



**NON-FINANCIAL  
STATEMENT  
2025**



**ANDRITZ**

The Austrian Sustainability Reporting Act (NaBeG) was passed by the National Assembly in February 2026, thereby incorporating the Corporate Sustainability Reporting Directive (CSRD) into national legislation. However, for the 2025 reporting year, companies may still choose to report in accordance with the Austrian Sustainability and Diversity Improvement Act (NaDiVeG). This requires the ANDRITZ Group to comply with the existing NaDiVeG framework and publish a non-financial report.

However, as a European company with global operations, we have prepared our non-financial statement in accordance with the European Sustainability Reporting Standards (ESRS). This ensures transparency and consistency with the evolving reporting landscape. The limited assurance engagement performed by an independent auditor is summarized in the assurance report included in this document.

# CONSOLIDATED NON-FINANCIAL STATEMENT 2025

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## 1. GENERAL INFORMATION

### ESRS 2 General disclosures

#### Basis for preparation

##### BP-1 General basis for preparation of the sustainability statement

The non-financial statement was prepared in accordance with the requirements of the Austrian Sustainability and Diversity Improvement Act (NaDiVeG) pursuant to §267a of the Austrian Commercial Code (UGB). In addition, the non-financial statement was voluntarily prepared in accordance with the European Sustainability Reporting Standards (ESRS) in preparation for the reporting requirement under the Corporate Sustainability Reporting Directive (CSRD).

##### Scope of consolidation

The non-financial statement has been prepared on a consolidated basis for the ANDRITZ Group. For the consolidated non-financial statement, the scope of consolidation is the same as for the Group's consolidated financial statement.

##### Extent of value chain coverage

The double materiality assessment (DMA) considered ANDRITZ's own operations (including all business areas: Pulp & Paper, Metals, Hydropower, and Environment & Energy) and the upstream and downstream value chain, with the non-financial statement providing information where value-chain elements relate to identified material impacts, risks, and opportunities (IROs).

The statement specifies the ESRS topical chapters that particularly cover upstream and downstream value chain elements as follows: E1 Climate change (upstream and downstream), E2 Pollution (upstream and downstream), E3 Water and marine resources (upstream and downstream), E4 Biodiversity and ecosystems (downstream), E5 Resource use and circular economy (upstream and downstream), S2 Workers in the value chain (upstream and downstream), S3 Affected communities (downstream) and G1 Business conduct (upstream and downstream). More details on the value chain can be found under SBM-1.

##### Use of option to omit information

For confidential reasons, the option to omit information has been used in this non-financial statement. Detailed information about carbon capture customer projects was omitted in E1-7 as it constitutes intellectual property.

##### BP-2 Disclosures in relation to specific circumstances

##### Time horizons

ANDRITZ applied the in ESRS 1 6.4 defined short-, medium-, and long-term time horizons in its non-financial statement and double materiality assessment:

- Short-term time horizon: one year (the reporting period)
- Medium-term time horizon: from one year to five years
- Long-term time horizon: more than five years

#### Value chain estimation

Scope 3 greenhouse gas (GHG) emission metrics were calculated using primary and mainly secondary data. Primary data includes data obtained directly from our sites and the supply chain. Whereas secondary data includes estimates, general emission factors and averages. For Scope 3 calculation ANDRITZ used either a spend-based, activity-based or a combined method. Specific circumstances related to value chain estimation have been disclosed under E1-6.

Overall data quality for Scope 3 categories is characterized as generally fair to good, with comparatively lower data accuracy for Scope 3.11 (Use of sold products) due to reliance on assumptions, estimations and industry averages.

To enhance data accuracy, ANDRITZ plans to increase direct data collection, particularly from suppliers and through project-based methodologies for specific high-emission categories such as Scope 3.11. (Use of sold products). This approach will allow these refined data points to gradually replace general emission factors in calculations.

#### Sources of estimation and outcome uncertainty

ANDRITZ identifies sustainability metrics prepared using estimation methods, assumptions or indirect sources as subject to measurement uncertainty.

**Scope 2 GHG emissions** (more details under E1-6): To enhance transparency, ANDRITZ complements standard market based totals with a risk weighted adjustment aligned with GHG Protocol principles. Using an independent critical review, we report both the unadjusted combined Scope 1 and 2 and the adjusted combined Scope 1 and 2 reflecting renewable energy instrument related uncertainty.

**Scope 3 GHG emissions** (more details under E1-6): Scope 3 GHG emissions are calculated using mainly secondary data including averages, emission factors, and assumptions about processes, volumes, and technologies. Also, the data collection and calculation method (spend-based, activity-based, combined method) differs. This leads to a certain degree of uncertainty, which is however common for Scope 3 GHG emission metrics.

**Total water discharge and total water consumption** (more details under E3-4): Unlike for water withdrawal, primary data is often not available for water discharge and consumption. If this is the case, total water discharge and total water consumption are assumed as fixed shares of total water withdrawal, with discharge assumed at 90% and consumption at 10% of withdrawal.

**Resource inflows** (more details under E5-4): Since information on weight for purchased products and materials was only available for 31% of relevant purchase volume, the values for the overall total weight of products and materials used were extrapolated.

**Expected lifetime of key products** (more details under E5-5): The expected lifetime of key products as well as the industry average was estimated by technology experts from the respective business area based on their experience.

**Waste** (more details under E5-5): The primary source of waste data are invoices from the local waste disposal company. If invoices or measurements are not available, a reasonable estimate is provided. Assumptions have to be primarily made for smaller office locations. Those are often located within a larger building complex with centrally controlled waste disposal. Here, it is often difficult to clearly attribute the waste volume to ANDRITZ.

#### Changes in preparation or presentation of sustainability information

There have been changes in the preparation and presentation of sustainability information compared to the company's previous reporting.

**Scope 3.11. metrics** (see E1-6): Our calculation of use phase emissions was developed to include more evidence based inputs. The revised method uses dedicated project lists, product specific energy and use profiles and, when available, customer electricity information. These changes deliver more accurate and traceable results.

Reporting year	Prior year (restated)	Prior year (disclosed)	Difference
2025	69,408,666	137,336,000	-67,927,334

**Scope 3 metrics** (except 3.11.) (see E1-6): The Scope 3 data of 2024 changed because in the reporting year a new reporting tool for Scope 3 GHG emissions was implemented. Emission factors were updated in the tool and data sources were directly linked via interfaces to the tool. These changes deliver more accurate and traceable results.

Category	Reporting year	Prior year (restated)	Prior year (disclosed)	Difference
1)	2025	1,582,647	1,939,000	-356,353
2)	2025	7,587	9,000	-1,413
3)	2025	26,145	36,000	-9,855
4)	2025	326,798	385,000	-58,202
5)	2025	18,400	11,000	+7,400
6)	2025	34,298	80,000	-45,702
7)	2025	42,467	118,000	-75,533
8)	2025	8,697	13,000	-4,303
9)	2025	227,473	196,000	+31,473
13)	2025	6,821	2,000	+4,821

**Health and safety metrics** (see S1-14 and S1-5): The calculation method for the rate of recordable work-related injuries (also referred to as lost time injury frequency rate (LTIFR)) was changed in the beginning of 2025 to be aligned with the OSHA standard. The metric is now based on annual working hours of 2,000 hours/year/FTE (before: 1,800 hours/year/FTE) and includes also occupational illness cases. This change also affected the H&S sustainability target.

Reporting year	Prior year (restated)	Prior year (disclosed)	Difference
2025	2.15	2.3	-0.15

**Remuneration metrics** (see S1-16): In the last report, the annual total remuneration ratio was calculated with the average remuneration for employees as the median was not available. In this report, the metrics is based on the median employee annual total remuneration. A comparison to previous years is not possible as median employee annual total remuneration was not available previously.

Reporting year	Prior year (restated)	Prior year (disclosed)	Difference
2025	n/a	92	n/a

### Incorporation by reference

ANDRITZ incorporates specific ESRS disclosure requirements by reference.

List of disclosure requirements incorporated by reference:

Disclosure requirement	Reference
Board member experience relevant to sectors, products and geographic locations (ESRS 2 GOV-1-21c)	Consolidated Corporate Governance Report 2025, p. 2-4
Integration of sustainability-related performance in incentive schemes (GOV-3)	Remuneration Policy of ANDRITZ Group Executive Board 2025, all
Integration of sustainability-related performance in incentive schemes (GOV-3)	Remuneration Report 2025 of ANDRITZ Group, all
Prevention and detection of corruption and bribery (G1-3)	Consolidated Corporate Governance Report 2025, p. 11-12

## Governance

### GOV-1 The role of the administrative, management, and supervisory bodies (incl. G1)

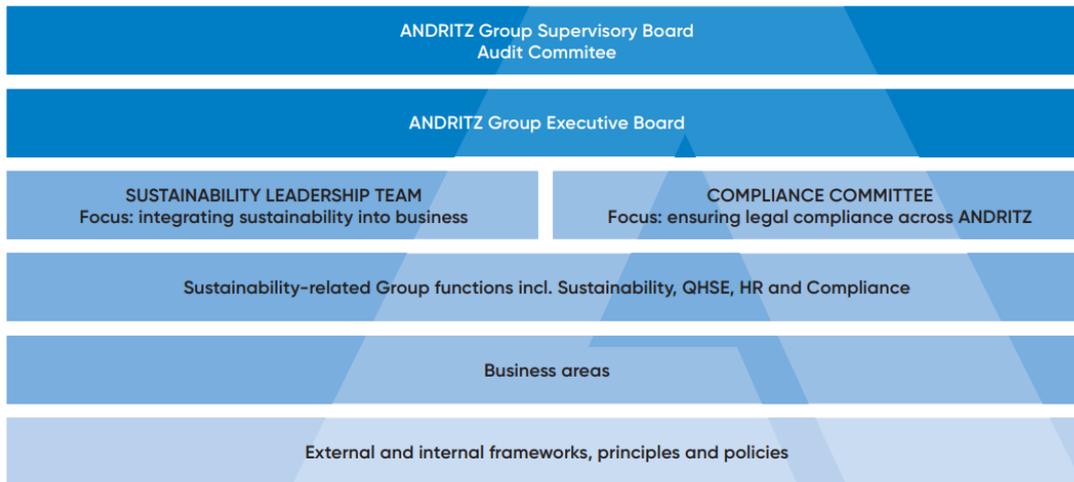
#### Roles and responsibilities for sustainability oversight

The bodies with oversight of sustainability at ANDRITZ, including responsibility for the oversight of impacts, risks and opportunities (IROs), include all members of the Supervisory Board – consisting of Wolfgang Leitner, Elisabeth Stadler, Wolfgang Bernhard, Jürgen Hermann Fechter, Regina Prehofer, Barbara Steger, Georg Auer, Andreas Martiner and Tania Sandtner – and the Executive Board – consisting of Joachim Schönbeck (CEO), Vanessa Hellwing (CFO), Dietmar Heinisser, Jarno Nymark and Frédéric Sauze. They receive quarterly reports on key ESG performance indicators to support ongoing oversight. The Chief Executive Officer (CEO) provides quarterly updates on sustainability management to the Supervisory Board. Within the Supervisory Board the Audit Committee is specialized in addressing sustainability reporting topics.

The Executive Board is tasked with steering ANDRITZ's strategic direction and operational management, including the oversight of sustainability and the related IROs. It is responsible for approving guiding sustainability policies and for articulating the sustainability principles that underpin ANDRITZ's corporate strategy. Each board member has specific areas of responsibility - the CEO is responsible for Group Sustainability. The Supervisory Board provides additional oversight and especially its Audit Committee functions as the body for in depth review of the sustainability report. Through this mandate, the Supervisory Board ensures transparency, independence, and robust governance.

The CEO is directly engaged in the sustainability target setting process. Ahead of key decision points, the Group Sustainability function prepares detailed analyses and proposals for targets and KPIs. These are presented during CEO review sessions, where the CEO evaluates the proposed targets and KPIs, shares his insights, and guides further refinement of the content. Similar sessions are also conducted with the whole Executive Board before the final targets are presented to the Supervisory Board which must also give its consent. The target progress is monitored via the internal strategy deployment program as well as quarterly reports and presentations to the Executive Board and Supervisory Board.

Operational responsibility for sustainability matters including the IROs is delegated to specific management-level roles and functions. These include Group Sustainability, the Sustainability Leadership Team, Group Corporate Compliance, Group Strategic Finance and other senior leaders across global functions and business areas. The reporting lines and dedicated controls are described in more detail below.



### Group Sustainability

The Vice President Communications and Sustainability leads Group Communications and Sustainability, and reports to the ANDRITZ CEO, who holds executive board-level responsibility for sustainability at ANDRITZ. The Group Sustainability Director, reporting to the VP Communications and Sustainability, drives sustainability at a strategic level across ANDRITZ and leads Group Sustainability. The Group Sustainability Director updates the Executive Board on sustainability matters in quarterly meetings.

### Sustainability Leadership Team

The ANDRITZ Sustainability Leadership Team consists of the business area sustainability leads for Pulp & Paper, Hydropower, Metals, and Environment & Energy, and Group Sustainability. The team enables strengthened sustainability integration into businesses and is led by the Group Sustainability Director. The Sustainability Leadership Team brings together expertise and initiatives from all business areas in the Group in a focused way, fostering transparency and ownership while promoting a sustainability transformation across the company.

### Group Corporate Compliance

Group Corporate Compliance is responsible for legal compliance at ANDRITZ and for ensuring that risk assessments are carried out and that compliance regulations and procedures are implemented and improved. Group Corporate Compliance conducts internal and external audits to assess the effectiveness of rules and proposes improvements. The Group Compliance Officer, who leads Group Corporate Compliance, reports to the Group General Counsel and Senior Vice President Group Legal who reports to the Chief Financial Officer (CFO).

### Compliance Committee

The Compliance Committee implements ANDRITZ's compliance program, monitoring its effectiveness and reporting on its overall status – including sustainability-related compliance topics – to the Executive Board. The Compliance Committee's responsibilities include proposing compliance initiatives and collaborating with other Group functions to assist with compliance-related matters as needed. The Compliance Committee consists of Group Legal, Group Internal Auditing, Group Human Resources Management, Group Controlling, Group Supply Chain Management, and Group Sustainability. It is led by the Group Compliance Officer, who also leads Group Corporate Compliance.

### Group Strategic Finance

The Group Strategic Finance is responsible for overall financial governance frameworks and ESG reporting, as well as other selected strategic finance projects. The Vice President Strategic Finance drives finance and non-finance related Supervisory Board topics and updates the Supervisory Board in quarterly meetings. VP Strategic Finance reports to the CFO.

### Group Internal Auditing

The Group Internal Auditing conducts comprehensive audits of ANDRITZ's subsidiaries and group functions, focusing on financial and operational topics (e.g., compliance with the company's Code of Conduct). Event-driven audits are conducted without prior notice. The purpose of the audits is to ensure compliance with internal policies and the fundamental principles of profitability, and to highlight potential areas for improvement in operational workflows. Other tasks handled by this group function include the identification of risks and the appropriate handling of them. The department reports directly to the CFO. The audit reports are also presented to the Executive Board and, in summarized form, to the members of the Supervisory Board. The improvement measures proposed in the audits are aligned directly with the management of the company or the group function under audit. The agreed improvement measures are continuously monitored in a specially implemented system and the status of implementation is reported to the Executive Board on a quarterly basis.

### Composition, diversity, independence and employee representation

Body	Executive/Non-executive	Members	Female share	Male share	Female-to-male ratio	Independence	Employee representatives
Executive Board	Executive	5	20%	80%	1:5	Not applicable	Not applicable
Supervisory Board	Non-executive	9	44%	56%	4:9	56%* independent	3 works council delegates

\* The three works council delegates and Dr. Wolfgang Leitner are non-independent

The Supervisory Board is a non-executive board, overseeing and advising the Executive Board without involvement in day-to-day management. Employee representatives delegated by the Works Council to the Supervisory Board are: Georg Auer (member since 2011), Andreas Martiner (member since 2001 and member of the Audit Committee), and Tania Sandtner (member since 2024 and member of the Audit Committee). Employee representatives participate in board committees, specifically the Audit Committee. The composition is six shareholder appointees and three Works Council delegates. Considering both bodies together, the aggregate female to male ratio across the Executive and Supervisory Boards was 5:14 in 2025 (2024: 3:14).

In terms of independence criteria, the Supervisory Board of ANDRITZAG follows the guidelines stated in the Austrian Code of Corporate Governance. The Supervisory Board is independent of the company and its executive bodies. With the exception of Wolfgang Leitner, who represents the shareholder Custos Vermögensverwaltungs GmbH, no other members of the Supervisory Board elected by the Annual General Meeting are shareholders with a holding of more than 10%. Thus, the requirements of C rules 53 and 54 of the Austrian Code of Corporate Governance are met. Furthermore, also the three works council delegates are considered as non-independent. Therefore, the percentage of independent members of the Supervisory Board is 56%.

### Board member experience relevant to sectors, products and geographic locations

Supervisory Board members are selected based on professional qualifications, personal skills and long term management experience. The members of the Supervisory Board have relevant experience in the following areas: risk management; governance; sustainability integration, especially in the pulp and paper, energy, metals, and automotive industries; and functional experience in strategy, finance, legal, human resources, innovation and technology development, supply chain management, mergers and acquisitions, and internal audits.

A detailed overview of the competences and experience of each member of the Supervisory Board can be found in the Consolidated Corporate Governance Report 2025 (see ESRS2 BP-2 List of disclosure requirements incorporated by reference).

Executive Board members have sector-specific experience aligned with business areas (Pulp & Paper, Hydropower, Metals, Environment & Energy), gained in management positions in similarly sized industrial companies and within ANDRITZ, and bring strong financial skills to integrate sustainability into financial and strategic decision making. Executive Board members' international experience is relevant to ANDRITZ's geographic locations, including Austria, Germany, Finland, North America, Mexico and China.

An overview of the professional career and areas of responsibility of each Executive Board member can be found in the Consolidated Corporate Governance Report 2025 (see ESRS2 BP-2 List of disclosure requirements incorporated by reference).

For topics with defined targets (e.g., climate, water, waste, gender diversity, supplier assessments), the Supervisory and Executive Boards rely on long-standing internal experience. Additional expertise is accessed through recruitment that prioritizes sustainability knowledge, skills assessments, training programs, and external sustainability experts and organizations. The CEO chairs the VDMA Board, and the Executive Board member responsible for Hydropower is a member of the International Hydropower Association (IHA) Board.

#### Determining and leveraging sustainability-related skills and expertise

ANDRITZ determines the availability and development of sustainability-related skills and expertise within the Supervisory Board and Executive Board through mechanisms covering recruitment, assessment, training, and external expert input. Recruitment pays attention to candidates with demonstrated sustainability knowledge and sector understanding. Members of the Executive Board are trained on relevant sustainability topics by the Business Area Sustainability Leads. External consultants are brought in for strategic sustainability advice. The Supervisory Board's composition includes relevant expertise in risk management, governance, and sustainability integration across sectors, with functional expertise areas specified. Executive Board members possess business-area-aligned expertise and strong financial skills. For targets in climate, water, waste, diversity and supplier assessments, the Boards rely on long-standing organizational experience. ANDRITZ also leverages external networks and organizations (UN Global Compact and the related Academy, VDMA Sustainability Committee, IHA) and consultants. Group Sustainability together with the sustainability leadership team consolidates expertise across the four ANDRITZ business areas.

The sustainability-related skills and expertise of the Supervisory Board and Executive Board as well as the experience of the company's subject matter experts is linked to ANDRITZ's material impacts, risks, and opportunities. For example, Group Human Resources is dealing with IROs related to the own workforce, while Group Compliance is focusing on Governance. This ensures that the boards are well-equipped to oversee and manage sustainability matters and that sustainability risks and opportunities are identified, assessed, and addressed in a structured and informed manner.

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

ANDRITZ discloses how its administrative, management and supervisory bodies are informed about material sustainability matters, how these matters are considered in oversight of strategy, major transactions and risk management, and which material impacts, risks and opportunities were addressed during the reporting period.

#### Information provided to governance bodies and frequency

ANDRITZ's administrative, management and supervisory bodies, including their relevant committees, are regularly informed - at least annually unless otherwise specified - about material impacts, risks and opportunities, the implementation of due diligence, and the effectiveness of sustainability-related policies, actions, metrics and targets adopted to address them.

Information is provided by multiple functions: The CEO updates the Supervisory Board on sustainability management at least on a quarterly basis. The Vice President Strategic Finance delivers non-financial reporting and ESG performance related updates to the Audit Committee of the Supervisory Board in all meetings as needed. The Group Sustainability Director provides at least quarterly updates to the Executive Board on material sustainability topics and initiatives through the ANDRITZ strategy implementation process. The Business Area Sustainability Leads, who are the business area representatives in the Sustainability Leadership Team, inform their business area management teams at least quarterly on sustainability matters. The Group Compliance Officer informs administrative, management and supervisory bodies about the implementation and results of the due-diligence process for human rights and environmental protection as part of compliance reporting. In addition, a Compliance Committee acts as a due diligence related committee, meeting at least three times a year and including Group Compliance, Group Legal, Group Strategic Finance, Group Internal Auditing, Group Human Resources Management, Group Supply Chain Management, and Group Sustainability. In the Compliance Committee meetings, the status of whistleblowing and complaint cases is reported, and reporting is also shared to the Supervisory Board.

As presented above, supervisory bodies are informed regularly, with a minimum frequency of at least annually, and in several cases more frequently. The CEO provides updates to the Supervisory Board at least on a quarterly basis covering sustainability management progress and key strategic considerations. Specific sustainability-related key performance indicators are monitored at varying frequencies, including monthly health-and-safety metrics by Group Quality & Safety Management and green revenue reviews by Group Strategic Finance and quarterly reviews for other metrics, with the option of more frequent reviews when specific interests arise. In relation to due diligence, the Group Compliance Officer provides regular reporting to the Executive Board and the Supervisory Board. Sessions with the Compliance Committee are organized at least three times a year to address relevant compliance topics such as whistleblowing and complaint incidents. Climate- and energy-related KPIs are calculated and reviewed on a quarterly basis, and targets are monitored by Group Environmental Management, Group Sustainability and the Executive Board and the Supervisory Board, ensuring routine performance oversight at senior governance levels.

Implementation and results of the due diligence process for human rights and environmental protection are regularly reported by the Group Compliance Officer to the Executive Board and the Supervisory Board as part of compliance reporting. Consistent with supply chain due diligence requirements, the results of annual risk analyses are communicated internally to decision-makers, including the Executive Board, management and the purchasing function, to inform actions and oversight. ANDRITZ has established a reporting process that ensures management is informed regularly – at least annually – on the performance of risk management and due diligence activities, supported by presentations in the Compliance Committee at least three times a year.

Supervisory bodies are informed about the results and effectiveness of sustainability-related policies, actions, metrics and targets as part of the regular information flow on sustainability management and material impacts, risks and opportunities. Performance against climate- and energy-related targets is tracked through KPIs that are calculated and reviewed quarterly for own operations and at least annually for the value chain, with target monitoring undertaken by the Group Environmental Management, Group Sustainability, the Executive Board and the Supervisory Board. KPI-specific review cadences, including monthly health-and-safety, green revenue and supplier sustainability reviews and quarterly reviews for other metrics with the exception of Scope 3 being reviewed at least annually, provide frequent performance signals to senior leadership and support timely assessment of policy and action effectiveness.

### Consideration of impacts, risks and opportunities in strategy, major transactions and risk management

ANDRITZ's administrative, management and supervisory bodies consider sustainability impacts, risks and opportunities as integral components when overseeing the Group's strategy. Decarbonization is a core element of the corporate strategy, ensuring that climate-related risks and opportunities are systematically considered in strategic decisions and embedded in the business model.

Sustainability is linked to operations and customer needs, guiding decisions on transactions and technology innovations, including areas such as carbon capture and renewable energy. Such technologies not only represent a financial opportunity for ANDRITZ, but also have a positive impact on the environment and society by reducing e.g. greenhouse gases and creating jobs. Environmental risks and resource challenges are explicitly factored into decision-making processes to enable risk mitigation while pursuing opportunities in green technology, framing how major transactions are assessed for associated impacts, risks and opportunities.

The group risk assessment encompasses ANDRITZ's own operations and its upstream and downstream value chains. The risk management process structures the identification, analysis, evaluation, mitigation and monitoring of risks. Communication and consultation on risk occur formally via risk management committee meetings and reporting to the Executive Board. The Risk Inventory is updated annually and consolidated at Group level, and identified high-risk areas are discussed with business units to determine management responses. The risk process includes risk control and risk financing considerations (e.g., transferring, insuring or owning risks), supporting disciplined mitigation planning that weighs alternative treatments. To ensure effective governance and accountability, ANDRITZ applies the Three Lines of Defense model as a foundational framework for risk and control responsibilities. First Line includes operational management owning and managing risks directly in day-to-day activities. Second Line includes risk and compliance functions supporting and monitoring risk management practices. Third Line consists of ANDRITZ internal audit providing assurance on the effectiveness of risk controls.

Trade-off considerations are embedded in ANDRITZ's risk management process through evaluation steps and the selection among risk control and risk financing options, which balance risk reduction, cost and operational implications. ANDRITZ's Climate Transition Plan presents marginal abatement cost analysis for Scope 1 and Scope 2 levers, identifying low-carbon electricity adoption as a more feasible and cost-efficient lever compared with higher-cost fuel shift options. The plan maps levers to transition and physical risk assessments to support holistic decision-making on trade-offs across risk types and mitigation pathways.

### Material impacts, risks and opportunities addressed during the reporting period

During 2025, the Executive Board and the Supervisory Board addressed the full set of material impacts, risks and opportunities (see SBM-3) resulting from ANDRITZ's double materiality assessment.

### GOV-3 Integration of sustainability-related performance in incentive schemes (incl. E1)

ANDRITZ applies an incentive scheme and a Remuneration Policy, which was published in 2025, that integrates next to financial performance also non-financial sustainability matters into variable compensation for the Executive Board members in the reporting year 2025, with targets embedded in both short-term incentives and long-term incentives. Sustainability-related elements are integrated through defined non-financial targets and an environmental, social, and governance (ESG) KPI portfolio.

The incentive scheme for the ANDRITZ Group Executive Board is designed to align executive compensation with the company's long-term strategic goals, including shareholder and stakeholder value creation, profitable growth, and continuous improvement in earnings and profitability. Sustainability is a central element of the ANDRITZ Group's Executive Board remuneration policy. The policy explicitly incorporates ESG targets into both the short-term and long-term incentive components. This means that a portion of the executives' variable compensation is directly linked to the achievement of specific sustainability goals.

These are selected annually by the Supervisory Board. Targets such as reducing greenhouse gas emissions, lowering water consumption, minimizing waste, improving employee engagement, reducing the lost time injury frequency rate (LTIFR), and increase the procurement volume covered by assessed suppliers can be included. At least one of the ESG targets in either the short-term incentive (STI) or the long-term incentive (LTI) must be climate-related, which demonstrates the company's commitment to environmental sustainability.

For the actual STI, 15% of the total weighting is assigned to ESG targets. In the reporting year, the LTIFR was applicable. The LTI also includes ESG targets, which account for 10% of its weighting. The LTI is based on a Performance Share Unit (PSU) plan with a three-year performance period (2025-2027). In addition to ESG criteria, the LTI rewards executives for achieving financial goals such as total shareholder return and EBITA. The inclusion of ESG targets in both incentive components ensures that executives are motivated to pursue sustainable business practices over both the short and long term.

Climate-related considerations are linked to the LTI and include the reduction of absolute Scope 1 and 2 GHG emissions. The performance is assessed against the absolute GHG emission target for Scope 1 and 2 validated by the SBTi (see E1-4). The percentage of remuneration that is linked to climate-related considerations is 5%.

The Supervisory Board regularly monitors and updates the ESG target portfolio to ensure alignment with the company's sustainability roadmap and stakeholder expectations. The achievement of these targets is measured and reported annually in the remuneration report. If the threshold levels for ESG targets are not met, the relevant portion of the incentive is not paid out, which emphasizes the importance of genuine progress in sustainability.

Furthermore, all variable remuneration components, including those linked to ESG targets, are subject to clawback provisions. This means that the company can reclaim payouts in cases of misconduct, errors in financial reporting, or breaches of duty, ensuring accountability for sustainability performance.

By embedding ESG criteria into executive compensation, ANDRITZ ensures that sustainability is not only a strategic priority for the company but also a personal objective for its leadership. This approach supports the company's long-term commitment to responsible growth, environmental stewardship, and positive social impact.

The terms of the incentive schemes for the ANDRITZ Group Executive Board are approved and updated at the Supervisory Board level. Specifically, the Supervisory Board is responsible for designing, implementing, and regularly reviewing the remuneration policy for the Executive Board. The Supervisory Board consults with shareholders, proxy advisors, and external remuneration consultants to gather feedback and identify potential improvements. Any significant changes to the remuneration policy, including the terms of the incentive schemes, are proposed by the Supervisory Board and then submitted for approval at the Annual General Meeting of shareholders.

#### GOV-4 Statement on due diligence

The following table presents the mapping of core due diligence elements to the corresponding paragraphs in the non-financial statement.

Core elements of due diligence	Paragraphs in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	GOV-2, GOV-3, SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	GOV-2, GOV-3, SBM-2, IRO-1, MDR-P
c) Identifying and assessing adverse impacts	GOV-2, SBM-2, IRO-1, S1-2, S2-2
d) Taking actions to address those adverse impacts	IRO-1, SBM-3, E1-3, E2-2, E3-2, E4-3, E5-2, S1-4, S2-4
e) Tracking the effectiveness of these efforts and communicating	E1-4, E2-3, E3-3, E4-4, E5-3, S1-5, S2-5

ANDRITZ's due-diligence process for human rights and environmental protection is outlined in the 2024 Policy Statement on Human Rights and Environmental Protection Strategy and is structured to comply with international standards and the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG).

Risk management includes regular risk analyses within operations and supply chains, comprising country-specific risk assessments, ESG ratings, and supplier screenings.

Preventive measures include training, audits, and contractual obligations for suppliers to adhere to the ANDRITZ Supplier Code of Conduct. Additional checks are conducted for high-risk suppliers, including audits focused on human rights and environmental standards.

Remedial actions comprise immediate measures when violations are identified, including remediation plans, supplier training, and potential termination of relationships with non-compliant suppliers.

A complaint mechanism is available through the Speak UP! whistleblowing service for internal and external parties, including anonymous reporting for potential human rights and environmental violations.

Ongoing reporting entails annual documentation and reporting of due diligence efforts to ensure transparency and compliance with applicable regulations.

#### GOV-5 Risk management and internal controls over sustainability reporting

ANDRITZ discloses the scope, approach, controls, integration, and periodic reporting arrangements relating to internal control processes over the sustainability reporting process, in line with the applicable ESRS requirements.

##### Scope, main features and components

ANDRITZ's risk-management system spans all business areas, addressing various risk categories and including sustainability-reporting risks within its broader framework. It aligns with ISO 31000 and COSO Enterprise Risk Management (ERM) standards, focusing on identifying, analyzing, evaluating, mitigating, and monitoring risks. Key components include a comprehensive internal control system (ICS) for regulatory compliance as well as a standardized risk catalog for systematic risk categorization and assessment. Risk identification, prioritization, and monitoring are based on a standardized risk catalog managed by Group Controlling. The main task of the ICS is to identify nascent risks at an early stage and – if possible – to implement countermeasures promptly. The Executive Board is responsible for implementing and monitoring the ICS for the accounting process, financial and non-financial reporting. For this purpose, binding group-wide regulations, policies, and guidelines have been adopted for the major business risks and for the financial and non-financial reporting process.

ANDRITZ implemented several European standards approved by the European Standardization System (ISO/IEC or CEN/CENELEC standards). The following ISO standards help to improve data quality and processes for the non-financial reporting and form a robust foundation for sustainability risk management.

Multi-site certification:

- ISO 9001:2015 – Quality management systems
- ISO 14001:2015 – Environmental management systems
- ISO 45001:2018 – Occupational health and safety management systems
- ISO 50001:2018 – Energy management systems

Further certifications:

- ISO 37301:2021 – Compliance management systems
- ISO 37001:2016 – Anti-bribery management systems
- ISO 55001:2014 – Asset management
- IEC 62443 – Security for industrial automation and control systems
- ISO/IEC 27001:2022 – Information technology – Security techniques – Information security management systems

Moreover, all products and processes are certified internally and externally to the highest standards (Machinery Directive, ASME, GB 150, ISO 3834, ANSI, EN, DIN, and ISO norms), and are reviewed regularly for possible health-and-safety as well as environmental impacts.

#### Risk assessment approach and prioritization

The risk assessment approach focuses on internal controls over sustainability reporting, aiming to identify, analyze, evaluate, mitigate, and monitor risks that could affect the reliability, completeness, and timeliness of reported sustainability information. Risk prioritization is based on likelihood and potential impact, with risks categorized as strategic, operational, market, financial, legal, compliance, reputation and climate. This prioritization guides controls and improvement actions within the reporting cycle and supports consistency of sustainability risk assessment in the Group's risk-management system.

#### Main risks identified and mitigation strategies

Non-financial reporting is exposed to the risk of publication of misstatements due to human error or incomplete data. Findings from sustainability risk assessments have driven the design of operational processes for environmental data gathering and the establishment of additional internal controls regarding data quality across the business areas. No main risks for the social and governance data gathering have been identified.

Operational processes for environmental data gathering are designed based on identified risks, with additional data-quality controls implemented in Group Quality and Safety and in the environmental management process across the four business areas. The Environmental Data Guideline defines environmental data reporting and the use of a dedicated monitoring and reporting tool to structure data collection and categorization. Controls include clearly assigned roles and responsibilities in the environmental reporting organization, including Data Validators and Data Entry Responsible at location level. In addition, an environmental dashboard is used for plausibility checks.

The Environmental Data Guideline states alignment with relevant regulations, including the GHG Protocol and the CSRD, and indicates adaptation each reporting period.

#### Integration of risk-assessment findings into internal functions and processes

Findings from sustainability-reporting risk assessments are integrated within the enterprise risk management system across all business areas and into operational decision-making and process design. Environmental data gathering processes across the ANDRITZ locations were developed based on identified risks, and additional internal controls on data quality were implemented in Group Quality and Safety and in the environmental management process. Risk management practice reviews are conducted to keep methods and controls aligned with evolving reporting standards and stakeholder expectations, informing updates to internal procedures supporting sustainability reporting quality and reliability. Findings related to sustainability reporting also inform ANDRITZ's overall strategic planning, forming part of processes such as the development of our sustainability strategy and goal setting to address identified risks related to climate change or resource scarcity.

#### Periodic reporting of findings to administrative, management and supervisory bodies

Each year, the Risk Management Committee prepares a report summarizing risk assessments, including those related to sustainability; these findings, covering financial and non financial reporting risks and insights from internal controls and external audit, are presented periodically to the Executive Board and summarized for the Supervisory Board.

## Strategy

### SBM-1 Strategy, business model and value chain

ANDRITZ operates globally across four business areas - Pulp & Paper, Metals, Hydropower and Environment & Energy - providing advanced plants, equipment, services, and digital solutions that support efficiency and sustainability outcomes across various industrial sectors. ANDRITZ maintains a full lifecycle service model, with products typically operating across multi decade lifetimes and refurbishment and repair services supporting circular economy principles.

### Significant groups of products and services offered

ANDRITZ provides a broad range of products and services across four primary sectors: Pulp & Paper, Metals, Hydropower, and Environment & Energy. Each sector offers state-of-the-art technologies and services aimed at enhancing efficiency and promoting sustainable practices. Key offerings include equipment and systems for pulp and paper production, metal processing and forming, hydropower solutions, and environmental technologies promoting clean air and water, green hydrogen, renewable fuels, and carbon capture. No significant products were added to or removed from the portfolio in the reporting year.

### Significant markets and customer groups served

ANDRITZ serves various industry sectors and operates globally with a significant presence in North America, Europe, Asia, and South America. The company's customer base includes but is not limited to industrial manufacturers in the pulp and paper industry, metals and automotive industries, renewable energy producers, and organizations seeking solutions with environmental benefits. This extensive market reach underscores ANDRITZ's role in facilitating sustainable production and energy solutions. No significant markets or customer groups were added or removed during the reporting period.

### Employees by geographical areas

As of end of 2025, global headcount was 30,346 employees, distributed by geographical areas as presented below.

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
Europe	15,047	15,478	15,373	50%	52%	52%
North America	4,565	4,136	4,080	15%	14%	13%
South America	4,086	4,160	4,148	14%	14%	14%
China	4,176	3,910	3,863	13%	13%	13%
Asia (without China)	2,334	2,164	2,104	8%	6%	7%
Rest of the world	138	155	149	0%	1%	1%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### Total revenue

The segment revenue breakdown for 2025 is shown below. Consistency is maintained with financial reporting disclosures.

### Information by operating segment (in MEUR)

	PP	ME	HY	EE	Total
Revenue	2,956.9	1,694.1	1,729.5	1,502.6	7,883.1

### Sustainability-related goals in terms of products, customer categories, geographical areas and stakeholder relationships

ANDRITZ has a strong focus on products that enable the green transition and set a goal to increase the share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2025. This goal will continue until 2030. The portfolio includes technologies enabling customers' green transition, such as hydropower, pumped storage, biomass pelleting and gasification, power and recovery boilers, carbon capture, green hydrogen (Power-to-X), battery plants for e mobility, and renewable fuels for aviation, road transport, and shipping, alongside circular-economy and environmental technologies. Beyond 2025, ANDRITZ introduced 2030 ESG KPIs with Science Based Targets initiative (SBTi)-validated climate targets aiming for a 42% reduction in Scope 1 and Scope 2 emissions and a 25% reduction in Scope 3 emissions from the 2023 base year. Stakeholder engagement mechanisms with customers and business partners are used to align offerings with sustainability expectations and support achievement of customers' targets across geographies.

### Assessment of current significant products and markets in relation to sustainability-related goals

ANDRITZ assesses products, services, and markets against group sustainability goals, including science-based climate targets and the climate transition plan. ANDRITZ offers a variety of renewable energy technologies – from hydropower and pumped storage power plants to biomass pelleting and gasification plants through to power and recovery boilers. In addition to renewable energy, ANDRITZ's offering extend to solutions for the production of EVs, batteries, and bipolar plates for fuel cells, which will be pivotal in the transition to more sustainable transport, as well as textile recycling, a critical component in reducing the environmental footprint of clothing and the apparel industry. For ANDRITZ's pulp and paper customers, the company's CircleToZero initiative aims to eliminate unused industry side streams, transforming them into new, value-added products and achieving zero waste and zero emissions from the production process.

In carbon capture, ANDRITZ is advancing the field by offering solutions for hydrogen production and the synthesis of green hydrogen with the captured CO<sub>2</sub> to produce e-fuels and valuable chemicals. ANDRITZ also provides clean air technologies – from dedusting and flue gas cleaning systems to desulphurization, denitrification, and mercury control technologies – as well as various water preparation and recovery solutions from wastewater management to desalination and treatment of tailings.

Other important focus areas include enhanced environmental protection, increased energy and material efficiency, and extending the life cycle of machinery and plants.

#### Elements of strategy that relate to or impact sustainability matters

Technological leadership and global presence are cornerstones of ANDRITZ's strategy, which is focused on long-term profitable growth. Decarbonization is a particularly important component of this strategy. The company develops economically viable key solutions for the green transition and provides full life-cycle services from project development to operation and maintenance. Therefore, the product portfolio development is directed toward solutions with positive environmental impacts. Performance is monitored quarterly and reported to the Executive Board and Supervisory Board.

The main challenges ahead are related to decarbonization. ANDRITZ's value chain decarbonization is significantly influenced by the customers' willingness to use renewable energy when running the machines. This affects Scope 3 Category 11 emissions. Furthermore, the demand for key solutions for the green transition depends on the economic situation and also on legal conditions.

The ANDRITZ sustainability program is linked to the ANDRITZ Group strategy. The reporting year was the final year of the sustainability program 2021-2025, called We Care. The program combined all ANDRITZ environmental, social, and governance activities under one umbrella to drive a safe, responsible, and future fit business. The program emphasized climate protection, resource conservation, employee well-being, and ethical business practices as core pathways toward a sustainable future. The majority of the targets was achieved including the GHG emission, water and waste reduction targets, the target related to voluntary turnover as well as the supplier, compliance and risk related targets. Detailed performance is presented in the topical standards.

This also meant that a new sustainability program with new targets was defined in 2025. The new sustainability program will begin in 2026 and run until the end of 2030. Also, this program includes environmental, social and governance related targets. The absolute climate targets are validated by the Science Based Targets Initiative (SBTi) and were already active in the reporting year 2025. Details of the new targets are presented in the topical standards.

More details of the current sustainability program 2021-2025 and the new sustainability program 2026-2030 are also presented in the MDR-P table below. The table presents all policies and concepts mentioned in the environmental, social and governance chapters of this report.

