher costs. A planned technical plant shutdown in the first half of the year had a negative impact as well. The EBITDA margin was 11.5 percent (2024: 13.3 percent).

Polymers invested a total of €55.2 million in 2025 (2024: €75.4 million), which is lower than in the previous year. Among other things, the funds were used for additional VAE dispersion production capacity at the US site in Calvert City and infrastructure measures at the Burghausen site. As of December 31, 2025, the number of employees at the division was 1,612 (December 31, 2024: 1.613 employees).

Key data: Polymers

€ million	2025	2024	2023	2022	2021
Total sales	**1,378.5**	1,463.3	1,579.8	1,996.2	1,673.6
EBITDA	**158.3**	194.4	253.1	288.7	252.6
EBITDA margin (%)	**11.5**	13.3	16.0	14.5	15.1
EBIT	**94.1**	136.0	203.0	238.3	198.7
Capital expenditures	**55.2**	75.4	74.1	107.3	100.1
R&D expenses	**37.0**	34.3	34.3	35.2	35.1
Employees (number as of Dec. 31)	**1,612**	1,613	1,622	1,603	1,595

Biosolutions

Sales for 2025 at Biosolutions were down 3.9 percent, falling to €360.4 million (2024: €374.9 million) due to lower volumes of established products and exchange-rate effects. Sales in the division showed positive development in Europe, and negative development in the Americas and Asia.

Due to the sales effects, lower project business relating to contract manufacturing, and low plant-utilization rates, EBITDA amounted to €20.7 million (2024: €35.1 million), which was well below the prior-year figure. The EBITDA margin was 5.7 percent (2024: 9.4 percent). EBIT was, moreover, impacted by approx. €90 million incurred by an impairment of goodwill associated with the acquisition of ADL Biopharma.

Capital spending fell compared to the previous year, down from €49.3 million in 2024 to €26.3 million in 2025. The division invested in technical equipment in the reporting period, including an automated packaging system and laboratory equipment. The number of employees as of December 31, 2025, totaled 1,127 (December 31, 2024: 1,189 employees).

Key data: Biosolutions

€ million	2025	2024	2023	2022	2021
Total sales	**360.4**	374.9	337.2	331.1	296.4
EBITDA	**20.7**	35.1	6.5	16.7	38.6
EBITDA margin (%)	**5.7**	9.4	1.9	5.0	13.0
EBIT	**–122.6**	–17.1	–20.1	–4.7	20.7
Capital expenditures	**26.3**	49.3	155.5	102.6	33.5
R&D expenses	**7.5**	9.6	5.5	4.8	5.6
Employees (number as of Dec. 31)	**1,127**	1,189	1,191	835	751

Polysilicon

Polysilicon's sales for 2025 fell by 7.0 percent and totaled €882.9 million (2024: €949.2 million), primarily prompted by lower solar-grade polysilicon volumes sold. Low plant-utilization rates (due to inventory checks) and, to a lesser extent, currency effects had a negative impact too. By contrast, the business with hyperpure semiconductor-grade polysilicon performed very well. In regional terms, sales increased in Europe and the Americas, but declined in Asia.

EBITDA contracted by 50.3 percent to €96.2 million (2024: €193.4 million). Earnings were hampered not only by low prices and lower volumes for solar-grade polysilicon, but also by the sustained higher energy prices in Germany compared to other regions. The EBITDA margin was 10.9 percent (2024: 20.4 percent). EBIT decreased from €70.0 million in 2024 to €-51.2 million in 2025. The decline of €121.2 million is due not only to the decrease in EBITDA of €97.2 million, but also to higher year-over-year impairments.

In 2025, Polysilicon's capital spending amounted to €96.3 million (2024: €199.7 million), around 52 percent below the prior-year level. Investments centered on expanding capacity for semiconductor-grade polysilicon, particularly on the new cleaning line in Burghausen, which went into operation in May. This increased capacities for hyperpure semiconductor-grade polysilicon by more than 50 percent. The number of employees as of December 31, 2025, totaled 2,349 (December 31, 2024: 2,375 employees).

Key data: Polysilicon

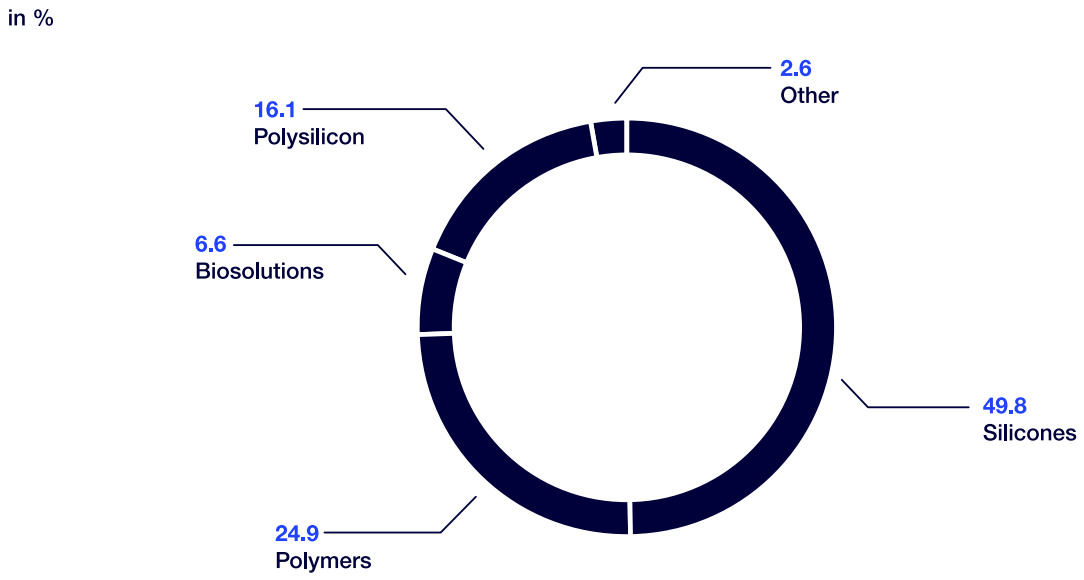
€ million	2025	2024	2023	2022	2021
Total sales	**882.9**	949.2	1,599.3	2,287.2	1,529.8
EBITDA[1]	**96.2**	193.4	320.6	825.7	656.7
EBITDA margin (%)[1]	**10.9**	20.4	20.0	36.1	42.9
EBIT[1]	**–51.2**	70.0	203.3	705.3	528.9
Capital expenditures	**96.3**	199.7	165.1	91.9	30.6
R&D expenses	**49.6**	40.8	33.5	27.0	21.3
Employees (number as of Dec. 31)	**2,349**	2,375	2,322	2,283	2,219

[1] Investments in joint ventures and associates and other income from investments reclassified to financial result (income of €5.0 million; prior-year adjustment of €0.0 million in income); EBITDA and EBIT adjusted accordingly; see description in the Notes to the consolidated financial statements.

Other

In 2025 , sales reported under “Other” totaled €142.2 million (2024: €144.0 million), corresponding to a decline of 1.3 percent.

Divisional shares in external sales



“Other” EBITDA amounted to €–184.8 million (2024: €–19.5 million). The considerable year-over-year change is due to the special effects associated with restructuring in 2025 in the amount of €102.6 million. These mainly include a provision for restructuring costs in Germany that was set up in connection with the ongoing PACE cost-saving project. The decline can also be attributed to greater underutilization of the infrastructure operations and to the hydroelectric power plant’s lower contribution to earnings.

“Other“ EBIT came in at €–280.8 million (2024: €–114.3 million).

As of December 31, 2025, “Other” had 5,144 employees (December 31, 2024: 5,218). This figure includes the site management and employees of the infrastructure units in Burghausen and Nünchritz, and the Group’s corporate departments.

Regions

WACKER's operations are highly international. Of the Group's €5.49 billion in sales in 2025, (2024: €5.72 billion), 83.2 percent came from international business (2024: 84.1 percent). Germany accounted for 16.8 percent of sales.

Asia posts sales decline

Sales declined in Asia in 2025, down 9.4 percent to €1.92 billion (2024: €2.11 billion). In the Greater China region, sales contracted to around €930 million (2024: €933 million). Asia accounted for 34.9 percent of Group sales (2024: 37.0 percent).

Stable trend in Europe

WACKER's business in Europe was stable. Sales totaled €2.22 billion (2024: €2.21 billion). The region delivered 40.5 percent (2024: 38.7 percent).

Lower sales in the Americas

Sales in the Americas fell by 4.7 percent to €1.02 billion (2024: €1.07 billion), accounting for 18.5 percent of Group sales (2024: 18.6 percent).

Other regions post slight increase in sales

Sales in the other regions of the world increased by 1.7 percent to €333.7 million (2024: €328.2 million), accounting for 6.1 percent of Group sales (2024: 5.7 percent).

External sales by customer location

€ million	2025	2024	2023	2022	2021
Europe	**2,219.9**	2,213.1	2,300.0	2,830.3	2,370.7
The Americas	**1,015.9**	1,066.3	1,042.1	1,286.6	895.7
Asia	**1,915.8**	2,114.2	2,749.6	3,694.2	2,637.1
Other regions	**333.7**	328.2	310.5	398.2	304.0
Total sales	**5,485.3**	5,721.8	6,402.2	8,209.3	6,207.5

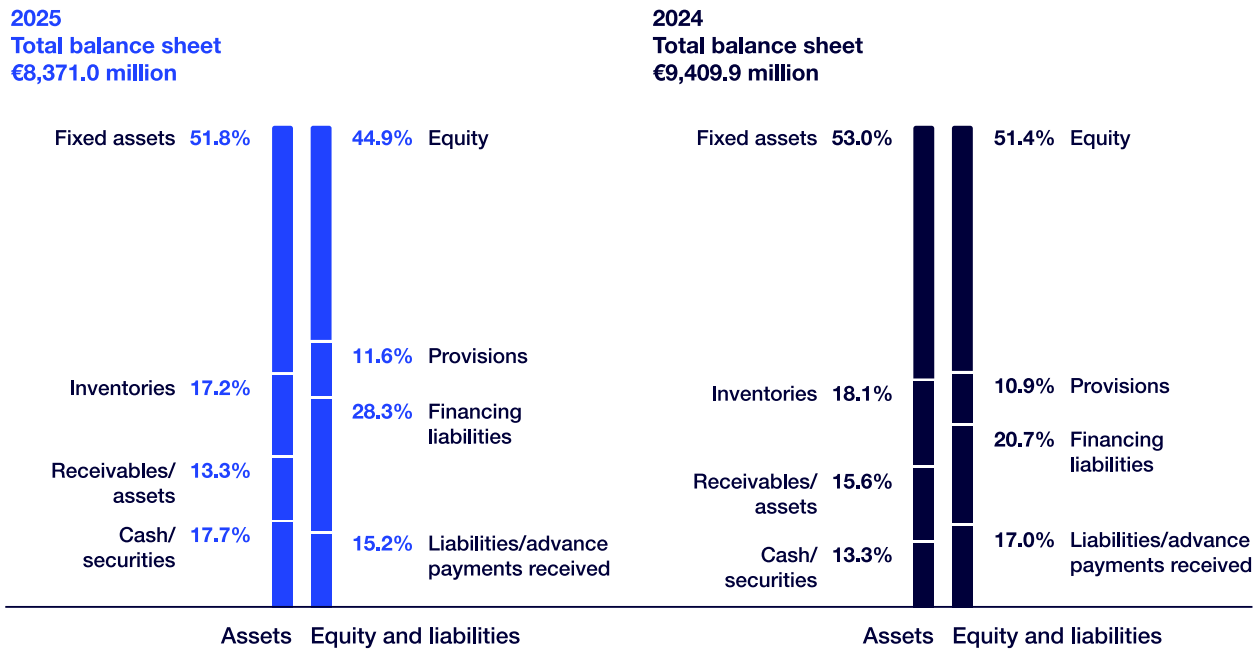
External sales by Group company location

€ million	2025	2024	2023	2022	2021
Europe	**4,808.4**	4,977.9	5,719.2	7,063.3	5,091.4
The Americas	**1,401.9**	1,462.0	1,470.6	1,659.0	1,166.9
Asia	**1,233.3**	1,317.4	1,308.6	1,656.2	1,235.9
Other regions	**14.8**	14.5	14.2	14.4	11.3
Consolidation	**–1,973.1**	–2,050.0	–2,110.4	–2,183.6	–1,298.0
Total sales	**5,485.3**	5,721.8	6,402.2	8,209.3	6,207.5

Net assets

WACKER's total assets amounted to €8.37 billion as of December 31, 2025, after €9.41 billion as of December 31, 2024, down by €1.04 billion or 11.0 percent. The biggest changes are linked to a drop in investments in joint ventures and associates accounted for using the equity method and inventories. On the liabilities side, financing liabilities rose due to refinancing, whereas there was a decline in provisions for pensions due to higher discount rates. Group equity was reduced by the negative net result and currency-translation losses. By contrast, actuarial gains and changes in the market value of derivative financial instruments had a positive impact on equity.

Asset and capital structure



Trends: assets

€ million	2025	2024
Intangible assets, property, plant and equipment, investment property and right-of-use assets[1]	**3,733.3**	4,004.5
Investments in joint ventures and associates accounted for using the equity method	**599.2**	976.2
Other noncurrent assets	**145.0**	462.0
Noncurrent assets	**4,477.5**	5,442.7
Inventories[1]	**1,439.3**	1,707.4
Trade receivables	**689.0**	764.6
Other current assets	**1,765.2**	1,495.2
Current assets	**3,893.5**	3,967.2
Total assets	**8,371.0**	9,409.9

[1] Due to a change in accounting policy, emission certificates are presented under intangible assets (€66.5 million; prior year: €88.1 million). Previously, they were presented under inventories. Further details can be found in the section "Changes in Accounting Policies".

Fixed assets down due to impairment losses and reduced investment spending

Relative to the previous year, fixed assets (including equity-accounted investments) dropped by €648.2 million to €4.33 billion (Dec. 31, 2024: €4.98 billion). Property, plant and equipment remained virtually constant at €3.20 billion (Dec. 31, 2024: €3.32 billion). Capital expenditures fell in 2025 to €465.9 million (2024: €709.4 million). Over half of the funds were invested in Germany. Right-of-use assets from leases amounted to €270.8 million as of the reporting date (Dec. 31, 2024: €273.2 million). Financing liabilities from leases amounted to €323.0 million (Dec. 31, 2024: €330.7 million). Depreciation/amortization amounted to €606.4 million (2024: €472.7 million). This includes impairment losses on goodwill in the Biosolutions division in the amount of €89.1 million. In 2025, a change in accounting policy meant that carbon credits were reclassified from inventories to intangible assets, as this is considered to facilitate a more relevant and clearer presentation of the facts. The figure came to €66.5 million as of December 31, 2025 with the prior-year figure being adjusted accordingly (December 31, 2024: €88.1 million).

As of December 31, 2025, €517.2 million was recognized in the statement of financial position for the equity-accounted investment in Siltronic AG (Dec. 31, 2024: €883.0 million). This includes the current investment income from Siltronic AG in the amount of €–28.7 million and an impairment loss of €307.8 million.

Noncurrent assets

Other noncurrent assets totaled €145.0 million as of December 31, 2025 (Dec. 31, 2024: €462.0 million), down by 68.6 percent year over year. This also reflects the impairment losses for deferred tax assets in Germany, which are no longer recoverable as a result of the loss incurred.

Working capital down 11 percent

Current assets came to €3.89 billion (Dec. 31, 2024: €3.97 billion), down by 1.9 percent year over year. The drop was due mainly to lower working capital, which fell by 11.4 percent to €1.44 billion (Dec. 31,2024 : €1.62 billion).

Inventories were down by 15.7 percent to €1.44 billion (Dec. 31, 2024: €1.71 billion), mainly as a result of a targeted inventory-reduction program. The decrease of 9.9 percent in trade receivables to €689.0 million (Dec. 31, 2024: €764.6 million), was due to lower sales. Lower sales and investment volumes meant that trade payables declined considerably too.

Working capital

€ million	2025	2024	Change in %
Trade receivables	**689.0**	764.6	–9.9
Inventories[1]	**1,439.3**	1,707.4	–15.7
Trade payables	**–692.3**	–851.5	–18.7
Working capital	**1,436.0**	1,620.5	–11.4

[1] Due to a change in accounting policy, emission certificates are presented under intangible assets (€66.5 million; prior year: €88.1 million). Previously, they were presented under inventories. Further details can be found in the section "Changes in Accounting Policies".

Liquidity at a high level of €1.48 billion

Securities, fixed-term deposits, and cash and cash equivalents are major components of other current assets. Current securities and fixed-term deposits amounted to €379.2 million as of December 31, 2025 (Dec. 31, 2024 : €167.6 million). Cash and cash equivalents came to €1.10 billion as of December 31, 2025 (Dec. 31, 2024: €1.05 billion). All in all, liquid assets (noncurrent and current securities, cash and cash equivalents) remained at a high level at €1.48 billion (Dec. 31, 2024: €1.26 billion). The dividend payment made by Wacker Chemie AG resulted in an outflow of liquid assets in the amount of €124.2 million (2024: €149.0 million). WACKER invested €553.2 million primarily in expanding its capacities (2024: €695.0 million).

Trends: equity and liabilities

€ million	2025	2024
Equity	**3,755.6**	4,837.0
Noncurrent provisions	**867.6**	965.0
Financing liabilities	**2,206.8**	1,725.5
Other noncurrent liabilities	**270.5**	359.6
Of which noncurrent advance payments	**183.5**	217.8
Noncurrent liabilities	**3,344.9**	3,050.1
Financing liabilities	**161.8**	221.2
Trade payables	**692.3**	851.5
Other current provisions and liabilities	**416.4**	450.1
Current liabilities	**1,270.5**	1,522.8
Liabilities	**4,615.4**	4,572.9
Total equity and liabilities	**8,371.0**	9,409.9
Capital employed	**5,743.0**	5,421.6

Equity ratio drops to 44.9 percent

Group equity fell year over year and amounted to €3.76 billion as of December 31, 2025 (Dec. 31, 2024: €4.84 billion). The equity ratio came to 44.9 percent (Dec. 31, 2024: 51.4 percent). The consolidated net loss for the year reduced equity by €804.9 million (Dec. 31, 2024: increase of €260.7 million). The dividend payment of Wacker Chemie AG reduced retained earnings by €124.2 million. By contrast, the adjustment of provisions for pensions, which was recognized in other comprehensive income, increased other equity items by €97.1 million. Currency translation, moreover, had a negative impact of €258.9 million on equity. The share of equity attributable to non-controlling interests amounted to €156.2 million (Dec. 31, 2024: €167.8 million).

Liabilities remain constant

WACKER's liabilities increased by €42.5 million, compared with the previous year, up 0.9 percent to €4.62 billion (Dec. 31, 2024: €4.57 billion). Provisions for pensions fell by €125.8 million year over year and totaled €626.6 million. This is due first and foremost to higher discount rates of 4.27 percent in Germany (Dec. 31, 2024: 3.45 percent). Discount rates in the US were down slightly to 5.24 percent (Dec. 31, 2024: 5.54 percent). Other noncurrent provisions mainly comprised provisions for environmental protection, anniversary provisions, and provisions for phased early retirement and restructuring.

Other noncurrent liabilities came to €270.5 million (Dec. 31, 2024: €359.6 million). They mainly comprised contract liabilities in the shape of advance payments received and noncurrent income tax liabilities. Trade payables fell to €692.3 million (Dec. 31, 2024: €851.5 million). Other current provisions and liabilities fell 7.5 percent to €416.4 million (Dec. 31, 2024: €450.1 million). This can be explained primarily by a drop in liabilities for profit sharing. A current provision that was set up for restructuring had the opposite effect. Current advance payments received amounted to €70.4 million (Dec. 31, 2024: €59.2 million).

Financing liabilities increase

Noncurrent and current financing liabilities increased by €421.9 million to €2.37 billion (Dec. 31, 2024: €1.95 billion). As part of its refinancing measures, WACKER repaid due tranches of a promissory note (German Schuldschein) in the amount of €150 million and issued a new promissory note (German Schuldschein) of €435 million, maturing in 2028, 2030 and 2032. Financing liabilities of €161.8 million falling due in 2026 were reclassified as current. Financing liabilities are mostly denominated in euros. Fixed interest is payable on the majority of the financing liabilities.

As of December 31, 2025, lease liabilities totaled €323.0 million (Dec. 31, 2024: €330.7 million).

For further information on our financing liabilities, please refer to Note 15 in the Notes to the Consolidated Financial Statements. For further information on financial management and its goals, please refer to Note 20 in the Notes to the Consolidated Financial Statements.

Financial position

Financial-management principles and goals

Our key financial-management goal is to secure WACKER's financial strength over the long term. The central task is to sufficiently cover the financial needs of our operations and investment projects. Financial management at WACKER comprises capital structure management, cash and liquidity management, and the management of market-price risk (currencies and interest rates). Capital structure management involves shaping the capital structure of the Group and its subsidiaries.

In liquidity management, WACKER continuously monitors cash flows from operations and from financial transactions. WACKER covers the resulting liquidity needs via suitable instruments such as intra-Group lending, or through external loans from local banks.

WACKER pursues a careful financing policy that targets a balanced financing portfolio, a diversified maturity portfolio and a comfortable liquidity buffer.

WACKER's key source of liquidity is the operations of its Group companies and the resulting incoming payments. This centralized system of internal transfers reduces our interest expense and the need for debt financing. The purpose of managing market-price risks is to limit the effects of fluctuations in exchange rates and interest rates on the Group's bottom line.

New financing measures in 2025

WACKER issued a promissory note (German Schuldschein) in the amount of €435 million in 2025, maturing in 2028, 2030 and 2032. A bilateral bank loan of €150 million (due on maturity in 2031) was also agreed with the European Investment Bank (EIB) and disbursed.

The two syndicated loans of €200 million and €400 million, which serve as backup lines for the Group and have not been drawn down yet, will run until 2028 and 2029 respectively.

Financial analysis

The Group's cash flow trend is a key liquidity management tool. Net cash flow serves as an internal indicator for measuring liquidity in operating activities.

Net cash flow

WACKER's long-term objective is to finance its capital expenditures primarily from its own cash flow. This target was achieved in 2025. Net cash flow totaled €–3.6 million in 2025 (2024: €–326.0 million). In particular, inventory-reduction measures and lower investment spending had a positive impact on net cash flow.

Net cash flow

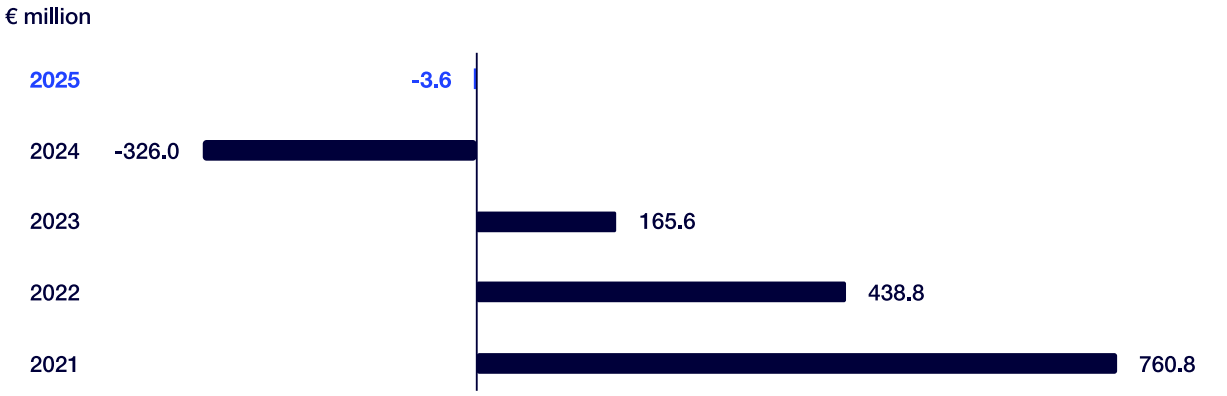
€ million	2025	2024	Change in %
Cash flow from operating activities (gross cash flow)[1, 2]	**542.6**	336.6	61.2
Cash flow from long-term investing activities before securities[1, 2]	**–546.2**	–662.6	–17.6
Net cash flow	**–3.6**	–326.0	–98.9

[1] Dividends received were reclassified from gross cash flow to cash flow from long-term investing activities (€7.8 million; prior year: €17.1 million). Further details can be found in the section "Changes in Accounting Policies".

[2] Cash flow-relevant changes from carbon credits are included in the cash flow from investing activities (€11.5 million; prior year: €43.4 million). Previously, they had been reported in the cash flow from operating activities. Further details can be found in the section "Changes in Accounting Policies".

Net cash flow is defined as the sum of cash flow from operating activities and cash flow from long-term investing activities (excluding securities).

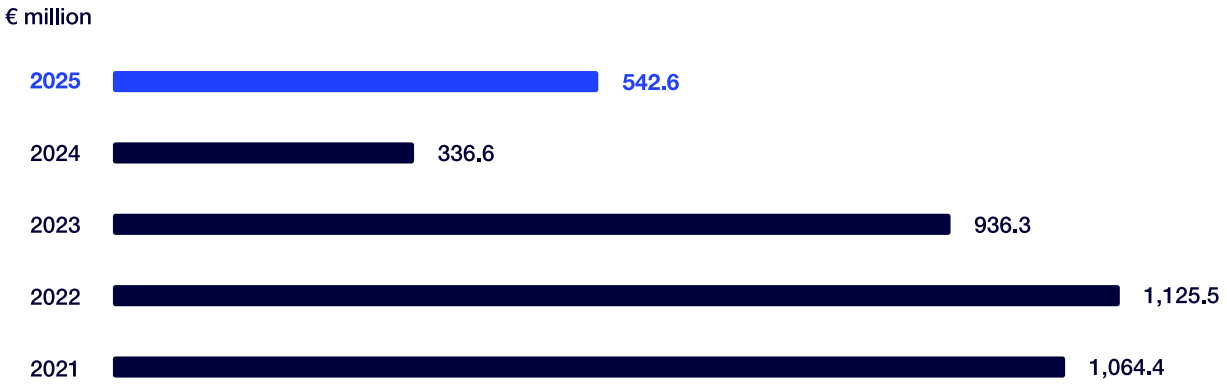
Net cash flow



Gross cash flow

Cash flow from operating activities (gross cash flow) came to €542.6 million in 2025, up considerably year over year (2024: €336.6 million). This increase is mainly due to the targeted reduction in working capital of €134.9 million (2024: €–386.6 million). The inventory-reduction measures had a particularly positive impact in this regard, whereas in the previous year, inventory buildup had had a negative effect on cash flow. The decrease in the clearly negative net result year over year is due primarily to non-cash transactions. The net result for the year came to €–804.9 million (2024: €260.7 million).

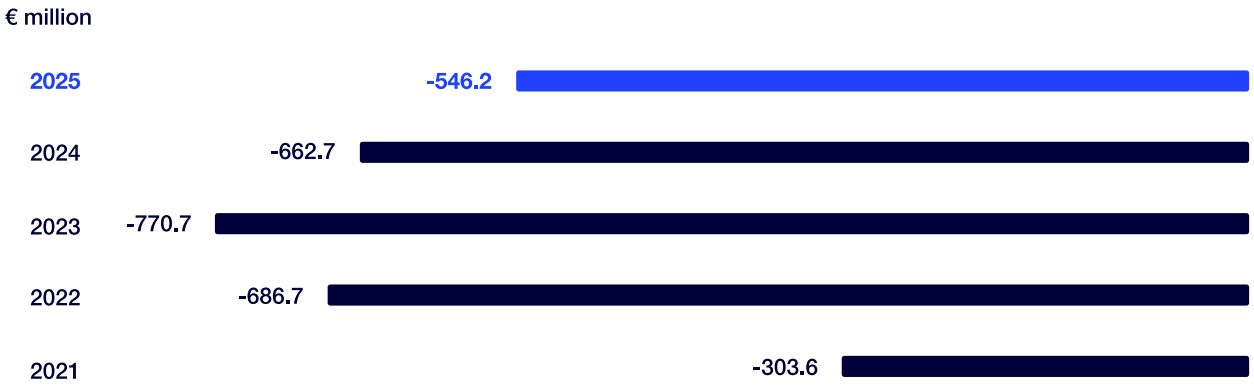
Cash flow from operating activities (gross cash flow)



Cash flow from long-term investing activities

The Group's investment projects are the key factor influencing cash flow from long-term investing activities. In 2025 , cash payments of €553.9 million for capital expenditures were on a par with the previous year (2024: €695.5 million). More than half of the capital expenditures were focused in Germany. Cash flow from long-term investing activities before securities amounted to €–546.2 million in the reporting period from January to December 2025 (2024: €–662.7 million).

Cash flow from long-term investing activities before securities



Cash flow from financing activities

Cash flow from financing activities totaled €271.9 million (2024: €145.9 million). This was the result of cash outflows from the repayment of financing liabilities of €168.5 million (2024 : €272.4 million) and cash inflows from new financing liabilities of €611.6 million (2024: €623.1 million). Wacker Chemie AG's dividend payment of €124.2 million (2024: €149.0 million) led to a cash outflow in the second quarter. Repayments of lease liabilities were virtually constant year over year at €34.5 million (2024: €35.9 million).

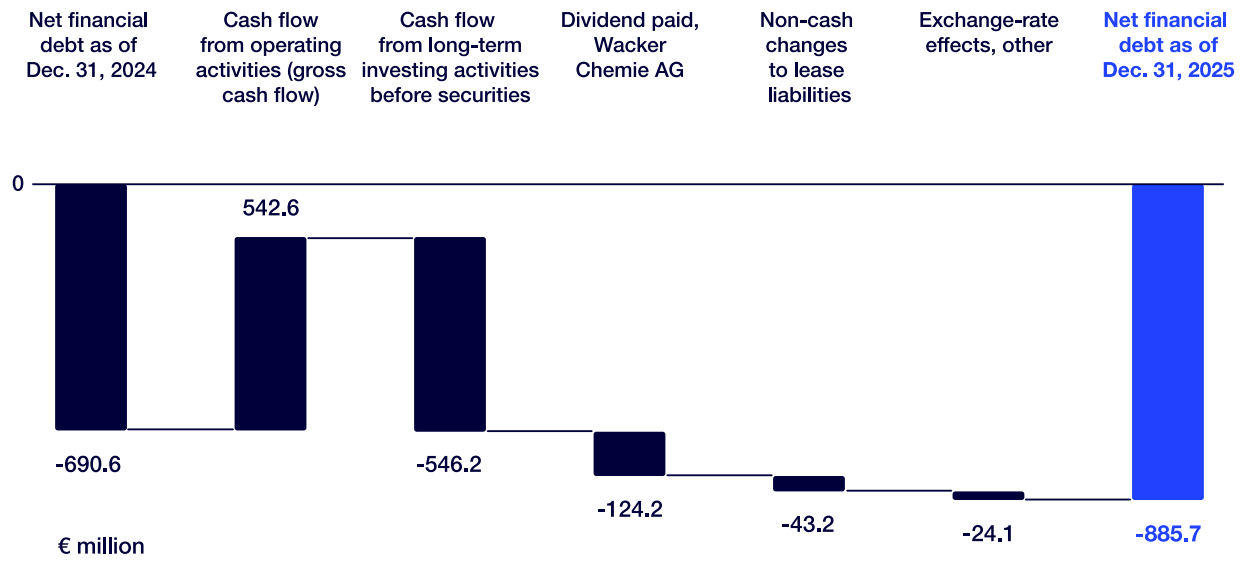
Cash and cash equivalents

Cash and cash equivalents came to €1.10 billion (2024: €1.05 billion). Liquidity from cash and from noncurrent and current securities remained at a high level of €1.48 billion (2024: €1.26 billion).

WACKER reports higher net financial debt

WACKER defines net financial debt/net financial assets as the balance of gross financial debt (noncurrent and current financing liabilities) and existing noncurrent and current liquidity, consisting of securities, cash and cash equivalents. Net financial debt totaled €–885.7 million as of December 31, 2025 (Dec. 31, 2024: €–690.6 million).

Net financial assets/net financial debt



Aside from the financing liabilities disclosed in the report on net assets, WACKER has at its disposal an adequate amount (around €600 million) in unused lines of credit with maturities of over one year. The existing credit lines ensure adequate financial leeway to ensure the Group's further growth. The Group does not engage in any off-balance-sheet financing.

Rating

WACKER has sufficient credit lines available at banks and does not issue financial instruments such as bonds and commercial paper that require a rating. Consequently, WACKER has not published a credit rating so far.

Proposal on appropriation of profits

In 2025 , Wacker Chemie AG posted a retained profit of €814.8 million under German Commercial Code accounting rules. The Executive and Supervisory Boards will propose to the Annual Shareholders' Meeting that no dividend be distributed, since a negative result was posted for 2025.

Executive Board statement on the Group's business development and economic performance

The weak market environment meant that WACKER closed 2025 with sales and earnings below prior-year levels. The declines were mainly due to lower capacity-utilization rates in all divisions, lower volumes and prices in some cases, as well as negative currency effects.

EBITDA was significantly lower than the prior year. This decrease was due not only to lower volumes and prices, but also to lower plant-utilization rates. Energy costs in Germany remain uncompetitive by international standards, which had a negative impact too. In addition, earnings were negatively impacted by restructuring expenses of €102.6 million as part of the company's ongoing PACE cost-saving project.

Sales and EBITDA in Silicones were down in the reporting period. EBITDA was impacted by negative volume/mix and currency effects as well as by low plant-utilization rates. Sales and EBITDA in Polymers were down year over year, too, mainly due to lower volumes, negative currency effects and lower sales prices. Biosolutions, too, fell short of the prior-year figures for both sales and EBITDA. Reasons for the decline included a reduction in biopharmaceutical customer offtake, and low plant-utilization rates. Sales and EBITDA declined in Polysilicon as well. Reasons for this decline included, in particular, lower solar-grade polysilicon volumes sold, currency effects as well as a very low plant-utilization rate. By contrast, the business with hyperpure semiconductor-grade polysilicon performed very well.

In the reporting year, ROCE was –3.1 percent (2024: 5.0 percent). The decline is due to lower EBIT combined with a slight increase in capital from €5.42 billion to €5.74 billion in the reporting year.

In 2025, a number of adjustments put pressure on the annual result, which came to €–804.9 million. In total, the adjustments that took effect at the end of 2025 came to approximately €600 million. Of this amount, €308 million is attributable to an adjustment relating to the shares in Siltronic AG, whose share price was consistently below the carrying amount. €195 million relates to deferred tax assets in Germany, which are no longer recoverable. €89 million results from the impairment of goodwill associated with the acquisition of ADL Biopharma.

Personnel expenses declined year over year. The cost of goods sold remained on par with the prior year. Despite the efficiency measures that were implemented, persistently high energy costs, coupled with low plant-utilization rates as a result of the decline in sales, had a negative impact on the gross margin, which declined. The gross margin was also hit by inventory-reduction measures. The Group's cost-of-sales ratio rose accordingly to 88 percent (2024: 83 percent).

At €3.76 billion, Group equity was down considerably as against the previous year bringing the equity ratio to 44.9 percent. Net financial debt totaled €–885.7 million as of December 31, 2025. Capital expenditures were down considerably year over year to €465.9 million. Net cash flow in 2025 improved and was, at €–3.6 million, almost balanced (2024: €–326.0 million). The main reason for the improvement was the significant reduction in inventories.

Even though the economic environment remains demanding in 2026, WACKER's business prospects are positive in the medium to long term.

Further information on R&D, employees and procurement

Research and development

WACKER's research and development (R&D) activities pursue three goals:

- We contribute to our customers' market success by searching for solutions that meet their needs.
- We optimize our methods and processes in order to remain a technology leader and to operate sustainably.
- We concentrate on creating innovative products and applications for new markets and on serving highly promising fields, such as energy storage, renewable energy generation, electromobility, modern construction and biotechnology.

WACKER's R&D ratio – research and development spending as a percentage of Group sales – was 3.9 percent, which was above the previous year (2024: 3.6 percent). R&D spending was up year over year.

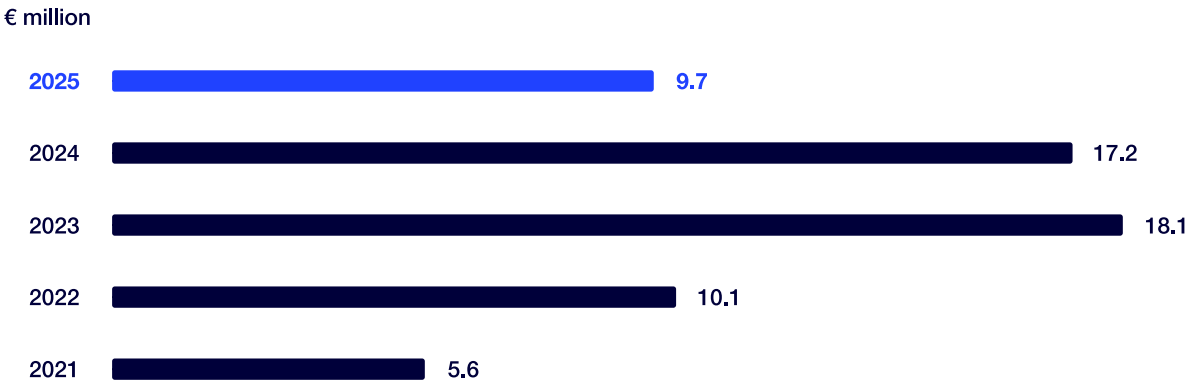
R&D expenses

€ million	2025	2024	2023	2022	2021
Research and development costs	**214.6**	203.7	184.1	178.4	164.2

Our portfolio contains about 3,400 active patents worldwide, with 1,200 patent applications currently pending. We license only a small amount of know-how from third parties. In our research partnerships with entities such as universities, our policy is to ensure that the results are made available to us by transfer of rights of use.

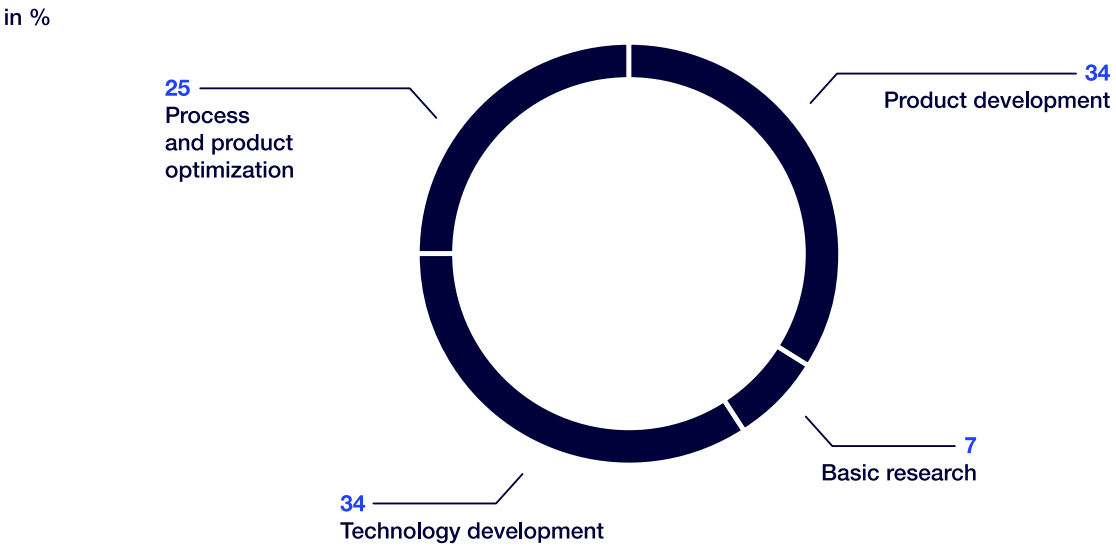
WACKER invested €9.7 million in R&D facilities in 2025 (2024: €17.2 million). We have invested in laboratories and equipment, as well as in pilot reactor technologies and pilot plants. A gas atomizer was installed and optimized at the Burghausen site. The Polymers division invested in lab automation. Corporate R&D invested in a new Biotechnology Center located on the premises of its Munich-based research facility (Consortium für elektrochemische Industrie). New fermentation capacities and systems were created in the Consortium's pilot plant, some of which were specifically earmarked for the Food pilot plant. Investments were made in order to set up new silane labs.

Investments in R&D facilities



WACKER is active in many promising fields, especially medicine and biotechnology, energy, electronics, automotive, consumer care, nutrition and construction applications. We devote particular attention to efficient energy utilization, energy storage and renewable-energy generation. We closely examine the use of renewable raw materials and carbon dioxide in our value chain. Research into products and production methods accounted for a large share of R&D expenses.

Breakdown of R&D expenditures



Research and development at two levels

WACKER conducts R&D at two levels: centrally at our Corporate Research & Development department (Corporate R&D) and locally at our business divisions, where the focus is on specific applications. Corporate R&D coordinates activities on a company-wide basis and involves other departments.

Collaboration with customers and research institutes

We collaborate with customers, scientific institutes and universities to achieve research successes more quickly and efficiently. These partnerships cover topics such as CO_2 electrolysis, construction applications, chemical modeling, biocatalysts, nucleic acid research and biodegradability.

Wacker Chemie AG and the Technical University of Munich (TUM) have deepened their partnership with the founding of the TUM WACKER Institute for Industrial Biotechnology. The aim is to ensure that research in the field of industrial biotechnology in Germany is conducted at the highest international level. The two partners intend to find new manufacturing approaches for pharmaceuticals, food and chemicals, where renewable resources are the basis for sustainable business management. WACKER has been funding the Institute's research since 2022. It is providing more than €6 million under a six-year contract.

Research work at WACKER

In 2025, the Group had 919 R&D staff (2024: 956), accounting for 5.6 percent of the workforce (2024: 5.7 percent). Of these, 676 were employed at R&D units in Germany and 243 abroad.

Alexander Wacker Innovation Award

The Alexander Wacker Innovation Award, a €10,000 prize, has been conferred by WACKER for outstanding research since 2006. In the year under review, it was presented in two categories for the first time ever: Business Success and Scientific Excellence. The Business Success category saw a team from Burghausen design and use a digital twin for "Etching Line Next," thus contributing significantly to the rapid commercial startup of the site's production line for ultrapure semiconductor-grade polysilicon. The Scientific Excellence category was won by a team from Norway and Germany with an in-house development: an infrared camera combined with artificial intelligence that enables a look into the world's largest silicon furnace for the first time ever in Holla, Norway.

Corporate R&D topics

Our work in Corporate R&D focuses on projects that advance sustainability topics, such as the circular economy, the biodegradability of polymers, electrolysis techniques and chemical recycling. WACKER is researching the use of sustainable raw materials to continuously reduce our products' carbon footprint. One key aspect of the Group's activities is biotechnology, where we are increasingly automating and digitalizing our work. In fermentation, WACKER collects extensive process data for the computer-assisted simulation and optimization of production methods. In microbiology, we have prioritized two areas. One of these is to develop and improve technologies for the production of proteins and nucleic acids (DNA, pDNA) for the pharmaceutical sector. The other is researching production systems that use fermentation and biotransformation for new food ingredients, for example, to make cell-based meat (cultivated meat) and human-milk oligosaccharides.

WACKER is also focusing on the topics of digitalization and automation. One of two projects funded by the Federal Ministry for Economic Affairs and Energy aims to use a digital product passport model to create an interoperable shared data room for chemicals and materials that enables data to be exchanged extensively along the entire chemical-industry value chain (Chem-X). The second project (RoX – a digital ecosystem for AI-based robotics and part of the EU's "Important Projects of Common European Interest program for Next Generation Cloud Infrastructure and Services (IPCEI CIS))" – involves advancing a digital ecosystem capable of facilitating or enabling the use of innovative AI-based robotic solutions in different practical applications and industries.

Divisional research projects

At the Silicones division, sustainability is steadily taking center stage. WACKER replaces solvents with harmless, degradable products or avoids them completely, focusing on aqueous systems. We increasingly use renewable raw materials and are working on alternatives to fluorocarbons in coatings, textile applications and release agents. We are working on recycling silicones by hydrothermal degradation or acidolysis and are further developing our silicone resins for extremely durable and resistant, advanced materials. In the field of carbon capturing, an ongoing priority is the use of silica-based molded parts to separate carbon dioxide from off-gases. In cosmetics and hair conditioners, we are increasingly using degradable formulation components. Continuous advances in Silicones' product portfolio are reducing cyclosiloxane content to a minimum. We aim to design formulations faster and more efficiently by using machine learning and artificial intelligence. We are combining

silicone chemistry with new technologies, such as flow chemistry, electron radiation, high-pressure homogenization and gas atomization. For the electronics and automotive industries, we are developing new types of advanced fillers and binder concepts for regulating the temperatures of electronic components and batteries. For the medical industry, we are developing adhesives that are based on a combination of silicones and organic polymers.

At Polymers, the R&D focus is on sustainable and functional polymer binders for construction applications and for producing consumer goods. We continually review and optimize our product range on the basis of sustainability criteria. We focus on using renewable raw materials in our production processes and on reducing our carbon footprint. We develop solutions for the circular economy, including binders with a high percentage of renewable raw materials, and technologies that enable the processing and recycling of our customers' products. Examples in the reporting period included problem-solving approaches to improve the circularity of carpets that enable highly pure carpet fibers to be separated for downstream recycling processes. We also continue to focus on constant optimization and on introducing new functionalized polymer dispersions, dispersible polymer powders, resins, sustainable binders for adhesives, and cement-based construction materials. Our aim here is to enhance our product and production technologies to save energy not only in our own processes, but also in those of our customers and to become more efficient.

The Biosolutions division continues to strengthen its biotech expertise in biopharmaceuticals and foodstuffs. In the year under review, we opened a new R&D center for biotechnology in Munich. This center serves to provide significant support for research in this field. We offer our customers microbial technologies to produce various categories of pharmaceutical proteins and for advanced nucleic acid-based therapies, including plasmid DNA (pDNA), mRNA and LNPs. In doing so, we support our partners from preclinical development right up to commercial production in compliance with GMP quality guidelines. The custom research services we launched in the reporting period are another example of our extended biopharmaceuticals range. They enable us to specifically support our customers in preclinical development phases quickly and flexibly in their product and process development. In the food sector, Biosolutions continues to focus on fermentation methods for producing high-quality, bio-based ingredients. We offer customers in the food and cosmetic sectors sustainable petrochemical-free amino acids, vitamins, saccharides, flavorings and aromas. In the reporting period, we also commercialized human-milk oligosaccharides (HMOs) for early-life nutrition. Specific media components essential for the production of alternative proteins were commercialized as well. At our León site, we implement our own and customers' production processes on an industrial scale and in line with the required quality regimes. In cyclodextrins, we are collaborating with partners to develop applications for the food, agricultural and pharmaceutical sectors.

In order to exploit the potential of modern microchips, the semiconductor industry needs ultrapure polysilicon. Polysilicon has initiated several projects to this end, among them our new etching facility "Etching Line Next" for cleaning semiconductor-grade polysilicon in Burghausen. Construction of this facility is being funded by the European Union, the German government and the State of Bavaria. Initial quantities started to be shipped out to customers in 2025. We stepped up the Quality LeaP (Quality Leadership in Polysilicon) project to expand quality control. The type of pure polysilicon to be produced will also enable the production of chips with a design rule of 3 nm and smaller for computer applications in the field of artificial intelligence, for data centers and for autonomous driving. Only a few companies other than WACKER are capable of manufacturing such hyperpure semiconductor-grade products.

Employees

65 percent of WACKER's employees work in Germany and 35 percent elsewhere. The number of employees declined by 1.0 percent in 2025. This was mainly due to the capacity-related workforce changes, particularly at our US sites in Charleston and San Diego and at the Sico company in China. The workforce was expanded at our hub in Plzeň, Czech Republic. In Germany, the opening of the Polysilicon division's new "Etching Line Next" production line for polysilicon in Burghausen led to a slight increase in the number of employees.

October 2025 saw WACKER launch its PACE project to significantly reduce costs and strengthen the company's competitiveness. The project aims to generate annual savings of over €300 million. Some of these savings will come from an expected reduction in the workforce of more than 1,500 jobs worldwide, especially in Germany. We intend to have completed the related measures by the end of 2027.

Number of employees as of December 31

	2025	2024	2023	2022	2021
Germany	**10,749**	10,657	10,621	10,424	10,006
International	**5,718**	5,980	5,757	5,301	4,400
Group	**16,467**	16,637	16,378	15,725	14,406

Personnel expenses

€ million	2025	2024	2023	2022	2021
Personnel expenses	**1,560.8**	1,579.8	1,479.6	1,595.0	1,475.1

At 2025€1,560,8 million, personnel expenses were lower versus the previous year (2024: €1,579.8 million). They included outlays for social benefits and the company pension plan totaling €311.2 million (2024: €302.6 million).

WACKER considers a company pension to be an important component of compensation. It is provided at most of our German and international sites. In Germany, employees who joined WACKER up to the end of 2021 receive a pension through Wacker Chemie AG's pension fund (Pensionskasse der Wacker Chemie VVaG). Employees can supplement their company pensions by making their own additional contributions. As provided for in collective bargaining agreements, WACKER supports employees' supplementary contributions. Employees in Germany receive an additional supplementary pension for that portion of their salary that exceeds the pension insurance contribution assessment ceiling. The pension fund has roughly 16,400 members and provides pension payments to some 10,300 retirees. The average pension paid in the reporting year was €742 per month. WACKER pays in up to four times an employee's annual pension contributions, with the exact amount being determined by the type of agreement.

In 2021, a contribution of around €250 million was made to a trust company to partially finance WACKER's pension obligations from the direct commitments it made in the past. This contribution relates to company pension benefits for employees who joined WACKER up to the end of 2021; these benefits go beyond the basic pension provided by Pensionskasse der Wacker Chemie VVaG.

WACKER has reformed the company pension plan for future pension entitlements to make it future-proof, attractive and more flexible. This will relieve the burden on the company, also when interest rates are low. For new employees joining the company since January 2022, the company pension is designed to provide a direct pension commitment on a funded basis together with high-risk cover for reduced earning capacity or death. Paid contributions are managed by a trust company. In 2024, the company's new pension regulations offered employees covered by old plans (basic pensions through Pensionskasse der Wacker Chemie VVaG based on tariffs AVB 2005 and AVB 2013), too, the option of voluntarily switching to the new system with effect from January 1, 2025. Around 25 percent accepted the offer. Around 3,800 individuals are now using the new pension model to build up their company pension.

Procurement

In 2025, WACKER's procurement volume, at €3.8 billion, was down significantly on the prior-year level (2024: €4.6 billion). This was due to lower procurement volumes as a result of lower production volumes and reduced inventory levels, lower procurement prices for raw materials and energy and also lower investment spending. At around 70 percent, the procurement rate – raw materials, services and other materials as a percentage of sales – was below the prior-year level (2024: 79 percent).

The Group spent €2.13 billion to procure energy, raw materials and packaging, roughly 20 percent less than in the previous year (2024: €2.66 billion). This was due to both reduced procurement volumes and also to somewhat lower prices.

Management report of Wacker Chemie AG

(Additional information pursuant to the German Commercial Code)

The management report of Wacker Chemie AG and the Group management report for 2025 are combined in accordance with Section 315 (5) in connection with Section 298 (2) of the German Commercial Code (HGB). The annual financial statements of Wacker Chemie AG (prepared in accordance with the German Commercial Code) and the combined management report are published simultaneously in Germany's Company Register.

The combined management report includes all reporting elements pertaining to Wacker Chemie AG that are required by law. Further to our report on the WACKER Group, we explain here developments at Wacker Chemie AG.

Wacker Chemie AG is the parent company of the WACKER Group and has its headquarters in Munich, Germany. It operates through four business divisions – Silicones, Polymers, Biosolutions and Polysilicon – which generate a substantial portion of the Group's sales. Wacker Chemie AG's directly and indirectly held subsidiaries and investments located in Germany and abroad have a strong influence on its business. Wacker Chemie AG has a total of 51 subsidiaries, joint ventures and associated companies and also includes the Group's corporate departments. Wacker Chemie AG's Executive Board exercises key management functions for the Group as a whole, which include determining the Group's strategy, allocating resources (such as funds for investment spending), and bearing responsibility for managing executive personnel and corporate finances. Wacker Chemie AG's Executive Board also oversees communications with the company's key stakeholders, especially with the capital markets and shareholders.

The key performance indicators used in corporate management are implemented groupwide in the business divisions. Corporate goals are defined and reported for the divisions on a groupwide basis. Even though Wacker Chemie AG is an independent entity, no separate key performance indicators are defined or reported for it. For more information, please refer to the respective details provided for the WACKER Group as a whole.

The general business conditions of Wacker Chemie AG are essentially the same as those of the Group.

The annual financial statements of Wacker Chemie AG were prepared in accordance with the German Commercial Code (HGB) and the German Stock Corporation Act (AktG). These statements differ substantially from the IFRS figures in relation to fixed assets, depreciation/amortization and impairments, financial instruments, right-of-use assets and financial liabilities in connection with lease accounting, provisions for pensions, and deferred taxes. As regards EBITDA, there are only slight differences between IFRS and HGB figures.

Statement of income

€ million	2025	2024
Sales	**3,886.6**	4,087.9
Changes in inventories	**–126.5**	245.9
Other capitalized self-constructed assets	**43.7**	52.5
Gross profit from sales	**3,803.8**	4,386.3
Other operating income	**321.2**	263.6
Cost of materials	**–2,175.5**	–2,607.7
Personnel expenses	**–1,120.5**	–1,128.1
Depreciation/amortization	**–208.4**	–172.1
Other operating expenses	**–1,083.6**	–837.4
Operating result	**–463.0**	–95.4
Result from investments in subsidiaries, joint ventures and associates, including (reversals of) impairments	**43.1**	95.5
Net interest result	**8.9**	37.2
Other financial result	**–33.7**	13.9
Financial result	**18.3**	146.6
Income before income taxes	**–444.7**	51.2
Income taxes	**6.2**	–23.8
Net result	**–438.5**	27.4
EBITDA[1]	**–254.6**	76.7

[1] EBITDA is the operating result before depreciation/amortization of fixed assets.

Wacker Chemie AG's earnings pursuant to the German Commercial Code

Wacker Chemie AG's earnings in 2025 were characterized by lower sales, an associated decline in the cost of materials, and expenses from inventory reduction measures, with sales in 2025 down in all business divisions. Particularly in the Polysilicon division, sales dipped due to lower prices and quantities. At year-end, Wacker Chemie AG posted a net loss of €-438.5 million (2024: net income of €27.4 million), €465.9 million less than a year earlier.

Sales fell from €4.09 billion to €3.89 billion, a drop of 4.9 percent year over year. This trend is due primarily to much lower volumes and to lower prices for solar-grade polysilicon in the Polysilicon division, where sales in 2025 dropped by 7.0 percent from €958.4 million to €891.6 million. At Silicones, too, sales of €1.90 billion were down 3.5 percent (2024: €1.97 billion). Polymers' sales totaled €745.6 million (2024: €766.0 million), a drop of 2.7 percent. Sales in the Biosolutions division fell by 18.5 percent from €143.6 million to €117.1 million.

The cost of materials decreased by €432.2 million in 2025 to €2.18 billion (2024: €2.61 billion). Inventory-reduction measures accounting for €-126.5 million had the opposite effect (2024: inventory buildup of €245.9 million). The drop in the cost of materials is due to efficiency measures, as well as lower volumes and procurement prices for strategic raw materials in 2025, with lower silicon-metal volumes having the biggest impact. Energy costs were lower as well, due especially to lower volumes. Prices remain high. The increase in a provision for contingent losses set up for long-term gas forward contracts in the amount of €25.3 million had the opposite effect. By contrast, there was a slight year-over-year increase in prices for methanol. Prices for ethylene and vinyl acetate monomer dropped slightly. The material-to-sales ratio decreased to 57.2 percent in 2025 (2024: 59.5 percent).

At €1.12 billion, personnel expenses were on par with the previous year (2024: €1.13 billion). At year-end 2025, Wacker Chemie AG had 10,340 employees (Dec. 31, 2024: 10,245). The employee-expense ratio rose to 29.5 percent (2024: 25.7 percent).

Depreciation, amortization and impairments rose to €208.4 million on the back of another increase in capital expenditures (2024: €172.1 million), up by 21.1 percent.

The other operating result (other operating income less other operating expenses) came to €-762.4 million (2024: €-573.8 million). Other operating expenses include not only exchange-rate losses, but also selling expenses, maintenance, other contractor work, rents, servicing costs, R&D costs and costs assumed on behalf of subsidiaries. The lower sales in 2025 resulted in lower logistics costs and selling expenses in particular. By contrast, other operating expenses increased in the reporting year due to valuation adjustments recognized on receivables from affiliated companies in the amount of €101.9 million (2024: €0.0 million). This also includes expenses associated with restructuring as part of the company's ongoing PACE cost-saving project in the amount of €98.8 million. Other operating income includes energy subsidies of €170.4 million (2024: €183.3 million). The foreign currency result increased by €40.3 million to €29.8 million (2024: €-10.5 million).

The operating result was negative and was down considerably on the 2024 figure of €-95.4 million, coming in at €-463.0 million. In particular, the lower operating performance in 2025 was the main reason for this development.

The result from investments largely includes expenses and income from profit-and-loss transfer agreements and dividend payments. At €43.1 million, it was lower than the prior-year figure of €95.5 million. The drop is due to lower income transferred under profit-and-loss transfer agreements, lower dividend payments made by subsidiaries and lower dividend income from investments. In addition, an impairment loss recognized on loans to Wacker Leon S.L.U. is included in 2025.

The net interest result was positive once more at a lower level of €8.9 million (2024: €37.2 million). This was due to the year-over-year increase in interest on financial liabilities of €5.9 million. In addition, the balance resulting from the measurement of the plan assets and pension obligations fell by €2.8 million. This generated income of €40.2 million in 2025 (2024: €43.0 million).

Wacker Chemie AG – including those German subsidiaries with which it has profit-and-loss transfer agreements – recognized tax income of €6.2 million in the reporting year due to the loss situation. In the previous year, tax expenses of €23.8 million had been recognized.

The net loss for the year came to €-438.5 million. Retained profit for 2025 – calculated as the profit carried forward from the previous year less €124.2 million in dividends paid – totaled €814.8 million (2024: €1,377.5 million).

Net assets and financial position of Wacker Chemie AG pursuant to the German Commercial Code

Wacker Chemie AG's total assets fell slightly by 1.0 percent year over year to €7.88 billion (Dec. 31, 2024: €7.96 billion), The individual items in the statement of financial position did not develop uniformly.

Statement of financial position

€ million	2025	2024
Assets		
Intangible assets	**7.7**	7.7
Property, plant and equipment	**1,622.4**	1,568.3
Financial assets	**2,999.1**	2,879.1
Fixed assets	**4,629.2**	4,455.1
Inventories	**1,005.8**	1,175.4
Trade receivables	**250.4**	267.1
Other receivables and other assets	**694.8**	962.9
Receivables and other assets	**945.2**	1,230.0
Securities and fixed-term deposits	**314.3**	129.9
Cash on hand and bank deposits	**954.3**	920.8
Current assets	**3,219.6**	3,456.1
Prepaid expenses	**22.5**	50.1
Total assets	**7,871.3**	7,961.3
Equity and liabilities		
Subscribed capital	**260.8**	260.8
Less nominal value of treasury shares	**–12.4**	–12.4
Issued capital	**248.4**	248.4
Capital reserves	**157.4**	157.4
Other retained earnings	**1,000.0**	1,000.0
Retained profit	**814.8**	1,377.5
Equity	**2,220.6**	2,783.3
Provisions for pensions and similar obligations	**917.0**	951.7
Other provisions	**539.7**	540.0
Provisions	**1,456.7**	1,491.7
Financing liabilities	**3,355.2**	2,721.3
Trade payables	**433.5**	542.0
Other liabilities	**395.1**	411.2
Liabilities	**4,183.8**	3,674.5
Deferred income	**10.2**	11.8
Total equity and liabilities	**7,871.3**	7,961.3

In 2025, fixed assets increased to €4.63 billion (previous year: €4.46 billion). Property, plant and equipment (tangible fixed assets) increased year over year, as capital expenditures in the amount of €268.1 million (Dec. 31, 2024: €394.0 million) exceeded depreciation of €205.2 million (Dec. 31, 2024: €169.3 million). Financial assets rose from €2.88 billion to €3.0 billion, due primarily to capital increases totaling €160 million at Wacker Biotech GmbH and Wacker-Chemie s.r.o. The repayment of fund assets that had been invested over the long term and the impairment losses recognized on the loans to Wacker Leon S.L.U. had the opposite effect. All in all, fixed assets accounted for 58.8 percent of total assets, as against 56.0 percent in the previous year.

Inventories decreased year over year and came to €1,005.8 million (Dec. 31, 2024: €1,175.4 million), down 14.4 percent. This is due mainly to a decrease in inventories in the Polysilicon and Silicones divisions.

Trade receivables fell by 6.3 percent from €267.1 million to €250.4 million. Other receivables and other assets amounted to €694.8 million as of the reporting date (Dec. 31, 2024: €962.9 million), corresponding to a decline of 27.8 percent. They included receivables from affiliated companies in the amount of €575.5 million (Dec. 31, 2024: €826.7 million). Receivables from intra-Group financing fell by €211.2 million to €398.6 million (Dec. 31, 2024: €609.8 million).

As of December 31, 2025, Wacker Chemie AG held €314.3 million in securities and fixed-term deposits with maturities of over three months (Dec. 31, 2024: €129.9 million). The increase is due primarily to the purchase of fixed-term deposits. Wacker Chemie AG's bank deposits amounted to €954.3 million as of December 31, 2025 (Dec. 31, 2024: €920.8 million).

Equity came to €2.22 billion as of the reporting date (Dec. 31, 2024: €2.78 billion), yielding an equity ratio of 28.2 percent (Dec. 31, 2024: 35.0 percent). At Wacker Chemie AG's annual shareholders' meeting, a resolution was passed to distribute a dividend of €124.2 million from the retained profit for 2024. The remaining retained profit of €1,337.5 million was carried forward. As of December 31, 2025, retained profit totaled €814.8 million and comprised the current net result of €-438.5 million for 2025 and the profit carried forward from the preceding year.

Provisions for pensions and similar obligations decreased by €34.7 million year over year to €917.0 million (Dec. 31, 2024: €951.7 million), although the development in the value of plan assets exceeded the increase in pension obligations. Other provisions – primarily comprising those for personnel, taxes and environmental protection – fell by €0.3 million in 2025, coming in at €539.7 million (Dec. 31, 2024: €540.0 million). The lower figure can be explained, in particular, by a reduction in the provision for variable salary components and in income tax provisions. The addition to the provision for restructuring as part of the company's ongoing PACE cost-saving project had the opposite effect in 2025.

Provisions accounted for around 18.5 percent of total equity and liabilities (2024: 18.7 percent).

As of the reporting date, financial liabilities came to €3,355.2 million (Dec. 31, 2024: €2,721.3 million). This equates to an increase of 23.3 percent. Bank liabilities amounted to €1,958.7 million (Dec. 31, 2024: €1,523.6 million). Liabilities due to affiliated companies increased by €198.7 million to €1,396.5 million as of the reporting date (Dec. 31, 2024: €1,197.7 million). Financial liabilities accounted for 42.6 percent of total equity and liabilities compared with 34.2 percent a year earlier.

Trade payables amounted to €433.5 million as of the reporting date (Dec. 31, 2024: €542.0 million). As of the reporting date, other liabilities amounted to €395.1 million (Dec. 31, 2024: €411.2 million). The decrease can be explained first and foremost by advance payments received on supply contracts, particularly for polysilicon. They fell €26.4 million to €242.4 million (Dec. 31, 2024: €268.8 million).

Deferred income came to €10.2 million as of the reporting date (Dec. 31, 2024: €11.8 million), and mainly comprised a payment by Siltronic AG to Wacker Chemie AG for the transfer of employees.

Cash flow from operating activities was negative in 2025 and came to €-116.0 million (2024: €-153.4 million), due mainly to the net loss for the year.

Wacker Chemie AG generated a cash outflow of €-597.5 million from its investing activities (2024: cash outflow of €-193.8 million). This includes investment in property, plant and equipment (tangible fixed assets) of €-268.1 million. The repayment of fund assets that had been invested over the long term resulted in a cash inflow of €22.0 million during the reporting year. The purchase of securities and fixed-term deposits resulted in a cash outflow of €-182.5 million. In 2024, the sale of securities and fixed-term deposits and the repayment of loans classified as financial assets had resulted in a cash inflow of €144.8 million. Net cash flow – defined as the sum of cash flow from operating activities and cash flow from long-term investing activities (excluding securities and fixed-term deposits) – was negative in the reporting year and amounted to €-377.4 million (2024: €-461.1 million).

Cash flow from financing activities totaled €747.0 million (2024: €447.9 million). Intra-Group financing resulted in a cash inflow of €436.3 million (2024: cash inflow of €277.1 million). The dividend for the 2024 fiscal year resulted in a cash outflow of €124.2 million.

All in all, cash and cash equivalents increased by €33.5 million to €954.3 million (2024: €920.8 million).

Risks and opportunities

Wacker Chemie AG's business performance is subject to essentially the same risks and opportunities as the WACKER Group. Wacker Chemie AG's exposure to the risks associated with its subsidiaries and investments depends on the size of its stakes in the respective entities. The measurement of investments, loans and receivables from subsidiaries are affected in particular by the risks specified in the Risk Management Report. Through our subsidiaries and investments, we could face impairments arising from legal or contractual contingencies (especially financing). These contingencies are explained in the Notes to the financial statements of Wacker Chemie AG. As the parent company of the WACKER Group, Wacker Chemie AG is integrated in the groupwide risk management system.

» **For further details, see the Financial Instruments section of this Annual Report. A description of the internal control system for Wacker Chemie AG, as mandated by Section 289 (5) of the German Commercial Code (HGB), can be found in the section on the Internal Control System (ICS) and the Internal Control System for Accounting.**

Outlook

WACKER's main planning assumptions relate to raw-material and energy costs, personnel expenses and exchange rates. The expectations for Wacker Chemie AG's business performance in the year ahead are essentially the same as those for the WACKER Group, which are explained in full in the Group's Outlook section.

Publication

The annual financial statements of Wacker Chemie AG, for which PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft issued an unqualified audit opinion and which include, in particular, the statement of financial position and the statement of income shown here, have been submitted to the Company Register provider and can be accessed on the Company Register website. Wacker Chemie AG's annual financial statements are published together with those of the WACKER Group. These annual financial statements can be requested from Wacker Chemie AG, Gisela-Stein-Straße 1, 81671 Munich, Germany. They are also available online.

Risk management report

The risk management report includes disclosures pursuant to ESRS 2.40 and ESRS 2.42 of the sustainability reporting on strategy, business model and value chain.

Description and statement relating to risk and compliance management

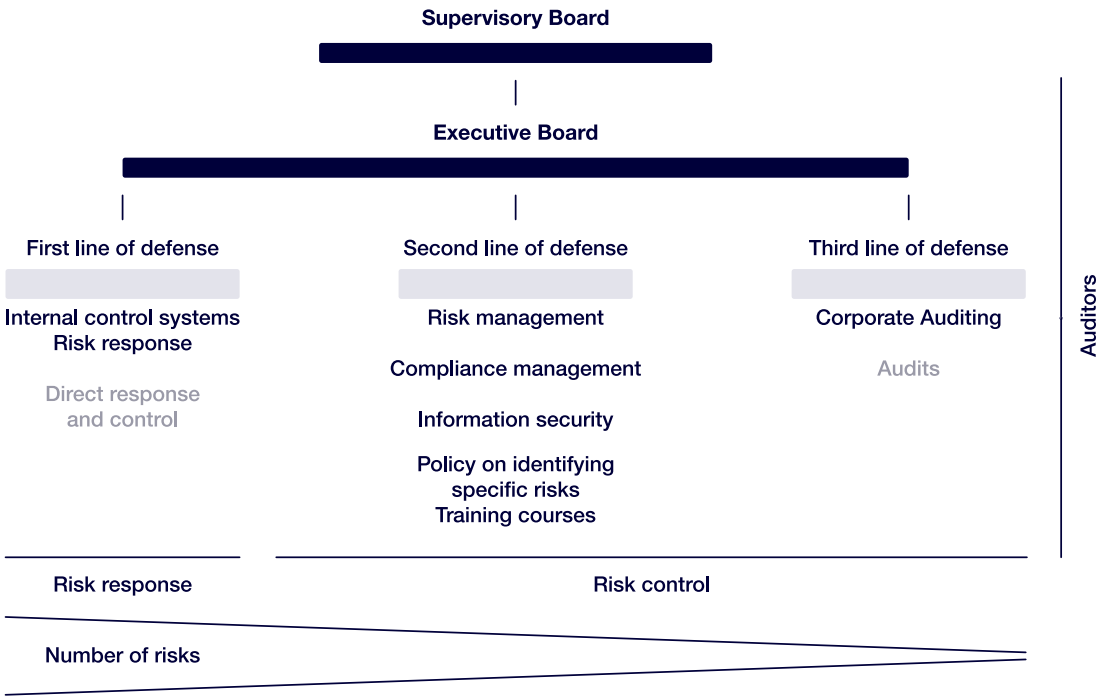
Integrated approach to risk and compliance management

Risk and compliance management are an integral part of corporate management at WACKER. As a global company, we are exposed to numerous risks directly attributable to our business activities. Starting from an acceptable overall level of risk, the Executive Board decides which risks we should take to seize the opportunities available to the company. The goal of risk management at WACKER is to identify risks as early as possible, evaluate them adequately, and take appropriate steps to reduce them. We define risks as internal and external events that may have a negative effect on the attainment of our targets and forecasts.

As a chemical company, we have a particular responsibility to ensure plant safety and protect human health and the environment. At all our production sites, there are employees who are responsible for plant and workplace safety and for health and environmental protection. Our risk management system complies with the statutory requirements and is integral to all our decisions and business processes. The Executive and Supervisory Boards are regularly informed about the current risk status in the Group and at each business division.

WACKER follows the Three Lines of Defense model to effectively manage corporate risks and ensure compliance with legal provisions and the ethical principles of corporate management.

Three Lines of Defense model



The first line of defense lies with the managers of operational units. They are responsible for risk management and monitoring, including how risks are handled there. This includes maintaining functioning internal control systems in their operational units.

The second line of defense is formed by the company's risk and compliance management system, as well as its IT security measures. Risk management involves systematically tracking the main risks facing operational units and reporting on the risks to the Executive Board. Compliance management ensures that the ethical principles of corporate management are observed. The compliance management team identifies the relevant legal requirements and amendments, forwards them to the affected corporate units, and holds compliance for employees. These courses are intended to increase the awareness of all employees to ensure that they do not breach the law – particularly with a view to preventing bribery and corruption, competition and antitrust violations, and other forms of economic crime. In addition, all customer-facing employees receive regular and extensive training on competition-law issues and the types of economic crime. The IT Security team develops effective strategies to combat cybercrime, digital industrial espionage and sabotage attacks, making the company more resilient in the face of all kinds of cyberattacks.

Both the Executive Board and the Supervisory Board are informed regularly and, if necessary, on an ad-hoc basis about compliance risks and any compliance incidents that have occurred, as well as any measures initiated. The Executive Board discusses relevant compliance issues on a monthly basis.

The tax compliance management system aims to ensure that Wacker Chemie AG and its subsidiaries comply fully and punctually with their obligations under tax law. Early involvement of the tax department in relevant transactions ,coupled with checks that are established components of preliminary tax-related processes, help minimize the corresponding risks.

Acting as an independent monitoring body for the Executive Board, the Corporate Auditing department works as a third line of defense. This department conducts audits at regular intervals to review the risk management activities in place at the various corporate units and to check whether the internal control systems run by the operational units are effective. Corporate Auditing also liaises with the compliance management team if, for example, anti-corruption investigations are undertaken or related measures implemented.

Internal control system (ICS) and internal control system for accounting

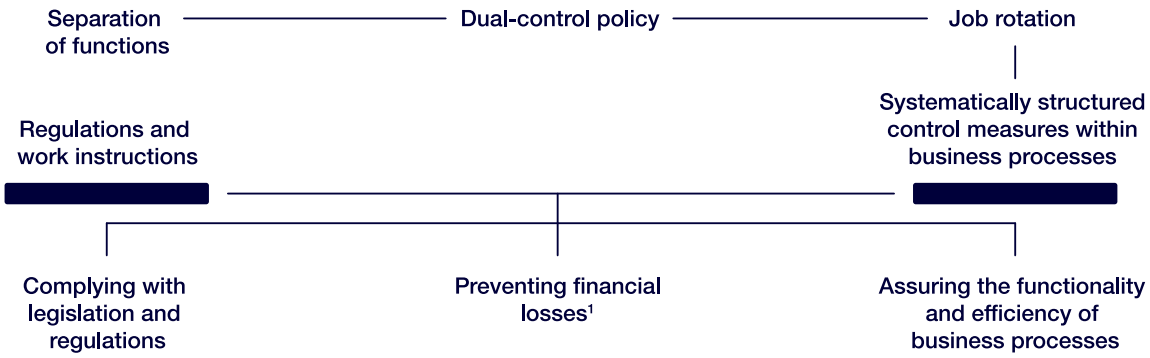
WACKER maintains a groupwide internal control system (ICS) that is designed to comply with legal specifications and internal regulations as well as to ensure reliable financial and sustainability reporting. The ICS is geared toward the internationally recognized COSO framework (Committee of Sponsoring Organizations of the Treadway Commission) and, by its nature, provides appropriate reliability, but not in absolute terms. A regulation setting out how the internal control system is structured is accessible on our intranet and defines the structural organization and responsibilities relating to the ICS within the WACKER Group. The directive for the internal control system, which is also available on the intranet, sets out the objectives, scope and procedures for the groupwide ICS. The overall responsibility for the ICS lies with the Executive Board; functional responsibility is assigned to our Chief Financial Officer. Corporate Accounting is responsible for setting up, maintaining and refining the ICS, and is supported by a global ICS coordinator in the various Group companies. Local ICS officers receive appropriate training to perform their work. Corporate Auditing carries out independent audits at regular intervals. The Supervisory Board's Audit Committee receives regular reports and monitors the suitability and efficacy of the ICS.

Our internal accounting control system aims to ensure that our accountants process every business transaction promptly, uniformly and correctly, and that reliable data on the Group's earnings, net assets and financial position are available at all times, thus avoiding misstatements in Group accounting and external reporting. Our approach here complies with statutory provisions and accounting standards. One key internal guideline is the accounting manual, which is valid groupwide and available on the WACKER intranet. The manual specifies binding rules for groupwide accounting and measurement and contains stipulations on organizational responsibility for accounting-related topics. We also use organizational safeguards, such as compliance with the dual control principle, the separation of relevant functions and enlisting the support of external experts when addressing complex accounting matters to reduce the risk of accounting misstatements. We deploy user authorization systems, data release policies and access restrictions to protect all financial systems from misuse.

Process risks that impact reporting are identified, and adequate controls defined, at regular intervals. Comprehensive process risk analyses were conducted in the reporting year. Internal controls were adjusted as necessary and documented in standardized risk control matrices. The focus was on large production companies in Germany, China, South Korea and the US.

The subsidiaries are responsible for ensuring that all regulations are implemented in their local regions. Corporate Accounting assists them in this task. Each quarter, managers at our divisions, corporate departments and subsidiaries confirm for their areas that all key issues for the quarterly and annual financial statements have been reported. However, despite taking every possible precaution, we can never guarantee that the internal control system will be 100-percent effective.

Fundamental features of the internal control system (ICS)



[1] Possible financial losses due to the intentional or inadvertent misconduct of our employees or third parties

Risk management

WACKER focuses on identifying, evaluating, responding to, and monitoring risks as part of a transparent and comprehensive system for all areas of the company. The system is based on a defined risk strategy and an efficient reporting procedure. The Executive Board regularly reviews and enhances the risk strategy.

All levels of the company are involved in risk management. It consists of three intermeshed aspects:

- Division-specific risk management and early-warning systems
- Groupwide risk coverage
- Groupwide risk mapping

The Group's risk management system draws on existing organizational and reporting structures, supplemented by additional elements:

- The risk management manual: It contains the system's principles and processes. It explains reportable levels of risks and how risks are to be covered and mapped.
- The risk management regulation: It stipulates groupwide reporting requirements, including when a specific committee must be informed.
- Role of risk management coordinator: This coordinator is responsible for the risk management system and is supported by local risk coordinators.
- Risk list: In this list, we record each specific risk facing our divisions and other corporate sectors. Reporting is mandatory for individual risks where the effect on earnings would exceed €5 million.

WACKER identifies risk on two levels: divisional and Group. We employ various instruments to detect and recognize risk. These include monitoring order-intake trends, market and competition analyses, customer talks, and ongoing observation and analysis of the economic environment.

Risk management system

Assessment, quantification and management of risks

We analyze each identified risk's probability of occurrence and potential effect on earnings. Corporate Controlling compiles a monthly report to inform the Executive Board of current and expected business developments and their associated risks. We evaluate risks and opportunities at regular meetings with our divisions and weigh them up against each other.

Corporate Controlling's task is to ensure that our risk management standards are implemented and our risk management process enhanced. It not only records every substantial risk groupwide, but also evaluates them systematically. Significant risks and those endangering the company's continued existence are reported as soon as they are identified. As WACKER's business divisions are responsible for their own results, this process is closely interwoven with operational controlling. Individual divisional risks are identified and evaluated on a monthly basis.

The Corporate Finance and Insurance department is responsible for managing financial risks and customer receivables.

Compliance management (unaudited as part of financial statement auditing)

WACKER's ethical principles of corporate management exceed the statutory requirements. The Compliance Management department is responsible for ensuring that these principles and all related legislation are observed groupwide. Training courses on compliance raise employees' awareness of the relevant risks and convey binding rules of behavior for daily work routines. These aspects are covered by WACKER's compliance regulation, by the Group's corporate rules and by our code of conduct. Eight groupwide values underpin our code of conduct. They guide us in meeting the ethical behavior expectations that are fundamental to our global business activities. In the reporting year, further communication and awareness-raising measures were implemented to further familiarize employees worldwide with the company-wide "Good Corporate Practices" from our Code of Conduct.

» **For more information on our Code of Conduct, see the "Principles of corporate ethics" section in the Declaration on corporate management**

Employees are instructed to inform their supervisors, the compliance officers, the employee council or their designated HR contacts of any violations that come to their attention. Any reported or known compliance breach is investigated and punished accordingly. Both employees and external parties have the option of reporting suspected violations within the company anonymously via a protected channel. We have a groupwide whistleblower system in place, in line with European Union requirements. It enables WACKER's employees, business partners and other stakeholders who detect any potential violations of rules and regulations to report them to the company – confidentially and anonymously and in an accessible manner. In our global communication concept for the whistleblower system, we describe the internal processes initiated by each reporting channel. We transparently explain to whistleblowers how we handle the reports submitted.

The Group's compliance officers are responsible for ensuring that the compliance system is observed and are on hand to advise employees on all compliance-related matters.

Prevention is a key aspect of the compliance officers' work. They train, inform and advise employees and management about the strategies and actions, for example, that prevent corruption and economic crime of any kind. In the reporting period, we further expanded the face-to-face compliance courses that are conducted worldwide by our global compliance organization. Compliance management measures were, furthermore, expanded in the assessment and training of WACKER's external sales partners and distributors. To this end, the measures we introduced included specifying global compliance safeguards and initiating compliance training tailored to our target groups.

WACKER has a compliance management system in place worldwide that is continuously reviewed and enhanced in accordance with internationally recognized auditing standards. We carry out ongoing compliance risk assessments throughout the Group, with Global Compliance collaborating with the relevant corporate functions. Targeted investigations are carried out in the event of suspected compliance violations. In addition, ad hoc audit procedures are carried out as a matter of routine.

In 2025, no major compliance infringements were identified that are subject to the above-mentioned reporting threshold of an earnings impact exceeding €5 million.

Corporate Auditing

The third line of defense is provided by the Corporate Auditing department, which acts as an independent monitoring body for the Executive Board. It monitors the effectiveness of the groupwide internal control and risk management system, compliance with internal and external requirements and efficacy across various operational processes and systems.

On behalf of the Executive Board, Corporate Auditing performs regular, mainly process-specific reviews of all relevant functions and corporate units, focusing on internal control systems. Audit topics are selected using a risk-driven approach. The audit universe, which covers all the Group's main functions, sites and companies, is the basis of Corporate Auditing's topics. It also includes risk-management reporting, as well as the reports and information provided by the corporate departments, business divisions and major joint ventures / associates. The audit plan is supplemented and adopted by the Executive Board and discussed with the Audit Committee. If necessary, there is flexibility to modify the plan during the year to reflect changes in underlying conditions.

Any measures derived from the audits for optimization of processes and the internal control and risk management system are implemented and systematically monitored by the Corporate Auditing department. The latter provides the Executive Board and Audit Committee with regular reports on the results and implementation status of the various measures.

The audits conducted in the year under review did not reveal any major findings that would pose a threat to the proper functioning of the internal control and risk management systems.

Executive Board (unaudited as part of financial statement auditing)

The Executive Board has overall responsibility for implementing suitable governance systems. It provides the Supervisory Board's Audit Committee with regular updates on current issues related to these systems so that the Audit Committee can monitor their effectiveness.

The Executive Board declares that at the time this report was prepared, there had been no issues that would give rise to the assumption that the established internal control system, the risk management system or the compliance management system were not appropriate or effective in all material respects.

External auditor

The auditor adopts a risk-driven approach to examining the structure and effectiveness of the internal control system for accounting. In the course of auditing as per Section 317 (4) HGB, the auditor also examines the early warning system for detecting risks. The auditor's findings are communicated to management and the Supervisory Board.

Central risk areas

Defining the probability and impact of risk occurrence

In the risk management report, we distinguish between latent risks – i.e. risks with a very low probability of occurrence (less than 10 percent) or an impact time outside of the next twelve months – and acute risks that we classify as unlikely, possible or likely. Acute risks involve cases that are considered to have a probability of greater than / equal to 10 percent or that have been specifically identified. To decide which special risks, in this sense, must be taken into account, we look closely at the individual cases.

Acute risks that could individually or cumulatively jeopardize the company's continued existence are to be reported immediately to the Executive Board of Wacker Chemie AG. Relevant, individual risks in this respect could lead to a one-off loss in earnings of at least €5 million or to a total loss in earnings (before taxes) of at least €10 million over four years.

By adopting these thresholds, we acknowledge that several small-scale risks could also accumulate into a risk that jeopardizes the company's continued existence. It is irrelevant for a corporate unit’s risk-reporting obligations whether the risk source is sales or cost related.

Corporate Controlling collates all the risks and notifies the Executive Board about acute risks in a report that lists each risk with an impact of €5 million or more. The report is supplemented every December by an overview of all latent risks.

We have defined categories to describe the probability of identified risks occurring. The categories provide a framework for understanding our assessment of individual areas of risk. In percentage terms, our categories define the range of probability as follows:

- Latent: under 10 percent
- Unlikely: 10 to 24 percent
- Possible: 25 to 75 percent
- Likely: over 75 percent

We also use categories to describe how the occurrence of the risks listed might affect the Group’s earnings, net assets or financial position. We assess the possible effect on earnings using the net method, i.e. after taking appropriate countermeasures, such as hedging, or including provisions that have already been set up. The categories used, which are set out below, define the ranges:

- Low: up to €25 million
- Medium: over €25 million up to €100 million
- High: over €100 million

The table below shows our estimation of the probability of risks and of how the occurrence of those risks might affect the Group’s earnings, net assets or financial position. The statements refer to the forecast period, i.e. 2026. The risks listed in the table affect all business divisions. If risks only affect individual segments, the relevant business divisions are shown in the risk category. In the reporting period, we have included new risks that were not categorized in the previous year. Risks that were only assessed and measured for the previous year are no longer assigned to the central risk areas in the reporting year, as they neither meet the criteria for acute risks nor can they be assessed as “high” latent risks (impact of over €100 million).

Probability and possible impact of our risks

Risk category	Probability in 2026[1]	Possible impact in 2026[1]	Probability in 2025[2]	Possible impact in 2025[2]
Overall economic risks	Latent	High	Latent	High
Sales-market risks				
Excess capacity in chemical divisions (Silicones, Polymers)	Latent	High	Latent	High
Price and volume pressure on polysilicon products (Polysilicon)[3]	–	–	Possible	High
Decline in demand due to new technologies	Latent	High	Latent	High
Accounting risks				
Accounting risk: value of property, plant, and equipment and of intangible assets	Unlikely	Medium	–	–
Accounting risk: stake in Siltronic AG	Unlikely	High	Possible	High
Procurement-market risks	Possible	Low	Possible	Medium
Production and environmental risks				
Production, storage, filling, transport	Possible	Low	Possible	Low
Reputation and disposal routes	Latent	High	Latent	High
Storage site in Düsseldorf, Germany	Likely	Low	Likely	Low
Pensions	Unlikely	Medium	Possible	Medium
Regulatory risks				
Energy transition in Germany	Latent	High	Latent	High
Potential obligation to repay energy subsidies[4]	–	–	Unlikely	High
US import tariffs	Possible	Medium	–	–
Polysilicon trade restrictions	Possible	High	Latent	High
New regulations for production processes, products and their applications	–	–	Likely	Low
IT risks	Latent	High	Latent	High
Personnel-related risks	Latent	High	Likely	Low
External risks	Latent	High	Latent	High
Physical climate risks	Latent	High	Latent	High

[1] Risks that were only assessed and measured for the previous year are no longer under the central risk areas in the reporting year.

[2] Risks that were neither assessed nor measured for the previous year have been newly included for the reporting year.

[3] Risk reclassified: moved from “Price and volume pressure on polysilicon products (Polysilicon)” to “Polysilicon trade restrictions”.

[4] Prerequisites for energy subsidies fulfilled; internal verification system certified.

Overall economic risks

Scenario: Economic slowdown.

Impact on WACKER: Production-capacity utilization drops, specific manufacturing costs rise, and the Group's sales and earnings decline.

Measures: We counter this risk by continuously observing economic trends in our key sales markets. If we detect economic weakness, we take early precautions to flexibly realign production capacities, resources and inventories with customer demand. In such a case, we concentrate capacity utilization on production locations with the best cost position, for example.

Evaluation and risk assessment: There is a risk that, in terms of personnel, certain business activities within the company cannot be adapted to instances of underutilization fast enough. We rate this risk as being likely with a low impact if it were to materialize. High inflation rates worldwide, high interest rates, high energy prices in Europe and consumers' ongoing reluctance to spend have been a considerable drag on the economy since 2022. We have already included these possibilities in our planning. We believe there is a latent risk that the global economy will slow further in 2026. Were this risk to materialize, it would have a major impact on WACKER's earnings.

Sales-market risks

(ESRS 2.42 b, c)

Excess capacity in chemical divisions (Silicones, Polymers)

Scenario: There is a risk that further excess capacity will emerge on the markets in the Silicones and Polymers chemical divisions.

Impact on WACKER: Price and volume pressure on our products.

Measures: We minimize this risk by adjusting our production capacity and by ensuring plant utilization through volume control and the intense cultivation of growth markets. It remains our goal to increase the share of cyclically resilient product lines in our portfolio and to rank among the global leaders in those lines.

Evaluation and risk assessment: Our chemical business faces further overcapacity and weak demand, with further price pressure in some cases. For example, prices of standard silicones are very low in China and Europe, and demand is weak in certain application fields, like the textile industry. The Silicones division's prices, however, have not fallen further to any substantial degree versus previous years, with no significant price changes currently planned for 2026. The Polymers division is still facing considerable price pressure. We consider the risk to be latent. Were it to materialize, its impact would be high.

Decline in demand due to new technologies

Scenario: New technologies replacing previous solutions could trigger a decline in demand for our products.

Impact on WACKER: In our view, strong systemic competition is a manageable risk. In fact, we also see a contrary trend because our silicones, for example, can replace other product groups, such as PFAS (per- and polyfluorinated alkyl compounds). New applications are giving us additional opportunities, especially for sustainable products, in markets ranging from electronics and e-mobility to medicine and wound care.

Measures: We counter this risk by continuously enhancing our product range and by taking a leading role in developing new technologies. In doing so, we collaborate very closely with our customers and suppliers.

Evaluation and risk assessment: During our company's more than 100-year history, we have often overcome the risk of markets collapsing. Rather than just reacting with product-portfolio adjustments, we actively shape tomorrow's solutions so that we participate in nascent markets from the outset. We consider the risk to be latent. Were it to materialize, its impact would be high.

Accounting risks

Value of property, plant, and equipment and of intangible assets

Scenario: Market and business prospects change; capacities are permanently underutilized; structural changes with decommissioning of production plants.

Impact on WACKER: In light of the current challenging economic situation, there is a risk of valuation adjustments having to be recognized for the production plants and goodwill of SICO Performance Material (Shandong) Co., Ltd., China. In addition to such adjustments having to be recognized, disposal losses may arise upon sale or decommissioning and lead to earnings being impacted for the Group.

Measures: We keep a close eye on business and market trends as well as other events likely to impact the recoverability of the assets concerned, and we carry out impairment tests if required.

Evaluation and risk assessment: We believe the occurrence of valuation adjustments to be unlikely. If this risk were to materialize, we would rate the potential impact on our earnings and net assets as medium.

Stake in Siltronic AG

Scenario: In the case of the equity-accounted stake in Siltronic AG, valuation adjustments, as well as reversals of impairment losses in subsequent periods, may arise if the enterprise value changes as a result of altered market and business prospects and/or share-price fluctuations.

Impact on WACKER: Valuation adjustments may cause earnings to be impacted for the Group; reversals of impairment losses, in contrast, may cause earnings to improve. A valuation adjustment would be necessary if the value in use determined as part of a valuation decreases. A reversal of an impairment loss, in contrast, would be necessary if the share price exceeds the carrying amount on the closing date or if the value in use increases.

Measures: We keep a close eye on Siltronic AG's business and market trends as well as changes in its share price, and carry out impairment tests as needed.

Evaluation and risk assessment: We believe the occurrence of a valuation adjustment to be unlikely. If this risk were to materialize, the potential impact on our earnings and net assets would be high.

Procurement-market risks

(ESRS 2.42 a)

Scenario: Higher raw-material and energy prices; bottlenecks in the supply of certain raw materials; change to key relief regulations for energy-intensive industries.

Impact on WACKER: Earnings dampened by higher raw-material and energy prices. Supply bottlenecks could lead to longer customer delivery times and reduce the volumes sold.

Measures: Close cooperation between Procurement and our business divisions helps ensure that higher procurement costs are for the most part passed on to our customers, so that WACKER's margins remain stable. For strategic raw materials and energy, we prepare regular, systematic procurement plans, which include an evaluation of the procurement risk. Wherever possible, we take appropriate countermeasures for any procurement risk classed as relevant. Such countermeasures include: long-term supply contracts; structured procurement policies for multiple suppliers under contracts of differing lengths; a wider supplier base; a higher level of safety stocks. We reduce our dependence on external suppliers by means of partial vertical integration, for example by producing our own silicon metal and vinyl acetate. As far as energy procurement is concerned, we endeavor to protect ourselves against extreme price hikes by deploying a rolling hedging strategy and utilizing all possible relief options. WACKER is making an active contribution to the efforts of the German Chemical Industry Association (VCI) to maintain special regulations for particularly energy-intensive companies, or to have these replaced by tools with an equivalent financial effect. Within this context, WACKER has for years been advocating a Europe-wide industrial electricity price. In 2025, the German government announced its intention to introduce an industrial electricity price to Germany in 2026.

Evaluation and risk assessment: We consider the occurrence of the risk to be possible; its impact would be low. This is because our good position for raw-material and energy procurement means we are now able to effectively manage the risks inherent in both economic upturns and downturns. Moreover, the prices of the raw materials relevant to WACKER fell year over year. If the world economy were to weaken significantly, our purchasing terms for key raw materials would allow us to adjust contractual volumes flexibly and – wherever possible – to benefit from price decreases through appropriate pricing models. Should global growth become unexpectedly strong, our volume guarantees are so extensive that we do not see any major risks to raw-material security.

As regards electricity costs, current German law partially exempts energy-intensive companies from paying various levies and surcharges. WACKER, too, benefits from these rules. Any restriction on the exemption rules could reduce the competitiveness of specific business activities. In general, energy price trends (wholesale prices, infrastructure costs and ancillary costs) will remain heavily dependent on how German and European policymakers organize the energy transition.

In particular, grid fees for electricity, natural gas and, in the future, hydrogen could continue rising – prompted firstly by the costs of grid expansion for the energy transition, secondly by further costs for eliminating grid bottlenecks and thirdly by regulatory changes.

In 2025, spot market prices for raw materials and energy remained largely stable. However, electricity and gas prices, especially in Europe, remain significantly above their pre-2022 long-term average.

Production and environmental risks

(ESRS 2.42 a, c)

Production, storage, filling, transport

Scenario: There are risks relating to the production, storage, filling and transport of raw materials, products and waste.

Impact on WACKER: Personal injury; property damage and environmental impairment; production downtimes and operational interruptions; and the obligation to pay damages.

Measures: WACKER coordinates its processes through its integrated management system (IMS). This system regulates workflows and responsibilities, taking into account productivity and quality as well as the environment, and health and safety. The IMS is based on statutory regulations, and on national and international standards, such as Responsible Care® and the UN Global Compact, which go far beyond legally prescribed standards. We focus on securing the highest possible level of operational safety at our production sites by monitoring maintenance extensively and by performing regular plant inspections. We conduct thorough safety and risk analyses, from the design stage through to commissioning, to ensure the safety of our plants. We regularly hold seminars on plant and workplace safety, and protection against explosion damage. Every WACKER site has an emergency response plan in place to regulate cooperation between internal and external emergency response teams, and with the authorities. We are insured against loss events at our plants and the potential consequences of such events. Our insurance cover is in line with customary chemical-industry standards. When we work with logistics providers, we ensure that shipments of hazardous goods are always checked prior to loading. Any deficiencies are systematically recorded and tracked.

Evaluation and risk assessment: Experience has shown that risks stemming from the production, storage, filling and transport of raw materials, products and waste can never be completely ruled out. Although it is possible that such risks occur, we consider a serious loss event to be unlikely. If such an event occurred, it would have a low impact on WACKER's earnings.

Reputation and disposal routes

Scenario: There are risks due to consequences for our reputation and the disposal routes we use, with a knock-on impact on disposal costs. These risks could be triggered by complaints lodged near our sites, or by new legislation.

Impact on WACKER: If new legal requirements or complaints from site neighbors make it necessary to change disposal routes, for example, then costs will be incurred.

Measures: At its sites, WACKER is in regular dialogue with local communities and NGOs. We are always reachable by phone or online and are available for personal talks, so that we can investigate information received from communities near our production sites. We monitor legislation continuously, taking account of new regulations in good time and aligning our processes accordingly to ensure that production and delivery are reliable and legally compliant. Our top priority here is safety – for mankind and nature, for local communities and, of course, for our employees. Steady information flows and our dialog with the public not only sensitize us to changes that might harm our reputation, but also enable us to manage our processes so that misunderstandings are avoided.

Evaluation and risk assessment: As a corporate citizen, we monitor such latent risks, focusing on safety, compliance and environmental protection. We see change as an opportunity to enhance the sustainability and efficiency of our processes so that we prevent potentially high impacts.

Storage site in Düsseldorf, Germany

Scenario: One risk relates to legal consequences and costs caused by soil contamination at a former storage site in Düsseldorf. From 1948 until 1974, this site was owned by one of Wacker Chemie AG's forwarding companies, which used it for storage and transshipment.

Impact on WACKER: Wacker Chemie AG and the former freight forwarder each bear their share of the costs for groundwater treatment.

Measures: WACKER is handling the groundwater treatment systematically, in line with its sustainability commitments.

Evaluation and risk assessment: This legal risk has existed since 2003. The cost level is low. As a result, we expect the potential impact to be low despite its high probability.