MDR-P table

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>ANDRITZ Sustainability Program We Care 2021 - 2025</b>	E1, E2, E3, E5, S1, G1	The 2021 - 2025 program focuses on sustainable products, climate protection, resource efficiency, employee health & safety, diversity, supplier sustainability, compliance and responsible corporate governance.	Promote sustainable solutions and products, protect climate and the environment, maintain high standards of occupational health and safety, ensure fair and ethical business practices; foster diversity and inclusion; ensure compliance and responsible supply chain management.	The program KPIs are tracked for environment (GHG emissions, water and waste from own operations, sustainable products), social (LTIFR, turnover, diversity), and governance (risk management, compliance, supplier audits). Supplier compliance tracked via SRM tools and audits. Overall progress is monitored via dashboards, quarterly reviews by the Executive Board and annual reporting.	ANDRITZ Group	ANDRITZ Group Executive Board	ISO 14001, GHG Protocol; UN SDGs; ILO Core Labour Standards; OECD Guidelines for Multinational Enterprises	ANDRITZ first sustainability program was launched in 2021 after internal and external consultation to ensure sufficient coverage.	Corporate website Corporate Intranet Supplier Code of Conduct
<b>ANDRITZ Sustainability Program 2026 - 2030</b>	E1, E2, E3, E5, S1, S2, G1	The 2026 - 2030 program defines ANDRITZ sustainability commitments, focus areas and targets across three ESG pillars. Pillar E focuses on innovative products, decarbonization and natural resources. Pillar S focuses on health & well-being, diversity & innovativeness, and engagement & belonging. Pillar G focuses on sustainable supply chain and integrating sustainability into our processes and management systems.	Enabling the green transition by providing innovative, resource-efficient solutions for ANDRITZ customers and reducing the environmental footprint of own operations. Supporting people to grow by creating a safe and fair work environment that promotes equal opportunities and personal development. Governing with integrity by upholding high ethical standards and responsible business practices across own operations and value chain.	The program KPIs are tracked for environment (GHG emissions, water use in areas of high water stress (own operations), waste to landfill (own operations), sustainable products), social (LTIFR, turnover, diversity, employee engagement), and governance (supplier qualification, social audits and third-party rating of suppliers, management systems for own operations). For each pillar E, S and G dedicated tools are in place for monitoring. Program progress is monitored via dashboards, quarterly reviews by the Executive Board and annual reporting.	ANDRITZ Group	ANDRITZ Group Executive Board	GHG Protocol; SBTi, UN SDGs; ILO Core Labour Standards; OECD Guidelines for Multinational Enterprises; ISO 9001, ISO 14001, ISO 37001, ISO 37301, ISO 45001 and ISO 50001	During 2025 internal and external stakeholders were involved in the development work to ensure relevance of the program content toward 2030 against different stakeholder requirements.	Corporate website Corporate Intranet e-learning Supplier Code of Conduct
<b>ANDRITZ Code of Conduct and Ethics</b>	E1, E2, E3, E5, S1, S2, S3, G1	In ANDRITZ's Code of Conduct, the company takes responsibility for managing, measuring and minimizing the environmental and social impact of its facilities, products and projects. Specific focus areas include reduction of air emissions (particularly GHG emissions), waste reduction, recovery and management, as well as water use and disposal. It also outlines commitments to human rights of own employees and other stakeholders (e.g. local communities), health and safety, and fair working conditions.	The Code of Conduct is intended to serve as a guideline and decision-making aid to help employees act appropriately.	The Group-wide compliance management system (CMS), which is certified according to ISO 37301, is used for monitoring. The monitoring process is further supported by compliance performance indicators (CPIs) for the various compliance fields. These are presented to the compliance directors in a compliance cockpit on a quarterly basis.	ANDRITZ Group	ANDRITZ Group Executive Board	ILO, Modern Slavery Acts, OECD Guidelines for Multinational Enterprises, UN Global Compact Initiative	The Code of Conduct was developed by the Compliance department together with the respective experts.	Corporate website Corporate Intranet Handed out during onboarding process to all employees

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>Supplier Code of Conduct and Ethics</b>	E1, E2, E3, E5, S2, S3, G1	ANDRITZ's Supplier Code of Conduct details the company's expectation for its suppliers to be committed to protecting the environment and managing their operations in a responsible manner with the aim of meeting the environmental requirements set out in the applicable laws, regulations, or permits.	The Supplier Code of Conduct sets forth the minimum requirements for conducting business with ANDRITZ as a supplier. ANDRITZ will only do business with suppliers who undertake to comply with the Supplier Code.	All ANDRITZ's supplier contracts include its Supplier Code of Conduct (and the requirement to commit to it). The company's supplier engagement and monitoring program includes, for example, ANDRITZ Supplier Relationship Management (SRM), SRM onboarding, and Supplier Code of Conduct training on the company's website, as well as information on audit mechanisms for certain suppliers (in China and India).	all ANDRITZ suppliers	ANDRITZ Group Executive Board	ILO, Modern Slavery Acts, OECD Guidelines for Multinational Enterprises, UN Global Compact Initiative	The Supplier Code of Conduct was developed by the Supply Chain and Compliance departments together with the respective experts.	Corporate website Corporate Intranet Part of all purchase orders or contracts entered into force between members of the ANDRITZ Group and its suppliers
<b>Group Environment Policy</b>	E1, E2, E3, E4, E5	A comprehensive environmental management policy for all ANDRITZ entities, replacing the previous HSE policy. ANDRITZ is committed to protecting the environment. This encompasses protecting biodiversity and preventing adverse impacts including potentially hazardous substances, increasing resource efficiency, promoting use of recycled and/or renewable materials and supporting efforts to combat climate change. The policy defines ANDRITZ's environmental responsibility. Other key contents in the policy are GHG emissions, energy, water incl. social aspects such as WASH services, waste, products and services, chemicals and conflict minerals. The policy includes requirements for contractors, suppliers, communication, training, implementation, monitoring, and continuous improvement.	The policy summarizes ANDRITZ Group's environmental commitments. Protecting the environment, supporting sustainable development and climate action, mitigating risks, complying with legal and internal standards, setting and achieving environmental targets and driving continuous improvement.	Environmental targets and action plans are monitored using ANDRITZ strategy implementation process. KPIs are reported quarterly and reviewed by Group Executive Board, data is collected through location-level process (e.g., water use, energy and GHG emissions, waste). Management review and trend analysis are performed to allow continuous improvement. Regular reporting to external stakeholders is carried out through e.g. ESG ratings, investor engagement and annual reporting.	ANDRITZ Group	ANDRITZ Group Executive Board (policy release and oversight); company and location managers (local compliance); all employees (adherence and reporting); environmental specialists (implementation support).	ISO 14001; ISO 50001; SBTi and GHG Protocol; OECD Guidelines for Multinational Enterprises; UN Global Compact and UN SDGs; ILO Core Labour Standards; UN Guiding Principles on Business and Human Rights; International Bill of Human Rights; REACH, RoHS, TSCA (US Toxic Substances Control Act).	The Group Environment Policy was developed by the Group Environmental Management and Group Sustainability. Both internal and external stakeholders were consulted to ensure sufficient coverage.	Corporate Intranet

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>ANDRITZ Group Environmental Data Guideline</b>	E1, E3, E5	Group-wide guideline for determining environmental data and KPIs for sustainability reporting. Defines processes for data collection, validation, quality assurance, and GHG Scope 1 and 2 calculations. Covers reporting organization, workflow, timelines, data allocation, and quality requirements.	Ensure consistent and auditable environmental data for group reporting. Support continuous improvement.	Structured workflow using dedicated software. Data entry by locations, validation by Data Validators, final review by Environmental Managers and Head of Group Environmental Reporting. Automated reminders, and escalation for delays. Quarterly and annual reporting cycles, with deadlines and audit trails.	Applies to all ANDRITZ Group locations with >35 employees and under operational control.	Director Group Environmental Management, GQS (overall accountability); Environmental Managers (business unit level); Data Validators (validation); Data Entry Responsible (location-level data entry)	EU CSRD, SBTi and GHG Protocol; emission factor databases, WRI Aqueduct Water Risk Atlas	Group Environmental Management and Group Sustainability have developed the guideline. Internal stakeholders were consulted to ensure the applicability of the guideline.	Corporate Intranet
<b>ANDRITZ Scope 3 methodology and the related ANDRITZ GHG scope 3 technical guidance</b>	E1	Outlines ANDRITZ's methodology for calculating GHG emissions, with a focus on Scope 3 Category 11 (Use of Sold Products). Details activity data, emission factors, calculation principles, use of proxies, and the baseline year recalculation policy.  Comprehensive technical documentation for Scope 3 carbon accounting and management.	Ensure transparent, SBTi-aligned Scope 3 GHG accounting. Enable accurate tracking of decarbonization targets. Maintain data quality and comparability over time, enable continuous improvement  Enable robust, auditable, and GHG Protocol-compliant Scope 3 reporting across all material scope 3 categories. Document the software used.	Annual GHG inventory review, use of project delivery data. Need for baseline year recalculation is assessed annually in relation to potential structural or methodological changes or data deviations as required by the SBTi.	ANDRITZ Group  All material Scope 3 categories.	ANDRITZ Group Sustainability (methodology oversight), Group Environmental Reporting (calculation software), Business Areas (activity data and BA level calculations)	SBTi and GHG Protocol; external software provider, emission factor databases, relevant ISO standards.	ANDRITZ Scope 3 methodology has been developed to fulfill the GHG Protocol and SBTi requirements.  ANDRITZ GHG Scope 3 technical guidance documents the development work done together with an external software supplier.	Corporate Intranet
<b>Group Product Quality Policy and the related Product Safety Procedure</b>	E2, E3, E5	Sets out rules for planning, engineering, and delivering products according to state-of-the-art safety and environmental requirements. Covers customer expectations, legal/contractual compliance, product properties, procurement, manufacturing, supply, and implementation.	Defines general rules for the quality of ANDRITZ products, including environmental requirements applying to all businesses and supplies.  The technical Product Safety Procedure ensures compliance with all relevant product safety requirements, applying appropriate risk classification and hazard reduction measures; meeting customer contract requirements and maintaining traceable documentation and compliance certificates, including relevant safety data sheets.	The responsibility for monitoring lies with the respective Group process owners, business area process owners, divisional process owners, and local process owners and depends on the respective process.	ANDRITZ Group	ANDRITZ Group Executive Board	ISO 9001, ISO 14001 and ISO 45001	Customer expectations were considered throughout the policy development process	Corporate Intranet

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>ANDRITZ Business Process Manual</b>	E1, E2, E3, E5	Defines the integrated management system structure for the ANDRITZ Group. Outlines all business processes, process management responsibilities and guidelines for process performance measurement and improvement. The manual also describes the process for product and innovation management, and how the company aligns its product portfolio development.	Ensure a common understanding of processes and functions, define clear responsibilities. Increase collaboration, efficiency and transparency. Enable innovation and increased customer satisfaction. Reduce business risks and drive continuous improvement while supporting certification and auditing.	The responsibility for monitoring lies with the respective Group process owners, business area process owners, divisional process owners, and local process owners, and depends on the respective process.	ANDRITZ Group	ANDRITZ Group Executive Board	ISO 9001, ISO 14001 and ISO 45001	In developing and implementing the policy, particular emphasis was placed on ensuring the involvement of all process owners and their interests.	Corporate Intranet
<b>Group Procurement Policy</b>	E1, E5	Defines procurement strategy, minimum standards, procedures, rules, and responsibilities for all procurement activities in the ANDRITZ Group. Covers supplier management, qualification, evaluation, compliance, sustainability, data management, internal cooperation, and process principles. Includes requirements for documentation, archiving, risk management, and contract management.	Ensure transparent, fair, and efficient procurement: Achieve best total cost of ownership while maintaining high standards of quality, sustainability and compliance. Minimize risks and optimize supplier relations.	Annual supplier evaluation and classification. Use of Supplier Relationship Management (SRM) system for qualification, audits, contracts, and compliance. Monthly reporting of procurement KPIs. Location-level procurement assessments and follow-ups. Four-eyes principle for approvals and signatures. Periodic review of compliance and supplier status.	ANDRITZ Group  Covers all goods, services, suppliers, and contracts.	ANDRITZ Group Executive Board (policy release); Group Supply Chain Management (strategy, support, compliance); local procurement departments (implementation, reporting); all employees (compliance).	n/a	Besides internal stakeholders, also external stakeholders were involved. Existing and potential suppliers were engaged to collect insight.	Corporate Intranet

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>Group Risk Management Policy</b>	E1	Defines the internal framework and requirements for risk management across the Group. Explains the risk management system, key terminology, the risk management framework, alignment with international standards, and ANDRITZ risk management process including context setting, risk identification, analysis, evaluation, mitigation, communication, and monitoring. Includes standardized risk catalog, risk definitions, and assessment tools.	Raise awareness of major risks; strengthen abilities to identify, assess, and mitigate extraordinary risks; provide a structured, consistent Group-wide approach to risk management; support effective corporate governance; align with internationally recognized risk management principles; maintain a transparent company-wide risk profile.	Annual risk inventory update and consolidation; review and update of Standard Risk Catalog; risk management committee meetings; reporting to Executive Board; heatmap evaluations (before/after mitigation); monitoring of loss data; risk mitigation tracking; ongoing review of risk management effectiveness and alignment with evolving environment.	ANDRITZ Group Covers extraordinary, strategic, operational, market, financial, non-financial, legal, compliance, and reputational risks. Excludes ordinary project-related or day-to-day operational risks, which remain with individual legal entities/business units.	ANDRITZ Group Executive Board, especially CEO and CFO	ISO 31000; COSO ERM; local regulatory frameworks	Involves Group Controlling and other relevant group functions, Business Areas, department heads, CFO, Risk Management Committee, and local entities in risk identification,	Corporate Intranet

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
<b>Group Human Resources Policy</b>	S1	ANDRITZ's Group Human Resources Policy plays a significant role in building a strong relationship between ANDRITZ and its employees, improving employee engagement and supporting employees' development. All of these aspects support our company's long-term success globally and help us maintain a competitive edge in the market.	The purpose of this policy is to manage the diverse and geographically dispersed ANDRITZ workforce effectively. It aims to: <ul style="list-style-type: none"> <li>- Ensure cohesion across regions, languages, and cultures</li> <li>- Provide excellent HR strategies and procedures to be used worldwide</li> <li>- Recruit &amp; develop qualified and experienced talent to support the company's growth</li> <li>- Analyze metrics to investigate employee satisfaction and retention rates</li> <li>- Support regulatory compliance and adhere to local laws</li> </ul>	The Group HR department and local HR departments are responsible for providing comprehensive monthly reports related to the Group staff, which serve as a valuable tool for monitoring and evaluating various aspects of our workforce. In addition to the standard reports, specific and detailed "ad hoc reports" may need to be generated to address specific areas of concern. The local HR organizations play a crucial role in contributing to these reports on a case-by-case basis. The comprehensive HR reporting system ensures that the necessary data and insights are readily available to facilitate decision-making, support strategic planning, and promote transparency across the organization.	ANDRITZ Group	ANDRITZ Group Executive Board (policy release); Group HR (strategy, support, compliance); local HR departments (implementation, reporting); all employees (compliance).	Through the implementation of these policies, ANDRITZ commits to respect the internationally applicable national, regional, and international standards in the areas of data protection, diversity, equal treatment, measures against harassment, and anti-discrimination	In order to ensure the interests, views and rights of people of ANDRITZ's own workforce, including human rights, inform the strategy and the business model, a number of channels are used to receive feedback: regular employee engagement surveys, regular CEO townhalls with Q&A, employee performance reviews	Corporate Intranet
<b>Policy Statement on Human Rights and Environmental Protection Strategy</b>	S1	Declares ANDRITZ's commitment to and compliance with all relevant legal requirements and other relevant and applicable standards regarding Human Rights and Environmental Protection that are considered key factors for its success. ANDRITZ's core principles specified in this policy statement include respect for others, human rights, and fair working conditions as well as environmental and social responsibility and sustainability. The strategy describes the company's commitment to protecting the environment as a contribution to a healthy future for coming generations. Environmental protection, including the prevention of pollution and the conservation of natural resources, is therefore one of ANDRITZ's leading principles and major goals, with regard to both products and services and the management of production facilities.	Ensures that ANDRITZ respects and protects human rights and the environment across its own operations and its global supply chain. It establishes a structured due-diligence system to identify, prevent, mitigate, and remedy human rights and environmental risks. Additionally, it sets clear expectations for suppliers to uphold the same standards and integrates these principles into corporate governance and decision-making.	ANDRITZ companies implement a process to monitor and assess their human rights and environmental protection activities and performance. The results of monitoring and self-assessment as well as trend analysis results are incorporated into the management review process, aspects and impacts assessment, objectives planning, and development of corrective/preventive actions.	ANDRITZ Group	CFO of the ANDRITZ GROUP, the Chief Compliance Officer, and the HR manager in Germany	German Supply Chain Due Diligence Act (LKSG), Universal Declaration of Human Rights, Principles of the UN Global Compact, International Labor Organization's (ILO) Guiding Principles on Business and Human Rights, Declaration on Fundamental Principles and Rights at Work and other relevant labor standards from the International Labour Organization (ILO), OECD Guidelines for Multinational Enterprises, UN Guiding Principles	Group Corporate Compliance (GCC) is responsible for implementing the due diligence requirements, especially for establishing risk management as an integral process for compliance with human and environmental rights as well as for guiding and supporting the relevant teams regarding the assessments and conducting diligence processes within ANDRITZ's own business areas and towards our suppliers.	Corporate website Corporate Intranet

Policy/concept	Relevant topics	Description of key contents	General objectives	Monitoring process	Scope	Accountability	Third-party standards/initiatives	Stakeholder involvement	Availability
							on Business and Human Rights (UNGP)		
<b>Group Health and Safety Policy</b>	S1	A comprehensive H&S management policy for all ANDRITZ entities, replacing the previous HSE policy. It outlines how ANDRITZ governs health and safety across the organization. It addresses the responsibilities, hazard identification and risk control, legal compliance obligations, the incentive and regulatory schemes, and the requirements for contractors, partners, and suppliers. In addition, the policy covers communication, consultation and participation mechanisms, training and competency expectations, implementation guidelines and monitoring and continual improvement processes.	The policy includes ANDRITZ's commitment to maintain a safe and healthy work environment for all its employees and other parties involved in its business activities summarized under ANDRITZ's Health & Safety Commitment "Committed to No Harm".	ANDRITZ companies continuously assess their health and safety activities and performance. The results of these monitoring activities, along with self-assessments and trend analyses, are integrated into management reviews, aspects and impacts assessments, planning of objectives, and the development of corrective and preventive actions. This process ensures continual improvement, supported by active participation of employees in contributing to health and safety enhancements.	ANDRITZ Group incl. construction sites and customer facilities where ANDRITZ holds responsibility for safety	ANDRITZ Group Executive Board (policy release); Group QHSE (strategy, support, compliance); local managers (implementation, compliance); all employees (compliance).	ISO 45001	The H&S policy was developed by the QHSE department together with the respective experts.	Corporate Intranet

## Description of business model and value chain

### Upstream Value Chain

ANDRITZ's upstream value chain is characterized by the sourcing and procurement of a broad range of inputs, including raw materials (such as steel and specialty metals), semi-finished goods, mechanical and electrical components, indirect materials, and various services. The company works with a global network of suppliers, selected based on strict criteria such as financial stability, technical competence, ESG performance, and compliance with the ANDRITZ Supplier Code of Conduct. Supplier relationships are managed through regular evaluations, audits, and development programs, with a strong emphasis on risk diversification and minimizing single-source dependencies. ANDRITZ maintains at least two or three preferred suppliers per product and region whenever possible, and uses digital tools to monitor supplier performance and risks in real time. The company's procurement teams are involved early in project planning to ensure that supplier capabilities align with project requirements and to mitigate potential risks.

### ANDRITZ's Position in the Value Chain

ANDRITZ occupies a central position in its value chain as a global technology provider. The company transforms sourced materials and components into advanced machinery, engineered systems, and turnkey solutions for industries such as hydropower, pulp and paper, metals, and environmental technologies. ANDRITZ adds value through engineering expertise, innovation, project management, and a strong focus on sustainability and compliance. The company's integrated approach ensures that upstream inputs are efficiently converted into high-quality outputs that meet customer needs and regulatory requirements.

### Downstream Value Chain

In the downstream value chain, ANDRITZ delivers its products and solutions to a diverse customer base, which includes industrial companies, utilities, and infrastructure operators worldwide. The company's outputs are distributed through direct sales, project-based contracts, and long-term service agreements. ANDRITZ also provides comprehensive after-sales services, including maintenance, spare parts, upgrades, and digital solutions, ensuring long-term customer support and satisfaction. End-users benefit from ANDRITZ's commitment to innovation, operational efficiency, and sustainability, which help them optimize their processes and achieve their business objectives.

### Main Business Actors and Relationships

- **Key Suppliers:** These are global and regional companies providing raw materials, components, and services. They are selected and managed based on quality, reliability, compliance, and sustainability criteria. ANDRITZ maintains close relationships with its suppliers, supporting their development and ensuring alignment with the company's standards.
- **Customers:** ANDRITZ's customers are primarily industrial firms and utilities operating in sectors such as hydropower, pulp and paper, metals, and environmental solutions. The company works closely with customers to understand their needs, deliver tailored solutions, and provide ongoing support.
- **Distribution Channels:** The main distribution channels are direct sales and project-based delivery, supported by a global network of sales and service offices. ANDRITZ also leverages digital platforms to enhance customer engagement and service delivery.
- **End-Users:** End-users are the operators of ANDRITZ's technologies and solutions. They rely on ANDRITZ for reliable, efficient, and sustainable operations.

#### Approach to gathering, developing and securing inputs

Group Supply Chain Management (GSC) defines the procurement strategy and collaboration conditions for approximately 31,500 suppliers worldwide. Around 2,600 suppliers account for almost 80% of external purchasing volume. Upstream inputs are sourced from suppliers in approximately 100 countries.

Supplier compliance and sustainability are central to the value chain. All suppliers must adhere to the ANDRITZ Supplier Code of Conduct, which covers human rights, environmental responsibility, business integrity, export control, and data protection. Compliance is contractually enforced and monitored through audits, self-assessment questionnaires, and ongoing supplier development programs. ESG factors are deeply integrated into supplier selection and management, with active monitoring and improvement initiatives, especially in regions with higher risk.

The supply chain operations at ANDRITZ are holistic and integrated. Procurement is involved early in the project sales phase to ensure alignment with business strategy and to mitigate risks. Digitalization and the use of advanced tools, such as AI-driven supplier evaluation and automated fact sheets, enhance transparency, efficiency, and decision-making throughout the value chain.

Logistics and project execution are managed through a combination of global strategies and strong regional procurement organizations. Project-based procurement ensures that capital and service projects are supported by the right suppliers and resources. Category and vendor management enable synergies, cost optimization, and risk reduction across the organization.

Continuous improvement is a key element of the ANDRITZ value chain. The company invests in supplier development, offering support to suppliers with potential for improvement in cost, technical capability, or compliance. Internal training programs ensure that procurement staff are well-versed in compliance, sustainability, and the latest digital tools.

ANDRITZ relies on a wide range of inputs to support its global operations. The primary inputs include raw materials (such as steel and other metals), semi-finished materials (like tubes, forgings, and castings), mechanical and electrical components, indirect materials (including software, chemicals, and workshop supplies), subcontracted services, civil works, and various professional services. These inputs are sourced from a diversified, international supplier base, with procurement activities spanning multiple regions and categories.

ANDRITZ employs a structured and strategic sourcing process to gather its inputs. The company organizes procurement into distinct categories, each managed by specialized teams that focus on supplier selection, market monitoring, and risk assessment. Suppliers are chosen based on certain criteria, including financial stability, technical competence, flexibility, and compliance with ESG standards. ANDRITZ actively monitors global markets, regularly benchmarks suppliers, and seeks alternative quotations to ensure competitive pricing and supply security.

To develop and enhance the quality and reliability of its inputs, ANDRITZ invests in supplier development. The company identifies suppliers with strong potential - either due to cost advantages or technical capabilities - and provides them with know-how and expert support to address specific improvement areas. ANDRITZ also encourages early involvement of procurement teams in project planning and sales phases, which allows for better alignment of supplier capabilities with project requirements and risk mitigation from the outset.

Securing inputs is a critical priority for ANDRITZ. The company reduces supply chain risks by diversifying its supplier base, minimizing single-source dependencies, and maintaining at least two or three preferred suppliers per product and region whenever possible. Financial and capacity assessments of key suppliers are conducted regularly, and additional risk investigations are performed for critical or high-value orders.

Compliance with the ANDRITZ Supplier Code of Conduct is mandatory for all suppliers, and adherence is enforced through contractual obligations, audits, and self-assessment processes. Digital tools and data analytics are used to monitor supplier performance, ESG ratings, and financial risks in real time, further strengthening supply chain resilience.

#### Outputs and outcomes in terms of current and expected benefits for customers, investors and other stakeholders

ANDRITZ delivers a wide range of high-quality products, engineered solutions, and services to its global customers, primarily in industries such as hydropower, pulp and paper, metals, and environmental technologies. The company's outputs include advanced machinery, turnkey plant solutions, automation systems, and comprehensive after-sales services. These outputs are characterized by their technological innovation, reliability, and alignment with sustainability standards.

For customers, the main benefits are increased operational efficiency, reduced environmental impact, and enhanced competitiveness. ANDRITZ's solutions are designed to help customers optimize their processes, lower energy consumption, and meet stringent regulatory requirements. The company's commitment to sustainability and digitalization ensures that customers receive state-of-the-art technologies that support their long-term business goals.

Investors benefit from ANDRITZ's strong market position, diversified product portfolio, and resilient supply chain. The company's focus on innovation, risk management, and sustainability contributes to stable financial performance and long-term value creation. Transparent governance and proactive risk mitigation further enhance investor confidence.

Other stakeholders, including employees, suppliers, and communities, also gain from ANDRITZ's responsible business practices. Employees benefit from ongoing training, a collaborative work environment, and opportunities for professional growth. Suppliers are supported through development programs and are expected to adhere to high standards of compliance and sustainability. Local communities benefit from ANDRITZ's commitment to ethical conduct, environmental stewardship, and social responsibility.

Looking ahead, ANDRITZ expects to deliver even greater value by expanding its digital offerings, deepening its sustainability initiatives, and strengthening partnerships across the value chain. The company aims to remain a trusted partner for customers, a reliable investment for shareholders, and a responsible corporate citizen for society at large.

#### SBM-2 Interests and views of stakeholders (incl. S1, S2, S3)

Stakeholder engagement is a continuous process at ANDRITZ. Dialogue on sustainability topics with customers, suppliers, investors, employees, and other stakeholders takes place regularly through different channels (see table below). Stakeholder engagement at ANDRITZ is not handled centrally but is conducted by the business areas and group functions. In 2025, stakeholder engagement was continued, but no additional interviews were conducted.

**Stakeholder engagement: purposes and outcomes**

Key stakeholder	Engagement	Purpose	Outcome
<b>Employees</b>	ANDRITZ Global Employee Engagement Program (employee engagement survey, life-cycle pulses, ad-hoc pulse surveys)	Gather feedback on employee satisfaction and workplace conditions	More focus on internal communication
	Talent management program	Identify areas for improvement	Updates to HR policy
	Training and onboarding	Integrate strategy into everyday work	Launch of ANDRITZ global inclusion program
	Intranet	Develop capabilities	Enhanced training programs and updates to e-learning
<b>Works Council*</b>	Regular meetings	Continuous dialogue between employee representatives and top management	Focused discussions on specific themes with top management
<b>Customers and business partners*</b>	Business interactions	Insights into customer needs and preferences	Input for innovation and growth projects
	Joint projects	Ensure product and service offerings align with sustainability expectations	Improvements to existing portfolio
	Webinars		Insights related to potential business opportunities and market adaptation
	Newsletter		
<b>Suppliers*</b>	Website	Enable customers to achieve their targets	
	Supplier due diligence, incl. supplier onboarding and questionnaire	Adherence to ANDRITZ Supplier Code of Conduct	Development of supply-chain management
	Business interactions	Screen new suppliers and foster long-term relationships	Improved supplier performance
	Supplier days	Protect rights of workers in the value chain	Reduced supply-chain risks
<b>Investors and shareholders</b>	Newsletter	Understand sustainability maturity level of the suppliers	
	Website		
	ESG ratings and questionnaires	Understand current and future expectations	Responses to investor queries and organizing ESG deep-dive sessions
	Annual General Meeting	Provide transparency regarding sustainability strategy and performance	Development of plans related to ESG ratings
<b>Press and the media</b>	Press releases	Address potential concerns	Updates in investor-related communication
	Website	Communicate sustainability initiatives and achievements	Raised awareness of ANDRITZ and its role in the green transition
<b>Local communities*</b>	Engagement before projects	Understand the impact of company operations on local communities	Strengthened community relations
	Dialogue on large projects	Support community development	Support for local initiatives
<b>Governments and authorities</b>	Participation in public consultations	Insights into regulatory development, and transition risks and opportunities	Input for long-term strategy development
	Dialogue on large projects	Ensure regulatory compliance	
<b>Trade associations</b>	Participation in working groups and industry-wide projects	Gain industry insights	Increased business opportunities
	Participation in consultations	Shape industry standards	Ability to shape industry policies and regulations in line with business interests
	Conferences and networking events	Access industry research, trends, and regulatory updates	Greater visibility through networking
<b>Non-profit organizations, incl. science and research</b>	Dialogue with NGOs on large projects, regular questionnaires	Address public concerns, build trust	Increased understanding of potential concerns
	Research projects	Advance scientific understanding to develop innovative solutions	Partnering with universities and research institutions

Additional focus interviews were conducted with the stakeholders marked (\*) in connection with ANDRITZ's DMA.

The interests and views of ANDRITZ's stakeholders were assessed during the due-diligence and materiality-assessment processes and found to be in line with the company's strategy and business model. Stakeholder input is considered in product development, investment decisions, and market positioning, ensuring that ANDRITZ remains aligned with regulatory trends and customer demands. ANDRITZ considers these interests and views in relation to, for example, the product and technology portfolio the company offers. This includes considerations such as decarbonization, the circular economy, and the sustainable use of natural resources, as well as societal considerations related to how ANDRITZ and its value chain operate and are managed. In 2025, ANDRITZ did not amend its Group Strategy (2024–2026) and business model. There are currently no plans to do so, or none which would affect the relationships with or views of stakeholders. Stakeholder views are included in regular sustainability and business updates to the Supervisory Board, Executive Board and other ANDRITZ top management, to ensure that these views inform strategic decision-making.

#### Additional information on the interests and views of the own workforce (S1)

ANDRITZ's workforce is a key stakeholder whose interests, views, and rights play a critical role in shaping its strategy and business model. A fundamental aspect of the organization's approach is its commitment to respecting human rights in the workplace. This includes fair wages, safe working conditions, non-discrimination, and freedom of association. By embedding human rights principles into its operations, ANDRITZ fosters a culture of dignity, inclusivity, and well-being. The #1ANDRITZ way is anchored in the group strategy. ANDRITZ actively seeks input from its workforce through structured feedback mechanisms such as the annual employee engagement survey, lifecycle and ad-hoc pulse surveys or the annual appraisal interviews. This engagement ensures that the concerns, aspirations, and suggestions of the employees are incorporated into business decisions, enhancing job satisfaction and loyalty to the organization.

#### Additional information on the interests and views of workers in the value chain (S2)

ANDRITZ acknowledges the importance of respecting the views, interests, and rights of workers in the value chain as a part of the strategy and business model. We are aligned with international standards such as the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, ILO Standards, and the Principles of the UN Global Compact. We prioritize the protection of fundamental human rights in every aspect of our value chain and manufacturing processes, recognizing the significant role that value chain workers have. ANDRITZ is committed to ensuring fair labor practices, safe working conditions, and the well-being of all workers within its value chain.

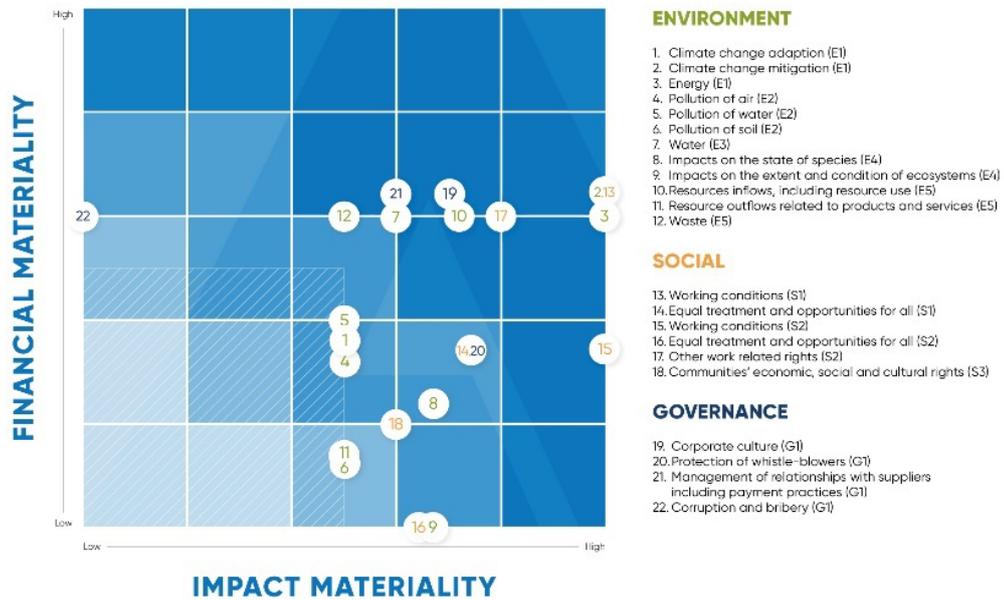
#### Additional information about the interests and views of affected communities (S3)

ANDRITZ recognizes the importance of respecting the views, interests, and rights of affected communities, including indigenous peoples, as a part of the strategy and business model. Our operations are aligned with international standards such as the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, ILO Standards and the Principles of the UN Global Compact. We prioritize the protection of fundamental human rights in every aspect of our supply chain and manufacturing processes. Before participating in large-scale projects, due diligence audits are conducted in order to determine their potential effects on human beings and their environment. The resulting data and findings are evaluated and analyzed. Participation in projects is then decided on this basis.

#### **SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model**

This disclosure summarizes ANDRITZ's material impacts, risks and opportunities (IROs) and describes how they affect and interact with the strategy and business model, where they are concentrated in the value chain, the associated time horizons, the current and anticipated effects on the business and decisions, resilience considerations, current financial effects, and changes from the previous period. The information is based on the double materiality assessment (DMA) conducted in 2024 and updated in 2025 and related analyses conducted for the reporting period indicated in the underlying datapoints.

# MATERIALITY MATRIX



Below is a detailed list of all the material impacts, risks and opportunities that have been identified and their assignment to the value chain:

Topic/sub-topic	Impact, risk or opportunity	Short description	Long description	Value chain	Time horizon
<b>E1 Climate change</b>					
Climate change adaptation	I (+)	Pumps as adaptation solutions	ANDRITZ pumps for drinking water supplies, desalination, flood control, drainage and irrigation are adaptation solutions for various consequences of climate change like floods or droughts.	DVC	ST
Climate change mitigation	I (-)	GHG emissions from own operations	ANDRITZ's manufacturing activities lead to greenhouse gas emissions (Scope 1 and 2) due to the use of non-renewable energies.	OO	ST
Climate change mitigation	I (-)	GHG emissions from upstream value chain	Steel and other metals are the main materials used in ANDRITZ's products and plants. Their production is very CO <sub>2</sub> -intensive. Through its purchases, ANDRITZ therefore contributes to upstream GHG emissions.	UVC	ST
Climate change mitigation	I (-)	GHG emissions from the use phase of products	The use phase of the products and plants sold by ANDRITZ leads to high GHG emissions because most of the products are energy intensive and have a long lifetime (several decades).	DVC	ST
Climate change mitigation	I (+)	Sustainable solutions	Sustainable solutions from ANDRITZ reduce and avoid GHG emissions in customers' production processes. These include technologies for hydropower, carbon capture, green hydrogen, renewable fuels, e-mobility and others. Certain technologies can be operated using renewable electricity or green hydrogen instead of fossil fuels.	DVC	ST
Climate change mitigation	O	Market shift toward low-emission solutions	As global sustainability regulations tighten and markets shift toward low-emission solutions, ANDRITZ's sustainable product portfolio opens new revenue streams and competitive advantages.	OO	ST
Climate change mitigation	R	Physical climate risks	Physical climate risks may affect ANDRITZ's production processes and sales causing damage and losses and may adversely affect its business activities, financial condition and result of operation as well as could impact working conditions of employees.	OO	LT
Climate change mitigation	R	Technology risk	Delays or inability to develop future technologies may pose a risk when the market shifts too quickly toward sustainability. This could lead to losing business to competitors and rising OpEx, CapEx, R&D costs and loss of turnover.	OO	MT
Climate change mitigation	R	Policy and legal risk	Increasing taxation of CO <sub>2</sub> and upcoming regulations can increase future procurement costs. Also, the expansion of the EU ETS in the future will likely affect ANDRITZ. This could lead to increased material costs, OpEx, CapEx and compliance costs.	OO	MT
Energy	I (-)	Energy consumption in own operations	ANDRITZ's production processes consume significant amounts of (non-renewable) energy and thus generate GHG emissions.	OO	ST
Energy	R	Critical energy infrastructure	Risk of failures/supply bottlenecks in critical energy infrastructure, which could lead to production delays or even production stoppages (e.g., heavy dependence on natural gas in production)	OO	ST
<b>E2 Pollution</b>					

Topic/sub-topic	Impact, risk or opportunity	Short description	Long description	Value chain	Time horizon
Pollution of air	I (+)	Clean air technologies	ANDRITZ's clean air technologies (for dedusting, multi-pollutant control, heat recovery, desulphurization, denitrification) contribute to reducing air emissions in industries like P&P, metals, cement, mining, waste to energy, biomass or utility. This benefits public health benefits and reduces environmental impacts like acid rain or smog formation.	DVC	ST
Pollution of water	I (+)	Product offering for wastewater treatment	ANDRITZ's product offering for wastewater treatment in various industries (pumps for wastewater treatment, separation technologies for industrial and municipal wastewater treatment) and for efficient tailings treatment in the mining sector contribute to pollution reduction, water resource protection, soil and ecosystem health as well as public health improvement.	DVC	ST
Pollution of air, water and soil	I (-)	Upstream pollution	Upstream activities in the supply chain of ANDRITZ cause air, water and soil pollution, affecting health and environment.	UVC	ST
<b>E3 Water and marine resources</b>					
Water	I (+)	Solutions for water reduction	Sustainable solutions from ANDRITZ like the CircleToZero initiative for P&P plants (higher efficiency and closed loops throughout the mill-wide production lead to reduced freshwater usage), technologies for industrial wastewater treatment as well as ANDRITZ Metris digital solutions which visualize and optimize water use reduce water consumption in customer's production processes.	DVC	ST
Water	I (-)	Water consumption	ANDRITZ's sites consume water for production and testing processes including water from water-stressed areas. The level of water dependency varies depending on the type of production carried out at each location.	OO	ST
Water	I (-)	Upstream water consumption	The production of purchased materials (e.g. steel and other metals) by ANDRITZ have a high water consumption, which may lead to water scarcity.	UVC	ST
Water	I (-)	Downstream water consumption	ANDRITZ supplies customers in water-intensive industries (e.g. the P&P industry), leading to high water consumption and water scarcity for ecosystems and society.	DVC	ST
Water	R	Water stress	ANDRITZ's production may be affected by water shortages in areas experiencing water stress, which could have a negative impact on business activities and operating results.	OO	LT
<b>E4 Biodiversity and ecosystems</b>					
Impacts on the state of species	I (-)	Impact of hydropower plants	ANDRITZ supplies electromechanical equipment for hydropower plants which have significant impacts on biodiversity and the state of species like habitat loss and fragmentation, disruption of fish migration and breeding or changes in water quality lead to unsuitable environments for aquatic species.	DVC	ST

Topic/sub-topic	Impact, risk or opportunity	Short description	Long description	Value chain	Time horizon
Impacts on the extent and condition of ecosystems	I (-)	Deforestation related to P&P production	ANDRITZ supplies P&P plants which have significant impacts on biodiversity and ecosystems. Deforestation linked to pulpwood plantation development, especially monoculture species such as eucalyptus, and land conversion can lead to habitat loss.	DVC	ST
<b>E5 Resource use and circular economy</b>					
Resource inflows, including resource use	I (-)	Extraction of virgin raw materials	Extracting virgin raw materials, such as metals and critical minerals, for machine production cause significant environmental impacts and increase overall resource consumption.	UVC	ST
Resource inflows, including resource use	O	Resource efficiency during product development	Designing products for durability, modularity, and recyclability as well as maximizing resource efficiency by reducing material waste, enabling component reuse, and integrating recycled inputs during product development may lead to lower costs and minimizes the environmental impact.	OO	ST, MT
Resource inflows, including resource use	R	Supply disruptions and rising prices	Supply disruptions and rising prices for critical minerals, components, bulk materials such as steel or, in the future green steel, could impact product cost structure leading to higher prices, CapEx, OpEx, possible delays and downtime.	OO	MT, LT
Resource outflows related to products and services	I (+)	Long lifetime of products	ANDRITZ strives to ensure a long product lifetime through durable products, a broad service offering and smart digital solutions (Metris - ANDRITZ digital solutions). This prevents ongoing new investments and thus saves resources and reduces waste.	DVC	LT
Waste	I (-)	Waste generation	ANDRITZ generates waste at its sites especially during the production processes. Not all waste is recycled; some of it is still incinerated or sent to landfill.	OO	ST
Waste	I (+)	Recycling of metal	We return our metal cut-offs to recyclers who can use it to make new metals, which has a positive impact on the circular economy as resources are used more than once.	OO	ST
Waste	O	Waste in downstream value chain	Industrial processes in ANDRITZ's downstream value chain generate significant side streams that are traditionally treated as waste (e.g. solid waste streams from P&P mills). However, by technology development unlocking circularity and commercialization these streams could be transformed into valuable raw materials (e.g. ANDRITZ CircleToZero initiative that aims for zero emissions and zero waste by eliminating unused industry side streams).	OO	MT
<b>S1 Own workforce</b>					
Working conditions	I (-)	Secure employment	Due to economic developments the production capacity in one or more business areas of ANDRITZ may vary, which could lead to job losses. This may lead to job insecurity and reduced stability for workers.	OO	ST
Working conditions	I (+)	Flexibility in working conditions	Flexibility in working hours and remote work options can positively impact ANDRITZ's employees' work-life balance.	OO	ST
Working conditions	I (-)	Collective bargaining and adequate wages	ANDRITZ complies with country-specific requirements regarding collective bargaining, but there are locations in countries where collective bargaining is limited or does not exist. This has negative impacts on employees like lower and unequal wages as well as poorer working conditions.	OO	ST, MT

Topic/sub-topic	Impact, risk or opportunity	Short description	Long description	Value chain	Time horizon
Working conditions	I (-)	Health and safety	ANDRITZ's business activities, particularly at production and construction sites, can lead to occupational accidents that may result in injuries, work-related illnesses, or even fatalities.	OO	ST
Working conditions	R	Attracting talent to ensure the capability to innovate	Ability to innovate and develop scalable technologies to drive the green transition is essential to ANDRITZ. We recognized that we are exposed to a potential risk of not being successful in attracting and retaining talent.	OO	ST
Equal treatment and opportunities for all	I (-)	Discrimination, unequal opportunities, violence and harassment	As a global company, ANDRITZ values and promotes a diverse workforce with equal opportunities; however, instances of discrimination or unequal treatment may still occur, potentially leading to employee dissatisfaction. Likewise, ANDRITZ takes all possible steps to prevent violence and harassment in the workplace, but such incidents cannot be entirely ruled out and may negatively impact those affected.	OO	ST
Equal treatment and opportunities for all	I (+)	Training opportunities	All ANDRITZ employees are offered training opportunities that have a positive impact by enhancing their skills, career growth, and job performance, which increases confidence, motivation, and job satisfaction. They also improve adaptability to technological or market changes, making employees more valuable and resilient within the company.	OO	MT
<b>S2 Workers in the value chain</b>					
Working conditions	I (-)	Safety at site installations	If the safety measures at site installations are inadequate, this can have a negative impact on workers of a supplier contracted by ANDRITZ who are doing the installation work.	DVC	ST
Working conditions	I (-)	Working conditions in the value chain	Employees in ANDRITZ's global and complex value chain may face poor working conditions, especially in countries with conflicts and social unrest. This can include job insecurity due to temporary or precarious contracts, excessive or unpredictable working hours, and insufficient wages that fail to meet basic needs. Additionally, limited opportunities for social dialogue, poor work-life balance, and unsafe or unhealthy environments can lead to stress, low morale, and reduced overall well-being.	UVC, DVC	ST
Equal treatment and opportunities for all	I (-)	Discrimination of value chain workers	ANDRITZ has over 35.000 suppliers, which makes it difficult to have full transparency and monitoring. Value chain workers, especially in regions with weak labor protection, may be discriminated based on gender, age, or migration status - leading to unequal pay, limited career advancement, or exclusion from training opportunities.	UVC, DVC	ST
Other work related rights	R	Human rights violations	Failure to comply with human rights principles by our value chain operators may lead to enforcement actions, penalties or damage awards for ANDRITZ and may also adversely affect our reputation among customers. This could also lead to exclusion from public tenders.	UVC, DVC	ST
<b>S3 Affected communities</b>					

Topic/sub-topic	Impact, risk or opportunity	Short description	Long description	Value chain	Time horizon
Communities' economic, social and cultural rights	I (+)	Economic impact of customer mills and plants	We supply machinery to pulp and paper (P&P) mills and hydropower plants often located in remote areas. Their presence can bring economic opportunities to nearby communities, such as employment and demand for local services like shops and restaurants.	DVC	ST, MT, LT
<b>G1 Business conduct</b>					
Corporate culture	I (+)	Strong compliance and ethical corporate culture	A strong, positive, and ethical corporate culture - built on compliance, inclusiveness, transparency, and respect - fosters trust and job satisfaction, strengthens relationships with business partners, and creates a cordial, collaborative, and productive work environment. Such a culture promotes a sense of belonging and increases employee engagement.	UVC, OO, DVC	MT
Corporate culture	O	Culture of innovation	ANDRITZ actively promotes a culture of innovation characterized by collaboration, openness, and continuous improvement with startup contests, scouting, training and events. This can lead to higher employee motivation and open up new business opportunities for ANDRITZ such as the Special Growth Projects which are carefully selected initiatives in line with ANDRITZ's long-term business objectives. They serve current megatrends and fast-growing markets and respond to customers' needs for solution to the current environmental challenges.	OO	ST
Protection of whistle-blowers	I (-)	Failure to protect whistleblowers	Failure to protect whistleblowers could negatively impact stakeholders to report concerns without fear of retaliation and could lead to exploitation, loss of employee trust, additional liabilities, and reputational damage, weakening ANDRITZ's credibility and ethical stance.	UVC, OO, DVC	ST
Management of relationships with suppliers including payment practices	I (+)	Responsible practices in the value chain	ANDRITZ promotes responsible procurement practices by implementing stringent requirements specified in the Supplier Code of Conduct and checked via internal and third-party assessments, leading to enhanced ethical standards and supplier accountability may have a long-term positive impact throughout the value chain.	UVC	MT
Management of relationships with suppliers including payment practices	O	Increased supplier transparency	More intensive dialogue about the supplier's status increases transparency, which leads to lower risks of financial penalties.	UVC	ST
Corruption and bribery	R	Regulatory non compliance	Non-compliance with laws and regulations, such as corruption and bribery, may result in adverse legal, financial and reputational consequences for ANDRITZ and its value chain.	OO	ST

I (+)...positive impact, I (-)... negative impact, O...opportunity, R...risk  
 UVC...upstream value chain, OO...own operations, DVC...downstream value chain  
 ST...short-term, MT...mid-term, LT...long-term

#### Current and anticipated effects on business model, value chain, strategy and decision-making

Current and anticipated effects of material IROs play an important role in shaping ANDRITZ's business model, value chain, strategy, and decision-making processes. These can:

- Inform strategy and resource allocation: the IROs guide the company's strategic focus and allocation of resources, particularly in innovation and investment, ensuring that efforts are directed toward the areas of greatest impact.
- Steer long- and mid-term planning: by evaluating these factors, ANDRITZ determines how to shape its business and service portfolio to remain competitive and anticipate future industry trends.
- Support decision-making: the IROs provide a framework for making informed decisions on resource distribution across different business areas, ensuring alignment with long-term goals.

ANDRITZ's business model is especially impacted by climate related IROs, particularly the shift toward low emission technologies and the need to decarbonize operations and the value chain. Resource and supply chain pressures – such as material price volatility, water dependency, and circularity demands – also directly influence costs, innovation priorities, and product design. Opportunities in sustainable solutions (hydropower, carbon capture, green fuels, wastewater treatment, circularity etc.) open new markets and strengthen long term competitiveness.

Responses to these effects include validated science-based climate targets to reduce absolute Scope 1 and Scope 2 GHG emissions and absolute Scope 3 GHG emissions by 2030. The climate transition planning identified levers including procurement of low carbon electricity, fuel switching, energy efficiency and low carbon materials; for Scope 2, contractual instruments such as green electricity contracts, renewable energy certificates and power purchase agreements are used, while for Scope 3, customer engagement focuses on renewable electricity and efficiency to mitigate use phase emissions; supplier engagement aims to support responsible extraction and circular practices. Portfolio opportunities are supported by technologies for hydropower, biomass boilers, carbon capture, pumped storage, renewable fuels and power-to-X, with approximately 47% of revenue already from sustainability oriented offerings and further growth anticipated from new products.

#### How material negative and positive impacts affect people or the environment

The positive impacts identified during the DMA highlight contributions to climate change adaptation and mitigation through technologies such as pumps for flood control, clean air solutions, and sustainable products that reduce greenhouse gas emissions and energy consumption. The company's offerings in wastewater treatment and water-saving technologies help protect water resources and improve public health. Efforts to promote resource efficiency, recycling, and long product lifetimes support the circular economy and reduce environmental footprints. On the social side, flexible working conditions, collective bargaining, and training opportunities enhance employee well-being, job satisfaction, and career growth, while responsible procurement practices and a strong ethical corporate culture foster trust, inclusiveness, and long-term positive impacts throughout the value chain and society.

The negative impacts identified during the DMA primarily relate to increased greenhouse gas emissions from manufacturing, supply chain, and product use, which contribute to climate change and harm both ecosystems and public health. Additional adverse effects include pollution from upstream activities, high water consumption leading to scarcity, loss of biodiversity through hydropower and deforestation, and resource depletion from virgin material extraction and waste generation. On the social side, risks include job insecurity, workplace accidents, discrimination, and poor working conditions for both employees and value chain workers, all of which can undermine well-being, social cohesion, and trust. Failure to protect whistle-blowers further erodes ethical standards and stakeholder confidence. Overall, these impacts can have significant, lasting consequences for people, communities, and the environment.

#### Connection to strategy and business model

Several positive and negative impacts identified in the DMA are directly linked to ANDRITZ's strategy and business model, which centers on providing industrial solutions for sectors such as energy, pulp & paper, water, and metals. Positive impacts arise from strategic investments in sustainable technologies - such as pumps for climate adaptation, clean air and water treatment solutions, and products designed for energy efficiency and circularity - which reflect ANDRITZ's commitment to supporting customers' environmental goals and regulatory requirements. The company's focus on resource efficiency, recycling, and long product lifetimes is embedded in its product development and service offerings, aligning with circular economy principles. Socially, ANDRITZ's business model incorporates flexible working conditions, collective bargaining, and employee training, supporting talent attraction, retention, and well-being, while responsible procurement and ethical culture are strategic choices to ensure long-term value chain resilience and stakeholder trust. Negative impacts also stem from the nature of ANDRITZ's business activities. Manufacturing and supplying large-scale industrial equipment inherently involve significant energy use, greenhouse gas emissions, resource extraction, and waste generation, all of which are consequences of the company's operational model and supply chain choices. The global reach and complexity of ANDRITZ's value chain can lead to challenges in ensuring safe working conditions, equal opportunities, and environmental protection across all suppliers and contractors. Risks such as job insecurity, workplace accidents, and insufficient whistle-blower protection are connected to organizational practices and the scale of operations.

#### Current financial effects and risks of material adjustment

Material risks and opportunities were assessed for potential financial effects using categories covering costs (including liquidity and cash flow), earnings (e.g., EBITDA), and cost of capital/access to capital within the Group's risk management processes across the financial year. Risks such as regulatory changes, supply chain disruptions, and physical climate risks can lead to increased costs, reduced revenues, and potential adjustments to asset and liability values - especially if events like supply interruptions or environmental incidents occur. Opportunities, including new market demand for sustainable products, operational efficiencies, and access to green financing, can enhance revenues and improve cost structures. The company uses scenario analysis and risk management frameworks to estimate the magnitude and likelihood of these effects, considering short-, medium-, and long-term horizons. Material risks and opportunities are prioritized based on their potential to cause significant changes in costs, income (e.g., EBITDA), or access to capital.