Pensions

Scenario: Rising life expectancy of those entitled to a pension; pay and pension adjustments; falling discount rates; significant changes in the composition of invested fund assets and in capital-market interest rates.

Impact on WACKER: A rise in pension obligations, a decline in fund assets, and a possible injection of financial resources into the pension fund or into the plan assets will affect the financial position and earnings of the Group. Further factors with a substantial impact on WACKER's equity and earnings are the higher life expectancy of pension-fund beneficiaries, adjustments to pay and pensions, and the discount rate (used to calculate the present value of future cash flows).

Measures: The majority of WACKER's pension guarantees are covered by the Wacker Chemie VVaG pension fund, by other pension-related funds, special-purpose assets, and by insurance plans. The investment portfolio is diversified to ensure a sufficient rate of return and to limit investment risks. The pension fund optimizes all asset items so that it attains the required return within specified risk limits. As one of the sponsoring entities, WACKER makes payments to the fund when necessary, thereby ensuring sufficient coverage for pension obligations. We adjust the calculation parameters (e.g. life expectancy) for the other defined-benefit pension commitments if need be. Since 2022, WACKER has been offering new employees in Germany a company pension in the form of direct commitments on a funded basis. These commitments are secured via a contractual trust arrangement (CTA), from which the company's pension obligations are funded.

Evaluation and risk assessment: Employee and retiree beneficiaries of the pension fund are steadily getting older. The capital-market interest rates were very low until 2021; interest rates have since risen considerably. We consider the current interest rate environment to be stable. By adopting the above-mentioned measures to reform our company pension system,

we have also countered the negative impact on our financial position. We do not assume that special payments to the pension fund will be necessary in 2026. For the foreseeable future, however, the existing plans will continue to dominate WACKER's company pension arrangements. In consequence, we currently consider the likelihood that more special payments to the fund will be needed in the next few years to be slight; as are the likelihoods that pension expenses and pension payments will continue to rise and that higher provisions for pensions will weigh on the company's financial position. This would probably have a medium impact on WACKER's earnings, net assets and financial position.

Regulatory risks

Energy transition in Germany

Scenario: Achieving the CO_2-reduction targets set for 2030–2045 will likely lead to extensive and repeated legislative amendments to the regulatory framework as part of the transformation of Germany's energy supply system (energy transition). This will affect not only the electricity sector, the mainstay of future energy supplies, but also natural gas and the hydrogen economy. Europe's emissions trading system (ETS) provides for a significant, regulatory increase in CO_2 prices due to growing shortages. Moreover, the permanent creation of additional reporting obligations means an ever-greater administrative burden. These regulatory measures will cause a structural rise in costs for manufacturers using fossil raw materials. As switching to non-fossil alternatives, such as biogenic raw materials or green hydrogen, also increases costs, Europe's production costs could rise significantly overall. The absence of a comparable regulatory framework in other important economic regions (particularly in the USA and Asia) threatens production locations in Europe with global disadvantages. The European Commission plans to compensate for these disadvantages with tariff measures set out in its Carbon Border Adjustment Mechanism (CBAM). So far, the rules have only been defined for certain raw materials and are extremely complex. The Commission has announced that it will add other CO_2-intensive raw materials to this tool. It is still uncertain, though, how the competitive disadvantages mentioned will ultimately affect European production locations.

Impact on WACKER: Potential increase in energy and raw-material costs. Also a far greater administrative burden in meeting new reporting, implementation and certification obligations.

Measures: We continually monitor regulatory activity in Germany and in the EU. Whenever we anticipate changes in the current legal situation, we try to introduce our viewpoint into legislative procedures through discussions with policymakers and by participating in the work of trade associations. This primarily concerns special regulations to reduce levies and grid fees for electricity supplied to energy-intensive industries. Another relevant aspect is to regulate the effects on raw material costs by using CO_2 pricing and the Carbon Border Adjustment Mechanism (CBAM).

Evaluation and risk assessment: Legislation on energy supply and the transformation of the economy toward achieving net zero is subject to constant change. Since all political stakeholders generally support the energy transition in one form or another, we expect further significant regulatory intervention. We consider the risk to be latent. Were it to materialize, its impact would be high.

US import duties

Scenario: In January 2025, the US government published its “America First Trade Policy,” which envisages a national realignment of tariff policy and a review of trade relations in order to manage trade deficits and investment flows in favor of the USA.

Over the course of the year, the US government supplemented existing standard tariffs with blanket country-specific ones. These additional tariffs were imposed on almost all countries before being temporarily suspended and repeatedly adjusted. In addition, sanctions-policy tariffs and product-specific duties (relevant to, e.g., aluminum in products) were introduced unilaterally. At the same time, the US government established an exemption list by tariff category. Many of WACKER’s major import categories were initially exempted; in some cases, these exemptions were removed over the course of the year. Further developments are difficult to predict.

Impact on WACKER: In addition to the direct effects in the form of higher tariff costs, WACKER is exposed to indirect risks from a possible fragmentation of the global economy as a result of the USA’s tariff policy. Risks and costs are primarily the result of declining demand in end markets and of the impact on supply chains, with an indirect effect on WACKER too. But these risks and costs are also the result of copycat effects (e.g. additional tariffs imposed by Mexico on Asia) or more complex import processes (e.g. additional tariffs on the amount of aluminum contained in a product, etc.). In view of the dynamic nature of the present situation, together with ongoing negotiations and changes, the consequences are difficult to assess overall.

Measures: We have included pass-through clauses for tariff costs in our customer contracts and are monitoring developments so that we can react promptly to changes and optimize supply chains where necessary.

Evaluation and risk assessment: If additional tariff costs were to materialize, we would pass these on to our customers wherever possible. We consider the risk to be possible. We would assess the direct impact as “medium” if this risk were to materialize. Additional tariffs could have an indirect impact on WACKER’s business if our customers were to be subject to additional tariffs and their ordering behavior changed as a result. The indirect impact could be high if this risk were to occur.

Polysilicon trade restrictions

Scenario: As a result of the international trade conflicts that have been ongoing for years, polysilicon and its derivatives are subject to various tariff regulations which are currently affecting the movement of goods between different regions of the world, such as the USA, China, India and Southeast Asia. Causes of further uncertainty currently include an investigation initiated by the US Department of Commerce on July 1, 2025, under Section 232 of the Trade Expansion Act, to assess the impact of imports of polysilicon and its downstream products on US national security and, if necessary, to protect US industry from a loss of know-how and a drop in prices due to overcapacity. The future price trend for WACKER’s solar-grade polysilicon may depend to a large extent on the outcome of these proceedings and on the degree to which market access is regulated. Depending on the outcome of these Section 232 proceedings, the price of solar-grade polysilicon could decline, which would make it difficult or impossible for WACKER to sell at prices that cover the costs.

Impact on WACKER: A possible tightening of US anti-dumping and countervailing duties, as well as other globally relevant import and export restrictions in the semiconductor sector, not to mention an unfavorable outcome of the Section 232 proceedings on WACKER, could have an unfavorable impact on the Group’s net assets, financial position and earnings and could negatively impact volumes and long-term customer relationships.

Measures: The further development of global trade conflicts and the outcome of the Section 232 proceedings are hard to predict. We have now significantly increased the amount of semiconductor-grade polysilicon that accounts for our total volumes and we see potential for further growth here. In addition, the interest in regionally diversifying supply chains in many countries means that new sales opportunities are possible for solar-grade polysilicon, too. This trend is being strengthened, for example, by programs incentivizing the expansion of local photovoltaic value chains in the USA, Europe, India and Southeast Asia, as well as by the greater importance attached to compliance with environmental, social and governance standards when it comes to procurement decisions.

Evaluation and risk assessment: We consider the probability of such events occurring to be possible, as market uncertainty is on the rise amid ongoing trade-policy disputes and geopolitical tension. Our polysilicon business could be hit hard by the consequences of these developments.

IT risks

Scenario: Cyberattacks, system errors and unauthorized access to our IT systems and our production plants and networks, resulting in a threat to data confidentiality, integrity or security.

Impact on WACKER: Negative impact on the company's earnings, net assets and financial position, on production processes and on workflows, on its reputation, plus loss of know-how.

Measures: WACKER constantly monitors the information technology it uses and also invests in protecting its IT systems and applications, thereby safeguarding the functionality and stability of its computer-based business processes. Our IT-security and risk-management specialists are responsible for handling hazards in a cost-efficient way. They achieve this through the operation and continuous improvement of our Information Security Management System (ISMS) in line with the ISO 27001 standard. It is also reviewed externally at regular intervals (e.g. in the course of a TISAX Label Assessment). Reliable backup and recovery processes are an essential element in safeguarding the availability of our systems. For emergencies, we have set up processes and procedures in the shape of regularly tested emergency plans (IT service continuity management). We minimize project-related IT risks by applying uniform project / quality management methods. These ensure that project outcomes and possible changes to IT services are integrated into our system landscape in a controlled manner and in accordance with defined processes.

We log any operations-related risks that arise during the IT risk management process, which is based on international standards. We evaluate them and take appropriate technical and organizational countermeasures. The Executive Board is briefed by the Chief Information Security Officer (CISO) on the current cyber-risk status and ongoing IT and information security projects at least once a quarter. Our Cyber Defense Center (CDC) continually monitors the security of our IT landscape and our applications. If the CDC identifies any vulnerabilities, it has them rectified in a timely manner. Our authorization systems, which are regularly updated to meet new requirements and technologies, are based on the need-to-know and least-privilege principles. We protect our IT systems against attacks by means of various state-of-the-art IT security systems, which are continuously adapted and expanded in response to emerging threats. We have set up an international security team that takes organizational and technical measures to counter risks to the confidentiality, integrity and availability of information and systems. We increase employee awareness through events and training on information security and with a campaign involving continuous anti-phishing tests. In the year under review, we organized a campaign month in October to sensitize employees groupwide to the topic of cybersecurity. In addition, we regularly conduct comprehensive penetration tests, audits and assessments at our sites in Germany and elsewhere. We continually observe and evaluate the techniques of potential attackers and, where necessary, realign our defense strategies accordingly. In addition, we constantly exchange information with other companies and interest groups on the subjects of cyber and data security.

Evaluation and risk assessment: A long-term failure of IT systems or a major loss of data could considerably impair WACKER's operations. As in previous years, 2025 saw a large number of attempted attacks on our IT systems and infrastructure. Despite our precautionary measures, we cannot rule out the possibility that attacks like these could be successful in isolated cases. We thus consider the probability of such events to be latent. If, as a result of such an event, any of our IT systems faced downtime and service disruptions which affected a significant number of users or which lasted for a substantial period, the impact could be high.

Personnel-related risks

Scenario: Demographic change; employee health and resilience, especially with longer working lives; lack of highly qualified or managerial employees; problems in filling executive positions; attractiveness of the chemical industry to employees, particularly for the younger generation.

Impact on WACKER: The lack of technical and managerial employees could dampen our continued growth and lead to the loss of our technological edge.

Measures: We clarify risk sources early on and limit HR risks through our personnel policies. In particular, we have a talent management process in place, which we use to draw up development plans for our employees. In addition, we offer a wide variety of training programs, attractive social benefits and performance-oriented compensation. We also offer our employees in Germany a wide range of working-time models and arrangements to better balance career demands with the different phases of their lives.

We set up several occupational health programs to maintain and promote our employees' health. As a pioneer, WACKER offers apprentices in their second year an extensive nine-month health program called BETSI, so that they stay fit during their apprenticeships. Further initiatives inform and encourage employees to lead a healthy lifestyle. For example, we have a one-week health program, where participants are given leave.

WACKER has established a detailed, groupwide succession planning process for all key positions in the company, including all positions held by senior executives (OFKs). In addition, WACKER has appointed deputies for senior executives in the event of a lengthy absence or illness.

By operating a global employer branding campaign and providing details of training courses and entry-level opportunities, we also target younger generations, who we approach via social media channels, for example. Our diversity goals focus on welcoming people in all their diversity to our global team. With our activities for German Diversity Day in May and Global Diversity Awareness Month in October, we underscored diversity's importance at WACKER.

Expansion at our hub in Plzeň (Czech Republic), for example, is allowing us to tap into other pools of skilled employees.

Evaluation and risk assessment: Demographic change will increase the risk of not being able to find sufficiently qualified personnel for technical and managerial positions in the long term. We consider this risk to be latent with a high impact if it were to occur. At present, we have not identified any acute HR risk due to the ongoing PACE restructuring program.

External risks

Scenario: Pandemics and natural disasters; war or civil war; terrorist threats and attacks, and thus unsafe locations; the unforeseeable impact of political developments.

Impact on WACKER: Impairment of our company's capacity to act; supply bottlenecks; production outages; supply-chain disruptions; loss of trade receivables; impact on sales and earnings.

Measures: Our management entities and our sites have prepared and communicated plans and measures to minimize the effects of a pandemic on the health of our employees and on our business processes. Our pandemic-preparedness plan ensures a uniform, coordinated approach. WACKER is also developing a preparedness plan to be ready for potential armed conflicts. The financial impact of damage to our production plants due to natural disasters is partly covered by insurance. As WACKER has production sites on various continents, it can always ensure a certain degree of manufacturing and delivery capability even if individual plants fail.

Evaluation and risk assessment: Risks from pandemics, natural disasters and acts of war or civil war can never be ruled out entirely. The coronavirus pandemic and the wars in Ukraine and the Middle East are clear evidence of this. Should such latent scenarios materialize, their impact could be high.

Physical climate risks

Scenario: Acute physical climate risks due to hazards, in particular extreme weather-related events, including gale-force winds, floods, fires and heat waves. Chronic physical risks resulting from longer-term changes in the climate, such as temperature changes, shifts in precipitation patterns and wind conditions, rising sea levels and water scarcity.

Impact on WACKER: Physical climate risks could result in personal injury, property damage and environmental impairment; in dampened sales and earnings; in production downtimes, supply bottlenecks, supply-chain disruptions and obligations to pay damages; and in operational interruptions.

Measures: As for physical risks, the financial impact of damage to our production plants due to natural disasters is partly covered by insurance. As WACKER has production sites on various continents, our manufacturing and delivery capability is ensured even if individual plants fail. We deal with supply bottlenecks and supply-chain disruptions by covering our needs in a structured way through multiple suppliers. We regularly conduct risk analyses for our sites, taking into account both acute and chronic climate changes. We also consider climate-change risks when assessing our investments.

Evaluation and risk assessment: Physical risks from climate change cannot be ruled out. Our choice of sites and our regular risk analyses and precautionary measures partially protect us against the effects of acute and chronic events. For this reason, we currently consider the risk to be latent. Should a catastrophic climate scenario occur, it could have a high impact on the Group's earnings.

Opportunities report

Opportunity management system

WACKER's opportunity management system remained unchanged from the previous year. It is both a divisional and Group-level instrument. We identify operational opportunities and leverage them in our business divisions, as they have the detailed product and market expertise required. We continuously use market observation and analysis tools to obtain, for example, a well-structured evaluation of industrial, market and competitor data. In addition, we conduct customer interviews to evaluate future opportunities. The monitoring process – how WACKER seizes opportunities – is based on key indicators (such as rolling forecasts and current-status reporting).

Strategic opportunities of overriding importance – such as strategy adjustments, potential acquisitions, collaborations and partnerships – are handled at the Executive Board level. Such opportunities are incorporated into WACKER's annual strategy-development and planning process, with current issues discussed at regular Executive Board meetings. As a general rule, we elaborate different scenarios and risk-opportunity profiles for these issues before making decisions.

WACKER has identified a whole range of opportunities for advancing the Group's success over the next few years.

Overall economic opportunities

Although significant challenges are jeopardizing economic growth, WACKER sees good, medium-term opportunities for growing at a faster pace than global chemical production, especially in young markets and sales regions. The strongest momentum, in our view, will come from Asia in the next few years. We are present in these markets in order to leverage such opportunities. Should energy costs in Germany fall to an internationally competitive level and should WACKER benefit from this trend at its German sites, this would also translate into growth opportunities. Additional growth potential for WACKER stems from programs in the USA and Europe to strengthen crucial technologies and industry sectors in regions where we are already present, and to locally strengthen the value chains involved. This includes semiconductor production, for example.

Sector-specific opportunities

Sector-specific opportunities primarily result from our broad product portfolio, which allows us to respond to global megatrends. For example: the advance of urbanization, the trend toward conserving natural resources and energy, the reduction of carbon emissions, the world's increasing mobility needs, and the growing demand for products that improve health and the quality of life. These trends remain as important as ever to our business.

Rising affluence in emerging-market economies, particularly in Asia, coupled with ever more stringent market and customer requirements, is fueling demand for products incorporating high-value silicones. To benefit from this trend, WACKER intends to keep raising the percentage of high-value specialty silicones in its portfolio versus standard products. Areas of special focus range from the automotive and cosmetics sectors to personal care, health, medicine, electronics and composite materials. Our aim is to meet this growth with innovative products and technologies. We use rising sustainability requirements as opportunities for our sustainable products. Relevant certifications offer an opportunity to generate additional growth in this area.

We see good growth prospects for the Silicones division in the electrical and electronics market, especially in automotive electronics. Growth is being spurred by digitalization, connectivity and electromobility. Electronic automotive assistance systems, for example, are becoming increasingly important and are indispensable for autonomous driving. Silicone gels and silicone encapsulants reliably protect the sensors and electronic components needed in such vehicles. In the coming years, electromobility is likely to gain further momentum. Electric vehicles require high-performance batteries. And we offer the thermally conductive silicones needed to enable effective thermal management, thus ensuring long-lasting, maintenance-free batteries. We also see market opportunities for medical and wound-care applications.

At the Polymers division, growth potential stems from the rising affluence of emerging economies, from increasing urbanization, and from the trend toward conserving natural resources and cutting carbon dioxide emissions. The shift away from conventional building materials and construction methods to value-added systems is set to continue. The scarcity of raw materials, like sand for example, boosts the use of high-quality building materials. Our products contribute to durability by

affording protection from damage, which means fewer repairs and, as a result, fewer resources. The use of dispersible polymer powders for modifying dry mortar remains a key aspect here. The addition of these powders enables mortar mixtures not only to be processed more easily and applied more thinly, but also to have substantially improved properties. The Polymers division continues to see growth potential in environmentally friendly water-based paints and coatings. We work continually to avoid substances of very high concern such as volatile organic solvents or formaldehyde. The importance of a circular economy continues to grow, and we are supporting trends such as the use of renewable raw materials and the replacement of plastic packaging with paper.

The Biosolutions division expects major growth opportunities from bioengineered products. Thanks to our technologies, we are well placed in the contract manufacturing of pharmaceutical proteins, messenger RNA, plasmid DNA, live microbial products (LMPs) and vaccines based on bacteria. The division's second pillar is fermentation-based manufacturing of high-quality ingredients for various end markets, such as nutritional supplements, cosmetics and pharmaceuticals. In 2025, WACKER opened its Biotechnology Center in Munich, further strengthening its research activities in the field of biotechnology. The additional research capacity will provide us with opportunities to accelerate the growth of this business division.

The main growth opportunities for our polysilicon activities come from strong demand for semiconductors and for the monocrystalline silicon used in highly efficient solar cells. We produce polysilicon of consistently very high quality – the kind that is crucial for making increasingly powerful semiconductors. Our new cleaning line in Burghausen, which went into operation in July 2025 and increases our capacity by around 50 percent, allows our customers to benefit from a further improvement in surface purity. Additional opportunities for the division stem from programs in the USA and Europe to strengthen crucial technologies, such as semiconductor and photovoltaic production, in the regions where we are present, or to re-establish local value chains there.

Strategic opportunities

In order to make the most of our divisions' opportunities for further growth, we will concentrate on meeting rising customer demand and bolstering our downstream-product capacity, particularly for specialties. In 2026, though, our capital expenditures in this area will be significantly below the prior-year level. Our investments will mainly focus on manufacturing plants for intermediates and downstream products, as well as on measures to optimize and maintain existing facilities. The Silicones division will account for the largest share of investment spending. The prime focus here in 2026 will be on expanding the production of specialty silanes and oligomers at the site in Jining (China) and on establishing the new site in Karlovy Vary (Czech Republic) to increase the production of specialty silicones.

Performance-related opportunities

WACKER has a number of opportunities for improving its cost structures, processes and productivity. In October 2025, the company launched a global cost-cutting project called PACE with the aim of saving over €300 million a year. The focus is on cutting production-related costs, primarily in the chemical divisions, and administrative costs. At the Polysilicon division, moreover, we are continuing to implement our program to cut production costs on an ongoing basis.

Accounting-related opportunities

The equity-accounted investment in Siltronic AG could give rise to accounting-related opportunities if the enterprise value were to increase as a result of improved market and business prospects or rising share prices. A sustained increase in Siltronic AG's earnings prospects or a positive development in the capital market environment could lead to an increase in the recoverable amount. In this sort of scenario, impairment losses would have to be reversed, which would have a positive effect on the Group net result.

Executive Board evaluation of overall risk

The Executive Board evaluates the overall risk situation on the basis of information from the risk management system. The system compiles all risks identified by our divisions, corporate departments and regional entities. It is regularly reviewed by the Executive Board and discussed in Audit Committee meetings.

If we look at all of the risks over the forecast period in terms of their probability of materializing and their potential impact on the Group's earnings, net assets and financial position, then, were these risks to materialize, we can see that their potential impact has decreased overall compared with a year earlier. The number of risks is at the prior-year year.

As of the publication date of this report, the Executive Board does not see any individual or aggregate risk that could seriously endanger WACKER's future. The risks posed, especially by geopolitical and trade conflicts and by persistently high energy prices, are quite considerable. But, thanks to our extensive product portfolio, with its high proportion of specialty products, and to our broad regional footing, we see good opportunities to expand our leading market positions and achieve further growth. To make WACKER competitive from a cost angle, we launched a project in October 2025 to significantly reduce production and administrative costs. We remain confident that WACKER is strategically so well placed that we can take advantage of any opportunities that arise.

Outlook

Underlying economic conditions

The Organisation for Economic Co-operation and Development (OECD) expects economic growth to slow further in 2026, with growth of only 2.9 percent expected for 2026 as against 3.3 percent in 2024 and 3.2 percent in 2025. The expected slowdown is attributable primarily to the fact that special effects will no longer apply (for example stockpiling effects in production and trading transactions) as well as to the full impact of higher trade tariffs. The OECD expects inflation to fall in most countries. Ongoing trade conflicts and protectionist tendencies, alongside geopolitical conflicts, could put pressure on economic growth. Tight government budgets and sovereign debt levels in a number of countries could also leave their mark on economic growth. The International Monetary Fund (IMF) is forecasting global GDP growth of 3.3 percent in 2026, which would be at the same level as in 2025. According to the IMF, the stable overall picture is the result of a balance of opposing forces: trade barriers and political uncertainty are dampening the economy, while technology investments, fiscal stimulus and loose financing conditions are supporting it. The IMF expects global trade volumes to grow at a slower pace in 2026 in an environment characterized by sustained high tariffs and trade-policy uncertainty. It believes that possible corrections on the financial markets (particularly in the technology sector) and commodity price shocks could pose further risks. Both organizations stress that the situation may vary considerably from region to region and country to country.

GDP trends in 2026

%	Outlook for 2026	2025
World	**3.3**	3.3
Advanced economies	**1.8**	1.7
Developing and emerging economies	**4.2**	4.4
Eurozone	**1.3**	1.4
Germany	**1.1**	0.2
Asia	**5.0**	5.4
China	**4.5**	5.0
India	**6.4**	7.3
Japan	**0.7**	1.1
USA	**2.4**	2.1

Source: IMF, World Economic Outlook Update, January 19, 2026

Sector-specific conditions

WACKER predicts that economic trends in the industries relevant to our business will remain dominated by the impact of geopolitical turbulence in 2026. Sustained high energy prices in Germany and weak demand are likely to translate into lower industrial output overall. Political uncertainty will continue to curb consumption and investment.

Chemical industry still facing challenges

The German Chemical Industry Association (VCI) anticipates sustained price and cost pressure in 2026 and expects business to remain impacted by geoeconomic uncertainties. It predicts that global competition will become even more intense, with Chinese overcapacity in the basic-chemicals sector continuing to exert downward pressure on prices. US tariff policy will further complicate market access. As far as the underlying global trend is concerned, the VCI forecasts moderate growth of 2.3 percent, with regional variations expected to continue in the coming year as well. The VCI expects to see a decline of 0.5 percent for Europe (EU) and growth of 1.5 percent for the US. China looks set to once again report the strongest growth rate of 6.0 percent despite dwindling momentum in the Chinese industrial sector.

In its forecast for Germany, the VCI is predicting stagnation for the chemical-pharmaceutical sector as a whole in 2026. Looking at the chemical industry in isolation, the VCI expects production to decline by 1 percent and sales to decrease by around 2 percent as prices continue to fall. Currency effects, moreover, could weigh on export business. A member survey revealed that one in two companies is reporting insufficient orders, with incoming orders in Germany and elsewhere down by over 20 percent since 2021. According to the VCI's survey, 20 percent of companies are planning to relocate or temporarily decommission facilities, while 10 percent are considering closing sites down completely. Around 75 percent of companies have adopted cost-cutting programs that are expected to start bearing fruit from 2026 onwards.

The ongoing uncertainty entails risks for WACKER's chemical divisions, too. The current weaker demand in some sectors, such as the construction and automotive industries, and mounting competitive pressure, particularly from suppliers in Asia, are having a negative impact on business. To counter the tense business situation, WACKER launched a project in the fourth quarter of 2025 to significantly reduce production-related and administrative costs.

Nevertheless, the long-term growth trends for our business remain intact. The strength associated with our broad-based product portfolio has proved its worth during the crises of recent years. We see medium-term growth opportunities in all regions due to innovations arising from today's megatrends, like the ongoing digital transformation. Rising affluence in emerging economies is likely to bolster our sales further in countries such as China and India, and across Southeast Asia. Mounting demand for sustainable products, too, opens up further growth opportunities for WACKER. WACKER's portfolio has many high-value products that appeal to new customer groups, spurring stronger demand from our industrial customers. Moreover, part of our product portfolio is used in highly automated, industrial manufacturing processes.

Construction industry expected to recover in 2026

According to forecasts by the market research institute B+L Marktdaten GmbH, the global construction volume is set to increase in 2026. The residential-construction market appears to have bottomed out, and for the first time in years, B+L Marktdaten is predicting global growth of 1.9 percent year over year. Growth will, however, vary from region to region. It is in Asia that the residential-construction volume is tipped to see the biggest growth spurt in comparative terms in 2026. B+L Marktdaten is forecasting solid growth for South America and the Middle East and Africa region, too. Western and eastern Europe will see a positive trend after the challenging previous years. By contrast, B+L expects a downward trend in North America. According to B+L forecasts, construction of new buildings, alongside modernization and renovation, will show comparable growth rates at a global level.

Growth rate in construction of residential buildings (new and existing) by region in 2026

%	Outlook for 2026
Worldwide	**1.9**
Asia	**3.7**
Western Europe	**1.5**
North America	**–1.2**
Middle East/Africa	**2.9**
Eastern Europe	**2.0**
South America	**3.4**

Source: B+L Marktdaten GmbH, Global Building Monitor 01/2026

Automotive industry trends expected to vary from region to region

The Association of the German Automotive Industry (VDA) expects to see subdued momentum in international car markets in 2026 and anticipates moderate growth in production units in Europe and China. In Europe, new vehicle registrations are expected to lag well behind the pre-crisis level seen in 2019 despite the increase. In the US, by contrast, production is expected to decline, due in part to cost increases and growing protectionism. The VDA expects electromobility to remain a growth driver in Germany provided that the German government's planned new subsidy program is implemented swiftly and with clear administrative procedures in 2026. According to the VDA, Germany remains the world's second-largest production base for electric cars. Passenger-car exports by German manufacturers from German plants are forecast to decline slightly by 1 percent to 3.14 million vehicles in 2026. The VDA predicts that non-German production of German car brands is likely to increase by 1 percent to 9.2 million vehicles. The VDA continues to expect a moderate increase in new car registrations in 2026. The German passenger-car market will therefore not recover significantly in 2026. One of the reasons for this is the overall weak economy.

Semiconductor industry remains a growth market

The World Semiconductor Trade Statistics Organization (WSTS) expects sales in the semiconductor industry to rise by 26 percent in 2026. The WSTS is predicting a global market volume of around US$975 billion. Developments, while positive, are likely to vary considerably from segment to segment. Particularly in the segment for memory, storage and logic chips needed, among other things, for AI applications, growth is still predicted to be in the double-digit percentage range. The WSTS expects this segment to generate sales in excess of US$600 billion in 2026. Other conventional semiconductor segments are likely to report single-digit growth rates. The Semiconductor Equipment and Materials International (SEMI) industry association is predicting 5-percent growth in silicon wafer deliveries for 2026. This strong growth in silicon wafer deliveries is expected to continue beyond 2026 to meet the rising demand for chips to be used in AI applications. In addition, new advanced packaging and high-bandwidth-memory (HBM) applications will deliver a boost in demand for silicon wafers.

WACKER's key customer sectors

Sector	Trend in 2025	Trend in 2026
Chemicals	Growth	Growth
Construction (residential buildings)	Decline	Growth
Automotive	Growth	Growth
Semiconductor	Growth	Growth

The WACKER Group's prospects

Our scenario assumes that the global economy will grow slightly in 2026. The speed of growth will depend, among other things, on the further course of the current geopolitical conflicts, and on the future tariff policies pursued by individual countries. We expect the strongest growth impetus to once again come from Asia in 2026.

Capital expenditures and production

WACKER systematically pursues its strategic priorities and launches investment projects in line with these priorities. Our capital expenditures in 2026 will be focused mainly on production plants for intermediates and downstream products, alongside measures to optimize and maintain existing facilities. Capital expenditures will be considerably below the prior-year level. The Silicones division will account for the largest share of investment spending. The prime focus here in 2026 will, for example, be on setting up a new site in Karlovy Vary (Czech Republic) to expand the production of specialty silicones.

Facility start-ups in 2026

Site	Projects	Commissioning
Plzeň	Capacity expansion for speciality silicones	2026
Burghausen	Capacity expansion for functional silicone fluids	2026
Burghausen	Capacity expansion of hydrogen-purification facilities for semiconductor-grade polysilicon	2026
Karlovy Vary	Production of specialty-silicone production	2026

Future products and services

The Silicones business division is concentrating its product development mainly on the following focus markets: electromobility, health, the energy transition, digital transformation and sustainable building. In the digital transformation focus field, WACKER has begun series production of prefabricated silicone laminates. These enable the manufacture of flexible sensors for robotics, the automotive industry and medical technology. WACKER is driving forward the development of thermally conductive silicone compounds for use in the electromobility segment. The focus is on heat-resistant gap fillers and structural adhesives for attaching battery modules. WACKER is also using innovative solutions to make EV batteries safer. Halogen-free flame retardants, silicone resin-based fire-protection mats made of carbon fiber, and ceramifying silicone coatings for busbars improve fire and passenger protection in electric cars. New ultra-lightweight fillers made from spherical silicon are attracting considerable interest, too. They are being developed for the production of thermal interface materials for the aerospace and drone industries. Silicones have been gaining ground in electricity grid expansion projects for years now. Specialty solid silicone rubbers enable more efficient and cost-effective production of composite insulators. In the healthcare sector, WACKER is now offering silicone gels for transdermal patches. They can be used to store over-the-counter therapeutic agents such as ibuprofen, herbal remedies or active ingredients for health-spa applications, releasing these agents on to the skin in a controlled manner. In addition to silicone-based products, WACKER is now offering emulsifiers and additives made from plant-based or fermented substances for skin and hair care. Sustainable building and packaging materials are in demand in the building-materials industry. This is why WACKER, a leading manufacturer of bio-based silicone sealants, supports the recycling of silicone cartridges.

The Polymers division continues to intensify its activities in polymeric binders for sophisticated construction, coating and bonding applications. The division expects to see rising demand for high-performance products for the renovation and refurbishment of buildings. What is more, the growing middle class in a large number of emerging markets is reviving demand for high-quality living and consumer goods. We are actively responding to growing demand among customers for environmentally friendly and sustainable solutions by developing appropriate product lines and sustainable formulations hand-in-hand with our customers. For instance, Polymers is able to supply a commercial-scale line of dispersions based on vinyl acetate-ethylene copolymers that incorporate renewable raw materials. In order to increase the use of renewable raw materials, we design our production processes according to the mass balance approach. In addition, we continue to advance

the use of bio-based raw materials in the production of binders. Polymers supplies high-performance binders for adhesives used in paper-based packaging solutions, supporting the shift from plastic to paper. Water-soluble binders used in adhesives in the timber and textile industries, for example in the production of shoes or furniture, are another area that we believe offers growth potential. Our dispersions and dispersible polymer powders make external thermal insulation composite systems (ETICS/EIFS) more durable and of a higher quality, improving the energy efficiency of buildings by helping to reduce carbon emissions and bring down energy costs. The use of our products makes building materials more resistant, resulting in less damage and a lasting reduction in resource consumption. Polymers is also helping its customers formulate sustainable dry mortar by combining new forms of cement and specialty dispersible polymer powders. Demand for Polymers products is set to increase in the renewable energy sector as well: solid resins are used in the production of composite materials for wind turbine rotors.

The pharma and food markets offer particular growth potential for Biosolutions. As a contract development and manufacturing organization (CDMO) for biologics, we are meeting growing demand through our sites in Jena, Halle, Amsterdam and San Diego. In the biologics sector, we are specifically expanding the area of advanced medicines, including mRNA-based therapeutics. In the food market, we are catering to the healthy-eating trend, e.g. with our range of functional ingredients that support the circulatory system and promote heart health. We are continuously expanding our portfolio in this area, focusing primarily on bio-based starting materials. We also offer solutions for making meat substitutes – our L-cysteine is an ideal raw material for savory flavorings. Cyclodextrins help with the formulation of alternative proteins. We are also developing media proteins that are used to produce cultivated meat. Following the successful integration of our acquisition ADL Biopharma, WACKER is now very well positioned in the CMO market for precision fermentation. In this area, we offer production solutions for ingredients manufactured using fermentation.

In order to leverage the potential of modern microchips, the semiconductor industry needs ultrapure polysilicon. Polysilicon has initiated several projects to this end, among them our new etching facility “Etching Line Next” for cleaning semiconductor-grade polysilicon in Burghausen. In the year under review, initial quantities were already shipped to customers. We stepped up the Quality LeaP (Quality Leadership in Polysilicon) project to expand quality control. The type of pure polysilicon to be produced will also enable the production of chips with a design rule of 3 nm and smaller for computer applications in the field of artificial intelligence, for data centers and for autonomous driving. Only a few companies other than WACKER are capable of manufacturing such hyperpure polysilicon.

Outlook for 2026

The main assumptions underlying WACKER's plans relate to raw-material and energy costs, to personnel costs and to exchange rates. For 2026, we anticipate a euro exchange rate of US$1.20 (2025: US$1.05). We assume that energy costs will be higher than a year earlier, while average prices of our key raw materials are expected to be slightly below the prior-year level. On the whole, the majority of our raw-material and energy supplies are secured for 2026.

Performance indicators and value-based management

The main performance indicators for the WACKER Group will remain unchanged year over year.

Group sales to grow in 2026 in a low single-digit range

WACKER expects overall flat selling prices and rising volumes in 2026. Currency effects will have a negative impact on sales. We assume that sales in Asia and Europe will rise, whereas we do not expect any growth in the Americas. Altogether, we expect sales to grow in a low single-digit percentage range (2025: €5.49 billion).

Various uncertainties and risks may cause the actual performance of the WACKER Group and its divisions to diverge from our assumptions, either positively or negatively. Changes in the economic environment are among the factors than can cause such divergences. We expect selling prices to remain flat overall in 2026. At the same time, we anticipate volume growth. If the economy recovers over the course of the year, WACKER will have further potential to achieve higher volumes.

Outlook for key performance indicators at the Group level

From today's standpoint, we forecast the key performance indicators at the Group level as follows.

EBITDA margin and EBITDA: The EBITDA margin is expected to be in a low double-digit range. EBITDA is likely to be in a range between €550 million to €700 million.

ROCE: ROCE will be positive, lying in a low single-digit percentage range.

Net cash flow: We expect net cash flow to be positive in 2026, significantly higher than a year earlier. The increase is particularly due to much lower capital expenditures than in the reporting year as well as to an improved operating result.

Outlook for supplementary performance indicators at the Group level

Capital expenditures: Capital expenditures in 2026 will be around €300 million. Capital expenditures will be driven by future customer demand. They are to be earmarked, for example, for expansion of hydrogen-purification capacity for semiconductor-grade silicon in Burghausen, as well as for capacity expansion at the Silicones division in Burghausen and Karlovy Vary.

Net financial debt: In 2026, we expect net financial debt to be a low double-digit percentage down on the prior-year level.

Divisional sales and EBITDA trends

We expect Silicones to post sales in every region in 2026 on a par with the prior year. Higher volumes and selling prices are likely to compensate for negative currency effects. We predict that the EBITDA margin will be up slightly as against 2025.

We expect Polymers to post higher sales in Europe, whereas we forecast lower sales in the Americas and Asia. Here, too, higher volumes and selling prices will be offset by negative currency effects. We expect the EBITDA margin to be slightly above the prior-year level.

We expect Biosolutions to grow in a high single-digit range. We continue to assume that the market environment will be challenging. EBITDA is likely to be around €30 million.

We expect the Polysilicon division to post sales in a low double-digit percentage range in 2026. We also expect volumes of semiconductor-grade polysilicon to increase considerably. The solar-grade polysilicon business will remain challenging. EBITDA is expected to be on a par with the prior year. The higher sales and efficiency measures are likely to be offset by higher energy costs. This forecast does not include any material effects from possible trade policy measures and is based on the status quo at the time of publication. Please refer to the “Polysilicon trade restrictions” section in the risk management report for further details.

Outlook for 2026

Key financial performance indicators	Reported for 2025	Outlook for 2026
EBITDA margin (%)	7.8	Low double-digit range
EBITDA (€ million)	426.7	550 – 700
Included in EBITDA/EBIT: Restructuring costs	–102.6	0
ROCE (%)	–3.1	In the low single-digit percentage range
Net cash flow (€ million)	–3.6	Positive, substantially higher than last year*
Supplementary financial performance indicators		
Sales (€ million)	5,485.3	Growth in the low single-digit percentage range
Capital expenditures (€ million)	465.9	Approx. 300
Net financial debt (€ million)	–885.7	Low double-digit percentage below prior-year level

*"Substantially" refers to a percentage change that exceeds 10%.

Future dividends

The goal is to distribute half of the Group’s net income to shareholders, assuming the business situation allows this and the committees responsible agree.

Financing

The main features of our financing policy remain in place. We are confident that we have a strong financial profile with a sound capital structure and a balanced maturity profile for our debt. As of December 31, 2025, WACKER had €600 million in unused lines of credit with residual maturities of over one year.

Executive Board statement on overall business expectations

We have identified a number of economic risks for 2026. Global economic development will remain dominated by trade conflicts, the impact of Russia’s war of aggression against Ukraine, and geopolitical conflicts in the Middle East. What is more, companies based in Europe are affected by persistently high energy prices compared to elsewhere. According to business analysts’ forecasts, global GDP growth in 2026 will, at most, be at the level of 2025. In this challenging market environment, we expect our business to grow slightly in 2026. Sales growth is expected to be in a low single-digit percentage range. We expect sales at our chemical divisions to be at the prior-year level despite negative currency effects. We anticipate sales growth at Biosolutions and Polysilicon. EBITDA will range between €550 million and €700 million. The EBITDA margin is likely to be in the low double-digit range.

WACKER will continue to invest in 2026 to underpin the future growth of its divisions. Capital expenditures will be around €300 million, which is well below the prior-year level. Net cash flow will be positive and substantially higher than last year. Our net financial debt is likely to be down on the prior-year figure by a low double-digit percentage.

As of the preparation date of these financial statements, nothing had changed as regards our guidance.

Sustainability Report of the WACKER Group

General information

Principles for preparing the Sustainability Report

The Group's Sustainability Report is prepared on a consolidated basis for the WACKER Group. This Sustainability Report (sustainability statement as per ESRS) simultaneously meets the requirements that apply to the non-financial (Group) statement defined in Sections 289b et seq. of the German Commercial Code (HGB) and 315b to 315c HGB and therefore constitutes the combined non-financial statement for the WACKER Group and Wacker Chemie AG. The European Sustainability Reporting Standards (ESRS) are used in their entirety as a framework for the Group declaration in accordance with Section 315c (3) in conjunction with Section 289d HGB due to the importance of ESRS as reporting standards adopted by the European Commission for sustainability reporting. We have not used a framework for our non-financial statement in relation to Wacker Chemie AG in accordance with Section 289b HGB because the relevant document for our stakeholders is an ESRS-compliant sustainability statement for the Group. This Sustainability Report comprises the combined non-financial statement for the WACKER Group and Wacker Chemie AG. Unless otherwise stated, all information relates to both the Group and Wacker Chemie AG.

In accordance with the joint statement of interoperability published by EFRAG and GRI on August 31, 2023, entities reporting under ESRS are considered as reporting with reference to GRI Standards as well. The audit only covered ESRS-compliant reporting.

To fulfill our reporting obligations under commercial law, we declare the following: We have no specific policy for social issues, as only immaterial risks, opportunities and impacts relating to such issues were identified. We monitor social issues on an ongoing basis and will introduce a policy if materiality becomes apparent. There are no material risks from our own operations or from business relationships, products and services that are very likely to have severe adverse impacts on the non-financial aspects in accordance with Section 289c HGB.

WACKER uses the "incorporated by reference option" and refers to other passages in the Group Management Report and Consolidated Financial Statements for disclosures on its strategy, business model and value chain. A list of the references can be found in the "General disclosures, strategy, business model and value chain" chapter. The disclosures in the Group Management Report and Consolidated Financial Statements indicate the corresponding specific ESRS requirements and are an integral component of this Sustainability Report. Links and references to further information do not form part of this Sustainability Report.

The German version of this report was audited by the Supervisory Board of Wacker Chemie AG and, on its behalf, by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft. Auditing complied with the International Standard of Assurance Engagements (ISAE) 3000 (Revised): "Assurance engagement other than audits or reviews of historical financial information" for the purpose of obtaining limited assurance with regard to the disclosures required by law pursuant to Section 315c in conjunction with Section 289e of the German Commercial Code (HGB). The audit certificate with an unqualified auditor's opinion is reproduced after the independent auditor's report in the consolidated financial statements.

Scope of consolidation and value chain

The scope of consolidation corresponds to that of the consolidated financial statements and includes all fully consolidated subsidiaries. Associated companies are not included in the scope of consolidation, but are taken into account in reporting as they are part of the upstream and downstream value chains.

The materiality assessment defined the upstream and downstream value chains as follows.

- Upstream value chain: material key suppliers and their subcontractors.
- Downstream value chain: essentially direct customers. Our products are used in numerous end applications, but are not sold directly to end consumers.

Our policies, actions and targets are geared toward the needs of our customers. We require our suppliers to comply with our principles of corporate ethics and sustainable corporate governance and to demonstrate that they have implemented sustainability actions. We focus in particular on our key suppliers, who account for almost 75 percent of our procurement volume.

Time horizons and estimates

The reporting period extends from January 1, 2025 to December 31, 2025 and corresponds to the period covered by the consolidated financial statements.

The ESRS-compliant preparation of the sustainability report requires assumptions to be made and estimates to be used that affect the information on sustainability topics. These are based on the circumstances and estimates at the time of preparation and influence the information presented for the reporting year.

The material assumptions and estimates are disclosed in the respective chapters or in the corresponding disclosures.

Actual developments may differ from the assumptions and estimates that were made. Changes are taken into account whenever more detailed information becomes available and will affect information provided in future reporting periods.

All metrics and data used and listed in the report were audited by the appointed auditor and not by any other external quality assurance body.

No use was made of the option to omit classified and confidential information. The exemption provided in Articles 19a(3) and 29a(3) of Directive 2013/34/EU was not exercised.

Changes in the presentation of sustainability information compared to the previous year

If changes need to be made to the basis of calculation or if other relevant changes become necessary, WACKER explains the reasons and ascertains adjusted comparative figures, wherever possible.

For the 2025 reporting year, we are taking advantage of the extension granted by the European Commission as part of the CSRD Quick Fix. This includes the use of phase-in arrangements for certain ESRS datapoints and the postponement of detailed disclosures on the anticipated financial impact of sustainability-related topics.

Governance

Composition of the Executive and Supervisory Boards

In accordance with the German Stock Corporation Act (AktG), Wacker Chemie AG has a dual management system with a four-member Executive Board and a 16-member Supervisory Board. In accordance with the German Co-Determination Act (MitbestG), the Supervisory Board is made up of equal numbers of shareholder and employee representatives. Details on the composition of the Executive and Supervisory Boards in 2025, including the Executive Board’s areas of responsibility and the positions held by members of the Supervisory Board, can be found in the annex to the Sustainability Report.

Executive Board's diversity and expertise

Wacker Chemie AG's diversity strategy ensures that the Executive Board has the necessary knowledge, skills and experience to manage an international chemical group.

- Educational and professional backgrounds: Scientific expertise and/or experience in the chemical industry as well as knowledge of accounting, financial management, corporate management, planning and strategy.
- An international outlook: Different cultural backgrounds or extensive intercultural and international experience.
- Age: An age-balanced structure. The standard retirement age for members of the Executive Board is 67.
- Gender diversity: Mixed teams achieve better results. Actions have been taken to increase the proportion of women in management positions.

The Executive Board's current composition is in line with the diversity strategy adopted by the Supervisory Board and complies with the applicable statutory requirement of Section 76 (3a) of the German Stock Corporation Act for publicly listed companies subject to co-determination, namely that an executive board with more than three members must include at least one woman and at least one man. 25 percent of the Executive Board is female (1:3 female to male).

Supervisory Board's diversity and expertise

In accordance with Wacker Chemie AG's diversity strategy, the Supervisory Board shall be composed in such a way that all its members have the knowledge, skills and professional experience required to properly perform their duties.

- International expertise: At least one member of the Supervisory Board ought to have international experience.
- Prevention and handling of conflicts of interest: The Supervisory Board's rules of procedure contain regulations on avoiding and dealing with conflicts of interest. Conflicts of interest that are material and not merely temporary ought to have been avoided whenever election nominations are submitted to the Annual Shareholders' Meeting.
- Retirement age for Supervisory Board members: The standard retirement age for Supervisory Board members is 80.
- Diversity: The Supervisory Board strives for a diverse composition that takes into account different professional experience, expertise and educational backgrounds. In accordance with Section 96 (2) of the German Stock Corporation Act (AktG), at least 30 percent of the members of a supervisory board are supposed to be women and at least 30 percent men. In 2025, women accounted for 30 percent of our Supervisory Board (5:11 female to male).

When filling the positions on our Supervisory Board, we strive to achieve a mix of young and old, industry insiders and those from other sectors, as well different professional backgrounds and diverse international experience. The Supervisory Board as a whole must have the necessary skills, knowledge and experience that are relevant to the WACKER Group's business activities and that enable it to properly oversee, and provide professional advice to, the Executive Board. This includes the following:

- The Supervisory Board should, overall, have sufficient members with the necessary expertise in corporate management, accounting, financial controlling, risk management, corporate governance, compliance and the main sustainability issues that are relevant to the company.
- The Supervisory Board in its entirety must be familiar with the chemical industry (Section 100 (5) of the German Stock Corporation Act).
- At least one member of the Supervisory Board must have expertise in the field of accounting and at least one other in the field of auditing (Section 100 (5) of the German Stock Corporation Act).

The Supervisory Board takes into account the objectives it has set as well as its skills profile when making its nomination proposals to the Annual Shareholders' Meeting. The current composition of the Supervisory Board complies with the objectives set and with the skills profile.

The Supervisory Board has three independent members among its shareholder representatives. Supervisory Board members who have been in their post for more than twelve years are not considered independent. The employee representatives are considered independent overall. This means that independent members account for 75 percent of the Supervisory Board.

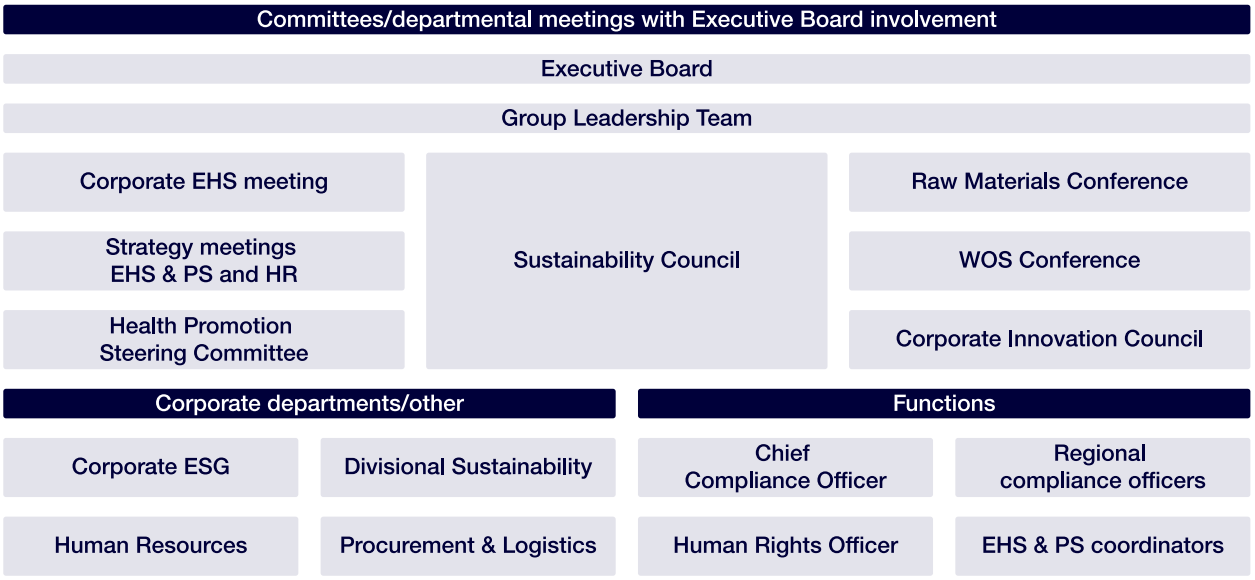
Tasks and responsibilities

Executive Board

The Executive Board oversees the Group's strategies, resources, infrastructure and organizational structure. Key tasks include the refinement and monitoring of corporate governance practices, including compliance, corporate ethics and the Responsible Care and Global Compact initiatives.

The Executive Board is supported by committees consisting of members from various organizational units and legal entities. These committees ensure the implementation of groupwide strategies, including the strategic sustainability targets. The Executive Board monitors the results of the materiality assessment and its integration into risk management. Our sustainability targets reflect WACKER's material impacts on people, nature and the environment, and take account of risks and opportunities. Responsibility for implementing the sustainability targets lies with the respective Executive Board member with specific responsibility.

Coordinating sustainability at WACKER



The Group Leadership Team (GLT) discusses strategically important topics, analyzes market trends and competitors as well as key topics, including health and safety issues. Group strategy is reviewed once a year as part of a strategy meeting and the assumptions for financial planning are defined. The GLT comprises the Executive Board, business-division presidents and certain corporate-department heads.

The Executive Board has convened a Sustainability Council, which is chaired by the CEO, to monitor and coordinate the sustainability strategy. Committee members from our business divisions and corporate departments coordinate the assessment of sustainability performance. The Sustainability Council coordinates cross-divisional measures, reviews progress and target achievement, and discusses WACKER's impact on people, nature and the environment, as well as the resulting risks and opportunities. Experts report on the progress of individual projects and the latest regulatory requirements.

In the reporting year, topics such as reducing emissions in production processes, data transparency requirements along the value chain, the calculation of product carbon footprints and a new water target were discussed.

The following are key to coordinating and monitoring issues related to the environment, health, safety and product safety: the Corporate EHS & PS committee, which meets once a year, and the EHS & PS strategy meetings, headed by the Executive Board member responsible for EHS & PS.

HR policy is discussed monthly in the HR strategy meeting; employee health is dealt with annually in the health promotion steering group headed by the Executive Board member responsible for HR issues. Productivity projects and targets are discussed at our raw materials workshop and the WOS conference. The Corporate Innovation Council deals with innovation strategies and projects.

Sustainability issues are coordinated and monitored at an operational level by special-purpose units such as Corporate ESG and the divisional departments for sustainability, the HR department, and Corporate Procurement. There are special functions for coordinating individual topics such as compliance, EHS & PS, and human rights. Sustainability targets are, where appropriate, part of the personal goals of the employees responsible.

Our compliance organization monitors adherence to legal requirements and internal company regulations. The compliance officer coordinates a network of regional compliance officers.

Responsibility for the environment, health, safety, trade compliance, dangerous goods and product safety lies with the Group coordinators, who report directly to the Executive Board and define groupwide standards. Officers required by law take on defined tasks in the respective regions.

Occupational safety and plant safety are of paramount importance to WACKER. Annual safety targets are set for senior executives and management employees in Germany. These targets are included in the performance appraisal.

The Executive Board has appointed a human rights officer who is instrumental in shaping the company’s human rights policy, risk management system, General Declaration and reporting system. This officer advises affected areas and proposes remedial measures. As regards their duties, the Human Rights Officer is independent and not bound by any instructions. They chair the Human Rights Committee, which consists of representatives from the Legal department, Procurement, Human Resources and Corporate ESG.

Supervisory Board

The Supervisory Board appoints, monitors and advises the Executive Board and is involved in key decisions, including sustainability issues. Fundamental decisions on the company’s development require Supervisory Board approval.

The Audit Committee monitors sustainability reporting. The Executive Board informs the Supervisory Board regularly and comprehensively about corporate planning, strategic development, operational business, the risk situation, risk management as well as compliance and sustainability issues. The Executive Committee deals with Executive Board compensation, including sustainability-related performance criteria.

The Audit Committee prepares the Supervisory Board’s decision on the annual and consolidated financial statements, reviews them in advance and discusses the audit strategy and results with the auditor. The chair of the Audit Committee regularly discusses the progress of the audit with the auditors and reports back to the Audit Committee. The Audit Committee also monitors the accounting process, the preparation of the sustainability report and the effectiveness of the internal control, risk management and auditing system, and deals with compliance issues.

The members of the Audit Committee are familiar with the field. At least one member must have expertise in accounting and another must have expertise in auditing.

Information provided to, and sustainability matters addressed by, the Executive and Supervisory Boards

At the annual strategy and planning conference, the Executive Board discusses the company's long-term strategy and the key related projects over the next five years, together with their financing, including the approval of the annual budget for sustainability projects. The sustainability targets are integrated into the corporate vision and strategic planning and are regularly reviewed and coordinated. The main projects are checked for compatibility with the long-term sustainability targets, and risks and opportunities are assessed. All sustainability information and the target-achievement status are made available to the Executive Board via the Corporate ESG department. Information is provided regularly by the head of Corporate ESG and by the Sustainability Council, which meets five times a year.

The Supervisory Board is informed, at regular intervals, at least once a year, about sustainability issues at its meetings.

In the reporting year, the sustainability issues and their risks and opportunities that the Executive and Supervisory Boards dealt with included:

- Reporting in accordance with CSRD and materiality assessment
- Status of sustainability-target achievement and associated measures
- Safety culture
- New regulatory requirements
- External sustainability assessments

Integration in incentive schemes

Sustainability targets relating to Executive Board compensation

Compensation for the members of WACKER's Executive Board comprises both fixed and variable components. The variable components are in turn divided into short-term incentives (STIs) and a long-term incentive (LTI). The sustainability targets are part of the long-term compensation component.

The LTI encourages a sustainable corporate policy, promoting profitable growth and a positive development of the company's value. It provides for a three-year assessment period and for a subsequent requirement to acquire shares coupled with a three-year holding period. The overall target-achievement factor for the LTI is based on strategically relevant financial and non-financial performance targets. These relate to the Group's financial and non-financial targets and are determined by the Supervisory Board for the respective compensation year.

Since 2023, two sustainability targets have been included as part of the non-financial performance criteria. In terms of strategy, these targets are of particular importance: a reduction in absolute CO_2 emissions (Scopes 1 and 2), and our accident rate (in line with the WACKER Process Safety Incident Rate, WPSIR). Both criteria are weighted at 5 percent each. During the reporting year, 6.5 to 7.5 percent of the actual variable Executive Board compensation was tied to ESG targets. In terms of total compensation, climate-related considerations accounted for 1.5 to 2.0 percent in the reporting year.

Further information can be found in Wacker Chemie AG's compensation report.

» **Compensation Report -https://www.wacker.com/cms/en-de/investor-relations/corporate-governance/overview.html**

Due diligence statement

Due diligence refers to the company's procedures and processes for dealing with, preventing, mitigating or accounting for actual and potential adverse impacts on the environment and people in connection with its operations (due diligence process). The following overview provides a map of the information on this due diligence process contained in the sustainability report.

Core elements of due diligence		Paragraphs in the Sustainability Report
a) Integration of due diligence into governance, strategy and business model	ESRS 2 GOV 2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Tasks and responsibilities
	ESRS 2 GOV 3: Integration of sustainability-related performance in incentive schemes, and	Integration in incentive schemes
	-ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	The WACKER Group's material sustainability topics
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 GOV 2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	
	ESRS 2 SBM 2: Interests and views of stakeholders	Tasks and responsibilities
	ESRS 2 IRO 1: Description of the processes to identify and assess material impacts, risks and opportunities	
	ESRS 2 MDR P: Policies adopted to manage material sustainability matters	Interests and views of stakeholders
		Process and assessment of materiality
	Topic-related ESRSs : Consideration of the various stages and aims of including stakeholders throughout the entire process to comply with due diligence	Strategies in thematic standards on environmental, social and governance-related information
	ESRS 2 GOV 3: Integration of sustainability-related performance in incentive schemes, and	Integration in incentive schemes
	ESRS 2 SBM 3: Material impacts, risks and opportunities and their interaction with strategy and business model	The WACKER Group's material sustainability topics
c) Identifying and assessing adverse impacts on people and the environment	ESRS 2 IRO 1 including application requirements in relation to specific sustainability matters in the relevant ESRSs	Process and assessment of materiality
	ESRS 2 SBM 3: Material impacts, risks and opportunities and their interaction with strategy and business model	The WACKER Group's material sustainability topics
d) Taking actions to address those adverse impacts on people and the environment	ESRS MDR A: Actions and resources in relation to material sustainability matters	
	Topic-related ESRSs Consideration of the range of actions including transition plans whose use is intended to tackle the impacts	Actions in thematic standards on environmental, social and governance-related information
e) Tracking effectiveness of these efforts and communicating	ESRS 2 MDR M: Metrics in relation to material sustainability matters	
	ESRS 2 MDR T: Tracking effectiveness of policies and actions through targets	Metrics in thematic standards on environmental, social and governance-related information
	Topic-related ESRSs: in relation to metrics and targets	

Risk management and internal controls

As a rule, sustainability aspects are embedded in the Group's overarching risk management and internal control system.

Since 2024, risk identification has been linked to the results of the double materiality assessment as part of risk management. The risks identified during the double materiality assessment were included in Group risk management.

The accounting-related internal control system that has been put into effect was expanded to include an internal control system for sustainability reporting. We are working continuously on formalizing our internal control system for sustainability reporting, the aim being to optimize the identification, assessment and management of reporting risks. Key processes relate to data collection, the preparation of the sustainability report, and the double materiality assessment. Corresponding process risks have been identified and key controls defined for the material non-financial data and WACKER's sustainability targets. The internal control system for sustainability reporting is being continuously enhanced. The control system is already

advanced with regard to environmental topics and consists of automatic IT-supported data transfer and the application of the dual control system, as well as implemented approval processes. While established SAP systems are also used for social topics, manual data collection requires central calculations or consolidation of information. This process largely relies on the dual control principle.

The separation of functions between Corporate ESG (implementation at an operational level) and Corporate Accounting (specification and review of ESRS requirements), together with defined internal controls, ensures consistent implementation of sustainability reporting. A standardized groupwide reporting manual documents the implementation of ESRS requirements, the processes implemented and the responsibilities for their implementation. In addition, the internal controls for sustainability reporting will be subject to an audit by our internal Auditing department in the future.

The sustainability report and the results of the double materiality assessment were submitted to the Executive Board and the Audit Committee for review. The Group Employee Council was informed of the results and had an opportunity to comment on the sustainability report. As part of their reporting to the Executive Board and Audit Committee, the auditors report on their inspection of the process, the results of the double materiality assessment and on the impacts, risks and opportunities identified. The Supervisory Board is integrated into the internal control system through its Audit Committee.

For further information on the Group's general risk management system and the groupwide internal control system, please refer to the risk management report.

» **Risk management report**

Integrated management system

The integrated management system, including its groupwide regulations, and external certifications are important management tools for ensuring the uniform implementation of our sustainability strategy throughout the Group.

Our Integrated Management System (IMS) regulates operational processes and defines uniform groupwide standards for quality, safety, energy, and environmental and health protection. The Group management system is certified to ISO 9001 (quality), ISO 14001 (environment) and ISO 50001 (energy). An overview of all those production sites covered by this certification, together with other product certificates, can be found on the WACKER website.

We record environmentally relevant and safety-related incidents, plan and document internal and external audits and reviews, and coordinate the implementation of actions as part of our Integrated Management System (IMS).

» **www.wacker.com/certificates**
» **For more details about resource-efficient production and sustainable products, please refer to the section in the combined management report entitled Further Information on R&D, Employees, Procurement, Production, Sales and Marketing.**

Strategy

Strategy, business model and value chain

About WACKER

WACKER is a global company with state-of-the-art specialty chemical products. The business model, legal structure, key products, services, business processes and our raw-material base are described in the combined management report, the sections on “Group business fundamentals”[1] and “Governance.”[2] The main sales markets and competitive positions are depicted, too. The “Segment data by region”[4] shows the distribution of sales, investments and employees in our most important sales regions. Our divisions correspond to the main product categories and reflect the position in the value chain, including the differences in chemical products and the various market and customer groups (downstream value chain)[1, 2]. Our suppliers of silicon, ethylene, acetic acid, methanol and energy form the other side of the value chain (upstream value chain)[1, 3, 5]. The “Business report”[3] section describes the most important customer industries and their current trends as well as developments in our key raw materials and energy. Risks are explained in the risk management report[5].

[1] Group business fundamentals: 1 Group business fundamentals; Silicon is WACKER’s most important raw material (ESRS 2.42a, b, c); Four business divisions (ESRS 2.40i,ii; ESRS 2.42b, c); Strategy at each business division (ESRS 2.42 a, b, c).
[2] Governance: Key products, services and business processes (ESRS 2.40 a i; ESRS 2.42a, b, c).
[3] Business report: Sector-specific conditions (ESRS 2.40a ii; ESRS 2.42 c); Raw-material prices remain largely unchanged year over year (ESRS 2.42 a, c); Energy prices still at a high level (ESRS 2.42 a, c).
[4] Segment information by region; Employees (ESRS 2.40c).
[5] Risk management report: Sales-market risks (ESRS 2.42b, c); Procurement-market risks (ESRS 2.42a, c); Production and environmental risks (ESRS 2.42 a).

Principles and strategic corporate goals

Sustainability has been firmly rooted in our business processes for years now. We strive to strike a balance between economic, environmental and social factors in everything we do. The importance of sustainability is shown by the fact that the topic lies at the heart of two of our five strategic targets.

In line with its corporate purpose as an innovative chemical company – Our solutions make a better world for generations – WACKER makes an important contribution to improving the quality of life of people all around the world. We want to continue developing and supplying solutions that meet our own expectations – namely to add value for our customers, shareholders, employees and society, and to achieve sustainable growth.

Voluntary commitments

Our actions are guided by voluntary initiatives, which form the basis for sustainable corporate management at WACKER.

Responsible Care®

WACKER has been an active member of the Responsible Care® initiative since 1991. As a program participant, we undertake to continually improve health, safety and environmental performance on a voluntary basis – even in the absence of statutory requirements. This explains our strong focus on environmental protection, the safe operation of plants (for both employees and neighbors), a high level of in-plant occupational safety, and product safety (for customers and end users).

» **https://www.vci.de/themen/nachhaltigkeit/responsible-care/rc-initiative/uebersicht.jsp [German-language link only]**

The UN Global Compact

As a member of the UN Global Compact, we support the goals of this initiative for responsible corporate management. The Global Compact addresses the protection of human rights, adherence to social and environmental standards, and the fight against corruption. We have undertaken to implement the Global Compact’s Ten Principles. which are derived from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the Rio Declaration on Environment and Development. Our progress report is available on the UN Global Compact website.

As part of the UN Global Compact's Forward Faster initiative, WACKER is committed to doing its part in the fight against climate change, as well as to ensuring gender equality and paying living wages by 2030. WACKER is thus making a significant contribution to achieving the UN's Sustainable Development Goals.
We also publish our latest progress report on the WACKER website:

» **https://www.unglobalcompact.org/what-is-gc/participants/10060-Wacker-Chemie-AG**
https://www.wacker.com/cms/en-de/sustainability/global-compact/detail.html

UN "Race To Zero"

When it comes to climate change mitigation, WACKER has set itself ambitious, science-based targets. This means they contribute to the goal of limiting the global rise in temperature to a maximum of 1.5 degrees Celsius and therefore comply with the Paris Agreement. Our targets were validated by the independent Science Based Targets initiative (SBTi). WACKER is also part of the UN's Race to Zero initiative. This means that we voluntarily commit to complying with the 1.5-degree Celsius goal and to documenting our course toward net zero with transparent progress reports.

» **https://sciencebasedtargets.org**
https://racetozero.unfccc.int

Sustainability strategy: SustainaBalance®

SustainaBalance® is WACKER's holistic sustainability strategy to achieve its medium- and long-term sustainability targets. This strategy is based on three pillars designed to promote the balance between ecological, social and economic factors: Value Up, Footprint Down, Collaboration Beyond.

SustainaBalance® is directly related to the 17 goals of the UN's 2030 Agenda for Sustainable Development.

WACKER's SustainaBalance® is a commitment to responsible stewardship and contributes to the implementation, in particular, of seven UN Sustainable Development Goals (SDGs):

The three pillars of SustainaBalance®

Value Up	Footprint Down	Collaboration Beyond
By empowering our teams, we enable our customers to provide more sustainable solutions.	We create efficient and safe processes, use resources responsibly, avoid waste and minimize our footprint.	As a contributing member of society, we strive for a sustainable value chain together with all our partners.

» **More information can be found in our fact sheets: Strategy and Roadmap, Sustainable Development Goals (SDGs)**

Major challenges for the future and planned key solutions

The main challenges lie in the implementation of numerous legal requirements and intelligent, automated data management in order to meet future transparency requirements. In the previous year, WACKER had begun to create suitable organizational conditions and to launch projects to meet these requirements.

WACKER's sustainability targets

Global warming is a socially and economically relevant environmental factor due to the rise in greenhouse gas emissions. We want to lead the way as a company, use our products to help in the fight against climate change, and reduce both our own emissions as a company and those of our products. The sustainability targets we have therefore set are ambitious. For example, WACKER intends to cut its absolute greenhouse gas emissions (Scopes 1 and 2) by 50 percent by 2030 relative to 2020 and to achieve net zero by 2045. This is supported by our energy target, in which energy-efficiency measures accounting for 1.5 percent of our energy consumption were adopted every year between 2020 and 2030 (15 percent in energy savings based on the cumulative values of the energy savings achieved by the energy-saving measures since the base year).

WACKER is striving to ensure that its entire product portfolio meets defined sustainability criteria by 2030. We also expect all our key suppliers to meet defined sustainability standards by 2030. During the same period, we aim to reduce by 25 percent the emissions from our upstream products (Scope 3, categories 1 and 3) that we use. We are also aiming to ensure sustainable water management at all production sites in order to protect water as a resource, continuously improve water use and reduce emissions.

The targets to cut greenhouse gases are science-based targets, which means that they contribute to the 1.5 °C target set out in the Paris Agreement. Not only the targets for 2030 but also our aim of achieving net zero by 2045 have been validated by the independent Science Based Targets initiative (SBTi).

We have also set ourselves diversity targets: by 2030, we would like about one in three management positions to be held by a woman and around one in two management positions to be located outside of Germany.

Safety is of the utmost priority for WACKER. We aim every year, for example, to fully avoid chemical accidents with missed workdays and severe process-safety incidents.

WACKER's sustainability targets

SustainaBalance®	Sustainable Development Goals (SDGs)	Sustainability indicator[1]	Base year	Target year	Target[2] (%)	Status 2025
Footprint Down	12,13, 17	Net zero	2020	2045	–100	–29
Value Up	7, 9	Products meeting defined sustainability criteria[3]	2020	2030	100	96
Value Up	8	Management positions held by women	–	2030	33	23
Value Up	8	Management positions outside of Germany	–	2030	50	31
Footprint Down	12, 13	Absolute greenhouse gas emissions[4]	2020	2030	–50	–43
Footprint Down	12, 13	Energy savings through energy-efficiency measures[5]	2020	2030	15	8.4
Footprint Down	12	Sustainable water management[6]	2020	2030	100	Implemented in 2025, not monitored until start of 2026
Footprint Down	8,12	Chemical accidents with missed workdays[6]	Annual target	Annual target	0	6
Footprint Down	8,12	Severe process-safety incidents[6,7]	Annual target	Annual target	0	0
Collaboration Beyond	4, 17	Key suppliers[8] meeting sustainability criteria	2020	2030	100	88
Collaboration Beyond	13, 17	Absolute greenhouse gas emissions in upstream supply chains[9]	2020	2030	–25	–30

[1] Gross production corresponds to the total production (target products and byproducts) of a plant or site. Net production is calculated by subtracting the internal reuse of products from the gross production of a plant or site.

[2] The target-related success level is not based on linear progression, but on individual projects that are implemented at different stages throughout the target period.

[3] In accordance with "WACKER Sustainable Solutions".

[4] Scopes 1 and 2 in accordance with GHG-Protocol, science-based target.

[5] Cumulative value of energy savings achieved by energy-efficiency measures taken (in %)

[6] Absolute target.

[7] In accordance with WACKER Process Safety Incidents, Severity Levels 1 and 2.

[8] Corresponds to approx. 75 percent of the volume procured.

[9] In accordance with Scope 3 GHG emissions from purchased goods and services (Cat. 1) and fuel- and energy-related emissions (Cat. 3), science-based target.

Suitable dialogue formats were used to engage both internal and external stakeholders in the target-setting process.

Sustainability targets in relation to key products and customer industries

WACKER's portfolio comprises more than 3,000 products. Customers come from virtually every major sector worldwide. In line with our corporate purpose, we develop intelligent solutions and trailblazing technologies with the aim of improving people's quality of life around the world. Our target to achieve net zero by 2045 plays an important role here. Responsible stewardship is one of the ways we contribute to the United Nations' Sustainable Development Goals (SDGs) and we use our products to support, in particular, SDG 7 "Affordable and Clean Energy," SDG 9 "Industry, Innovation and Infrastructure," SDG 12 "Responsible Consumption and Production" and SDG 13 "Climate Action."

Sustainable products

WACKER has a variety of products that contribute to conserving natural resources and cutting greenhouse gases. We develop not only modern products for the world of tomorrow, but also forward-looking solutions with the aim of ensuring that these products make a positive contribution to sustainability throughout their entire life cycle. In doing so, we are supporting the global issues of the future such as renewable energy sources, smart construction, digitalization, e-mobility, nutrition and health, as well as quality of life. Our products can be found in solar modules, cars and building materials, not to mention a great many everyday objects and consumer goods. Through our contribution, we enable our customers to offer even more sustainable solutions on the market, allowing us to join forces to advance the transformation to a more sustainable economy and society.

The transformation of the value-creation chain into a circular economy will play an increasing role. We have used the mass balance approach to begin the transformation toward a climate-neutral circular economy. This method enables us to save fossil resources while preserving the quality of our products. Collaboration with customers and partners is vital for the development of recyclable products.

A selection of our sustainable products can be found along with additional information in our WACKER City online app.

» **https://www.wacker.com/cms/en-de/sustainability/sustainable-products/wacker-city.html**

We have described our vision and strategic goals in detail in the Group management report.

» **Visions/Goals**

Product assessment based on sustainability criteria

When assessing the sustainability of our products, we take economic, environmental and social aspects into account throughout the entire product lifecycle. Our product portfolio evaluation tool takes the form of the WACKER Sustainable Solutions program. We also make use of the WACKER ECOWHEEL® and perform life cycle assessments. These enable us to track the progress of a product from its manufacture through to when it leaves the factory gate.

— We use the WACKER ECOWHEEL® to identify key sustainability topics at a qualitative level and, together with our stakeholders, set priorities for research projects. This involves looking at the consumption of materials, water and energy, as well as ecotoxicity, across the entire product lifecycle.

— The WACKER Sustainable Solutions program allows us to assess the sustainability assessments of our product portfolio. in line with the standards set by the World Business Council for Sustainable Development (WBCSD). We study the life cycles of products and their usage under specific regional requirements. As a basis for these assessments, we compile products in what are called PARCs (Product/Product group in one Application in one Region in Combination). We examine toxicological classification, regulatory and social criteria, controversial industries and raw materials, as well as sustainability-related aspects across the entire product life cycle. Every assessed PARC unit is assigned to one of five sustainability categories.

WACKER aims to have 100 percent of its products meet defined sustainability criteria by 2030. In the reporting period, sustainable products accounted for 96 percent of WACKER’s total sales. For the majority of the remaining products, we have defined measures to either improve sustainability performance or replace the product.

» **https://www.wbcsd.org/Programs/Circular-Economy/Resources/Chemical-Industry-Methodology-for-Portfolio-Sustainability-Assessments**

2030 target: 100 percent of products meet sustainability criteria

%	2025	2024
Percentage of sales from products meeting defined sustainability criteria	**96**	94

— Our life cycle assessments (LCAs) quantify the environmental impact of our products from their manufacture through to the moment they leave the factory gate. Cradle-to-gate analyses such as these allow us to evaluate the sustainability of our products and production processes, and to improve them accordingly. When preparing an LCA, we take account of all relevant, potentially harmful effects on soil, air and water, as well as all material flows associated with the system in question. That includes raw-material consumption and emissions from supply and disposal processes, from power generation and from transport.

Since 2025, WACKER has been able to calculate a product carbon footprint for all of its products using a standardized digital solution. Our digital solution is based on the Together for Sustainability PCF Calculation Guideline. It allows us to calculate carbon footprints using a standardized procedure that facilitates comparison.

» **https://www.tfs-initiative.com/app/uploads/2022/11/TfS_PCF_guidelines_2022-interactif-pages.pdf**

Management of the impacts, risks and opportunities

Interests and views of stakeholders

The interests and views of our stakeholders play a crucial role in our strategy and business policy. Open communication with them encourages mutual understanding and enables our decisions to be accepted by society, while allowing WACKER to receive valuable input and feedback. In order to identify material sustainability topics, we continuously analyze the interests, expectations and demands of our stakeholders and take these into account in our materiality assessment. No explicit external questionnaire was conducted for this. The Executive and Supervisory Boards are regularly informed about sustainability topics and the views of our stakeholders are incorporated into our reporting.

The following table shows our main stakeholder groups and the respective forms of exchange.

Stakeholders	Dialogue formats, and interests and views for stakeholders
Customers	**Dialogue formats:** Continuous personal exchange with sales and marketing employees Market studies, customer surveys Attendance of international tradeshows **Interests and views:** Product safety, current and future product compliance, products for future market requirements, future-oriented business relationships
Employees, labor unions	**Dialogue formats:** Employee events attended by the Executive Board and senior management Circulars and presentations specific to particular occasions, company intranet, social media, internal campaigns, employee surveys **Interests and views:** Corporate values, training and upskilling, corporate benefits, employee satisfaction
Suppliers	**Dialogue formats:** “Together for Sustainability” initiative Sustainability-related events and workshops for suppliers Continuous exchange via the employees responsible for procurement assignments **Interests and views:** Future-oriented business relationships, product buyers, employment conditions
Associations	**Dialogue formats:** Active membership of national and international associations, such as the German Chemical Industry Association (VCI), European Chemical Industry Council (Cefic), Plastics Europe, American Chemistry Council (ACC) and China Petroleum and Chemical Industry Federation (CPCIF) **Interests and views:** Pre-competitive exchange of thoughts and ideas, joint representation of interests, elaboration and compilation of common positions
Investors, lenders and analysts	**Dialogue formats:** Annual shareholders’ meeting Continuous exchange with major investors Annual report, half-yearly financial report and quarterly reports Various events for investors and analysts that focus on specific topics (Capital Market Days) Range of online information Continuous personal exchange with banks via Treasury employees **Interests and views:** Forward-looking investments, transparency with regard to sustainability performance and strategic direction
Official bodies	**Dialogue formats:** Regular exchange with authorities, ministries and policymakers **Interests and views:** Compliance with minimum legal requirements, transparency with regard to business activities
The general public, neighbors, NGOs	**Dialogue formats:** Dialogue specific to particular occasions, e.g. investment projects/meetings in the local community, open house days, regular exchange via site management at the various production plants **Interests and views:** Transparency on sustainability performance, environmental and social impacts on surroundings
Media	**Dialogue formats:** Press releases, press conferences, behind-the-scene talks, one-on-one interviews Communication via social media, channels such as LinkedIn, X, Facebook and YouTube Annual report, half-yearly financial report and quarterly reports, as well as presentations and speeches given at conferences and symposiums **Interests and views:** Transparency with regard to business activities and sustainability performance

The individual topic and its relevance will determine how we identify and prioritize our stakeholders; we then choose the suitable forms of exchange and relevant frequency. We have various channels at our disposal for our exchanges.

Our Sales and Procurement teams closely communicate with our customers and suppliers through various digital and personal channels. Market studies and customer and supplier information are incorporated into product development. At our technical centers, we work together with our customers to provide more efficient solutions. We use this information in our long-term planning to future-proof WACKER.

Our employees are our most important asset and WACKER’s success is a team effort. An ongoing exchange with employees and the employee council is crucial. As the German chemical industry is strongly unionized, our HR department and employee council are in constant contact with labor union representatives. This enables employee interests to be taken into account in material decisions. Regular groupwide employee surveys – the most recent being in 2023 – help us to identify

potential for improvement. Our Human Rights Committee, including the human rights officer appointed by the Executive Board, holds regular meetings to advise and raise awareness within sensitive departments. WACKER ensures that we do not cause or contribute to any human rights violations in our business operations, either in the upstream or downstream value chains.

WACKER's success and future direction are of material interest to investors, lenders and analysts. The Executive Board and employees in our Investor Relations and Treasury departments communicate closely with these stakeholders. We aim to secure our financing requirements in the long term at good conditions. Keeping in regular contact with our long-term shareholders plays a key role in the stable, long-term direction of our business model.

Site-specific functions attend to local matters at our sites, including contacts with authorities, neighbors, ministries and political representatives. Suspected human rights violations in the supply chain can be reported using our whistleblowing tool and we use information from the media. Our involvement in trade associations enables us to introduce our expertise into the political dialogue and to represent our interests.

As part of the update of our materiality assessment in 2025, we have aligned the interests of our key stakeholders with our strategy and our business model. Our long-term goals and strategies are geared toward stakeholder requirements. Our material impacts, risks and opportunities are in line with our Group strategy. Our strategic goals covering the period up to 2030 and published in March 2022 serve to guide our success. No change is currently planned. Further information can be found in the "Goals and strategies" section in the general part of the Group Management Report.

» **Group business fundamentals – goals and strategies**

Materiality assessment

Process and assessment of materiality

The double materiality assessment under the CSRD is the basis for our reporting and is reviewed every year. The review serves as the basis for our sustainability reporting in 2025.

To identify the main areas of focus in our sustainability strategy, it is crucial that we are aware of the material topics for our stakeholder groups. We regularly check the materiality of sustainability topics to align our strategy, our implementation actions and our reporting. Specific goals, actions and management approaches for material sustainability topics can be found in the respective sections of the Sustainability Report.

In 2025, we updated our materiality assessment and confirmed those topics that had been identified as material in 2024. Only marginal changes emerged, which are listed in the table of material sustainability topics. "Biodiversity and ecosystems" was identified as a new material topic. As a result, ESRS E4 is being reported for the first time this year.

In terms of sustainability-related risks, the review does not identify any additional material risks that are highly likely to have severe adverse impacts on WACKER.

The double materiality assessment is conducted along WACKER's value chain and covers our own operations as well as the upstream and downstream value chains. The upstream value chain covers relationships with suppliers of material core feedstock and energy sources. This does not result in any material direct opportunities and risks from steps further up the value chain. The downstream value chain is primarily made up of WACKER's direct customers. Due to the wide range of applications of our products, the impacts in the value chain further downstream are classified as not material. Our customers incorporate our products as specialty chemicals – in some cases only in small quantities – into a large number of their processes and products. The double materiality assessment takes account of important megatrends.

The double materiality assessment is conducted at Group level, since all of WACKER's business divisions are subject to similar materiality topics. As a result of our business model, we focused on issues that are important for the chemical industry. Geographically speaking, we look at all our sites using the same process and place high demands on our suppliers of upstream chemical products.

The double materiality assessment identifies material impacts, risks and opportunities that could occur in the short, medium and long term. It covers both the sustainability aspects of the topical ESRS as well as WACKER-specific sustainability aspects. We were guided by the list of topics under ESRS 1 and have not identified any material WACKER-specific topics.

Our materiality assessment takes into account both positive and adverse actual and potential impacts that are caused by WACKER, to which the Group contributes or with which it is connected. They are assessed according to scale, scope, unchangeability and likelihood. In the case of financial materiality, we examine the likelihood and the scale of the potential financial impacts, including our dependency on natural or social resources. Risks may, moreover, arise from actions relating to the identified impacts. Identifying impacts, risks and opportunities is part of our strategy.

Our double materiality assessment involved a multi-step decision-making process and was checked internally several times. The steps of the double materiality assessment are: identify, assess, validate and implement.

Identify

The double materiality assessment is based on desktop research and internal expert opinions, with internal and external data along the value chain being taken into account. We analyzed where in the value chain impacts, risks and opportunities occur, how they are linked to WACKER’s business operations, business model and products, and which stakeholder groups could be affected. These results are collected in a long list. We also screened our peer group companies in the chemical industry and compared the results against our long list. Climate risks at our sites were assessed using, for example, data collected by our insurers. When assessing impacts on water and biodiversity, we include expert opinions on environmental impacts at our sites.

Assess

The long-list topics identified are assessed by suitable experts. The final results are aligned with the Group's sustainability targets and presented to the head of Corporate ESG for review. After approval, the bodies described in the following also provide further validation.

When assessing the materiality of the impacts, we use absolute, quantitative thresholds. WACKER defines the gross impacts based on the intended operation of its plants and on the use of its products. We assess the impacts of improper operation as potential impacts with corresponding likelihood. Potential adverse impacts are weighted more strongly than positive ones since unchangeability is included as a criterion in the assessment. Impact is material if at least half of the scoring values are achieved.

We essentially consider those CSRD topics identified as material using internal appraisals and the risk thresholds in the risk management report as material due to potential risks. When assessing the materiality of risks and opportunities, we likewise use absolute, quantitative thresholds. We consider risks and opportunities to be material if they reach around 40 percent of the maximum possible score. Potential risks are assessed conservatively in the current materiality review, which means that we report on a broad range of topics that are classified as low risk in our risk management system.

Validate

The process, the methodology and the outcome of the double materiality assessment were reviewed and confirmed by our Sustainability Council, our Executive Board, and the Audit Committee of Wacker Chemie AG's Supervisory Board. In addition, the outcome of the double materiality assessment is discussed with the Employee Council in its capacity as a material stakeholder representative, and its feedback is taken on board.

Implement

The material sustainability topics are processed and managed by the topic owners from the respective corporate functions in line with the need for action and the possible impacts on people and the environment. This also includes the financial and non-financial opportunities and risks concerned as well as any measures required that are mapped in the groupwide risk management system.

Disclosure requirements covered

Details that relate to the disclosure requirements identified in the double materiality assessment and on which WACKER has material impacts and/or from which material risks and opportunities arise for WACKER can be found in the individual topic sections of this Sustainability Report. In line with the process of determining materiality, we may decide on a case-by-case basis that an individual datapoint is not relevant. In general, all disclosure requirements for which WACKER has set corporate targets or that involve human rights concerns are material. A list of the disclosure requirements can be found in the annex to this report.

Standards ESRS S3 Affected communities and ESRS S4 Consumers and end-users were assessed as not material.

This evaluation may change in the future, especially as a result of adapting the business model to future developments and technologies.

The WACKER Group's material sustainability topics

The following overview shows WACKER's material impacts on people, nature and the environment as well as the resulting risks and opportunities for WACKER. Further information on the interaction of the impacts, risks and opportunities with our strategy and business model is provided in the relevant topic-specific section of this report.

Statement on our material impacts, risks and opportunities:

Material impacts		Explanations
Climate change	Sustainable products and solutions (positive)	The transition to net zero requires new technologies and materials to which WACKER makes positive contributions in the form of its many products in areas such as renewable energy, smart construction, digitalization and e-mobility. (downstream value chain, short-term)
	Release of fossil greenhouse gas emissions through chemical production (negative)	Due to its energy intensity and the use of fossil raw materials, the manufacturing of chemical products involves the release of greenhouse gases. WACKER's production processes, too, release greenhouse gases that impact climate change. (up and downstream value chains, own operations, short-term)
Pollution	Emissions to air and water (negative)	Chemical-product manufacturing involves the release of substances into the environment that negatively impact people and the environment. WACKER's emissions, too, influence the quality of air and water. (own operations, short-term)
	Use of critical substances (substances of concern / substances of very high concern) (negative)	Manufacturing specialty chemical products often requires the use of critical substances that negatively impact people and the environment. WACKER, too, uses critical substances to manufacture its specialty chemical products and, as a result, also exerts a potential influence. (own operations, short-term)
Water and marine resources	Water consumption, water withdrawal and water backflow (negative)	Water plays a material role in our chemical production processes. Water withdrawal, water consumption and water backflow can impact the availability and quality of water as a resource. WACKER uses water as a resource, which means it also influences water as a resource. (own operations, short-term)
Biodiversity and ecosystems	Release of fossil greenhouse emissions caused by chemical production (negative)	Due to its energy intensity and use of fossil raw materials, chemical-product manufacturing involves the release of greenhouse gases. In the course of its production processes, WACKER, too, therefore releases greenhouse gases that impact climate change, thus having an influence on biodiversity too (see ESRS E1 for details) (upstream and downstream value chains and own operations, short-term)
	Emissions to air and water (negative)	Chemical-product manufacturing involves the release of substances into the environment that negatively impact people, nature and the environment. WACKER, too, affects the quality of air and water as a result of its emissions, thus having an influence on biodiversity too. (see ESRS E2 for details) (own operations, short-term)
	Water consumption, water withdrawal and water backflow (negative)	Water plays a material role in our chemical production processes. Water withdrawal, water consumption and water backflow can impact the availability and quality of water as a resource. WACKER uses water as a resource, which means it also influences water as a resource and hence impacts biodiversity. (see ESRS E3 for details) (own operations, short-term)
Resource use and circular economy	Use of petrochemical raw materials (negative)	Circular economy is a topic of strategic importance to us due to the consumption of petrochemical raw materials and other raw materials but also due to waste incurred in our production but which cannot be returned to our material loops. In particular, the procurement of alternative raw materials and the recyclability of our products are highly relevant to achieving a circular economy.

Material impacts		Explanations
		(upstream value chain and own operations, short-term)
	Waste generation (negative)	The chemical production methods used to manufacture actual products result in hazardous waste as well, improper handling of which can adversely impact people's health and damage ecosystems. Along with its large number of specialty products, WACKER, too, produces waste, the improper handling of which can adversely impact people's health and damage ecosystems.
		(own operations, short-term)
Our own workforce	Working conditions and social benefits (positive)	Fair wages, flexibility and innovative working-time models and active support of social partnership and freedom of assembly have a positive impact on our employees and provide them with an adequate standard of living.
		(own operations, short-term)
	Equal treatment and opportunity for all (positive)	Granting all employees equal opportunity is one of WACKER's material objectives. We consider fair wages to be part of our duty just as much as training and upskilling/reskilling. Our corporate culture does not tolerate violence or harassment in the workplace.
		(own operations, short-term)
	Health promotion (positive)	WACKER encourages a healthy lifestyle with various health-related programs for its employees and additional health benefits.
		(own operations, short-term)
	Equality (negative)	WACKER is an advocate of equal opportunity for men and women. However, women are not represented on all management levels to the same extent due to the historical patterns of gender distribution. As a result, we seek to increase the proportion of women in management positions.
		(own operations, short-term)
	Occupational health and safety (negative)	Chemical production means having to deal with hazardous substances and putting suitable practices into place. This involves an increased risk of workplace accidents and damage to health.
		(own operations, short-term)
Workers in the value chain	Working conditions and health and safety at our supplier sites (positive)	We have designed our procurement practices to help promote fair and adequate working conditions for our suppliers' employees in the long run.
		(upstream value chain, short-term)
	Human rights violations (negative)	In some sectors and regions, particularly in risk areas, supply chain employees might encounter challenges at work, such as a lack of equal opportunity, unfair wages, unstable jobs, a lack of work-life balance, and insufficient safeguards to ensure occupational health and safety. We tackle severe human rights violations such as child labor or forced labor at our supplier sites with appropriate measures.
		(upstream value chain, short-, mid- and long-term)
Governance	Our corporate culture (positive)	Through our Code of Conduct, WACKER and all employees throughout the Group are committed to living WACKER's corporate values. As a result, WACKER has a positive impact on people and the environment. The Code of Conduct covers our value chain as well.
		(upstream value chain, short-term)
	Environmental damage and human rights violations by suppliers (negative)	WACKER is dependent on certain minerals that are considered conflict minerals. We also need biogenic raw materials for our products whose cultivation has a negative impact on the environment. WACKER could therefore indirectly violate human rights or damage the environment through our suppliers. Suppliers may also supply or

Material impacts		Explanations
		provide raw materials and services using forced labor, discrimination and from war zones. (upstream value chain and own operations, short-, mid- and long-term)

Material risks and opportunities		Explanations
Climate change	Sustainable products and solutions (opportunity)	A number of products that WACKER manufactures contribute to the transition to climate-preserving technologies and products. This increases the competitiveness of our products and allows us to set ourselves apart from the competition and increase market share. (long-term)
	Ever more regulations (transition risk)	As climate change progresses, we expect increasing regulatory measures that have the potential to considerably influence the competitiveness and product portfolio of WACKER and those of its customers. This can lead to risks for WACKER as a chemical producer. (mid-term)
	Regulatory requirements, availability of energy at competitive costs (transition risk)	Climate change is driving the energy transition toward renewable energy. Subject to the initial energy system, speed of implementation and the political framework, this transition may incur considerable additional cost, which can have an adverse impact on an energy-intensive company like WACKER and so constitutes a risk. (mid- to long-term)
	Loss of business due to customer demands (transition risk)	In the long term, greater customer requirements could lead to a loss of business if WACKER were unable to fulfill them, which can have a negative impact on WACKER and so constitutes a risk. (long-term)
Pollution	Increase in regulatory requirements for our production processes and products (risk)	The rise in regulations related to emissions may lead to significant restrictions and higher costs as regards our production lines, which can have an adverse impact on WACKER and so constitutes a risk. What is more, new legal requirements in the production and use of chemical substances constitute a further risk in terms of restrictions or prohibitions of groups of substances and stricter critical limits. (mid-term)
Resource use and circular economy	Availability, cost and acceptance of petrochemical raw materials (risk)	An increase in regulatory requirements relating to the procurement of raw materials can lead to significant cost increases in our production. We especially consider the availability of fossil raw materials at reasonable costs to be a risk. (mid-term)
Our own workforce	Secure employment (risk)	Structural changes and the chemical industry's general move away from Germany can potentially result in less demand for labor in this region. At the same time, skilled workers are highly sought after worldwide, which may lead to bottlenecks. (short- to mid-term)
	Pension commitments (risk)	As a result of rising life expectancy of those entitled to a pension, of pay and pension adjustments, and of falling discount rates, we see a potential reduction in the plan assets in our company pension fund due to our pension commitments to employees as a financial risk in the medium term. (mid-term)
	Occupational and plant safety (risk)	As a chemical producer, we have a higher risk of workplace accidents with additional consequences for employee health. This also involves a financial risk of high health expenses due to the potential loss of labor or production. (mid-term)
Workers in the value chain	Human rights (risk)	Potential human rights violations such as child labor or forced labor in the supply chain involve financial risk from reputational damage, potential fines or the cost of lawsuits. (mid-term)

Material risks and opportunities		Explanations
	Working conditions and secure employment (opportunity)	Our customers want to work with suppliers that are reliable and show integrity. A sustainable supply chain allows us to be a preferred partner for our customers and other business partners. (mid-term)
Governance	Political engagement (opportunity)	WACKER is actively involved in shaping energy, climate and industrial policy to provide a framework that offers investment and planning certainty for the transition of energy-intensive companies toward net zero by 2045. (mid-term)
	Conflict minerals and critical raw materials (risk)	WACKER depends on certain minerals that are considered conflict minerals. Our products, moreover, require biogenic raw materials, extraction of which negatively impacts the environment. (mid-term)
	Guarantees of origin and customer ratings (opportunity)	Guarantees of origin and ratings allow us to set ourselves apart from other manufacturers. (mid-term)
	Bribery and corruption (risk)	In particular, bribery and corruption incidents might occur in our supply chain as well. (mid-term)

The risks and opportunities identified in the materiality assessment currently have no significant financial impacts on the financial position, financial performance and cash flows in the next reporting period. There is no need to adjust the carrying amounts of assets and liabilities reported in the consolidated financial statements.

WACKER has not identified any additional company-specific impacts, risks and opportunities. The following impacts were identified as material for the first time in 2025:

- Biodiversity and ecosystems – Release of fossil greenhouse gas emissions through chemical production
- Biodiversity and ecosystems – Emissions to air and water
- Biodiversity and ecosystems – Water consumption, water withdrawal and water backflow

We have also adjusted our energy and water targets (details can be found in the relevant topic standards E1 – Climate Change and E3 – Water and Marine Resources).

For a detailed description of the processes to identify material impacts, risks and opportunities regarding climate change, pollution, water and marine resources, biodiversity and ecosystems, and resource use and circular economy, please refer to the specific topic section. The same applies to information on our own workforce, workers in the value chain and business conduct.

Qualitative resilience

WACKER is prepared for future environmental, social and corporate policy challenges.

The environmental challenges include emissions, the use of critical substances, water use, use of raw materials, and waste handling. We regularly analyze the long-term competitiveness of our products and sites, which includes assessment of customer demands, market conditions, regulatory requirements and technological developments. We aim to develop sustainable solutions to further reduce any adverse impacts on the environment both in our own operations environment and also in the case of our customers. We take preventative action regarding risks so that we can assess them at an early stage and initiate corresponding actions. What is more, we believe that our international positioning and diversification of our upstream and downstream value chains leave us well placed to be able to respond flexibly to future legal developments.

In terms of our own workforce, we can use our working conditions and social benefits, equal treatment and opportunity, and health promotion measures to create an attractive working environment for our employees and new talents. We are taking systematic action to improve gender equality for women and occupational safety for our employees. We conduct regular external and internal analyses to determine how competitive our working conditions are so we can pinpoint any risks early on, take appropriate action and, in doing so, ensure our company’s success in the long run.

Workers in the upstream value chain may be negatively affected by human rights violations. WACKER addresses this impact and the associated risks by imposing specific requirements on its suppliers via the Supplier Code of Conduct and conducting regular supplier reviews, particularly when suppliers are based in high-risk areas. It also maintains a diversified procurement portfolio to avoid becoming reliant on individual suppliers. Taking the measures described above, moreover, presents us with an opportunity to have a positive impact on working conditions for workers in the upstream value chain.