While certain sustainability related events occurred during the reporting year, their financial effects were not assessed as material. As such, no material adjustments to the financial position, financial performance and cash flows were recognized. Potential effects remain monitored through existing risk management and scenario analysis frameworks.

ANDRITZ also monitors for risks that could result in material adjustments to the carrying amounts of assets and liabilities within the next annual reporting period, such as impairments, restructuring provisions, or changes in fair value due to evolving market or regulatory conditions. This approach ensures that both actual and potential financial impacts from sustainability-related risks and opportunities are reflected in the company's financial statements and strategic planning.

#### Resilience of the strategy and business model

ANDRITZ's strategy places sustainability and resilience at its core, aiming to enable the green transition, supporting people's growth, and governing with integrity. Regular risk analyses, scenario modeling, and a "Three Lines of Defense" governance model ensure that risks - especially those related to climate, supply chain, and regulatory change - are identified, evaluated, and mitigated at both operational and strategic levels. ANDRITZ operates in multiple sectors (e.g., Pulp & Paper, Hydro, Metals) and regions, which increases its resilience against market and transition risks.

Its broad sector involvement and geographic diversification help mitigate the likelihood and impact of disruptions, such as supply chain interruptions or regulatory shifts. The company's supplier management strategy includes global sourcing, regular market and financial risk monitoring, ESG ratings, and a policy to avoid single sourcing, further strengthening supply chain resilience. ANDRITZ invests heavily in R&D for decarbonization, circular economy, and zero pollution solutions. These actions enhance its long-term competitiveness. ANDRITZ's strategy and business model are considered resilient due to their integration of sustainability, risk management, diversification, innovation, and strong governance. The company is well positioned to address material impacts and risks—such as climate transition, supply chain, and regulatory changes—while taking advantage of opportunities in green technologies and circular economy solutions. Continuous monitoring, proactive adaptation, and stakeholder engagement are key pillars of this resilience.

#### Changes to material impacts, risks and opportunities compared to the previous reporting period

ANDRITZ completed its first DMA in 2024 and slightly updated it in 2025. The main topics have not changed, only some sub-topics and several impacts, risks and opportunities. The aim was to have a more focused and refined approach to identifying and managing material impacts, risks, and opportunities, with some topics removed, new ones added, and many descriptions clarified or merged. This reflects ANDRITZ's ongoing efforts to align with stakeholder expectations, regulatory requirements, and its own evolving strategy. Two subtopics were reassessed, namely Microplastics and Rights of Indigenous Peoples which were considered material in 2024 but, after further assessment in 2025, were removed as standalone material sub-topics. Microplastics were found to be non-material for most customers, and indigenous peoples' rights are now covered under broader community impacts. Furthermore, some impacts have been merged for clarity and to avoid duplication and actions that were incorrectly stated as having positive impacts have been removed. New impacts such as "Responsible practices in the value chain" and "Safety at site installations" have been added, reflecting evolving governance and supply chain concerns. Several impact descriptions have been reformulated for easier understanding and more precise alignment with ESRS requirements. New risks identified in the transition risk assessment conducted in 2025 have been added.

#### Specification of ESRS coverage versus entity-specific disclosures

All material IROs identified through the DMA are addressed via ESRS Disclosure Requirements. No additional entity specific disclosures were determined to be necessary to supplement ESRS. Material IROs span environmental, social and governance topics identified in the materiality matrix and detailed listings.

## Impact, risk and opportunity management

### IRO-1 Description of the process to identify and assess material impacts, risks and opportunities (incl. E1, E2, E3, E4, E5, G1)

During 2024, ANDRITZ conducted its first double materiality assessment (DMA) using a structured process informed by due diligence and risk-management methodologies, with stakeholder engagement and defined input parameters supporting identification and assessment of material impacts, risks and opportunities across the value chain. The 2024 DMA was critically reviewed during the reporting year and slightly updated.

#### Methodologies and assumptions applied in the process

The Double Materiality Assessment (DMA) at ANDRITZ is conducted using a structured, ESRS-aligned top-down (management priorities, stakeholder expectations) process. All relevant environmental, social, and governance topics from ESRS 1 AR16 are initially considered, with exclusions made only for topics not applicable to ANDRITZ's business model (Topic S4 – Consumers and end users and sub topic G1 – Animal welfare). Materiality is assessed through workshops with subject-matter experts and business leaders, using qualitative and quantitative methods, and scored on a 0 – 5 scale for severity/magnitude and likelihood. The threshold of  $\geq 2.5$  determines materiality. The process covers the entire value chain (upstream and downstream) and also involves stakeholders.

Assumptions are based on historical data, industry benchmarks, and expert input, and the assessment is performed on a gross basis (before mitigation measures). The final list of material topics is validated through internal and external sources and mapped to ESRS disclosure requirements, ensuring a robust, transparent, and stakeholder-informed outcome.

The process for the double materiality assessment was divided into five steps: project kick-off, context analysis and process definition, IRO identification, IRO scoring and implication for the report (see figure below: Materiality assessment method).

**MATERIALITY ASSESSMENT METHOD**



**Process to identify, assess, prioritize and monitor potential and actual impacts on people and the environment**

ANDRITZ’s process begins with a comprehensive identification of all relevant environmental, social, and governance topics, guided by the European Sustainability Reporting Standards (ESRS) and informed by the company’s sustainability due diligence process, which aligns with the German Supply Chain Act (LkSG), OECD Guidelines and the UN Guiding Principles on Business and Human Rights. The due diligence process includes risk analysis to pinpoint sensitive areas—such as discrimination, working conditions, health and safety, and environmental protection—across both the company’s operations and its supply chain. Potential and actual impacts are identified through workshops with subject-matter experts, management, and stakeholder engagement (including customers, suppliers, employees, local communities, NGOs, and investors). Each IRO is assessed using qualitative and quantitative criteria, scored for severity (scale, scope, irremediability) and likelihood, and prioritized based on a defined materiality threshold. The process covers the entire value chain and considers both upstream and downstream impacts. The results are validated through internal controls, stakeholder feedback, and benchmarking, and are regularly updated to reflect changes in the business environment or stakeholder expectations. This integrated approach ensures that ANDRITZ’s materiality assessment is robust, transparent, and aligned with international due diligence standards.

**Focus on specific activities, business relationships and geographies with heightened risk of adverse impacts**

The ANDRITZ DMA process specifically focuses on activities, business relationships, geographies, and other factors that may give rise to heightened risk of adverse impacts. The process covers all four business areas (Hydropower, Pulp & Paper, Metals, Environment & Energy), ensuring that sector-specific risks and opportunities are addressed. Subject-matter experts from each area participated in the assessment to capture unique risks. Furthermore, the assessment explicitly includes both upstream (suppliers, logistics, raw materials) and downstream (customers, installation, service, product use) value chains. This means that not only ANDRITZ’s own operations but also its business relationships are analyzed for potential and actual impacts. ANDRITZ’s global footprint—over 280 locations in more than 80 countries were considered.

The value chain mapping and stakeholder engagement steps are designed to identify risks that may be heightened in specific regions or markets. The due diligence process, aligned with the German Supply Chain Act, OECD Guidelines, and UN Guiding Principles, was used to identify sensitive topics such as discrimination, unfair working conditions, health & safety, and environmental protection- both within ANDRITZ and among suppliers. Finally, in the process also benchmarks against peers and external data (e.g., ESG ratings, regulatory developments) was used to identify areas of heightened risk.

#### Consideration of impacts through own operations and as a result of business relationships

The process explicitly considered impacts with which the company is involved both through its own operations and as a result of its business relationships. The assessment covers the entire value chain - upstream (suppliers, sourcing, logistics), own operations (all business areas and locations), and downstream (customers, installation, service, product use). For each material topic, it was evaluated where impacts, risks, and opportunities (IROs) may arise: in ANDRITZ's own activities or through its relationships with suppliers, customers, and other partners. The methodology ensured that significant sustainability matters are identified and assessed even if they occur outside the company's direct operations, reflecting the requirements of the European Sustainability Reporting Standards (ESRS).

#### Consultation with affected stakeholders and external experts

Stakeholder engagement was an integral part of the process. Stakeholders' insights and expectations were gathered in order to ensure that a broad range of perspectives and expectations were considered in the assessment, thus enhancing its legitimacy. Stakeholders were categorized according to their influence on and interest in ANDRITZ's sustainability performance, which increased understanding of the key affected stakeholders as well as the key aspects of the company's own business activities and the upstream and downstream value chain. The DMA incorporated existing stakeholder-engagement material from surveys and business processes. These included, for example, employee engagement surveys and documentation of customer and investor engagement. To further deepen the previous stakeholder engagement, five focus interviews were conducted with certain key stakeholders with the aim of identifying, from the key-stakeholder point of view, three to five sustainability issues to prioritize and discuss further. The results of the stakeholder consultation were used as input in the IRO assessment (see also ESRS 2 SBM-2).

#### Prioritization of negative and positive impacts and determination of material sustainability matters

For the materiality of the impacts (inside-out), each impact was assessed according to its severity and likelihood of occurrence. The degree of severity is made up of three components: scale, scope, and irremediability. A scale of zero to five was used for all categories. For actual negative impacts, the mean value was calculated from the assessments of scale, scope, and irremediability (severity). In the case of actual positive impacts, the mean value was calculated from the scale and scope. For potentially negative impacts, the mean value of the scale, scope, and irremediability was additionally multiplied by the likelihood. In the case of potentially positive impacts, the average of the scale and scope was calculated and multiplied by the likelihood. In the case of negative impacts on human rights, it was noted that the severity of the impacts takes precedence over their likelihood. The maximum value of a sub-range of the severity level results in the maximum severity level. The impacts were considered separately for positive and negative impacts (no netting of impacts) as well as actual and potential impacts. Care was taken to ensure that no impacts were presented as positive if they merely reduce a negative impact and do not actually represent a positive impact.

#### Process to identify, assess, prioritize and monitor risks and opportunities with potential financial effects

The process for the identification of risks and opportunities was the same as for the impacts. The same five-step sequence and a top down approach with senior management and stakeholder input was used. For the financial-effect estimation the magnitude and likelihood was used.

#### Consideration of connections between impacts and dependencies and the resulting risks and opportunities

The assessment explicitly connected identified impacts and dependencies with resulting risks and opportunities, across own operations and the value chain. During the IRO-workshop discussions, it was repeatedly noted that impacts also lead to risks and opportunities (e.g., positive impacts on the environment through sustainable products also lead to financial opportunities). Dependencies on natural, human, and social resources as sources of financial risks or opportunities were also discussed and identified.

#### Assessment of likelihood, magnitude and nature of effects of identified risks and opportunities

For financial materiality (outside-in), each risk or opportunity was assessed according to its potential magnitude and likelihood. A scale of zero to five was used for all categories. This scale is indirectly linked to the ANDRITZ internal control and risk management system. The assessment of the opportunity or risk consisted of the potential magnitude of the risk or opportunity for financial impact in the short, medium, and long term, and the likelihood of the risk or opportunity occurring.

#### Prioritization of sustainability-related risks relative to other types of risks and use of risk assessment tools

Prioritization leverages ANDRITZ's Group risk-management methodology aligned with COSO ERM and ISO 31000, using defined scales for impact (Compliance, Human, Reputational, Financial) and likelihood ranging from remote to very probable. The same scales were applied in the DMA to ensure prioritization consistency relative to other risk types. A standardized risk catalog supports identification and aggregation to a company-wide risk profile, with sustainability-related risks being integrated. The DMA used an impact and financial assessment tool; climate transition-risk assessment identified risks and applied scenario analysis to evaluate likelihood, magnitude and risk levels, supporting prioritization of sustainability risks. Monitoring and review are embedded in the Group cycle, with annual catalogs and assessments and continued monitoring of market developments.

#### Decision-making process and related internal control procedures

The decision-making process at ANDRITZ for the DMA is structured and multi-layered, involving both operational and governance levels. Key decisions - such as the identification and approval of material topics, risks, and opportunities - are made collaboratively by the Group Sustainability team, Group Finance, and relevant business area experts, with oversight from the Audit Committee of the Supervisory Board. Internal control procedures include regular project team meetings, stakeholder consultations, and validation steps such as workshops, benchmarking, and review of supporting evidence. The process is documented and transparent: all assessments and scoring are reviewed by management, and final materiality determinations are presented to and approved by the Audit Committee. This ensures that decisions are robust, consistent with regulatory requirements, and subject to appropriate checks within the organization.

#### Integration into the overall risk management process and evaluation of the risk profile

ANDRITZ's overall risk-management process is complemented by dedicated sustainability considerations. The process for identifying, assessing, and managing impacts and risks is not yet fully integrated into the corporate-risk framework, but the company is working toward the completion of a comprehensive sustainability risk assessment at the corporate level, to ensure that the prioritization of sustainability risks is aligned with that of other types of risks.

#### Integration of opportunity identification, assessment and management into the overall management process

The opportunity-management framework at ANDRITZ is integrated with its strategic planning processes, ensuring that potential opportunities are systematically identified, assessed, and managed. In addition to the opportunity-management-related activities in its business areas, ANDRITZ has a dedicated Group Business Development organization focusing on Group-wide venturing and innovation initiatives.

The company uses relevant assessment tools to identify opportunities across various domains, such as technological advancements, market expansion, and sustainability initiatives. Opportunities identified through the company's assessment process are integrated into its strategic planning and operational processes. ANDRITZ's opportunity-management framework supports the company's innovation and digital agenda. Opportunities identified include, for example, technological innovations in the sphere of digitalization and AI combined with environmental sustainability benefits.

#### Input parameters used in the process

Input parameters include internal company data (policies, actions, targets, assessments), stakeholder engagement results (surveys, interviews, ESG ratings, investor feedback), benchmarking with peers, external reports (e.g., WEF, WBCSD, regulatory developments), sector white papers and trade organization sources, and due diligence findings aligned with international standards.

#### Changes compared to the prior reporting period and future revision dates

In 2025, the DMA process was reviewed and updated. In the reporting year, the focus was on taking policies, actions, targets and assessments even more into account to determine material topics, and integrating further assessments like the Transition Risk Assessment (see also SBM-3 "Changes to material impacts, risks and opportunities compared to the previous reporting period"). ANDRITZ will review and, if necessary, update the DMA on a yearly basis, indicating recurring annual revision dates.

#### **ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities (E1)**

ANDRITZ describes and applies processes to identify and assess climate-related impacts, risks and opportunities across own operations and the upstream and downstream value chain, with integration into the Group risk assessment aligned to COSO Enterprise Risk Management and ISO 31000 frameworks and linkage to the double materiality assessment (DMA). These processes are described in ESRS 2 and cover impacts on climate change, physical risks, transition risks and opportunities, including the use of climate-related scenario analysis over defined time horizons and consideration of assets and activities that may be incompatible with or require significant efforts to be compatible with a climate-neutral economy. The processes also address the compatibility of scenario assumptions with the critical climate-related assumptions in the financial statements.

#### Process in relation to impacts on climate change

Impacts on climate change are identified and assessed through a greenhouse gas (GHG) accounting process covering gross Scopes 1, 2, 3 and total GHG emissions, following the Greenhouse Gas Protocol and using the operational control approach. Activities and plans are screened to identify actual and potential GHG emission sources across own operations and the value chain, and total GHG emissions are quantified for assessment of actual impacts on climate change. ANDRITZ's GHG inventory for the reporting year is presented in E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions.

#### Time horizons and linkage to planning

Short-, medium-, and long-term time horizons are defined and applied across assessments. In the DMA, the time horizons are short-term (up to 1 year), medium-term (up to 5 years), and long-term (more than 5 years), aligned with asset lifetimes, strategic planning horizons and capital allocation considerations. Climate scenarios have been used to inform identification and assessment of physical and transition risks across time horizons as described below. The results of the scenario analysis for the identified material climate-related impacts, risks and opportunities are also presented.

#### Climate-related physical risks

In reporting year 2025, physical risks have been identified and assessed through an enterprise- and asset-level external analysis covering all ANDRITZ manufacturing locations.

#### Identification of climate-related physical risks over short-, medium-, and long-term horizons

The risks were assessed in 2025 using a methodology across decadal intervals from the 2020s to the 2090s under medium emissions scenario SSP2 4.5 and high emissions scenario SSP5 8.5, with results summarised for the 2030s. Facilities face moderate physical risk through the 2030s, with greatest exposure to water stress, extreme heat, and drought. Scenarios SSP1 2.6 and SSP3 7.0 were also used in the assessment, however SSP2 4.5 and SSP5 8.5 were selected for further analysis.

#### Physical risks: screening and exposure of assets and business activities related to hazards

Assets and business activities were screened in 2025 for potential exposure by determining whether hazards could occur at each assessed location, with location-specific risk levels across categories. The extent of exposure and sensitivity was evaluated by analysing which parts of each location are most likely to be affected and considering likelihood, magnitude and geospatial coordinates; duration of single hazards was not specifically assessed. Findings were integrated into the Group risk assessment.

The extent to which assets and business activities may be exposed and are sensitive to identified hazards was assessed using a geospatial overlay methodology and hazard-specific metrics over decadal time slices. Enterprise-level physical risk exposure in the 2030s under SSP2 4.5 and SSP5 8.5 indicates a moderate risk level, with composite scores of 51 (SSP2 4.5) and 52 (SSP5 8.5) when weighted by number of employees. The greatest exposures are to water stress, extreme heat, and drought. The methodology leverages CMIP6 downscaled datasets (NEX GDDP) and hazard models for 9 climate hazards, aligned with state-of-the-art science and TCFD guidance.

Asset level analysis identifies several sites with high exposure (predominantly driven by water stress), including locations in Chile (Santiago de Chile), Switzerland (Gettnau), Turkey (Tekeli–Menderes–IZN), India (Village Prithla and Mandideep), South Africa (Kyalami), Italy (Latina and Colleciovino/Pescara), China (Chengdu, Shanghai, Kunshan City), Mexico (Morelia), Canada (Blenheim), Croatia (Zagreb), and the United States (Oldsmar, Charlotte). Where asset-level data are insufficient, revenue exposure or country average approaches may be used, introducing some uncertainty into asset-specific precision.

#### Climate-related transition risks and opportunities

Transition risks and opportunities are identified and assessed across own operations and the value chain within the Group risk assessment and DMA, including screening and evaluation of exposure and sensitivity over short-, medium-, and long-term horizons. In reporting year 2025, a climate scenario-based transition risk assessment was conducted to compliment Group risk assessment process and to support ANDRITZ climate transition planning.

#### Identification of climate-related transition events, including time horizons

In 2025, a structured transition risk assessment was conducted across IPCC SSP scenarios, including a Paris Agreement-consistent pathway limiting warming to 1.5°C, to identify and rescreen transition events in own operations and along the value chain. Scenarios SSP1 and SSP2 were used to inform identification and assessment of transition risks and opportunities over short-term (2025-2030), medium-term (2030-2040), and long-term (from 2040) horizons, including narratives, drivers, inputs and constraints.

The assessment applied thresholds consistent with ANDRITZ double materiality assessment (e.g., risk level  $\geq 2.5$ ). The transition risk assessment is aligned with TCFD (Task Force on Climate-related Financial Disclosures) guidance.

#### Screening and exposure of assets and business activities related to transition events

ANDRITZ screens annually whether assets and business activities may be exposed to identified transition events within the annual Group risk assessment. Legal entities with revenue greater than 50 MEUR conduct short-term screenings over the financial-year horizon. Screening covers upstream risks (e.g., raw material shortages and cost increases) and downstream dynamics (e.g., customer behaviour affecting the product portfolio).

In 2025 ANDRITZ complimented the Group risk assessment process with a third-party transition risk assessment. The following risks were assessed as material in at least one scenario: supply disruptions and increasing prices of critical minerals and components; supply disruptions and increasing prices of green steel; supply disruptions and increasing prices of bulk materials (such as steel); delays or inability to develop future technologies; taxation of CO<sub>2</sub>; and expansion of the Emissions Trading System. For example, supply disruptions and increasing prices of critical minerals and components were assessed at risk level 4 (SSP1) and 3 (SSP2), with relevant horizons indicated as medium term (2030–2040) in SSP1 and long term (from 2040) in SSP2. Mitigation levers (low carbon electricity, fuel shift, energy efficiency, low carbon materials) were mapped to support resilience to energy market volatility, policy/legal changes, and supply chain constraints.

#### Identification of assets and activities requiring significant efforts for transition compatibility

Activities requiring significant efforts to be compatible with a climate-neutral economy were identified, including manufacturing processes using fossil energy for heat and process operations (e.g., gas-fired furnaces). A qualitative assessment of potential locked-in GHG emissions in the use phase of products was conducted, highlighting dependence on customer energy mixes and the need for renewable/low-carbon energy and efficiency measures. Constraints related to EU Taxonomy alignment were noted.

#### Critical assumptions, key forces, inputs and constraints combined for physical and transition risks

Critical assumptions include capital growth assumptions leading to a rise in energy use; regional low carbon electricity adoption levels; and deployment assumptions for technology levers such as fuel shift, energy storage, carbon capture, energy efficiency improvements, and low carbon materials. Transition and physical climate scenarios we used as input to the risk management process to derive directional anticipated financial effects for the business areas. This information was then used in the Business Areas and group functions to determine which mitigation actions and resources are prioritized and what is the timing of their implementation.

When assessing transition risks, key forces and drivers considered include policy and legal developments (e.g., EU ETS expansion, CBAM, CSRD, EU Taxonomy, Ecodesign for Sustainable Products Regulation), market shifts (critical minerals and bulk materials), and technological advancements (client decarbonisation demands, energy storage, carbon capture), alongside reputational dimensions.

When assessing physical risks, geospatial coordinates and highest available resolution hazard projections (e.g., basin level water stress indices; gridded hazard models) were used. A noted constraint is that event duration was not specifically assessed, and methodological limitations include modeling uncertainties and asset location uncertainties.

#### Compatibility with financial statements

The climate scenarios used are compatible with critical climate-related assumptions in the financial statements. Physical scenario outputs were integrated into the Group risk assessment, which considers actual impacts on the financial statements over the financial year. For transition risks, separate scenario analysis was conducted, and the results were communicated to Group risk management and the business areas. ANDRITZ financial statements acknowledge climate-related factors included in the scenarios (regulatory changes, technological advancements, market-demand shifts).

### ESRS 2 IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities (E2)

For ANDRITZ's DMA, actual and potential pollution-related impacts, risks, and opportunities along its value chain were discussed both with the environmental subject-matter experts and the subject-matter experts from the business areas. In addition, own operations and the supply chain were screened with the ENCORE tool, which identifies the potential impacts of economic activities on air, water and soil pollution. For the analysis of own operations, the economic activity "Manufacture of machinery and equipment n.e.c." was used. The supply chain analysis focused on the two economic activities "Manufacture of basic metals" and "Manufacture of rubber and plastics products". This selection was based on ANDRITZ's raw material expenses.

ANDRITZ manufacturing locations are typically mechanical engineering workshops designing and manufacturing components, equipment, and machinery, including assembly work. Environmental requirements, including pollution-related requirements for the manufacturing locations, are implemented in accordance with national legal requirements and if required by the authorities. Furthermore, 98% of employees are covered with certified locations according to ISO 14001 which also covers requirements regarding pollution. Also these facts were included in the identification process.

#### Consultations related to pollution

Consultations with affected communities regarding pollution were not conducted.

Large projects, meaning for example complete pulp and paper mills or large hydropower plants, where ANDRITZ is involved as a supplier may include downstream value chain related consultations with affected communities, but ANDRITZ is not involved in conducting these as they are conducted by the project owners (ANDRITZ's customers).

As part of the stakeholder engagement, an interview was conducted with the mayor of a city where one of ANDRITZ's production sites is located. Pollution was not identified as a priority topic in this discussion.

#### Results of the materiality assessment

For pollution related topics, discussions with environmental subject matter experts and business area experts concluded that ANDRITZ's own locations do not cause significant pollution. Therefore, pollution from own operations was assessed as not material. In addition, also the screening with the ENCORE tool showed no high materiality rating for ANDRITZ's own economic activities, supporting the conclusion that own operations pollution is not significant.

Based on the DMA outcome, pollution is addressed primarily through material positive impacts in the downstream value chain via ANDRITZ's technologies and through material negative impacts in the supply chain via upstream activities. Material positive impacts were identified through ANDRITZ's clean air technologies (including dedusting, multi pollutants control, mercury control, desulphurization (DeSOx), and denitrification (DeNOx)), which help reduce air emissions in the downstream value chain and water treatment solutions, including pumps for wastewater treatment, technologies for industrial and municipal wastewater treatment, and technologies for tailings treatment, which reduce and prevent water pollution in the downstream value chain. Material negative impacts were identified in the upstream value chain of ANDRITZ. These include the impacts of the manufacturing of metals and other raw materials that are used for the production of machines. This is also reflected in the analysis of the supply chain with the ENCORE tool.

The sub-topic "dependencies on ecosystem services" is covered under ESRS E4 – Biodiversity and ecosystems.

## ESRS 2 IRO-1 Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities (E3)

### Results of the materiality assessment, including the process and scope applied

ANDRITZ has identified water and marine resources-related impacts, risks and opportunities across own operations and the value chain in its DMA update in 2025. In the DMA, water resources were considered across the value chain with subject-matter experts from ANDRITZ's business areas. The results of own-operations WRI Aqueduct water risk screening were used as input to indicate water-stress conditions for relevant geographies in the 2025 update. Additionally, ANDRITZ supply chain was screened using the ENCORE tool in 2025 to identify the impacts of relevant economic activities on water and marine resources.

When screening for baseline water stress, ANDRITZ manufacturing locations in high or extremely high-stress areas were recorded in the environmental reporting tool in use. ANDRITZ own operations consume water for production and testing processes. This includes water from water-stressed areas. In the 2025 DMA update, water consumption in these water-stressed areas was identified as a negative impact. The degree of water dependency at an ANDRITZ location is determined by the activities at each location and is assessed on corporate level to ensure consistency. All ANDRITZ manufacturing locations are connected to proper wastewater treatment to ensure that wastewater is treated before being released into the environment. The choice between industrial and municipal wastewater treatment and disposal systems depends on the conditions of each location.

- Material risk in own operations identified related to ANDRITZ's water consumption for production and testing processes. The level of water dependency varies depending on the type of production carried out at each ANDRITZ location. In locations situated in areas of high or extremely high water stress this risk will be material, while in areas not water stressed this risk does not emerge.

When assessing materiality, besides ANDRITZ's own operations also upstream and downstream dependencies and impacts were discussed for steel production in upstream value chain and for pulp & paper operations in the downstream value chain.

- Material upstream water impacts identified included steel production involving high levels of water withdrawal with potential scarcity effects for ecosystems and society, with the potential for water recycling at supplier locations to mitigate consumption depending on site-specific conditions.
- Material positive downstream impacts were recognized through technologies and offerings that reduce freshwater withdrawal, enable reuse or recycling, and reduce water discharge. Water treatment and drinking water supply-related offerings were identified with positive impacts beyond the value chain for the environment and affected communities.
- Material negative downstream water impacts identified included pulp & paper operations' strong dependence on water, described as consuming remarkable amounts per ton manufactured. The water-intensive nature of pulp and paper production can cause water scarcity for ecosystems and society if mitigation measures such as circular water management is not applied sufficiently.

ANDRITZ double materiality assessment concluded that the subtopic "Sustainable oceans and seas" is not material and therefore ANDRITZ does not issue any dedicated policy for marine resources.

### Screening of assets and activities, and methodologies, assumptions and tools

In 2025, ANDRITZ continued using the Aqueduct Water Risk Atlas by the World Resources Institute to conduct location-specific water screening. This tool was used to determine location-level baseline water stress and to identify the locations in areas of high or extremely high stress.

Aqueduct Water Risk Atlas is widely acknowledged as a comprehensive, publicly available global database and mapping tool with indicator-based risk scores across water quantity, quality, and regulatory or reputational dimensions. Aqueduct defines baseline water stress as the ratio of total water demand to available renewable supplies, with risk categories based on specified thresholds as presented below.

Baseline water stress category	Threshold (ratio of total water demand to available renewable supplies)
Low	<10%
Low–medium	10–20%
Medium–high	20–40%
High	40–80%
Extremely high	>80%

The attachment to this report includes a list of all ANDRITZ locations in scope and identifies those located in areas of high or extremely high baseline water stress in a dedicated column.

Besides the water stress indicating competition for water resources, Aqueduct also includes the concept of water risk. Water risk aggregates multiple indicators such as water quantity, quality, and regulatory/reputational dimensions to reflect broader water related risks that operations may face. ANDRITZ methodology prioritizes identifying manufacturing locations in high or extremely high stress areas. The broader water risk view is used to contextualize overall water-related disclosures. ANDRITZ methodology does not include quantification of value-chain water consumption for suppliers and customers.

ANDRITZ considered the Water Framework Directive (Directive 2000/60/EC) approach for defining the status of water bodies through ecological status and chemical status. ANDRITZ has aligned with this approach by considering whether identified location-level water risks relate to water quantity, water quality/pollution sensitivity, and/or hydro morphological conditions such as continuity of water flow. However, the status of water bodies has not been systematically defined against the Water Framework Directive criteria. Also, river basins were not specifically considered in the 2025 water risk assessment.

Own operations and the supply chain were screened with the ENCORE tool to identify the potential impacts of economic activities on water resources. ANDRITZ methodology when using ESCORE tool is presented in section E2 Pollution. While own operations in all ANDRITZ business areas fall under economic activity “Manufacture of machinery and equipment n.e.c.” in the ENCORE methodology using similar raw material, due to different customer industries the downstream screening findings vary. In ENCORE screening, ANDRITZ business areas have the following characteristics in relation to water resources. In this context, freshwater use refers to lakes, streams and rivers affected by the economic activity.

#### ANDRITZ Pulp and Paper

- Both freshwater use and volume of water use are considered as medium materiality rating. Pulp mills use large quantities of water with recycling systems developed. This is included in ANDRITZ materiality assessment. Both logging and support services to forestry use water for transporting timber.

#### ANDRITZ Hydropower

- Hydropower energy production has a high materiality rating related to freshwater use, as hydropower energy production can lead to large changes in freshwater habitat (increase in upstream, decrease in downstream). This is included in ANDRITZ materiality assessment. Water use volume has a low materiality. ENCORE states that some hydropower project may affect the amount of water available at a watershed and in some cases result in increased likelihood on drought on a local basis.

#### ANDRITZ Environment and Energy

- Water related downstream industries water collection, treatment and supply has materiality rating in ENCORE as these activities can impact the hydrology of rivers and lakes. However, these industries have low materiality rating related to water use volume. ENCORE estimates that average water utility uses about 10% of the water it collects for these purposes. This is included in ANDRITZ materiality assessment.

#### ANDRITZ Metals

- In ENCORE economic activity manufacture of metals is used for ANDRITZ Metals processing with subcategories manufacture of iron and steel and casting of metals, and economic activity manufacture of motor vehicles is used to represent downstream value chain for Metals forming. Manufacture of iron and steel has medium materiality rating as the factories use large quantities of water for, e.g., steam generation and cooling. This is included in ANDRITZ materiality assessment. Both casting of metals and manufacture of motor vehicles has low materiality rating in ENCORE.

#### Consultations and stakeholder engagement related to water and marine resources

ANDRITZ manufacturing locations are typically mechanical engineering workshops designing and manufacturing components, equipment, and machinery, including assembly work. The overall environmental impact assessment of the manufacturing locations is performed as stipulated by the national legal requirements. This includes water-related impacts. Specific water-related stakeholder consultations are not performed beyond what is included in the overall environmental impact assessment.

In the upstream value chain, ANDRITZ is not involved in conducting consultations related to water and marine resources. In the downstream value chain, large projects in business ANDRITZ Hydropower and ANDRITZ Pulp & Paper usually include consultations and stakeholder engagement related to water resources. Typically, these large projects require financing on an international basis and financial institutions involved require an Environmental and Social Impact Assessments (ESIA) based on recognized international standards. Water and marine resources are included in the ESIA scope. These consultations include engagement with affected communities as described in section ESRS S3. The consultations are conducted by the project owners without including ANDRITZ. Project owners conducting these consultations are customers of ANDRITZ.

#### **ESRS 2 IRO-1 Description of processes to identify and assess material biodiversity and ecosystem related impacts, risks, dependencies and opportunities (E4)**

##### Results of the materiality assessment, including the process and scope applied

ANDRITZ has identified biodiversity and ecosystems related impacts, risks and opportunities across own operations and the value chain in the DMA update in 2025. Biodiversity and ecosystems were considered with subject-matter experts from ANDRITZ's business areas. Stakeholder input was drawn from engagement with investors, customers, suppliers and other relevant stakeholders. In the initial 2024 DMA selected focus interviews were also used as input to the impact, risk and opportunity assessment.

In 2025, ANDRITZ reassessed its actual and potential biodiversity and ecosystem impacts through a Taskforce on Nature-related Financial Disclosures (TNFD) aligned nature and biodiversity risk assessment using an acknowledged third-party tool. The screening methodology used the Nature Risk Profile launched by Sustainable1 and UN Environment Program to support organizations in measuring the biodiversity impact and dependencies of their operations and portfolios, mitigating risks, and advancing nature-positive outcomes to build resilience. The screening applied a magnitude–significance framework, using a condition-adjusted area footprint and a Location Significance Index. Asset-level flags for overlaps with Protected Areas and Key Biodiversity Areas were applied. In addition, the tool’s impact analysis evaluated how alterations in ecosystems may affect the capacity of nature to provide ecosystem services. This was used to link operational footprints to ecosystem service provision. In the methodology nature-related risks are defined as potential threats posed to an organization linked to dependencies on nature and nature impacts. The perspectives are own dependencies and those of the wider society. These dependencies can derive from physical, transition and systemic risks as referenced in TNFD Beta framework. The main scope of the screening was ANDRITZ’s direct operations. The results are presented in next section consideration of biodiversity and ecosystems in strategy and business model under material sites. Activities related to these sites are not considered leading to the deterioration of natural habitats and negatively affecting these areas. therefore, implementing biodiversity mitigation measures as defined in ESRS standards is not required. No specific biodiversity-related stakeholder consultations at manufacturing locations were performed beyond what is included in the overall environmental impact assessment required under national legislation.

The assessment produced portfolio metrics including an ecosystem footprint and the portfolio dependency score. Systemic biodiversity risks were explicitly included in the impact analysis for ANDRITZ locations. The assessment integrated ecosystem state datasets with asset-level footprints to consider broader system-level implications. Concepts applied in the overall approach included land use footprint, ecosystem integrity and ecosystem footprint, which supported judgements about broader system risks in addition to the physical risk context. The analysis identified dependencies such as mediation of sensory impacts, flood and storm protection and bioremediation. Ecosystem resilience was used to indicate potential disruption risks to these services.

ANDRITZ concluded that the biodiversity impact of its own operations is at a very low level, while the dependency level was higher. A low biodiversity impact footprint in own operations can be connected with higher dependency risk if operations rely on ecosystem services as they usually do. The main dependency contributors were mediation of sensory impacts (ecosystems’ ability to buffer sensory disturbances), flood and storm protection (ecosystem buffering effects that reduce flood and storm impacts), and bioremediation (natural biological processes that degrade or contaminants). Transition risks are represented through reputational and regulatory risk indicators, including whether assets overlap with Key Biodiversity Areas and Protected Areas. The methodology notes that operating within Key Biodiversity Areas may pose potential transition risks, particularly reputational risk. Systemic risks reflect broader ecosystem degradation beyond individual company or site control. Systemic risks are addressed by considering how changes to ecosystem condition and integrity can push ecosystems toward tipping points, reducing nature’s capacity to provide ecosystem services.

Material negative impacts with regards to land degradation, desertification or soil sealing have not been identified. Operations that affect threatened species have not been identified either

ANDRITZ acknowledges that biodiversity IROs in are mostly in the value chain. In 2025, ANDRITZ identified two material negative biodiversity impacts in the downstream value chain.

#### Impacts on the state of species – species global extinction risk

- ANDRITZ supplies electromechanical equipment for hydropower plants. These plants have significant impacts on biodiversity and the state of species like habitat loss and fragmentation, disruption of fish migration and breeding or changes in water quality lead to unsuitable environments for aquatic species.

#### Impacts on the extent and condition of ecosystems – land degradation

- ANDRITZ's capability to supply mega factories for pulp and paper production has significant impacts on biodiversity and ecosystems. If ANDRITZ's customers operating in the downstream value chain do not manage these impacts sufficiently, deforestation linked to pulpwood plantation development, especially monoculture species such as eucalyptus, and land conversion can lead to habitat loss.

These material risks in the value chain were identified through literary research, stakeholder discussions and using ENCORE tool to assess the economic activities of ANDRITZ and its value chain in regard to biodiversity and ecosystems. The first pilot of assessing the main upstream value chains of one ANDRITZ manufacturing location was initiated in 2025 to provide more insight on biodiversity. As presented in E4-2 Policies and E4-3 Actions and resources related to biodiversity and ecosystems, the biodiversity focus is shifted to cover value chain better. However, it takes time to develop and renew the approach. No thorough upstream value chain biodiversity screening was conducted in the reporting year.

#### ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (E5)

For ANDRITZ's DMA, in order to identify actual and potential material resource use and circular economy-related impacts, risks and opportunities in own operations and the upstream and downstream value chain discussions were held with internal environmental subject-matter experts and the subject-matter experts from the business areas. Furthermore, certain assets and activities were screened. This includes the screening of the procured materials based on the purchasing volume (see chapter E5-4). During this step the circularity of the procured materials was also checked based on the material category. Furthermore, the waste volume of own locations (see chapter E5-5/Waste) was analyzed<sup>1</sup>. For the screening of the downstream value chain regarding resource outflows related to products and services discussions with subject-matter experts from the business areas were conducted. Those discussions focused on how ANDRITZ can support waste reduction with its technologies, the durability of plants and machines, and the service portfolio for extending the life cycle of those.

When it comes to the outcome of the materiality assessment, the following was considered:

- All Business areas are relevant, as all of them produce machines and plants made of mainly steel. Especially manufacturing sites are relevant as they need most of the energy and produce waste.
- Main raw materials include metallic raw materials (especially stainless steel; see E5-4)
- Impacts and risks of continuing "business as usual" include supply disruptions and rising prices for critical minerals, components, bulk materials such as steel or, in the future green steel.
- Circular economy opportunities include reduced material input through engineering optimization and supporting customers' circular economy goals with technologies.
- Risks and impacts of transitioning to a circular economy include increased costs because of usage of new materials (e.g. green steel), no availability of alternative materials or no demand from customers for circular economy solutions.
- Value-chain stages with the highest impacts include upstream (sourcing of materials), own operations (engineering and manufacturing) and downstream (technologies that support the circular economy have a big lever).

<sup>1</sup> The following countries are included in the waste data collection: Austria, Australia, Brazil, Canada, Switzerland, Chile, China, Czech Republic, Germany, Denmark, Finland, France, Croatia, Hungary, Indonesia, India, Italy, Japan, Mexico, Netherlands, Norway, Sweden, Slovakia, Turkey, USA, Uruguay, South Africa

Consultations conducted and stakeholder engagement, including affected communities

Specific consultations such as with affected communities on the topics of resource inflows, resource outflows, and waste were not conducted in the reporting year. However, stakeholder interviews were carried out in the course of the DMA. The topic of the circular economy was highlighted by customers, suppliers, and investors.

#### **ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities (G1)**

Workshops were held with compliance experts to identify material IROs on the topic of responsible corporate governance. Existing documents such as the Code of Conduct, the Anti-corruption and Bribery Policy, or Compliance Management were consulted. It was also assumed that, as a listed company, there are particularly high requirements for compliance management within the company and in the upstream and downstream supply chain.

Business conduct oversight at ANDRITZ is structured within the Group-wide compliance management system (CMS), with a Group Compliance Committee chaired by the Group Compliance Officer, responsible for developing and implementing the compliance program and reporting directly to the Executive Board. The Compliance Committee meets quarterly and comprises the CFO, Group Compliance Officer, Head of Group Internal Audit, Group Legal Counsel, Head of Accounting and Reporting, and Group Sustainability Director; cases are tracked and regularly reported to the Executive Board through this forum.

Under ANDRITZ governance arrangements, the ANDRITZ Group Executive Board is the most senior level accountable for the implementation of business conduct policies, including the Code of Conduct and Ethics. Group policies are approved in a formal process whereby the Group compliance officer approves drafts and final approval is granted by the Executive Board prior to publication in the Corporate Manual; group functions review policies at least every three years and new versions require Executive Board approval. Regular reporting on whistleblowing cases and compliance effectiveness is provided to the Executive Board via the Compliance Committee. The Executive Board releases key business conduct policies, including the Whistleblowing Policy and the Group Anti Corruption and Anti Bribery Policy.

Compliance and ESG topics are overseen by the Supervisory Board, which receives regular presentations including a comprehensive report on Group wide compliance at a Supervisory Board meeting.

Compliance directors are appointed at companies meeting defined thresholds (turnover of at least 20 MEUR and more than 50 employees), with appointments approved by the relevant Executive Board, and generally serve at managing director level to monitor compliance performance indicators via a compliance cockpit. Their task profile includes providing tone from the top, implementing and monitoring Group compliance guidelines, conducting risk assessment and target setting, and providing feedback to Group Compliance.

Policy governance for business conduct follows defined approval and publication controls: drafts are forwarded to the Group Compliance Officer for approval and final approval is given by the Executive Board; after approval, publication occurs via Connect News and the Corporate Manual. Group policies are reviewed at least every three years with Executive Board re approval of new versions. The new ANDRITZ Code of Conduct and Ethics is effective as of 14/01/2025 and was released by the ANDRITZ Group Executive Board. The Group Policy on the Supplier Code of Conduct and Ethics is also released by the Executive Board and defines implementation across purchasing processes.

The Speak UP! whistleblowing tool is operated in a high security data center, allows confidential and anonymous reporting, and complies with the EU Whistleblowing Directive and applicable data protection standards; all reports are followed up by Corporate Compliance under an Internal Investigations Guideline, and cases are handled promptly, independently and objectively. The Whistleblowing Policy sets out reporting channels (including Speak UP!), documentation requirements, acknowledgement and feedback timelines, and external reporting options; the Policy is released by the Executive Board.

Anti corruption and anti bribery training is organized for different functions, with computer based modules specifically assigned to administrative and management, together with defined duration of 30 minutes and a recurring requirement cycle. A refresher training is required every 2 years.

The Executive Board of ANDRITZ consists of five executive members responsible for the company's operations. The Supervisory Board consists of nine members. Its role is non-executive, overseeing and advising the Executive Board without involvement in day-to-day management. The Supervisory Board is made up of six non-executive members appointed by shareholders, and three non-executive members delegated by the Works Council.

The main criteria in selecting the members of the Supervisory Board are professional qualifications and personal skills, as well as long-term experience in management positions. The members of the Supervisory Board have relevant experience in the following areas: risk management; governance; sustainability integration, especially in the pulp and paper, energy, metals, and automotive industries; and functional experience in strategy, finance, legal, human resources, innovation and technology development, supply chain management, mergers and acquisitions, and internal audits.

Both, the Executive Board and the Supervisory Board receive ESG and Compliance reporting on a quarterly basis and discuss these matters at their respective board meetings.

#### **IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement**

The determination of material information to be disclosed regarding material IROs was conducted as part of ANDRITZ's DMA project, detailed under ESRS 2 IRO-1. After the internal IRO identification process conducted in cooperation with subject-matter experts, a stakeholder assessment was carried out in accordance with ESRS 2 SBM-2 to identify concerns and priorities related to the results. The outcomes of the materiality analysis were examined with the CSRD steering team and incorporated into the considerations in accordance with ESRS 2 IRO-1. After the final scoring of the IROs, the double-materiality thresholds were set to determine the materiality of individual IROs.

The information to be disclosed, including metrics, was determined based on the outcome of the DMA. The material IROs were mapped to the corresponding disclosure requirements and metrics defined in the applicable ESRS topical standards. For each material matter, it was assessed which qualitative and quantitative information is necessary to enable users of the non-financial statement to understand the related impacts, risks and opportunities. Where ESRS allowed flexibility, ANDRITZ applied professional judgement to determine the most relevant metrics, taking into account the nature of its activities, business model and value chain. Metrics related to non-material matters were not disclosed and phase-in provisions were also taken into account.

The following index shows the disclosure requirements that were followed in preparing the non-financial statement based on the results of the materiality assessment (see ESRS 1 section 3), including the page numbers that contain the corresponding disclosures in the sustainability statement.

#### **[Content index of ESRS Disclosure Requirements and locations](#)**

The non-financial statement for 2025 includes a content index showing the Disclosure Requirements followed and the corresponding page references in the sustainability statement.

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Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 (5), Annex II		8
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		8
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				13
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (6) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (7), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	80
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		82
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		91
ESRS E1-5 Energy consumption from	Indicator number 5 Table #1 and Indicator				94

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	Page
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ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				94
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				95
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		97
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		101
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	101
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Phase-in
ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).					Phase-in
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Phase-in
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E2-4 Amount of each pollutant	Indicator number 8 Table #1 of Annex 1				Not material

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	Page
listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				
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ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				110
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ESRS 2- SBM-3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				111
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material
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ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation			Delegated Regulation (EU) 2020/1816, Annex II		130

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	Page
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ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		151
ESRS 2 SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				153
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				154
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				154
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		154
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		155
ESRS S2-4 Human rights issues and	Indicator number 14 Table #3 of Annex 1				164

Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Page
incidents connected to its upstream and downstream value chain paragraph 36					
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				168
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		168
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				170
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Not material
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				171
ESRS G1-4 Fines for violation of anticorruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		186
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				184

<sup>(1)</sup> Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

<sup>(2)</sup> Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).

<sup>(3)</sup> Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

<sup>(4)</sup> Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

<sup>(5)</sup> Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

<sup>(6)</sup> Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19.12.2022, p. 1).

<sup>(7)</sup> Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

## 2. ENVIRONMENTAL INFORMATION

### Information pursuant to Article 8 of the EU Taxonomy Regulation (2020/852)

The EU Taxonomy Regulation 2020/852 of June 18, 2020, is part of the EU Sustainable Finance Action Plan and aims to define sustainable economic activities. Thus, it is a significant regulatory step towards promoting transparency in the sustainability sector. It is intended to direct investment flows towards a sustainability transformation in line with the European Green Deal.

Pursuant to Article 8 of the Regulation, ANDRITZ has been obliged to report on the form and extent of the economic activities that qualify as environmentally sustainable according to the EU Taxonomy classification system since 2021.

In June 2023, Delegated Regulation 2021/2139 was expanded to define new economic activities for the first two climate objectives of climate change mitigation and climate change adaptation. Furthermore, Delegated Regulation 2023/2486 was published containing the economic activities for the four additional environmental objectives: sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. ANDRITZ reports the taxonomy eligibility for all relevant new economic activities. For the relevant economic activities from Delegated Regulation 2021/2139, ANDRITZ reports (as in the previous reporting year) the proportions of both taxonomy-eligible and taxonomy-aligned economic activities.

As part of the EU Commission's Omnibus Initiative I of 2025, Delegated Regulation (EU) 2026/73, published in the Official Journal on 8 January 2026, also amended delegated Regulation (EU) 2021/2178 to Article 8 of the EU Taxonomy Regulation (EU) 2020/852, resulting in reductions in the scope of the reporting templates and, under certain conditions, simplifications of the valuation of covered economic activities as well as financing and investments. In Article 4 of the delegated Regulation (EU) 2026/73, the possibility has been created as a transitional provision for financial years beginning between 1 January and 31 December 2025 to disclose the required disclosures for this financial year in accordance with the EU Taxonomy Regulation in the version in force on 31 December 2025. ANDRITZ makes use of this transitional provision and will still report under the previous provisions as of the reporting date 31 December 2025. Since there are still uncertainties in the legal interpretation of parts of the provisions, the legal interpretations of the EU Commission, which it has published in its notices in the Official Journal, will be used to the extent that this is deemed appropriate.

While a match between the activity descriptions and the economic activities of the company is sufficient for the identification of taxonomy eligibility, taxonomy alignment requires the fulfillment of the technical screening criteria relevant for the economic activity. These are to ensure that the taxonomy-eligible economic activity makes a substantial contribution to one of the six environmental objectives, does no significant harm to the remaining five environmental objectives, and meets minimum social safeguards. Taxonomy alignment requires the cumulative fulfillment of all three requirements.

#### Taxonomy eligibility

As in 2024, ANDRITZ classifies individual product Groups (described below under 3.a) as taxonomy-eligible according to the definition of economic activities 3.1. "Manufacture of renewable energy technologies" and 3.6. "Manufacture of other low carbon technologies". Economic activity 3.2. "Manufacture of equipment for the production and use of hydrogen" was classified as eligible for the first time in 2024.

With the publication of the new delegated regulation, it is now also possible to classify product Groups as taxonomy-eligible according to the definition of the economic activities 3.20. "Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation" and 5.1. "Repair, refurbishment and remanufacturing".

#### Taxonomy alignment

After applying and reviewing the technical screening criteria, ANDRITZ continues to classify the products assigned to economic activity 3.1. as taxonomy aligned. The products falling under economic activity 3.20. have also now been added. For details, see 3.b).

For the products assigned to economic activity 3.6., it is not possible for ANDRITZ to demonstrate taxonomy alignment at this stage because the technical screening criteria have not yet been clearly defined by the EU Commission (in particular, the criteria for a material contribution to climate change mitigation). In order to make a significant contribution to climate change mitigation, the technologies must be shown to result in significant life-cycle greenhouse gas emissions savings, according to the currently available definition. However, no clear definition exists yet for the term "significant". In addition, to satisfy taxonomy alignment, the technology must be better than the best performing alternative technology available on the market in terms of greenhouse gas emissions. Here, too, it is currently not possible to prove that ANDRITZ's technologies meet these criteria because there is yet no international database on which to base these checks.

The taxonomy-eligible and taxonomy-aligned economic activities applicable to the ANDRITZ Group are shown below together with the financial key performance indicators (turnover, capital expenditure, and operating expenditure) and the corresponding qualitative information to be reported pursuant to Article 8 of the EU Taxonomy Regulation.

#### Challenges of the EU Taxonomy

All information from ANDRITZ is based on the status of the definitions and interpretation of the EU Taxonomy at the time this report is published.

Before providing more details on the taxonomy-eligible and taxonomy-aligned economic activities, ANDRITZ wishes to point out that the EU Taxonomy cannot be equated with ANDRITZ's own definition of sustainable products and solutions that was published before the EU Taxonomy. ANDRITZ's own definition of sustainable products and solutions includes equipment, technologies, and systems that help customers achieve their sustainability goals. They help protect the environment, contribute to decarbonization, reduce the consumption of valuable resources, such as water, and promote a circular economy.

In contrast, the EU Taxonomy concentrates in its definitions of the first two climate objectives primarily on industrial economic activities that are energy-intensive and emit large quantities of CO<sub>2</sub>, without taking the respective supply chains into full consideration. For these activities, the EU Taxonomy contains very precise descriptions and technical screening criteria in order to determine the conditions under which an economic activity can be classified as taxonomy-eligible or taxonomy-aligned. As a supplier of technologies and systems that enable and push forward the green transformation, ANDRITZ believes it has not been taken into consideration sufficiently in the first two climate objectives of the EU Taxonomy. The ANDRITZ product portfolio contains a large number of technologies that make a significant contribution towards climate neutrality in many industries.

Part of ANDRITZ's service business falls under the new delegated regulation with the four additional environmental goals, in particular under the environmental objective concerning the circular economy. The assumption that additional products from the business areas of Environment & Energy, Pulp & Paper, and Metals which did not fall under the first two environmental objectives are covered by the environmental objectives "Sustainable use and protection of water and marine resources", "Transition to a circular economy", and "Pollution prevention and control" has not been confirmed. The economic activities in question refer explicitly to the construction, modernization, and operation of complete plants. In these areas, ANDRITZ generally supplies components and machines as parts of plants, meaning that these projects were classified as not taxonomy-eligible.

#### A. Identification of taxonomy-eligible turnover

In identifying the taxonomy-eligible product Groups for the environmental objectives of climate change mitigation and transition to a circular economy, ANDRITZ has adhered strictly to the European Commission's wording in the description of sustainable economic activities – also, in particular, to the definition of economic activity 3.6., "Manufacture of other low carbon technologies", which says that only those low carbon technologies that lead to a substantial reduction in greenhouse gas emissions in downstream industries may be classified as taxonomy-eligible.

Finally, on the basis of the published delegated regulations and the FAQs of the EU Commission, the following product Groups were classified by ANDRITZ as taxonomy-eligible in pursuit of the environmental goal of **climate change mitigation**:

Economic activity 3.1. "Manufacture of renewable energy technologies":

- Electromechanical equipment for hydropower stations (Hydropower business area)
- Biomass and black liquor boilers, evaporators, technologies for gasification and combustion of bark, wood dust, and wood waste (Pulp & Paper business area)
- Plants for the production of biomethanol (Pulp & Paper business area)

Economic activity 3.2. "Manufacture of equipment for the production and use of hydrogen":

- Supply of plants for the production of green hydrogen (Environment & Energy business area)

Economic activity 3.6. "Manufacture of other low carbon technologies":

- Presses and press lines for the production of electric vehicle components: car body and structural elements, metal housings for batteries, electrical steel for motors (Metals business area)
- Plants and systems for lightweight vehicle construction: laser welding systems to produce tailor welded blanks, continuous galvanizing lines and cold-rolling mills for the production of high-strength steel grades (AHSS/UHSS), processing and heat-treatment lines for the production of aluminum sheet for lightweight bodywork (Metals business area)

Plants for CO<sub>2</sub> capture for downstream transport and storage/further processing of CO<sub>2</sub> according to economic activities 5.11. "Transport of CO<sub>2</sub>" and 5.12. "Underground permanent geological storage of CO<sub>2</sub>" (Pulp & Paper business area)

Economic activity 3.20. "Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change":

- Synchronous condensers (Hydropower business area)

For the environmental objective transition to **a circular economy**, the following ANDRITZ product Groups have been classified as taxonomy-eligible:

Economic activity 5.1. "Repair, refurbishment, and remanufacturing":

- Repairs and refurbishment services for the process areas of pulp and paper plants (Pulp & Paper business area)
- Repairs and refurbishment services in connection with rolls for paper machines (Pulp & Paper business area)
- Repairs and refurbishment services for mechanical, hydraulic, and servo presses as well as for punching and forming plants (Metals business area)
- Repairs and refurbishment services for machines in the food industry (Environment & Energy business area)

Explanation of the taxonomy relevance of the business areas:

#### Hydropower

ANDRITZ Hydropower is one of the globally leading suppliers of electromechanical equipment and services for hydropower plants. With over 180 years of experience and an installed fleet of more than 470 GW output, the business area provides complete solutions for hydropower plants of all sizes as well as services for plant diagnosis, refurbishment, modernization, and upgrade of existing hydropower plants.

The business area offers a complete product portfolio with turbines, generators, and additional equipment of all types and sizes – "from water to wire" – for large and small hydro applications, pumped storage power stations, and tidal energy turbines for marine energy projects. As hydropower and pumped storage power stations are also designed for hydraulic and environmental conditions specific to the location, the associated electromechanical equipment is also planned and designed accordingly. Virtually every turbine, every generator, and the general plant layout are in general "project-specific individual solutions".

ANDRITZ supplies products and systems that form an integral part of a hydropower plant. Therefore, the contractual scope of supply usually includes the planning, engineering, delivery, installation, and commissioning of the equipment, and these are therefore grouped together as an integrated performance obligation under IFRS 15 and collectively under economic activity 3.1. in the EU Taxonomy.

The service sector offers plant diagnosis, rehab, modernization, and upgrades to existing hydropower plants. The range extends from complex upgrades to small spare part deliveries. All ANDRITZ solutions meet the specific customer requirements, are environmentally friendly, and support operations management. The scope of supply normally consists of repairs, reconditioning, or complete replacement of components and plant parts.

Another product of the Hydropower business area are synchronous condensers, which are indispensable for stabilization of the power grid, especially in connection with the rising share of variable renewable energy sources. They can supply significant quantities of reactive power and short-circuit power to maintain grid stability by compensating for fluctuations. This makes it possible to further improve the integration of solar and wind energy into

the energy infrastructure. ANDRITZ's activities in this area are Grouped together under economic activity 3.20. in the EU Taxonomy.

### Pulp & Paper

The Pulp & Paper business area provides sustainable technology, automation, and service solutions to produce all types of pulp, paper, board, and tissue. The technologies and services focus on increased production efficiency and lower overall operating costs as well as innovative decarbonization strategies and autonomous plant operation. This business area also includes boilers for power generation, flue gas cleaning systems, various nonwoven technologies, and panelboard (MDF) production systems.

With waste-to-value recycling, shredding, and energy solutions, waste and by-product streams from production are converted into valuable secondary raw materials as well as into sustainable resources for energy generation. State-of-the-art IIoT technologies as part of Metris digitalization solutions complete the comprehensive product offering.

The Pulp & Paper business area contains a large number of products and technologies that can contribute towards the environmental objectives of the EU's Green Deal. However, not all of these correspond to the defined economic activities and descriptions of the six environmental objectives.

The following section explains which products from the Pulp & Paper business area can be classified as economic activities within the meaning of the environmental objective **climate change mitigation**:

- **Modern biomass boilers** are subdivided into bubbling fluidized bed (BFB) and circulating fluidized bed (CFB) technologies. Both generate steam and electricity from biomass and biogenic residual materials.
- **Black liquor boilers** are used in pulp production to generate energy by burning the inorganic components in the black liquor (mainly lignin). The inorganic components in the black liquor are fully re-utilized by means of a closed-loop system for the production of the chemicals needed to pulp the wood.
- **Evaporators** are a preliminary stage that precede the black liquor boilers. Their primary goal is to produce a stable flow of black liquor containing a high proportion of solids for efficient combustion in the black liquor boiler. In a multistage process, the solids content in the black liquor is increased from around 15% to approximately 80% by the evaporators.

Black liquor is burned in order to generate electricity and process heat in the form of steam. Modern black liquor boilers generate around twice as much electricity as the entire pulp mill consumes. The surplus "green" electricity is fed into the national grid.

The black liquor is classified by reputable organizations like the IEA (International Energy Agency), the IPCC (Intergovernmental Panel on Climate Change), the FAO (Food and Agriculture Organization) of the United Nations, and the EU – according to the EU Renewable Energy Directive (RED II) – as a renewable biomass-based carbon-neutral fuel that contributes towards reducing greenhouse gas emissions.

- **Gasification plants** use the wood waste biomass (bark, wood dust, etc.) from pulp production to produce gas to replace 100% of the fossil fuels used to fire the lime kiln. Hence, this technology contributes towards substantially reducing greenhouse gas emissions.
- **Plants for the production of biomethanol**: ANDRITZ has developed a new process that produces high-purity biomethanol from the non-volatile gases arising during pulp production. This biomethanol can either be reused in

the mill or put to commercial use, for example as biofuel in the transport sector (biodiesel for shipping). This achieves substantial savings in greenhouse gas emissions.

As in the Hydropower sector, the sale of these products and services also entails integrated performance obligations within the meaning of IFRS 15 and falls under economic activities 3.1. and 3.6. in the EU Taxonomy. The following section explains which products from the Pulp & Paper business area can be classified as economic activities within the meaning of the environmental objective **circular economy**:

- Repairs and refurbishment services for individual process areas in pulp and paper plants. These include services for pulpers, refiners, dewatering systems, tissue machines, and paper/board machines, services for technologies in the area of wood and biomass processing as well as services for cooking, washing, bleaching, wet processing, drying, cutting, and baling systems.
- Repairs and upgrades in connection with rolls for the clothing of paper machines.

ANDRITZ's service activities in these areas are Grouped together in the EU Taxonomy under economic activity 5.1.

#### Metals

The Metals business area is – via the Schuler Group – a technological and market leader in metal forming. Schuler supplies presses, automation solutions, dies, process know-how, and service for the entire metal-working industry and for lightweight vehicle construction. In the service area, this business area offers repair and refurbishing services for mechanical, hydraulic, and servo presses as well as for punching and forming plants, among other services. In the e-mobility sector, Schuler supplies plants for economical serial production of components for e-vehicles – car body and structural elements, metal housings for batteries, and electrical steel for motors. In addition, in the lightweight vehicle construction sector, ANDRITZ offers laser welding systems to produce tailor welded blanks, continuous galvanizing lines and cold-rolling mills for the production of high-strength steel grades (AHSS/UHSS) as well as processing and heat-treatment lines for the production of aluminum sheet for lightweight bodywork. The products from ANDRITZ and Schuler make a substantial contribution towards reducing greenhouse gas emissions in downstream industries.

The sale of these products and services is an integrated performance obligation within the meaning of IFRS 15, and they are therefore also Grouped together in the EU Taxonomy under economic activity 3.6. The service activities are Grouped under economic activity 5.1.

#### Environment & Energy

ANDRITZ Environment & Energy provides mechanical and thermal technologies as well as services and the related automation solutions for solid/liquid separation, serving the chemical, environmental, food, and the mining and minerals industries. The customized, innovative solutions focus on minimizing the use of resources and achieving the highest process efficiency, thus making a substantial contribution towards sustainable environmental protection.

In addition, the business area offers technologies and services for the production of animal feed and biomass pellets. Pumps for irrigation, water supply, and flood control are also part of this business area's portfolio. In the service area, this business area offers repair services for machines in the food industry, such as the ANDRITZ decanter centrifuge F, the ANDRITZ horizontal peeler centrifuge, the ANDRITZ Gouda contact drum dryer, and the ANDRITZ Gouda paddle dryer.

ANDRITZ's service activities in these areas are Grouped together in the EU taxonomy under economic activity 5.1.

## B. Identification of taxonomy-aligned turnover

In identifying the taxonomy-aligned product Groups for the environmental objective of climate change mitigation, ANDRITZ strictly followed the wording of the technical screening criteria of the economic activities according to Delegated Regulation 2021/2139.

Finally, on the basis of the published Delegated Regulations and the FAQs of the EU Commission, the following ANDRITZ product Groups were classified as taxonomy-aligned when pursuing the environmental goal **of climate change mitigation**:

Economic activity 3.1. "Manufacture of renewable energy technologies":

- Electromechanical equipment for hydropower stations (Hydropower business area)
- Biomass and black liquor boilers, evaporators, technologies for gasification and combustion of bark, wood dust, and wood waste (Pulp & Paper business area)
- Plants for the production of biomethanol (Pulp & Paper business area)

Economic activity 3.20. "Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change":

- Synchronous condensers (Hydropower business area)

Review of the technical screening criteria for the products in economic activities 3.1. and 3.20.

For economic activity 3.1., a substantial contribution to climate change mitigation is given if the economic activity produces renewable energy technologies. This is the case for all products classified by ANDRITZ in economic activity 3.1.

For economic activity 3.20., a significant contribution to climate change mitigation exists because the synchronous condensers from ANDRITZ fall under e) demand response and load shifting equipment, systems and services that increase the flexibility of the electricity system and support grid stability. They therefore contribute to the expansion of renewable energies.

The following section explains in more detail how ANDRITZ has demonstrated that the economic activities do no significant harm to the remaining five environmental objectives. In addition to the products, the sites that produce the taxonomy-eligible products were analyzed in greater detail.

Environmental Goal	Avoidance of significant impairment
Climate change adaptation	<p>Climate risk and vulnerability assessments were carried out at all ANDRITZ manufacturing sites that produce taxonomy-eligible products assigned to economic activities 3.1. and 3.20. Chronic and acute climate risks were assessed today, 10 years from now, and 30 years from now. The risk of climatic hazards for the analyzed manufacturing sites is currently assessed as low to medium. Therefore, it was also not necessary to define adaptation measures.</p>
Sustainable use and protection of water and marine resources	<p>All relevant sites operate an environmental management system in accordance with ISO 14001. In this, the water resource management plays a central role. In addition, a valid permit has been issued for all sites, and any requirements and stipulations imposed by the authorities regarding water have been implemented.</p>
Transition to a circular economy	<p>The products assigned to economic activities 3.1. and 3.20. are largely made of steel, a material that can be recycled again and again. The products are also designed to last for several decades. Repairs, refurbishments, or modernizations can be carried out without any problems.</p> <p>All relevant sites have a waste management concept and follow the waste hierarchy (avoidance, reuse, recycling, recovery, disposal).</p> <p>ANDRITZ reports all substances of very high concern (SVHCs) to the European Chemicals Agency (ECHA) and to customers via the SCIP database.</p>
Pollution prevention and control	<p>Parts lists are available for all self designed products. The metallic materials used are stored in the ANDRITZ Material Code (AMC) system, which provides information on the composition of the materials. From this it can be concluded, for example, that self designed components do not contain mercury.</p> <p>ANDRITZ reports all substances of very high concern (SVHCs) to the European Chemicals Agency (ECHA) via the SCIP database, and to customers if ANDRITZ receives this information from suppliers. This is currently the case for lead in metallic materials. ANDRITZ does not use any substances subject to authorization according to Annex XIV. The requirements for restricted substances (Annex XVII) currently affect ANDRITZ in part.</p> <p>Audits were conducted for compliance with the content requirements for substances of very high concern.</p> <p>Suppliers are also expected to report SVHCs to ANDRITZ. This is required in the order forms.</p>
Protection and restoration of biodiversity and ecosystems	<p>All relevant sites operate an environmental management system in accordance with ISO 14001. In addition, a valid permit has been issued for all of them and any conditions imposed by the authorities with regard to biodiversity have been implemented.</p> <p>No Environmental Impact Assessment (EIA) has been requested by the Authority for any of the relevant sites in the past. However, in the course of reviewing the DNSH criterion, an EIA screening was again conducted. This assessment also concluded that an EIA was not necessary.</p> <p>Furthermore, no site is located in biodiversity sensitive areas. Sites in the vicinity of biodiversity sensitive areas have no negative impact on them.</p>

### Compliance with minimum safeguard requirements

The so-called minimum safeguards pursuant to Article 18 of the EU Taxonomy Regulation (EU) 2020/852 are intended to ensure that an economic activity is only taxonomy-aligned if it also meets international human rights standards and regulations on bribery and corruption, taxation, and fair competition. The minimum safeguard requirements are specified at the ANDRITZ Group level.

Topics	Minimum safeguards
Human rights	<p>ANDRITZ gives top priority to the protection of human rights in its business activities. Compliance with the requirements of the UN Global Compact and the OECD Guidelines for Multinational Enterprises is therefore laid down in the ANDRITZ Code of Conduct and Ethics as well as in the Code of Conduct and Ethics for Suppliers.</p> <p>All ANDRITZ suppliers must complete a mandatory compliance and sustainability questionnaire during the onboarding process and receive a rating. If this is too low, measures are taken together with the supplier or no business relationship is established.</p> <p>In addition, compliance and sustainability audits including follow-ups are carried out on site at suppliers in China and India. Human rights violations automatically lead to non-compliance.</p> <p>Within ANDRITZ, compliance with the Code of Conduct and Ethics is verified by internal audits.</p> <p>Human rights violations can also be reported anonymously by both employees and all other stakeholders via the online-based whistleblowing system "Speak UP!".</p> <p>There are no final convictions in this area.</p>
Bribery and corruption	<p>ANDRITZ has an Anti-Corruption and Anti-Bribery Policy. Employees must regularly complete online training on these topics.</p> <p>There are no final convictions in this area.</p>
Taxation	<p>According to the ANDRITZ tax statement, all ANDRITZ companies are subject to the local tax laws of the respective countries and must pay income and other taxes. As part of the ANDRITZ Code of Conduct, all business transactions must fully and clearly comply with legal and other regulations. Tax risks are identified, analyzed, and taken into account appropriately. ANDRITZ's handling of tax risk is integrated into the Group-wide monitoring and control system (ICS), whose main task is to identify emerging risks at an early stage and – if possible – to take countermeasures. This is an important element of active corporate management. The ANDRITZ Executive Board is responsible for implementing and monitoring the ICS. Binding regulations, policies and guidelines have been implemented throughout the Group for this purpose.</p> <p>There are no final convictions in this area.</p>
Fair competition	<p>ANDRITZ has a Global Competition and Antitrust Compliance Policy. Employees who have external contact with customers, suppliers or competitors must regularly complete online training on this topic.</p> <p>There are no final convictions in this area.</p>

### Key performance indicators (KPIs) (disclosure pursuant to Annex I – 1.2.2.1)

#### Turnover

Turnover in the denominator includes the turnover reported in accordance with IAS 1.82(a) and corresponds to the turnover according to the consolidated income statement (see ANDRITZ Financial Report chapter Notes to the Consolidated Financial Statements).

Taxonomy-aligned turnover in the numerator consists of turnover generated by the provision of services and the supply of goods within the definitional area of activity 3.1. "Manufacturing of renewable energy technologies" and 3.20. "Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change". The typical contractual scope of supply under activity 3.1. includes the design, engineering, delivery, installation, and commissioning of the equipment and is therefore aggregated under IFRS 15 as an integrated performance obligation and in the EU Taxonomy as a whole under activity 3.1. The performance obligations identified in accordance with the provisions of IFRS 15.22 et seq. were reviewed for consistency with the EU Taxonomy. A separation of integrated performance obligations within the meaning of IFRS 15.29 has not been made for EU Taxonomy purposes.

All turnover in the taxonomy-eligible product Groups described above has been considered in the taxonomy-eligible turnover.

	Proportion of turnover/Total turnover	
	Aligned per objective	Eligible per objective
Climate Change Mitigation (CCM)	21.9%	27.7%
Climate Change Adaptation (CCA)		
Water and Marine Resources (WTR)		
Circular Economy (CE)		6.4%
Pollution Prevention and Control (PPC)		
Biodiversity and ecosystems (BIO)		

### Capital expenditure (CapEx)

Capital expenditure as defined in the EU Taxonomy comprises additions to intangible assets other than goodwill and also additions to property, plant, and equipment, including rights of use from lease arrangements and plant additions from acquisitions. Purchased assets from acquisitions are also included. Advance payments for assets under construction in the amount of MEUR 2.7 (2023: MEUR 1.7) were deducted. Details are provided in the ANDRITZ Financial Report chapter Notes to the Consolidated Financial Statements in section D) Non-current assets and liabilities, under sub-section 18. Property, plant and equipment, sub-section 19. Rights of use from lease arrangements and lease obligations, and sub-section 21. Intangible assets other than goodwill.

All investments in the taxonomy-eligible product Groups described above have been considered in the taxonomy-eligible capital expenditure. Furthermore, the following individual, sustainable capital expenditures that enable ANDRITZ to reduce its own greenhouse gas emissions and lower its consumption of water and energy were included in accordance with the EU Taxonomy:

- Water treatment and waste management (5.2. Renewal of water collection, treatment, and supply systems)
- Electrically powered vehicles (6.5. Transport by motorbikes, passenger cars, and light commercial vehicles)
- Sustainable renovation and maintenance of buildings (7.2. Renovation of existing buildings)

- Charging stations for electric vehicles (7.4. Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings))
- Installation of photovoltaic systems (7.6. Installation, maintenance, and repair of renewable energy technologies)

All investments in the taxonomy-aligned product Groups described above have been considered in the taxonomy-aligned capital expenditure. Furthermore, no other individual sustainable capital expenditures were included in accordance with the EU Taxonomy.

To avoid double counting in the CapEx KPIs (and OpEx KPIs), these capital or operating expenditures related to purchased output and individual measures that were already considered under “Category a” (i.e., capital or operating expenditures related to assets or processes associated with revenue-generating economic activities, this relates in particular to our production buildings) were only recorded once.

	Proportion of CapEx/Total CapEx	
	Aligned per objective	Eligible per objective
Climate Change Mitigation (CCM)	8.2%	12.9%
Climate Change Adaptation (CCA)		
Water and Marine Resources (WTR)		
Circular Economy (CE)		20.2%
Pollution Prevention and Control (PPC)		
Biodiversity and ecosystems (BIO)		

### Operating expenditure (OpEx)

Operating expenditures according to the Delegated Regulation 2021/2178 include direct as well as non-capitalized costs that ensure maintaining the functionality of the fixed assets<sup>2</sup>. Accordingly, the following operating expenditures are to be included in the denominator for the OpEx KPI<sup>3</sup>:

- Maintenance materials and supplies
- Personnel costs incurred for the repair of machinery
- Personnel costs incurred due to the cleaning of machines
- IT costs incurred as a result of maintenance
- Expenses for short-term leases

The numerator reflects those operating expenditures associated with the processes or assets of taxonomy-aligned economic activities. This includes training and other adjustment requirements within the workforce as well as research and development costs. Also, for investments that are still in the planning stage and aim to expand

<sup>2</sup> Delegated Regulation 2021/2178, p. 10, available at: <https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=CELEX:32021R2178&from=EN>

<sup>3</sup> FAQ on Delegated Regulation 2021/2178, available at: [https://ec.europa.eu/info/sites/default/files/business\\_economy\\_euro/banking\\_and\\_finance/documents/sustainable-finance-taxonomy-article-8-report-eligible-activities-assets-faq-part-2\\_en.pdf](https://ec.europa.eu/info/sites/default/files/business_economy_euro/banking_and_finance/documents/sustainable-finance-taxonomy-article-8-report-eligible-activities-assets-faq-part-2_en.pdf)

taxonomy-aligned economic activities, the OpEx calculation must take into account the operating expenditures just mentioned<sup>4</sup>.

With respect to the business model of the ANDRITZ Group, operating expenditure essentially in the form of research and development and also maintenance falls into this category. All operating expenditures in the taxonomy-eligible product Groups and investments described above have been considered in the taxonomy-eligible operating expenditure. The total amount of non-capitalized research and development expenses included in the income statement is reported in the ANDRITZ Financial Report chapter Notes to the Consolidated Financial Statements in section D) 21. Intangible assets other than goodwill reported under a) Research and development costs. Descriptions of ANDRITZ's research and development activities can also be found in the above-mentioned section.

ANDRITZ Group IFRS Accounting Policy defines that expenses from the research phase are not suitable for capitalization but are recorded directly as expenditure. Expenses in the development phase must be capitalized if strict criteria are met.

	Proportion of OpEx/Total OpEx	
	Aligned per objective	Eligible per objective
Climate Change Mitigation (CCM)	16.0%	21.6%
Climate Change Adaptation (CCA)		
Water and Marine Resources (WTR)		
Circular Economy (CE)		10.5%
Pollution Prevention and Control (PPC)		
Biodiversity and ecosystems (BIO)		

<sup>4</sup> Delegated Regulation 2021/2178, p. 10, available at: <https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=CELEX:32021R2178&from=EN>

Declaration form for the KPIs of non-financial companies

Proportion of turnover from goods and services related to Taxonomy-aligned economic activities – disclosure for the year 2025

Financial year 2025	2025		Substantial Contribution Criteria							DNSH criteria („Does Not Significantly Harm“)							Minimum Safe-guards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, Year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)							
Economic Activities (1)	Code (2)	Turnover 2025 (3)	Proportion of Turnover 2025 (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)	Y/N					Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%
Text		MEUR	%	Y; N; N/EL <sup>1)</sup>	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N							
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																											
<b>A-1. Environmentally sustainable activities (Taxonomy-aligned)</b>																											
Manufacture of renewable energy technologies	CCM 3.1.	1668.3	21.2%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	20.6%	E		
Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change	CCM 3.20.	59.7	0.8%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0.7%	E		
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>1 728.0</b>	<b>21.9%</b>	<b>21.9%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>21.3%</b>	<del>E</del>	<del>T</del>	
Of which Enabling		1 728.0	21.9%	21.9%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	21.3%	E		
Of which Transitional		0,0	0,0%	0,0%	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.0%	<del>E</del>	<del>T</del>
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																											
				EL <sup>2)</sup> ; N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>					
Manufacture of equipment for the production and use of hydrogen	CCM 3.2.	38,6	0,5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0,4%	<del>E</del>	<del>T</del>
Manufacture of other low carbon technologies	CCM 3.6.	417,7	5,3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	5,0%	<del>E</del>	<del>T</del>
Repair, refurbishment, and remanufacturing	CE 5.1.	507,7	6,4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	6,8%	<del>E</del>	<del>T</del>
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>964,0</b>	<b>12,2%</b>	<b>5,8%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>6,4%</b>	<b>0,0%</b>	<b>0,0%</b>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<b>12,2%</b>	<del>E</del>	<del>T</del>
<b>A. Turnover of Taxonomy-eligible activities (A.1 + A.2)</b>		<b>2 692,0</b>	<b>34,1%</b>	<b>27,7%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>6,4%</b>	<b>0,0%</b>	<b>0,0%</b>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<b>33,5%</b>	<del>E</del>	<del>T</del>
<b>B. TAXONOMY-NON-ELIGIBLE-ACTIVITIES</b>																											
Turnover of Taxonomy-non-eligible activities (B)		5 191,1	65,9%																								
<b>TOTAL (A + B)</b>		<b>7 883,1</b>	<b>100%</b>																								

1) Y - Yes, Taxonomy-eligible and with the relevant environmental goal Taxonomy-aligned activity  
 N - No, Taxonomy-eligible but with the relevant environmental goal not Taxonomy-aligned activity  
 N/EL - (Not eligible) Activity not Taxonomy-eligible for the respective environmental goal  
 2) EL - (Eligible) Activity Taxonomy-eligible for the respective environmental goal

Proportion of CapEx from goods and services related to Taxonomy-aligned economic activities – disclosure for the year 2025

Financial year 2025	2025		Substantial Contribution Criteria							DNSH criteria („Does Not Significantly Harm“)						Minimum Safe-guards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) CapEx, Year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (2)	CapEx 2025 (3)	Proportion of CapEx 2025 (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)				
Text	MEUR	%	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A-1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of renewable energy technologies	CCM 3.1.	37.6	7.9%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	9.6%	E	
Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change	CCM 3.20.	1.2	0.3%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.8%	E	
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>38.8</b>	<b>8.2%</b>	<b>8.2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>10.3%</b>	<del>E</del>	<del>T</del>
Of which Enabling		38.8	8.2%	8.2%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	10.3%	E	
Of which Transitional		0.0	0.0%	0.0%	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	Y	Y	Y	Y	Y	Y	Y	0.0%	<del>E</del>	T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL <sup>2)</sup> ; N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>					
Manufacture of equipment for the production and use of hydrogen	CCM 3.2.	6.9	1.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	1.6%	<del>X</del>	<del>X</del>
Manufacture of other low carbon technologies	CCM 3.6.	12.8	2.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	2.4%	<del>X</del>	<del>X</del>
Repair, refurbishment, and remanufacturing	CE 5.1.	95.5	20.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	6.8%	<del>X</del>	<del>X</del>
Renewal of water collection, treatment, and supply systems	CCM 5.2.	0.5	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.0%	<del>X</del>	<del>X</del>
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5.	0.6	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.3%	<del>X</del>	<del>X</del>
Renovation of existing buildings	CCM 7.2.	0.9	0.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.3%	<del>X</del>	<del>X</del>
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	0.1	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	0.0%	<del>X</del>	<del>X</del>
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6.	0.2	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	<del>X</del>	2.3%	<del>X</del>	<del>X</del>

<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>	<b>117.5</b>	<b>24.9%</b>	<b>4.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>20.2%</b>	<b>0.0%</b>	<b>0.0%</b>	X	X	X	X	X	X	X	<b>13.8%</b>	X	X
<b>A. CapEx of Taxonomy-eligible activities (A.1 + A.2)</b>	<b>156.3</b>	<b>33.1%</b>	<b>12.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>20.2%</b>	<b>0.0%</b>	<b>0.0%</b>	X	X	X	X	X	X	X	<b>24.1%</b>	X	X
<b>B. TAXONOMY-NON-ELIGIBLE-ACTIVITIES</b>																		
<b>CapEx of Taxonomy-non-eligible activities (B)</b>	<b>316.5</b>	<b>66.9%</b>																
<b>TOTAL (A + B)</b>	<b>472.9</b>	<b>100%</b>																

1) Y - Yes, Taxonomy-eligible and with the relevant environmental goal Taxonomy-aligned activity  
 N - No, Taxonomy-eligible but with the relevant environmental goal not Taxonomy-aligned activity  
 N/EL - (Not eligible) Activity not Taxonomy-eligible for the respective environmental goal  
 2) EL - (Eligible) Activity Taxonomy-eligible for the respective environmental goal

Proportion of OpEx from goods and services related to Taxonomy-aligned economic activities – disclosure for the year 2025

Financial year 2025	2025		Substantial Contribution Criteria							DNSH criteria („Does Not Significantly Harm“)							Proportion of Taxonomy aligned (A.1) or eligible (A.2) OpEx, Year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (2)	OpEx 2025 (3)	Proportion of OpEx 2025 (4)	CCM (5)	CCA (6)	WTR (7)	CE (8)	PPC (9)	BIO (10)	CCM (11)	CCA (12)	WTR (13)	CE (14)	PPC (15)	BIO (16)	Minimum Safe-guards (17)			
Text	MEUR	%	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y; N; N/EL <sup>1)</sup>	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A-1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of renewable energy technologies	CCM 3.1.	35.3	15.5%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	14.9%	E	
Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change	CCM 3.20.	1.1	0.5%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.8%	E	
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>36.4</b>	<b>16.0%</b>	<b>16.0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>15.7%</b>	<del>E</del>	<del></del>
Of which Enabling		36.4	16.0%	16.0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	15.7%	E	<del></del>
Of which Transitional		0.0	0.0%	0.0%	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	Y	Y	Y	Y	Y	Y	Y	0.0%	<del></del>	T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL <sup>2)</sup> ; N/EL	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>					
Manufacture of equipment for the production and use of hydrogen	CCM 3.2.	5.5	2.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	2.2%	<del></del>	<del></del>
Manufacture of other low carbon technologies	CCM 3.6.	7.2	3.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	3.7%	<del></del>	<del></del>
Repair, refurbishment, and remanufacturing	CE 5.1.	24.0	10.5%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	9.1%	<del></del>	<del></del>
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>36.7</b>	<b>16.1%</b>	<b>5.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>10.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<b>15.0%</b>	<del></del>	<del></del>
<b>A. OpEx of Taxonomy-eligible activities (A.1 + A.2)</b>		<b>73.2</b>	<b>32.1%</b>	<b>21.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>10.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<del></del>	<b>30.7%</b>	<del></del>	<del></del>
<b>B. TAXONOMY-NON-ELIGIBLE-ACTIVITIES</b>																			
<b>OpEx of Taxonomy-non-eligible activities (B)</b>		<b>154.8</b>	<b>67.9%</b>																
<b>TOTAL (A + B)</b>		<b>228.0</b>	<b>100%</b>																

1) Y - Yes, Taxonomy-eligible and with the relevant environmental goal Taxonomy-aligned activity  
 N - No, Taxonomy-eligible but with the relevant environmental goal not Taxonomy-aligned activity  
 N/EL - (Not eligible) Activity not Taxonomy-eligible for the respective environmental goal  
 2) EL - (Eligible) Activity Taxonomy-eligible for the respective environmental goal

Standard disclosure templates for disclosure under Article 8 (6) and (7)

Template 1 – Nuclear and fossil gas related activities

ANDRITZ does not carry out any activities in the field of nuclear energy and fossil gas according to the definitions of the Delegated Regulation 2022/1214. No further information is therefore provided.

Template 1 – Nuclear and fossil gas related activities

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

## ESRS E1 Climate change

### E1 GOV-3 Integration of sustainability-related performance in incentive schemes

Information on the integration of sustainability into incentive schemes is disclosed in ESRS 2 GOV-3.

### Strategy

#### E1-1 Transition plan for climate change mitigation

In the reporting year, ANDRITZ started to develop a climate transition plan to achieve the set 2030 greenhouse gas emissions reduction targets. The near-term targets approved by the Science Based Targets initiative (SBTi) are set to meet ANDRITZ's commitment to reduce absolute Scope 1 and Scope 2 emissions 42% and absolute Scope 3 emissions 25% by 2030 from a 2023 base year. The targets were approved by the Executive Board and Supervisory Board in 2024. SBTi has confirmed in 2025 that the Scope 1 and Scope 2 target aligns with a 1.5°C trajectory and is in conformance with the SBTi Standards and Guidance Criteria version 5.2.

ANDRITZ finalized a group-wide high-level transition plan for climate change mitigation in 2025. This plan identifies decarbonization levers and their role in delivering ANDRITZ Group's near-term emissions reduction targets towards end of 2030. Information on the decarbonization levers and key actions is presented in E1-3. It should be noted that Group-level emissions reduction can be met through various combinations of ANDRITZ business area emissions reductions. The high-level transition plan prepared and approved in the reporting year guides the more detailed planning. The business area transition plans were started in 2025 to explore alternative transition pathways. Work on these detailed plans will continue into 2026 to support ANDRITZ Group's decision making.

Although the ANDRITZ climate transition plan is set to deliver the near-term emissions reduction targets as defined by the SBTi, the current plan is not compatible with Net Zero until 2050 due to targets being set until 2030 only.

#### Embedding in and alignment with overall business strategy and financial planning

Identified decarbonization levers align with the growth strategy and support revenue and EBITA margin targets. Climate transition priorities are embedded through the internal strategy deployment program and Group wide strategy implementation process, with quarterly monitoring and reporting to the Executive Board and the Supervisory Board. Time horizons (short term up to 1 year, medium term up to 5 years, long term more than 5 years) are aligned with asset lifetimes and integrated within strategic planning, and financial statements account for climate related factors. In 2025, Taxonomy eligible and aligned capital expenditures were tracked, although a CapEx plan was not adopted. Transition planning is informed by risk assessment aligned with COSO ERM and ISO 31000 and separately conducted third-party climate risk assessments. Following SBTi approval of near term targets, the high-level transition plan to deliver the required reduction until 2030 was adopted during 2025 and the development of more detailed alternative Business area level plans was started. ANDRITZ is currently not involved in developing a Net Zero transition plan towards 2050. The decarbonization levers and key actions are presented in E1-3.

#### Adjustments to exposure to coal, oil and gas related activities and locked in emissions

A material transition risk has been identified linked to critical energy infrastructure due to a major dependence on gas (39% of energy used in production) highlighting the importance of accelerating measures that reduce fossil fuel exposure. These measures include switching to low carbon electricity, installing PV systems, improving energy efficiency, pursuing long term fuel shift, and downstream technologies that target replacement of coal, natural gas and oil, electrification, and efficiency improvements. Carbon lock in risks are managed by engaging customers on climate topics and promoting the combination of renewable energy use with energy efficiency measures in value chain applications.

ANDRITZ's qualitative assessment of potential locked in GHG emissions found that customer energy mixes materially affect use phase emissions, with use of sold products emissions reported at 43,254,918 tCO<sub>2</sub>e for 2025, contributing substantially to total Scope 3 emissions of 45,682,500 tCO<sub>2</sub>e. Scopes 1 and 2 account for 0.2% and Scope 3 for 99.8% of total emissions in 2025. Locked in emissions at customer sites may jeopardize achievement of emissions reduction targets if customers are not committing to increased use of renewable and/or low carbon energy. Plans to manage GHG intensive and energy intensive assets and products include customer engagement and technology development to advance decarbonization, resource and energy efficiency, and renewable energy in the use phase. The ultimate energy source choice remains with the customer. The transition plan identifies levers across operations and value chain and targets an increased share of low carbon electricity as presented in E1-3. Information on ANDRITZ's use of renewable and/or low carbon energy is presented in E1-4.

#### Financial resources and EU Taxonomy KPIs

Investments supporting the transition plan include the switch to renewable electricity (including installation of PV systems) and energy efficiency improvements through energy monitoring and site level assessments. Additional sustainable capital expenditures were undertaken to reduce GHG emissions and lower water and energy consumption, including water treatment and waste management, electrically powered vehicles, sustainable renovation and maintenance of buildings, charging stations for electric vehicles, and installation of PV systems. Taxonomy aligned CapEx represented 10.3% of total CapEx and taxonomy eligible CapEx represented 24.1% for 2025. The detailed EU Taxonomy disclosure shows taxonomy aligned CapEx (A.1) of 27.7 MEUR (i.e., 10.3% of total CapEx), taxonomy eligible but not aligned CapEx (A.2) of 37.0 MEUR (i.e., 13.8%), combined taxonomy eligible CapEx (A.1 + A.2) of 64.7 MEUR (i.e., 24.1%), and total CapEx of 268.2 MEUR.

Taxonomy aligned activities include Manufacture of renewable energy technologies and Manufacture, installation, and servicing of electrical equipment enabling a substantial contribution to climate change mitigation, alongside other eligible activities relevant to energy and resource efficiency at sites. Controls are applied to avoid double counting by recording capital and operating expenditures related to purchased outputs and individual measures already included under revenue generating economic activities only once. A CapEx plan was not adopted in the reporting year 2025. Operating expenditures include costs associated with taxonomy aligned processes or assets and research and development costs, which are included in the OpEx KPI numerator under Commission Delegated Regulation (EU) 2021/2178. Integration with the transition plan reflects commitment to SBTi and adoption following validation. Linkage to mitigation actions identifies the switch to renewable electricity, energy efficiency improvements, and energy monitoring tools and assessments.

#### Objectives or plans for aligning revenues, CapEx and OpEx with Commission Delegated Regulation (EU) 2021/2139

ANDRITZ reports EU Taxonomy KPIs under Article 8 for applicable activities, including taxonomy aligned turnover and CapEx for activities such as Manufacturing of renewable energy technologies and Manufacture, installation, and servicing of electrical equipment for transmission and distribution. For the reporting year 2025, taxonomy aligned Climate Change Mitigation revenue was 21.3% and taxonomy eligible revenue was 26.7%. For CapEx, taxonomy aligned was 10.3% and taxonomy eligible was 24.1% (comprised of 17.3% CCM and 6.8% CE eligibility). OpEx is defined according to Delegated Regulation 2021/2178. ANDRITZ considers that the substantial contribution criteria applicable to economic activity 3.6 currently limit aligning certain economic activities (revenues, CapEx, OpEx) with the technical screening criteria in Commission Delegated Regulation (EU) 2021/2139. Therefore, there are no plans as yet for aligning these economic activities, whereas activities that fall under 3.1 and 3.20 are already aligned. As presented earlier, a high-level climate transition plan describing decarbonization levers has been developed and adopted during 2025 after the SBTi validation was finalized. Specific objectives or timelines for aligning revenues, CapEx, and OpEx with Commission Delegated Regulation (EU) 2021/2139 are not provided at this stage. ANDRITZ continues to disclose taxonomy KPIs pursuant to Commission Delegated Regulation (EU) 2021/2178.

### Progress in implementing the transition plan

Transition plan development progressed with comprehensive GHG reduction targets across Scopes 1, 2 and 3 developed in 2024, submission to the SBTi at year end, and documentation of compliance with relevant SBTi criteria in the reporting year 2025. The emissions reduction plan sets out an absolute reduction of 42% in Scope 1 & 2 emissions by 2030 and 25% in Scope 3 emissions by 2030 from a 2023 base year, focusing on low carbon electricity and energy efficiency considering fuel switching, and low carbon materials. Implementation in own operations during 2025 included increasing share of low-carbon electricity, PV installations, energy monitoring systems, energy assessments, and behavioral change initiatives. This contributed to a reported year on year GHG reduction of 24,572 tCO<sub>2</sub>e (Scopes 1 and 2, market based) in 2025, with an indicative reduction of approximately 12,300 tCO<sub>2</sub>e expected for 2026, subject to low carbon electricity share and efficiency outcomes. The share of low carbon electricity increased from 67% to 75% in 2024, and to 92.5% in 2025. The intensity KPI (Scopes 1 and 2 emissions per revenue) decreased by 58.7% versus the 2019 baseline (from 28.1 to 11.6 tCO<sub>2</sub>e/MEUR). Scope 2 reductions are supported by green electricity contracts, renewable energy certificates and power purchase agreements, determined locally. In the reporting year, ANDRITZ has built a central database for documenting these contracts, certificates and agreements to improve data transparency.

In 2025, ANDRITZ continued developing Scope 3 levers, mapping mill emissions and purchased heat and power, and detailed measures to secure low carbon electricity in the customer use phase through business models and potential contractual mechanisms. Progress is monitored via the ESG Cockpit and ESG Dashboard tools with quarterly data collection, validation and corporate carbon footprint reporting. Scope 3 reporting is delivered through a dedicated state-of-the-art software integrating multiple data sources. Scenario analysis was used to build Scope 3 trajectories to 2030, highlighting emissions reduction from rising low carbon energy shares and identifying the residual gap to be bridged through efficiency gains and new technologies.

ANDRITZ climate transition plan specifies low carbon electricity as the most feasible lever for Scope 1 and 2 reductions and recommends Business Area specific implementation roadmaps. Operational actions under development for future implementation include supplier engagement on lower carbon materials, customer engagement on lower carbon energy in product use, electrification of production and heating systems, and increasing secondary raw materials; these were not yet fully implemented in the reporting year.

### EU Paris-aligned Benchmarks exclusion status

ANDRITZ is not excluded from the EU Paris Aligned Benchmarks (PABs), with reference to ESRS E1 1 paragraph 16(g) and Commission Delegated Regulation (EU) 2020/1818, Articles 12(1)(d) to (g) and 12(2).

### Transition plan status, governance and approval

Progress in implementing ANDRITZ's climate transition plan is presented in E1-4. The transition plan includes governance structures and cross functional coordination to deliver, monitor and adjust the plan over time. Climate related targets and KPIs underpinning transition planning are monitored at board level by the Executive Board and the Supervisory Board, with performance reviewed on a quarterly basis. Planning horizons used to assess climate related impacts, risks and opportunities are integrated within strategic planning. The high-level climate transition plan to reduce emissions in line with the validated SBTi targets has been approved by the Supervisory Board in December 2025, and administrative and management bodies have approved the climate transition plan and its implementation in quarterly meetings within the 2025 strategy implementation process.