As far as our corporate policy is concerned, we have identified potential impacts and risks associated with critical raw materials and conflict materials, as well as with bribery and corruption in the supply chain. We address these potential impacts and risks by imposing clear requirements on our suppliers and conducting regular reviews. We also use a range of communication channels in an attempt to pick up on any possible incidents early on and take appropriate countermeasures.

We see this as an opportunity to use our own actions to make a positive impact. We also have our own performance in this area evaluated at regular intervals. At the same time, our lobbying activities are our way of helping to make the transformation process commercially viable.

General disclosures on environmental standards

In this section, we provide cross-standard information on the standards associated with pollution, water and marine resources, biodiversity and ecosystems, and resource use and circular economy.

Disclosures on the EU Taxonomy can be found in the “EU Taxonomy Regulation” section.

» **EU Taxonomy Regulation**

Management of our material impacts, risks and opportunities

WACKER pursues a holistic approach to environmental management to manage potential impacts on people, nature and the environment. This includes air and water emissions and their impact on biodiversity, the use of water, and waste management.

WACKER has implemented a standardized process across the Group (known as an ABC assessment) to regularly identify environment-, water- and waste-related impacts, risks and opportunities and to derive any measures and targets necessary. This analysis includes the individual phases of product life cycles and fulfills the main requirements of the ISO 14001 (environmental management systems) standard.

We identify direct and indirect environmental aspects in our ABC assessment. The first step involves determining site-specific impacts and then assessing the risks and opportunities using standard criteria across the Group. In the event of a significant environmental impact that can be influenced, our environmental management system allows site-specific targets and improvement measures to be derived and implemented.

What is more, we identify water-related aspects as part of the WACKER Water Stewardship (WaWaS) program with the aim of using predefined, groupwide criteria to identify relevant impacts on water as a resource and establishing possible fields of action.

Our risk management system involves systematically assessing procurement and logistics risks and, if necessary, defining remedy procedures. This includes bottlenecks in the case of resource inflows such as renewable resources.

In addition, WACKER monitors regulations on an ongoing basis in order to be able to act early if its products or production processes are affected. We discuss new technologies with scientific experts and policymakers.

Our upstream value chain sees similar environmental impacts, risks and opportunities. Through our Supplier Code of Conduct, we ask our suppliers to comply with all applicable environmental provisions, to cut emissions and waste, to use resources efficiently, protect biodiversity and to use energy-efficient and environmentally friendly technologies. We check that our key suppliers conform by conducting audits and assessments.

We primarily tackle the impacts, risks and opportunities associated with our downstream value chain by holding discussions with customers, by offering training on how to handle our products (e.g. WACKER ACADEMY), and by providing safety information in our product safety data sheets. Market intelligence and our close exchanges with our customers allow us to identify new requirements in good time and work together to develop new solutions.

Pollution, water and marine resources, biodiversity and ecosystems, and resource use and a circular economy are material issues for all of WACKER’s business divisions and sites as a result of being part of a global chemical company. For this reason, impacts, risks and opportunities are examined at Group level.

Our business divisions operate worldwide. They are often localized at joint sites, at which they make use of shared material loops. At our major integrated sites in Burghausen, Nünchritz, and Zhangjiagang in particular, our efficient use of resources enables us to minimize and largely avoid air and water emissions, waste, and resource consumption.

These highly integrated material loops, moreover, enable us to use water several times, and as a result reduce withdrawal.

» **Group business fundamentals – WACKER's production and sales sites**

We exchange openly with our employees, customers and suppliers as well as with the authorities, our neighbors and the public, creating transparency and encouraging mutual trust. Our open house days offer residents around our sites the chance to find out more about WACKER.

Strategy and governance

WACKER specifically focuses on integrated environmental protection and seeks to take a comprehensive approach when examining environment-related impacts, risks and opportunities. This integrated approach is part of our corporate policy applicable groupwide.

While the information below initially presents the overarching elements of our environmental strategy and problem-solving approaches, details on pollution (E2), water and marine resources (E3), biodiversity and ecosystems (E4), and resource use and circular economy (E5) are provided in the topic-specific sections.

Strategy

It goes without saying that the protection and welfare of our employees, neighbors, the environment and nature are our responsibility as a company. True to our corporate purpose – "Our solutions make a better world for generations" – we pay particular attention to integrated environmental protection and a circular economy by taking the entire value chain and the demands of our stakeholders into account.

Our approach is based on four pillars:

- State-of-the-art operation of facilities that ensures legal certainty
- Identification and avoidance of any potential environmental risks
- Continual improvement in environmental protection

Our environmental protection measures often surpass statutory requirements – in the spirit of the central idea behind the Responsible Care® initiative. We contribute to the United Nations' Sustainable Development Goals (SDGs) by embodying responsible stewardship. We use our production to support SDG 12 "Responsible consumption and production." We also partner with our suppliers and customers worldwide in the case of SDG 17 to achieve goals by encouraging sustainable business practices. When it comes to water, we contribute to the availability and sustainable management of water and sanitation for all in the case of SDG 6. Our activities to protect biodiversity are consistent with SDG 14 (Life Below Water) and SDG 15 (Life on Land), which focus on protecting aquatic and terrestrial ecosystems. We use international and regional frameworks like the Kunming Montreal Global Biodiversity Framework and the EU's biodiversity strategy for 2030 as a guide.

The group coordinators for environmental protection, product safety, and safety are responsible for implementing and refining our strategy.

Regulations

Environmental management is part of our integrated management system, which governs environment, health, safety and product safety groupwide. Responsibility lies with the respective Executive Board member responsible for the topic (see ESRS 2).

The Group regulation governing environmental protection, health protection, safety and product safety and the Group directives governing environmental protection are intended to protect people, their surroundings and nature from harmful environmental effects and also to take preventative action against harmful environmental effects. This also includes sustainable handling of water as a resource as well as legally compliant and environmentally compatible disposal of waste. The group coordinators for environment, product safety, and safety are responsible for implementation.

These groupwide standards for environmental protection apply to all production sites and technical competence centers. Site managers ensure that legal requirements and WACKER standards for environmental protection, water use and waste management are complied with. Water includes both surface water from rivers and oceans as well as groundwater.

The Group regulations and directives relating to Procurement & Logistics lay down requirements for strategy, planning and risk management for resource procurement and related supplier management. The head of Procurement & Logistics is responsible for this.

Adherence to all the relevant legislation, regulations and commitments form the basis of our compliance regulation. The respective specialist teams are responsible for monitoring and assessing the relevant requirements under environmental law.

Directives relating to topic-specific impacts, risks and opportunities are described in greater detail in the individual standards on the topics.

Actions and resources

Specific details can be found in the topic-specific sections E2 (Pollution), E3 (Water and Marine Resources), E4 (Biodiversity and Ecosystems) and E5 (Resource Use and Circular Economy).

Own operations

Environment-related actions are often implemented in ongoing production processes. Information on operating expenses (OpEx), capital expenditures (CapEx) and timeframes is provided if any major individual actions (action plans) are involved.

To be able to operate sites and facilities safely, continuously reduce emissions, and dispose of waste/waste gas, the following operating expenses and capital expenditures listed were made specifically for environmental protection in the year under review:

Environmental protection costs

	2025	2024
Operating expenses in € million	**110.7**	108.3
Capital expenditures in € million	**17.6**	26.4

Areas covered by capital expenditures and operating expenses for environmental protection include water-pollution control, waste management, emissions control, climate change mitigation, noise reduction and soil remediation.

A significant amount of our capital expenditures on environmental protection was allocated to our central disposal facilities with the aim of reducing water and air emissions through improved plant engineering in the long term and of ensuring the availability of our disposal facilities.

Key projects in the year under review were expansions of wastewater treatment facilities at our sites in Burghausen and Nünchritz , and the expansion of waste disposal facilities in Burghausen.

Upstream value chain (supply chain)

With production sites in Europe, the Americas and Asia, WACKER procures goods and services from numerous countries. As a member of the United Nations Global Compact and the chemical industry's Responsible Care® initiative, we have long required that our suppliers comply with generally accepted sustainability principles. This involves topics such as environmental protection, conscious handling of local resources such as water and energy, protecting biodiversity and safety standards. These principles are anchored in our general terms and conditions and our Supplier Code of Conduct. Furthermore, we ask all new suppliers whether they use a management system that meets the requirements of ISO 9001 (quality) and ISO 14001 (environmental protection) or those of certifications that exceed these standards, such as GMP (Good Manufacturing Practice).

» **https://www.wacker.com/cms/media/asset/about_wacker/procurement_and_logistics_1/suppliers/supplier_code_of_conduct.pdf**

As part of the Together for Sustainability (TfS) initiative, WACKER assesses its direct suppliers in audits and assessments on the basis of uniform and transparent standards (see ESRS S2 for details). During the reporting year, WACKER was actively involved in implementing a common TfS standard for calculating product carbon footprints and specifically collected product carbon data from our suppliers in line with this standard.

» **https://tfs-initiative.com/**

Downstream value chain (supply chain)

As part of our environmental management system, WACKER provides regular and transparent information to its stakeholders, such as customers and investors, on its progress.

To this end, during the year under review, we once again forwarded our emissions data to CDP (formerly the Carbon Disclosure Project), which WACKER joined in 2007. The CDP report submitted is available at WACKER.com.

In CDP's Climate Change Report for the chemical sector, WACKER achieved a score of A in 2025 (previous year: A, on a scale from A to D, representing the levels Leadership (A), Management (B), Awareness (C) and Disclosure (D)).

We have been disclosing our water data as part of the CDP since 2018. As in the previous year, we scored an A- in CDP's Water Security Report.

We took part in CDP Forest for the first time in 2023, and once again achieved a score of B in the reporting year (previous year: B*).

* CDP subsequently corrected the score of C originally reported in the 2024 Annual Report.

» **https://cdp.net/en/data**

ESRS – E1 Climate Change

Global warming is a socially and economically relevant environmental factor due to the rise in greenhouse gas emissions. We want to be at the vanguard in the fight against climate change and reduce both our own greenhouse gas emissions as a company and those of our products.

Material impacts, risks and opportunities

Process to identify and assess impacts

A climate-related risk analysis examined impacts on climate change, particularly those caused by WACKER's current and future greenhouse gas emissions, and acute and chronic physical climate risks in terms of WACKER's own operations as well as its upstream and downstream value chains. These impacts remain valid.

Assessment of the impacts on climate change, particularly due to greenhouse gases, is covered by the materiality assessment under ESRS 2 – General Disclosures and described in the following in greater detail.

The physical climate risk scenario analysis was conducted based on the IPCC's RCP/SSP scenarios (SSP1-2.6, SSP2-4.5 and SSP5-8.5). The underlying assumptions are consistent with those applied to our financial statement. The IPCC's RCP 8.5 negative scenario (business-as-usual/worst-case scenario, increase in temperature of between 2.0 and 5.0 degrees Celsius in 2100) maps the maximum risk in terms of acute and chronic physical climate risks. The analysis examines possible risks (including those that fall under the categories of temperature, water, wind and soil) at site level in each case, taking into account various climate scenarios and timeframes (short, medium and long term) that match the useful lives of our facilities. The risks identified here were then assessed by comparing them with the actual local circumstances. In addition to production outages and related losses of earnings, the assessment took account of any precautionary measures already implemented and the likelihood of such events occurring.
WACKER has not identified any material physical climate risk at present.

To assess transition risks, WACKER uses the International Renewable Energy Agency (IRENA) 1.5 degrees Celsius scenario since this scenario primarily focuses on the energy transition and the increased use of renewable energy sources. Due to WACKER's high energy use, its success depends very heavily on the availability of electricity at competitive prices. The IRENA scenario used (target path < 2 degrees Celsius by 2050) remains an ambitious path in the process of transformation toward renewable energy sources, linking it directly to the company's economic success. Transition risks and opportunities generally arise from evolving market conditions, new climate-friendly technologies, additional political requirements and changes in social expectations. Since these factors have a global impact in a globalized economy and for an international company, the scenario analysis of the transition climate risks was not from a site perspective, but instead from a global one.
A timeframe up to 2050 was defined for the detailed analysis in line with the IRENA scenario. An analysis conducted by experts defined the "Market and Technology Shifts," "Reputation" and "Policy and Legal" categories in line with guidelines issued by the Task Force on Climate-related Financial Disclosures (TCFD) as areas with climate impact to be taken into account. The following subtopics were identified:

- Market and technology shifts: Growing demand for carbon-efficient management, adapting the product portfolio, changing the energy supply over to renewable sources and transitioning toward new climate-friendly technologies
- Reputation: Increase in stakeholder expectations
- Policy and legal: Impacts of an increase in national and international regulatory requirements

The risks and opportunities identified in the process were then assessed for materiality. They are described in detail below, or we refer to our risk management report as well.

» Risk management report

Material impacts

WACKER is associated with the following climate-related impacts:

Sustainable products and solutions

The transition to climate neutrality requires new technologies and materials to be able to put global megatrends such as renewable energy, smart construction, digitalization and e-mobility into practice. By providing versatile products in these fields, WACKER helps to cut greenhouse gases. We make polysilicon available for photovoltaics and semiconductors, for example, playing a role in the energy transition and digitalization. Furthermore, we use our products to address efficient construction techniques. We support the mobility transition with various products like silicones, which support the thermal management of electric motors. Our aim is to tailor our product portfolio to the above megatrends to facilitate the transition to climate neutrality by working together with our upstream and downstream value chains.

Release of fossil greenhouse gas emissions through chemical production

Due to its energy intensity and the use of fossil raw materials, the manufacturing of chemical products involves the release of greenhouse gases. This contributes to climate change and also impacts biodiversity as a result. As WACKER is a chemicals manufacturer, its production sites emit greenhouse gases, which have an impact on climate change. This includes both direct emissions from our production processes (Scope 1) as well as indirect emissions from the consumption of purchased energy (Scope 2) and the upstream and downstream value chains (Scope 3). This also applies to other companies along our value chain. We have set ourselves the target of constantly reducing our impacts on climate change and achieving net zero in 2045.

Material risks

As an integral part of our analysis of physical and transition climate risks, we review the short-, medium- and long-term resilience of our strategy and our business model once a year against climate risks, taking IRENA's 1.5 °C scenario into account. If necessary, we devise policies, actions and any required investment plans to tackle the implications identified. The description below of material climate risks includes specific resilience assessments and measures.

Physical climate risks

The climate-related risk analysis examined acute and chronic physical climate risks in terms of WACKER's own production as well as its upstream and downstream value chains. WACKER has not identified any material physical climate risk at present.

Transition climate risks

Transition climate risks arising from the transition to a low-carbon and climate-resilient economy. They include political, legal and technological risks as well as market and reputational risks. The following material transition risks were identified and remain valid:

— **Ever more regulations**
As climate change progresses, we expect increasing regulatory measures in the medium term, particularly in Europe, that have the potential to considerably influence the competitiveness and product portfolio of WACKER and of its customers. In the long term, they could have a medium to large impact on WACKER's earnings.
Because of the risk, we pay attention to climate-related influencing factors when monitoring the regulatory environment. We also take account of prospective climate-related regulations in our choice of actions and when making key business decisions.

- **Availability of energy at competitive prices**
  Climate change is driving the transition toward renewable energy. Subject to the initial energy system, speed of implementation and the political framework, this transition may incur considerable additional cost. For an energy-intensive and global company like WACKER, energy costs are a significant competitive factor. In the medium to long term, they could have a large impact on WACKER's earnings. WACKER tackles this risk by continuously improving the energy efficiency of its processes and by procuring energy from a variety of sources.

- **Loss of business due to customer demands**
  In the long term, greater customer requirements could lead to a loss of business if WACKER were unable to fulfill them. In the medium to long term, they could have a medium to large impact on WACKER's earnings. WACKER counters this risk by staying in regular contact with its customers to identify corresponding trends in good time, while also working on continuously improving the climate impacts of its products to fulfill future customer requirements.

In light of the resilience measures described above, we believe that we are well prepared, with regard to the transition risks that have been identified, for the transition to a low-carbon and climate-resilient economy.

Material opportunities

Sustainable products and solutions

WACKER has a variety of products that contribute positively to conserving natural resources and cutting greenhouse gases. We see the potential for higher market share and sales through products that contribute to the transition toward a low greenhouse gas economy, e.g. in areas such as e-mobility and green construction. WACKER is working intensively on continuously improving the climate impacts of its products. This enables us to fulfill growing customer requirements, enabling us to ensure our own competitiveness in the long term.

Please also see the risk management report for details of the impacts and actions as well as our risk analysis in relation to our strategy.

» **Risk management report**

Strategy and governance

Sustainability strategy

WACKER supports the transition to climate neutrality (net zero) in two respects: Firstly, WACKER products allow greenhouse gas (GHG) emissions to be reduced and its customers to conserve resources. What is more, climate-friendly technologies such as photovoltaics would not be possible without WACKER products like polysilicon. Secondly, WACKER is clearly committed to the Paris Agreement and has developed a transition plan to mitigate the climate impacts of its actions.

SustainaBalance® is WACKER's holistic sustainability strategy to achieve its medium- and long-term sustainability targets. This strategy is based on three pillars designed to promote the balance between ecological, social and economic factors: Value Up, Footprint Down, Collaboration Beyond. This is how WACKER is addressing current issues relating to climate change mitigation, energy efficiency and renewable energy.

Under **Value Up**, WACKER addresses the positive impacts and opportunities that arise from climate change. We actively support the transition to climate neutrality by systematically improving the sustainability of our products. Further details can be found in ESRS 2 – General Disclosures.

Under **Footprint Down**, WACKER addresses the impacts and risks related to its direct greenhouse gas emissions (Scope 1) and indirect emissions from the consumption of purchased energy (Scope 2). This includes identifying the material emission sources as well as the corresponding actions to cut emissions, such as projects to increase energy and process efficiency as well as bring about process transformation.

The **Collaboration Beyond** pillar focuses on upstream and downstream greenhouse gas emissions. WACKER is committed to improving sustainability along the entire value chain by working closely with its suppliers and customers. WACKER is part of the Together for Sustainability initiative (see ESRS 2 – General Disclosures) to set standards together with other companies in the chemical industry, e.g. to calculate carbon footprints. Our exchanges with customers enable us to identify new requirements early on and/or develop plans to reduce the climate impacts of our products together with our customers.

A program with clearly defined responsibilities implements our sustainability strategy operationally.

Transition plan for climate change mitigation

We have set ourselves the target of achieving net zero by 2045. By 2030, we are aiming to have cut our absolute GHG emissions (Scopes 1 and 2) throughout the Group to half of our 2020 figure and to have lowered our absolute GHG emissions from purchased feedstocks and fuel- and energy-related activities (Scope 3, categories 1 and 3) by 25 percent compared with 2020.

The targets to cut greenhouse gases are science-based targets, meaning that not only the Scope 1 and Scope 2 reduction target for 2030, but also the net zero target, are consistent with the "1.5 °C" target set out in the Paris Agreement. The Scope 3 reduction target for 2030 is in line with the "less than 2 °C" ambition and marks a milestone as we progress towards net zero. Not only the targets for 2030 but also our aim of achieving net zero by 2045 have been validated by the independent Science Based Targets initiative (SBTi).

We have defined the key levers for reducing direct and indirect greenhouse gas emissions under Scopes 1 and 2, and indirect emissions along the value chain (Scope 3), on the basis of the relevant sources of emissions as part of our transition plan. This includes cutting greenhouse gas emissions in our silicon-production lines, the transition to climate-friendly processes, and the purchase of renewable energy (Scopes 1 and 2), as well as the acquisition of low GHG feedstocks and primary energy resources (Scope 3).

Material Scope 1 and Scope 2 actions

— **Green silicon production**
In the production of metallurgical-grade silicon, energy with coal, usually in the form of bituminous coal, is used to reduce quartz to silicon. The fossil coal used emits CO_2 in the process. Using biogenic reducing agents instead of bituminous coal emits bio-based CO_2 instead of fossil-based CO_2. This means that Scope 1 emissions are reduced. Going forward, moreover, the intention is for the CO_2 being emitted to be captured and recycled (Carbon Capture and Utilization, CCU) or stored in suitable geological layers (Carbon Capture and Sequestration, CCS).

— **Transforming our production processes**
Our production processes generally result in greenhouse gases through the use of thermal energy (steam), through CO_2 as a process emission, or through the use of refrigerants. We are working on making our steam fossil-free going forward (e.g. using high-temperature heat pumps), using any CO_2 generated as a byproduct as feedstock, and replacing climate-relevant refrigerants with natural ones.

— **Procuring renewable energy**
At WACKER, 63 percent of the energy that we currently use for our processes is electricity-based. Procuring renewable energy therefore enables our Scope 2 emissions to be reduced significantly. Over the past few years, the majority of WACKER sites have been powered by renewable electricity. The coming years will see us change more sites over to green electricity. At some WACKER sites, moreover, we intend to source our purchased thermal energy from renewable sources over the next few years.

Material Scope 3 actions

— **Purchasing feedstocks and primary energy resources with low-GHG production practices**
As a company in the chemical industry, WACKER purchases a variety of chemical feedstocks, particularly petrochemically-manufactured and silicon-based feedstocks. These are increasingly purchased from sources with low-GHG production practices and, as a result, reduce Scope 3 emissions (category 1).

— **Purchase of renewable energy**
In most cases, electricity and thermal energy from renewable sources produce lower GHG emissions along the upstream value chain compared with fossil-based energy. By increasingly purchasing renewable energy, WACKER is reducing its GHG emissions in the upstream energy chain (Scope 3, category 3).

— **Changing over to a renewable feedstock basis**
Chemical feedstocks today are primarily based on crude oil and natural gas. In the long term, WACKER is planning to procure renewable feedstocks, i.e. ones that have been produced on the basis of CO_2, biomass or recycled materials. This allows end-of-life emissions in particular to be greatly reduced.

Capital expenditures under the transition plan

In 2022, WACKER introduced a dedicated budget to enable sustainability projects to be executed quickly. In the year under review, around €10 million of this budget was invested in the form of pure capital expenditures (CapEx) in projects with a positive impact on achieving our climate and environmental targets. We will continue to take action as part of our transition plan in the future. The actions are selected on the basis of CO_2 avoidance costs, which in turn depend to a considerable degree on external factors. As a result, it is impossible to provide reliable information on future investments.

The changeover to renewable feedstocks means that we will increase our sales of taxonomy-aligned products, too. In line with higher sales, the operating expenses and capital expenditures for these activities will increase as well (see “EU Taxonomy Regulation”).

WACKER has no plants or products in which greenhouse gas emissions are tied permanently. Carbon- or oil-based activities do not apply to WACKER and natural gas-based activities and their capital expenditures are not material.

As a company operating in the chemical sector, Wacker Chemie AG is subject to the EU’s Paris-aligned Benchmarks.

Management

The four members of WACKER’s Executive Board, led by the president and CEO, are responsible for managing the Group’s sustainability strategy, which is an integral part of the WACKER Group strategy. Strategic dependencies, impacts, risks and opportunities related to climate change are identified, monitored, and presented to both the Supervisory and Executive Boards for a decision as part of a materiality assessment. The planning of capital expenditures related to the transition plan is part of the Group’s investment planning.

The transition plan is monitored and coordinated five times a year as part of our Sustainability Council’s activities. The Sustainability Council measures the progress made in reaching the Group’s climate targets and checks the status of specific and planned actions (for details, please refer to Goals and actions below).

Furthermore, progress in attaining Group targets is presented at least once a year to the entire Executive Board and the Supervisory Board for approval.

Targets

Greenhouse gas targets

WACKER is firmly committed to the Paris Agreement. Our voluntary targets to cut greenhouse gases are science-based ones (business ambition of 1.5 °C) consistent with the “1.5 °C” target set out in the Paris Agreement. Not only the targets for 2030 but also our aim of achieving net zero by 2045 have been validated by the independent Science Based Targets initiative (SBTi). Targets include biogenic emissions from land use and biomass.

An increase in GHG emissions due to growth and future market trends was taken into account when the target was set. To be compliant with the SBTi, significant changes (> 5 percent), for example due to acquisitions, require a recalculation of the basic target value.
Scope 3 emissions were recalculated in 2025. Previously, the impact of methane losses during the extraction and transportation of natural gas and crude oil had not been included in the upstream chain for these substances and the raw materials produced from them.

This methane leakage has now been included in the calculation of Scope 3, categories 1 and 3, for the first time. Accordingly, emissions in these categories were recalculated for the 2020 base year, for 2024 and for the target year, 2030, increasing the corresponding values.

In addition, the Scope 1 and 2 targets were also reviewed with regard to the San Diego, Allentown (WSMI), Panagarh and Jining sites, which were added in 2020. As emissions from these new sites make up approximately 1 percent of the Group’s Scope 1 and 2 emissions in 2020, there was no need to adjust the Scope 1 and 2 target. The basic target value did not change in the year under review since there was no significant change to the greenhouse gas inventory or calculation method.

Medium-term Group target: 50-percent reduction in absolute greenhouse gas emissions (Scopes 1 and 2) by 2030

On our journey to net zero, we are striving to cut absolute greenhouse gas emissions (Scopes 1 and 2) within the Group to half of our 2020 value by 2030. The target includes 100 percent of Scope 1 and 2 emissions (market-based). The target cannot be broken down into Scope 1 and Scope 2 emissions due to the large number of production processes and potential portfolio shifts.

Medium-term Group target: 25-percent reduction in absolute greenhouse gas emissions (Scope 3, cat. 1 and 3) by 2030

WACKER is also committed to reducing its absolute greenhouse gas emissions from purchased goods and services, as well as fuel- and energy-related activities (Scope 3, categories 1 and 3), by 25 percent between 2020 and 2030. In line with SBTi requirements, 87 percent of category 1 emissions and 75 percent of category 3 emissions have been included for the purposes of the target.

Long-term Group target: Net zero by 2045

In line with the SBTi's Corporate Net-Zero Standard, WACKER has undertaken to cut its absolute greenhouse gas emissions (benchmark value: 100 percent Scope 1 and 2 emissions, market-based) by 95 percent by 2045 compared with 2020. Furthermore, WACKER has undertaken to cut its absolute greenhouse gas emissions (benchmark value: 100 percent Scope 3 emissions) in the same period by 90 percent. It will then neutralize any remaining emissions to achieve net zero.

Target achievement status

The WACKER Group's greenhouse gas emissions (Scopes 1-3) are calculated on a yearly basis and the results then compared with the yearly targets specified in our SBTi target setting.

The target setting of the GHG reduction targets for Scopes 1 and 2 and for Scope 3 in the year under review and compared with the previous year are presented in the following table.

GHG reduction targets

	Retrospective				Milestone and target years			
	Base year (2020)	2024	2025	% 2025/2024	2025	2030	2045	Annual % of target / 2020
Gross Scope 1 and Scope 2 GHG emissions (kt CO_2e)[1]	**3,626**	**2,529**	**2,054**	**–19**	**2,538**	**1,813**	**–**	**5.0**
Gross Scope 3 (cat. 1 + 3) - GHG emissions (kt CO_2e)[1,2]	**5,768**	**4,673**	**4,020**	**–14**	**4,903**	**4,326**	**–**	**2.5**
Net zero – gross Scope 1 and Scope 2 GHG emissions (kt CO_2e)[1]	**3,626**	**2,529**	**2,054**	**–19**	**– –**	**–**	**181**	**3.8**
Net zero – gross Scope 3 GHG emissions (kt CO_2e)[1,2]	**8,271**	**7,186**	**6,381**	**–11**	**– –**	**–**	**827**	**3.6**

[1] Calculation details in accordance with SBTi, see chapter E1 - Targets

[2] As part of the review of the Scope 3 target, the base year and the year 2024 were recalculated for categories 1 and 3, resulting in changes to the figures stated in the 2024 annual report (total values of 558 kt for 2020 and 1,106 kt for 2024).

Scope 1 and 2 reduction target

During the year under review, emissions were down 43 percent, so that reductions in emissions were well above the linear trajectory that had been mapped out for a 25-percent reduction in 2025 relative to 2020. The sharp decline is mainly due to a volume effect, i.e. a low plant-utilization rate. Efficiency measures also made a contribution to the trend.

Scope 3 (Cat. 1 and 3) reduction target

In the reporting year, we achieved a 14-percent reduction in emissions, which is significantly lower than in the previous year. With a reduction of a good 30 percent, we are also well below the linear trajectory that had been mapped out for a 12.5-percent reduction in 2025 relative to 2020.

We attribute the significant reduction compared to 2020 to a number of factors, including declining quantities of raw materials, changes in the raw material mix, the purchase of raw materials with a lower carbon footprint, and a lower-carbon electricity mix compared to the base year. We do not yet rate the substantial reduction as against the base year as a final target achievement, because this particular year was not representative in terms of the quantities procured.

Energy target

As an energy-intensive company, efficient use of energy is a top priority for us. Such use is also indirectly tied to the release of greenhouse gases.

We set ourselves a new energy target in the reporting year. The previous target for specific energy consumption (energy volume per net production output) was heavily influenced by portfolio shifts, making effective target control much more difficult. In order to reflect the Group's shift in focus, away from pure volume business toward specialty business, we have revised our previous energy efficiency target.

Medium-term Group target: Energy saving through energy-efficiency measures

In order to further increase the Group's energy efficiency, we have set ourselves a new voluntary target:

we are aiming to use energy-efficiency measures to save an average of 1.5 percent of our annual energy consumption between 2020 and 2030. The reference year is always the current reporting year. Although the target is not science-based and was defined without involving external stakeholders, aspects related to technical feasibility, cost-effectiveness and close alignment with our GHG reduction targets formed the basis for setting the target.

The annual target achievement is calculated based on the total energy savings from the individual energy-efficiency measures implemented in the year concerned. The savings associated with each measure are calculated by comparing the energy consumption of the relevant systems before and after the measure was implemented. The benchmark value (denominator) is the total standardized energy consumption of the production sites in the fiscal year concerned, which accounts for approximately 90 percent of the WACKER Group's total energy consumption, and the total energy savings achieved by implementing the energy-efficiency measures (numerator).

To determine the average target achievement, we add up the annual results, expressed as a percentage, and divide this by the number of years since the base year.

Energy-efficiency measures help us manage our absolute energy consumption, which is influenced by other factors, such as volume or portfolio effects, plant expansion measures or dismantling, and changes in energy sources. We report on the development of our absolute energy consumption in the chapter "Energy consumption and mix."

To facilitate monitoring of the metric up until the target year, we add up the results to form a percentage for each year and compare it against a calculated target value of 15 percent in the target year – over ten years in annual increments of 1.5 percent.

Group target: Energy saving through energy efficiency measures

	Target 2030	Target value 2025	2025	2024
Average energy saving through energy efficiency measures implemented in the reporting year since the base year (in %)	**1.5**	**1.5**	**1.7**	1.6
Cumulative value of savings through energy efficiency measures implemented in the reporting year since the base year (in %)*	**15.0**	**7.5**	**8.4**	6.3

* The value given is a calculated figure that reflects the sum of the percentage values per year. It does not represent a reduction in total energy consumption compared to the base year. We report on the development of our absolute energy consumption in the chapter “Energy consumption and energy mix.”

In the reporting year, the average annual energy savings achieved through the energy-efficiency measures implemented since 2020 came to 1.7 percent (2024: 1.6 percent), exceeding the target of 1.5 percent.

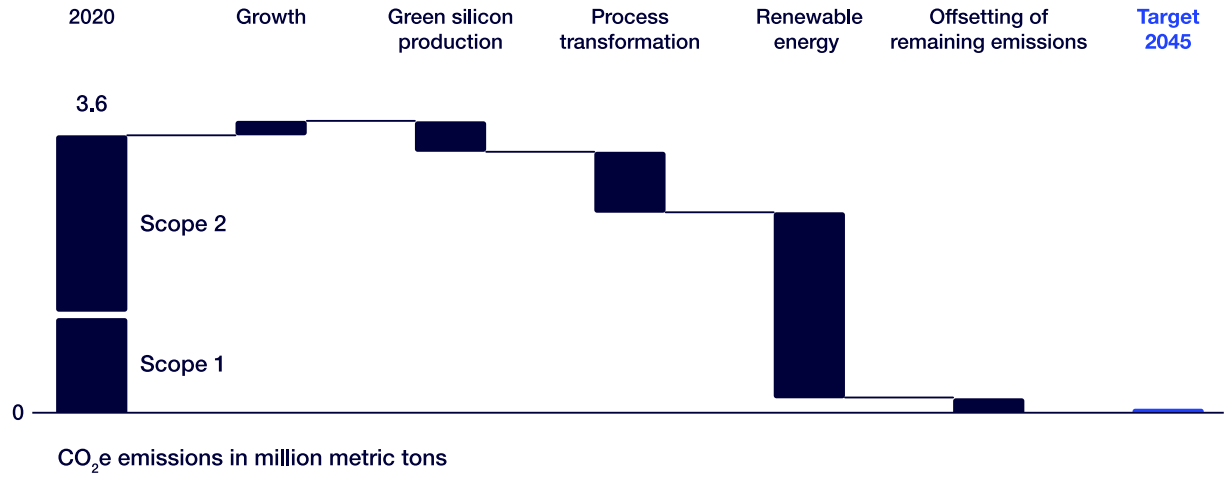
Actions

We report our general actions in relation to our climate change policy as part of our transition plan and as part of the resilience analysis of our material climate risks.

In the year under review, the following key actions were implemented in relation to our climate change policy.

Actions to reduce greenhouse gases

In line with our transition plan, the reduction of our greenhouse gas emissions is based on three key levers.



Green silicon production

Replacing fossil bituminous coal with biogenic reducing agents is one key lever we employ to cut greenhouse gas emissions in silicon production. During the reporting year, various other trials were conducted on the use of biogenic reductants in the production process.

Transforming our production processes

We assess our projects using financial and ecological metrics. This enables carbon-savings projects to be sorted by their avoidance efficiency and to be plotted on a carbon avoidance cost curve. Projects are implemented according to decreasing efficiency and have been covered by our sustainability budget since 2022.
In 2025, the individual projects implemented accounted for an expected aggregate CO_2 saving of more than 30 kt a year. In Burghausen, for example, a project was implemented to thermally couple columns and allow waste heat to be used. The resulting carbon-emission saving is expected to come to around 20 kt/year.

Purchase of renewable energy

Another key lever under our transition plan is the purchase of renewable energy. During the reporting year, our sites in Adrian (USA) and Shijiazhuang (China) transitioned to using electricity from renewable sources.

Our transition plan and implementation of the resulting actions is based on the assumption that resources are available. This includes sufficient availability of electricity and thermal energy from renewable sources at all WACKER sites. Alternative feedstocks with low fossil CO_2e footprints and low-GHG transportation options need to be available, too. To this end, WACKER works with energy and feedstock suppliers as well as logistics partners to secure the future availability of resources.

Energy-efficiency actions

We use our WACKER Operating System (WOS) to manage energy-efficiency actions. Our actions are designed to reduce feedstock consumption and to increase process and energy efficiency at our sites with the aim of further cutting specific operating expenses and GHG emissions.

In 2025, more than 1,100 actions were executed. They focused on increasing productivity and energy-efficiency.

Many of our chemical reactions create heat, which can be used in other production processes. In addition to the recovery of heat from these reactions, we operate integrated heat-recovery systems that we continually enhance. By way of example, we implemented a project that uses waste heat to generate steam in 2025. This reduces standardized energy consumption by around 10,000 MWh a year and reduces the associated carbon emissions by around 4 kt/year.

Execution of our actions derived from WOS is managed by a committee made up of representatives from Corporate Sustainability, Engineering and Controlling on the basis of the carbon and energy avoidance cost logic.

Actions for our product portfolio

In terms of our business development, we consider ourselves to be well positioned to tackle future developments. We regularly analyze the long-term competitiveness of our products and sites, which includes assessment of customer demands, market conditions, regulatory requirements and technological developments. We strive to work together with our customers to further develop sustainable solutions and find suitable applications for promising fields.

Metrics

Energy consumption and mix

The following table lists the WACKER Group's energy consumption and mix in 2025. The energy consumption and mix is calculated as a single figure combining all WACKER production sites. As a chemical company, WACKER is allocated to Sector C.

Energy consumption and mix

	Unit	2025	2024	% N / N-1
(1) Fuel consumption from coal and coal products	MWh	**–**	–	
(2) Fuel consumption from crude oil and petroleum products	MWh	**14,942**	15,356	–3 %
(3) Fuel consumption from natural gas	MWh	**3,398,256**	3,467,088	–2 %
(4) Fuel consumption from other fossil sources	MWh	**–**	–	–
(5) Consumption of purchased or otherwise acquired electricity, heat, steam and cooling, and from fossil sources	MWh	**1,245,207**	1,738,854	–28 %
(6) Total fossil-energy consumption (sum of lines 1 to 5)	MWh	**4,658,406**	**5,221,298**	**–11 %**
Share of fossil sources in total energy consumption	(%)	**64%**	62%	3 %
(7) Consumption from nuclear sources		**177,903**	317,975	–44 %
Share of consumption from nuclear sources in total energy consumption	(%)	**2%**	4%	–35 %
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin; biogas; renewable hydrogen, etc.)	MWh	**–**	–	–
(9) Consumption of purchased or otherwise acquired electricity, heat, steam and cooling, and from renewable sources	MWh	**2,285,584**	2,623,724	–13 %
(10) Consumption of self-generated non-fuel renewable energy	MWh	**182,475**	277,092	–34 %
(11) Total renewable-energy consumption (sum of lines 8 to 10)	MWh	**2,468,058**	**2,900,816**	**–15 %**
Share of renewable sources in total energy consumption	(%)	**34%**	34%	–2 %
Total energy consumption (sum of lines 6, 7 and 11)	MWh	**7,304,367**	**8,440,089**	**–13 %**

When calculating the Group's energy consumption, we primarily use information from energy suppliers or our own measurements. We obtain information on electricity composition from suppliers or use publicly available sources.

Note: In accordance with statutory regulations in Germany as defined by Section 42 (3a) of the German Energy Act (EnWG), the amount of "Renewable energy funded by the German Renewable Energy Act (EEG)" was included in the calculation of the amount of renewable energy as regards procured electricity at German delivery points. The depiction therefore reflects the actual energy mix and takes account of the specific market conditions in Germany

Energy intensity

The energy intensity is calculated as the ratio of total energy consumption of all production sites to net Group sales as shown in the consolidated financial statements.

» Consolidated statement of income

Energy intensity

	2025	2024	% N / N-1
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/€ million)	**1,332**	1,475	–10 %

Contractual instruments (Scope 2 GHG emissions)

Market instruments for the purchase of electricity, especially renewable electricity (Scope 2, GHG emissions)

	2025	2024	Types of contractual instruments, Scope 2 GHG emissions
Percentage of total purchased WACKER electricity attributable to green market instruments, with the ability to influence Scope 2 GHG emissions	**41%**	30%	Bundled[1]: PPA, local “green electricity contracts” and unbundled[2] certificates such as REC and GoO
Percentage of total purchased WACKER electricity attributable to (bundled) green market instruments, with the ability to influence Scope 2 GHG emissions	**4%**	2%	Bundled[1]: PPA, local “green electricity contracts”
Percentage of total purchased WACKER electricity attributable to (unbundled) green market instruments, with the ability to influence Scope 2 GHG emissions	**37%**	28%	Unbundled[2] certificates such as REC and GoO

[1] Electricity and green electricity proof combined

[2] The percentages specified using certificates are currently only assumptions since their effectiveness cannot be confirmed until the following year. (E1-6 / AR 42c)

Gross Scopes 1, 2, 3 and total GHG emissions

The following table provides the WACKER Group’s gross Scope 1, Scope 2 and Scope 3 GHG emissions in the year under review compared with the previous year. The GHG emissions (Scopes 1, 2 and 3) for the consolidated subsidiaries are disclosed to the same extent as in the consolidated financial statements. There were no changes to the methods used to calculate the greenhouse gases as against the previous year, except with regard to Scope 3, category 5 emissions

Total GHG emissions

	Retrospective				Milestones and target years			
	Base year (2020)	2024	2025	% 2025/2024	2026	2030	2045	Annual % of target/2020
Scope 1 greenhouse gas emissions								–
Gross Scope 1 GHG emissions (kt CO_2e)	1,285	1,212	1,154	–5	–	–	–	–
CO_2 (carbon dioxide), fossil	1,208	1,180	1,116	–5	–	–	–	–
CH_4 (methane)	0.8	0.7	1.6	129	–	–	–	–
N_2O (nitrous oxide)	10.8	8.2	11.3	38	–	–	–	–
Hydrofluorocarbons (HFCs)[1]	65.6	23.1	24.7	7	–	–	–	–
Hydrochlorofluorocarbons (HCFCs)	–	0.2	0.1	–50	–	–	–	–
NF_3 (nitrogen trifluoride)	–	–	–	–	–	–	–	–
SF_6 (sulphur hexafluoride)	–	0.1	0.2	100	–	–	–	–
Biogenic CO_2 emissions (not included in Scope 1 GHG)	56	65.3	78.3	20	–	–	–	–
Percentage of Scope 1 greenhouse gas emissions from regulated emissions trading schemes[2] (%)	–	85.9	89.8	5	–	–	–	–
Scope 2 greenhouse gas emissions								
Location-based gross Scope 2 GHG emissions (kt CO_2e)	1,579	1,311	896	–32	–	–	–	–
Market-based gross Scope 2 GHG emissions (kt CO_2e)	2,340	1,317	900	–32	–	–	–	–
Scope 1 and Scope 2 targets								
Gross Scope 1 and Scope 2 GHG emissions (kt CO_2e)[3]	**3,626**	**2,529**	**2,054**	**–19**	**2,538**	**1,813**	**–**	**5.0**
Net zero – gross Scope 1 and Scope 2 GHG emissions (kt CO_2e)[3]	**3,626**	**2,529**	**2,054**	**–19**	**–**	**–**	**181**	**3.8**
Significant Scope 3 greenhouse gas emissions								
Total gross indirect (Scope 3) GHG emissions (kt CO_2e)[7]	8,271	7,186	6,381	–11	–	–	–	–
Category 1 - Purchased goods and services[4]	5,717 (+479)	5,071 (+1.079)	4,380	–14	–	–	–	–
Category 2 - Capital goods	17	50	39	–22	–	–	–	–
Category 3 - Fuel and energy-related activities (not in Scope 1 and 2)[2,5]	1,059 (+79)	348 (+27)	279	–20	–	–	–	–
Category 4 - Upstream transportation and distribution	94	450	539	20	–	–	–	–
Category 5 - Waste generated in operations[6]	106	37	38	3	–	–	–	–
Category 6 - Business traveling	2	11	11	–	–	–	–	–
Category 7 - Employee commuting	23	28	28	–	–	–	–	–
Category 8 - Upstream leased assets	39	42	47	12	–	–	–	–
Category 9 - Downstream transportation and distribution	236	27	21	–22	–	–	–	–
Category 10 - Processing of products sold								Not relevant
Category 11 - Use of sold products								Not relevant
Category 12 - End-of-life treatment of sold products	796	976	874	–10	–	–	–	–
Category 13 - Downstream leased assets								Not relevant
Category 14 - Franchises								Not relevant

	Retrospective				Milestones and target years			
	Base year (2020)	2024	2025	% 2025/2024	2026	2030	2045	Annual % of target/2020
Category 15 - Investments	182	146	124	–15	–	–	–	–
Scope 3 targets								
Gross Scope 3 (categories 1 + 3) GHG emissions (kt CO_2e)[3,7]	**5,768**	**4,673**	**4,020**	**–14**	**4,903**	**4,326**	**–**	**2.5**
Net zero – gross Scope 3 GHG emissions (kt CO_2e)[3,7]	**8,271**	**7,186**	**6,381**	**–11**	**–**	**–**	**827**	**3.6**
Total GHG emissions								
Total gross GHG emissions (location-based) (kt CO_2e)[7]	11,136	9,709	8,432	–13				
Total gross GHG emissions (market-based) (kt CO_2e)[7]	11,897	9,715	8,435	–13				

[1]Refrigerants summarized in HFCs until 2023

[2]Calculated from reported quantities; certificates not available until February/March

[3]Calculation details according to SBTi, see Chapter E1 - Targets

[4]As part of the medium-term SBTi target until 2023, an annual reduction of 5% applies, while the long-term target until 2045 is to be achieved with a reduction rate of 3.8%

[5]To take into account the impact of methane leaks, the emission factors for purchased raw materials and purchased fuels were adjusted. For this reason, categories 1 and 3 of Scope 3 were recalculated for the base year 2020 and the year 2024.

[6]Emissions from waste (Scope 3, Cat. 5) were corrected for the reporting year 2024. An error has been identified in the accounting of waste quantities incinerated in Burghausen. These amounts are already reported under Scope 1 and deducted here. The majority of this waste is incinerated using energy recovery and is already accounted for as recycled waste. The excess waste portion calculated here has now been added back.

[7] Due to the above adjustments, the total values increase by 558 kt for 2020 and 1,106 kt for 2024.

Greenhouse gas calculation methods

The calculation methods and emissions factors described in the following were chosen to ensure that WACKER is in line with internationally accepted standards. They are based on the GHG Protocol Corporate Value Chain Standard with due consideration to the World Business Council for Sustainable Development (WBCSD) for the chemical sector.

Scope 1

Scope 1 includes direct greenhouse gas emissions from sources of emissions at WACKER sites worldwide. These emissions cover chemical production facilities, power plants for electricity and steam generation, facilities for waste disposal, as well as emissions from mobile combustion (vehicles). Scope 1 emissions from direct greenhouse gas emissions are calculated by multiplying the greenhouse gas amounts of all WACKER production sites by their global warming potential (GWP; IPCC Sixth Assessment Report).

Scope 2

Scope 2 includes indirect greenhouse gas emissions incurred by our energy providers whenever they create the amounts of electricity, steam, heat and cooling purchased by WACKER.

Location-based (LB) data is calculated using country-specific emissions factors from the International Energy Agency (IEA Emissions Factors 2025).

Market-based (MB) data for WACKER sites is calculated on the basis of data from our energy suppliers. If no supplier data is available, the following data is used:

- WACKER sites in the USA: “eGRID Summary Tables 2021”.
- Other WACKER sites: Calculated using the above-mentioned IEA factors.

Scope 3

Primary data from our own measurements and supplier data were used to calculate Scope 3 emissions in 2025. The Scope 3 emissions calculated from this primary data for 2025 account for 36 percent (categories 1 and 3).
With the exception of categories 10, 11, 13 and 14, WACKER reports all other Scope 3 emissions categories, even if many of these categories are currently only of minor importance, as regards WACKER’s overall level of greenhouse gas emissions.

Category 1 (Purchased goods and services)

WACKER reports the emissions data for 100 percent of its feedstocks. To this end, the volume of feedstocks is multiplied by the emissions factors. The emissions factors originate from feedstock suppliers, our own calculation models or from databases commercially available. Effects from the procurement of technical goods and services are not taken into account.

Category 2 (Capital goods)

Emissions from investments in new production plants are calculated on the basis of a defined standard WACKER plant. Average material shares of concrete, steel and copper are multiplied for this by the corresponding emissions factors from commercially available databases.

Category 3 (Fuel- and energy-related activities, not included in Scope 2):

We calculate fuel- and energy-related activities (not included in Scopes 1 or 2) on the basis of purchased energy amounts that we multiply by the emissions factors from publicly accessible databases relating to the underlying fuels. GHG emissions from purchased energy are calculated on the basis of information about the electricity mix of suppliers or the national electricity mix. Transportation and distribution losses are calculated from Scope 2 emissions (location-based approach) with factors for the individual grids being calculated using database values.

Category 4 (Upstream transportation and distribution):

Transportation and distribution emissions are calculated on the basis of the amounts of purchased goods transported and distributed and on their means of transportation (rail, ship, truck, aircraft). We use a geodata model to help us calculate the distances between suppliers and WACKER sites. The GHG emissions are determined using DEFRA’s well-to-wheel emissions factors. This category also includes product transportation to customers that fall under WACKER’s responsibility (Incoterms).

Category 5 (Waste generated in operations):

We calculate any waste incurred in operations on the basis of WACKER waste treatment (recycling, incineration, landfill) and the carbon content. Emissions for recycled products are assumed as zero. Since a negligible portion of waste incurred at WACKER is bio-based, it is assumed that 100 percent of the carbon contained will be turned into carbon dioxide (GWP=1).

The carbon content of the waste incurred in operations is calculated on the assumption that it corresponds to the average carbon content of the feedstocks used. Our approach ensures that all the carbon procured by WACKER, either under Scope 1, Scope 3, category 5, or Scope 3, category 12, is taken into account. We use the molecular weights for the conversion ratios.

Category 6 (Business travel):
We calculate emissions from business trips on the basis of kilometers traveled and/or fuel consumed. We multiply them by the emissions factors of the respective means of transportation. The emissions factors are taken from the DEFRA database.

Category 7 (Employee commuting):
To calculate emissions from commuting, we perform a model calculation based on known and estimated information about employee commuting and the average commuting distance of WACKER employees. The emissions factors multiplied by this are taken from commercially or publicly available databases, studies or publications issued by transportation service providers.

Category 8 (Upstream leased assets):
To calculate emissions from leased production plants that WACKER supplies with feedstocks, the natural gas and electricity consumption of these plants is multiplied by the respective emissions factors applicable at the site (market-based). We calculate this category independently of the type of lease (operating or financial).

In addition, we report the emissions of leased vehicles operated by WACKER employees under this category. The fuel consumption is multiplied here by the emissions factors from the DEFRA database.

Category 9 (Downstream transportation and distribution):
Transportation and distribution emissions are calculated on the basis of the amounts of WACKER products transported and distributed and on the means of transportation (aircraft, rail, ship, truck). We use a geodata model to calculate the distances between WACKER sites and customers. Only transportation that falls under the customer's responsibility (Incoterms) is reported in this category. Product transportation that falls under WACKER's responsibility is included in category 4.

Category 10 (Use) – irrelevant:
Emissions from the use of WACKER products sold are not relevant as use of them does not produce these kinds of direct emissions.

Category 11 (Processing) – irrelevant:
Emissions from processing our sold products are irrelevant since WACKER products do not produce any Scope 1 GHG emissions when they are processed further. WACKER does not sell any fuels or chemicals that produce GHG emissions when processed.

Category 12 (End-of-life treatment of sold products):
Emissions of sold products at the end of their lives are calculated on the basis of publicly available information on region-specific waste disposal. It is assumed that the end products are disposed of/recycled/incinerated in the regions in which a particular WACKER product is sold.
Calculation is on the basis of the carbon content of the sold product and its ability to be recycled. Since a negligible percentage of WACKER products are biologically disposed of at the end of their life cycle, it is assumed that except in the case of long-lasting plastics, 100 percent of the carbon contained is turned into carbon dioxide (GWP=1). Emissions for recycled products are given as zero. Our approach ensures that all the carbon procured by WACKER, either under Scope 1, Scope 3, category 5, or Scope 3, category 12, is taken into account. The molecular weights are used for the conversion ratios.

Categories 13 (Downstream leased assets) and category 14 (Franchises) – irrelevant:
Emissions from downstream leased assets or from franchises are irrelevant since WACKER does not operate either.

Category 15 (Investments):
WACKER calculates the sum of Scope 1 and Scope 2 emissions of non-consolidated investments in which we hold a stake of at least 20 percent. Under this category, we report on the share of Scope 1 and 2 emissions of our investment in Siltronic AG and Dow Siloxane (Zhangjiagang) Holding Co. Private Ltd.

GHG intensity

The GHG intensity is calculated as the ratio of total GHG emissions of all production sites to net Group sales, as shown in the consolidated financial statements.

» **Consolidated statement of income**

GHG intensity

	2025	2024	% 2025 / 2024
Total GHG emissions (location-based) per net revenue (kt CO_2e / € million)[1]	**1.5**	1.7	–12 %
Total GHG emissions (market-based) per net revenue (kt CO_2e / € million)[1]	**1.5**	1.7	–12 %

[1] As part of the Scope 3 target review, the base year and 2024 were re-calculated for categories 1 and 3, thereby resulting in changes to the figures reported in the 2024 Annual Report (+0.2 kt CO_2e / € million).

Carbon credits

In line with the SBTi's Corporate Net-Zero Standard, WACKER sees carbon credits as a last resort to offset remaining emissions after all other reduction actions have been exhausted. As a result, WACKER does not currently participate in the market for carbon credits.

Internal carbon pricing

WACKER uses the system of internal carbon pricing for Scopes 1 and 2. The carbon price is taken into account when we recognize internal investment assumptions according to origination (e.g. CO_2 emissions in the production of a metric ton of steam). For the purchase of electricity, our investment assumptions take a price markup for evidence of origin into account. We take the impacts of current and future coal prices into account when pricing. Future prices are derived, for example, from the price of forwards under an emissions trading system. The carbon price was €73 in 2025.
We use investment assumptions including carbon pricing to assess all our investment decisions.
At present, 1,154 kt (90 percent) of Scope 1 emissions, 900 kt (100 percent) of Scope 2 emissions and 0 kt (0 percent) of Scope 3 emissions are covered by internal carbon pricing.
The carbon price for emissions is identical to the carbon price for financial statements.

ESRS E2 – Pollution

It goes without saying that the protection and welfare of our employees, neighbors, nature and the environment are our responsibility as a company. True to our purpose – “Our solutions make a better world for generations” – we pay particular attention to production-integrated environmental protection. We aim to continuously reduce emissions to the environment, avoid waste and protect the soil. That is why WACKER seeks to operate its plants safely and efficiently and to use its resources responsibly. We continually reduce environmental impacts as part of our environmental management system.

Material impacts, risks and opportunities

The following is a description of WACKER’s material impacts on people, nature and the environment as well as the resulting risks for WACKER in terms of pollution, and of the connection between the business model, value chain, strategy and decision-making.

Material impacts

Emissions to air and water

Chemical-product manufacturing involves the release of substances into the environment. These types of emissions may negatively influence people’s health and damage ecosystems. As WACKER is a chemical manufacturer, it influences the quality of air and water at its production sites all over the world. This also applies to companies in our upstream and downstream value chains. We aim to operate our plants in a way that minimizes the disadvantageous impacts on people, the environment and biodiversity.

Use of critical substances (substances of concern / substances of very high concern)

Manufacturing specialty chemical products often requires the use of critical substances. Both their handling and the possibility of their remaining in the product can negatively impact people’s health and ecosystems. As a chemical producer, WACKER uses critical substances to manufacture specialty chemical products. Handling them and the possibility of their remaining in the product means that WACKER has a potential influence on people and nature. This also applies to other companies along our value chain. We aim to ensure that any disadvantageous impacts on people, the environment and biodiversity are minimized by complying with critical limits that apply and by taking the corresponding occupational-safety and process-safety measures.

Material risks

Increase in regulatory requirements for our production processes and products

The rise in regulations related to emissions to air and water and other kinds of pollution may lead to significant restrictions and higher costs as regards our production lines. A production-process changeover requires considerable capital expenditures. As a chemical producer, we are already subject to many legal regulations that may increase in the medium term and also lead to increased expenses along our value chain as regards any registrations and capital expenditure actions necessary. In extreme cases, this might even lead to operations (temporarily) shutting down or being restricted.

New legal provisions in the production and use of chemical substances constitute a further risk. Restrictions or prohibitions on groups of substances and stricter critical limits require products to be reformulated or production processes to be adapted. Furthermore, various international requirements (due especially to tightening of the European REACH legislation for chemicals) incur increased expenses for registrations of substances.

In the medium term, they could have a medium to high impact on WACKER's earnings. This also applies to companies in our upstream and downstream value chains.

In general, we see a regulatory risk for our German and other European sites first and foremost, due especially to potential tightening of the European REACH legislation for chemicals. This affects both WACKER and our customers and suppliers alike.

Please also see the Risk Report for details of the impacts and actions as well as our risk analysis in relation to our strategy.
» **Risk management report**

Strategy and governance

WACKER uses a groupwide environmental management system to manage all its environmental concerns. This includes our impacts in terms of emissions and the use of critical substances. We describe our general environmental policy and governance in the "General disclosures on environmental standards" section.

Compliance with legal regulations and minimizing our impacts in terms of emissions and the use of critical substances is a top priority for us. This includes strict compliance with critical limits, the safe operation of our plants and responsible practices with critical substances. Group coordinators for environmental protection, product safety, and safety are primarily responsible for implementing our policy throughout the Group and managing our targets using the relevant regulations and provisions as well as standard processes and actions.

The Group regulation governing environmental protection, health protection, safety and product safety, and dangerous goods management, as described in the "General disclosures on environmental standards" section, covers the management of emissions to air and water as well as the handling of critical substances.

Targets

We strive to keep the impacts of our production on people, nature and the environment as low as possible and to avoid incidents with negative environmental impacts.

Group target: no incidents with relevant environmental impact

By this, we mean that regular operation of plants and breakdowns must not have a harmful impact on the environment. This includes emissions to air, water and soil. For this reason, we voluntarily set ourselves the target every year of reducing the frequency and severity of incidents to avoid the release of emissions and critical substances and so that any potential danger for people and the environment is kept to an absolute minimum. The relevance of incidents in terms of their environmental impact is classified and assessed by experts and then by the Group Coordinator for the Environment. This assessment is based on the specific impacts on air, water and soil and also takes into account visible perception and the environmental cost related to the incident.

We classify incidents according to Wacker-specific environmental severity levels (ESLs) that are defined using criteria standardized across the Group as incidents with low to relevant impacts and are assessed according to legally regulated evaluation benchmarks. We carry out a systematic analysis of incidents and establish suitable actions to avoid similar occurrences going forward. Monitoring is carried out by the Group Coordinator for the Environment using our groupwide reporting tool.

Environment-related incidents

	2025	2024	Target
Incidents with relevant environmental impact	**4**	6	0

Four incidents assessed as environmentally relevant occurred in the reporting year, though none were classified as an environmental hazard or damage. Consequently, none involved either a hazard or damage.

Group target: no severe process-safety incidents

WACKER has also voluntarily set itself a target of keeping the impacts of our production on people, nature and the environment as low as possible. By this, we mean that regular operation of plants and breakdowns must not have a harmful impact on the environment. This includes emissions to air, water and soil. Every year, our aim is for the year under review to be another year in which no severe process-safety incidents were recorded (zero incident target). By this, we mean all incidents that are relevant in terms of safety, health and the environment and which are classified in line with the criteria set out by Cefic (the European Chemical Industry Council; Cefic Guidance for Reporting on The ICCA Globally Harmonized Safety Metric) into categories of WACKER Process Safety Incidents (WPSIs) and assessed as level 1 or 2.

We calculate incident frequency in the form of an indicator we refer to as the WACKER Process Safety Incident Rate (WPSIR), which is defined as the number of relevant safety incidents per 1 million working hours. Here we focus on severe plant-safety incidents, which could lead to the release of emissions and critical substances to soil, air or water.

The relevance of the impacts of process-safety incidents is classified and assessed centrally by the Group's Safety function on the basis of specific criteria (including accident severity, substance release), while also taking into account visible perception and the costs associated with the incident.

Process safety-related incidents

	2025	2024	Target
Number of process safety-related incidents (WPSI)	**27**	39	–
Number of process safety-related incidents per one million hours worked (WPSIR)	**1.0**	1.5	–
Number of severe process safety-related incidents[1]	**0**	0	0

[1]Group target, in accordance with WACKER Process Safety Levels 1 and 2

No incident considered a severe process-safety incident occurred in the year under review.

Actions

We have defined the following ongoing actions as part of our goals and strategies in relation to pollution:

Pollution prevention and reduction

Compliance with all legislation at national and local level constitutes the basis for WACKER's actions to keep emissions to air and water as low as possible. Furthermore, environmental protection is regulated throughout the Group by WACKER standards containing specific requirements relating to emissions for all production sites and technical competence centers.

Central responsibility for our environmental management system and its implementation lies with the Group Coordinator for the Environment.

Each site has an obligation to organize environmental protection locally to ensure compliance with environmental regulations, the safe operation of plants and to carry out environmental monitoring. A standardized environmental management system enables us to record our emissions to air and water at all our sites and to ensure that legal conditions, emissions thresholds and WACKER's environmental standards are complied with.

As part of an ABC analysis that every production site and every technical competence center (with ISO 14001 certification) must carry out once a year, we analyze and assess material environmental aspects including relevant site emissions. If necessary, site-specific targets and/or actions are developed.

With regard to our emissions to air, we introduced a new distillation process at one of our plants in the reporting year. This process reduces operation-specific NMVOC emissions and energy consumption, and will translate into significant energy and CO_2 savings in the future.

Equally, specific training of our production employees in environmental protection is an important measure to guarantee plant operation that ensures legal certainty and to avoid severe environmental incidents with regard to emissions to air and water.

Nevertheless, an unintended release of emissions impacting the health of people, nature and the environment might occur. All groupwide incidents are recorded in a timely manner in our environmental data management system and assessed in terms of their environmental relevance.

Product safety

Manufacturing specialty chemical products often requires the use of critical substances. All our measures are designed to guarantee the safety of our products and fulfill legal requirements. For the purpose of Responsible Care®, we often go beyond the purely legal framework.

To ensure that any adverse impacts relating to critical substances when using our products correctly are minimized, we consider the health and environmental risks along the entire product lifecycle – from research and development through manufacturing to application and disposal.

We continually assess the (potentially hazardous) properties of all WACKER products, which involves checking and assessing their physicochemical, health-related and environmentally relevant properties. Our labeling in safety data sheets and on product labels inform our customers about the safe use of our products, especially for critical ingredients.

Only some 50 percent of WACKER products require a material safety data sheet (MSDS) by law. We go beyond this requirement and produce material safety data sheets for all our sales products, not only those with hazardous materials classification.

We continuously work on minimizing critical substances in products. We keep a list of substances that are to be avoided in WACKER products as a guide for product developers. In addition to prohibited or restricted chemicals (e.g. substances in Annexes XIV and XVII of the European REACH legislation for chemicals), these are substances that are no longer desired by many companies as well as substances listed by the European Chemicals Agency in its candidate list of substances of very high concern (SVHCs).

To support the sustainability assessment of our products, we use the Identifying Substances and Mixtures of Concern (ISC) database system for systematic assessment of the raw materials we use. This enables the WACKER product portfolio to be assessed and improved in terms of health, environmental compatibility and the avoidance of potential risks (e.g. SVHCs). WACKER also monitors chemical policy debates to be able to take future developments into account early on in the product development phase and to optimize ingredients.

REACH

The REACH regulation, which came into force in 2007, governs the registration, evaluation, authorization and restriction of chemicals within the European Union.

Since the REACH registration process began in 2008, WACKER has submitted many revised registration dossiers to the European Chemicals Agency (ECHA). For many of the dossiers, the ECHA imposes additional requirements in the course of its regular assessments, all of which we fulfilled on time in 2025, just as we had done in previous years.

WACKER is in close contact with its suppliers of chemical substances. We refer to our data when verifying the registration status and, where necessary, request information to ensure that we use only REACH-compliant raw materials.

Within Europe, companies that market hazardous substances have had to supply the European reporting system with extensive information for the EU‘s poison control centers since January 2021. WACKER has set up an automatic notification tool and registered notifications to ECHA’s PCN (Poison Centre Notification) portal.

Process safety

It is important to us that WACKER strives to continuously operate its plants and processes in a way that does not jeopardize people, nature and the environment by releasing emissions and critical substances into the air and water.

We operate a groupwide process safety management system that covers occupational safety, process safety and crisis management. Our process safety management in 2025 continued to focus on prevention.

Nevertheless, safety-critical incidents cannot be avoided completely. If a loss event occurs, emergency response plans govern cooperation between internal and external task forces and the authorities at every WACKER site.

To be able to guarantee the safety of our plants in the long term, we first identify and assess hazards systematically and review them on a regular basis. We analyze the energy generated in our processes (e.g. pressure, heat) and the influence that any individual errors may have on an incident chain through to incidents or accidents. We then define protective measures according to our analysis findings in order to avoid any unwanted incidents.

We record all health- and safety-related and environmentally relevant incidents in good time in our groupwide environmental-data management system and assess them. Systematically working through incidents and establishing relevant actions is intended to avoid similar incidents going forward. We use incident notifications highlighting inter-departmental or cross-site learning positives to brief our corporate units with similar hazard potential and, where applicable, introduce any improvement measures. The Group Coordinator for Safety is responsible for monitoring throughout the Group.

Launched in the previous reporting year, the Safety Culture@WACKER initiative was introduced globally in 2025 under the motto of “for our safety.” This initiative covers the communication of three safety principles and eight life-saving rules, related training, and new exchange-of-views platforms for employees and executives. In addition, processes for risk perception, root cause analysis and the implementation of actions were overhauled completely in order to strengthen the safety culture in the long term. This will allow us to work on raising safety awareness among all our employees, increasing the level of occupational and process safety in the long term.

Transport safety

WACKER continuously works to ensure that it is transporting its products safely. This is especially the case when it comes to dangerous goods and critical substances.

All sites at which WACKER operates production facilities and from which it ships goods must adhere to local and international transportation regulations as well as WACKER’s high safety standards. An essential aspect of transport safety relates to our personnel, who are well trained both in handling dangerous goods and securing loads.

We also have high safety expectations of our logistics service providers; such expectations are laid down in contractual agreements with them and in a comprehensive requirements profile alongside the legislation that they must comply with. If a

contractual partner deviates from our requirements, we issue complaints and require corrective action to ensure a continuous improvement process.

For products with high hazard potential, we use packaging and tanks that meet the highest quality standards. In the period under review, no reportable transport incidents involving dangerous goods were recorded.

In monitoring distribution of our products, we also record transport incidents not involving dangerous goods and any that do not have a negative impact on people, nature and the environment. These incidents are used as a key criterion in our annual assessment of our logistics service providers.

Upstream value chain

We address the upstream value chain in our environmental provisions governing emissions and critical substances; we have anchored these provisions in our general terms and conditions and our Supplier Code of Conduct. Further details can be found under ESRS 2 – General Disclosures.

Metrics

Air and water pollution

WACKER includes all fully consolidated companies when recording emissions to air and water in accordance with Annex II of the E-PRTR Regulation. Reporting takes every production site into account. Data is collected at the sites on the basis of local legal requirements, enabling data to be used both for the Group's environmental reporting and for site-specific official reporting obligations. Local regulatory requirements determine whether the data is measured, calculated or estimated, though this data is preferably measured or calculated using standardized substance-specific and established methods. If this is not technically feasible or possible due to local circumstances, we estimate the emissions data on the basis of established extrapolation methods and empirical values. To this end, emissions measured at relevant sites are used and applied to other sites with similar production processes. If methodological or systematic changes have to be made to data collection, the affected values are adjusted retroactively. However, this was not necessary for the previous year.

Data is collected on a site-specific basis using our groupwide reporting tool and is verified both at site level and by the Group Coordinator for the Environment. Our materiality assessment revealed that no disclosures on soil contamination and microplastics were required, as no relevant impacts, risks or opportunities were identified.

The following table shows all the metrics relevant to WACKER in accordance with Annex III of the E-PRTR Regulation. Only sites that exceed the specific thresholds for the reporting obligation are taken into account.

Emissions to air

	Threshold (kg/year)	2025	2024	Change in %
Non-methane volatile organic compounds (NMVOCs)	100,000	**824,205**	708,893	16
Nitrogen oxides (NO_x/NO_2)	100,000	**2,245,486**	2,073,172	8
Sulfur oxides (SO_x/SO_2)	150,000	**1,098,462**	1,174,665	–6
Particulate matter (PM10)	50,000	**158,923**	176,000	–10

Emissions to water

	Threshold (kg/year)	2025	2024	Change in %
Total nitrogen	50,000	**112,901**	134,108	–16 %
Halogenated organic compounds (as AOX)	1,000	**2,305**	2,579	–11 %
Total organic carbon (TOC)	50,000	**140,402**	144,122	–3 %
Fluorides (as total F)	2,000	**26,526**	16,452	61 %
Copper and compounds (as Cu)	50	**111**	109	2 %
Nickel and compounds (as Ni)	20	**87**	73	19 %
Zinc and compounds (as Zn)	100	**1,313**	1,441	–9 %
Chlorides (as total Cl)	2,000,000	**28,791,172**	31,115,933	–7 %

Substances of concern and substances of very high concern

WACKER includes all fully consolidated companies when recording substances of concern (SOCs) and substances of very high concern (SVHCs). Related reporting takes account of all raw materials used and all products sold throughout the Group. The individual substances are classified on the basis of legal requirements in accordance with Regulation (EC) No. 1272/2008 (CLP Regulation) and the classification is updated systemically for the entire Group by the relevant experts. An internally developed tool enables us to evaluate the relevant substances and their components across the Group according to their SOC/SVHC percentages and quantities in a suitably standardized manner.

Based on an industry comparison, we adjusted the methodology for calculating the quantities of substances of (particular) concern in the reporting year so that we can capture emissions more accurately with a focus on the release of substances into the air, water and soil.

The following table shows all the quantities and main classes of substances of concern and of very high concern that are relevant to WACKER. These substances may be contained in several of the designated categories.

Substances of concern

	Substances of concern (SOCs) created, used or procured in production in metric tons		Substances of concern (SOCs) that leave WACKER as products, parts of products, services or emissions in metric tons		
	2025	2024	2025	2024*	Difference to 2024 data due to new methodology
Total substances of concern (SOCs), of which:	**713,627**	686,862	**61,847**	42,876	–26 %
SVHCs (substances of very high concern)	**43,687**	38,869	**13,151**	9,883	–22 %
CMR substances (carcinogens, mutagens or reprotoxic substances classed as categories 1 + 2)	**414,737**	373,098	**14,774**	7,733	–47 %
Endocrine disruption (human health/environment)	**–**	–	**–**	–	–
Persistent, bioaccumulative and toxic (**PBT**), persistent, mobile and toxic (**PMT**), very persistent and very bioaccumulative (**vPvB**), very persistent and mobile (**vPvM**)	**–**	–	**–**	–	–100 %
Sensitization, respiratory tract/skin (category 1)	**33,099**	23,625	**15,860**	8,495	–14 %
Chronically hazardous to the aquatic environment (categories 1-4)	**421,481**	384,755	**25,120**	19,384	–31 %
Damaging for the ozone layer	**–**	–	**–**	–	–
Specifically target organ toxicant (one time/repeated contact, categories 1+2)	**255,376**	277,699	**20,214**	15,808	–35 %

* Data for 2024 has been retroactively adjusted in line with the new approach.

Substances of very high concern

	Substances of very high concern (SVHCs) created, used or procured in production in metric tons		Substances of very high concern (SVHCs) that leave WACKER as products, parts of products, services or emissions in metric tons		
	2025	2024	2025	2024*	Difference to 2024 data due to new methodology
Total amount of substances of very high concern (SVHCs), of which:	**43,687**	38,869	**13,151**	9,883	–22 %
Substances according to Art. 59 (1) Regulation (EC) No. 1907/2006	**27,141**	21,713	**11,640**	8,676	–13 %
CMR substances (carcinogens, mutagens or reprotoxic substances classed as categories 1A + 1B)	**20,022**	18,551	**2,708**	1,233	–57 %
Endocrine disruption (human health/environment)	**–**	–	**–**	–	–
Persistent, bioaccumulative and toxic **(PBT)**, very persistent and very bioaccumulative **(vPvB)**	**–**	–	**–**	–	–100 %

*Data for 2024 has been retroactively adjusted in line with the new approach.

As a chemical manufacturer, we use a variety of chemical raw materials that are converted into products by our production processes. These raw materials may be substances of concern and of very high concern, or may contain components thereof. We keep the risk of handling these substances as low as possible by complying with the legal requirements for production, transport, storage and safe handling. Furthermore, we minimize the risk of damage to the environment, nature and people through a high level of plant-safety precautions and the use of trained staff.

More than 90 percent of the substances of concern are raw materials or raw-material components that are used and transformed chemically in our production facilities. Only a small amount of such substances of concern is contained in our products. These products are mainly used by our customers for industrial purposes, which likewise means taking account of legal requirements and using trained staff. Our product stewardship experts ensure that our products fulfill all the requirements necessary for their sale. In addition, our (material) safety data sheets communicate information on safely handling substances of concern and of very high concern.

ESRS E3 – Water and Marine Resources

WACKER takes a comprehensive approach to water as a resource. We not only take into account water withdrawal, but also the related issues of water availability and shortage as well as water backflow in the form of cooling water and wastewater, including the potential consequences for people, nature and the environment. For our production sites, water availability and access are highly important, though most of the water withdrawn is used as cooling water before being returned to the water circuits.

Material impacts, risks and opportunities

The following is a description of WACKER's material impacts on people, nature and the environment in terms of water and marine resources and their connection with the business model, value chain, strategy and decision-making. No material risks or opportunities were identified. Please refer to the ESRS E2 – Pollution section for information on emissions to water.

Material impacts

Water consumption, water withdrawal and water backflow

Water plays a material role in our chemical production processes. Water withdrawal, water consumption and water backflow can impact the availability and quality of water as a resource in bodies of surface water, groundwater and seawater, and can influence biodiversity.

WACKER uses water as a resource for cooling, purification and as part of its product formulations. As a result, WACKER influences the availability and quality of water as a resource at its global production sites. This also applies to other companies along our value chain.

We strive to manage our water withdrawal, water consumption and water backflow in a manner that minimizes the adverse impacts on water as a resource and as a result on people, nature and the environment.

Strategy and governance

At WACKER, we use a groupwide environmental management system to manage all environmental concerns. This also includes impacts in relation to water withdrawal, water backflow and water consumption. We describe our general environmental policy and governance in the "General disclosures on environmental standards" section.

Water plays a material role for WACKER in many production processes, whether it be for cooling, purification or in product formulations. The safe and economic availability of water in needs-driven volumes and quality plays a material role in the company's value chain. Climate change may increasingly lead to restrictions, e.g. in the volume and quality of water available. For this reason, we consider it our responsibility to future-proof our water stewardship.

Compliance with legal regulations and minimizing impacts in relation to water withdrawal, water consumption and water backflow are a top priority in this respect. By this, we mean strict adherence to critical limits, safe plant operation and efficient handling of water as a resource. WACKER endeavors to minimize its water consumption and also, where possible, to reuse and retreat water several times.

Our water is managed at local level to be able to comply with local conditions and the requirements of the respective region. We focus on:

- Supplying production processes with water safely in needs-driven volumes and quality (temperature, substance load) – tailored to the ecological capacity of the water reservoir used
- Treating wastewater safely and protecting bodies of water against harmful substances entering them
- Fulfilling societal demands for sustainable use of water and complying with legislation and official provisions governing water supply and water discharge
- Ensuring our production sites can adapt to physical and regulatory changes both to head off risks to sustainable development and to take advantage of economic opportunities
- Strengthening the sustainability contribution of the product portfolio by taking into account our impacts on water as part of our WACKER Sustainable Solutions program

The Group Coordinator for the Environment plays a key role in implementing our policies throughout the Group and managing our water stewardship using the relevant regulations and provisions as well as standard processes and actions.

As part of our water stewardship, we take a comprehensive approach to water as a resource and also look at water and marine resources.

Water stewardship, including water withdrawal, water consumption and water backflow, is part of the Group regulation governing environmental protection, health protection, safety and product safety and dangerous goods management as described in the “General Disclosures on Environmental Standards” section.

Targets

WACKER has set itself the target of keeping the impact of our production on people, nature and the environment as low as possible and conserving water and marine resources. This target helps to reduce our footprint and is part of our sustainability strategy.

Group target: Sustainable water management
WACKER ensures sustainable water management at 100 percent of its global production sites (annual target).

This allows us to protect water as a resource, make continuous improvements to how efficient we are in using water and reduce emissions. We use our WaWaS assessment across the Group to achieve this (for details, please refer to ESRS E3 - Actions).

Our Group target is a voluntary one that goes beyond the legal requirements at individual sites. The target includes all production sites, water and marine resources, and water risk zones. Each production site is obliged to keep an up-to-date WaWaS assessment available.

The Group Coordinator for the Environment is responsible for monitoring this Group target.

The new water target was developed and adopted across the Group in the current reporting year. We will publish results on target achievement for the first time in the 2026 reporting year.

Note: We have decided to drop our original water target of a flat-rate reduction in water withdrawal based on production volume. The target had to be revised because the previous water reduction target was very heavily focused on growing production volumes. The three-year average, moreover, distorted the trend and hindered targeted management. In addition, the previous water target did not adequately reflect local site-specific water risks.

Actions

As part of our strategies and goals in the area of water and marine resources, we have defined the following ongoing measures:

Own operations

Compliance with all legislation at national and local level in relation to water use constitutes the basis for all actions to keep our impacts through water withdrawal, water consumption and water backflow as low as possible. Furthermore, environmental protection is regulated throughout the Group by WACKER standards containing specific requirements relating to water withdrawal and water backflow for all production sites and technical competence centers.

Each site has an obligation to organize environmental protection locally to ensure compliance with environmental regulations, the safe operation of plants and to carry out environmental monitoring. A standardized environmental management system enables us to record our corresponding water volumes at all our sites and to ensure that legal conditions, volume limits and WACKER's environmental standards are complied with.

As part of an ABC analysis that every site must carry out once a year, we analyze and assess material environmental aspects including relevant site-specific water volumes and types. Site-specific targets are established if necessary.

A key component of our water stewardship is the WACKER Water Stewardship (WaWaS) assessment, which follows six main principles in line with SDG 6 "Ensure availability and sustainable management of water and sanitation for all" and international standards:

- Good water governance: appropriate and transparent company management of water practices
- Sustainable basin water balance: sustainable water withdrawal in relation to water volume
- Good water quality: in terms of chemical quality, biological elements and thermal load
- Protection of important water-related areas: conservation and protection of key aquatic reserves
- Flood protection: protection of people and plants against the consequences of extreme weather events
- Safe water, sanitation and hygiene (WASH): safe access to water, sanitary facilities and hygiene standards

These topics are evaluated at the site level as part of a self-assessment, impacts, risks and opportunities are identified, and, if necessary, appropriate actions are developed. This assessment has to be updated at least every five years.

WACKER is guided in this by international standards such as European Water Stewardship (EWS), the Alliance for Water Stewardship (AWS), and Water, Sanitation and Hygiene (WASH).

We use the WWF (World Wide Fund for Nature) Water Risk Filter to analyze our groupwide water risks on a regular basis. It appears that nine of our sites are located in areas with high water stress (see metrics). We also use the results of the risk analysis to prioritize our water management activities as part of our Group-wide water target. The indicators cover physical, regulatory and reputational risks. Our analyses of water use take these classifications into account. For sites in water risk areas, including areas with high water stress, we did not identify any substantial risks. As a result, no additional measures are required.

We are always striving to close our water circuits and to reduce water withdrawal and water consumption. As a rule, we endeavor to minimize our water use and also to reuse and retreat water several times.

For this reason, we have established actions to:

- Optimize efficiency of water consumption
- Improve energy efficiency across all process chains to cut the thermal loads to be conveyed into the cooling water
- Identify relevant bodies of wastewater and reduce mass loading by modifying processes or through suitable pretreatment
- Assess the impacts of climate change and regulatory requirements on bodies of water used and prepare any adjustments necessary

All production sites are required to identify potential for savings or improvements regarding mass loading and implement them if necessary.

In Nünchritz, for example, we launched a project for efficient water use in the year under review, Instead of fresh water, cooling water that has already been used is reused to generate steam, which saves not only fresh water but also energy.

Specific training about environmental protection for production employees is also an important action to guarantee plant operation that ensures legal certainty.

Upstream value chain (supply chain)

We address the upstream value chain in our environmental provisions governing water use; we have anchored these provisions in our general terms and conditions and in our Supplier Code of Conduct. Further details can be found under ESRS 2 – General Disclosures.

Metrics

Water and water intensity

WACKER includes all fully consolidated companies when recording its various water volumes. Reporting takes all relevant sites into account. Data is collected at the sites on the basis of local legal requirements, enabling data to be used both for the Group's environmental reporting and for site-specific official reporting obligations. Local regulatory requirements determine whether the data is measured, calculated or estimated, though this data is preferably measured or calculated using established methods. If this is not technically feasible or possible due to local circumstances, we estimate the data on the basis of established extrapolation methods and empirical values. If methodological or systematic changes have to be made to data collection, the affected values are adjusted retroactively. However, this was not necessary for the previous year.

Data is collected on a site-specific basis using our groupwide reporting tool and is verified both at site level and by the Group Coordinator for the Environment. The data is reviewed externally by the relevant authorities.

The following table shows all the water metrics relevant to WACKER.

Water and water intensity

	2025	2024	Change in %
Water withdrawal[1] (million m³)	**205**	229	–10
Cooling water volume (million m³)	**185**	212	–13
Wastewater volume (million m³)	**13.1**	12.6	4
Water consumption (million m³)[2]	**4.9**	5.3	–8
Of which water consumption in water risk zones including zones with high water stress (million m³)	**0.5**	0.3	67
Total amount of water recycled and reused (million m³)	**485**	559	–13
Water intensity[3] (total water consumption/net revenue) (thousand m³ / € million)	**0.9**	0.9	–

[1] Additional water is withdrawn at our Burghausen site as part of the services it offersr other companies at the plant and is returned to the water circuit as cooling water or wastewater. These volumes are not part of the indicators above.

[2] Information on water consumption is not calculated by simple subtraction, but is based on the individual sites' consumption-related calculations.

[3] The water intensity is calculated as the ratio of total water consumption of all production sites to net Group sales as shown in the consolidated financial statements.

Over 90 percent of the water withdrawn is used as cooling water and then returned to the water circuit again. Only a small percentage is actually consumed, e.g. as part of our products. Production-related wastewater is either returned to legally admissible wastewater disposal or returned to the water circuit through our own wastewater-purification systems. These systems and the purified wastewater are monitored according to legal regulations applicable locally and are also monitored regularly by the authorities.

ESRS E4 – Biodiversity and Ecosystems

It goes without saying that protecting and preserving biodiversity and ecosystems is crucial to the well-being of our employees, our neighbors and our environment, and is part of our responsibility as a company. Biodiversity encompasses the full variety of lifeforms on Earth, including all plant, animal, fungal and microorganism species, as well as the ecosystems they collectively form. As a producer, we benefit from ecosystem services and their availability. In keeping with our corporate purpose, “Our solutions make a better world for generations”, we therefore see biodiversity as an integral component of our environmental management. We strive to minimize or completely avoid any potential adverse impacts on biodiversity by taking responsible measures.

Material impacts, risks and opportunities

The following is a description of WACKER’s material impacts on biodiversity and their connection with the business model, value chain, strategy and decision-making. No material risks or opportunities were identified.

Process to identify and assess impacts

Proximity of company sites to areas with biodiversity in need of protection

Potential biodiversity risks at all WACKER sites are assessed using the WWF (World Wide Fund for Nature) Biodiversity Risk Filter, which takes into account both ecosystem conditions and the impacts and dependencies of industries based on 33 biodiversity-related indicators. The assessment focuses on “Environmental Factors” and on the indicators “Protected/Conserved Areas”, “Key Biodiversity Areas”, “Ecosystem Condition” and “Range Rarity.”

WACKER reports all production sites that are classified as having a potentially high or very high risk in the categories “Key Biodiversity Areas” and “Protected Areas” based on the WWF Biodiversity Risk Filter. Legally protected areas (IUCN categories I–IV) include nature reserves and wildlife sanctuaries, whose protection status may vary depending on the legal regulations, as well as Natura 2000 sites and World Heritage Sites. A geoinformation system-based analysis was used to evaluate both the distances between these sites and the protected areas, and the type of protected areas concerned. This involved checking whether there were any protected areas within a three-kilometer radius of each site.

The data collected has not been verified externally. The analysis is reviewed at regular intervals and adjusted as necessary. The disclosure of this data is voluntary and is not required by law.

We also analyzed the potential production-related impacts on these areas as well as the areas themselves. Assessing the condition of these ecosystems is a key part of the analysis, ensuring that the natural environment surrounding WACKER’s sites remains intact and ecologically connected. The assessment is based on the indicators specified in the WWF Risk Filter.

Protecting endemic species that are particularly sensitive to changes in their habitats is another focal area. We use the WWF Biodiversity Risk Filter Range Rarity Indicator to assess the risk to these species based on their prevalence at our production sites.

To gain a deeper understanding of the specific dependencies of its own value chain on natural systems, WACKER also uses the online ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool. This tool was developed specifically for sector-specific assessments and helps to evaluate the relevance of individual ecosystem services – from “very high” to “very low”. This allows critical dependencies on nature to be identified and prioritized. WACKER’s analysis focuses on those ecosystem services that have been assigned higher ratings, particularly with regard to chemical production (according to the international standard classification: manufacture of chemicals and chemical products). The focus was on our own operations.

Our biodiversity assessment evaluated the impacts, risks and opportunities for WACKER in relation to biodiversity. In particular, it examined the company's current and future activities with regard to its own production, also including the upstream and downstream value chain.

Assessment of the impacts on biodiversity is covered by the materiality assessment under ESRS 2 – General Disclosures and described in the individual standard chapters.

Physical, transition and systemic risks related to biodiversity were not analyzed separately.

Impacts, risks, opportunities

While most WACKER production sites are located in industrial regions, some are located close to Key Biodiversity Areas (KBAs) or Protected Areas (PAs).

Overview of biodiversity-sensitive areas near our production sites

Site	Name of protected area	Protection status
Burghausen	Vogelfreistätte Salzachmündung (nature reserve)	IUCN Cat.IV
	Salzach and Unterer Inn rivers (special areas of conservation)	Natura2000
	Salzach and Inn rivers (special protection area)	Natura2000
Köln	NSG Rheinaue Langel-Merkenich (nature reserve)	IV
	NSG Flittarder Rheinaue (nature reserve)	IV
Nünchritz	Elbtal between Schöna und Mühlberg (special protection areas)	
Stetten	Stettener Weinberg (nature reserve)	
	Owinger Bühl (nature reserve)	IV
	Warrenberg (nature reserve)	IV
	Area between Bisingen, Haigerloch and Rosenfeld (special areas of conservation)	IV Natura2000
Tsukuba	Tsukubasan (prefectural wildlife protection area)	
Ulsan	Ulsan Junggu Taehwadong (wildlife protection area)	IV
	Ulsan Namgu Mugeodong (wildlife protection area)	IV
	Ulsan Bukgu Myeongchondong (wildlife protection area)	IV
	Ulsan Namgu Seonamdong (wildlife protection area)	IV

The fact that a production site is located close to areas with biodiversity in need of protection does not, however, automatically mean that the site has a negative impact on the protected area. As explained, additional factors were taken into account for the purposes of the assessment.

The results of the WWF Biodiversity Risk Filter analysis indicate a potentially low to moderate risk with regard to ecosystem condition. This means that our operations do not have any material impact on ecosystem condition, let alone do they contribute to the destruction or fragmentation of habitats. This largely ensures the integrity of the surrounding ecosystems.

There is no need for any remedial measures with regard to the sites located near protected areas or their impact on biodiversity.

The Range Rarity Indicator shows that no sites are associated with a very high or high risk. This means that our activities do not pose any direct threat to endemic species.

According to the ENCORE Framework, the chemical industry as a whole has low materiality in terms of land use, as companies such as WACKER operate predominantly in established industrial areas. This means that there is hardly any need for land-use changes. Significant environmental impacts such as soil degradation or soil sealing are largely avoided. As a specialty chemical company, WACKER relies in a whole variety of ways on ecosystem services that support its operations either directly or indirectly. These include supply services such as water and raw materials, regulation services such as climate regulation and flood protection, supporting services such as soil formation and pollination, and cultural services such as recreation and experience of nature. The results of the ENCORE analyses confirm that WACKER is supported by various ecosystem services, but that there are no critical dependencies.

Based on the analysis results, the impact of our operations (our own operations as well as the upstream and downstream value chain) with regard to land degradation, desertification, soil sealing and endangered species was not identified as material.

Nevertheless, WACKER has potentially negative impacts on biodiversity and ecosystems through its greenhouse gas emissions, emissions to air and water, and water consumption. These could also potentially affect protected areas near our sites.

These impacts are described in the chapters on Climate Change (ESRS E1), Pollution (ESRS E2), and Water and Marine Resources (ESRS E3).

No material risks or opportunities were identified.

Strategy and governance

WACKER specifically focuses on integrated environmental protection and seeks to take a comprehensive approach when examining environment-related impacts, risks and opportunities. This integrated approach is part of our corporate policy applicable groupwide.

As the key drivers of biodiversity loss that have been identified as material – such as greenhouse gas emissions, air and water pollution, and water uses – are assigned to the topic areas of Climate Change (ESRS E1), Pollution (ESRS E2), and Water and Marine Resources (ESRS E3), the corresponding policies and actions are also included in these areas. Consequently, there are no independent policies or actions aimed specifically at biodiversity and ecosystems.

Targets

As the impacts related to biodiversity and ecosystems that have been identified as material are assigned to the topic areas of Climate Change (ESRS E1), Pollution (ESRS E2), and Water and Marine Resources (ESRS E3), we had not set any specific targets related to biodiversity and ecosystems for the 2025 reporting year.

With regard to its greenhouse gas emissions, WACKER has implemented reduction targets and a net zero target in order to limit the negative impacts of climate change, which in turn impacts biodiversity (ESRS E1). We have also set ourselves a zero-incident target in order to minimize the impacts of production-related pollution on biodiversity (ESRS E2). We protect water and marine resources through sustainable water management and minimize our impact on water as a resource and, as a result, also on biodiversity (ESRS E3).

Actions

WACKER specifically focuses on integrated environmental protection and seeks to take a comprehensive approach when examining environment-related impacts, risks and opportunities. We monitor the environmental impacts associated with our operations as part of our environmental management system in order to manage potential environmental impacts. This includes air and water emissions, the use of water, and waste management. Every year, WACKER analyzes and evaluates the impact that its own operations have on the environment. Environmental impacts are evaluated to develop targeted measures to reduce and minimize them. Our global guidelines support the implementation of these actions across the Group. Compliance with processes and procedures is continuously monitored through regular internal audits, regular self-assessments and external certifications. Further details on the relevant policies and actions can be found in the chapters ESRS – E1 Climate Change, ESRS E2 – Pollution and ESRS E3 – Water and Marine Resources.

Taking this as a basis, WACKER continuously reviews the resilience of its strategy and business activities with regard to biodiversity and ecosystems, particularly in relation to climate change (ESRS E1), pollution (ESRS E2) and water and marine resources (ESRS E3), as these have been identified as material topics. These impacts relate both to our own operations and to the upstream and downstream value chains.

The company does not currently make use of biodiversity offsets and instead focuses on direct, site-specific measures to minimize negative environmental impacts in a targeted and effective manner.

Metrics

WACKER has identified a total of six relevant sites spanning a total area of around 376 hectares that are located near areas with biodiversity in need of protection (for details on how this was identified, see “Proximity of company sites to areas with biodiversity in need of protection”).

ESRS E5 – Resource Use and Circular Economy

The conservation of resources in a circular economy means this kind of economy plays a key role that can be leveraged in the transition to a climate-neutral society. We want to work together with our partners to advance the transition to a circular economy by using sustainable raw materials in our products, by making them durable and recyclable, and by avoiding waste. We seek to operate plants efficiently, to reduce packaging and to use resources responsibly. Moreover, our solutions enable our customers themselves to offer products that can be integrated into a circular economy.

Interactions with other standards
Resource conservation and circular economy are also an important part of other environmental impacts such as climate change, pollution, and water and marine resources. For the relevant disclosure requirements for these topics, please refer to the information in the relevant sections.

Material impacts, risks and opportunities

The following is a description of WACKER's material impacts on people, nature and the environment as well as the resulting risks for WACKER in relation to its business model, value chain, strategy and decision-making. No material opportunities were identified.

Material impacts

Use of petrochemical raw materials

The chemical industry predominantly uses fossil raw materials, particularly those based on crude oil and natural gas, to manufacture its products. Their use might adversely impact ecosystems and the climate.

WACKER, too, uses fossil raw materials to make specialty chemicals. These raw materials are recovered through irreversible interference with the respective ecosystems. Fossil carbon can be released in the form of greenhouse gas emissions both during the transport of chemical products and at the end of their lives, which in turn adversely impacts the environment. This also applies to companies in our value chain.

The use of renewable raw materials based on biomass, CO_2 and recycling is becoming more and more important in our sustainability strategy to reduce the negative impacts of recovering fossil raw materials, including their greenhouse gas emissions (see ESRS E1 – Climate Change). The limited availability of renewable raw materials means they can only be used long term, which is why they have not been a key part of our business model to date.

Waste generation

In addition to the manufacturing of the actual products, chemical production methods involve waste as well. Improper handling of this waste can adversely impact people's health and damage ecosystems.

Alongside the large number of specialty products that WACKER makes at its production sites all over the world, waste is produced there too. If not handled properly, this waste can potentially impact ecosystems and the health of employees and service providers. This also applies to companies in our value chain.

Avoiding and/or reducing waste is of the utmost priority in our waste strategy. We reuse unavoidable waste safely and appropriately as a raw material, recycle it in an environmentally friendly manner or dispose of it safely to keep the adverse impacts on people and ecosystems as low as possible.

Material risks

Regulatory requirements, availability, cost and acceptance of petrochemical and critical raw materials

An increase in regulatory requirements relating to the procurement of raw materials can lead to significant cost increases in our production and it is primarily our European sites that are affected. This also applies to other companies along our value chain.

We especially consider the availability of fossil raw materials at reasonable costs to be a risk that may have medium to high impacts on WACKER's earnings in the medium term. Renewable raw materials are much more expensive than fossil raw materials and the difference in cost cannot currently be offset unless low availability is increased, e.g. by regulating quotas. The quantity of renewable raw materials used compared with fossil raw materials is still low at present.

For more information on detailed impacts and actions and on our risk analysis relating to our strategy, please see the Risk Management Report.

» **Risk management report**

Strategy and governance

As part of our circular economy strategy, which is part of our sustainability strategy, we strive to reduce fossil raw materials and avoid waste. We have identified three topic areas along the global value chain of our products in this respect. WACKER is able to make a significant contribution to these topics:

Renewable raw materials – upstream value chain

WACKER primarily uses fossil raw materials at present to manufacture its products. Our long-term goal is to increasingly use renewable raw materials based on biomass, CO_2 or recyclable materials to replace fossil carbon in our products. We are also working on replacing fossil reducing agents with non-fossil ones in silicon production. In the case of minerals, we are focusing our efforts on recycling instead of mining new ones.
Our Corporate Procurement department is responsible for implementation, and our suppliers – central stakeholders – are among those parties with which it communicates closely on this topic.

Closed and efficient production cycles – own production

WACKER's product development and plant design specifically focus on optimizing production processes aimed at highly integrated material loops (integrated production system) to conserve resources and reduce waste. Material loops are closed and byproducts at another point are returned to production. This enables us to reduce and avoid energy, resource consumption, emissions and waste, and to integrate the circular economy into our production processes. The Group's production departments are responsible for implementation. The heads of the respective sites communicate closely with the local communities, which are key stakeholders.

Closed material cycles – downstream value chain

WACKER's products are used in many different fields of application. Often, end products contain only a small amount of our own products. That is why we aim to define suitable policies that take account of individual products or applications and which achieve greater circularity. This includes both the development of long-lasting products and reusability or (bio)degradation at the end of the product life cycle. There is great potential in the development of solutions that enable circular products for our customers. By staying in constant contact with customers and performing market analyses, we take account of the relevant stakeholders.

The management of resource inflows and outflows is part of the Group regulation described in the “General Disclosures on Environmental Standards” section.

Targets

We did not set ourselves any specific target regarding resource inflows and outflows in the current reporting year. This is due, on the one hand, to the limited availability of renewable raw materials. On the other, there are major regional and product-specific differences in terms of resource outflows.

Nevertheless, we are taking action in this area in line with our strategy. This action is monitored as part of our transition plan and the measures we take to track our sustainability targets.

Actions

In terms of our circular economy strategy, we have defined the following ongoing actions that we wish to implement:

Renewable raw materials – upstream value chain

WACKER is planning to replace fossil raw materials with renewable ones in the long term to reduce the environmental impacts of fossil raw materials. We have been using renewable raw materials in certain product lines (our eco grades) in our Polymers and Silicones business divisions for a few years now to substitute fossil carbon. We use the mass balance approach for this.