As mentioned in the beginning of this section E1-1, ANDRITZ emissions reduction targets are set until 2030. In the reporting year 2025, it is not possible to state when a net zero transition plan toward 2050 is to be adopted, as the decision to set a net zero target has not been made.

## ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Information on ANDRITZ's double materiality assessment to identify material impacts, risks and opportunities, including their interaction with the strategy and business model is disclosed in section ESRS 2. Information on how climate-related physical and transition risks have been assessed is presented in section E1- IRO 1.

### Summary of climate-related material impacts

Positive impacts in relation to climate change adaptation:

- ANDRITZ pumps for drinking water supplies, desalination, flood control, drainage and irrigation are adaptation solutions for various consequences of climate change like floods or droughts.

Positive impacts in relation to climate change mitigation:

- Sustainable solutions from ANDRITZ reduce and avoid GHG emissions in customers' production processes. These include technologies for hydropower, carbon capture, green hydrogen, renewable fuels, e-mobility and others. Certain technologies can be operated using renewable electricity or green hydrogen instead of fossil fuels

Negative impacts in relation to climate change mitigation:

- ANDRITZ's manufacturing activities lead to greenhouse gas emissions (Scope 1 and 2) due to the use of non-renewable energies
- Steel and other metals are the main materials used in ANDRITZ's products and plants. Their production is very CO<sub>2</sub>-intensive. Through its purchases, ANDRITZ therefore contributes to upstream GHG emissions
- The use phase of the products and plants sold by ANDRITZ leads to high GHG emissions because most of the products are energy intensive and have a long lifetime of several decades

Negative impacts in relation to energy:

- ANDRITZ's production processes consume significant amounts of (non-renewable) energy and thus generate GHG emissions

### Summary of climate-related material risks and their interaction with strategy and business model

Physical climate risks have been identified material for ANDRITZ. They affect ANDRITZ's production processes and sales causing damages and losses and may adversely affect its business activities, financial condition and result of operation as well as could impact working conditions of employees. These include extreme weather events affecting own locations (e.g., flooding, storms) and water scarcity/excess affecting hydropower generation and electricity supply.

Transition risks identified:

- Risks related to critical energy infrastructure: The risk of failure, supply shortfall, or contamination of critical infrastructure (power, gas, water) leading to production delays or downtime, driven by a major dependence on gas (approximately 50% of energy used in production), is classified as a climate-related transition risk and was identified as material already in the 2024 DMA.

- Supply disruptions and rising prices (Market risk) for critical minerals, components, bulk materials such as steel or, in the future green steel, could impact product cost structure leading to higher prices, CapEx, OpEx, possible delays and downtime.
- Delays or inability to develop future sustainable technologies (Technology risk) was assessed as material in at least one scenario and classified as a transition risk. The assessment indicates medium-term relevance (years 2030–2040), with higher risk levels under SSP1 than SSP2.
- Taxation and emissions trading systems (Policy and legal risks): Higher taxation on fossil fuels or CO<sub>2</sub> e.g., via the Carbon Border Adjustment Mechanism and potential expansion of the EU Emissions Trading System to cover more sectors were assessed as material in at least one scenario and classified as transition risks.

#### Summary of climate-related material opportunities

- As global sustainability regulations tighten and markets shift toward low-emission solutions, ANDRITZ's sustainable product portfolio opens new revenue streams and competitive advantages

#### Climate resilience considerations of the strategy and business model

ANDRITZ describes the resilience of its strategy and business model in relation to climate change by drawing on climate-related physical and transition risk assessments, the double materiality assessment, the climate transition plan and Group risk management process to inform strategic planning and risk management. In the reporting year, resilience was assessed through climate-related risk assessments of physical and transition risks. These assessments informed the internal processes, where regular risk analyses within company operations and supply chains are conducted to identify and mitigate risks, including climate risks, on an annual level.

ANDRITZ integrates climate related risks into its ISO 31000 and COSO aligned risk management process. Physical climate risks are assessed in category external events impacting operations. This includes disaster risk (e.g., flooding, heat or cold extremes, earthquakes) and critical infrastructure dependency (electricity, gas, water). Exposure to transition risk is assessed in a dedicated risk category for climate risks. This includes carbon pricing, emissions reporting obligations and mandates on existing products and services. Where relevant, transition risks are also addressed in other catalogs such as asset devaluation from environmental measures, climate driven customer changes, environment related litigation and potential sector stigmatization). All climate risks use the 1–5 likelihood × 1–5 impact method across Financial, Compliance, Human, and Reputational dimensions, with before and after mitigation ratings. Treatments follow the Group policy's control spectrum (avoid, reduce, limit, insure, own) with emphasis on preventing catastrophic disruption and aligning residual risk to risk appetite. The Risk Management Committee consolidates results and reports to the Executive Board under the three lines of defense model. The analyses performed in 2025 are primarily qualitative or semi quantitative. The scope covers own operations, the entire value chain, all ANDRITZ business areas, and key regions across short-, medium-, and long-term horizons. Key regions include Asia, Europe, North America and South America. The process includes assessing risk-related financial impacts and is informed by EU Taxonomy related assessments.

In 2025, an external third party physical climate risk assessment covering all locations in ANDRITZ's environmental reporting scope across business areas and geographies was conducted to complement and replace earlier in-house climate risk assessment focusing on manufacturing locations producing EU Taxonomy eligible products. Physical climate-related risks in the upstream and downstream value chain were not assessed through the 2025 physical risk assessment; they were discussed at a general level during the double materiality assessment phases.

The inputs used in the qualitative assessment of physical risk resilience include 1) exposure input from physical risk screening (e.g. water stress, extreme heat, drought, flood, and wildfire); 2) annual residual risk results, site preparedness and control-maturity from our ERM process; and 3) multi-site manufacturing, supply chain resilience, utilities contingency (electricity/gas/water) and property & business interruption insurance considerations. The assumptions used include 1) time horizons (short/medium/long) aligned with ERM; 2) facility criticality & backup capability with tolerable downtime thresholds; and 3) backup solutions reduce outage likelihood/impact and insurance transfers financial impact.

Additionally, resilience was assessed qualitatively during the 2025 climate transition plan development and annual ERM process. The inputs used include 1) IPCC SSP2 4.5 and SSP1 1.9 as scenario frames, 2) risk register covering critical minerals/components, green steel, bulk materials, CO<sub>2</sub> taxation/CBAM/ETS expansion, 3) technology readiness and 4) linkage of material risks to ANDRITZ decarbonization levers. The assumptions include 1) faster and wider policy tightening and higher carbon prices in SSP1 vs. gradual tightening in SSP2; 2) supply and price volatility for critical minerals and green steel (stronger in SSP1); 3) faster demand for new technologies under SSP1; 4) sector/geographic diversification and customer collaboration improve resilience and 5) resilience is judged against the current control set (e.g. low carbon electricity and materials, efficiency) and supplier management practices.

Detailed information on how ANDRITZ has used climate-related scenario analysis to inform the identification and assessment of physical and transition risks and opportunities over the short-, medium- and long-term including the methodology and time horizons used is presented in section ESRS 2 IRO-1 (E1).

#### Results of the 2025 resilience analysis, including ability to adjust or adapt the strategy and business model

**Resilience analysis against physical climate risks:** results related to external events (such a disaster risk and critical infrastructure) from the annual risk management process show low to moderate residual risk after controls. The additional physical climate risk assessment performed in 2025 across nine climate hazards show overall moderate exposure, driven primarily by water stress, extreme heat, and drought, with flood and wildfire relevant in certain regions. ANDRITZ responds to these physical risks by multi site manufacturing and supply chain resilience to maintain production continuity when local conditions deteriorate. This is complemented by site level preparedness and protection, contingency solutions for utilities (e.g., electricity, gas, water), and insurance for property and business interruption where appropriate. These measures are selected and prioritized through the risk management process, ensuring the post controls are within risk appetite.

**Resilience analysis against transition risks:** ANDRITZ's strategy and business model was considered as resilient against transition risks if the world continues to develop in its current path as described in the SSP2 scenario. The company was considered as well prepared for the transition to more sustainable economy, as it works in several sectors and several regions providing decarbonization technologies. This was assessed to increase resilience against possible climate risks. Broad sector involvement helps mitigate both the likelihood and potential impact of climate-related risks. ANDRITZ is a technology enabler for green transition by providing low-carbon technologies and using renewable raw materials, such as those in Pulp & Paper and Hydropower business areas. The analysis also concluded that climate change mitigation and adaptation in ANDRITZ's downstream value chain is likely to generate more opportunities for ANDRITZ in the future.

In the IPCC SSP2 scenario, only one transition risk (Supply disruptions and rising prices of critical minerals and component) was assessed to be material. The demand of these materials is predicted to increase significantly in the future. ANDRITZ responds to this risk with supplier management approach (see ESRS 2 SBM 3) that supports continuity through global multi sourcing, regular market and financial risk monitoring, supplier ESG ratings, and a policy to avoid single sourcing. In addition, operational resilience and production continuity is supported by manufacturing sites that can back one another up, and resilience against raw material and service disruptions is assessed within supply chain management.

In IPCC SSP1, the second scenario used, the markets will focus on lower resource and energy intensity. This may activate significant risks arising from other supply chain risks (e.g., availability of green steel and bulk materials), rapid increase in the demand for future technologies and rapid regulatory developments related to CO<sub>2</sub> taxation and emissions trading systems. ANDRITZ continues to assess possibilities to mitigate the identified risks and identify new emerging risks in the future. Results are being integrated into strategic planning to adjust and adapt the business model if needed, and mitigation actions. These include product portfolio development and continuous improvement, prioritizing low carbon electricity, energy efficiency and enabling technologies, and advancing customer facing measures to address downstream energy use. ANDRITZ upgrades existing assets toward lower carbon operations via energy procurement and efficiency measures. This includes green electricity contracts, renewable energy certificates, and power purchase agreements, supported by ongoing work to improve central information management for consistent tracking. The Group Environment Policy and strategy implementation process steer site level execution to increase the share of renewable/low carbon energy, reduce gas use, expand energy monitoring, and invest in on site renewable generation (e.g., photovoltaic systems). These actions operationalize the mitigation levers identified in our climate transition plan and support resilience. [4][7].

**Uncertainties related to the resilience analysis** include risk management process rating methodology and coverage of the analysis. Ratings in the risk management process are semi quantitative and rely on expert judgement for likelihood, impact and control effectiveness. Some inputs are still mainly decentralized (e.g., utility contract details) although being centralized. The resilience analysis included in ANDRITZ risk assessment process covers the group and its entire value chain, however the upstream and downstream risks were discussed qualitatively with semi quantitative analysis added. However, systematic quantified modeling was not performed. The uncertainties related to the climate risks assessments feeding into the resilience analysis are presented in section E1.IRO-1 when presenting the assessments.

## Impact, risk and opportunity management

### ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities

For information on the processes to identify and assess material climate-related impacts, risks and opportunities, please see the ESRS 2 IRO-1 chapter.

### E1-2 Policies related to climate change mitigation and adaptation

ANDRITZ has adopted group-wide policies and implementation guidelines that establish climate change mitigation as a core principle across products, services, and operational management. Energy efficiency, deployment of renewable energy and climate change adaptation are addressed in the policies. The policies are mandatory across all locations, construction sites and suppliers and include structured processes to manage material impacts related to climate change. Policies include ANDRITZ Sustainability Program 2021-2025, ANDRITZ Sustainability Program 2026 – 2030, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Scope 3 methodology and the related ANDRITZ GHG Scope 3 technical guidance, ANDRITZ Code of Conduct and Ethics, ANDRITZ Supplier Code of Conduct and Ethics, ANDRITZ Group Procurement Policy, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual. Information on the policies is disclosed in ESRS 2 SBM-1.

The policies relate to the following material impacts, risks and opportunities grouped by the areas as presented in ESRS 2 standard.

Climate change adaptation:

- Positive impact: ANDRITZ pumps for drinking water supplies, desalination, flood control, drainage and irrigation are adaptation solutions for various consequences of climate change like floods or droughts (Group Environment Policy, ANDRITZ Code of Conduct and Ethics, Group Product Quality Policy and ANDRITZ Business Process Manual)

Climate change mitigation:

- Negative impact: ANDRITZ's manufacturing activities lead to greenhouse gas emissions (Scope 1 and 2) due to the use of non-renewable energies (ANDRITZ sustainability programs 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Code of Conduct and Ethic sand ANDRITZ Business Process Manual)
- Negative impact: Steel and other metals are the main materials used in ANDRITZ's products and plants. Their production is very CO<sub>2</sub>-intensive. Through its purchases, ANDRITZ therefore contributes to upstream GHG emissions (ANDRITZ sustainability program 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Scope 3 methodology and the related ANDRITZ GHG Scope 3 technical guidance, ANDRITZ Code of Conduct and Ethics, ANDRITZ Supplier Code of Conduct and Ethics, ANDRITZ Group Procurement Policy, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual)
- Negative impact: The use phase of the products and plants sold by ANDRITZ leads to high GHG emissions because most of the products are energy intensive and have a long lifetime of several decades (ANDRITZ sustainability program 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Scope 3 methodology and the related ANDRITZ GHG Scope 3 technical guidance, ANDRITZ Code of Conduct and Ethics, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual)
- Positive impact: Sustainable solutions from ANDRITZ reduce and avoid GHG emissions in customers' production processes. These include technologies for hydropower, carbon capture, green hydrogen, renewable fuels, e-mobility and others. Certain technologies can be operated using renewable electricity or green hydrogen instead of fossil fuels (ANDRITZ sustainability programs 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Code of Conduct and Ethics, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual)
- Opportunity: As global sustainability regulations tighten and markets shift toward low-emission solutions, ANDRITZ's sustainable product portfolio opens new revenue streams and competitive advantages (ANDRITZ sustainability programs 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual)
- Risk: Physical climate risks may affect ANDRITZ's production processes and sales causing damage and losses and may adversely affect its business activities, financial condition and result of operation as well as could impact working conditions of employees (ANDRITZ Group Environment Policy, (ANDRITZ Code of Conduct and Ethics, ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual)
- Risk: Delays or inability to develop future technologies may pose a risk when the market shifts too quickly toward sustainability. This could lead to losing business to competitors and rising OpEx, CapEx, R&D costs and loss of turnover (ANDRITZ Group Product Quality Policy, ANDRITZ Business Process Manual and ANDRITZ Group Risk Management policy)

- Risk: Increasing taxation of CO<sub>2</sub> and upcoming regulation can increase future procurement costs. Also, the expansion of the EU ETS in the future will likely affect ANDRITZ. This could lead to increased material costs, OpEx, CapEx and compliance costs (ANDRITZ Group Risk Management policy, ANDRITZ Code of Conduct and Ethics, ANDRITZ Supplier Code of Conduct and Ethics, ANDRITZ Group Procurement Policy and ANDRITZ Business Process Manual)

Energy:

- Negative impact: ANDRITZ's production processes consume significant amounts of (non-renewable) energy and thus generate GHG emissions (ANDRITZ sustainability programs 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Code of Conduct and Ethics and ANDRITZ Business Process Manual)
- Risk: Risk of failures/supply bottlenecks in critical energy infrastructure, which could lead to production delays or even production stoppages, e.g., heavy dependence on natural gas in production (ANDRITZ Group Risk Management policy, ANDRITZ Code of Conduct and Ethics, ANDRITZ Supplier Code of Conduct and Ethics, ANDRITZ Group Procurement Policy and ANDRITZ Business Process Manual)

**E1-3 Actions and resources in relation to climate change policies**

In the reporting year ANDRITZ continued actions that reduce GHG emissions. Climate change mitigation actions are presented below across the value chain in relation to the decarbonization levers and policies. The levers with actions include low carbon energy, energy efficiency and material use (reduced materials, materials with lower GHG impact).

The actions are related to ANDRITZ's current Sustainability Program 2021 – 2025 effective in the reporting year and the upcoming new Sustainability Program 2026 – 2030 which was developed and approved during the reporting year. Additionally, these actions are related to the new Group Environment Policy issued in 2025. More information on the two sustainability programs and Group Environment Policy is presented in ESRS 2 SBM-1.

To summarize, decarbonization at ANDRITZ focuses on increasing the share of renewable and low carbon energy, replacing gas usage, generating inhouse energy via photovoltaic systems, improving energy efficiency and analyzing Scope 3 emissions to target high impact categories and addressing the value chain related decarbonization efforts to these categories. Examples of value chain decarbonization includes technology portfolio development and product design considerations as described below. The table represents actions implemented currently, short-term and mid-term using the DMA-aligned time horizons described in ESRS 2. In the following years, ANDRITZ plans to introduce further activities to be implemented in long-term. Current actions are prioritized as they contribute to the near-term 2030 science-based emissions reduction targets validated in 2025.

<b>Related material IROs</b>	GHG emissions from own operations	GHG emissions from value chain: downstream	GHG emissions from value chain: upstream	Energy use in own operations	Energy use in value chain
<b>Key action</b>	Low carbon electricity  Switching to low carbon energy - sourced electricity - PV installations	Low carbon electricity  Switching to low carbon energy	Material use  Design considerations to use: - less materials - materials with lower GHG impact	Energy efficiency  Reduce energy use by efficiency measures	Energy efficiency  Product development to reduce energy consumption: - new technologies - efficiency improvements of existing technologies
<b>Expected outcome</b>	Reduce relative Scope 1+2 -50% from 28.1 to 14 tCO <sub>2</sub> e/MEUR by 2025  Reduce absolute Scope 1+2 -42% by 2030	Reduce absolute Scope 3 -25% by 2030	Reduce absolute Scope 3 -25% by 2030	Reduce relative Scope 1+2 -50% from 28.1 to 14 by 2025  Reduce absolute Scope 1+2 -42% by 2030	Reduce absolute Scope 3 -25% by 2030
<b>Contribution to policy objectives and targets (see also E1-1 / ESRs 2 SBM-1 and E1-4)</b>	Reduce GHG emissions from own operations as defined in Sustainability programs 2021-2025 and 2026-2030	Reduce GHG emissions from value chain as defined in Sustainability program 2026-2030	Reduce GHG emissions from value chain as defined in Sustainability program 2026-2030	Reduce GHG emissions from own operations as defined in Sustainability program 2021-2025 and 2026-2030	Reduce GHG emissions from value chain as defined in Sustainability program 2026-2030
<b>Scope and affected stakeholder groups</b>	Scope 1+2, Own operations	Scope 3, Downstream value chain	Scope 3, Upstream value chain	Scope 1+2, Own operations	Scope 3 Downstream value chain
<b>Time horizon</b>	short-term (program 2021-2025) mid-term (program 2026-2030)	mid-term (program 2026-2030)	mid-term (program 2026-2030)	short-term (program 2021-2025) mid-term (program 2026-2030)	mid-term (program 2026-2030)
<b>Progress</b>	11.6 tCO <sub>2</sub> e/MEUR representing -15.3% (2024: 13.7) and -58.7% (2019: 28.1)  -35% without and -19% with the risk adjustment applied (reported for the first time)	-24% (reported for the first time)	Sustainable design principles developed in 2025	Increase in ISO 50001 Energy Management certifications from 6% (2024) to 23% (2025) of covered employees	ANDRITZ led BioCircleToZero program started under strategic initiatives of Business Finland
<b>Financial and other resources</b>	No significant CapEx or OpEx needed, though PV installations require some financial resources	In 2025, ANDRITZ spent a total of 124 MEUR on R&D Cannot comment on CapEx or OpEx needs outside of ANDRITZ	No significant CapEx or OpEx needed in mid-term	No significant CapEx or OpEx needed	5-year program with 10 MEUR public funding for ANDRITZ to lead the program and up to 20 MEUR is available separately for ecosystem partners. Each partner applies for public funding individually

Information on achieved and expected GHG emissions reduction is presented in section E1-4 and E1-6.

As presented in the table, achieving near term reduction targets for Scopes 1, 2, and 3 until end of 2030 is not considered to result in significant additional CapEx and OpEx. Near-term Scope 1 and Scope 2 reduction is mostly related to increasing the share of low carbon energy and increasing energy efficiency. Scope 3 relates to Category 11 (use of sold products) and ANDRITZ supporting its customers to reach their Scope 1 and Scope 2 reduction targets by offering them solutions for decarbonization. ANDRITZ GHG inventory is presented in E1-6. Use of sold products dominates ANDRITZ's Scope 3 due to the nature of mechanical engineering business and large industrial projects delivered with long lifetime heavy machinery.

#### Considering the risks related to implementing the action plan

Information on ANDRITZ's approach on climate-related risks is disclosed in section E1-IRO 1. Transition risks can impact the planned actions by affecting the availability and pricing of resources required to implement climate actions. Identified risks include potential supply disruptions and price volatility of critical minerals and components, which can increase material prices, CapEx and OpEx, and cause delays or downtime. Availability of green steel may be unpredictable as demand increases across markets, with potential price impacts. Similar volatility in bulk materials such as steel can increase CapEx and OpEx and disrupt timelines. Active monitoring of market developments is applied to mitigate identified risks and to identify emerging risks in the future. It should be noted that customers' energy choices when operating our long-lifetime products play a critical role in decreasing ANDRITZ's Scope 3 emissions and the total greenhouse gas footprint. However, as the emissions related to a certain machinery delivery (e.g., delivering an entire manufacturing site) are recorded in ANDRITZ's GHG inventory as Scope 3 category 11 (use of sold products) and in the related customer's GHG inventory as Scope 1 and 2 (emissions from own operations), ANDRITZ is confident that future looking customers choosing green transition and climate action are interested in collaboration to reduce GHG emissions.

#### Relationship to EU Taxonomy KPIs and CapEx plan, linkage to relevant financial statement line items and notes

When comparing any significant CapEx and OpEx amounts required to implement ESRS E1 climate actions with EU Taxonomy KPIs, the EU Taxonomy reporting structure is considered: it distinguishes environmentally sustainable activities (A.1) from Taxonomy eligible but not environmentally sustainable activities (A.2), and presents Taxonomy non eligible activities (B) separately in KPI templates. ANDRITZ may structure actions by economic activity to compare action related OpEx and CapEx to Taxonomy aligned KPIs when significant action related amounts become available. More information on ANDRITZ's taxonomy reporting is presented in section Information pursuant to Article 8 of the EU Taxonomy Regulation (2020/852) of this report.

ANDRITZ reports EU Taxonomy key performance indicators (KPIs) prepared in accordance with Commission Delegated Regulation (EU) 2021/2178, including the treatment of non capitalized costs and measures to avoid double counting across categories. In 2025, EU Taxonomy aligned CapEx amounted to 10.3% and EU Taxonomy eligible CapEx to 24.1%; EU Taxonomy aligned OpEx amounted to 36.4% and EU Taxonomy eligible OpEx to 36.7%. Part of the Taxonomy aligned CapEx comprises individual sustainable investments enabling reductions in greenhouse gas emissions and lowering water and energy consumption, including water treatment and waste management, electrically powered vehicles, sustainable renovation and maintenance of buildings, charging stations for electric vehicles, and installation of photovoltaic systems. The EU Taxonomy disclosures explicitly include categories of sustainable investments (e.g., photovoltaic installations, electrically powered vehicles, building renovations) that are among the climate actions, supporting consistency between actions and the Taxonomy KPIs. Preparation of EU Taxonomy KPIs followed a methodology to avoid double counting of capital or operating expenditures already recognized under revenue associated assets or processes.

## Metrics and targets

### E1-4 Targets related to climate change mitigation and adaptation

As presented in ESRS 2 SBM-1, reporting year 2025 ends the current sustainability program, that has been in effect between 2021 and 2025. In the reporting year, ANDRITZ has developed Sustainability program 2026 – 2030 that includes SBTi validated near-term emissions reduction targets as the core. As the targets were validated by the SBTi in 2025, ANDRITZ reports its performance against them already this year, though the reporting of the other targets in the program not related to climate begins in 2026. More information on Sustainability Program 2026 – 2030 is disclosed in ESRS 2 SBM-1.

Target description	Absolute GHG emissions		Relative GHG emissions	
	Reduce absolute Scope 1+2 emissions by 42% by 2030	Reduce absolute Scope 3 emissions by 25 % by 2030	Reduce Scope 1+2 emissions intensity -50% by 2025 (target 2025: 14.0)	Reduce Scope 1+2 emissions intensity to 10 tons CO <sub>2</sub> e/MEUR revenue by 2030
<b>Policy relationship</b>	Sustainability Program 2026-2030 KPI, Supports Group Environment Policy		KPI in both Sustainability Programs 2021-2025 and 2026-2030, Supports Group Environment Policy	
<b>Nature of target</b>	Absolute target, reported as reduction %		Relative target measured against revenue	
<b>Scope and geographical boundaries</b>	Own operations in ANDRITZ Group	Value chain	Own operations in ANDRITZ Group	
<b>Baseline</b>	2023: 131,143 tCO <sub>2</sub> e	2023: 60,463,465 tCO <sub>2</sub> e	2019: 28.1 tCO <sub>2</sub> e/MEUR	2023: 18 tCO <sub>2</sub> e/MEUR
<b>Period</b>	End of 2030	End of 2030	End of 2025	End of 2030
<b>Milestones</b>	2025: -35% without and -19% with the risk adjustment*	2025: -24%	2025: 11.6 2024: 13.7 2023: 18.0 2022: 18.6 2021: 29.3	2025: 11.6 2024: 13.7 2023: 18.0
<b>Methodologies/ assumptions</b>	Disclosed on a gross basis and do not include GHG removals, carbon credits, or avoided emissions. Presented in E1-6 Methodologies, boundaries, and Scope 3 category details		Revenue of locations included** in the environmental reporting is used (not total group revenue). Developed based on ANDRITZ's sustainability strategy and its defined focus areas in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	
<b>Scientific evidence</b>	Yes. SBTi has validated Scope 1+2 target ambition to be aligned with 1.5°C (the Paris Agreement)		No	
<b>Stakeholder involvement</b>	Group Sustainability, Group Environmental Management, Business Area Sustainability and Environmental Management, Group and Business Area Senior Leadership		Group Sustainability, Group Environmental Management, Group Strategic Finance, Business Area Sustainability and Environmental Management, Group and Business Area Senior Leadership	
<b>Changes</b>	No changes after SBTi validation		No changes, KPI continues in Sustainability Program 2026-2030	
<b>Monitoring and review</b>	Quarterly as a Sustainability Program KPI via reports and dashboard by Group Environmental Management, the Executive Board and the Supervisory Board			

\* Methodology section in E1-6 presents absolute emissions with and without energy-related risk adjustment

\*\* Locations included in the environmental reporting are presented in attachment 1 to this report

In the combined absolute Scope 1+2 emissions reduction target, Scope 1 represents 68 % and Scope 2 represents 32 % in year 2025. ANDRITZ does not have separate targets for Scope 1 and Scope 2; only a combined target. The Scope boundaries are consistent with the GHG inventory described in E1-6.

Targets were set using the SBTi cross-sector absolute contraction methodology. Inventory consolidation applies operational control, and Scope 2 is calculated using both market-based and location-based methods in line with the Greenhouse Gas Protocol. When monitoring the SBTi related emissions reduction, Scope 2 market-based method is used as defined in the SBTi validation. Target–inventory boundary consistency is ensured through SBTi validation; all seven Kyoto greenhouse gases are covered. SBTi has validated in 2025 that the science-based greenhouse gas emissions reductions targets submitted by ANDRITZ conform with the SBTi Standards and Guidance (Criteria version 5.2). Scenarios used in risk assessments and transition planning are described in section E1- IRO 1. More details on the GHG emissions methodology disclosed in section E1 – 6.

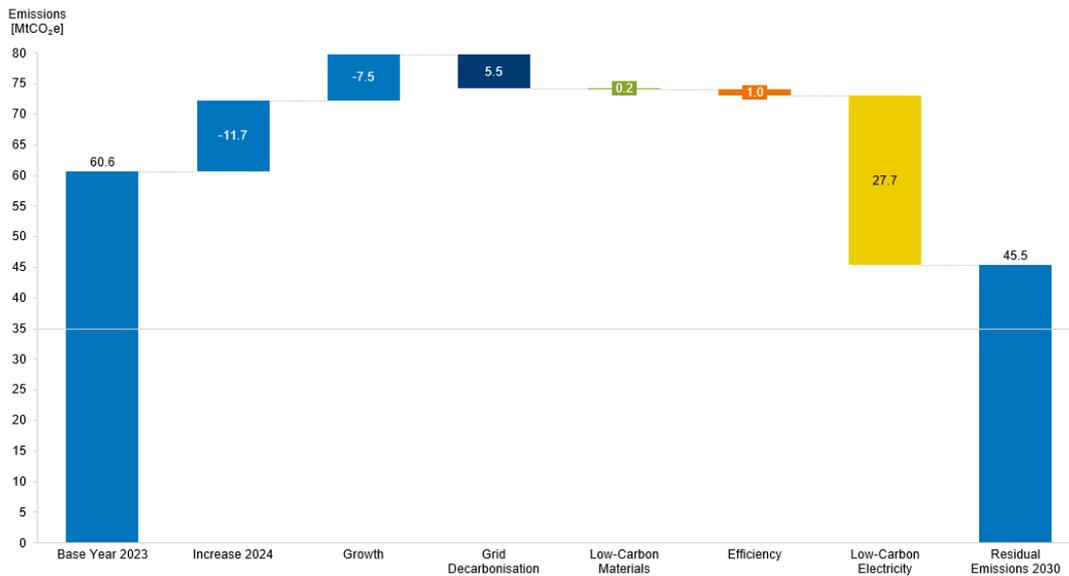
Detailed information on ANDRITZ emissions reduction targets is presented in E1-6 section Methodologies, boundaries, and Scope 3 category details. Methodology section includes also recalculation policy aligned to the Greenhouse Gas Protocol and SBTi criteria and information on base year selection and representativeness. 6]

Decarbonization levers identified include

- Low carbon electricity procurement (e.g., guarantees of origin, renewable energy certificates, power purchase agreements) lever contributes to IROs GHG emissions from own operations, GHG emissions from value chain, energy use in own operations and energy use in value chain
- On site photovoltaic installations lever contributes to IROs GHG emissions from own operations and energy use in own operations
- Grid decarbonization lever contributes to IROs GHG emissions from own operations, GHG emissions from value chain, energy use in own operations and energy use in value chain
- Energy efficiency measures lever contributes to IROs GHG emissions from own operations, GHG emissions from value chain, energy use in own operations and energy use in value chain
- Low-carbon materials lever contributes to IRO GHG emissions from value chain

More information on climate related IROs are disclosed in ESRS 2 IRO-1, and on decarbonization lever related actions in E1-3.

The waterfall diagram below presents the projected emissions trajectories of ANDRITZ's total GHG emissions (combined Scope 1, 2 and 3) from the 2023 base year to target year 2030.



As can be seen in the diagram, low carbon electricity is a major contributor to reduction of ANDRITZ total GHG emissions to achieve the near-term GHG emissions reduction targets by end of 2030. The low carbon lever is supported by levers grid decarbonization and energy efficiency. Although the role of lever low carbon materials in ANDRITZ type of industry, where the use phase emissions of long lifetime machine dominate the GHG inventory, is minor during near-term target period (2023 – 2030), ANDRITZ recognizes their role in long-term emissions reduction. ANDRITZ has not set a long-term Net Zero emissions reduction target towards 2040 or 2050.

**Additional quantitative information related to the targets**

Market-based Scope 2 emissions decreased from 51,520 tCO<sub>2</sub>e in 2024 to 26,948 tCO<sub>2</sub>e in 2025, an absolute reduction of 24,572 tCO<sub>2</sub>e and a percentage reduction of 48% relative to the base year.

Location-based Scope 2 emissions were 107,713 tCO<sub>2</sub>e in 2024 and 100,846 tCO<sub>2</sub>e in 2025.

As companies should not change the ESRS E1 tables, ANDRITZ cannot present the combined Scope 1 and Scope 2 (market-based) target performance in table gross scopes 1, 2, 3 and total GHG emissions in E1-6. In 2025 ANDRITZ’s combined Scope 1 and Scope 2 (market-based) emissions were 84,770 tCO<sub>2</sub>e. In the methodology section of E1-6 ANDRITZ presents its internal monitoring approach related to uncertainties in market-based emissions by applying a risk weighted adjustment.

Target boundary minimum coverage validated by the SBTi is at 99 % for combined Scope 1 and Scope 2 (market-based), and Scope 3 minimum coverage at 67% of total Scope 3 emissions in the baseline year 2023. This results in the following SBTi minimum boundaries and 2025 performance:

- Combined Scope 1 and Scope 2 (market-based) emissions were 84,770 tCO<sub>2</sub>e in 2025. Of this, the combined emissions at the SBTi minimum boundary were 83,922 tCO<sub>2</sub>e in 2025. As the SBTi validated baseline year 2023 minimum boundary is 129 832 tCO<sub>2</sub>e, the SBTi target performance for combined Scope 1 and 2 (market-based) is -35 % in 2025. Please see the internal monitoring approach applying a risk weighted adjustment in E1-6

- Scope 3 emissions were 45,682,500 tCO<sub>2</sub>e in 2025. Of this, the Scope 3 emissions at the SBTi minimum boundary were 30,607,275 tCO<sub>2</sub>e in 2025. As the SBTi validated baseline year 2023 minimum boundary is 40,510,522 tCO<sub>2</sub>e, the SBTi target performance for Scope 3 is -24 % in 2025. It should be noted that given the nature of ANDRITZ's business (delivering large-scale machinery projects, such as mills, with lifespans spanning decades) Scope 3 emissions can vary significantly from year to year. This is because the total lifetime emissions of a project are allocated to a single year. As a result, the timing of allocation (e.g., whether emissions are recorded in December or January) has a substantial impact, as it can shift the emissions between different reporting years
- Total GHG emissions across Scopes 1 to 3 was 45,767,270 tCO<sub>2</sub>e (market-based) and 45,841,168 tCO<sub>2</sub>e (location-based) in 2025. ANDRITZ as not set a SBTi emissions reduction target for combined GHG emissions targets across all the three scopes. Therefore, there is no minimum boundary defined in SBTi validation.

### E1-5 Energy consumption and mix

ANDRITZ reports energy consumption covering all ANDRITZ Group locations included in sustainability reporting, applying the same perimeter used for Scopes 1 and 2 greenhouse gas emissions via the operational control approach. ANDRITZ did not use energy products as feedstock (non energy purposes) in the reporting year. Energy data is collected quarterly in the environmental reporting IT tool based on direct measurements, actual consumption recorded in invoices and extrapolation based on earlier consumption. 27.6% of total energy consumption was obtained by extrapolation in 2025. Measuring energy consumption and mix is consistent with the policies ANDRITZ has set in regard to energy, as energy consumption and mix is the major contributor to reducing GHG emissions.

Energy is classified as renewable or low carbon only when contractual arrangements clearly define non fossil origin; otherwise, energy is classified as fossil. Final energy consumption is reported in Mega Watt hours (MWh), and double counting of self generated energy is avoided in line with ESRS requirements.

#### Energy consumption and mix (in MWh)

Energy consumption and mix	2025	2024	2023
1) Fuel consumption from coal and coal products (MWh)	0	0	0
2) Fuel consumption from crude oil and petroleum products (MWh)	42,182	37,106	32,702
3) Fuel consumption from natural gas (MWh)	237,411	228,446	243,004
4) Fuel consumption from other fossil sources (MWh)	68	24	38
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	102,303	126,684	151,973
<b>6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)</b>	<b>381,964</b>	<b>392,260</b>	<b>427,717</b>
Share of fossil sources in total energy consumption (%)	62.4%	63.2%	69.1%
<b>7) Consumption from nuclear sources (MWh)</b>	<b>3,081</b>	<b>2,480</b>	<b>2,026</b>
Share of consumption from nuclear sources in total energy consumption (%)	0.5%	0.4%	0.3%
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	19	87	873
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	207,617	213,529	181,360
10) The consumption of self-generated non-fuel renewable energy (MWh)	19,815	12,178	7,210
<b>11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)</b>	<b>227,451</b>	<b>225,794</b>	<b>189,443</b>
Share of renewable sources in total energy consumption (%)	37.1%	36.4%	30.6%
<b>Total energy consumption (MWh) (sum of lines 6, and 11)</b>	<b>612,497</b>	<b>620,534</b>	<b>619,186</b>

#### Additional information on purchased electricity and classification

Purchased electricity amounted to 284,268 MWh in 2023, to 288,937 MWh in 2024 and to 274,069 MWh in 2025. The share of low carbon electricity (including renewable electricity) was 67% in 2023, 75% in 2024 and 92.5% in 2025. Energy is classified as renewable or low carbon only when non fossil origin is defined in supplier contracts; otherwise, it is classified as fossil.

#### Energy production (in MWh)

Production category	2025	2024	2023
Renewable energy production (MWh)	19,815	12,178	7,210
Non-renewable energy production (MWh)	0	0	0

Self generated renewable energy comprises electricity from ANDRITZ's own photovoltaic plants, electricity from a small hydropower plant, and heating from energy pumps and solar plants. A portion of 2,998 MWh was sold externally in 2025, with the majority self consumed.

ANDRITZ confirms that it does not offset energy consumption even if on site generated energy is sold to and used by a third party.

#### Energy intensity and reconciliation

Energy intensity (total energy consumption per net revenue) is determined for activities in high climate impact sectors and calculated as total energy consumption (MWh) divided by net revenue (EUR). ANDRITZ confirms that all business activities fall under NACE category C (Manufacturing), so the Group's total net revenue is used as the denominator. The revenue amount used for the intensity calculation reconciles directly to the revenue stated in the notes to the consolidated financial statements (chapter C) 9. Revenue).

Energy intensity based on net revenue	2025	2024	2023
Total energy consumption from activities in high climate-impact sectors (in MWh)	612,497	620,534	619,186
Net revenue from activities in high climate-impact sectors (in EUR)	7,883,063,515	8,313,744,514	8,660,014,879
Energy intensity	0.000078	0.000075	0.000071

#### High climate impact sectors used to determine energy intensity

- C 28.9.5 Manufacture of machinery for paper and paperboard production
- C 28.9.9 Manufacture of other special purpose machinery n.e.c.
- C 28.2 Manufacture of other general purpose machinery
- C 28.4.1 Manufacture of metal forming machinery
- C 28.2.1 Manufacture of ovens, furnaces and furnace burners
- C 33.1.1 Repair of fabricated metal products, machinery and equipment
- C 28.1.3 Manufacture of other pumps and compressors
- C 28.1.1 Manufacture of engines and turbines, except aircraft, vehicle and cycle engines

- C 28.1.4 Manufacture of other taps and valves
- C 27.1 Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
- C 27.9 Manufacture of other electrical equipment
- C 25.1 Manufacture of structural metal products

The measurement of the metrics referenced within section E1-5 Energy consumption and mix, including the energy intensity and the net revenue amount used for the denominator is not validated by an external body other than the assurance provider.

#### **E1-6 Gross Scopes 1, 2, 3 and total GHG emissions**

ANDRITZ discloses gross greenhouse gas (GHG) emissions in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) for Scope 1, Scope 2 (location-based and market-based), Scope 3, and total GHG emissions, prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance, and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Consolidation is based on the operational control approach. ANDRITZ does not have operational control of its associated companies, thus they are not included in our GHG emissions inventory.

Gross Scopes 1, 2, 3 and total GHG emissions (in t CO<sub>2</sub>e)

	Retrospective				Milestones and target years	
	2023 (base year)	2024	2025	2024 vs. 2025 (%)	2030	Annual % target/base year
<b>Scope 1 GHG emissions</b>						
Gross Scope 1 GHG emissions (tCO <sub>2</sub> e)	55,098	54,214	57,822	7		
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%			
<b>Scope 2 GHG emissions</b>						
Gross location-based Scope 2 GHG emissions (tCO <sub>2</sub> e)	118,048	107,713	100,846	-6		
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> e)	76,045	51,520	26,948	-48		
<b>Significant scope 3 GHG emissions</b>						
Total Gross indirect (Scope 3) GHG emissions (tCO <sub>2</sub> e)	60,398,741	71,690,047	45,682,500	-36	-25%	-4
1) Purchased goods and services	2,220,734	1,582,647	1,748,371	10	n/a*	
2) Capital goods	18,064	7,587	9,640	27	n/a*	
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	37,067	26,145	24,826	-5	n/a*	
4) Upstream transportation and distribution	486,980	326,798	275,117	-16	n/a*	
5) Waste generated in operations	11,353	18,400	21,900	19	n/a*	
6) Business traveling	63,923	34,298	34,866	2	n/a*	
7) Employee commuting	117,226	42,467	47,372	12	n/a*	
8) Upstream leased assets	7,873	8,697	10,039	15	n/a*	
9) Downstream transportation	141,224	227,473	181,616	-20	n/a*	
11) Use of sold products	57,292,347	69,408,666	43,254,918	-38	n/a*	
12) End-of-life treatment of sold products	-	-	67,391		n/a*	
13) Downstream leased assets	1,950	6,821	6,484	-5	n/a*	
<b>Total GHG emissions</b>						
Total GHG emissions (location-based (tCO <sub>2</sub> e)	60,571,887	71,851,974	45,841,168	-36	n/a*	
Total GHG emissions (market-based (tCO <sub>2</sub> e)	60,529,884	71,795,781	45,767,270	-36	n/a*	

\*Scope 3 reduction target has been set to total gross indirect GHG emissions only

Calculations include all the main greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>). Intergovernmental Panel on Climate Change (IPCC) 100-year global warming potential (GWP) values are used to express emissions as CO<sub>2</sub>e. Scope 2 is disclosed using both location-based and market-based methodologies.

Scope 1 and Scope 2 emissions are calculated using energy data from all locations within the reporting Scope and emission factors from ecoinvent and Umweltbundesamt GmbH via an IT tool.

Total GHG emissions are disclosed with a distinction between totals derived from the underlying Scope 2 emissions measured using location-based and market-based methods.

For Scope 2 market-based accounting, the use of contractual instruments includes green electricity contracts, renewable energy certificates, guarantees of origin, and power purchase agreements. Energy is classified as renewable or low carbon only when non-fossil energy is clearly defined in contractual agreements.

Scope 3 categories included in the inventory are: Purchased goods and services; Capital goods; Fuel- and energy-related activities (not included in Scope 1 or 2); Upstream transportation and distribution; Waste generated in

operations; Business travel; Employee commuting; Upstream leased assets; Downstream transportation and distribution; Use of sold products; and Downstream leased assets. Categories excluded with justification: Processing of sold products (not relevant to the business model); Franchises (not relevant to the business model); Investments (minimal relevance to total emissions).

Scope 3 emissions are calculated with category-appropriate methods and emission factors sourced from recognized datasets using newly introduced functionalities in Celonis process intelligence platform integrating multiple data sources. ANDRITZ first disclosed Scope 3 emissions for the reporting year 2024. Since the first reporting of Scope 3, ANDRITZ Scope 3 calculation methodology has developed. In 2024 Scope 3 reporting, the approach to reporting value chain emissions was very conservative and has been since developed as presented in section E1-6 Methodologies, boundaries, and Scope 3 category details. SBTi validation confirmed our improved calculation methodology. When presenting the 2025 Scope 3 emissions we also present the recalculated emissions for 2024. As confirmed by the SBTi, ANDRITZ has performed the Scope 3 baseline year calculations using the enhanced methodology. Therefore, no baseline year recalculation is needed.

Biogenic CO<sub>2</sub> emissions are not used in own production (Scope 1); biogenic CO<sub>2</sub> from purchased energy is included within Scope 2 and is not reported separately due to the very low biomass share. In the 2023 inventory submitted to the Science Based Targets initiative (SBTi), no emissions from the combustion, processing and distribution phase of bioenergy and no land use emissions or removals associated with bioenergy feedstocks were reported. This reporting was validated by the SBTi

#### Methodologies, boundaries, and Scope 3 category details

Scope 1 encompasses direct emissions from owned or controlled sources such as fuel combustion and fugitive emissions. Scope 2 comprises emissions from externally sourced electricity, steam, heat, and cooling, reported using both location-based and market-based methods. ANDRITZ reserves the right to add a reasonable management reserve on top of the own operations calculation in case of uncertainties in the global energy markets. If applied, ANDRITZ also reports combined Scope 1+2 GHG emissions (market based) without the added management reserve for transparency reasons.

ANDRITZ approach to uncertainties in market-based Scope 2 emissions is the following. A supplementary upper bound view of electricity related emissions exposure in addition to market-based totals is presented by several companies, especially companies operating e.g. data centers. ANDRITZ follows this transparency intent by reporting a risk weighted adjustment for market-based Scope 2 that reflects country/instrument specific certificate reliability, consistent with GHG Protocol transparency. Our third-party critical review of renewable energy markets in ANDRITZ countries identifies three countries with higher uncertainty in renewable energy instruments. The countries and the associated uncertainty levels are the following: Brazil 11%, China 79% and India 80%. We use these to quantify the renewable energy instrument related risk we consider impacting the GHG emissions of our own operations (Scope 1 and Scope 2 combined).

When applying our risk weighted adjustment approach, we report two figures based on the figures disclosed under Gross Scopes 1, 2, 3 and Total GHG emissions: 1) unadjusted absolute Scope 1+2 emissions combined (tCO<sub>2</sub>e, market-based) and 2) absolute Scope 1+2 emissions (tCO<sub>2</sub>e, market-based) with risk weighted adjustment based on external critical review. In 2025, the unadjusted performance was 84,770 tCO<sub>2</sub>e, and when including the risk-weighted adjustment the performance was 104,800 tCO<sub>2</sub>e.

Scope 3 comprises upstream and downstream value chain emissions. Scope 3 GHG emissions include ANDRITZ and all its subsidiaries. Emissions from associated companies are not included as ANDRITZ does not have operational control. Category-specific reporting boundaries and calculation methods are applied to included categories, double-counting controls are implemented at the purchase order and invoice line levels. The extent to which ANDRITZ Scope 3 GHG emissions are measured using inputs from specific activities within the upstream and downstream value chain is presented in a table below by categories. Use of spend-based, activity-based method or a combined method is marked for each category. Due to Scope 3 category 11 dominating ANDRITZ's GHG emissions, approximately 1% of the GHG balance is calculated with primary data, whereas approx. 99% is secondary data.

Scope 3 Category	Spend-based	Activity-based	Combination
Cat 1 - Purchased goods and services			X
Cat 2 - Capital goods			X
Cat 3 - Fuel- and energy-related activities		X	
Cat 4 - Upstream transportation & distribution	X		
Cat 5 - Waste generated in operations		X	
Cat 6 - Business Travel			X
Cat 7 - Employee commuting		X	
Cat 8 - Upstream leased assets	X		
Cat 9 - Downstream transportation & distribution	X		
Cat 11 - Use of Sold Products		X	
Cat 12 - End-of-life treatment of sold products		X	
Cat 13 - Downstream Leased Assets	X		

#### Overview of emission factors used for Scope 3 emission calculation

Category	Emission Factor Database(s)
3.1	BEIS, Climatiq, EPA, Exiobase, Market Economics Limited, OpenIO-Canada, CEDA, Bafa, CAEP, CBAM, Circular Ecology, Climate TRACE, GEMIS, OEKOBAUDAT, ecoinvent, WRAP
3.2	BEIS, EPA, Exiobase, CAEP, ecoinvent
3.3	BEIS, IEA
3.4 and 3.9	BEIS, Climatiq, EPA, Exiobase, Market Economics Limited, OpenIO-Canada
3.5	Ecoinvent, EPA
3.6	Ecoinvent, EPA, Market Economics Limited
3.7	Ecoinvent, ADEME, UBA, BEIS, CO <sub>2</sub> Emissiefactoren
3.8	Climatiq, EPA
3.11	UBA Austria, IEA
3.12	Ecoinvent, EPA, ADEME, BEIS
3.13	Climatiq, EPA

ANDRITZ reports GHG emissions on a global basis, covering all regions and countries where we operate. No geographical exclusions are applied.