We are striving to increase the percentage of renewable raw materials gradually. Due to the currently limited range of renewable raw materials, we continuously monitor their availability and assess them in line with the cost-effectiveness of their use.

Closed and efficient production cycles – integrated production system

We operate efficient and closed production cycles using highly integrated material loops that are in place at our integrated sites in Burghausen, Nünchritz and Zhangjiagang.

The integrated production system also includes integrated material systems, in which byproducts generated in a given process are treated and fed back into the production loop or serve as raw materials for other processes. Examples here include our integrated hydrogen chloride, silicon and acetic acid production systems.

We are always working on optimizing our integrated production system. We specifically implement actions to increase process efficiency along the entire value chain under our WACKER Operating System (WOS) program. We mainly focus here are on optimizing specific energy consumption, raw-material yields and our carbon footprint.

Closed material cycles – downstream value chain

As part of our product assessment, we analyze the impacts of our products over their entire life cycle. We identify starting points for increasing the circularity of our products.

To do so, we communicate closely with our customers and continuously analyze market trends. Our focus is on finding ways to enable product circularity and facilitate recycling at the end of the product life cycle. Together with our partners, we work on developing corresponding solutions.

We also endeavor to increase the circularity of our packaging. We work closely with suppliers and customers to this end to open up options for using circular packaging.

At our Burghausen site, for example, we have switched to a new type of IBC storage tank featuring recycled material. Due to the large number of tanks in use, this will enable us to achieve annual CO_2 savings of around 250 metric tons per year. In addition, reducing the wall thickness of standard steel drums will save weight, allowing us to achieve annual CO_2 savings of around 1.2 kt. In Nünchritz, a closed loop for transport pallets has been established with a recycling partner, allowing the pallets to be reused instead of being incinerated. This conserves valuable timber resources, reduces carbon emissions and avoids unnecessary disposal.

Waste prevention

Waste management is part of environmental protection at WACKER (see “General Disclosures on Environmental Standards“ section).

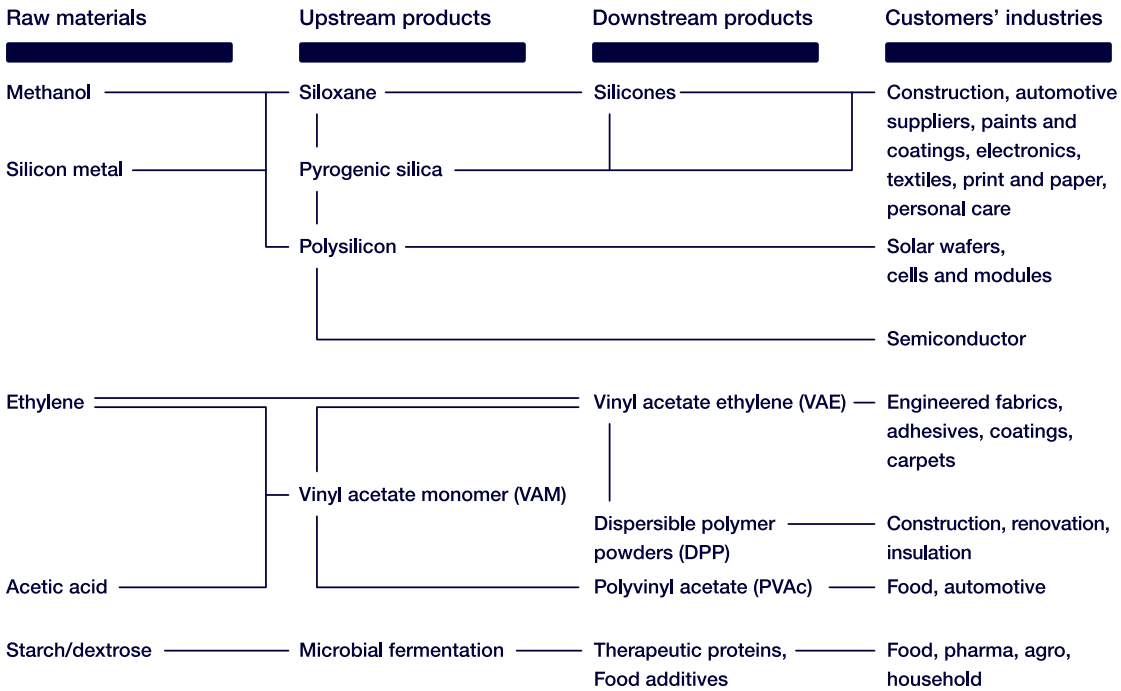
Every site ensures that it complies with legal provisions for safe disposal of waste and with WACKER’s environmental standards.

WACKER endeavors to avoid waste throughout the product’s life cycle. We prioritize prevention over recycling and recycling over disposal. When we record the volume of waste incurred groupwide, we break it down into four criteria: “for recycling” and “for disposal” and “hazardous” and “non-hazardous.”

We consider it our ongoing duty to continue to identify new options suited to mechanical recycling within and outside of our plants. We attach great importance to recycling, treating and eliminating waste in an environmentally friendly and legally compliant manner. To this end, we conduct regular audits to monitor the disposal companies with which we work together for recycling and for disposal.

Metrics

Resource inflows



Raw materials

To manufacture our specialty chemicals, we predominantly use five main raw materials: methanol, ethylene, acetic acid, silicon metal and starch/dextrose (see the above diagram on our main raw materials).

Ethylene, acetic acid and methanol are still currently based mainly on fossil, petrochemical sources. Silicon is manufactured from quartz (silicon dioxide). Starch and dextrose are biogenically based raw materials.

Renewable raw materials from biogenic sources

In the course of our strategy to replace fossil carbon with a renewable source, we are increasingly raising our share of biogenic raw materials. To do so, we are gradually replacing our main raw materials, i.e. methanol and acetic acid, with the corresponding biogenic grades certified as 100 percent sustainable (e.g. ISSC, PEFC). Ethanol is already largely purchased as bio-ethanol, which is primarily recovered from fermentation processes, as is the case with our biogenic raw materials, i.e. starch and dextrose.

The wood-based operating materials that we buy are 100 percent certified (PEFC, FSC, etc.). In the case of wood-based packaging material, 23 percent was procured sustainably in the reporting year (including material certified by PEFC and FSSC).

The cascade principle applies to the use of bio-based raw materials.

Renewable raw materials from recycling

As part of our integrated production system, the circular economy is applied to our production processes. Byproducts are recovered and reused in production. This saves resources and reduces the environmental impact of our products. The constant expansion and optimization of our integrated production system helps us to continue to conserve resources and to close material loops going forward. One such example is the integrated chlorine production system in place at the Burghausen and Nünchritz sites, where 93 percent to 96 percent of hydrogen chloride is reused and recirculated. An exact calculation of the total amount reused is not possible due to the highly complex nature of the integrated production system.

In terms of our main fossil raw materials, the percentage of recycled material was just under 14 percent in the reporting year.

In the case of packaging, just under 50 percent of paper was already recycled in the reporting year and around 6.5 percent of plastic components.

Data regarding resource inflows is collected globally using a standardized Group ERP system at material and goods category level. This data is assessed and verified by the Corporate Procurement & Logistics department. The values provided constitute absolute quantities wherever possible. The data is primarily made up of measured values. A minor proportion is calculated and estimated on the basis of established extrapolation methodologies and empirical values.

The following table shows all the resource inflow parameters relevant to WACKER.

Resource inflows

	2025	2024	Change in %
Total weight of raw materials/material (metric tons)	**1,923,463**	2,008,170	–4
Percentage of biogenic raw materials/materials (%)	**6.7**	6.7	–
Weight of recycled/reused components* (metric tons)	**58,696**	50,425	16
Percentage of recycled/reused components* (%)	**3.1**	2.5	24

*Amount of packaging recycled for 2024 estimated by means of a projection.

Resource outflows

Products

Since only small quantities of WACKER products are included in the relevant end product, we do not consider the disclosure regarding resource outflows from products and materials as material.

Waste

Data is collected at the sites on the basis of local legal requirements, enabling data to be used both for the Group's environmental reporting and for site-specific official reporting obligations. In other words, local regulatory requirements determine whether the data is measured, calculated or estimated. To meet publication obligations, the sites can choose to use estimates in certain instances for the last few weeks of the year. This involves established extrapolation methods to ensure precise data reporting.

In general, waste quantities and flows are subject to legally required comprehensive evidencing, which is followed accordingly at the sites. In Germany, for example, waste support methods between waste producers and waste disposers enable end-to-end traceability of waste journeys. However owing to local legislation, it is not always possible to allocate waste quantities and types at our global sites to absolutely uniform criteria. The specification and disposal of waste in particular are subject to locally applicable definitions and provisions. We use this information as a basis for preparing and assessing our yearly waste reporting.

The following table shows all the resource outflow metrics relevant to WACKER.

Resource outflows

	2025	2024	Change in %
Total amount of waste* (metric t)	**214,057**	**222,617**	**–4**
Total amount of hazardous waste (metric t)	**74,557**	**73,468**	**1**
Total amount of non-hazardous waste (metric t)	**139,500**	**149,149**	**–6**
Total recycled waste (metric t)	**178,055**	**185,200**	**–4**
Hazardous waste (metric t)	**61,664**	**59,753**	**3**
Preparation for reuse (metric t)	**418**	338	24
Recycling (metric t)	**13,873**	8,243	68
Other recovery processes (metric t)	**47,373**	51,171	–7
Non-hazardous waste (metric t)	**116,391**	**125,447**	**–7**
Preparation for reuse (metric t)	**26,149**	24,913	5
Recycling (metric t)	**18,560**	31,194	–41
Other recovery processes (metric t)	**71,682**	69,340	3
Total waste disposed of (metric t)	**36,003**	**37,417**	**–4**
Hazardous waste (metric t)	**12,893**	**13,716**	**–6**
Incineration (metric t)	**9,970**	10,540	–5
Landfill (metric t)	**2,143**	2,267	–5
Other waste-treatment processes (metric t)	**780**	909	–14
Non-hazardous waste (metric t)	**23,110**	**23,702**	**–2**
Incineration (metric t)	**4,465**	3,961	13
Landfill (metric t)	**16,277**	18,889	–14
Other waste-treatment processes (metric t)	**2,368**	852	178
Total amount of non-recycled waste (total amount recycled) (metric t)	**181,625**	**183,180**	**–1**
Percentage of non-recycled waste (%)	**85**	**82**	**3**

* The majority of the total amount of waste is production-related.

General disclosures on social standards

In this section, we describe cross-standard disclosures on the standards associated with our own workforce and workers in the value chain. WACKER is a global chemical company predominantly involved in manufacturing activities that has its main production sites in Germany. These operations entail both opportunities and risks for the workforce and the supply chain. WACKER is taking a wide range of measures to address these challenges and be perceived as an attractive employer, customer and supplier. None of these measures affect its business model.

Respect for human rights

We consider it our duty as a company to respect human rights and this plays a key role in our corporate policy.

We are committed to ensuring that our business does not cause or support violations of human rights. We categorically reject any form of forced labor, modern slavery, human trafficking, child labor, and physical or emotional abuse.

As a member of the United Nations (UN) Global Compact, we are committed to the Universal Declaration of Human Rights and to the international covenants governing the civil, political, economic, social and cultural rights of the United Nations. We support the International Labour Organization's "Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)" and its core labor standards. Our approach to our due diligence when it comes to human rights is based on the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. In terms of occupational safety specifically, WACKER has signed the Luxembourg Declaration on Workplace Health Promotion in the European Union to promote and protect employee health.

The UN Global Compact

The UN Global Compact requires companies to respect human rights, protect the rights of employees, act in an environmentally friendly manner and combat corruption. We are committed to complying with these principles and have integrated them into our corporate structures and business practices. Complying with human rights and creating a safe and respectful working environment is an important part of our corporate culture.

ILO core labor standards

The International Labour Organization (ILO) has defined various core labor standards that protect the fundamental rights of employees, including the abolition of forced and child labor, freedom of association and the right to collective bargaining. WACKER acknowledges the importance of these standards and has incorporated them into its personnel policy. Our Code of Conduct is consistent with the core labor standards. We strive to create fair working conditions and to prevent discrimination of any form.

OECD principles

The OECD Guidelines for Multinational Enterprises provide a framework for responsible business conduct. WACKER follows these principles to ensure that its business practices align with international standards. We adhere to the OECD principles when it comes to our due diligence in terms of human rights and ensure that any potential impact on human rights has been taken into account in our business decisions.

By applying all of these internationally recognized principles, we strive to be a company that campaigns actively for human rights. Further information on specific measures, risks and our handling of human rights matters can be found in the sections on ESRS S1 – Own Workforce and ESRS S2 – Workers in the Value Chain.

Organization and responsibilities

The CEO has overarching responsibility for sustainability and human rights issues. He signs our General Declaration about respecting human rights, our statement regarding the Modern Slavery Act, and our Global Compact progress report. He has appointed an independent human rights officer who is responsible for the company's human rights policy, risk management system, General Declaration and reporting system. Employees and business partners can report any potential violations anonymously via our whistleblower system.

Our Human Rights Committee, which includes the human rights officer, manages and monitors our process for globally analyzing and minimizing human rights risks. It trains employees responsible worldwide at the sites and analyzes our yearly Human Rights Due Diligence Report to identify the need for action, to cross-check this against findings from social audits and then introduce the right measures, as well as to check the measures we have implemented to ensure they are effective. By the end of 2025, 99 percent of our sites had completed the Human Rights Due Diligence Report, or HRDD Report for short. We expect each site to complete the report at regular intervals.

We raise awareness of human rights in regular meetings with our global business partners. An explanatory video and further information is available to employees on the intranet. In 2025, we developed a new basic training e-learning tool that we make available to all of our employees via our training system, allowing us to monitor its use on a regular basis. We also offer dialogue sessions for managers at all sites to allow them to deepen their knowledge and discuss specific case studies.

As a member of the Executive Board, our Personnel Director is the highest-ranking individual for employee matters. She regularly meets with employee representatives, which include the Group's disabilities representative and representatives from interest groups like the Women's Circle and various Diversity committees, to discuss current issues and improvements.

Our personnel policy is discussed in detail in regular meetings between the Personnel Director and HR management. Employee health is dealt with once a year in the Steering Committee for Health Promotion.

Group coordinators have been appointed to deal with health and safety matters. They are under the functional management of the Head of Corporate ESG. The Corporate Environment, Health, Safety & Product Safety (EHS & PS) committee is our most important body for dealing with health and safety issues. It meets once a year and is headed by the Executive Board member responsible for EHS & PS.

All findings and potential for improvement are discussed and implemented in this committee. Operationally, sustainability issues are managed by dedicated departments. Moreover, we have different functions for managing individual topics.

Sustainability strategy in relation to labor and human rights

SustainaBalance® is WACKER's holistic sustainability strategy to achieve its medium- and long-term sustainability targets. Under it, we have defined specific Group targets for our workforce to tackle challenges such as occupational safety or the career advancement of women in management positions. All stakeholders, employee representatives and relevant departments were involved in target setting. The targets are ultimately approved by the Executive Board.

We monitor our target achievement level every year. Success is not achieved as progress in a straight line, but instead through individual projects implemented in various stages over a timeframe defined as a target. In terms of our "own workforce," we have set ourselves three main targets:

- By 2030, we would like women to hold one in three management positions and
- One in two management positions to be based in regions other than Germany.
- Safety is the pre-condition at WACKER. We aim every year, for example, to fully avoid chemical accidents with missed workdays and severe plant-safety incidents.

To select appropriate measures, WACKER uses regular exchanges with experts and interest groups, in particular, to understand current developments and best practices and to integrate these into our strategy. Furthermore, our Human Rights Committee plays a key role in our assessment and implementation of actions to ensure the protection of human rights within our operations. Many of the actions described in this report are put into practice during ongoing business activities without any need to report dedicated spending or capital expenditures. Information on operating expenses (OpEx), capital expenditures (CapEx) and timeframes is provided if any major individual actions (action plans) are involved.

Regulations and directives

To protect our workforce, there are groupwide regulations in place to prohibit human rights violations and discrimination. The General Declaration about respecting human rights forms the basis here. In addition, we have published our ethical principles in our Compliance regulation and in our Code of Conduct. Material impacts and risks in the context of our own workforce are addressed in the Code of Conduct, which is binding on all employees. Senior executives must sign a declaration to this effect. Our Diversity fact sheet explicitly lists forms of discrimination (gender, nationality, ethnic origin, skin color, religion or worldview, disability, age, sexual orientation and identity) and forms the basis of our "Zero tolerance for intolerance" approach. This showcases our commitment to equal treatment, fairness and respect for everyone who works for us.

These principles are strengthened by further regulations and directives, which cover specific rules on recruitment, compensation, employee development, personnel planning and occupational safety.

Furthermore, our Data Protection Officer ensures that employee data is always protected by monitoring compliance with data protection regulations and furthering continuous improvements in data protection processes.

To facilitate collaboration with its suppliers and customers, WACKER has formulated principles based on our Code of Conduct. We expect our business partners to acknowledge and respect our ethical principles and preventative measures. This also applies to our distributors and consultants. We explicitly communicate these aspirations in our upstream value chain using our Supplier Code of Conduct, acceptance of which is a prerequisite for a business relationship. Many of the industries in which our customers operate are heavily regulated and place great emphasis on avoiding human rights violations.

For WACKER, the main principles are:

- Compliance with laws and regulations: suppliers must comply with all applicable laws and regulations in the countries in which they operate.
- Human rights and work practices: prohibition of child labor, forced labor and discrimination, ensuring fair pay and guaranteeing safe working conditions.
- Business integrity: prohibition of corruption, bribery and unfair business practices and guaranteeing transparency and accountability.
- Health and safety: providing a safe and healthy working environment for employees.
- Continuous improvement: suppliers should continuously improve their practices in line with WACKER standards.

Internal processes are defined in a Group regulation for Procurement and Supplier Management that is used alongside a handbook that outlines specific process descriptions.

To communicate our principles and firmly establish the relevant regulations and instruments, we provide all employees in our Procurement department with a basic training course worldwide. We also offer managers refresher training courses every year.

ESRS S1 – Own Workforce

WACKER's success is down to all its employees working as a team. It is important to us that all our employees have the same opportunities. We offer them attractive compensation packages and advancement and enable them to participate in the company's success.

Employment structure

We define employees as all active members of the workforce holding a permanent or fixed-term employment contract with WACKER (in other words Wacker Chemie AG or one of its subsidiaries) as of December 31, 2025. Subcontracted employees work in our plants, too. 65 percent (previous year: 64 percent) of our employees work in Germany and 35 percent (previous year: 36 percent) elsewhere; 51 percent of these employees work in direct areas (production, production-related). Further information on the number of employees, personnel costs and retirement benefits can be found in the combined management report.

The following tables show the characteristics of our employees. Headcounts relating to our reporting date are generally reported at the end of the reporting period.

Number of employees, broken down by gender

Head count	2025		2024	
Gender	Number	%	Number	%
Male	**12,331**	**74.9**	12,526	75.3
Female	**4,135**	**25.1**	4,110	24.7
Other	**1**	**0.0**	1	0.0
Total employees	**16,467**	**100.0**	16,637	100.0

One person in the workforce identifies as non-binary. The information below is limited to two genders.

Number of employees by country

Head count	2025		2024	
	Number	%	Number	%
Germany	**10,749**	**65.3**	10,656	64.1
USA	**1,690**	**10.3**	1,878	11.3
China	**1,652**	**10.0**	1,748	10.5
Other countries	**2,376**	**14.4**	2,355	14.2
Total employees	**16,467**	**100.0**	16,637	100.0

WACKER's own workforce also includes non-employees. As of December 31, 2025, there were 178 (previous year: 186) non-employees (temporary workers) at WACKER.

Number of employees by contract type, broken down by gender

Head count	Female	Male	Other	Total	%
				2025	
Number of permanent employees	3,816	11,615	1	15,432	93.7
Number of temporary employees	319	716	–	1,035	6.3
Number of non-guaranteed hours employees	–	–	–	–	–
Number of full-time employees	2,786	9,758	1	12,545	76.2
Number of part-time employees	1,349	2,573	–	3,922	23.8
Total employees	4,135	12,331	1	16,467	100.0

Head count	Female	Male	Other	Total	%
				2024	
Number of permanent employees	3,791	11,749	1	15,541	93.4
Number of temporary employees	319	777	–	1,096	6.6
Number of non-guaranteed hours employees	–	–	–	–	–
Number of full-time employees	2,802	10,022	1	12,825	77.1
Number of part-time employees	1,308	2,504	–	3,812	22.9
Total employees	4,110	12,526	1	16,637	100.0

Number of employees who left the company during the reporting period and rate of employee turnover

Head count	2025	2024
Total departures	1,190	1,005
Employee turnover rate (%)	7.2	6.1

When calculating employee turnover, we look at the entire reporting period and include reasons for leaving the company such as dismissal by the employer and resignation by the employee, severance agreements (*Aufhebungsverträge*), employees who leave at the end of fixed-term contracts, retirement and death. Employees who leave WACKER through phased early retirement are considered a departure on the date they switch from the active phase to the passive phase since the employee is no longer included from this date onward in our active employee figures. In order to enable a comparison with benchmark values, we use the total number of departures and the yearly average headcount.

Management of our material impacts, risks and opportunities

The following is a description, for specific topics, of WACKER's positive and negative material impacts as well as our risks in relation to our own workforce along with information on our policy to counter these impacts and to minimize risks. We finish by describing specific goals and actions taken where applicable.

We see all the aforementioned impacts and risks in our own operations. We also see these impacts as systemic and widespread in the chemical industry. Our negative impacts are not the result of individual incidents. In the context of our human rights policy, we have classified the topics of forced and child labor as not being relevant to those risks to which our own workforce might be exposed.

WACKER makes a budget and personnel available in order to actively respond to material impacts and risks while taking suitable actions. Targeted investments in training programs, safety measures and sustainable technologies allow us not only to strengthen our competitiveness but also to minimize potential risks that could impact our workforce and the environment.

Secure employment

Material impacts, risks and opportunities

Reduced need for labor and shortage of skilled workers

Structural changes and the chemical industry's general move away from Germany may result in less demand for labor there with negative impacts on employees at our German sites. This is due to factors including rising costs, higher energy prices and increasing regulatory requirements, particularly in Europe. At the same time, skilled workers are highly sought after worldwide, which could create bottlenecks. This makes it all the more important to have a presence in all regions of the world and to specifically target both international and German/regional skilled workers.

For WACKER, which has its largest production sites in Germany, these issues present short and medium-term risks that have an impact on our employees, particularly in Germany. Employees and their technological expertise are WACKER's most valuable resources. We are using the PACE cost-saving project launched in 2025 to strengthen our competitive standing and boost the long-term stability of our working environment in order to mitigate negative impacts to the greatest extent possible.

WACKER's products help to facilitate climate change mitigation and transitional technologies. We have put actions into practice to reduce our carbon footprint and achieve our target of net zero by 2045. This does not negatively impact the workforce. Instead, we expect this to provide opportunities to maintain jobs and to lead to positive changes in the working environment.

Strategy

We strive to keep our German sites competitive. We pursue a number of policies to counter the general shortage of skilled workers. One of our main approaches is for personnel planning to focus on developing our own employees. WACKER also attaches importance to the long-term retention of its employees and therefore its skilled workers. We are using automation and state-of-the-art technologies to become more efficient and to reduce the need for additional skilled workers.

We are also strengthening our organization by refining structures, accelerating decision-making processes and improving our performance. This means that we are creating a framework that effectively supports our strategic HR and organizational objectives.

We use our Group directives on recruiting and talent management, including responsibility for the processes, as a basis. The Head of Human Resources is ultimately responsible for implementation and compliance.

Actions

Maintaining contact with social interest groups and policymakers

We maintain ongoing dialogue with social interest groups and policymakers to keep our German sites competitive. To this end, we have our own representatives in Berlin and Brussels.

Developing and recruiting talent

Our HR planning adopts a long-term and forward-looking perspective, giving us the flexibility we need to respond to changes in the business environment. WACKER regularly informs its workforce about current business trends and provides timely information on key operational changes. If actions to cut personnel costs become necessary, we do so in close consultation with workers' representatives. Groupwide talent development hedges against personnel risks and promotes talent from within our own ranks

We keep pace with demographic trends and offer young people long-term prospects. Under a company agreement for WACKER Germany, apprentices and trainees who successfully complete their training with us and demonstrate appropriate skills will be offered a job. 2025, six trainees joined WACKER as up-and-coming young talents.

We have a dedicated department responsible for personnel marketing, which includes measures such as information campaigns and attending job fairs.

Increasing employee retention

As an attractive employer that offers attractive social benefits, competitive compensation and motivating work. WACKER strives to retain its employees long-term. That is evident in our employees' many years of service with us: the average length of service in Germany (permanent staff) was 16.5 years (2024: 16.4 years). The average length of service of WACKER's executive personnel was 21.2 years (2024: 21.9 years).

Strengthening our regions

Regionalization enables us to strengthen WACKER's global presence and to better fulfill the specific needs and requirements of our various regions. We aim to attract and develop local talent, strengthen the region's responsibility for itself and also encourage equal opportunity at our international sites.

PACE cost-saving project

PACE is a Group-wide project that WACKER is using to reduce costs, make structures and processes more efficient, and make the company more competitive. The aim of PACE is to save over €300 million a year; this will, moreover, involve cutting more than 1,500 jobs worldwide. This means that the project involves refining roles, responsibilities and working methods, preparing the workforce for the requirements of the future.

Target

Group target: one in two management positions to be based in regions other than Germany

We have set ourselves the voluntary quantitative target of basing one in two management positions in regions other than Germany by 2030. We consider management to be "positions with global and/or strategic responsibility" and in Germany "management employees ('leitende Angestellte')".

	2025	2024	2023
Management positions outside of Germany (%)	**30.9**	33.0	32.3

Compared to the prior year, management positions abroad have fallen to 30.9 percent (2024: 33.0 percent).

Occupational safety and health promotion

Material impacts, risks and opportunities

Chemical production means having to deal with hazardous substances and their effects in chemical reactions. This involves an increased risk of workplace accidents and damage to health. As a chemical producer, WACKER also has a risk of workplace accidents with consequences on employee health. This is especially the case for our employees who work in or close to production plants. We counteract these potentially negative impacts by introducing safety measures as well as conscious promotion of employee health to enable us to reduce the financial risk of high sickness costs as a result of accidents or occupational diseases and the related loss of labor or production.

Strategy

We strive to create a workplace that is free from risk for people and for the physical and social environment. We endeavor to avoid accidents and safety-critical incidents, paying particular attention to the hazard potential posed by chemical processes. The health of employees and maintaining their ability to perform are important goals for us as a company. This includes creating healthy working conditions and taking preventative action to avoid work-related ill health and accidents. Our clear safety regulations and procedures and a safety culture practiced by all play a key role here. What is more, we set great store by health promotion to boost employee wellbeing and reduce long-term health risks. These integrated approaches help to create a safe and healthy working atmosphere that increases employee satisfaction and, at the same time, reduces the risk of workplace accidents and occupational diseases. The Group regulation governing occupational health and safety defines suitable principles and responsibilities. The Group coordinators for health and safety are responsible for implementation and compliance. A large number of documented procedures transfer the strategy to specific areas of work and situations.

Actions

Workplace accident prevention policies

To reduce negative impacts of workplace accidents and plant safety incidents on our workforce, we have defined quantitative Group targets that are reviewed yearly. Together with managerial employees in Germany, we also define safety targets to this effect in annual target setting.

Our occupational safety system includes regular hazard assessments and monitoring of work areas in line with the international ISO 45001 standard. WACKER's safety, health and environmental requirements are summarized in standards that apply throughout the Group.

Compliance with Group standards is checked for production sites and technical centers on the basis of a self-assessment that uses predefined standards. This self-assessment is managed by Corporate Safety across the Group. We expect it to be completed in full and using monitoring processes to check this.

We record all incidents that are relevant in terms of safety, health and the environment and near-misses throughout the Group in a timely manner in a central system, analyze the reports and take action. Employees can use our idea management system to report safety-critical situations, enabling us to identify hazards at an early stage.

All employees are given mandatory safety training. Our portfolio in Germany alone has over 40 online training courses, ranging from general safety training to specific issues such as hazardous locations. In the event of an emergency, we have multi-stage emergency response plans that vary according to the area and severity of the incident.

We give special recognition to plants without any reportable accidents. We discuss important issues with company and workers' representatives at our quarterly Occupational Safety Committee meetings (as defined in Section 11 of the German Safety at Work Act (ASiG)).

The Safety Culture@WACKER initiative, launched in 2024, was rolled out globally in March 2025 through town hall meetings with the overarching safety slogan "for our safety". Three safety principles and eight life-saving rules were unveiled, and corresponding implementation materials were distributed in all corporate units. We introduced accompanying training

sessions, such as a new mandatory e-learning course in twelve languages, which 96.2 percent of all employees had already completed by the end of 2025, and a safety culture dialogue forum for safety officers and managers. Managers were supported in their role with regard to expectations, visibility, recognition and consequences with a toolkit, instructions and talk formats. Processes were fundamentally revised with a view to risk perception, dealing with important incidents, root cause analysis, taking action and reviewing its effectiveness, and learning together based on experience.

Promoting health systematically – avoiding high health expenses

We offer occupational medical care and workplace health promotion for all employees with permanent contracts. We have set out global standards in a compulsory directive, implementation of which is verified by a yearly self-assessment questionnaire that the local officers responsible answer. Our Health Services department is involved in job-related hazard assessments, including assessment of mental stress by the Occupational Psychology team.

WACKER offers various services, such as company medical teams, vaccinations and preventive medical checkups.

All our German sites fulfill the statutory occupational health requirements set out in the accident prevention regulations of the German Social Accident Insurance association (DGUV Regulation 2), the German Safety at Work Act (ASiG), and the German Ordinance on Preventive Occupational Health Care (ArbMedVV). For medical emergencies, we have a rescue chain in place and our larger sites, such as Burghausen and Nünchritz, have a plant rescue service available around the clock.

The number of recognized occupational diseases at our German sites is very low. In the past, they were mainly respiratory tract and cancer diseases due to earlier instances of contact with asbestos.

In 2025 too, there were various health-related packages at WACKER, particularly at our largest production site in Burghausen. These are organized and coordinated via Burghausen Health Services, which also offers prevention programs for employees who work shifts.

In addition to analyzing accidents and work-related ill health, we look at the down times and sickness rates of our employees compared with the national average in Germany to promote the effectiveness of our actions.

Target

Safety is the pre-condition at WACKER. We aim every year, for example, to fully avoid chemical accidents at our production sites with missed workdays and prevent severe plant-safety incidents.

Chemical accidents include eye injuries caused by hazardous substances, or incidents where hazardous substances with defined hazard statements come in contact with the skin or are inhaled. Classification is based on uniform requirements that apply throughout the Group.

Group target: no chemical accidents with missed workdays

	2025	2024	2023
Chemical accidents with missed workdays[1]	**6**	5	2

[1] Accidents leading to at least one workday missed.

There were six chemical accidents with missed workdays in the reporting year (previous year: five). There were no serious plant safety incidents.

Please refer to the ESRS E2 – Pollution section for further information.

Health and safety metrics

	2025	2024
	Number	Number
Percentage of own workforce covered by health and safety management system (%)	**100**	100
Number of fatalities resulting from work-related injuries and ill health	**–**	1
Number of reportable occupational accidents	**91**	94
Rate of reportable occupational accidents	**3.4**	3.6

100 percent of our own workforce is covered by the company management system. The number of fatalities as a result of work-related injuries and work-related ill health relates to our own workforce and to other employees working on WACKER sites, e.g. employees of partner companies in the value chain that are working on WACKER premises. There were no fatal occupational accidents in the reporting year (previous year: one).

All in all, there were 91 recordable workplace accidents in the reporting year (previous year: 94). This figure includes all accidents involving more than one missed workday. The rate is calculated based on 1,000,000 working hours. A total of 26.5 million hours were worked in 2025 (previous year: 26.5 million).

Diversity and belonging

Material impacts, risks and opportunities

A globalized and interconnected working environment makes diversity, inclusion and tolerance more important than ever. WACKER is an advocate of equal opportunity for men and women. Historical role distribution can have a negative impact on the representation of women at various management levels. As a result, we seek to increase the proportion of women in management positions. As part of this process, we are committed to conducting our activities in accordance with the laws and regulations that apply in the countries in which we operate. As a result, our objectives are always subject to the relevant criteria on performance, qualifications and aptitude.

Strategy

For us, equal opportunity goes beyond the context of pay and applies to training and development of expertise, as well. Equal opportunities for all employees and needs-driven development programs are important to us. Our policy includes actions to promote an inclusive working environment and support equal opportunity; these actions are intended to positively impact our employees.

We aim to create an open-minded work environment where every employee can contribute to the company’s success. We fulfill the legal requirements for the number of employees with disabilities and the targets set for women in management positions, giving all global regions equal involvement in the strategy and management process. The Head of HR Talent and Skill Development is responsible for implementation of our diversity strategy. Various Group directives govern recruitment, personnel development and compensation. WACKER is also a member of Germany’s Diversity Charter initiative and has been a member of the “Made in Germany – Made by Vielfalt (Diversity)” campaign since 2024 as well.

Actions

Raising awareness and including vulnerable groups

In order to raise awareness among all employees and encourage exchanges between managers and employees, we organize a global week of diversity every year. We hold global discussions about the progress toward achieving our Group targets and enable employees to give us feedback. We take the prospects of potentially disadvantaged employee groups into account by liaising with various representatives such as regional diversity committees, disability liaison officers and apprentice representatives. Our workplace integration management system helps employees to get back into day-to-day working life after a prolonged absence.

We understand the term “diverse” as referring to multidimensional diversity, including diversity of background, experiences, mindsets and outlooks.

What is more, WACKER offers leadership workshops to raise awareness among managers. These workshops focus on issues such as building confidence, promoting diversity and inclusion as well as developing talent.

We hire new employees based on their qualifications, performance, aptitude, potential and personality, regardless of age, ethnic origin, skin color, impairments, religion, worldview, sexual orientation or gender identity (LGBTQI+). Our job advertisements are worded openly and use gender-sensitive language. We promote the inclusion of employees with disabilities, with an equivalent status or with health restrictions.

Diversity committees in various regions encourage awareness and support communication of the issues with groupwide activities to promote diversity such as information booths and online events. We encourage the use of gender-sensitive language with a reference guide for suitable German terms available on our intranet. Our Women’s Circle raises awareness of diversity issues and offers a platform for exchanges. In addition, WACKER participates in the Munich Cross-Mentoring program. All employees at German sites must familiarize themselves with Germany's General Act on Equal Treatment (AGG) by completing an e-learning course every five years.

Any discrimination can be reported via our whistleblower system.

Target

Group target: 33 percent women in management positions

WACKER has set itself the voluntary global target of bringing more women into management positions and, as a result, promoting equal opportunity. The idea is for one in three management positions in the WACKER Group to be held by a woman by 2030. All recruitment decisions will, of course, continue to be made based on performance, qualifications and aptitude. Alongside the mandatory disclosure on “Gender distribution at the two top management levels below the Executive Board”, we also evaluate the proportion of women in “positions with global and/or strategic responsibility” and, in Germany, those classed as “leitende Angestellte” (management employees).

	2025	2024	2023
Management positions held by women (%)	**23.2**	23.1	20.5

23.2 percent of management positions were held by women in the reporting year, up year over year (2024: 23.1 percent).

The relevant statutory requirements for equal participation of women in management in Germany are met too.

The Executive Board of Wacker Chemie AG comprises one woman and three men. This means that women represent 25 percent of the total, which is in line with the applicable German statutory requirements. Wacker Chemie AG has also set itself the Germany-specific target of having 25 percent women at the first and second levels of management below the Executive Board by 2026.

Diversity metrics

Demography/age distribution

Age distribution	2025		2024	
	Number	%	Number	%
Percentage of employees <30 years	**2,360**	**14**	2,472	15
Percentage of employees aged between 30 and 50	**9,654**	**59**	9,680	58
Percentage of employees >50 years	**4,453**	**27**	4,485	27

Gender distribution at the two top management levels below the Executive Board

	2025		2024	
	Male	Female	Male	Female
Number	**400**	**121**	405	122
in %	**77**	**23**	77	23

This metric is calculated in the same way as the Group target for “Women in management positions” (see the definition above).

Fair working conditions

Material impacts, risks and opportunities

The chemical industry in Germany has comprehensive collective-bargaining agreements in place that apply to WACKER as well. This has a positive impact on our employees and provides them with an adequate standard of living. We implement benefits under collective bargaining arrangements, in addition to offering voluntary social benefits. We place great emphasis on a fair and living wage.

Strategy

We have a standard comprehensive groupwide personnel policy and we take equal account of all employee groups with the clear aim of promoting positive impacts on our own workforce. Fair wages play a major role in this. Flexibility and innovative working-time models enable employees to better balance their private and professional lives. We actively support social partnership in the chemical industry. Our pay and working hours are in line with applicable laws and provisions. Our Group directive on compensation and benefits and various agreements with employee representatives, e.g. on the issue of working-time models, govern implementation.

Actions

Maintaining and enhancing WACKER’s appeal

WACKER offers employees a variety of opportunities for work-life balance. These include multiple working-time models, childcare assistance, school-vacation support at our major sites, and one week of “family time” for parents of children under eight or for employees providing caregiving to relatives. We offer these benefits to employees of Wacker Chemie AG (excluding subcontracted employees).

Flexible working arrangements are part of our modern working world. Remote work has been established at many sites and is available after obtaining approval from supervisors. Our employees have access to a variety of leave options and part-time models for personal situations, such as providing caregiving to family members, pursuing further education or taking a sabbatical. These arrangements are based on company agreements and the collective agreement on working life and demography.

We assist with childcare and the return to work after parental leave by holding workshops, for example. At all German sites, a service provider offers advice on the search for daycare spaces and alternative forms of daycare. In the event of family members falling ill or requiring care, employees in Germany can make use of advisory services. WACKER is a member of the Family Pact Bavaria network and has a corporate culture that is family friendly.

We review whether our actions are effective by looking at the use of flexible working-time models and options for different stages of life that enable our employees to strike a better work-life balance. We also look at our employee turnover.

Metrics

Fair, adequate wages

In order to ensure that compensation is non-discriminatory, it is based on gender-neutral criteria related to the duties required by the position in question.

All employees receive adequate wages. Many countries have state-regulated minimum wages (e.g. Germany, the USA and India) that serve as a benchmark. Some countries also have collective bargaining arrangements or collective agreements (e.g. Brazil, Sweden and Italy) and others draw a comparison with neighboring countries (e.g. Qatar as a reference for the United Arab Emirates).

Furthermore, we are determined to pay all of our employees throughout the world a living wage. This is why we have been committed, since 2024, to the UN Global Compact's "Forward Faster" initiative, which sets out clear objectives regarding living wages and gender equality, and we report on our progress as part of that initiative. We are striving to achieve certification for the payment of living wages by 2030.

We already assume that 100 percent of our employees receive a living wage. A global data query was conducted for the first time in 2024 to verify this. To compare the data for each country, we compared the lowest hourly wage per country with publicly available and recognized information from Wage Indicator.

Welfare system

WACKER strives to ensure that its employees benefit from the welfare system. The percentage of employees covered by welfare benefits to avoid loss of income for all major life events is 95.1 percent (2024: 95.3 percent).

In the following countries, not all employees are covered against all five major events defined (listed alphabetically):

Bangladesh, Czech Republic, India, Indonesia, Japan, Malaysia, Singapore, United Arab Emirates and the USA. All of the countries referred to above provide welfare benefits to avoid loss of income due to at least one of the major life events defined.

Typical reasons for incomplete coverage include the fact that, in some countries, certain forms of welfare are generally not provided or required by the state, or only apply above a certain monthly salary threshold. There are also forms of welfare, such as paid parental leave, which are sometimes only applied in one part of a country (e.g. individual US states).

Compensation metrics

Our compensation depends on the type of job, responsibility and relevant experience. This is how we compare work duties of equal value after adjustment in our internal analyses.

Based on the analysis specified in ESRS S1, the difference between the average hourly wage of female and male employees is 4.1 percent (2024: 6.2 percent) (based on the average hourly wage of male employees). This means that men have a higher wage per hour than women on average.

The annual total compensation of the highest paid individual is 27.6 times (2024: 27.6 times) more than the median of the annual total compensation of all employees (excluding the highest paid individual).

For reasons of materiality, we only consider data from the largest Group companies in terms of employee numbers for the compensation metrics. This means that 97.8 percent (2024: 97.5 percent) of WACKER's employees from twelve (previous year: eleven) countries are included in the assessment.

To prevent the results from being distorted by projections and therefore to obtain meaningful figures, we only take into account employees that have been actively employed for the entire year.

As a result, 90.8 percent (2024: 89.1 percent) of employees representative of the employment structure are taken into account for the calculations.

Secure retirement benefits for employees through pension commitments

Material impacts, risks and opportunities

The rising life expectancy of those entitled to a pension, pay and pension adjustments, volatile capital markets and falling discount rates all have an impact on our retirement pension commitments. As a company offering welfare benefits, we are obligated to guarantee commitments to our employees in the long term. We see a potential reduction in the plan assets in our company pension fund and higher obligations due to pay and pension adjustments as a financial risk in the medium term.

Strategy

To be able to maintain an attractive pension package for our employees while also reducing financial risk, we place emphasis on diversifying the investment strategy and on a range of future-proof products for our employees. There are company agreements on this topic, too, for all pension commitments and, specifically for pension fund commitments, comprehensive insurance terms and conditions apply in Germany. Responsibility lies with the Head of the Retirement Benefits department, who also acts as the pension fund director.

Actions

The pension guarantees with which WACKER provides its employees are covered by various instruments such as the Wacker Chemie VVaG pension fund, other earmarked plan assets and pension funds as well as insurance solutions. Our diversified investment portfolio ensures a sufficient rate of return and reduces investment risks. Since 2022, we have offered new employees in Germany retirement benefits on a funded basis to support their financial security.

Freedom of assembly and social partnership

Material impacts, risks and opportunities

Due to the global nature of our company, there are country-specific differences in the regulations governing the freedom of assembly. We recognize the right to freedom of association and see positive impacts on the interests of our employees. Upholding the interests of our employees is an integral part of WACKER's corporate policy.

Strategy

WACKER supports strong social partnership across the Group to take the interests of its workforce into account in its decisions. We consider social partnership to be the constructive relationship between employees and employers aimed at solving clashes of interests through consensus politics and containing open conflict. In this respect, there are legal regulations in place which we implement for WACKER. Our Executive Board plays an active role in associations.

Actions

Employee representatives

Internationally, employees are free to unionize. At non-German sites where there is no employee representation, the HR department is the contact for employee interests. This exchange promotes communication on working conditions and equal opportunity.

In Germany, all sites have formally elected employee representation and employees are free to unionize. General employee meetings held on a regular basis enable the Executive Board, the Council of Employee Representatives and employees to talk to one another.

In the interests of the company's employees, relations between management and workers' representatives are close and constructive. Management and the Group Economic Affairs Committee brief workers' representatives at least four times a year on the company's financial situation. Issues such as demographic change, labor needs, short-time work, retirement benefits and safe working conditions are discussed with the Group Council of Employee Representatives on an ongoing basis.

Agreements with advocacy groups

Agreements govern key issues between companies and their employees. In Germany, company agreements cover matters like the demography fund, health measures and employee development. In the USA, there are local agreements in place about compensation adjustments. The following table shows collective bargaining coverage and social dialogue:

Collective bargaining coverage and social dialogue

	2025		
	Collective agreement coverage		Social dialogue
Coverage rate	Employees, EEA (for countries with >50 employees accounting for >10% of the total)	Employees, non-EEA (for regions with >50 employees accounting for >10% of the total)	Workplace representation (EEA only) (for countries with >50 employees accounting for >10% of the total)
0-19%			
20-39%		The Americas	
40-59%			
60-79%		Asia	
80-100%	Germany		Germany

	2024		
	Collective agreement coverage		Social dialogue
Coverage rate	Employees, EEA (for countries with >50 employees accounting for >10% of the total)	Employees, non-EEA (for regions with >50 employees accounting for >10% of the total)	Workplace representation (EEA only) (for countries with >50 employees accounting for >10% of the total)
0-19%			
20-39%		The Americas	
40-59%			
60-79%		Asia	
80-100%	Germany		Germany

At WACKER, there is no representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

We comply with the respective country-specific legislation governing codetermination or employee representation.

In Germany, all sites are covered by collective-bargaining agreements. Collective agreements set out regulations governing working conditions, such as wage structures, consideration of special burdens, leave of absence and annual leave. Worldwide, 82.5 percent (2024: 81.8 percent) of our employees are covered (in the sense of the definition of collective bargaining).

Training & skills development / personnel development

Material impacts, risks and opportunities

Qualified employees are essential if companies such as WACKER are to operate successfully. Specifically promoting training and upskilling/reskilling increases the future prospects of our employees and permanently increases their quality of life. WACKER encourages its employees to develop their personal potential, take on responsibility and develop ideas.

Strategy

Training and upskilling/reskilling, as well as employee career advancement, play an important role in our personnel policy. We focus on all employee groups and differentiate between training courses that are absolutely necessary to exercise specific functions and voluntary training that also contributes to personal advancement alongside professional development. We use a global documented procedure to regulate this. Responsibility lies with the central department for HR Talent and Skill Development.

Actions

Each Group employee participates in an annual performance review and development meeting with their supervisor. Together, they establish a personal development and career plan. At talent management conferences, we discuss potential further development of employees across departments and regions and, in so doing, encourage internal mobility. The concept and system for Performance & Talent Management was overhauled completely in 2024. The new concept, called “Grow Together,” was introduced across the globe in stages in 2025. It centers in particular on greater transparency and personal responsibility for individual development, promoting the cross-departmental and cross-border exchange of talent as well as the continuous improvement of our employees’ performance.

Most WACKER employees have a personal email address. This means that services can be accessed conveniently, also for employees working in production, via a portal on the intranet and also individually on mobile devices.

Vocational training is a key component of our personnel-development activities and has always been a focus of WACKER’s HR strategy. In 2025, 202 young people (previous year: 213) began apprenticeships at a WACKER site in Germany or at the Burghausen Vocational Training Center (BBiW). The company employs a total of 622 trainees/apprentices (2024: 620). At 5.5 percent, the percentage of trainees (ratio of trainees to Group employees in Germany) is on par with the previous year’s level (2024: 5.5 percent). In addition, the Burghausen Vocational Training Center provides training for around 20 companies other than WACKER. Specific legal provisions covering mechanisms such as minimum age and health protection already apply.

Employees can choose from a global catalog of training on expert knowledge and social expertise. This is particularly helpful for onboarding as well as development and career planning. Each employee spent an average of 22.7 (2024: 24) hours in training in the year under review. As all employees have to complete an annual training course that is relevant to their remit, 100 percent of our employees have undergone skills-based training.

Training and skills development metrics

	2025		2024	
	Male	**Female**	**Male**	**Female**
Percentage of employees with a completed career and performance review (%)	**89**	**87**	87	86
Number of career and performance reviews per employee	**1.2**	**1.4**	1.1	1.3
Percentage of conducted to planned career and performance reviews (%)	**96**	**96**	97	97
Average training hours per employee	**25**	**16**	27	16

Processes for engaging with our own workforce and workers' representatives about impacts

Engaging with employees

To identify further potential for improvement, WACKER conducts a global employee survey on a regular basis, usually every three to five years. We also conduct ad-hoc situational, project-related surveys on specific topics. These surveys help us to gain valuable insight into the needs and expectations of our own workforce and the impacts of our implemented actions. When doing so, we ensure that all (affected) employees worldwide can participate in the surveys. The results are presented by managers in the respective departments and possible solutions are developed hand-in-hand with employees. The employee representatives are closely involved in the process. In our most recent global employee survey in 2023, we scored above average in terms of engagement and leadership culture. Potential for improvement was identified in the areas of safety, communication, cooperation, recognition and professional development.

We also carry out surveys as needed on issues such as sustainability and occupational safety. Internal department meetings provide a further opportunity for employees to express their views.

In line with our strategic priority "People & Culture", we attach a great deal of importance to face-to-face dialogue that transcends hierarchical boundaries. The aim is to identify potential for improvement that can be applied to more than one department. New formats introduced in 2025 include the Safety Breakfast, dialogue sessions involving safety officers, and the DialogRAUM concept, which is designed for discussing WACKER's corporate culture in practice. Discussions focused in particular on corporate values, occupational safety and intercultural aspects such as corporate ethics and integrity in internal and external collaboration.

We use external benchmarks as an indicator of our commitment. In its annual satisfaction survey of chemical-industry executives, the VAA (German Chemical Industry Association of Academic and Management Employees) ranked WACKER 4th (2024: 4th place) out of 21 companies with an overall score of 2.7, unchanged from the previous year. The average score was 3.0 (previous year: 3.2).

In addition, compliance with these standards is reviewed regularly in social audits (SMETA, TfS), which also include employee interviews. The auditors investigate issues such as working conditions, occupational health and safety, environmental management and corporate ethics. We make the results of SMETA audits available to registered customers in the Sedex database, and the results of TfS audits via the TfS platform OASIS. We reviewed our Kolkata, Léon, Nanjing, Jandira, Burghausen and Nünchritz sites in 2025 and identified discrepancies in occupational safety and human resources. Corrective and preventive action has been taken at the sites where deviations were identified. We will conduct further social audits in 2026. In the context of these audits, we firmly condemn any use of child labor or forced labor in particular. WACKER undertakes to organise social audits (SMETA, TfS), carried out by external certification companies, every three years at the sites specified by customers. Nine out of 27 production sites are currently being audited in this three-year cycle, representing around 70 percent of WACKER employees.

Expressing concerns

Human rights concerns can be directed and reported to the company via various channels. The table below shows the reported and actual incidents and complaints in relation to human rights.

Incidents, complaints and severe human rights impacts

	2025	2024
	Number	Number
Reported incidents of discrimination and harassment	**16**	7
Reported complaints related to social factors or aspects	**–**	–
Total amount of fines, penalties, and compensation for damages related to discrimination and harassment, as well as social factors and aspects	**–**	–
Confirmed cases of severe human rights incidents	**–**	–
Total amount of fines, penalties, and compensation for damages related to severe human rights incidents	**–**	–

16 (previous year: seven) reports relating to discrimination or harassment were received in the reporting year.

Compared to the previous year, the definition of the metrics for reported complaints relating to social factors or aspects has been clarified and, as required by the standard, now only includes reports on social aspects and not – as in the previous year – reports on other compliance-related aspects. The value for 2024 has been adjusted accordingly. This means that for both 2024 and 2025, no (zero) complaints regarding social factors or aspects were submitted via our formal reporting channels.

The reports were submitted both via WACKER's confidential, accessible whistleblower system and via the Group Compliance group mailbox. Every report received is reviewed by Group Compliance or forwarded to the responsible department at WACKER. If responsibility lies with Compliance and the initial assessment is plausible, further internal clarification and investigation measures are carried out by Group Compliance or the corporate units concerned. Based on the findings of the investigations appropriate remedial action is initiated if necessary. The fundamental principles of confidentiality, anonymity and the ban on any form of retaliation apply. Reports relating to human rights issues can also be communicated directly to WACKER's human rights officer. The latter then coordinates any necessary action with the involvement of the Human Rights Committee if necessary.

In none of the reported cases did the investigations result in fines, sanctions and/or penalties.

Furthermore, no serious human rights violations were identified in 2025. No fines, sanctions and/or compensation payments were imposed in this area either.

Please refer to the ESRS G1 – Business Conduct section for further information.

ESRS S2 – Workers in the Value Chain

Workers in the value chain

In 2025, we purchased products and services around the world worth €3.8 billion. These included raw materials such as silicon, methanol, ethylene and acetic acid as well as energy, the construction and maintenance of chemical plants, and IT and logistics services. Our supplier network is made up of more than 10,000 suppliers, of which around 600 key suppliers account for almost 75 percent of our procurement volume. Our suppliers are primarily based in Germany, the USA and China.

Based on the findings of supplier audits (sector analyses, surveys, expert opinions), we consider occupational safety to be particularly relevant to workers of our direct suppliers in production operations.

We have also pinpointed an elevated risk of potential human rights violations particularly among employees of third-party companies – such as cleaning companies or contractors – and raw material manufacturers that collaborate with our suppliers and operate in mines or on plantations, for example.

Our customers operate in various industries, including consumer care, textiles, and the construction, automotive, solar and semiconductor sectors. Logistics companies play a major role in the transport of our products and raw materials.

It is precisely in these sectors within the downstream value chain that we have identified an elevated risk of human rights violations. As a result, these topics are also relevant to our customers, which is why we take active steps to address them. WACKER performs careful export controls, particularly in geographically sensitive regions. Potential human rights risks are evaluated on the basis of the end-use declaration. If any irregularities are detected, the matter is referred to the Compliance department to ensure trade compliance.

Upstream value chain

Material impacts, risks and opportunities

Promoting appropriate working conditions and preventing reputational damage

Our business model depends on suppliers and their employees. In some sectors and regions, however, particularly in risk areas, supply-chain employees might encounter challenges such as a lack of equal opportunity, unfair wages, unstable jobs, a lack of work-life balance, and insufficient occupational health and safety protection in the workplace.

WACKER uses the tools described under “Actions,” such as supplier training, communication of our values via the Supplier Code of Conduct and regular reviews, to have a positive impact on working conditions at our suppliers and upstream suppliers and secure jobs, with appropriate working hours and fair pay, in the medium to long term. Doing so reduces our financial risk from reputational damage, potential fines or the cost of legal disputes.

Production downtimes due to accidents

Whenever chemical raw materials are handled, there is an increased risk of workplace accidents and health restrictions. This is also the case for our direct suppliers. For WACKER, this means a potential financial risk due to possible production downtimes at the supplier's end and increased costs due to switching supplier at short notice. This is why we pay particular attention to the implementation of safety precautions in our training courses and inspection rounds and why we check ourselves that these precautions are put into practice.

Child and forced labor

As a global company, we also have business activities in regions associated with an elevated risk of severe human rights violations such as child labor or forced labor at our supplier sites. This can result in reputational damage as well. We use regular reviews, assessments and social audits as part of our endeavor to address this risk early on, to prevent potential human rights violations and take action immediately in suspected cases.

Impact on our business model and our strategy

One of the safeguards we implement in response to potential adverse impacts on workers in the value chain is that we avoid single sourcing, i.e. relying on a single supplier. This allows us to minimize cases involving potential human rights violations and also plan improvement measures at suppliers better with regard to timing.

Strategy and governance

Even if the influence we exert over our suppliers is limited, we have designed our procurement practices to help promote fair and adequate working conditions for the employees of our suppliers over the long term. To ensure that our standards in terms of integrity, quality and confidentiality are met, we reserve the right to conduct assessments and audits. Long-term partnerships help us to promote adequate working conditions. WACKER can address social and labor law issues and enforce improvements to create an adequate working environment. Ethical procurement at WACKER includes fair wages, regulated working hours, safe working conditions and a ban on child and forced labor, as well as human trafficking. This is managed specifically by a dedicated strategic team in Procurement that reports to the head of Procurement. We describe our general social policy and governance in the “General disclosures on social standards” section.

Actions – direct suppliers

Supplier assessments

As part of our membership of the Together for Sustainability (TfS) initiative, we monitor compliance with environmental and social standards among all our key suppliers and all those direct suppliers that our risk analyses have identified as at increased risk of violations in their business operations. Our risk analysis is based on the MVO checker recommended as suitable by the German government. The characteristics we take into account are supplier status, procurement volume, country, region and product category. Conflict or high risk areas, referred to as hot spots, are integrated too and can be adapted on a yearly basis or as needed.

As of the year-end 2025 reporting date, a total of 980 (2024: 970) suppliers have valid EcoVadis assessments, with 71 percent of suppliers with a valid assessment having improved their rating compared to the previous assessment.

An even higher improvement rate can be seen among suppliers whose previous rating was less than 54 points: 77 percent achieved a better result when reassessed. The calculation methodology was adjusted compared to 2024 to bring it into line with the TfS standard. The threshold of 54 points corresponds to the average of all EcoVadis scores within the TfS pool.

The average EcoVadis score across all of WACKER's suppliers was 62 points.

Results	2025	2024	Change in %
Valid assessments	**980**	970	1.0
Average score	**62**	59	5.1
Improvement rate (%)	**71**	**65**	**9.2**

Group target: 100 percent of our key suppliers to meet WACKER's minimum requirements by 2030

%	2025	2024	2023
Key suppliers with valid assessment or audit	**94**	93	90
Meeting WACKER's minimum requirements	**88**	84	79
Binding confirmation regarding Supplier Code of Conduct	**98**	97	90

WACKER expects all its key suppliers to demonstrate a positive sustainability performance at regular intervals (at least every three years). These defined key suppliers cover almost 75 percent of our entire global procurement volume. Their sustainability performance must be demonstrated in the form of an EcoVadis assessment with a minimum score of 46 and/or a TfS audit with no major findings. The areas we look at as part of our review include sustainability management, environmental practices, labor and human rights, ethics and sustainable procurement.

All of our key suppliers must fulfill these minimum requirements by 2030. This target is action-related and we follow up on our targets in monthly management reports. We communicate the targets, or achievement of suppliers' own targets, to our suppliers in individual meetings, supplier days or in the Annual Report.

Remedies and improvements

If supplier evaluations identify potential for improvement, the respective purchaser identifies the remedies to be taken and documents them with all the relevant deadlines in a tailored watchlist.

Risk-based remedies that might be considered include:

- (Repeat) assessment and/or TfS audit
- Holding escalation talks with suppliers and internally with the business divisions/stakeholders
- Drawing up and accepting a plan for improvement, including specific remedies, for the supplier
- Stopping contracts temporarily
- Threatening termination of the business relationship as an ultimatum

See ESRS G1 – Business Conduct for a description of the fundamental approach we take here.

The remedies are intended to ensure that any suspicion of human rights violations are reported and uncovered in good time. We use talks or repeat audits with the respective suppliers to monitor their progress and status. Results and remedies are documented and tracked in an internal WACKER dashboard.

We established an improvement rate of 75 percent for suppliers with a previous assessment of less than 54 under the TfS initiative. This specifically means that: for all suppliers with an EcoVadis score of less than 54 points, we aim to have at least

75 percent improve their score. This KPI is tracked on a monthly basis. At 77 percent in 2025, we exceeded this target value by a wide margin. In the TfS audits, we achieved 37 percent progress in tracking major deviations and complete resolution of 40 percent. The targets set in this regard were 25 percent and 28 percent, respectively. In particular, the target of resolving major deviations completely, and therefore the result, too, was well above the average for TfS members.

Supplier evaluations are validated by a dedicated unit within the Procurement department. The head of Procurement & Logistics is responsible for approving the evaluations and reports directly to the Executive Board.

Procurement is supported by the human rights officer who can provide advice. The Procurement department also reports to our Human Rights Committee, in which we discuss proposals for improvement together.

We also expect all our key suppliers to commit to our Supplier Code of Conduct. New suppliers also have to confirm that they have a management system under ISO 9001 (quality), ISO 14001 (environment) or comparable certificates (e.g. GMP: Good Manufacturing Practice).

Training and upskilling/reskilling

In order to help suppliers with improvements and with implementing sustainable practices, we regularly invite our direct suppliers to the TfS Academy to learn about specific topics, and we assess their attendance once a year. Our training courses and upskilling/reskilling focus on occupational safety and health in particular.

Actions – indirect suppliers

We advocate the prevention of human rights violations in the procurement of raw materials even beyond our direct suppliers, particularly when it comes to conflict minerals or palm (kernel) oil.

Conflict-free minerals

To rule out serious problems and incidents relating to human rights in the case of our indirect suppliers as well, our direct suppliers conduct an inspection of their source mines at least once a year for the four defined conflict minerals: gold, tin, tantalum and tungsten.

The Responsible Minerals Initiative (RMI) has designed a CMRT form to this end. This form enables transparent transfer of information from a material’s country of origin through the smelter and refiners.

As regards the period under review, we have no evidence suggesting that our materials come from non-compliant mines.

Palm (kernel) oil

Palm (kernel) oil is facing criticism for its association with violations of human rights and environmental protection guidelines during its recovery. Even though WACKER does not procure large quantities of palm (kernel) oil derivatives, we strive to obtain this renewable raw material from sustainable, certified sources. We use palm (kernel) oil in the form of various fatty acids/alcohols or their derivatives.

The RSPO (Roundtable on Sustainable Palm Oil) initiative campaigns for sustainable practices in the global palm oil industry. Certified producers must demonstrate that they have a material-flow control system in place and commit to complying with human rights standards, to reducing emissions and to refraining from clearing forests for plantations and from planting in peatlands. We obtained RSPO certification for the first time in 2021 and increasingly use RSPO-certified raw materials. We aim to use 100-percent certified palm (kernel) oil by 2030. Raw materials with very low quantities of palm (kernel) oil are excluded from this. We report on our progress annually through an ACOP (Annual Communication on Progress).

Effectiveness and findings of our assessments and audits

We can easily track how effective our actions are by using the results of our TfS assessments and audits and our supplier discussions. These results are also part of our general supplier assessments and are communicated directly to the suppliers.

We do not have full insight into compliance with human rights and working conditions in our supply chain. However, findings from our main suppliers and the suppliers identified by the risk analysis do not currently show any signs of human rights violations, including child or forced labor. This applies to our downstream value chain, too. Nor are we aware of any cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises involving workers in the value chain, either in the upstream or downstream value chains.

Process for engaging with value chain workers

The TfS Protocol for social audits, which we consider to be the standard for the chemical industry, calls for interviews with supplier employees. The auditor spontaneously chooses a sample of workers present on the day of the audit with preference given to production employees to prevent influence beforehand. The interview questions focus on issues such as working conditions, occupational health and safety and wage criteria. Negative comments may impact the overall score and may be included in the audit report as a negative finding. The remedies we described above then come into play. These audits take place regularly every three years at least or more often in the event of any abnormalities. We have access to 62 (2024: 66) valid audits and initiated twelve (2024: 39) audits ourselves in 2025.

We also use our annual supplier days to provide information and obtain feedback.

Value chain workers can raise their concerns at any time using our whistleblower system. The system can be found on the WACKER website and is explicitly mentioned in the Supplier Code of Conduct. We also survey awareness of these channels in employee interviews. These interviews only take place with the auditor, but interviewees have the option of consulting an advisory party, e.g. in the form of an employee representative. This increases employee confidence in the interview approach.

For a detailed description, including information on protecting individuals, see the ESRS G1 – Business Conduct section.

Downstream value chain

Material impacts, risks and opportunities in the downstream value chain

WACKER as a reliable partner

Our customers want to work with suppliers that are reliable and show integrity. They require us to demonstrate that we support sustainable value chains that are especially free from child and forced labor. We have designed our business practices in a way that allows us to check the sustainability of our supply chain, minimize negative impacts and positively impact our value chain workers, We see this as an opportunity to be a preferred supplier for our customers. This also applies to other business partners such as banks and investors that likewise value the ethical business practices of their customers.

Strategy and governance

WACKER's business strategy is centered around giving our business divisions leading competitive positions and around achieving sustainable actions. Proximity to our customers and sustainable practices at all stages in the value chain are the driving forces behind our growth. We have set our general strategic and operational targets for the period leading up to 2030 out in our SustainaBalance® sustainability strategy. To show our customers and business partners just how serious we are about these targets, we undergo an external assessment as a supplier to furnish evidence of our business practices. This assessment uses the same tools as those that we use to evaluate our own suppliers, meaning that they are an integral component of our business strategy.

Actions

As a TfS member, WACKER not only evaluates its suppliers in terms of sustainability, but also has its own performance as a supplier examined by EcoVadis in an external assessment. We achieved an overall rating of 79 (2024: 77) points in the reporting year, which puts us in the top 5 percent of all companies assessed in our category.

In addition, we are examined by way of social audits at our major production sites. Proceeding according to the SMETA (Sedex Members Ethical Trade Audit) or TfS process, auditors investigate issues such as working conditions, occupational health and safety, environmental management and corporate ethics. We make the results available to interested customers via TfS or in the Sedex database.

At the same time, TfS assessments enhance our standing with customers. EcoVadis ratings are recognized benchmarks that customers see positively. What is more, we want to generate opportunities with sustainable supply chains. We see added value for our customers in this process if we can show that we have taken action to minimize the risk of violations of children's and human rights. We will continue to improve our efforts on an ongoing basis.

ESRS G1 – Business conduct

Material impacts, risks and opportunities

Process to identify and assess impacts

We use the following procedures to continuously monitor and assess the key elements of business conduct, particularly the implementation of our Code of Conduct and our Supplier Code of Conduct, human rights issues in the supply chain, and bribery and corruption.

WACKER has implemented standard processes and tools throughout the Group to regularly identify and assess the impacts, risks and opportunities of our business conduct and to establish the necessary actions. As part of our compliance strategy, we implement comprehensive actions to assess corruption risks, including risk analyses and reviews of our business units and processes. Our systematic analysis takes into account the geographical location, type of business activity and historical data.

Compliance risk analysis

When Group Compliance conducted its compliance risk analysis in 2024 and in 2025, it carried out an evaluation of the main compliance risks. They were assessed on the basis of a self-assessment and conceivable risk scenarios using the gross/net method and form the basis for planned global compliance risk reviews. The findings are incorporated into WACKER's global risk control matrix.

We also conducted a comprehensive risk analysis regarding conflict minerals. This analysis includes identifying relevant minerals (tin, tantalum, tungsten and gold), a detailed supply chain analysis and an assessment of geographical and supplier-specific risks. We have implemented specific risk-minimization strategies including introduction of a supplier code and execution of regular audits and training courses to raise awareness. We report transparently and regularly to document and communicate compliance with the standards involved.

By participating in industry and association initiatives and cooperating with stakeholders, we actively advocate responsible procurement practices and help to prevent human rights violations in conflict regions.

The following is a description of WACKER's material impacts in terms of corporate governance and business conduct as well as the resulting risks and opportunities in relation to our business model, our value chain, our policies and our decision-making.

Material impacts

Corporate culture

WACKER's Code of Conduct, like its Supplier Code of Conduct, which applies groupwide to all employees, customers and business partners, constitutes the foundation of our corporate culture and our business conduct. Ethical principles and compliance with legal regulations are an integral part of our conduct to boost the company's value in the long term and protect our reputation.

As a result, we positively impact suppliers, our own workforce and our customers by embodying and insisting on business conduct with integrity.

Destruction of the environment and human rights violations by suppliers

The mining of minerals entails a high risk of human rights violations such as forced labor or corruption. It may also involve negative environmental impacts due to the breakdown of ecosystems. WACKER's use of minerals might therefore negatively impact our upstream value chain. Forests are often cut down and rivers polluted, which not only damages ecosystems but also jeopardizes the livelihoods of people living in these areas. Growing demand for critical minerals also means an increase in human rights violations and corruption since working conditions in mining regions are often exploitative. For this reason, WACKER sets great store by the origin of its raw materials, particularly the four conflict minerals: tantalum, tungsten, tin and gold (3TG). Use of palm oil can also cause environmental pollution such as deforestation. Even though WACKER procures only small amounts of palm (kernel) oil derivatives, we ensure that we obtain this renewable raw material from sustainable, certified sources. WACKER uses palm (kernel) oil in the form of various fatty acids/alcohols or their derivatives. We see the main impacts in our upstream value chain.

Furthermore, we see potential negative impacts from the use of specific raw materials in the countries and regions with low standards when it comes to respecting human rights. Please refer to the ESRS S2 – Workers in the Value Chain section for further information.

Material risks

Corruption and bribery in the supply chain

As a global company, we work with a variety of distributors and sales partners. There is a risk within these structures of corruption and bribery in the downstream value chain, which can also lead to reputational damage and monetary fines for WACKER. For more information on detailed impacts and actions and on our risk analysis relating to our strategy, please see the Risk Management Report.

Conflict minerals, palm oil and forced labor in our supply chain

In view of our impacts in relation to conflict-prone minerals, we have identified a potential risk in the upstream value chain. The potential consequences of this risk include reputational damage, claims for damages and losing customer relationships and orders. To minimize this risk, we are members of the TfS initiative (see "General Disclosures on Social Standards") and have implemented a Supplier Code of Conduct.

Material opportunities

Political commitment as an opportunity for positive competitive conditions

Increasing our energy efficiency is an important part of our sustainability strategy. The energy transition requires high capital expenditures. WACKER is calling on energy-policy decision makers to establish stable and predictable conditions so that long-term investment decisions can be made. Unpredictable changes to electricity prices or the regulatory framework negatively impact planning certainty. Our political commitment also allows us the opportunity to strike a balance between support of the energy transition and ensuring competitiveness.

Transparency and traceability as competitive advantages

Being able to track specific raw materials shows our customers that our products are manufactured in an environmentally-conscious and sustainable manner. This helps us to retain customers and strengthens our competitive position. It also enables us to guarantee compliance with regulatory requirements such as trade restrictions in certain regions and industries.

Strategy and governance

WACKER focuses on responsibility, integrity, compliance with legal and regulatory standards, and sustainability to balance economic, environmental and social factors. Our purpose is to develop and offer solutions that contribute worldwide to improving quality of life. Business success requires all employees to conduct themselves ethically, legally and with integrity.

Our corporate values serve as a guide for our business conduct and encapsulate what WACKER stands for:

- Integrity and example
- Performance and passion
- Vision and openness
- Collaboration and appreciation

These values create the framework for the WACKER Code of Conduct, which describes our ethical principles for all our employees around the world and must be complied with. These values should be actively practiced by all employees, regardless of department, function, region or hierarchy level. Furthermore, we give our Code of Conduct to customers, business partners and stakeholders as a guide along with our Supplier Code of Conduct.

Our compliance management system is designed to

- Strengthen and encourage compliant conduct,
- Prevent or minimize compliance violations,
- Identify and mitigate risks for possible infringements,
- Introduce preventative measures, and
- In the event that individuals act independently against clear rules to commit violations, uncover such violations, stop them and prevent them from happening in the future.

In line with a groupwide directive, our Distribution Management unit works with our Legal and Corporate Development departments to conduct regular assessments of the risk factors concerned and assess distributors. These risk factors include the country assessment provided by the World Corruption Index and the Compliance regulations of distributors. The criteria are regularly reviewed and updated to reflect the latest best practice and industry standards. Together with our Legal and Corporate Development departments, Distribution Management organizes mandatory compliance training if the assessment findings indicate that such training is necessary.

By way of support, we provide a wealth of information on our intranet and offer interactive online training courses. Successful completion of these training courses is mandatory and monitored by the personnel department.

Responsibility for implementing the Code of Conduct lies with the president and CEO. The Group Chief Compliance Officer reports directly to the president and CEO, regularly providing information on relevant incidents or suspected cases. The full Executive Board is informed on a quarterly basis of any relevant compliance issues and the Supervisory Board is informed via its Audit Committee meetings, which take place four times a year, about all compliance incidents and actions taken.

Actions

Our global compliance organization aims to ensure compliance with internal and external regulations and with our company requirements.

The compliance management system is an important part of our “three lines of defense” model and is part of the second line of defense involving risk management and control. For more information, please see the risk management report.

Taking account of the reporting of internal and external stakeholders is an important part of the compliance management system. Our whistleblower system ensures that potential violations of the rules are identified, clarified and stopped in good time. Any reports are treated fairly, immediately and adequately and with the utmost confidentiality.

Whistleblower system and compliance

WACKER has a global whistleblower system (based on the EQS reporting platform) that is available to whistleblowers both internally and externally and is fully accessible across the globe. Reports can be submitted in person or anonymously via the whistleblower system or other reporting channels (help desk, group mailbox, email, telephone or in person) or via an external hotline. They can also be forwarded to local compliance officers, managers or employee representatives. In the USA, WACKER also offers an additional option for reports in the form of the Navex software platform. The whistleblower process is continuously reviewed to identify any need for updates or optimization and is updated accordingly as necessary.

Communication and transparency

In 2025, communication regarding the global whistleblower process and the underlying reporting channels was expanded further and the topic was addressed, by way of example, in local compliance training sessions to raise greater awareness. Social audits in employee interviews are one of the tools used to inquire as to employees’ knowledge of the whistleblower system.

Across the Group, further communication measures were taken, including appealing poster campaigns to raise awareness of the whistleblower process, and new forms of personal, accessible and confidential dialogue on compliance culture and corporate values were introduced (e.g. in the form of the “DialogRaum” concept).

Reports of potential compliance risks or violations are investigated immediately, independently and impartially. The underlying process is described on the intranet and on the company’s website. The decision to launch a compliance investigation is based on circumstances in individual cases and on the findings of the initial evaluation.

Reporting channels and protective measures

Reports of potential violation of the rules can be submitted by employees, business partners, customers and other third parties via various channels and in several languages. These reports are received by WACKER Group Compliance or the relevant contacts, which conduct thorough and appropriate investigations confidentially and in good time. Protecting whistleblowers and the individuals concerned is one of the basic principle’s of our whistleblower system. We respect the right to confidentiality and we uphold the presumption of innocence and fairness of investigations.

Investigation process

1. Submission of a report: Reports can be sent to Group Compliance at any time and in any language as part of an accessible system. Group Compliance reviews every report that it receives thoroughly and systematically in line with company rules. Whistleblowers receive confirmation of receipt – provided that a mailbox has been activated or contact details are available – and can also receive ongoing information as well as final feedback after an investigation has been completed.

2. Investigation of the matter: if suspicion of a violation of the rules is justified, an investigation is launched. The underlying company rules, investigation principles and the very highest standards of confidentiality are taken into account as part of this process. Investigations involve and take into account the necessary experts, specialist knowledge and company-specific conditions. Investigation results are evaluated from a legal perspective and, depending on the findings, appropriate action is taken.

3. Further course of action: the outcome of the investigation will determine whether process-related changes, expansion of monitoring mechanisms or disciplinary measures are taken. Relevant reports are communicated to the necessary units within the company, taking confidentiality and privacy requirements into account. Where possible, whistleblowers are informed and notified of the status of the investigation and any findings, in accordance with the relevant company rules.

Protection from retaliation

WACKER has established extensive measures to afford protection from retaliation in line with the German Whistleblower Protection Act (HinSchG). This includes training and confidential meetings (sometimes at a later date) with whistleblowers, individuals under suspicion, and other parties that provided information. We make it our utmost priority to protect the right to privacy, data-protection regulations and confidentiality. Once an investigation has been completed, follow-up action is initiated by the departments responsible. In selected cases, Group Compliance contacts whistleblowers again to verify the effectiveness of the protective measures and to rule out any form of retaliation in collaboration with other business units involved (employee representatives, HR, human rights officer).

Compliance regulation

Our identification, reporting and investigation mechanisms are set out in our internal guidelines, particularly in the Group's Compliance regulation. The Group's Compliance regulation describes the underlying conditions and procedures in the global process for reporting (potential) compliance risks and violations. This regulation is reviewed on a regular basis to ensure it is up to date and if it is not, it is adapted as required.

In the fiscal year under review, two new supplements to the Compliance regulation were introduced and published on the topics of "Anti-money laundering" and "Ruling out breaches of competition and antitrust law".

Our global compliance organization is independent and not bound by any instructions. Our investigation officers (the Group Compliance Officer and Corporate Auditing employees) or any investigation committees that have been set up (e.g. the local compliance committee or human rights committee) are independent of the management chain involved. Necessary investigations are initiated independently, neutrally, without delay and confidentially if the evidence available can be easily comprehended and an investigation is justified.

Compliance and antitrust training

Compliance and antitrust training courses are mandatory training courses that must be completed by all employees every two years groupwide. During the reporting period, training sessions and workshops were also held worldwide to further implement WACKER's Group-wide Code of Conduct and raise awareness of other compliance-specific topics and preventive measures. Our qualification rate worldwide in the reporting period was over 90 percent (2024: over 90 percent).

Functions that are at high risk of bribery and corruption include Procurement & Logistics and Sales & Distribution Management.

In the year under review, we established and rolled out compliance safeguards and a fundamental strategy for managing our worldwide distributors within Sales & Distribution Management. This strategy includes a comprehensive conceptual review of incidents, the definition of standard processes and assessment methods, and specific compliance training measures. Web-based compliance training is provided for every sales partner that is to work for WACKER. This ensures comprehensive compliance management for WACKER's global sales partners and distributors.

Communication and compliance policies

WACKER communicates its policies on its intranet and company website as well as in dedicated workshops and training courses. During the reporting period, the “tone from the top” message was refined with regard to WACKER’s global sales partners and was communicated at target group-specific training sessions.

All employees have access to the global company rules via the company’s document management system, dedicated intranet pages and other communication measures, and they are provided with corresponding information and training in this regard. The global Code of Conduct and other publications relating to compliance can also be found on the corporate website.

Management of relationships with suppliers

The performance of our suppliers plays a key role in WACKER’s success. That is why we encourage close cooperation and actively enhance our supplier portfolio to guarantee supply security, performance and sustainability. We also provide our Code of Conduct to our business partners as a guide along with our Supplier Code of Conduct.

Regulations and directives

Our supplier relationships are governed by a company regulation and several directives including a specific directive to encourage sustainability. This aims to efficiently ensure a sustainable supplier base by enabling suppliers to be prioritized according to their significance and by allowing robust relationships and processes to be established.

Assessment and categorization

WACKER assesses suppliers in terms of their procurement volume, dependency and strategic aspects. Key suppliers cover almost 75 percent of the global procurement volume and are ranked in categories A, B or C. This rating enables active management of supplier relationships and the definition of formal requirements such as supplier performance assessments and plans for improvement.

Long-term partnerships and preferred suppliers

WACKER strives to establish long-term partnerships with key suppliers based on our experience that long-serving suppliers better understand and fulfill our specific demands. This objective is expressed in our related directives and guides our conduct in supplier management. In addition to key suppliers, WACKER chooses preferred suppliers to avoid too fragmented a supplier structure. These preferred suppliers are often separate from the key supplier group.

Monitoring and supplier development

For all key suppliers and for a selection of non-key suppliers, WACKER has processes in place to continuously monitor and improve supplier performance. These processes help identify relevant developments, risks and opportunities in good time and enhance performance capability and cooperation to lasting effect.

Our supplier development strategies include:

- Personal relationships
- Complaint management
- Supplier assessment
- Continuous improvement activities
- Fulfillment of sustainability standards
- Supplier quality audits

Sustainability requirements and supplier management

WACKER expects all its key suppliers to demonstrate positive sustainability performance at least every three years either in the form of an EcoVadis assessment with a minimum score of 46 points and/or a TfS audit with no major findings. The areas we look at include sustainability management, environmental practices, labor and human rights, ethics and sustainable procurement. All key suppliers will have to fulfill these requirements by 2030. We follow up on our targets in monthly management reports.

We also require a sustainability assessment from those suppliers that are considered particularly relevant due to our ongoing risk analysis. If the results are not satisfactory, we agree measures for improvement, the progress and status of which are tracked by way of supplier talks, reassessments or repeat audits. Results and measures are documented in an internal dashboard. Results that remain poor and a lack of readiness to cooperate may lead to termination of the business relationship. We also make it compulsory for suppliers of conflict minerals to only supply from mines that meet the criteria of the Responsible Minerals Initiative (RMI).

Communication and training

Our sustainability targets are published on our website. We also have information on it dedicated to suppliers and regular supplier days in Europe, Asia and the USA at which we communicate news, key issues and our expectations. This should also help to reduce the negative impact on people and the environment in the upstream value chain.

Training programs

In addition to general training in safety and compliance, we also offer our Procurement staff specific training programs, which include training to familiarize staff with procurement processes and tools, regular training on negotiations and costs, and add-on training such as courses on product carbon footprints. What is more, our employees and suppliers are able to participate in online TfS Academy courses free of charge on relevant sustainability issues.

Preventing and detecting bribery and corruption

Our Compliance Management System described under the “Strategy & governance” and “Mechanisms to identify, report and investigate concerns of unlawful behavior” sections also includes preventing and detecting bribery and corruption.

Compliance

Potential violations of the Code of Conduct by suppliers and business partners, including risks and violations relating to human rights and environmental obligations, can be reported to Group Compliance as well. Group Compliance conducts an initial evaluation of, and, if necessary, a further investigation into, the report. Necessary action is also taken to minimize or eliminate violations and risks. This is also designed to reduce the risk of white-collar crime, such as corruption and bribery, within the supply chain and among distributors and sales staff.

Compliance training

Web-based compliance training is mandatory across the Group for all employees every two years. The areas it covers include strategies and methods, general definitions in anti-fraud and compliance management, an introduction to techniques and investigative approaches, existing reporting and communication channels at WACKER, as well as an illustration of potential risk and fraud scenarios using concrete examples and presentation of potential transactions.

At WACKER, employees in Procurement & Logistics, Engineering and Sales & Distribution Management are considered at-risk functions. In addition to mandatory standard training, they must undergo more extensive training, such as in-person compliance training covering specific risks and challenges as well as further-reaching compliance awareness using, for example, transactions that reflect actual practice.

Since all WACKER employees worldwide have to take part in compliance training, the courses fully cover all compliance risk functions too. As a result, our coverage of at-risk functions in the reporting period was 100 percent.

WACKER also offers voluntary training and continuing professional development courses, which employees can access and use via the training portal. Targeted training sessions are also available for externals, for example on topics such as fraud prevention and compliance management.

Members of the global administrative and management bodies are covered by the groupwide compliance training sessions. WACKER's Supervisory Board receives training on the main insider-trading legislation and director dealings. As a rule, training is provided as soon as a new Supervisory Board member has been appointed. In addition, the Legal department performs regular checks in connection with conflicts of interest.

Confirmed cases of bribery or corruption

During the reporting period, WACKER received reports of potential compliance-related incidents. There were no cases of bribery or corruption. In the reporting period, there were no fines for violations of bribery or corruption regulations.

To maintain transparency and the ability to produce evidence, reports received and investigative action are documented centrally by the Compliance organization and individual Group companies. To meet requirements under data protection regulations, investigative action is recorded in detail at the subsidiary concerned.

Political influence and lobbying activities

Through our lobbying activities, we exert political influence in Europe, the USA and China. WACKER also supports the rapid expansion of renewable energy to enable the transition toward net zero and competitive electricity prices. The latter in particular are necessary to ensure the industry's competitiveness in the long term.

In Germany and elsewhere in Europe, WACKER is committed to a sustainable energy policy and creation of a regulatory framework that supports these objectives. We are also committed to reducing red tape and strengthening sustainability issues. In addition, we advocate fair global trade, ideally without trade barriers. In the USA, we are focusing on strengthening the polysilicon business as well as on issues relevant to trade and tariffs.

Our Lobbying function falls under the responsibility of the full Executive Board. Within our Group organization, it is Wacker Chemie AG's Legal and Compliance department that is responsible and reports to the president and CEO. In Europe, two Legal and Compliance department employees in Berlin and Brussels, respectively, are responsible for our lobbying. In the USA and China, these activities are conducted by local organizational units led by the central Legal and Compliance department.

The CEO actively participates in public debate in the form of interviews, appearances at symposiums, and statements that we publish on our website.

In the year under review, WACKER did not make any material donation payments.

Registrations in transparency registers

WACKER is on the German Bundestag's lobby register under registration number R0011803, in the Austrian Lobbying and Interest Representation register under register number LIVR-00311 and in the EU Transparency Register under registration number 036915715533-64.

EU Taxonomy Regulation

The European Union's Action Plan on Financing Sustainable Growth set out to establish a classification system for sustainable economic activities, formalized in the EU Taxonomy Regulation.

The methodology for the classification of economic activities follows Annex I of Commission Delegated Regulation (EU) 2021/2139, as amended and expanded by Delegated Regulations (EU) 2023/2485 and (EU) C(2023) /3850, the complementary act on gas and nuclear activities (Delegated Regulation (EU) 2022/1214) and Annexes I-IV of the Environmental Act (Delegated Regulation (EU) 2023/2486, adapted and extended by Delegated Regulation (EU) C(2023) /3851), taking into account the simplification act (Delegated Regulation (EU) 2026/73) supplementing the Taxonomy Regulation (EU) C(2020) /852 with the aid of the NACE codes cited.

The economic activities we have identified relate to the environmental objectives "Climate change mitigation" and "Pollution prevention." We did not identify any activities under "Climate change adaptation," "Water," "Circular economy" or "Biodiversity."

Since we identified only those eligible activities falling under the "Climate change mitigation" and "Pollution prevention" objectives, there is no duplication of taxonomy-eligible sales, CapEx or OpEx in other environmental objectives. In addition, because these KPIs relate to consolidated figures, there is also no duplication across various economic activities.

Economic activities identified as taxonomy-eligible under the "Climate change mitigation" objective included, in particular, those from the "Manufacture of plastics in primary form" (CCM 3.17) category. This category covers economic activities performed by the Silicones business division with silicone-based products such as silicone sealants and pyrogenic silica as insulation material, the Polymers business division with downstream products based on polyvinyl acetate, and the Biosolutions business division with the sale of PVAc-based gum base for chewing gum.

In addition to the economic activity mentioned above, we have identified the "Manufacture of active pharmaceutical ingredients" (PPC 1.1) as a taxonomy-eligible economic activity in relation to the "pollution prevention" environmental objective. This category covers activities in the Biosolutions and Silicones divisions, which manufacture active pharmaceutical ingredients (APIs) as end products. We have also identified production-related services that can be assigned to the following activities defined in the EU Taxonomy: "Construction, extension and operation of waste water collection and treatment" (CCM 5.3), "Electricity generation from hydropower" (CCM 4.5), "Electricity generation using solar photovoltaic technology" (CCM 4.1), "Construction, extension and operation of water collection, treatment and supply systems" (CCM 5.1), "Treatment of hazardous waste" (PPC 2.2) and "Remediation of contaminated sites and areas" (PPC 2.4). By analogy, we have also identified the only activity – "High-efficiency co-generation of heat/cool and power from fossil gaseous fuels" (CCM 4.30) – identified in accordance with Commission Delegated Regulation (EU) 2022/1214 in relation to economic activities in certain energy sectors.

Within the meaning of Delegated Regulation (EU) 2026/73 in conjunction with the amended Article 1 of Delegated Regulation (EU) 2021/2178, and in accordance with the new 10 percent materiality threshold and a cost-benefit analysis, all of these production-related services and the economic activity "Manufacture of active pharmaceutical ingredients" are classified as being immaterial, meaning that they are not reported as taxonomy-eligible.

Proportion of taxonomy-eligible sales

We assessed the sales figures in the statement of income for each Group company to determine whether, by means of taxonomy-eligible economic activities under Annexes I-V of corresponding Commission Delegated Regulations, they make a substantial contribution to the environmental objectives, and allocated the relevant proportions of sales to the taxonomy-eligible economic activities.

The sales KPI (in the sense of turnover KPI as per Regulation (EU) 2021/2178) required by the EU Taxonomy Regulation is the proportion of sales from taxonomy-eligible economic activities in relation to total sales in 2025. Taxonomy-eligible sales under Annex 1 (“Substantial contribution to climate change mitigation”) can be categorized in particular as the “Manufacture of plastics in primary form” (CCM 3.17) at our Polymers, Silicones and Biosolutions business divisions.

Currently, a large number of upstream products are not covered by the EU Taxonomy Regulation. In particular, in this reporting period, too, the EU Taxonomy Regulation does not cover the hyperpure polysilicon produced by our Polysilicon business division. This grade of polysilicon is a fundamental building block for highly efficient solar cells and thus a raw material that plays a vital role in the energy transition.

» **Consolidated statement of income**

Taxonomy-eligible investments

Taxonomy-eligible investments come from capital expenditure (CapEx) associated with an eligible economic activity or a credible plan for expanding or achieving an environmentally sustainable economic activity, or otherwise relating to the purchase of products and services from a taxonomy-eligible economic activity. To determine the reportable CapEx KPI, we calculate the ratio of taxonomy-eligible investments to the sum of additions to property, plant and equipment and intangible assets during the fiscal year before depreciation, amortization and remeasurements, including additions from business combinations.

We identify taxonomy-eligible investments using project descriptions of the additions to property, plant and equipment and intangible assets. The majority of taxonomy-eligible investments at WACKER are attributable to Silicones, Polymers and Biosolutions.

» **Consolidated segment information by division (asset additions)**

Taxonomy-eligible operating expenditure

Taxonomy-eligible operating expenditure comprises the cost of maintenance and repairs of property, plant and equipment (including building refurbishment measures), non-capitalized R&D costs, and short-term leases for taxonomy-eligible economic activities. We calculate the OpEx KPI as the ratio of taxonomy-eligible operating expenditure to total direct, non-capitalized costs, which comprise those related to R&D, building refurbishment measures, short-term leases, maintenance and repair, and direct expenditures related to the maintenance of property, plant and equipment to retain functionality. The majority of taxonomy-eligible operating expenditure comprises servicing and maintenance costs at our Polymers, Silicones and Biosolutions divisions, and R&D expenditures. Taxonomy-eligible operating expenditure from the other economic activities for servicing and maintenance is of a subordinate nature.

Taxonomy alignment

One economic activity identified as taxonomy-eligible under the “Climate change mitigation” objective is the “Manufacture of plastics in primary form” (CCM 3.17). However, no substantial contribution to climate change mitigation could be demonstrated for this activity in the reporting year. As a result, the turnover, operating expenditures and capital expenditures associated with this activity are reported as taxonomy-eligible but taxonomy-aligned. Compliance with the DNSH criteria or the minimum safeguards for individual activities was not assessed.

Template 1: Proportion of turnover, CapEx, OpEx from goods or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (summary of KPIs)

Financial year	2025														
KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3)	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities						Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy aligned activities in privious financial year (15)	Proportion of Taxonomy aligned activities in previous year (16)
					Climate Chance Mitigation (6)	Climate Chance Adaption (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)					
Text	*€ million*	*%*	*€ million*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*€ million*	*%*
Turnover*	5,485.3	74.5	–	–	–	–	–	–	–	–	–	–	2.8	7.5	0.13
CapEx	514.7	41.8	–	–	–	–	–	–	–	–	–	–	6.6	0.08	0.01
OpEx	785.1	48.4	–	–	–	–	–	–	–	–	–	–	4.8	0.19	0.03

*Turnover (corresponds to “sales” in this report)

Template 2: Proportion of sales from goods or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		Turnover*											
Financial year		2025											
Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover*) (3)	Taxonomy aligned KPI (monetary value of Turnover*) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover*) (5)	Environmental objectives of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxo-nomy aligned in Taxonomy eligible (14)
					Climate Chance Mitigation (6)	Climate Chance Adaption (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*€ million*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of plastics in primary form	CCM 3.17	74.5	–	–	–	–	–	–	–	–	–	–	–
Sum of alignment per objective					–	–	–	–	–	–			
Total KPI (Turnover*)		74.5	–	–	–	–	–	–	–	–	–	–	–

*Turnover (corresponds to “sales” in this report)

Template 2: Proportion of CapEx from goods or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		CapEx											
Financial year		2025											
Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx) (3)	Taxonomy aligned KPI (monetary value of CapEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx) (5)	Environmental objectives of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxo-nomy aligned in Taxonomy eligible (14)
					Climate Chance Mitigation (6)	Climate Chance Adaption (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*€ million*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of plastics in primary form	CCM 3.17	41.8	–	–	–	–	–	–	–	–	–	–	–
Sum of alignment per objective					–	–	–	–	–	–			
Total KPI (CapEx)		41.8	–	–	–	–	–	–	–	–	–	–	–

Template 2: Proportion of OpEx from goods or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering 2025 (activity breakdown)

Reported KPI		OpEx											
Financial year		2025											
Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx) (3)	Taxonomy aligned KPI (monetary value of OpEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx) (5)	Environmental objectives of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxo-nomy aligned in Taxonomy eligible (14)
					Climate Chance Mitigation (6)	Climate Chance Adaption (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*€ million*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of plastics in primary form	CCM 3.17	48.4	–	–	–	–	–	–	–	–	–	–	–
Sum of alignment per objective					–	–	–	–	–	–			
Total KPI (OpEx)		48.4	–	–	–	–	–	–	–	–	–	–	–

Annex to the Sustainability Report

Supervisory Board

Dr. Peter-Alexander Wacker[1, 2, 3]

Chair
Bad Wiessee
Former President & CEO of
Wacker Chemie AG, businessman

Chair of the Administrative Council
Blue Elephant Energy GmbH

Manfred Köppl*,[1,2,3]

Deputy Chair
Kirchdorf
Chair of the Employee Council, Burghausen Plant
Wacker Chemie AG

Prof. Andreas Biagosch[1]

Munich
Managing Director of Impacting I GmbH & Co. KG and Impact GmbH

Chair of the Advisory Council
ATHOS Service GmbH

Dr. Gregor Biebl

Munich
Director General
Bavarian State Chancellery

Matthias Biebl[2]

Munich
Attorney

Prof. Patrick Cramer

Munich
President of the Max Planck Society, Munich

Stefan Entholzner

Kirchdorf
Deputy Chair of the Employee Council, Burghausen Plant
Wacker Chemie AG

Ingrid Heindl*

Reischach
Member of the Group and General Employee Councils
Wacker Chemie AG
Member of the Employee Council, Burghausen Plant
Wacker Chemie AG

Barbara Kraller*,[1]

Taching
Chair of the Group and General Employee Councils
Wacker Chemie AG

Dr. Benedikt Postberg*

Neuötting
Vice President, Engineering & Maintenance Services
Wacker Chemie AG

Harald Sikorski*

Munich
Regional head of the IGBCE labor union, Bavaria

Member of the Supervisory Board
Gesellschaft zur Sicherung von Bergmanns-Wohnungen mbH
Adidas AG

Reinhard Spateneder*

Reut
Member of the Employee Council, Burghausen Plant
Wacker Chemie AG

Ann-Sophie Wacker

Pullach i. Isartal
Attorney and in-house lawyer/
investment manager at Athos KG

Member of the Advisory Board
Temedica GmbH
(until April 15, 2025)
Red Dress Medical
(until March 31, 2025)

Prof. Anna Weber[3]

Eiterfeld-Buchenau
Auditor/tax advisor

Member of the Supervisory Board
Aixtron SE

Dr. Susanne Weiss

Munich
Attorney and partner in the law firm
Weiss Walter Fischer-Zernin

Chair of the Supervisory Board
ROFA INDUSTRIAL AUTOMATION AG

Member of the Supervisory Board
Porr AG, Austria
UBM Development AG, Austria

Günter Zellner*

Töging am Inn
Altötting District Chair of the IGBCE labor union

Member of the Supervisory Board
Siltronic AG

* Employee representative; subject to the rules of the German Trade Union Confederation (DGB) or of the Association of Employed Academics and Executives in the Chemical Industry (VAA) concerning the transfer of supervisory board compensation
[1] Mediation Committee (Chair: Dr. Peter-Alexander Wacker)
[2] Executive Committee (Chair: Dr. Peter-Alexander Wacker)
[3] Audit Committee (Chair: Prof. Anna Weber)

Executive Board

Dr. Christian Hartel

President & CEO

Polysilicon
Biosolutions
Corporate Development
Corporate Communications
Corporate Auditing
Legal & Compliance
Research & Development

Dr. Tobias Ohler

Chief Financial Officer

Accounting & Tax
Corporate Controlling
Finance & Insurance
Investor Relations
Procurement & Logistics
Information Technology
IT Security
Data Protection
Region: The Americas

Chair of the Supervisory Board
Siltronic AG

Member of the Supervisory Board
Pensionskasse der Wacker Chemie VVaG

Dr. Christian Kirsten

Silicones
Sales & Distribution
Site Management (Burghausen and Nünchritz)
Environment, Social, Governance
Regions: Europe, Middle East

Angela Wörl

Personnel Director

Polymers
Human Resources
Intellectual Property
Engineering
Retirement Benefits
Diversity
Regions: Asia-Pacific, India

Chair of the Supervisory Board
Pensionskasse der Wacker Chemie VVaG

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