ANDRITZ Scope 3 calculation methodology has developed since the first Scope 3 reporting year 2024. When reporting Scope 3 for the first time, the approach to value chain emissions was very conservative, meaning that GHG calculations were made based on the most emission intensive scenario for project deliveries and at this time available information needed for the calculation. In this context most emission intensive scenario means that the calculations were based on 100% technical configuration set-up and using country grid mix. This affected category 11 (use of sold products). Combining different project configuration related databases ANDRITZ has improved the input data related to products allowing more refined calculations. The more developed methodology (incl. all necessary technical details for the machinery, source of energy used by the customer). used from the reporting year on includes e.g. the following inputs: 1) projects are sourced from the Group POC (Percentage Of Completion) documentation, all capital projects > €0.5 MEUR reaching FAC (Final Acceptance Certificate) are included; 2) Energy use parameters (hourly electricity use, hourly fuel use), 3) Customer electricity information (if provided): electricity source, % renewable or low-carbon with evidence, 4) advanced emission factor mapping and traceability in our GHG software. It includes e.g. the following assumptions: 1) Use profile based on the product's projected lifetime (years) and expected annual operating hours (h/y) during a typical duty cycle; 2) boundary direct use only; products directly consuming energy (electricity and/or fuels) are included, while deliveries without direct energy consumption at the customer site (e.g., hydropower equipment without own energy use; pumps without motors) are excluded; 3) No future grid decarbonization is applied in lifetime calculations; 4) Use of estimations as presented in the next chapter.

SBTi validation confirmed that ANDRITZ updated Scope 3 methodology allows considerably more refined calculations and better data quality. Based on ecoinvent database and literature research ANDRITZ estimates that of total category 11 emissions approximately 1,500,000 tCO<sub>2</sub>e are biogenic emissions.

#### Use of estimations

To maintain the high standards in our updated Scope 3 methodology, it is evident that meeting the financial reporting schedule applied for non-financial reporting requires estimations related to end-of-the year project deliveries. Therefore, our methodology includes assessing project deliveries Q1 to Q3 based on the actual reporting year deliveries, and the remaining Q4 is estimated using Q4 of the previous reporting year as a proxy. We apply this methodology for Scope 3 category 11 (use of sold products) until our target year 2030. Other Scope 3 categories affected to estimations are:

- categories 1, 2, 4 and 9 (95% SAP locations extrapolated to cover 100% of locations),
- categories 3 and 5 (add-on to cover locations with ≤35 employees not included in the data collection: waste 0.84%, electricity 2.1%, fuels 0.26%; all three based on headcount data) and
- category 12 (same estimation described for cat 11; Q4 based on last year's proxy).

Going forward, we are committed to annually disclosing how well the proxies estimated the actual CO<sub>2</sub>e impact starting from 2026 reporting. It should be noted that category 11 represents approximately 95% of our Scope 3 emissions, making the impact of estimations in the other Scope 3 categories mentioned very small compared to category 11.

#### Baseline year

It should be also noted that ANDRITZ has performed the Scope 3 baseline year calculations using the enhanced methodology, and the calculations have been validated by the SBTi. Therefore, no baseline year recalculation is needed in 2025. In ANDRITZ Baseline year GHG calculation policy applied across Scope 1, 2 and 3, we have defined the significant changes affecting baseline year emissions, that trigger baseline year recalculation.

To summarize, these fall into three categories: structural changes in the company, calculation methodology changes and data deviations and other potential changes. ANDRITZ recalculates the baseline year 2023 emissions inventory to account for significant changes causing an emissions increase/decrease greater than 5% of the initial baseline, in accordance with the GHG Protocol Guidance and the SBTi Corporate Near-Term Criteria. For acquisitions and mergers, full reporting year of new ANDRITZ Group companies are assessed to ensure data quality and consistency with ANDRITZ emission calculation methodology. If a recalculation is necessary, ANDRITZ will publicly update its baseline emissions when disclosing the company carbon footprint in the non-financial reports.

#### GHG intensity based on net revenue

GHG intensity per net revenue	2025	2024
Total GHG emissions (location-based) (in t CO <sub>2</sub> e)	45,841,168	71,851,974
Total GHG emissions (market-based) (in t CO <sub>2</sub> e)	45,767,270	71,795,781
Net revenue (in EUR)	7,883,063,515	8,313,744,514
Total GHG emissions (location-based) per net revenue (tCO <sub>2</sub> e/EUR)	0.006	0.009
Total GHG emissions (market-based) per net revenue (tCO <sub>2</sub> e/EUR)	0.006	0.009

GHG intensity based on net revenue is prepared in line with ESRS guidance and disclosed for both location-based and market-based total GHG emissions; total GHG emissions in the numerator are expressed in tCO<sub>2</sub>e and net revenue in the denominator is expressed in EUR, calculated under the operational control consolidation approach. No external validation for calculating the energy or GHG intensity was conducted.

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

ANDRITZ offers technical solutions to capture GHG emissions from industrial processes, focusing particularly on the cement, pulp and paper, and steel industries, as well as the waste-to-energy and biomass-combustion industries. These technologies separate and capture CO<sub>2</sub> from flue gas and make it available in the highest quality. It can then be compressed and liquefied for further use, for example, as a carbon source for e-fuel, or be safely stored underground for permanent removal from the atmosphere. ANDRITZ's solutions can be retrofitted to existing power and industrial plants, allowing them to continue operating in a sustainable manner or even achieve negative emissions if the biogenic CO<sub>2</sub> is stored underground.

In 2023, ANDRITZ commissioned the first amine-based carbon-capture plant for the cement industry in Germany. The pilot plant can capture two tons of CO<sub>2</sub> per day, and in the future, the aim is to increase the quantity to 1,500 tons per day. The performance data was included in the 2024 non-financial report, which was validated by the assurance provider. ANDRITZ delivered another carbon capture pilot plant to Austrian steel producer voestalpine, marking significant strides in its carbon management initiatives. The successful pilot operations continued throughout reporting year 2025. ANDRITZ does not use carbon credits to finance GHG emission reductions or removals.

#### E1-8 Internal carbon pricing

ANDRITZ does not apply internal carbon pricing.

## ESRS E2 Pollution

### Impact, risk and opportunity management

#### ESRS 2 IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

For information on the processes to identify and assess material pollution-related impacts, risks and opportunities, please see the ESRS2 IRO-1 chapter.

#### E2-1 Policies related to pollution

ANDRITZ has adopted group-wide policies and implementation guidelines that establish environmental protection, including prevention and control of pollution, as core principles across products, services, and operational management. The policies are mandatory across all locations, construction sites and suppliers and include structured processes to manage material impacts related to pollution. These include the ANDRITZ Sustainability programs 2021-2025 and 2026-2030, the Group Environment Policy, the ANDRITZ Code of Conduct and Ethics, the Supplier Code of Conduct and Ethics, the Group Product Quality Policy and the ANDRITZ Business Process Manual.

The policy details are disclosed in ESRS 2 SBM-1 (see MDR-P table).

The policies relate to the following material impacts:

- ANDRITZ's clean air technologies (for dedusting, multi-pollutant control, heat recovery, desulphurization, denitrification) contribute to reducing air emissions in industries like P&P, metals, cement, mining, waste to energy, biomass or utility. This benefits public health benefits and reduces environmental impacts like acid rain or smog formation. (ANDRITZ Sustainability programs 2021-2025 and 2026-2030, Group Environment Policy, ANDRITZ Code of Conduct and Ethics, Group Product Quality Policy and ANDRITZ Business Process Manual)
- ANDRITZ's product offering for wastewater treatment in various industries (pumps for wastewater treatment, separation technologies for industrial and municipal wastewater treatment) and for efficient tailings treatment in the mining sector contribute to pollution reduction, water resource protection, soil and ecosystem health as well as public health improvement. (ANDRITZ Sustainability programs 2021-2025 and 2026-2030, Group Environment Policy, ANDRITZ Code of Conduct and Ethics, Group Product Quality Policy and ANDRITZ Business Process Manual)
- Upstream activities in the supply chain of ANDRITZ may cause air, water and soil pollution, affecting health and environment. (ANDRITZ Sustainability programs 2021-2025 and 2026-2030 and Supplier Code of Conduct and Ethics)

#### Mitigating negative impacts related to pollution

ANDRITZ addresses the mitigation of negative impacts related to air, water, and soil pollution through comprehensive policies that apply to its own operations and its supply chain. The company's Group Environment Policy mandates strict compliance with international standards (such as ISO 14001), sets clear targets for reducing emissions, energy and water consumption, and waste, and requires continual monitoring and improvement. Suppliers are held to similar standards via the Supplier Code of Conduct, which obliges them to minimize pollution, manage hazardous substances responsibly, and implement environmental management systems. Across all activities, ANDRITZ emphasizes prevention, control, and transparency, ensuring that environmental protection - including pollution prevention - is integrated into product design, operational practices, and supplier relationships.

#### Substituting and minimizing substances of concern and phasing out substances of very high concern

ANDRITZ's Group Environment Policy and Code of Conduct address the substitution and minimization of substances of concern, as well as the phasing out of substances of very high concern (with a focus on lead (Pb)). The company commits to complying with international regulations such as REACH, RoHS, and TSCA, and prohibits the use or purchase of banned chemicals - including persistent organic pollutants and mercury compounds. ANDRITZ continuously improves its internal management to identify, control, and eliminate hazardous substances from products and processes, prioritizing restriction and substitution wherever possible. These requirements extend to suppliers, who must also implement robust environmental management systems and avoid substances of concern throughout the value chain, ensuring that both operational practices and product development support the phase-out of non-essential and high-risk chemicals.

#### Avoiding incidents and emergency situations

ANDRITZ's policies require proactive measures to avoid incidents and emergency situations across its own operations and the entire value chain, and establish clear procedures for controlling and limiting their impact on people and the environment when they occur. The company mandates compliance with all relevant safety and environmental regulations and empowers employees to stop unsafe activities and report risks or non-conformities immediately. In the event of an incident, ANDRITZ performs thorough analyses, documents findings, and communicates lessons learned to prevent recurrence. Emergency management and reporting are supported by dedicated policies and guidelines, and suppliers are also required to have systems in place to manage health, safety, and environmental risks, ensuring a coordinated response throughout the value chain. Continuous monitoring, training, and improvement processes further strengthen ANDRITZ's ability to prevent, control, and mitigate the effects of emergencies and incidents.

#### E2-2 Actions and resources related to pollution

ANDRITZ has primarily focused its pollution-related actions on product solutions and the supply chain rather than direct operational interventions, as internal assessments have found no significant pollution impact from its own manufacturing locations.

<b>Related material IROs</b>	Upstream pollution (negative impact)	Clean air technologies (positive impact)  Product offering for wastewater treatment (positive impact)
<b>Key action</b>	The upstream engagement includes supplier engagement via the Supplier Code of Conduct which requires for example the introduction of environmental management systems; and the assessment of suppliers with a compliance and sustainability questionnaire including pollution related questions	Downstream engagement includes the offering of clean air technologies designed to reduce air emissions at customer sites, addressing air pollution impacts via product use and wastewater treatment technologies for the reduction of water pollution at customer sites
<b>Expected outcome</b>	Pollution prevention at supplier sites through transparency, setting clear expectations, triggering preventive action, and enabling continuous improvement	Reduction of air pollution with technologies for dedusting, multi-pollutants control, mercury control, desulphurization and denitrification. Helping customer sites maintain consistently low emission levels and protect surrounding air quality.  Reduction of water pollution at customer sites with pumps for wastewater treatment, technologies for industrial and municipal wastewater treatment and technologies for tailings treatment. This results in cleaner effluents, lower pollutant loads to rivers and lakes, and a reduction in the environmental impact on surrounding ecosystems and communities.
<b>Contribution to policy objectives and targets (see also E2-1/ESRS 2 SBM-1 and E2-3)</b>	Contributes to Supplier Code of Conduct and Ethics, and Sustainability programs 2021-2025 and 2026-2030  Contributes to supplier sustainability target set in 2021 and extended in 2026	Contributes to Group Environment Policy, the ANDRITZ Code of Conduct and Ethics, the Group Product Quality Policy, the ANDRITZ Business Process Manual and Sustainability programs 2021-2025 and 2026-2030  Contributes to sustainable solutions (e-impact revenue) target set in 2021 and extended in 2026
<b>Scope and affected stakeholder groups</b>	upstream VC  suppliers	downstream VC  customers
<b>Time horizon</b>	short-term mid-term long-term	short-term mid-term long-term
<b>Progress</b>	90% (2024: 91%) supply volume with assessed suppliers	47% (2024: 44%) e-impact revenue of total revenue
<b>Financial and other resources</b>	no significant CapEx/OpEx	In 2025, a total of 124 MEUR was spent on R&D

## Metrics and targets

### E2-3 Targets related to pollution

In the reporting year, ANDRITZ identified its supply chain target, which is part of the ANDRITZ sustainability program 2021-2025, as a pollution-related target. It is also anchored in the new sustainability program with a new target value for 2030. This resulted from this year's DMA update, which now also classifies the upstream value chain as material when it comes to pollution. Furthermore, the target to increase the share of sustainable solutions is considered as a pollution-related target because it includes technologies counteracting pollution at customer sites. This target also continues in the new sustainability program. The pollution related targets are voluntary targets.

<b>Related material IROs</b>	Upstream pollution (negative impact)	Upstream pollution (negative impact)	Clean air technologies (positive impact)	Clean air technologies (positive impact)
<b>Target description</b>	Cover 85% of the supply volume (accumulated external purchasing volume [direct spend] through suppliers with an annual purchasing volume of more than EUR 250,000 in one of the past two consecutive years, and new supplier created in current year with a purchasing volume of more than EUR 25,000) by means of orders placed with assessed suppliers by the end of 2025	Cover more than 90% of the supply volume (accumulated external purchasing volume [direct spend] through suppliers with an annual purchasing volume of more than EUR 250,000 in one of the past two consecutive years, and new supplier created in current year with a purchasing volume of more than EUR 25,000) by means of orders placed with assessed suppliers by the end of 2030	Product offering for wastewater treatment (positive impact) Increase share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2025	Product offering for wastewater treatment (positive impact) Increase share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2030 (e-impact revenue)
<b>Policy relationship</b>	Supports ANDRITZ's responsible sourcing strategy laid out in the Supplier Code of Conduct, ensuring that a majority of procurement is from suppliers assessed for sustainability compliance and is included in ANDRITZ Sustainability program 2021-2025	Supports ANDRITZ's responsible sourcing strategy laid out in the Supplier Code of Conduct, ensuring that a majority of procurement is from suppliers assessed for sustainability compliance and is included in ANDRITZ Sustainability program 2026-2030	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability program 2021-2025	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability program 2026-2030
<b>Nature of target</b>	absolute target, measured in percentage of purchasing volume	absolute target, measured in percentage of purchasing volume	absolute target, measured in percentage of revenue	absolute target, measured in percentage of revenue
<b>Scope and geographical boundaries</b>	upstream VC worldwide	upstream VC worldwide	downstream VC worldwide	downstream VC worldwide
<b>Baseline</b>	2020: 78%	2023: 90%	2020: 46%	2023: 45%
<b>Period</b>	End of 2025	End of 2030	End of 2025	End of 2030
<b>Milestones</b>	2025: 90% 2024: 91% 2023: 90% 2022: 82% 2021: 82%	Target starts in 2026	2025: 47% 2024: 44% 2023: 45% 2022: 45% 2021: 42%	Target starts in 2026
<b>Methodologies/ assumptions</b>	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2025, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2025, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.
<b>Scientific evidence</b>	no	no	no	no
<b>Stakeholder involvement</b>	Group Supply Chain and Group Sustainability	Group Supply Chain and Group Sustainability	Group Sustainability, Business Area Sustainability Leads, Group Strategic Finance	Group Sustainability, Business Area Sustainability Leads, Group Strategic Finance
<b>Changes</b>	n/a	n/a	n/a	n/a
<b>Monitoring and review</b>	Progress monitored and reviewed monthly via procurement dashboard	Progress will be monitored and reviewed monthly via procurement dashboard	Progress monitored and reviewed monthly via financial reports	Progress will be monitored and reviewed monthly via financial reports

## ESRS E3 Water and marine resources

### Impact, risk and opportunity management

#### ESRS 2 IRO-1 Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

For information on the processes to identify and assess material water and marine resources-related impacts, risks and opportunities, please see the ESRS2 IRO-1 chapter.

#### E3-1 Policies related to water and marine resources

The policies ANDRITZ has adopted to manage its material IROs related to water and marine resources include ANDRITZ Sustainability Program, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Code of Conduct, ANDRITZ Supplier Code of Conduct and Ethics, ANDRITZ Group Product Quality Policy, ANDRITZ Business Process Manual and Group Risk Management Policy. The key content, monitoring process, scope, accountability, related third-party standards or initiatives, stakeholder involvement, and the availability are summarized in the policy section of standard ESRS 2.

#### Material impacts, risks and opportunities the policies are addressing

##### Negative impacts

- **Water consumption in own operations:** Water consumption in areas of high or extreme high water stress has been identified as a negative impact. Our own operations consume water for manufacturing and testing processes. The degree of water dependency at an ANDRITZ location is determined by the manufacturing activities at each location. All manufacturing locations are connected to proper wastewater treatment to ensure that wastewater is treated before being released into the environment (ANDRITZ Sustainability Program 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Code of Conduct).
- **Upstream water consumption:** The production of materials such as steel and other metals purchased by ANDRITZ involves high water consumption with scarcity impacts for ecosystems and society (ANDRITZ Group Environment Policy, ANDRITZ Code of Conduct, ANDRITZ Supplier Code of Conduct and Ethics).
- **Downstream water consumption:** ANDRITZ serves customers in water-intensive industries, such as Pulp & Paper industry, which may lead to high water consumption and potential water scarcity for ecosystems and society environment (ANDRITZ Sustainability Program 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Code of Conduct, ANDRITZ Group Product Quality Policy).

##### Positive impacts

- **Solutions for water use reduction:** Sustainable solutions from ANDRITZ enable customers to reduce water consumption in their production processes. These solutions include technologies related to the CircleToZero initiative for Pulp & Paper plants (higher efficiency and closed loops throughout the mill-wide production leading to reduced freshwater usage), technologies for industrial wastewater treatment as well as ANDRITZ Metris digital solutions to visualize and optimize water use in customer's production processes (ANDRITZ Sustainability Program 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Code of Conduct, ANDRITZ Group Product Quality Policy).

## Risks

- **Water stress in own operations:** water shortages in areas experiencing high or extremely high water stress affect ANDRITZ's production. If not managed sufficiently, these water shortages have a negative impact on business activities and operating results (ANDRITZ Sustainability Program 2021-2025 and 2026-2030, ANDRITZ Group Environment Policy, ANDRITZ Group Environmental Data Guideline, ANDRITZ Code of Conduct, Group Risk Management Policy).

### Policies addressing water management, the use and sourcing of water and commitment to reduce material water consumption

ANDRITZ Sustainability program sets the direction for water-related actions by focusing on consumption reduction, establishing water balances and identifying opportunities for circular water management, including recycling and reuse, across locations, with target to decreasing water intake and support reductions in discharges through efficiency and reuse measures. Upstream value chain is addressed through ANDRITZ Supplier Code of Conduct and Ethics, and downstream value chain is addressed through ANDRITZ Group Product Quality Policy and ANDRITZ Business Process Manual.

The Group Environment Policy and Sustainability Program set clear commitments and measurable targets for reducing water consumption, addressing the use and sourcing of water in own operations. Implementation is supported by the Environmental Data Guideline, which defines environmental data reporting and quality assurance for water resources. In the reporting tool water use is categorized by type of water sourcing. Water management is integrated into the ANDRITZ business process framework, and supplier requirements further reinforce responsible water sourcing. Progress is tracked through a Group-wide strategy implementation process, where performance related to the sustainability program and its key performance indicators, including water aspects, is reported quarterly to the ANDRITZ Executive Board and Supervisory Board. Additionally, all water-related indicators are externally reported annually, ensuring transparency and enabling continuous improvement.

### Policies addressing prevention of water pollution, water treatment and product and service design

Policies ANDRITZ Environment Policy and ANDRITZ Code of Conduct and Ethics address the prevention and abatement of water pollution resulting from ANDRITZ activities, including obtaining and maintaining required permits and avoiding or reducing wastewater or emissions to water arising from business activities. The Group's product-related policies address product and service design.

These policies include ANDRITZ Group Product Quality Policy setting out rules for planning, engineering, and delivering products according to environmental requirements, and ANDRITZ Business Process Manual describing ANDRITZ product and innovation management process and its implementation. ANDRITZ technologies for industrial and municipal wastewater treatment help reduce and prevent water pollution. Our technologies enable water reuse and recycling in the downstream value chain, thus reducing water discharge and contributing to reduced freshwater withdrawals and discharges at customer sites. Technologies for water treatment, drinking water supply, irrigation and desalination enable water-related positive impacts beyond the value chain for the environment and society, including affected communities. These offerings are aligned with ANDRITZ sustainability-related policy context embedding water management and conservation of natural resources across several policies mentioned.

### E3-2 Actions and resources related to water and marine resources

ANDRITZ continued to implement water-related actions in its own operations in alignment with Group policies on sustainable water management. The actions described support the implementation of current water-related policies in ANDRITZ's own operations and value chain.

<b>Related material IROs</b>	Water consumption in own operations (negative impact)  Water stress in own operations (risk)	Upstream water consumption (negative impact)	Solutions for water use reduction (positive impact)
<b>Key action</b>	Global Water team to identify where is potential for: water use reduction, water reuse, recycling and harvesting.  Identify best practices and implement across ANDRITZ globally	Identify sustainable practices in supply chain to reduce water consumed in supply chain	Develop technology portfolio to offer increased water circulation and lower water use
<b>Expected outcome</b>	Water consumption reduction across all locations  Locations in areas of high water stress focus especially on water use reduction	Reduction of water consumption in the value chain	Technologies to support customers in sustainable water management
<b>Contribution to policy objectives and targets (see also E3-1/ESRS 2 SBM-1 and E3-3)</b>	Sustainability program 2021-2025 Initial target -10% by end of 2025.  2021-2025 target upgraded in 2024 to -18% using the same base year (2019).  Sustainability program 2026 - 2030 introduces a reduction target for locations in high water stress areas	Sustainability program 2021-2025: Cover 85% of the supply volume by means of orders placed with assessed suppliers by the end of 2025.  2026-2030 program upgrades the target to 90%	Sustainability program 2021-2025: Increase share of certain sustainable solutions and products to over 50% of Group revenue by 2025  2026-2030 program continues this target
<b>Scope</b>	Own operations	Upstream VC	Downstream VC
<b>Time horizon</b>	Medium-term	Medium-term	Medium-term
<b>Progress</b>	Water-saving action plans by the team helped ANDRITZ to save water intake more than 28,000 m3 in 2025 compared to 2024	90% (2024: 91%) supply volume with assessed suppliers	47% (2024: 44%) of total revenue
<b>Financial and other resources</b>	Global network of environmental specialists collaborating.  No significant CapEx/OpEx needed (continuous improvement efforts)	No significant CapEx/OpEx needed (continuous improvement in supply chain management)	No significant CapEx/OpEx needed that would be directly related to increased water circulation and lower water use of products

In 2025, a water-related material risk was identified related to own manufacturing locations operating in areas of high or extremely high water stress. As presented above, this guides us in 2026 – 2030 to focus further water efforts to these areas, while maintaining the current efforts across all locations. The identified risk does not necessitate remedy actions in the reporting period, and the disclosed actions are not intended to provide or support the provision of remedies for those potentially harmed by actual material impacts. It should be also noted that marine resources are not considered material to ANDRITZ, and that the focus of actions and resources is on non-marine water resources.

#### Actions and resources in relation to areas at water risk

In 2025, the actions and resources in relation to areas at water risk were connected to the overall sustainability strategy development to set up ANDRITZ new Sustainability Program 2026 – 2030. The new program introduces a more focused water target addressing specifically area with high or extremely high water stress, also classified as areas at water risk. ANDRITZ Global Water team supported the water-related sustainability strategy development with location and region level insights. The team represents 11 manufacturing locations covering more than 60% of ANDRITZ total water withdrawal.

In the reporting year, Aqueduct water assessments were conducted in Q1 related to physical climate risk assessment, during Q2 and Q3 related to Sustainability Program's target development and during Q4 related to ANDRITZ biodiversity risk assessment. List of ANDRITZ locations assessed is presented as an attachment in this report. As presented in E3.IRO-1 section Screening of assets and activities, and methodologies, assumptions and tools, ANDRITZ prioritizes and reports on locations in high or extremely high stress areas while using Aqueduct's broader risk view to contextualize actions and disclosures.

## Metrics and targets

### E3-3 Targets related to water and marine resources

ANDRITZ has set a target on water consumption intensity reduction that uses 2019 as the base year and applies until the end of 2025. The target presented is specified as voluntary and is explicitly stated as not required by legislation. Also methodology, monitoring and changes related to water are disclosed. ANDRITZ water-actions are presented in section E3-2 of this report, and water consumption in own operations is presented in section E3-4.

	Water consumption in own operations	Solutions for downstream water use reduction
<b>Target description</b>	Initial target -10% for 2021 – 2025 (achieved in 2023 and 2024). 2021-2025 target upgraded in 2024 to -18% using the same base year (2019).	Increase share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2025.
<b>Policy relationship</b>	Sustainability Program 2021-2025 KPI supports ANDRITZ Group Environment Policy	Sustainability Program 2021-2025 KPI supports ANDRITZ Group Environment Policy
<b>Nature of target</b>	Relative target measured against the revenue of locations included in the water reporting	>50% of total group revenue; absolute target, measured in percentage of revenue
<b>Scope</b>	Own operations, all locations	Downstream VC
<b>Baseline</b>	2019: 158.3 m3/ MEUR revenue	2020: 46%
<b>Period</b>	End of 2025	End of 2025
<b>Milestones</b>	2025: 133.7 2024: 136.8 2023: 130.6 2022: 153.6 2021: 180.6	2025: 47% 2024: 44% 2023: 45% 2022: 45% 2021: 42%
<b>Methodologies/ assumptions</b>	Developed based on ANDRITZ's sustainability strategy and its defined focus areas in 2020, ensuring alignment with the group's long-term priorities. Benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.  Total water consumption is defined as withdrawals minus discharges, and where discharge data are not available, an average estimate of 10% water loss is applied at location level. The estimate is based on literature and industry benchmarking.	Classification developed based on ANDRITZ's sustainability strategy and its defined focus areas in 2020, ensuring alignment with the group's long-term priorities. Benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations. Methodology combines product data with revenue data from financial reporting systems.

<b>Scientific evidence</b>	No	No
<b>Stakeholder involvement</b>	Group Environmental Management, Group Sustainability, Environmental managers representing Business Areas and regions	Group Sustainability, Business Area Sustainability Leads, Group Strategic Finance
<b>Changes</b>	After initial target -10% for 2021 – 2025 was achieved in 2023 and 2024, the 2025 target was upgraded in 2024 to -18% using the same base year (2019).	No
<b>Monitoring and review</b>	Quarterly as a Sustainability Program KPI	Progress monitored monthly via financial reports

Performance against the disclosed original target and the additional YE2025 target is presented through the water consumption intensity metric against the revenue of locations included in the water reporting. It should be noted, the intensity metric is measured against this revenue, not against ANDRITZ total revenue

As presented in section E3-2 actions and resources in relation to water and marine resources, ANDRITZ has developed in the reporting year 2025 a new water target focusing on locations in the area of high or extremely high water stress. The new target will be applied between 2026 - 2030 and is therefore not reported yet. ANDRITZ confirms to continue monitoring the water-related performance across all manufacturing locations as presented in this report in section E3-4 metrics.

### E3-4 Water consumption

Water consumption of ANDRITZ's own operations in the reporting year is presented below. Performance related to material IROs in own operations is tracked through these metrics.

#### Water withdrawals, discharges, and consumption (in m3)

	2025	2024	2023
Total water withdrawals	976,024	1,004,813	1,015,413
Total water discharges	844,159	709,284	814,947
Total water consumption	131,865	295,529	200,466
Total water consumption in areas at water risk, including areas of high-water stress	31,297	86,083	88,518
Total water recycled and reused	419,217	69,250	n/a
Total water stored	14,233	10,240	n/a
Changes in water storage	3,993	n/a	n/a
Water intensity ratio (in m <sup>3</sup> /MEUR)	16.7	35.5	23.1

#### Additional contextual information

Water supply for ANDRITZ locations comes primarily from the public water system, while a few locations also use surface water or groundwater. Water is discharged primarily to external parties, including municipal wastewater disposal services and commercial operators. Discharge records in the reporting software are maintained with both discharge method and discharge quality fields completed for each entry. The reported water consumption in own operations comprises process water (including cooling water) for manufacturing locations and water for drinking and hygiene purposes (WASH). Other uses include water for hydraulic test stands, steam generation, cooling of annealing furnaces, and evaporation in air-conditioning systems.

ANDRITZ methodology and assumptions for water recycled, water reused and water stored can be summarized as follows. Water recycled reported as the net volume returned to the same process. Water is typically treated to ensure sufficient quality. To avoid double accounting, internal recirculation is not multiplied by the number of cycles. Where direct metering is not available, the volume is estimated based on treatment-unit throughput. Water is considered reused when it is applied to a different purpose than the original use. Typically, reused water is not treated as it is reused for a less demanding application. Water sent to municipal wastewater treatment is treated as discharge, not reuse. Water stored is defined as water retained in storage systems to reduce withdrawals from external sources. It includes operational and emergency storage such as tanks, reservoirs, rainwater harvesting systems within the site boundary.

Water quality is tracked by distinguishing freshwater from other water. Water quality testing is not performed, as processes in ANDRITZ locations do not require this. Water metric is not validated by any external body other than the assurance provider. For methodologies and measurement approach, please see the table in E3-3 targets related to water.

## ESRS E4 Biodiversity and ecosystems

### Impact, risk, and opportunity management

#### ESRS 2 IRO-1 Description of processes to identify and assess material biodiversity and ecosystem related impacts, risks, dependencies and opportunities

For information on the processes to identify and assess material water and marine resources-related impacts, risks and opportunities, please see the ESRS2 IRO-1 chapter.

### Strategy

#### E4-1 Transition plan and consideration of biodiversity and ecosystems in strategy and business model

ANDRITZ acknowledges that biodiversity and land use are important aspects in developing our sustainability approach. With a strong focus on decarbonization, our strategic priority has been to first incorporate considerations relating to climate change and the circular economy into our strategy and business model. Developing a biodiversity transition plan is not mandatory for ANDRITZ.

#### ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The 2025 biodiversity impact analysis of ANDRITZ own operations covered 151 assets and total land use of 459 ha. The analysis identified ANDRITZ manufacturing locations in or near biodiversity-sensitive areas and produced a list of ANDRITZ material sites as defined by the International Union for Conservation of Nature (IUCN).

ANDRITZ locations overlapping with **Protected Areas (PAs)** as defined by the International Union for Conservation of Nature (IUCN):

Overlap		Coverage		Classification*
Asset count (total)	Area (ha)	Area (%)		Very low
12 assets	30 ha	6.5 %		

\*Impact level classification thresholds are defined as: very low <10%, low 10-15%, moderate 15-20%, high 20-25%, very high >25%

Top assets overlapping with Protected Areas (PAs)			
	Asset	Country	Overlap (ha)
1	Petropolis	Brazil	21.13
2	Rock Hill	United States	2.55
3	Spartanburg	United States	1.98
4	Lainate	Italy	1.32
5	Capannori (Lucca)	Italy	0.89
6	Alpharetta	United States	0.82
7	Ravensburg	Germany	0.54
8	Glens Falls	United States	0.39
9	Tokyo	Japan	0.29

ANDRITZ locations overlapping with **Key Biodiversity Areas (KBAs)** as defined by the International Union for Conservation of Nature (IUCN):

Overlap		Coverage		Classification*
Asset count (total)	Area (ha)	Area (%)		Very low
4 assets	10.6 ha	2.3 %		

\*Impact level classification thresholds are defined as: very low <10%, low 10-15%, moderate 15-20%, high 20-25%, very high >25%

Top assets overlapping with Key Biodiversity Areas (KBAs)			
	Asset	Country	Overlap (ha)
1	Starkville	United States	4.39
2	Hessdorf	Germany	2.69
3	Neftenbach	Switzerland	2.1
4	Queretaro	Mexico	1.39

Manufacturing activities are considered when assessing locations negatively affecting biodiversity sensitive areas. The other ANDRITZ business activities in office or service locations are considered to be very limited in terms of impacts and dependencies on nature, as these are mostly located in urban commercial or industrial areas. Therefore, there is little connection with the biodiversity in the surrounding areas. Review of land condition proxies (ecosystem integrity) did not identify material negative impacts related to land degradation, desertification or soil sealing in own operations. Material negative impacts on threatened species from own operations were not identified.

#### Resilience of strategy and business model

ANDRITZ considered biodiversity- and ecosystem-related topics within the double materiality assessment and related risk identification activities, including qualitative stakeholder discussions, literary research and applying screening tools. These activities support the identification of biodiversity-related dependencies, impacts and potential risk drivers, including transition, physical and systemic aspects. DMA process is disclosed in ESRS 2 with methodology, scope, time horizons, results and involvement of stakeholders presented. The biodiversity and ecosystems related results are also presented in section E4 IRO 1.

In 2025 we performed a qualitative resilience analysis following the TNFD LEAP logic when applicable. With the analysis we identified biodiversity-related impacts and dependencies that could affect the viability of our business model and strategic priorities in the future, and we assessed how resilient ANDRITZ is against risks raising from the identified impacts and dependencies. WBCSD Roadmaps and WEF New Nature Economy insights as input, combined by conducting a literary review and including subject-matter experts in the assessment discussion. Biodiversity functionalities in screening tools such as ENCORE were used to inform the assessment. Related to the biodiversity impacts of upstream raw material use we concluded that supplier conformance trends (such as raw material sustainability certificates) indicate rising expectations on biodiversity safeguards at both mines and processing of raw materials. We address these risks with supplier due diligence, multi-sourcing and use of recycled raw materials. Related to the biodiversity impacts of downstream raw material use we concluded that policy changes (such as EUDR) and certification norms (such as development of FSC) may tighten fiber availability and thus impact our business. However, with our BioCircleToZero initiative and portfolio including options that enable reducing biodiversity pressure at customer mills we consider us to be resistant against this risk. For water-related downstream biodiversity impacts we concluded that IHA guidance and IFC Performance Standards recognize fish friendly design and habitat measures as good practice. With our fish-friendly solutions can support nature positive outcomes for our customers.

#### **E4-2 Policies related to biodiversity and ecosystems**

The policies adopted to manage material IROs related to biodiversity and ecosystems include the following ANDRITZ Group policies: Group Environment Policy, Code of Conduct and Ethics, Group Product Quality Policy, Group Business Process Manual and Group Risk Management Policy. The key content, monitoring process, scope, accountability, related third-party standards or initiatives, stakeholder involvement, and the availability are summarized in the policy section of standard ESRS 2.

Group Environment Policy focuses on protecting the environment, including biodiversity, preventing adverse impacts, conserving natural resources, increasing resource efficiency, and minimizing environmental impacts. The product-related policies Group Product Quality Policy and Group Business Process Manual include biodiversity and ecosystems in the context of overall environmental sustainability and, in particular, linked to natural resources and climate. These product-related policies address customer requirements, also covering expectations and requirements set to ANDRITZ customers by external stakeholders. ANDRITZ technologies enable customers to meet and manage these expectations in their economic activities.

The policies relate to the following material impacts, risks and opportunities:

- Electromechanical equipment supplied by ANDRITZ for hydropower plants has significant impacts on biodiversity and ecosystems (Group Environment Policy, Code of Conduct and Ethics, Group Product Quality Policy and Group Business Process Manual)
- Machinery supplied by ANDRITZ for pulp and paper industry has significant impacts on biodiversity and ecosystems. If ANDRITZ's customers operating in the downstream value chain do not manage these impacts sufficiently, deforestation and land conversion can lead to habitat loss. (Group Environment Policy, Code of Conduct and Ethics, Group Product Quality Policy and Group Business Process Manual)

To address the material risks, ANDRITZ has set actions presented in E4-3.

ANDRITZ has not issued a separate biodiversity and ecosystem protection policy in 2025. Therefore, ANDRITZ's existing policies do not explicitly address the topics mentioned in ESRS E4, including (i) how the policies relate to material dependencies, material risks (either physical or transition) and opportunities, (ii) how the policies support the traceability of products, components, and raw materials with significant actual or potential impacts on biodiversity and ecosystems along the value chain, (iii) whether and how the policies ensure that production, sourcing, or consumption occurs from ecosystems managed to maintain or enhance conditions for biodiversity, and (iv) whether and how ANDRITZ's policies address the social consequences of biodiversity and ecosystem-related impacts.

**E4-3 Actions and resources related to biodiversity and ecosystems**

ANDRITZ's actions related to biodiversity and ecosystems across the value chain in the context of material IROs is presented below.

Additionally, our actions include annual biodiversity screening of ANDRITZ own operations and assessing the potential to increase the upstream value chain coverage in this screening. However, biodiversity and ecosystems are not considered material to ANDRITZ's own operations and upstream value chain. Because of this, screening is not presented as an action in the table related to a material impact. ANDRITZ uses the mitigation hierarchy framework when developing its approach and actions relating to biodiversity. When using the framework, we focus on avoidance and minimization as top priorities. ANDRITZ's strategic priority is to first incorporate climate change and circular economy considerations into our strategy and the related actions. Our plan is to gradually enlarge the scope of environmental sustainability considerations to cover biodiversity. The table and the biodiversity screening results together demonstrate the actions performed and planned in the reporting year 2025.

<b>Related material IROs</b>	Deforestation related to P&P production (negative impact)	Hydropower impacts on species (negative impact)	Deforestation related to P&P production (negative impact)  Hydropower impacts on species (negative impact)
<b>Key action</b>	Development of deforestation policy statement	Development in terms of design (e.g., turbine design, minimizing blade tip and hub gaps) and passages (e.g., fish ladders)	Development of value chain biodiversity approach
<b>Expected outcome</b>	Policy statement to be issued in 2026	Reduced fish injury and enabling fish migration	Study finalized in 2026 to inform decision making on biodiversity approach development
<b>Contribution to policy objectives and targets (see also E4-2/ESRS 2 SBM-1 and E4-4)</b>	Biodiversity is included in Sustainability program 2026-2030 focus area natural resources  We intend to issue a deforestation statement in 2026. This supports the program, but is not a program KPI.	Sustainability Programs 2021-2025 and 2026-2030: provide innovative solutions for our customers	Sustainability Program 2026-2030: strengthen focus areas natural resources, incl. water
<b>Scope</b>	Upstream VC Downstream VC	Downstream VC	Upstream VC Downstream VC
<b>Time horizon</b>	Short-term	Mid-term	Short-term
<b>Progress</b>	Statement development initiated	Technical solutions are already available for customers to choose	Discussion on thesis re: biodiversity in business context started
<b>Financial and other resources</b>	Ongoing policy development efforts, no significant CapEx or OpEx needed	No significant CapEx or OpEx needed	No significant CapEx or OpEx needed

ANDRITZ action plan on biodiversity and ecosystems does not include biodiversity offsetting or restoration. Local and indigenous knowledge and nature- based solutions have not been incorporated into biodiversity and ecosystems -related actions in the reporting year 2025.

## Metrics and targets

### E4-4 Targets related to biodiversity and ecosystems

ANDRITZ has not adopted group wide targets measured as sustainability program KPIs for biodiversity and ecosystems. Our strategic priority is to focus first on climate change and the circular economy. Developing biodiversity targets are to be considered in this context in the future. As presented in sections E4-1 and E4-5, ANDRITZ voluntarily discloses site overlaps with Protected Areas (PAs) and Key biodiversity Areas (KBAs) though biodiversity and ecosystems are not considered material to ANDRITZ's own operations.

### E4-5 Impact metrics related to biodiversity and ecosystems change

As presented in E4-1, ANDRITZ's biodiversity assessment identified assets overlapping in or near biodiversity-sensitive areas, including Protected Areas (PAs) and Key Biodiversity Areas (KBAs), with the overlap classified as very low. ANDRITZ reports that activities at these locations are not considered to lead to deterioration of natural habitats or disturbance of protected species. No locations have been identified that ANDRITZ is negatively affecting in protected areas or key biodiversity areas.

The 2025 biodiversity screening assessed whether ANDRITZ's own operations directly contribute to the impact drivers of land-use change, freshwater-use change, and sea-use change. No direct contribution was identified. Consequently, metrics for these impact drivers are not applied.

## ESRS E5 Resource use and circular economy

### Impact, risk and opportunity management

#### ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

For information on the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities, please see the ESRS2 IRO-1 chapter.

#### E5-1 Policies related to resource use and circular economy

ANDRITZ has adopted several group-wide policies to manage material impacts, risks and opportunities related to resource use and the circular economy. In the current policies, resource use and circular economy are included under overall environmental sustainability and are linked, in particular, to natural resources and climate change. These include the ANDRITZ Sustainability programs 2021-2025 and 2026-2030, the Group Environment Policy, the Environmental Data Guideline, the ANDRITZ Code of Conduct and Ethics, the Supplier Code of Conduct and Ethics, the Group Procurement Policy, the Group Product Quality Policy and the ANDRITZ Business Process Manual. Please note that ANDRITZ has not issued policies focusing exclusively on resource use and circular economy.

The policy details are disclosed in ESRS 2 SBM-1.

The policies relate to the following material impacts, risks and opportunities:

- Extracting virgin raw materials, such as metals and critical minerals, for machine production cause significant environmental impacts and increase overall resource consumption. (ANDRITZ Sustainability programs 2021-2025 and 2026-2030, Supplier Code of Conduct and Ethics, Group Procurement Policy)

- Designing products for durability, modularity, and recyclability as well as maximizing resource efficiency by reducing material waste, enabling component reuse, and integrating recycled inputs during product development may lead to lower costs and minimizes the environmental impact. (ANDRITZ Sustainability programs 2021-2025 and 2026-2030, Group Environment Policy, Group Product Quality Policy, ANDRITZ Business Process Manual)
- Supply disruptions and rising prices for critical minerals, components, bulk materials such as steel or, in the future green steel, could impact product cost structure leading to higher prices, CapEx, OpEx, possible delays and downtime. (Group Procurement Policy)
- ANDRITZ strives to ensure a long product lifetime through durable products, a broad service offering and smart digital solutions (Metris - ANDRITZ digital solutions). This prevents ongoing new investments and thus saves resources and reduces waste. (Group Environment Policy, Group Product Quality Policy)
- ANDRITZ generates waste at its sites especially during the production processes. Not all waste is recycled; some of it is still incinerated or sent to landfill. (Group Environment Policy, Code of Conduct and Ethics, ANDRITZ Sustainability programs 2021-2025 and 2026-2030)
- We return our metal cut-offs to recyclers who can use it to make new metals, which has a positive impact on the circular economy as resources are used more than once. (Group Environment Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030)
- Industrial processes in ANDRITZ's downstream value chain generate significant side streams that are traditionally treated as waste (e.g. solid waste streams from P&P mills). However, by technology development unlocking circularity and commercialization these streams could be transformed into valuable raw materials (e.g. ANDRITZ CircleToZero initiative that aims for zero emissions and zero waste by eliminating unused industry side streams). (Group Product Quality Policy, ANDRITZ Business Process Manual)

#### Transitioning away from virgin resources and increasing use of secondary resources

The Group Environment Policy, which was developed in the reporting year, addresses the transitioning away from virgin resources by committing to environmental protection, resource conservation, and the promotion of recycled and renewable materials. The policy states that ANDRITZ aims to increase the use of recycled and renewable materials. Circularity principles such as reuse, repair, refurbishment, remanufacture, and recyclability are integrated into product development and lifecycle management, ensuring that environmental considerations are embedded throughout the value chain. The policy requires all ANDRITZ entities to work towards these objectives. Furthermore, environmental criteria are incorporated into the selection and management of contractors, partners, and suppliers via the Supplier Code of Conduct, ensuring that the broader value chain supports the company's commitment to sustainable resource management.

#### Sustainable sourcing and use of renewable resources

ANDRITZ addresses sustainable sourcing through the Supplier Code of Conduct and the Group Procurement Policy, which define expectations for suppliers and embed sustainability criteria into sourcing decisions. The Supplier Code of Conduct applies worldwide, forms part of purchase orders and contracts, and sets expectations that suppliers protect the environment, use natural resources sparingly, reduce resource use through recycling and process changes, and implement an environmental management system such as ISO 14001 or equivalent. The Group Procurement Policy requires supplier acceptance of the Supplier Code of Conduct as a condition for placing orders, stipulates sustainability as a sourcing criterion alongside quality and performance. It is currently updated and to be finalized in 2026. Then it will cover sustainable sourcing more detailed and explicitly consider the use of renewable resources in procurement decision-making.

#### Waste hierarchy in policies

ANDRITZ's Group Environment Policy is aligned with the waste hierarchy by prioritizing prevention, reuse and recycling. These principles are embedded in operational practices, product design, and supplier management throughout the organization.

#### Prioritization of waste avoidance or minimization and circular design

The Group Environment Policy prioritizes the avoidance and minimization of waste through strategies such as re-use, repair, refurbishment, remanufacture, and repurposing, ahead of waste treatment options like recycling. The policy integrates circularity principles directly into product development and lifecycle management, emphasizing eco-design to ensure products are reliable, repairable, and maintainable, thereby extending their useful life and reducing the generation of post-consumer waste. ANDRITZ encourages the use of waste as a resource by promoting re-use and refurbishment, and supports customers with maintenance training to further increase product longevity. Recycling is considered only after all higher-priority options have been exhausted, in line with the waste hierarchy. These approaches are embedded in operational practices and supplier management, ensuring that minimization and avoidance of waste are systematically prioritized over recycling and disposal throughout the organization.

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

ANDRITZ's actions related to resource use and circular economy address own operations as well as the upstream and downstream value chain.

<b>Related material IROs</b>	Extraction of virgin raw materials (negative impact)	Resource efficiency during product development (opportunity)	Waste generation (negative impact)  Recycling of metal (positive impact)	Waste in downstream value chain (opportunity)
<b>Key action</b>	Supplier engagement via the Supplier Code of Conduct which requires for example the introduction of environmental management systems; and the assessment of suppliers with a compliance and sustainability questionnaire including resource efficiency related questions	Integration of sustainable design principles including material selection and sustainable procurement, energy and resource efficiency, durability and maintainability and end-of-life, packaging and logistics considerations in the product design and development process	Implementation of a structured and site-specific waste management system across manufacturing locations with the objective of reducing waste generation and minimizing disposal to landfill or incineration. This includes waste identification and segregation at source, waste reduction and prevention measure, safe handling of hazardous waste, training of employees and awareness as well as monitoring and performance tracking. In 2026, a waste team, similar to the water team, will be introduced with a focus on reducing waste to landfill at priority locations.  Clean, segregated metal cut-offs are collected at source and returned to qualified recycling partners, where they are reprocessed into secondary raw materials and reintroduced into the metal value chain.	CircleToZero: a global ANDRITZ initiative aimed at achieving zero emissions and zero waste while creating sustainable financial growth for pulp and paper customers; it focuses on eliminating traditionally unused gaseous, solid, and liquid side streams by turning them into new value-added bio-based products like biomethanol, sulfuric acid or lignin-based products
<b>Expected outcome</b>	Reduction in the demand for virgin raw materials over time, driven by improved resource efficiency, increased use of recycled or secondary materials, and better environmental practices through environmental management systems across the supply chain	Products are designed with lower material and energy intensity across their life cycle, leading to reduced resource consumption, improved circularity and a smaller PCF; this, in turn, meets the criteria for sustainable products at ANDRITZ	Increase of the recycling rate and reduction of landfilled and incinerated waste; contribution to a lower carbon footprint by reducing emissions from waste disposal and transportation and lowering disposal costs	Providing a pathway for pulp mills to operate with zero waste, zero emissions, and even CO <sub>2</sub> -neutral performance in the future  All CircleToZero solutions are included in the e-impact revenue KPI
<b>Contribution to policy objectives and targets (see also E5-1/ESRS2 SBM-1 and E5-3)</b>	Contributes to Supplier Code of Conduct and Ethics, Group Procurement Policy and Sustainability programs 2021-2025 and 2026-2030  Contributes to supplier sustainability target set in 2021 and extended in 2026 (for more details see table in E2-3)	Contributes to Group Environment Policy and Sustainability programs 2021-2025 and 2026-2030  Contributes to sustainable solutions (e-impact revenue) target set in 2021 and extended in 2026	Contributes to Group Environment Policy, Code of Conduct and Ethics and Sustainability programs 2021-2025 and 2026-2030  Contributes to total waste reduction target set in 2021 and to new waste to landfill target valid from 2026	Contributes to Group Environment Policy, the ANDRITZ Code of Conduct and Ethics, the Group Product Quality Policy, the ANDRITZ Business Process Manual and Sustainability programs 2021-2025 and 2026-2030  Contributes to sustainable solutions (e-impact revenue) target set in 2021 and extended in 2026
<b>Scope and affected stakeholder groups</b>	upstream VC  suppliers	downstream VC  customers	own operations, downstream VC  employees, waste disposal companies	downstream VC  customers
<b>Time horizon</b>	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term

<b>Progress</b>	90% (2024: 91%) supply volume with assessed suppliers	Initial research via a master thesis on Sustainable Product Design Principles in Mechanical Engineering  47% (2024: 44%) e-impact revenue of total revenue	Tons of waste per MEUR revenue decreased by 37% (2024: 36%)  Share of recycled waste increased to 75% (2024: 73%)	47% (2024: 44%) e-impact revenue of total revenue  Various solutions for gaseous, solid and liquid side streams already available for customers
<b>Financial and other resources</b>	no significant CapEx/OpEx	no significant CapEx/OpEx	Global network of environmental specialists collaborating  no significant CapEx/OpEx	In 2025, a total of 124 MEUR was spent on R&D

## Metrics and targets

### E5-3 Targets related to resource use and circular economy

ANDRITZ has set group-level targets relating to resource outflows and waste management including the increase of revenue with certain sustainable solutions and the reduction of waste volume intensity per MEUR revenue. Those voluntary targets were set in 2021 and are part of the ANDRITZ Sustainability Program 2021-2025.

The sustainable solutions target relates to resource outflows because it focuses on products. Also the waste volume intensity target relates to resource outflows, because it focuses on reducing the waste volume generated in ANDRITZ's own operations and therefore constitutes a waste management target. The target is explicitly linked to the waste hierarchy and focuses on the waste prevention stage of that hierarchy.

<b>Related material IROs</b>	Waste generation (negative impact)	Waste generation (negative impact)	Waste in downstream value chain (opportunity)	Waste in downstream value chain (opportunity)
<b>Target description</b>	Reduction of the total waste volume per MEUR revenue by 10% by the end of 2025	Reduction of waste to landfill per direct labor hours (DLH) by 25% by the end of 2030	Increase share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2025	Increase share of certain sustainable solutions and products to over 50% of Group revenue by the end of 2030 (e-impact revenue)
<b>Policy relationship</b>	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability Program 2021-2025	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability Program 2026-2030	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability Program 2021-2025	Supports ANDRITZ Group Environment Policy and is included in ANDRITZ Sustainability program 2026-2030
<b>Nature of target</b>	Relative target measured as tons per MEUR revenue of locations included in the waste reporting	Relative target measured as kg per DLH of locations included in the waste reporting	Absolute target, measured in percentage of revenue	Absolute target, measured in percentage of revenue
<b>Scope and geographical boundaries</b>	Own operations, including all ANDRITZ locations and geographies	Own operations, including all ANDRITZ locations and geographies	downstream VC worldwide	downstream VC worldwide
<b>Baseline</b>	2019: 10.7 t/MEUR revenue	2023: 0.61 kg/DLH	2020: 46%	2023: 45%
<b>Period</b>	End of 2025	End of 2030	End of 2025	End of 2030
<b>Milestones</b>	2025: 6.7 t/MEUR 2024: 6.8 t/MEUR 2023: 8.7 t/MEUR 2022: 7.0 t/MEUR 2021: 7.8 t/MEUR	Target starts in 2026	2025: 47% 2024: 44% 2023: 45% 2022: 45% 2021: 42%	Target starts in 2026
<b>Methodologies/assumptions</b>	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas developed in 2020, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.
<b>Scientific evidence</b>	no	no	no	no
<b>Stakeholder involvement</b>	Group Environmental Management, Group Sustainability, Business Areas and regions, locations when relevant	Group Environmental Management, Group Sustainability, Business Areas and regions, locations when relevant	Group Sustainability, Business Area Sustainability Leads, Group Strategic Finance	Group Sustainability, Business Area Sustainability Leads, Group Strategic Finance
<b>Changes</b>	Additional target of -40% by end of 2025 using the same base year (2019) because the initial target was already achieved (this was set in 2024)	n/a	n/a	n/a
<b>Monitoring and review</b>	Progress monitored and reviewed quarterly as a Sustainability program KPI via reports and dashboard by Group Environmental Management, the Executive Board and the Supervisory Board	Progress will be monitored and reviewed quarterly as a Sustainability program KPI via reports and dashboard by Group Environmental Management, the Executive Board and the Supervisory Board	Progress monitored and reviewed monthly via financial reports	Progress will be monitored and reviewed monthly via financial reports

Beyond the waste-related target, corporate-level targets have not yet been set regarding an increase in circular product design, an increase of the circular material use rate, the minimization of primary raw materials, sustainable sourcing, the use of renewable sources, or other matters related to resource use or the circular economy. As a result, no corporate-level target-defined linkage is described for these matters in relation to resource inflows and resource outflows, including products, materials, and waste.

#### E5-4 Resource inflows

ANDRITZ has diverse resource inflows that support its manufacturing activities for various industries, such as pulp and paper, metals, hydropower, and separation technologies. The most significant raw material inflows are metallic raw materials like plates, sheets, bars, profiles or rolls out of stainless steel, carbon steel, electrical steel, other steel material and copper. Also non-metallic raw materials like different kinds of plastic play an important role.

ANDRITZ also procures semi-finished materials like castings, forgings and pipes as well as mechanical and electrical components for the production of machines and plants. Materials and services not directly part of the finished products but necessary for operations, maintenance and support are indispensable. This includes IT, travel and fleet, production machines, factory equipment, tools, workshop and office consumables as well as energy. The latter includes electricity, fuels, and compressed air. The natural resource of water represents another inflow. It is used for testing, cooling processes, and cleaning processes. Beyond these materials and components, logistics - also including packing material - and other services are purchased to support production and delivery processes.

#### Overall total weight of products and materials used

Material category	Total volume (metric tons)	Recycled volume (metric tons)	Recycled volume (%)	Biological materials that are sustainably sourced (%)
Raw materials	657,701			
Steel	445,523	400,971	90%*	-
Copper	55,766	39,036	70%**	-
Plastics	79,213	23,764	30%***	-
Other non-metallic raw material	77,199	-	-	-
Subcontracting	704,057	-	-	-
Mechanical components/equipment	65,057	-	-	-
Semi-finished material	49,224	-	-	-
Electrical components/equipment	25,439	-	-	-
<b>OVERALL TOTAL WEIGHT OF PRODUCTS AND TECHNICAL AND BIOLOGICAL MATERIALS USED DURING THE REPORTING PERIOD</b>	<b>1,501,477</b>	<b>463,771</b>	-	-

\* Sources: EuRIC AISB, ArcelorMittal, Worldsteel, Tata Steel

\*\*Sources: EuRIC AISB

\*\*\*Sources: Plastics Europe

#### Description of the material categories

Raw materials include metallic raw materials like plates, sheets, bars, profiles or rolls out of carbon steel, stainless steel, electrical steel, copper or non-ferrous material as well as non-metallic raw materials like different kinds of plastic, refractory material, technical laminate, sand, binder, chemicals, rubber and others.

Subcontracting covers components and services provided by external suppliers, often involving both material and labor. This group includes outsourced manufacturing, assembly, and specialized services.

Mechanical components/equipment cover all mechanical parts, assemblies, and equipment used in production, maintenance, or as part of final products. E.g. mechanical drive components, components and systems for hydraulic, pneumatic and lubrication, bearings or conveying equipment and cranes.

Semi-finished materials are items that have undergone some processing but are not yet final products. They include raw, rough- & finish-machined parts like castings, forgings and pipes, mainly made of metals.

Electrical components/equipment include all electrical and automation components, systems, and related installation materials.

ANDRITZ supply chain management IT tools were used as the data source for the figures in the table. The data for materials weight rely on both direct measurements, where weight information is available in procurement records, and estimations via extrapolation to the total relevant purchasing volume. Since weight information was only available for some of the purchase transactions, extrapolations had to be made. Procurement records containing weight information were used. The coverage varies by category - overall coverage (including all the material categories mentioned above) is around 31% of relevant purchase volume, while e.g. the coverage for the raw materials category is approx. 27.8%. The overall coverage rate was used for the extrapolation. ANDRITZ is working on having more information available about the procured materials weight in the future. This is also important for the GHG calculations. Since there is no direct measurement of the recycled volume available, the values for recycled steel, copper and plastics were calculated using percentages from external resources (EuRIC AISB, ArcelorMittal, World steel, Tata Steel, Plastics Europe).

Internal purchases between ANDRITZ's companies have been excluded to avoid double counting.

The measurement of the metrics above is not validated by an external body other than the assurance provider

## E5-5 Resource outflows

### Products and materials

ANDRITZ provides advanced plants, equipment, services, and digital solutions for a wide range of industries, including pulp and paper, metals forming and processing, hydropower, environmental, and others. Across these products, the main materials used include different kind of steel grades, copper, and plastics. Especially the metallic raw-materials have a high end-of-life recyclability. ANDRITZ's circular approach spans design, production, and end-of-life phases, emphasizing long-lasting, repairable machinery, high recyclability of components as well as lifecycle optimization through refurbishment and digital services. The use of products is also optimized by offering second-hand products.

The expected durability of the products placed on the market by ANDRITZ, in relation to the industry average for each product group can only be disclosed on a general level because ANDRITZ has over 1,000 products and these are often customized. Therefore, one key product from each business area was chosen. The decision was based on sales and sales volume. Both the key product and the information about it were discussed with experts from the business divisions. The expected durability of the key products chosen does not differ significantly from the industry average. In general, ANDRITZ machines are designed for a long life span supported by permanent maintenance, repairs, modernizations or adaptations to changing requirements.

Key products	Expected lifespan	Industry average
Recovery boiler	~50 years	~50 years
Cold rolling mill	~50 years	~50 years
Hydro turbine	~40 years	~40 years
Decanter centrifuge	~40+ years	~40 years

Repairability is a key factor in our engineering and product development strategy. ANDRITZ prioritizes reliable and repairable designs, with continuous alignment between Capital and Service Product Management to enhance maintainability.

Key aspects therefore include:

- Integration of repairability in product design, based on historical service data and feedback from field interventions.
- Long-term spare parts availability: Standardized machine components remain available for decades, as reflected in our internal material master database, which tracks the full lifecycle of parts.
- Engineered-to-Order machines: Some machines are also highly customized to the customer and their needs and are individually developed according to the engineered-to-order principle, where corresponding construction drawings and specifications are available to reproduce spare parts.
- Reordering of spare parts: Easy reordering of spare parts for the customer thanks to Andritz's own web store and international service network.
- Repair services & documentation: While Original Equipment Manufacturer (OEM) manuals focus primarily on troubleshooting, Andritz provides repair services to ensure optimal performance. Due to the complexity of our products, repairs are typically carried out by our service teams rather than third parties.

While the exact percentage of recyclable content varies by product, ANDRITZ actively supports circular economy principles by ensuring that many of its machines are fully refurbished and upgraded to meet modern performance standards. The main structural components of the products are mainly made of steel, often more than 80%, including various grades and wear-resistant alloys that are highly recyclable (the recycling rate of steel is up to 90%<sup>5</sup>) in industrial metal processing streams. Furthermore, often the components of a product can be replaced separately which also increases the repairability.

The packaging materials used for transportation are approximately 94% wood-based, primarily in the form of plywood or particle boards, along with plastic wrapping materials (PE films, securing elements). Machines are typically secured on Euro pallets or solid wood beams for transport. These materials are designed for reuse where feasible (e.g., pallets, load carriers, wooden enclosures) or can be sorted and recycled through standard industrial waste streams.

By ensuring high recyclability of both product components and packaging materials, ANDRITZ actively supports resource efficiency, waste reduction, and sustainable end-of-life management for its equipment.

<sup>5</sup> Sources: EuRIC AISB, ArcelorMittal, Worldsteel, Tata Steel

The metrics above are based on a PCF calculation for a screw press (model C-Press), a key product in our Environment & Energy business area. Although it is a specific product, it is structurally similar to many machines ANDRITZ is manufacturing like pumps or turbines. A screw press therefore works as a proxy example for “machines in general,” without oversimplification, but it cannot directly generalized to all machine types, particularly those with higher electronics or polymer content. Therefore, it is not possible to indicate exact percentages.

The measurement of the metrics above is not validated by an external body other than the assurance provider.

### Waste

ANDRITZ focuses great attention on the conservation and re-use of materials in the course of its business. The efficient use of materials, keeping rejects and waste to a minimum, and economical energy consumption in material processing all play an important role. Special attention is paid to observing all official regulations and record-keeping obligations, particularly when disposing of hazardous waste.

All in all, 49,233,540 kg of waste was generated during the reporting year (2024: 51,864,805, 2023: 56,157,503 kg). Of this waste, 75% (2024: 73%) was recycled (incl. processing) and 25% (2024: 27%) was not recycled.

### Waste (in kg)

	2025	2024	2023
<b>Total amount diverted from disposal</b>	<b>37,408,550</b>	<b>37,717,381</b>	<b>40,083,679</b>
<b>Thereof non-hazardous waste</b>	<b>37,059,590</b>	<b>37,441,978</b>	<b>39,785,732</b>
Preparation for reuse	n/a	n/a	n/a
Recycling	36,395,300	37,310,092	39,725,182
Other recovery operations	664,290	131,886	60,550
<b>Thereof hazardous waste</b>	<b>348,960</b>	<b>275,403</b>	<b>297,947</b>
Preparation for reuse	n/a	n/a	n/a
Recycling	n/a	n/a	n/a
Other recovery operations (processing)	348,960	275,403	297,947
<b>Total amount directed to disposal</b>	<b>11,824,990</b>	<b>14,147,424</b>	<b>16,074,823</b>
<b>Thereof non-hazardous waste</b>	<b>9,464,660</b>	<b>11,065,397</b>	<b>13,930,269</b>
Incineration	3,364,980	4,177,519	5,285,175
Landfill	6,099,680	6,887,878	8,645,094
Other disposal operations		n/a	n/a
<b>Thereof hazardous waste</b>	<b>2,360,330</b>	<b>3,082,027</b>	<b>2,144,554</b>
Incineration	1,801,930	1,621,148	1,565,319
Landfill	558,400	1,460,879	579,235
Other disposal operations	n/a	n/a	n/a
<b>TOTAL</b>	<b>49,233,540</b>	<b>51,864,805</b>	<b>56,157,503</b>

The main waste stream typical for ANDRITZ´ s sector is metal waste. It is separated into different waste types based on composition and/or format and then recycled. Other recyclable materials like plastic from packaging, waste from wooden crates, cardboard packaging, and wastepaper are collected and recycled. Non-hazardous residual waste and hazardous waste are collected according to the legal provisions and processed appropriately by registered disposal companies.

Materials that are present in ANDRITZ's waste include metals, glass, paper and cardboard, plastics, biomass, residual waste, construction waste, e-waste, and other non-hazardous waste.

In the reporting year, hazardous waste amounted to 2,645,330 kg (2024: 3,357,430 kg). No radioactive waste was generated by ANDRITZ.

Waste data are collected and consolidated using an online tool for sustainability reporting, with reporting performed per location on a quarterly basis. Waste data are recorded as structured entries, where data recorders indicate the amount, waste type, and disposal method for each entry, and the tool then aggregates the information across locations. Waste quantities are reported in kilograms and differentiated into hazardous and non-hazardous waste, and are further categorized by disposal and recovery operations within the reporting tool, including incineration, recycling, landfill, and composting. For site-level inputs, the primary source of waste data are invoices from the local waste disposal company. If invoices or measurements are not available, a reasonable estimate is provided (100–200 kg of office waste per employee per year). Assumptions have to be primarily made for smaller office locations. Those are often located within a larger building complex with centrally controlled waste disposal. Here, it is often difficult to clearly attribute the waste volume to ANDRITZ. At production sites, on the other hand, there is usually a direct waste disposal agreement with quantity recording. The same applies to large office locations where we occupy an entire building.

The measurement of the metrics above is not validated by an external body other than the assurance provider.

### 3. SOCIAL INFORMATION

#### ESRS S1 Own workforce

##### Strategy

##### ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

All people in ANDRITZ's own workforce who can be materially impacted by the undertaking are included in the scope of disclosure under ESRS 2.

When identifying those who are materially impacted by the actions and policies of the company, ANDRITZ has put in place specific definitions of its "own workforce". The own workforce is defined as being either internal or external workers. Internal workers are salaried employees and are categorized as follows: employee, expatriate / assignee, apprentice, intern, trainee, or employee with fixed term contract. External workers are non-salaried contractors undertaking activities in lieu of an internal worker. They are normally employed to undertake work of short-term duration, to act as a replacement for an employee on a prolonged absence from the company, or to carry out work requiring a specific skill set that is unavailable within the company. External workers are categorized as follows: temporary agency worker, freelance, or employee of a sub-contractor. Both internal and external workers are materially impacted by the company's activities, decisions, or policies and are included in all ESG reporting for social impact and responsibility.

The material negative impacts on ANDRITZ's own workforce include:

- Due to economic developments the production capacity in one or more business areas of ANDRITZ may vary, which could lead to job losses. This may lead to job insecurity and reduced stability for workers. (individual incident)
- ANDRITZ complies with country-specific requirements regarding collective bargaining, but there are locations in countries where collective bargaining is limited or does not exist. This has negative impacts on employees like lower and unequal wages as well as poorer working conditions. (widespread)
- ANDRITZ's business activities, particularly at production and construction sites, can lead to occupational accidents that may result in injuries, work-related illnesses, or even fatalities. (individual incident)
- As a global company, ANDRITZ values and promotes a diverse workforce with equal opportunities; however, instances of discrimination or unequal treatment may still occur, potentially leading to employee dissatisfaction. Likewise, ANDRITZ takes all possible steps to prevent violence and harassment in the workplace, but such incidents cannot be entirely ruled out and may negatively impact those affected. (individual incident)

The material positive impacts on ANDRITZ's own workforce include:

- Flexibility in working hours and remote work options can positively impact ANDRITZ's employees work-life balance.
- All ANDRITZ employees are offered training opportunities that have a positive impact by enhancing their skills, career growth, and job performance, which increases confidence, motivation, and job satisfaction. They also improve adaptability to technological or market changes, making employees more valuable and resilient within the company.

ANDRITZ's activities that result in the positive impacts include the support of employees' work-life balance by offering flexible working hour models and remote work options, allowing employees to better align their professional responsibilities with personal needs and individual circumstances. ANDRITZ supports employees' professional development by offering company-wide training and learning opportunities that enhance skills, support career growth, and strengthen job performance, thereby increasing motivation, confidence, and job satisfaction.

ANDRITZ's workforce-related impacts originate from its global and project-based business model, which depends on fluctuating customer demand, capital-intensive production, and operations in diverse regulatory environments. Variations in economic conditions and order intake can require adjustments in production capacity, potentially leading to job insecurity, while global operations in countries with differing labor frameworks may limit collective bargaining and affect working conditions. The nature of manufacturing, construction, and commissioning activities exposes employees to occupational health and safety risks. At the same time, ANDRITZ's strategy relies strongly on skilled and motivated employees, making training, development, and continuous upskilling essential for maintaining competitiveness and innovation capacity. These impacts inform ANDRITZ's strategy by emphasizing proactive workforce planning, strong health and safety management, fair employment practices, diversity and inclusion measures, and sustained investment in human capital.

The material risks that arise from impacts and dependencies on the ANDRITZ workforce include:

- Ability to innovate and develop scalable technologies to drive the green transition is essential to ANDRITZ. We recognized that we are exposed to a potential risk of not being successful in attracting and retraining talent.

This risk arises from ANDRITZ's dependency on a skilled and future-ready workforce. The ability to innovate and develop scalable technologies for the green transition depends on successfully attracting and retraining employees with the required technical and digital competencies. If ANDRITZ is not successful in recruiting new talent or upskilling its existing workforce, this may limit innovation capacity and negatively affect the company's strategic objectives.

The material risk related to attracting and retraining talent is closely linked to ANDRITZ's strategy and business model, which are strongly based on technological leadership and engineering expertise. ANDRITZ's ability to innovate and deliver complex technologies depends on the availability of highly skilled and adaptable employees across its global operations. Impacts on the workforce, such as job insecurity, unequal working conditions, or insufficient development opportunities, may negatively affect employer attractiveness, employee engagement, and retention, thereby increasing the risk of skills shortages. At the same time, ANDRITZ's dependency on continuous innovation and digitalization amplifies the strategic importance of effective talent attraction and reskilling. This relationship means that workforce-related risks can directly undermine the execution of the business strategy and the competitiveness of the business model. Consequently, the risk informs ANDRITZ's strategy by reinforcing the need for targeted training programs, reskilling initiatives and attractive working conditions.

In addition, the company recognizes the potential impacts on its workforce through its activities to reduce the environmental impacts of its operations. These can include an impact on individual roles due to the adoption of new technologies, the need to reskill to meet changing operational needs, or changes to the workforce structure as certain activities or processes are phased out. The company aims to mitigate these risks through proactive learning and development activities as well as transparent communication and collaboration with its workforce.

As a general principle and as stated in our Code of Conduct, we do not tolerate forced or compulsory labor of any kind. This applies to our own business areas and to our supply chain. In accordance with ILO core labor standards, we strongly oppose the use of forced or unlawful compulsory labor in our business activities. This also includes all forms of modern slavery and human trafficking. All employment contracts with ANDRITZ must always be concluded on a voluntary basis. All employment relationships may be terminated by both parties, subject to reasonable and statutory notice. In a risk analysis, the risk of incidents of forced labor or compulsory labor was not identified as sensitive. Therefore, no types of operations, countries, or geographic areas with significant risk of incidents of forced labor or compulsory labor can be indicated.

In accordance with the ILO core labor standards and as outlined in our Code of Conduct, we observe the minimum age for employment in accordance with the applicable national regulations and strictly reject child labor. This applies in particular to the worst forms of child labor for children and adolescents under the age of 18, such as hazardous, slavery-like, or immoral activities. In our own business areas, we therefore check, for example, whether applicants and employees have reached the minimum age for employment and which tasks adolescents are allowed to perform. In a risk analysis, the risk of incidents of child labor was not identified as sensitive. Therefore, no types of operation, countries, or geographic areas with significant risk of incidents of child labor can be indicated.

ANDRITZ is aware that employees working at the manufacturing sites are at greater safety risk compared to employees in the offices because they have to operate certain equipment and handle heavy machinery. To develop a better understanding, a comprehensive health and safety program was initiated years ago. More detailed information on the health and safety efforts of ANDRITZ are given in chapter S1-4.

The material risks and opportunities identified do not relate to a specific group of people but to the whole own workforce of ANDRITZ.

## Impacts, risks and opportunities management

### S1-1 Policies related to own workforce

While each legal entity has its own regulations on working practices, ANDRITZ has in place global policies to manage its material impacts, risks, and opportunities related to its own workforce which establishes the expected requirements in any local policies. These include the Group Human Resources Policy, the Policy Statement on Human Rights and Environmental Protection Strategy, the Group Health and Safety Policy and the Code of Conduct and Ethics. The policies cover all of ANDRITZ's workforce.

The policy details are disclosed in ESRS 2 SBM-1.

The policies relate to the following material IROs:

- Flexibility in working hours and remote work options can positively impact ANDRITZ's employees work-life balance (Group Human Resources Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- All ANDRITZ employees are offered training opportunities that have a positive impact by enhancing their skills, career growth, and job performance, which increases confidence, motivation, and job satisfaction. They also improve adaptability to technological or market changes, making employees more valuable and resilient within the company (Group Human Resources Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- Due to economic developments the production capacity in one or more business areas of ANDRITZ may vary, which could lead to job losses. This may lead to job insecurity and reduced stability for workers (Group Human Resources Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- ANDRITZ complies with country-specific requirements regarding collective bargaining, but there are locations in countries where collective bargaining is limited or does not exist. This has negative impacts on employees like lower and unequal wages as well as poorer working conditions (Group Human Resources Policy, Code of Conduct and Ethics, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- ANDRITZ's business activities, particularly at production and construction sites, can lead to occupational accidents that may result in injuries, work-related illnesses, or even fatalities (Group Health and Safety Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- As a global company, ANDRITZ values and promotes a diverse workforce with equal opportunities; however, instances of discrimination or unequal treatment may still occur, potentially leading to employee dissatisfaction. Likewise, ANDRITZ takes all possible steps to prevent violence and harassment in the workplace, but such incidents cannot be entirely ruled out and may negatively impact those affected (Group Human Resources Policy, Policy Statement on Human Rights and Environmental Protection Strategy, Code of Conduct and Ethics, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).
- Ability to innovate and develop scalable technologies to drive the green transition is essential to ANDRITZ. We recognized that we are exposed to a potential risk of not being successful in attracting and retraining talent (Group Human Resources Policy, ANDRITZ Sustainability programs 2021-2025 and 2026-2030).

ANDRITZ is committed to respecting human rights and fair working conditions across its global operations, in alignment with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. These commitments are embedded in the ANDRITZ Code of Conduct and further detailed in the company's Statement on Human Rights and Environmental Protection Strategy. Regular human rights risk analyses are performed, prioritizing issues such as discrimination, unfair working conditions, health and safety, collective bargaining rights, and environmental impacts. Preventive measures include employee training, risk based controls, and the implementation of ISO 45001–aligned occupational health and safety practices. The global Speak UP! whistleblowing system enables employees and external stakeholders to report concerns anonymously and without fear of retaliation. ANDRITZ monitors and documents its due diligence effectiveness annually.

ANDRITZ has a complaints procedure (Speak UP!) to enable the reporting of suspected compliance-related misconduct to the Group Compliance department. Speak UP! is available (internally and externally) to anyone with a justified interest in the company. Speak UP! also allows reports to be processed anonymously and is operated in a high-security data center, allowing secure communication according to the latest standards.

ANDRITZ's Human Rights and Environmental Protection Strategy establishes a structured approach to remedial action whenever actual or potential human rights violations are identified. In case the violation of an obligation relating to human rights has already occurred or is imminent in our own business area or at a direct supplier, we will take appropriate remedial measures without delay. These shall ensure that a violation is prevented, ended or the extent of the violation is mitigated. If the violation affects ANDRITZ's own business area, we will take measures that will end the violation. If the violation affects a direct supplier of ANDRITZ and the violation cannot be ended in a foreseeable future, ANDRITZ will set up a concept containing a concrete timeline and measures to end or mitigate the violation and will implement it. The measures range from conducting trainings and audits to activities that will stop the causative behavior. The implementation of these measures will be prerequisite for the supplier relationship with ANDRITZ. Depending on the gravity of the violation, ANDRITZ will set appropriate reactions, ranging from the request for immediate removal of the infringement up to legal action and termination of the supplier relationship.

The Human Rights and Environmental Protection Strategy is undertaken with reference to the legal requirements arising from the German Supply Chain Due Diligence Act (LKSG). In addition, we aim to align our conduct with internationally applicable standards, such as

- Universal Declaration of Human Rights
- Principles of the UN Global Compact
- International Labor Organization's (ILO) Guiding Principles on Business and Human Rights
- Declaration on Fundamental Principles and Rights at Work and other relevant labor standards from the International Labor Organization (ILO)
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights (UNGPs)

The Policy Statement on Human Rights and Environmental Protection Strategy addresses the policy of ANDRITZ regarding the trafficking of human beings, forced labor, or compulsory labor, and child labor.

ANDRITZ has a Group Health and Safety Policy in place that aims at preventing workplace accidents. Furthermore, the company holds the ISO 45001 certification for occupational health and safety management systems. It provides a framework for improving employee safety, reducing workplace risks, and creating safer working conditions.

The Group Human Resources Policy, the Code of Conduct and the Policy Statement on ANDRITZ's Human Rights and Environmental Protection Strategy address ANDRITZ's position regarding the elimination of discrimination, including harassment, and promoting equal opportunities.

The following grounds for discrimination are specifically covered in the policies mentioned above: race, color, ethnic origin, religion, nationality, gender, sexual orientation, age, physical ability, health condition, political or social opinion, union membership, marital status, or any other basis prohibited by applicable law.

In the Group Human Resources Policy, the specific policy commitments related to inclusion and positive action for people from groups at particular risk of vulnerability in ANDRITZ's own workforce are documented. These include the support of inclusion and positive action through the annual Employee Engagement Plan, which promotes equitable career opportunities and addresses the needs of employees who may be at higher risk of vulnerability. Key actions include the continued rollout of the DEI Program, strengthened internal recruitment transparency, expanded mentoring initiatives such as the Women's Mentoring Program, and improved communication for blue collar employees. Additionally, the company advances gender equality through its participation in the UN Global Compact's Target Gender Equality Accelerator and complies with all relevant local legal requirements. A focus is placed on the increase of female employees and the increase of underrepresented groups in senior management.

To ensure discrimination is prevented, mitigated, and acted upon once detected, ANDRITZ takes actions like providing trainings, offering an anonymous whistleblowing tool for reporting discrimination cases, and maintaining a clearly structured process for dealing with such reports. To advance diversity and inclusion in general, ANDRITZ focuses on targeted recruiting and employer branding with a focus on diversity in HR programs and succession planning. Furthermore, a global inclusion program was launched in 2024, including a Global DEI committee, an education program, and internal communication. More information about the program can be found in S1-4

#### **S1-2 Processes for engaging with own workforce and workers' representatives about impacts**

ANDRITZ undertakes regular employee engagement surveys and measures the results against defined KPIs in order to learn about the perspectives of its workforce in managing actual or potential impacts.

A specific survey tool is used in the surveys to collect and analyze the responses. The engagement survey is conducted once a year and so-called ad-hoc pulse surveys on specific topics (e.g., company culture) take place when needed. Furthermore, life-cycle pulse surveys include an onboarding survey for new employees and an exit survey for employees leaving the company.

The Group HR team is responsible for running the engagement survey, and all business area leads are responsible for ensuring that the action plans resulting from the surveys are completed.

ANDRITZ does not have a global framework agreement with workers' representatives in place, but the existing collective agreements, which protect workers' rights, also contribute to the protection of human rights.

The results of the employee engagement survey are analyzed, and action plans are created to remedy key topics. The status of these action plans is reviewed on a monthly basis with the Executive Board to ensure their completion. The effectiveness of these action plans is evaluated with each next survey cycle.

The effectiveness of the survey is tracked using external benchmarked figures, and targets to improve on these benchmarks are set year by year, and these are monitored and communicated internally.

The employee engagement survey is open to all employees in ANDRITZ, and the feedback is strictly confidential and cannot be connected to individual employees. Certain questions within the survey relate to the treatment of diverse groups to gain insights into how effective the related policies are.

### **S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns**

ANDRITZ strives to address any material negative impacts on its own workforce through a structured remediation process. When a negative impact is identified, whether through employee complaints or internal audits, the following steps are taken: identification and assessment of the extent of harm caused; engagement with impacted workers to understand their concerns; identification of corrective actions that could include financial compensation, policy changes, training, or workplace improvements; ensuring remedies are applied effectively and in a timely manner; and implementation of safeguards to prevent similar issues from recurring.

Employees can raise their concerns or needs directly with their supervisor or with the compliance team. Furthermore, ANDRITZ has a whistleblower system in place. Speak UP! is an internet-based whistle-blower system providing a platform for reporting suspected compliance-related misconduct to the Group Compliance department. SpeakUP! is available (internally and externally) to anyone with a justified interest in the company. SpeakUP! reports are processed anonymously and is operated in a high-security data center, allowing secure communication according to the latest standards.

The channels provide a mechanism for grievances or complaints to be raised by ANDRITZ's own workforce and remedied. The complaints procedure and Speak UP! can be accessed by all employees through the company intranet site or the website.

Based on the internal Compliance Investigations Guideline, notifications raised via Speak UP! are tracked and monitored by the Group Compliance team to ensure timely and effective resolution. Incoming notifications through "SpeakUP!" and [compliance@andritz.com](mailto:compliance@andritz.com) are received exclusively by the Group Compliance Officer and the Corporate Compliance Manager. For further internal handling, incoming notifications are categorized along the lines of general compliance fields and specific EU whistleblowing matters. Each reported issue is logged, categorized, and assigned a unique case number for tracking. Issues are classified based on severity, nature, and risk levels (high, medium or minor) associated with compliance notifications (e.g., general, anti-bribery, HR matters), and affected parties. A dedicated compliance team member, the investigator, assesses the report, conducts fact-finding, and recommends actions. Each report is comprehensively recorded in the case management tool. Each case is continuously monitored, with documenting of progress updates, to ensure transparency and accountability. In cases with a high degree of urgency or major (financial) impact, ad hoc reports are submitted to the responsible Executive Board. The Compliance Committee, the Executive Board, the Supervisory Board and Group Internal Audit will also receive and review the Annual Compliance Report containing a general overview of the compliance investigations carried out.

ANDRITZ assesses whether people in its own workforce are aware of and trust these processes as a way to raise their concerns or needs by tracking the number and types of reports submitted, analyzing trends in grievance reporting, training sessions, and information material in the intranet. The process for handling the received reports is set out in the internal Compliance Investigations Guideline, which, among other things, defines how investigations are to be conducted and which principles the persons involved must observe. One of the most important principles is that reports and complaints are treated confidentially and with due regard for the right to privacy and data protection of the persons using the channel. The ANDRITZ Code of Conduct addresses protection of individuals that use the grievance mechanisms against retaliation.

**S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions**

ANDRITZ's Group Human Resources Policy, Group Health and Safety Policy and Sustainability programs 2021-2025 and 2026-2030 set the direction for actions regarding its own workforce with dedicated targets and by applying monitoring and reporting tools covering all locations in the scope of HR and H&S reporting. ANDRITZ's ongoing actions and resources regarding its own workforce are presented in the table below.

<p><b>Related material IROs</b></p>	<p>Secure employment; Flexibility in working conditions; Collective bargaining and adequate wages; Health and safety; Attracting talent to ensure the capability to innovate; Discrimination, unequal opportunities, violence and harassment; Training opportunities</p>	<p>Discrimination, unequal opportunities, violence and harassment</p>	<p>Training opportunities; Discrimination, unequal opportunities, violence and harassment</p>	<p>Training opportunities</p>
<p><b>Key action</b></p>	<p>As part of the <b>ANDRITZ Employee Engagement Program</b>, employee engagement surveys are conducted every year since 2023. In addition, life-cycle pulse surveys are conducted during the onboarding phase of new employees and when employees leave the company. Ad-hoc pulse surveys can also take place when needed (e.g. on the company culture).</p>	<p>The <b>ANDRITZ Global Inclusion Program</b>, which was launched in 2024 and continued in 2025, focuses on creating awareness and commitment to diversity, equity and inclusion topics. Key actions include:</p> <ul style="list-style-type: none"> <li>- supporting targeted recruitment and employer branding to increase diversity, with an emphasis on HR initiatives and succession planning</li> <li>- offering open masterclasses about inclusive communication, managing bias in hiring and intercultural awareness</li> <li>- offering an ANDRITZ tailored DEI Guide that outlines principles, commitments, and everyday actions</li> <li>- offering an onboarding DEI training and material designed to support Sales when customers ask about our DEI approach</li> <li>- a global DEI Committee was established already in 2024 to support the implementation of the ANDRITZ Inclusion Program over the long term</li> </ul>	<p>The <b>ANDRITZ Women's Mentoring Program</b> was launched in 2025 and is linked to the ANDRITZ Global Inclusion Program. It supports women's career growth by pairing mentees with experienced leaders (mentors) to build skills, confidence, and visibility.</p>	<p>ANDRITZ offers various <b>Global Development Programs</b> including the Global Leaders Program, the Global Talent Program and the Regional Talent Program. The Global Leaders Program equips leaders with the skills and mindset necessary to address modern business challenges, such as market complexity, driving innovation, and fostering collaboration. The ANDRITZ Global and Regional Talent Programs focus on employees who have the potential to become future key position holders.</p>

<b>Expected outcome</b>	The ANDRITZ Employee Engagement Program aims to improve the employee experience by fostering a culture of collaboration, growth, inclusion, and continuous improvement through structured listening and actionable follow-up. It is designed to translate employee feedback into meaningful, timely actions that strengthen trust, embed #1ANDRITZway behaviors, and enhance leadership effectiveness. Ultimately, the program seeks to boost engagement, reduce turnover, retain top talent, and support overall business performance and customer satisfaction.	The program aims to build a diverse and inclusive workplace where all employees feel valued, supported, and able to grow by advancing equity, inclusive leadership, and fair opportunities across the organization. It is designed to strengthen diversity through targeted recruitment, employer branding, succession planning, education, and the work of the Global DEI Committee, ensuring that inclusive behaviors become part of everyday practices and leadership expectations. Ultimately, the program seeks to foster innovation, collaboration, and a cohesive culture aligned with #1ANDRITZway by increasing inclusion metrics such as the Equitable Opportunity and Inclusive Leader indices and embedding DEI principles into communication, training, and performance processes.	The ANDRITZ Women's Mentoring Program is designed to empower women across the organization, providing a structured and supportive environment for career development and personal growth.	Fostering an innovative culture, increasing employee engagement, and enabling employees to reach their full potential, improve their performance, and contribute more effectively to ANDRITZ's overall goal of long-term profitable growth. The programs aim to build a strong internal pipeline by developing employees into future key position holders and effective leaders.
<b>Contribution to policy objectives and targets (see also S1-1/ESRS2 SBM-1 and S1-5)</b>	Contributes to the Human Resources Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to: - the voluntary turnover target set in the sustainability program 2021-2025 and 2026-2030 - the employee engagement index target set in the sustainability program 2026-2030 - the equitable opportunity index target - the inclusive leader index target	Contributes to the Human Resources Policy, the Sustainability programs 2021-2025 and 2026-2030 and the Policy Statement on Human Rights and Environmental Protection Strategy  Contributes to: - the female share target set in the sustainability program 2021-2025 - the women in leadership target set in the sustainability program 2026-2030 - the equitable opportunity index target - the inclusive leader index target	Contributes to the Human Resources Policy, the Sustainability programs 2021-2025 and 2026-2030 and the Policy Statement on Human Rights and Environmental Protection Strategy  Contributes to: - the female share target set in the sustainability program 2021-2025 - the women in leadership target set in the sustainability program 2026-2030 - the equitable opportunity index target - the inclusive leader index target - the voluntary turnover target set in the sustainability program 2021-2025 and 2026-2030	Contributes to the Human Resources Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to: - the women in leadership target set in the sustainability program 2026-2030 - the equitable opportunity index target - the voluntary turnover target set in the sustainability program 2021-2025 and 2026-2030
<b>Scope and affected stakeholder groups</b>	own operations employees	own operations employees	own operations employees	own operations employees
<b>Time horizon</b>	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term
<b>Progress</b>	Voluntary turnover rate 4.0% (2024: 4.1%)	Female share 17.4% (2024: 17.2%)	Female share 17.4% (2024: 17.2%)	Female share in leadership positions 14.4 (2024: 14.0%)

	Employee engagement survey response rate 82% (2024: 76%)	Female share in leadership positions 14.4% (2024: 14.0%)	Female share in leadership positions 14.4 (2024: 14.0%)	Equitable opportunity index 66 (2024: 65)
	Employee engagement index 76 (2024: 76)	Equitable opportunity index 66 (2024: 65)	Equitable opportunity index 66 (2024: 65)	Voluntary turnover rate 4.0% (2024: 4.1%)
	Equitable opportunity index 66 (2024: 65)	Inclusive leader index 71 (2024: 70)	Inclusive leader index 71 (2024: 70)	
	Inclusive leader index 71 (2024: 70)		Voluntary turnover rate 4.0% (2024: 4.1%)	
<b>Financial and other resources</b>	The annual cost of the tool used to manage the employee engagement survey is 206 TEUR per year.	Resource types allocated to these actions include resources needed to run the program and the training. For the ANDRITZ Global Inclusion Program a budget of 170 TEUR was in place in 2025	The financial resources for the Women's Mentoring Program are included in the overall budget for the ANDRITZ Global Inclusion Program.	Financial resources for the Global Development Programs included 1,1 MEUR in 2025

**Health and safety actions**

Related material IROs	Health and safety	Health and safety	Health and safety	Health and safety
<b>Key action</b>	In 2024, ANDRITZ started the <b>Behavior-Based Safety (B-BS) Program</b> and continued in 2025. It is an evidence-based approach designed to improve workplace safety. It is based on recurrent safety observations, mainly positive feedback and a respectful and empathic communication style, which counts when it comes to give or receive negative feedback. All those points are introduced following a stringent protocol based on scientific proof.	In 2024, the <b>Leadership in Health &amp; Safety initiative (LiHS)</b> was started and continued in 2025. It is a training designed to equip our employees at all levels with the mindset, tools, and behaviors needed to strengthen our safety culture. The program includes a one day workshop for leaders, an extra training for leaders and discussions of the leader with the team for cascading safety leadership to every employee. Ten in-person workshops have already taken place, with more than 1,000 leaders participating. The Choose Life Program will launch in 2026 as the next step in Leadership in Health & Safety (LiHS), in partnership with LHS (Saipem). The program is built around Choose Life workshops, inspired by a short film produced by LHS. The film focuses on everyday work, projects, and operational pressure. It is used as a trigger for structured discussions about physical and mental health and their direct link to safe behavior at work.	In 2025, we launched <b>Committed to No Harm</b> , our new Health & Safety commitment, along with the <b>8 Life-Saving Rules</b> . This initiative sets clear expectations for safety and provides simple, actionable steps to prevent harm and protect everyone at work. The 8 Life-Saving Rules turn our Committed to No Harm Health & Safety Commitment into action. They focus on the most critical actions that prevent serious injuries. The rules apply to everyone - whether it's a construction site, a manufacturing facility, an office, or a customer location. Following them means protecting everyone, wherever we work, and ensuring that no one is harmed. For 2026, a Virtual Reality Training for the 8 Life Saving Rules is planned.	In 2025, <b>regional H&amp;S coordinators</b> were introduced with the task of harmonizing the H&S processes between the different organizations, support the integration of newly acquired companies and coordinate/monitor the implementation of global initiatives within the different entities present in the region.

<b>Expected outcome</b>	Cultural change toward proactive safety behavior to prevent accidents and minimize the severity of injuries.	It aims to create a strong, sustainable safety culture by developing leaders at all levels into Safety Leaders who actively influence safe behaviors and personally care for their people. It is designed to increase individual responsibility and direct involvement in safety, ensuring long-term cultural transformation that embeds Health & Safety as a core value across the entire organization. Ultimately, LiHS is expected to reduce incidents and injuries by positively shaping daily behaviors, preparing the organization for the Behavior-Based Safety (B-BS) program, and supporting the "Committed to No Harm" commitment.	Build a strong safety culture and prevent accidents and minimize the severity of injuries.	Facilitating the harmonization of the H&S processes between the different organizations, support the integration of newly acquired companies and coordinate / monitor the implementation of global initiatives within the different entities present in the region.
<b>Contribution to policy objectives and targets (see also S1-1/ESRS2 SBM-1 and S1-5)</b>	Contributes to the Group Health and Safety Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to the lost time injury frequency rate (LTIFR) target set in the sustainability program 2021-2025 and 2026-2030	Contributes to the Group Health and Safety Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to the lost time injury frequency rate (LTIFR) target set in the sustainability program 2021-2025 and 2026-2030	Contributes to the Group Health and Safety Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to the lost time injury frequency rate (LTIFR) target set in the sustainability program 2021-2025 and 2026-2030	Contributes to the Group Health and Safety Policy and the Sustainability programs 2021-2025 and 2026-2030  Contributes to the lost time injury frequency rate (LTIFR) target set in the sustainability program 2021-2025 and 2026-2030
<b>Scope and affected stakeholder groups</b>	own operations employees	own operations employees	own operations employees	own operations employees
<b>Time horizon</b>	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term	short-term mid-term long-term
<b>Progress</b>	LTIFR 1.2 (2024: 2.2)	LTIFR 1.2 (2024: 2.2)	LTIFR 1.2 (2024: 2.2)	LTIFR 1.2 (2024: 2.2)
<b>Financial and other resources</b>	For the Behavior-Based Safety (B-BS) Program a budget of 278 TEUR was in place in 2025	For the Leadership in Health & Safety initiative (LiHS) a budget of 316 TEUR was in place in 2025	For Committed to No Harm and the 8 Life-Saving Rules a budget of 403 TEUR was in place in 2025	For the regional H&S coordinators action a budget of 300 TEUR was in place in 2025

The company's governance framework is designed to ensure strong oversight and accountability, and regular surveys and audits of ESG-related risks are conducted to ensure the company continues to comply with all applicable regulations. Through these processes, specific action plans are identified to provide remedy for any negative impacts that have been identified. For example:

- A lack of qualified staff and a higher fluctuation rate could result if the working conditions at ANDRITZ are inadequate, which impacts ANDRITZ's ability to carry out work as well as generating increased recruitment costs.
- A high accident frequency rate, especially as compared to its competitors, could lead to a loss of reputation, future business, and problems with attracting new employees.
- This can also lead to a shortage of qualified professional workers within the business, which can further lead to lower revenue for the company.
- If equal treatment of its workers is not taken seriously, then this can harm the company's reputation and result in loss of revenue, reputation, and the ability to attract new employees.

The processes that ANDRITZ has in place to reduce these negative impacts are the Group Human Resources Policy and the Human Rights and Environmental Protection Strategy. More information about these policies can be found in chapter S1-1.

Action plans are developed and monitored on a monthly basis, with reports provided to the Executive Board members to ensure actions are being taken to remedy actual material impacts.

A number of additional initiatives are in place to support the delivery of positive impacts to the workforce. These initiatives typically center around the training of management to produce improvements in areas requiring action. For instance, the company has created an ANDRITZ Global Inclusion Program and an Employee Engagement Program, which are a result of feedback from the employee engagement surveys and are designed to support process such as the onboarding process, team discussions, and training sessions to create stronger connections and foster meaningful engagement through native language communication.

The effectiveness of these actions is measured through specific KPIs, such as the female management ratio, and by comparing the results of engagement surveys to see if there has been any improvement in the metrics related to these action points.

ANDRITZ undertakes regular surveys and audits of ESG-related risks to ensure it continues to comply with all applicable regulations. Through these processes, specific action plans are identified to provide remedy for any negative impacts that have been identified.

As a result of the surveys and audits, every manager is tasked with creating at least one action plan on a negative material impact that has been identified in their area of responsibility. The completion of these plans is monitored by Group HR, and progress is reported to the Executive Board on a monthly basis.

ANDRITZ undertakes regular surveys and audits of ESG-related risks to ensure that its own practices do not cause or contribute to material negative impacts on its workforce and puts in place action plans to remedy any practices identified as causing or contributing to material negative impacts.

All managers are responsible for the management of material social impacts in their area of responsibility. They are supported by senior management, Group HR, Group QHSE and Group Compliance in this regard.

ANDRITZ recognizes the potential impacts on its workforce that arise from the transition to a greener, climate-neutral economy. These can include an impact on individual roles due to the adoption of new technologies, the need to reskill to meet changing operational needs, or changes to the workforce structure as certain activities or processes are phased out. The company aims to mitigate these risks through proactive learning and development activities as well as transparent communication and collaboration with its workforce.

## Metrics and targets

### S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In 2021, in the course of ANDRITZ's sustainability program 2021-2025 (We Care), the following voluntary social targets were set:

- Reduction of the lost time injury frequency rate (>1 day absence) by 30% every year compared to the preceding year
- Reduction of the voluntary turnover rate to less than 4.5% by the end of 2025
- Increase the number of female employees to 20% by the end of 2025

Targets for 2030 have been set but are not effective yet:

- Reduction of the lost time injury frequency rate to <1
- Increase of women in leadership positions to over 15%
- Reduction of the voluntary turnover rate to less than 4%
- Maintain an employee engagement index of at least 75

These targets support the commitment to maintaining a safe and healthy work environment for all employees and arise from the Group Health and Safety Policy and the commitment to a diverse workforce with equal opportunities as outlined in the Group Human Resources Policy. The targets are absolute targets covering ANDRITZ's own operations with all ANDRITZ locations and geographies included as presented in the ESRS 2 General Disclosures, section BP-1 General basis for preparation of the sustainability statement.

**Targets included in the ANDRITZ Sustainability Program 2021-2025**

<b>Related material IROs</b>	Health and safety	Attracting talent to ensure the capability to innovate	Discrimination, unequal opportunities, violence and harassment
<b>Target description</b>	Reduction of the lost time injury frequency rate (> 1 day's absence) by 30% compared to the preceding year	Reduction of the voluntary turnover rate to less than 4.5% by the end of 2025	Increase the proportion of female employees to 20% by the end of 2025
<b>Policy relationship</b>	Supports ANDRITZ Group Health and Safety Policy and is included in ANDRITZ Sustainability Program 2021-2025 as a KPI	Supports ANDRITZ Group Human Resources Policy and is included in ANDRITZ Sustainability Program 2021-2025 as a KPI	Supports ANDRITZ Group Human Resources Policy and is included in ANDRITZ Sustainability Program 2021-2025 as a KPI
<b>Nature of target</b>	Relative target, measured in incidents per million working hours	Absolute target measured in % of total employees	Absolute target measured in % of total employees
<b>Scope and geographical boundaries</b>	Own operations including all employees	Own operations including all employees	Own operations including all employees
<b>Baseline</b>	2019: 5.5	2019: 6.0%	2019: 16.2%
<b>Period</b>	End of 2025	End of 2025	End of 2025
<b>Milestones</b>	2025: 1.2 2024: 2.2 2023: 2.4 2022: 2.6 2021: 2.9	2025: 4.0% 2024: 4.1% 2023: 5.1% 2022: 6.0% 2021: 6.5%	2025: 17.4% 2024: 17.2% 2023: 17.0% 2022: 16.4% 2021: 16.6%
<b>Methodologies/assumptions</b>	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.
<b>Scientific evidence</b>	n/a	n/a	n/a
<b>Stakeholder involvement</b>	Group QHSE, Group Sustainability	Group HR, Group Sustainability	Group HR, Group Sustainability
<b>Changes</b>	Transition from the Lost Time Accident Frequency Rate (LTAFR) to the Lost Time Injury Frequency Rate (LTIFR) to be aligned with the OSHA standard in the beginning of 2025.	n/a	n/a
<b>Monitoring and review</b>	Progress monitored and reviewed monthly via H&S reports	Progress monitored quarterly as a Sustainability program KPI	Progress monitored quarterly as a Sustainability program KPI

**New targets included in the ANDRITZ Sustainability Program 2026-2030**

<b>Related material IROs</b>	Health and safety	Discrimination, unequal opportunities, violence and harassment	Attracting talent to ensure the capability to innovate	Secure employment; Flexibility in working conditions; Collective bargaining and adequate wages; Attracting talent to ensure the capability to innovate; Discrimination, unequal opportunities, violence and harassment; Training opportunities
<b>Target description</b>	Reduction of the lost time injury frequency rate to <1 by the end of 2030	Increase of women in leadership positions to over 15% by the end of 2030	Reduction of the voluntary turnover rate to less than 4% by the end of 2030	Maintain an employee engagement index of at least 75 by the end of 2030
<b>Policy relationship</b>	Supports ANDRITZ Group Health and Safety Policy and is included in ANDRITZ Sustainability Program 2026-2030 as a KPI	Supports ANDRITZ Group Human Resources Policy and is included in ANDRITZ Sustainability Program 2026-2030 as a KPI	Supports ANDRITZ Group Human Resources Policy and is included in ANDRITZ Sustainability Program 2026-2030 as a KPI	Supports ANDRITZ Group Human Resources Policy and is included in ANDRITZ Sustainability Program 2026-2030 as a KPI
<b>Nature of target</b>	Relative target, measured in incidents per million working hours	Absolute target measured in % of total employees	Absolute target measured in % of total employees	External benchmark from Glint (employee engagement survey tool), based on the average score across all companies participating in the surveys
<b>Scope and geographical boundaries</b>	Own operations including all employees			
<b>Baseline</b>	2023: 2.4	2023: 13.5%	2023: 5.1	2023: 70
<b>Period</b>	End of 2030	End of 2030	End of 2030	End of 2030
<b>Milestones</b>	target valid from 2026			
<b>Methodologies/assumptions</b>	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.	Developed based on ANDRITZ's sustainability strategy and its defined focus areas, ensuring alignment with the group's long-term priorities. In addition, benchmarking with different industries was conducted to understand common practices and ambition levels, supporting the definition of a target that is both realistic and aligned with external expectations.
<b>Scientific evidence</b>	n/a	n/a	n/a	n/a
<b>Stakeholder involvement</b>	Group QHSE, Group Sustainability	Group HR, Group Sustainability	Group HR, Group Sustainability	Group HR, Group Sustainability
<b>Changes</b>	n/a	n/a	n/a	n/a
<b>Monitoring and review</b>	Progress monitored and reviewed monthly via H&S reports	Progress monitored quarterly as a Sustainability program KPI	Progress monitored quarterly as a Sustainability program KPI	Progress monitored annually via employee engagement tool

**Additional targets set in 2024**

<b>Related material IROs</b>	Discrimination, unequal opportunities, violence and harassment	Discrimination, unequal opportunities, violence and harassment	Secure employment; Flexibility in working conditions; Collective bargaining and adequate wages; Attracting talent to ensure the capability to innovate; Discrimination, unequal opportunities, violence and harassment; Training opportunities
<b>Target description</b>	Increase the equitable opportunity index (EOI) to 69 by the end of 2030	Increase the inclusive leader index (IOI) to 74 by the end of 2030	Increase the share of salaried employees who have participated in a performance review (documented in the #APeople database) to more than 95% every year
<b>Policy relationship</b>	Supports ANDRITZ Group Human Resources Policy	Supports ANDRITZ Group Human Resources Policy	Supports ANDRITZ Group Human Resources Policy
<b>Nature of target</b>	External benchmark from Glint (employee engagement survey tool), based on the average score across all companies participating in the surveys	External benchmark from Glint (employee engagement survey tool), based on the average score across all companies participating in the surveys	Absolute target measured in % of salaried employees who have participated in a performance review, documented in the #APeople database
<b>Scope and geographical boundaries</b>	Own operations including all employees	Own operations including all employees	Own operations including all employees
<b>Baseline</b>	2024: 65	2024: 70	2024: 85.4%
<b>Period</b>	End of 2030	End of 2030	every year
<b>Milestones</b>	2025: 66	2025: 71	2025: 92.0%
<b>Methodologies/assumptions</b>	Developed based on ANDRITZ's HR strategy, ensuring alignment with the group's long-term priorities.	Developed based on ANDRITZ's HR strategy, ensuring alignment with the group's long-term priorities.	Developed based on ANDRITZ's HR strategy, ensuring alignment with the group's long-term priorities.
<b>Scientific evidence</b>	n/a	n/a	n/a
<b>Stakeholder involvement</b>	Group HR	Group HR	Group HR
<b>Changes</b>	n/a	n/a	n/a
<b>Monitoring and review</b>	Progress monitored annually via employee engagement tool	Progress monitored annually via employee engagement tool	Progress monitored and reviewed monthly via HR reports

All ANDRITZ targets and results are discussed with the relevant workforce representatives as part of the normal, regular consultation process (which differs for each legal entity with ANDRITZ).

In addition, the company conducts employee engagement surveys and uses the feedback received to create action plans at the Management and business area level. These action plans are tracked to ensure any remedial action has been undertaken and completed. The duration of these action plans is dependent on the complexity of the issue highlighted. The structure and results of these surveys are published for all employees and are discussed and reviewed with workforce representatives, where applicable.

#### **S1-6 Characteristics of the undertaking's employees**

The data used to generate the ANDRITZ metrics for S1 is derived from the global HR-IT system #APeople. This contains the data of all employees (internal and external) for all consolidated and non-consolidated companies. The data contained within #APeople enables the reporting of all required metrics from a central place to ensure the accuracy and timeliness of the data.

This data is validated internally and is not subject to external validation.

Employee numbers are reported in headcount. Internally the numbers are reported monthly and as an average (rolling 12 months), while in this document employee numbers are reported as of end of year.

The criteria and breakdown of the headcount figures are described in the internal Group Functions Reporting Guideline.

The total number of employees by headcount is aligned with the number of "employees (as of end of period; without apprentices)" as disclosed in the notes to the consolidated financial statements in chapter C) 12. Personnel expenses in the consolidated financial statements.

**Employees by gender, age group, type of employment and employment contract**

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
Men	25,046	24,811	24,654	83%	83%	83%
Women	5,300	5,192	5,063	17%	17%	17%
<b>TOTAL*</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
< 30 years old	3,570	3,591	3,608	12%	12%	12%
30-50 years	17,511	17,386	16,819	58%	58%	57%
> 50 years old	9,265	9,026	9,290	30%	30%	31%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Salaried employees	19,366	19,143	18,738	64%	64%	63%
Waged employees	10,980	10,860	10,979	36%	36%	37%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Full-time	28,984	28,646	28,526	96%	95%	96%
thereof male	24,417	24,214	24,110	84%	85%	85%
thereof female	4,567	4,432	4,416	16%	15%	15%
Part-time	1,362	1,357	1,191	4%	5%	4%
thereof male	620	612	534	46%	45%	45%
thereof female	742	745	657	54%	55%	55%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Permanent	27,901	27,566	27,142	92%	92%	91%
thereof male	23,045	22,849	22,511	83%	83%	83%
thereof female	4,856	4,717	4,631	17%	17%	17%
Temporary	2,445	2,437	2,575	8%	8%	9%
thereof male	1,984	1,984	2,133	81%	81%	83%
thereof female	461	453	442	19%	19%	17%
Non-guaranteed hours employees	0	0	0	0%	0%	0%
thereof male	0	0	0	0%	0%	0%
thereof female	0	0	0	0%	0%	0%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\*Categories "Other" and "Not reported" not used in the reporting system.

**Key employee figures by region**

	Full-time 2025	Full-time 2024	Full-time 2023	Part-time 2025	Part-time 2024	Part-time 2023
Europe	13,819	14,188	14,237	1,228	1,290	1,136
North America	4,441	4,081	4,039	124	55	41
South America	4,084	4,158	4,144	2	2	4
China	4,174	3,908	3,860	2	2	3
Asia (without China)	2,333	2,163	2,100	1	1	4
Rest of the world	133	148	146	5	7	3
<b>TOTAL</b>	<b>28,984</b>	<b>28,646</b>	<b>28,526</b>	<b>1,362</b>	<b>1,357</b>	<b>1,191</b>

**Employees by country**

	Absolute 2025	Absolute 2024
Germany	4,362	4,877
China	4,176	3,910
Austria	3,682	3,726
Brazil	3,240	3,187
USA	2,986	2,649
India	1,866	1,734
Finland	1,481	1,618
Canada	1,136	1,056
Italy	939	755
Slovakia	872	884
Croatia	706	783
France	683	708
Sweden	453	428
Mexico	443	431
Uruguay	418	414
Switzerland	406	410
Chile	399	532
Netherlands	276	306
Indonesia	262	242
Hungary	259	238
Norway	237	211
Denmark	195	202
United Kingdom	193	75
Turkey	158	141
Japan	127	120
Spain	119	88
Australia	105	108
Other countries with < 50 employees	167	170
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>

### Employee turnover by gender and age group

	Contracts terminated 2025	Contracts terminated 2024	Contracts terminated 2023	Fluctuation rate 2025*	Fluctuation rate 2024*	Fluctuation rate 2023*
Men	3,035	2,888	2,905	12.2%	11.6%	11.7%
Women	496	461	471	9.5%	8.9%	9.4%
< 30 years old	628	635	641	17.4%	17.5%	17.5%
30–50 years	1,709	1,616	1,702	9.8%	9.4%	10.1%
> 50 years old	1,194	1,098	1,033	13.1%	11.9%	11.0%
<b>TOTAL</b>	<b>3,531</b>	<b>3,349</b>	<b>3,376</b>	<b>11.6%</b>	<b>11.2%</b>	<b>11.4%</b>

\* Calculation of fluctuation rate: contracts terminated in relation to the average number of employees. Contracts terminated include dismissals by the employer and resignation of employees.

### Newly hired employees by gender and age group

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
Men	3,158	3,056	3,849	85.4%	85.3%	82.9%
Women	539	528	796	14.6%	14.7%	17.1%
< 30 years old	1,124	1,127	1,399	30.4%	31.5%	30.1%
30–50 years	1,963	1,911	2,551	53.1%	53.3%	54.9%
> 50 years old	610	546	695	16.5%	15.2%	15.0%
<b>TOTAL</b>	<b>3,697</b>	<b>3,584</b>	<b>4,645</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### S1-8 Collective bargaining coverage and social dialogue

Collective bargaining agreements exist with 54.8% of the workforce. For the remainder of the workforce, individual agreements are established on the basis of qualifications and professional experience as well as statutory requirements, and the remuneration is in line with the respective markets.

### Percentage of own employees covered by collective bargaining agreements by country (in and outside the EEA)

Coverage rate	Collective Bargaining Coverage		Social dialogue
	Employees - EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (for countries with >50 empl. representing >10% total empl.)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)
0–19%	Hungary, Slovakia	Canada, China, India, Indonesia, Japan, Mexico, Turkey	n/a
20–39%	n/a	USA, United Kingdom	n/a
40–59%	Denmark, Germany	Australia, Chile	n/a
60–79%	Spain	n/a	n/a
80–100%	Austria, Croatia, Finland, France, Italy, Netherlands, Norway, Sweden	Brazil, Switzerland, Uruguay	n/a

Andritz has not yet concluded a European Works Council Agreement (EWC), a Societas Europaea (SE) works council agreement or a European Cooperative Society agreement.

The data for measuring the share for collective bargaining agreements is taken from the #APeople HR database. This denotes for each employee if they are part of an official collective bargaining agreement in their legal entity or at country level.

This data is validated internally and is not subject to external validation.

### S1-9 Diversity metrics

#### Gender distribution at top management level

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
Men	47	51	39	90%	93%	91%
Women	5	4	4	10%	7%	9%
<b>TOTAL</b>	<b>52</b>	<b>55</b>	<b>43</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

#### Employees by age group

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
< 30 years old	3,570	3,591	3,608	12%	12%	12%
30–50 years old	17,511	17,386	16,819	58%	58%	57%
Over 50 years old	9,265	9,026	9,290	31%	30%	31%
<b>TOTAL</b>	<b>30,346</b>	<b>30,003</b>	<b>29,717</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Top management in ANDRITZ is defined as employees in positions related to business area managers, business area segment managers, division managers and group functions managers.

ANDRITZ has established the goal of increasing the proportion of women in management positions, where the proportion of women is currently 10% with a total of 5 women.

The proportion of female employees within the company in 2025 was 17.4% (2024: 17.2%; 2023: 17.0%). One of the ESG goals of the company is to increase the share of women to 20% by the end of 2025.

### S1-10 Adequate wages

The company policy is to remunerate its employees fairly and in line with the respective applicable wage or collective agreement regulations. Unless agreed otherwise, every employee is entitled to the benefits usually offered in the legal entity of work or employment. Local rules and regulations for benefits are applied. For example, in Austria, ANDRITZ must comply with the terms and conditions set out in the national “Kollektivvertrag” for the metals industry in areas such as annual leave, sick pay, and family leave.

Additional benefits can be agreed on in the employment contract or in its supplements as appropriate and depending on the position level.

Such additional benefits can be:

- Additional health and accident insurance
- Car allowance or company car in line with local car policies

- Any individual pension plans should be based on defined contribution models only
- Specific packages related to foreign assignments

The legal entities of ANDRITZ are responsible for ensuring this policy is adhered to by means of local benchmarking of wages for employees and by taking remedial actions where employees are below this level. This includes utilizing data from companies such as MERCER and Willis Towers Watson.

ANDRITZ does not currently track at a global level the countries where employees earn below the applicable adequate wage. However, it is currently establishing a structure to enable this evaluation as of 2027.

#### S1-12 Persons with disabilities

The percentage of persons with disabilities among ANDRITZ's employees is 1.73% (2024: 1.62%).

The data for persons with disabilities is documented in the HR Database. This data is maintained and updated by a HR administrator as necessary, following the receipt of relevant, official confirmation, from the employee.

#### S1-13 Training and skills development metrics

##### Employee appraisals

	2025	2024	2023
Men	72%	67%	65%
Women	80%	78%	75%
<b>TOTAL</b>	<b>74%</b>	<b>69%</b>	<b>67%</b>

##### Employee trainings

	2025	2024	2023
Total expenditure on education and training (in TEUR)	10,122	10,303	10,344
Average expenditure per employee (EUR)	334	343	348
Total training hours	545,823	487,961	461,821
Average hours of training per employee	18.0	16.3	15.5
Men	18.1	15.3	15.3
Women	17.4	20.9	16.8
Average training days per employee	2.2	2.0	1.9
Men	2.3	1.9	1.9
Women	2.2	2.6	2.1

All company employees are offered education and training as well as international career opportunities. The development programs with training and learning opportunities for various target groups are intended to encourage all employees to acquire new or enhanced skills, knowledge, and perspectives.

In this context, talent management and succession planning play an important role in the company. Talent management is a continuous process that enables managers to gain a better overview of the potential and skills of internal succession candidates and of their willingness to take on responsibility. The company has used various programs to develop future managers for many years, such as the ANDRITZ Global Talent Program or the ANDRITZ Global Leadership Program.

ANDRITZ embraces diversity by bringing together participants from various business areas, divisions, and countries, fostering a rich exchange of perspectives. These programs are committed to inclusivity, aiming for 30% female representation among candidates to ensure a balanced and dynamic leadership pipeline.

Training of young, skilled workers has a long tradition in the company – for example, apprentices have been trained at the Graz location in Austria since 1922. The young people receive both theoretical and practical training, and they are also better prepared for their future careers by attending English courses, safety, and quality training as well as team-building training. As of the end of 2025, 709 apprentices were being trained at company locations worldwide (2024: 697 apprentices; 2023: 642 apprentices).

In addition, the company has the opportunity to address highly qualified and talented young people through collaboration with universities and other educational institutions. Efforts are made to attract and secure them for the company in the long term. Students receive support for their final theses and are employed in various ways during their courses of study. Cooperation between the company and universities / technical colleges was intensified.

The most important tool for enhancing personal development and good collaboration at the company locations is the performance review that is usually conducted once a year – in some areas several times per year. This employee performance review is used to discuss work content and goals, and future development is one of the central themes. Feedback is provided on the current job status and #1ANDRITZway behaviors, and future prospects are considered. At the same time, the employees' questions and concerns can be discussed.

Performance reviews were conducted with 73.5% (2024: 69.3%; 2023: 66.7%) of the staff in the reporting year, including 92% of salaried employees. With the successful introduction of #APerformance, the employee performance review module, a significant increase will be evident in the coming years.

### S1-14 Health and safety metrics

Health and safety at the workplace have top priority at ANDRITZ. The goal is to create a safe, healthy, and pleasant working environment for all staff working under ANDRITZ's responsibility and for all other stakeholders. ANDRITZ is striving for a zero-accidents target and a proactive safety culture in order to prevent work accidents and illnesses.

	2025	2024	2023
% of people in own workforce who are covered by ISO 45001	98	84	74
Number of fatalities as a result of work-related injuries and work-related ill health	1	2	0
Number of fatalities as a result of work-related injuries and work-related ill health (subcontractors)	0	1	1
Number of recordable work-related injuries (lost time more than 1 day)	78	134	158
Rate of recordable work-related injuries (LTIFR - injuries causing one or more days absence per 1 million working hours)	1.19	2.15	2.36
Number of cases of recordable work-related ill health	0	4	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	425	1,266	1,267

The Lost Time Injury Frequency Rate (LTIFR) is the number of people injured over a period for each one million hours worked by a group of employees or workers. The severity of the accident is the average of lost time per accident.

This data is validated internally and is not subject to external validation.

### S1-15 Work-life balance metrics

#### Number of employees taking parental leave by gender

	Absolute 2025	Absolute 2024	Absolute 2023	Percentage 2025	Percentage 2024	Percentage 2023
Men	286	209	166	1.1%	0.8%	0.7%
Women	236	166	187	4.5%	3.2%	3.7%
<b>TOTAL</b>	<b>522</b>	<b>375</b>	<b>353</b>	<b>1.7%</b>	<b>1.3%</b>	<b>1.2%</b>

The company policy is to remunerate its employees fairly and in line with the respective applicable wage or collective agreement regulations. Unless agreed otherwise, every employee is entitled to the benefits usually offered in the legal entity of work or employment. Local rules and regulations for benefits apply.

The company also provides child-care support to employees, for example by entering into part-time employment contracts. Several locations have company-run kindergarten facilities, some of which also focus on technical skills. In addition, the company supports part-time contracts for fathers or other forms of support with childcare. The company allows employees to work from home, making it easier to balance work and family life.

#### S1-16 Remuneration metrics (pay gap and total remuneration)

The company policy is to remunerate its employees fairly and in line with the respectively applicable wage or collective bargaining agreement regulations.

Average salaries for women amounted to 89.0% (2024: 89.4%) of average salaries for men during the reporting period. This difference results from the fact that the proportion of women in management positions and higher-paid clerical and specialist positions is below 50%. Targeted measures have been taken to change this situation.

The gender pay gap amounted to 11.0% in 2025 (2024: 10.6%). Data for the average gross hourly pay level was not directly available on a global level, but was instead calculated from average annual salary by gender assuming an average of 1,800 working hours per year per employee.

The annual total remuneration ratio was 52 in the reporting year (2024: 92). The annual total remuneration of the CEO is the remuneration of the highest paid individual. The median employee annual total remuneration is based on base salary plus target bonus. The calculation of annual total remuneration ratio was updated in the reporting year to match the ESRS requirements. A comparison to previous years is not possible as median employee annual total remuneration was not available previously.

The data is collected from the legal entities on a semi-annual basis, and the average salaries over this period of time are split by gender.

**S1-17 Incidents, complaints and severe human rights impacts**

	2025	2024
Number of incidents of discrimination incl. harassment	3	2
Number of complaints filed through channels for people in own workforce to raise concerns	44	29
Number of complaints filed to national contact points for OECD multinational enterprises	0	0
Total amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed (in €)	0	0
Number of severe human rights issues and incidents connected to own workforce	0	0
Number of severe human rights issues and incidents connected to own workforce that are cases of failure to respect UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0	0
Total amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce (in €)	0	0

In 2025, ANDRITZ had no fines, penalties or damages to pay for violations in the areas of discrimination and harassment. Therefore, there is no need for reconciliation to the annual financial statements.

The three cases in which the facts of the discrimination and harassment were substantiated as well as the 41 cases in which the investigations did not reveal any evidence for the reported facts, were recorded and processed on the basis of the information provided via the various options for submitting reports. These reports are either submitted via the "Speak UP!" whistleblower system, via the [compliance@andritz.com](mailto:compliance@andritz.com) email address, or are communicated to the compliance department in person, by letter, or by telephone. These reports are processed in accordance with the internal whistleblower guidelines, and appropriate action is taken.

In 2025, there were no severe human rights violations or incidents in connection with the company's own workforce.

Furthermore, there were no fines, penalties, or compensation payments for human rights violations or incidents in connection with the company's own workforce. Therefore, there is no need for reconciliation to the annual financial statements.

This data is validated internally and is not subject to external validation.

**ESRS S2 Workers in the value chain****Strategy****ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model**

During the double materiality assessment, ANDRITZ identified actual and potential impacts, risks, and opportunities related to workers in the value chain. The potentially material IROs were identified using the process described in the ESRS 2 General Disclosures section of this report. As a result of the assessment, ANDRITZ identified the following two material positive impacts, one negative impact, and one risk. No financial opportunities for the ANDRITZ business were identified during the DMA. The identified material impacts and risks related to value chain workers inform the undertaking's strategy and business model by highlighting areas where responsible supply chain management and stable labor conditions are critical for long-term business resilience. In particular, the identified negative impact and risk have contributed to reinforcing strategic priorities related to supplier engagement, risk-based due diligence and the integration of social criteria into procurement and sourcing decisions.

The undertaking's dependency on value chain workers is reflected in its business model, which relies on stable, compliant and skilled labor within the supply chain. Material risks arising from adverse labor practices could disrupt operations, increase costs or damage reputation. These risks are therefore directly linked to the strategy, which aims to mitigate such dependencies through supplier standards, monitoring mechanisms and continuous improvement initiatives.

In the reporting year, when assessing how the impacts and risks are managed, opportunities were discussed without assessing their materiality. These insights are to be used as input for the next materiality assessment.

**Identified negative impacts:**

- **Safety at site installations:** If the safety measures at site installations are inadequate, this can have a negative impact on workers of a supplier contracted by ANDRITZ who are doing the installation work.
- **Working conditions in the value chain:** Employees in ANDRITZ's global and complex value chain may face poor working conditions, especially in countries with conflicts and social unrest. This can include job insecurity due to temporary or precarious contracts, excessive or unpredictable working hours, and insufficient wages that fail to meet basic needs. Additionally, limited opportunities for social dialogue, poor work-life balance, and unsafe or unhealthy environments can lead to stress, low morale, and reduced overall well-being.
- **Discrimination of value chain workers:** ANDRITZ has over 35.000 suppliers, which makes it difficult to have full transparency and monitoring. Value chain workers, especially in regions with weak labor protection, may be discriminated based on gender, age, or migration status — leading to unequal pay, limited career advancement, or exclusion from training opportunities.

**Identified potential risks:**

Weak labor laws and/or insufficient implementation of international standards

- **Non-compliance with labor standards and human rights requirements in the value chain** may lead to human rights violations. The risk is higher in regions with weak labor laws and/or insufficient implementation of international standards.
- **Failure to comply with the ANDRITZ Supplier Code of Conduct and Ethics** may also result in reputational risks and could lead to reduced business volume in ANDRITZ's own operations.

All workers in the value chain that can be materially impacted by ANDRITZ are included in the reporting. The material impacts occur through our relationships with suppliers and contractors. The value chain workers employed by these entities are governed by ANDRITZ Supplier Code of Conduct and Ethics. Measures to address the impact, risks, and opportunities are listed in this report. The measures are divided into those that address direct suppliers and those that address the entire workforce (including direct suppliers) in the value chain. The type of workers subject to material impacts by ANDRITZ's own operations or through the value chain are differentiated into own workforce, workers on the construction site, potentially external workers, and the workers in supply chain and distribution. This differentiation is particularly relevant with regard to health and safety measures. Risks affecting workers' livelihoods and their potential business and regulatory implications are considered.

ANDRITZ works with suppliers from all over the world. In regions such as China and India, the most important suppliers are audited, and this is done in other countries as well if necessary. To counteract potentially systematic risks related to labor and human rights, a risk analysis (screening of the supplier base) was carried out, with the result that no suppliers from certain areas are commissioned. In addition, supplier social audits are carried out unannounced on a random basis at suppliers in China and India to assess local conditions and take any corrective action that may be necessary. Due to the company's global activities and diverse supplier relationships, it cannot be ruled out that negative impacts may occur with regard to human rights issues among workers in the value chain. If such negative impacts occur, they will primarily affect individual supplier relationships. Appropriate measures (such as the correct payment of wages and overtime compensation, checking that equipment and workplace conditions meet safety requirements) are taken, including on-site visits as part of supplier social audits, up to and including termination of the relationship with the supplier. Suppliers are obliged to comply with legal requirements. During the social audits of suppliers, measures and actions are decided upon together with the suppliers, which are then implemented as part of a corrective action plan (including follow-up audits). This leads to a positive change in working conditions at the supplier's premises.

#### **Additional discussion of potential risks and opportunities**

Due to the dependencies on supplier services, ANDRITZ strives to work closely with suppliers and to see the cooperation as a partnership. In specific cases, cooperation in the course of supplier social audits is aimed at improving the situation of the employees at the suppliers' premises, and active measures are taken to achieve this. During these discussions, the following potential topics have been identified without assessing their materiality in the financial context under the principles of double materiality. Some of them overlap with the earlier DMA assessment. As mentioned earlier, these insights are to be used as input for the next materiality assessment.

- Potential risk: Companies with global supply chains, particularly in regions with weak labor laws, run the risk of being associated with child labor, forced labor, and discriminatory practices. If such violations are uncovered, the company could face legal action, reputational damage, and loss of market share. Failure to comply with labor laws and international standards (e.g., on working hours, wages, union rights) could result in fines, penalties, and restrictions on business operations, especially as governments around the world tighten regulations on labor rights.
- Potential risk: Consumers, investors, and stakeholders are increasingly concerned about companies' ethical practices, including their treatment of workers. Negative publicity or reports of exploitation of workers (e.g., in supply chains) can damage a company's brand reputation and result in the loss of customer loyalty, investor confidence, and market share.
- Potential opportunity: Companies that improve the well-being of workers (fair wages, health benefits, safe working conditions) can increase worker satisfaction and productivity, leading to lower turnover, higher morale, and better operational performance.
- Potential opportunity: Companies that proactively address labor risks, promote ethical labor practices, and ensure fair treatment of workers can bolster their brand reputation and gain consumer trust and loyalty. This is especially important as consumers increasingly prefer to support brands that have a proven commitment to social responsibility.
- Potential opportunity: Investors are increasingly focused on companies that prioritize environmental, social, and governance (ESG) factors, including the treatment of workers throughout the value chain. Demonstrating a commitment to fair labor practices can attract ethical investors, improve access to capital, and drive financial performance.

- Potential opportunity: By fostering strong relationships with suppliers and ensuring that they adhere to ethical labor practices, companies can build a more resilient and sustainable supply chain. This reduces the risk of disruption from labor-related issues such as strikes or protests.
- Potential opportunity: By actively managing and improving working conditions, companies can ensure compliance with international labor standards and laws and position themselves as corporate social responsibility leaders. This can help them avoid legal risks and improve operational efficiency.

## Impact, risk and opportunity management

### S2-1 Policies related to value chain workers

The policies ANDRITZ has adopted to manage its material IROs related to workers in the value chain are as follows.

#### Supplier Code of Conduct

The ANDRITZ Group Supplier Code of Conduct outlines our commitment to respect human rights, including labor rights, and protect value chain workers. Our commitment covers the rights to fair wages, safe working conditions, and freedom of association, which are among the fundamental rights of workers. The Supplier Code of Conduct also includes the prohibition of forced and child labor and all forms of modern slavery.

The Supplier Code is thematically composed of the following areas: (1) Organizational requirements and management responsibility, (2) Human rights, health, and fair labor practices, (3) Environmental and social responsibility, sustainability, (4) Business integrity, (5) Export control, (6) Intellectual property rights, trade secrets, privacy, and data security, (7) Supplier commitment, (8) Reporting, monitoring, sanctioning, and (9) Compliance contact addresses at ANDRITZ. The supplier is obliged to pass on the principles arising from the Supplier Code of Conduct to its suppliers.

#### The policy relates to:

- The positive impact of fair working conditions in the value chain promoting prosperity, health, and safety and contributing positively to society.
- The positive impact of working conditions promoting equal opportunities and diversity in the value chain, including training and gender equality, contributing positively to society by fostering a culture of awareness of these topics.
- The negative impact of lacking fair working conditions to protect human rights. This has an adverse impact on the people working in these companies.
- The risk of non-compliance with the ANDRITZ Supplier Code of Conduct and Ethics in the value chain, which may have consequences for ANDRITZ's reputation that may lead to less business volume in its own operations. The risk of non-compliance is higher in regions with weak labor laws and/or insufficient implementation of international standards.

**Monitoring process:** The suppliers go through a qualification process, and a business relationship will only be established after written consent to the contents of the Supplier Code of Conduct and Ethics. All of ANDRITZ's supplier contracts include its Supplier Code and the requirement to commit to it. The company's supplier engagement and monitoring include, for example, ANDRITZ Supplier Relationship Management (SRM), SRM onboarding and Supplier Code of Conduct training on the company's web site as well as information on audit mechanisms for certain suppliers in China and India.

**Accountability:** The head of Supply Chain Management and the head of Group Compliance manage the Supplier Code and ensure that it is updated continuously. The Code is approved by the ANDRITZ Group Executive Board, the most senior level in the organization accountable for the implementation.

**Third-party standards or initiatives:** We adhere to internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO) Core Conventions and the OECD Guidelines for Multinational Enterprises.

**Stakeholder involvement:** The Supplier Code was developed by the departments Supply Chain management and Compliance. Engagement with industry experts related to supply chain management provided input for policy development.

**Availability:** The Supplier Code is made available to all suppliers via the ANDRITZ website and the purchasing portal. It forms part of all purchase orders or contracts entered into between members of the ANDRITZ Group and their suppliers. The new version of the Supplier Code of Conduct and Ethics (version 3) was published in the first quarter of 2024 and communicated to all relevant stakeholders.

ANDRITZ's measures to provide and/or enable remediation of human rights impacts include a confidential grievance reporting system for workers to report any violations. We ensure that each grievance is thoroughly investigated and addressed in accordance with our remediation process. If human rights violations are identified, such as forced overtime or unsafe working conditions, we work with suppliers to implement corrective action, including retraining and changes to the work environment.

The Supplier Code of Conduct includes the prohibition of forced and child labor and all forms of modern slavery and human trafficking. Furthermore, working conditions and the observance and respect of human rights are an essential aspect of the Supplier Code of Conduct. To ensure compliance, suppliers are required to take specific measures, and, if necessary, these are checked by means of random samples. Remedial action is then taken if necessary. Remedial measures may include training, audits, further training, and even termination of contracts.

With regard to policies, it should be noted that relevant ANDRITZ companies publish statements regarding modern slavery and forced labor ("Modern Slavery Statements"). In the reporting years, such statements were issued for Canada, the United Kingdom, and Australia. These statements set out specifically identified human rights risks and the correlating measures that have been put in place to minimize the risks. This applies to each company's own business area as well as to the supply chain.

#### **Policy Statement on ANDRITZ's Human Rights and Environmental Protection Strategy**

In Q1 2024, ANDRITZ issued a policy statement regarding the implementation of the human rights and environmental strategy. The policy statement was issued to describe the holistic process of supply chain risk management and to present key measures and the purchasing strategy. Additionally, the policy statement is related to compliance with the requirements of the German Supply Chain Due Diligence Act. At a country level, ANDRITZ Deutschland Beteiligungs GmbH has issued a declaration on behalf of its operating subsidiaries. The due diligence obligations and measures to be taken as a result of the German Supply Chain Due Diligence Act have been implemented for the operating subsidiaries of ANDRITZ Deutschland Beteiligungs GmbH. Furthermore, Schuler Pressen GmbH has prepared and published an additional policy statement because this company exceeded the relevant number of employees at the beginning of 2024. These two country level policy statements and due diligence obligations arising from the Supply Chain Act cover both the company's own business area and the supply chain.

Below we will present the Policy Statement on ANDRITZ's Human Rights and Environmental Protection Strategy, which includes the commitment to respecting human rights and the environment and describes the due diligence process for human rights and environmental protection, including the risk assessment, the results of the risk assessment, and the associated expectations. The Policy Statement complements the Supplier Code of Conduct and Ethics described above, laying out the company's strategy on human rights and environmental protection and focusing on specific risks in those areas. It also lays out ANDRITZ's due diligence process for human rights and environmental protection.

This policy statement relates to the following material IROs:

- The positive impact of fair working conditions in the value chain promoting prosperity, health, and safety and contributing positively to society.
- The positive impact of working conditions promoting equal opportunities and diversity in the value chain, including training and gender equality, contributing positively to society by fostering a culture of awareness of these topics.
- The negative impact of lacking fair working conditions to protect human rights. This has an adverse impact on the people working in these companies.
- The risk of non-compliance with the ANDRITZ Supplier Code of Conduct and Ethics in the value chain, which may have consequences for ANDRITZ's reputation that may lead to less business volume in its own operations. The risk of non-compliance is higher in regions with weak labor laws and/or insufficient implementation of international standards.

**Monitoring process:** The Group Compliance Officer is responsible for monitoring risk management. He is supported by the Human Resources representative in Germany. With regard to workers in the value chain, the Supply Chain Management department plays a key role in practical implementation of the preventive and remedial actions as part of the value chain due diligence. Other relevant departments, such as Health and Safety, Quality Management, and HR, report regularly and as required to the chief compliance officer based on audits carried out at production sites. The managing directors are responsible for setting up and implementing a process that enables them to be regularly (at least once a year) informed about the work conducted by the chief compliance officer, mainly in reference to monitoring of the risk management activities.

**Scope:** The policy is valid for the ANDRITZ Group.

**Accountability:** The ANDRITZ Group CFO, the Group Compliance Officer and the Human Resources representative in Germany are accountable for the implementation of the policy.

**Third-party standards or initiatives:** The policy statement is aligned with the following internationally applicable standards:

- Universal Declaration of Human Rights
- Principles of the UN Global Compact
- International Labor Organization's (ILO) Guiding Principles on Business and Human Rights
- Declaration on Fundamental Principles and Rights at Work and other relevant labor standards from the International Labor Organization (ILO)

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights (UNGP)

**Stakeholder involvement:** The policy statement was developed by the Compliance department together with the respective subject-matter experts, including in supply chain management.

**Availability:** The policy is made available to all employees via the intranet and to all other stakeholders via the ANDRITZ website.

In 2025, ANDRITZ initiated a Group Human Rights Policy development process to disclose ANDRITZ's general approach to respecting the human rights of individuals in the ANDRITZ value chain and the affected communities, including the engagement and measures to provide and/or enable remedies for human rights impacts. Earlier, a separate policy had not been a priority to ANDRITZ as it was believed that the topic was covered by other policies, such as the ones presented above. During the reporting year, we decided to strengthen our social sustainability approach by developing a dedicated new policy. The general approach in the drafted policy includes alignment with international human rights standards and adherence to national laws for collective and individual rights, community engagement, and education. At the end of the reporting period (December 31, 2025), the policy is in a draft status, and it will be finalized and adopted during 2026.

Although the policy was expected to be completed during 2025, its finalization was postponed. This delay was mainly due to the need for additional internal alignment and extended consultations with relevant internal stakeholders to ensure consistency with other sustainability-related policies and due diligence processes. Furthermore, feedback received during the drafting process required additional clarification and refinement of certain policy elements. As a result, the undertaking decided to extend the development timeline in order to ensure a robust and comprehensive policy framework.

**Further disclosures as requested by the standard ESRS S2**

At ANDRITZ, we are committed to upholding and respecting the fundamental human rights of all individuals involved in our value chain. We recognize that human rights are essential to the ethical and sustainable operation of our business, and we are dedicated to promoting fair treatment, safe working conditions, and respect for the dignity of workers at every step of our value chain. We adhere to internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization (ILO) Core Conventions. As described above, our policies and practices include:

- Fair labor practices: We ensure that all workers in our supply chain receive fair wages, are not subject to discrimination, and work in a safe, healthy environment free of forced or child labor.
- Worker safety and well-being: We place a high value on the health, safety, and well-being of all employees, contractors, and suppliers. Our workplaces are designed to meet strict safety standards, and we regularly review working conditions.
- Supplier engagement: We work closely with our suppliers and partners, ensuring that they adhere to the same high standards of human rights and labor practices. This includes conducting regular audits and adhering to our Supplier Code of Conduct.
- Grievance mechanisms: We provide accessible grievance mechanisms for workers and stakeholders to report concerns about human rights violations in our value chain without fear of retaliation.

- **Continuous Improvement:** We are committed to continuously reviewing and improving our human rights practices and ensuring that our business operations and supplier relationships meet global human rights standards.

We also recognize the critical importance of working with workers throughout our value chain to foster mutual respect, transparency, and continuous improvement. We believe that active engagement with workers in the value chain is essential to creating a fair, inclusive, and sustainable business environment. Protecting human rights is integral to the long-term success of our business and essential to the dignity and respect of every worker in our value chain. During the reporting period, there were no relevant cases of violations of the principles of the UN Guiding Principles on Business and Human Rights, the ILO guidelines, the OECD Guidelines for Multinational Enterprises, or the relevant supply chain laws. At ANDRITZ, we take violations of the UN Guiding Principles, the ILO Declaration, and the OECD Guidelines very seriously. In recent years, we have not identified any material instances of non-compliance with these standards in our value chain. However, should such an instance arise, we will take immediate action to remediate the situation and ensure that all affected workers are properly supported and compensated.

#### Disclosure of general approach in relation to engagement with value chain workers

We recognize the critical importance of working with workers throughout our value chain to foster mutual respect, transparency, and continuous improvement. We believe that active engagement with workers in the value chain is essential to creating a fair, inclusive, and sustainable business environment.

#### Disclosure of general approach in relation to measures to provide and/or enable remedy for human rights impacts

We are committed to addressing any human rights impacts that may arise in our operations or supply chain. We have established clear grievance mechanisms that are accessible to all stakeholders and ensure that any concerns or violations are promptly reported and investigated. When human rights impacts are identified, we take immediate corrective action and work with those affected to provide remedy, including compensation, rehabilitation, and guarantees of non-repetition. Our approach is based on transparency, accountability, and a commitment to continuous improvement.

#### Disclosure of explanations of significant changes to policies adopted during reporting year

The last update was made in response to the entry into force of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LKSG). The revised Supplier Code of Conduct covers, in particular, the requirements arising from the German Supply Chain Act and other applicable supply chain laws. Under the German Supply Chain Act, 14,254 suppliers who had shipped from a location in Germany and/or Austria within the previous 24 months were assessed at the end of 2025 according to a defined procedure. Suppliers who do not meet the minimum criteria are monitored separately. Appropriate communication is initiated with the suppliers and internal departments to ensure that all suppliers meet the minimum requirements.

#### S2-2 Processes for engaging with value chain workers about impacts

Engagement with the value chain workers to incorporate their perspectives into ANDRITZ's processes enables us to generate positive impacts and mitigate any potential negative impacts. We acknowledge the importance of including these perspectives in decision-making. The company supports the formation of worker committees and unions to ensure their voices are heard in decision-making processes. Our aim is to ensure that the value chain worker perspectives help us to identify and address actual and potential impacts related to human rights, labor practices, and working conditions. Engagement processes include but are not limited to supplier meetings, social supplier audits, and a whistleblower channel. If necessary, action plans for corrective measures are drawn up and implemented. Our approach to engagement is guided by the following principles:

- **Open and transparent communication:** We ensure that communication channels are open at all levels of our value chain. This includes regular, two-way communication between management, employees, and suppliers to ensure that concerns, feedback, and suggestions are heard and addressed in a timely manner.

- **Collaborative decision-making:** We involve workers in important decisions that affect their work environment and conditions. This includes seeking their input on safety measures, working hours, and general workplace policies.
- **Grievance mechanisms and feedback systems:** We provide accessible and confidential grievance mechanisms for employees to report any issues or concerns they may have. This ensures that their voices are heard and acted upon without fear of retaliation. Feedback loops are established to monitor and respond to concerns, ensuring that employees feel supported and valued.
- **Working together with the suppliers:** We maintain an ongoing relationship with our suppliers to ensure alignment with values and goals. This includes regular reviews and audits to assess their practices and ensure that all workers in our supply chain are treated fairly and equally.

Through these measures, we seek to foster a culture of respect and cooperation with all employees in the value chain, creating an environment in which all people are treated with dignity, their voices are heard, and they have the opportunity to contribute to the success of our business.

Engagement mechanisms for capturing perspectives include, for example, analyzing employee feedback from both our own operations and the value chain to integrate the perspectives into sustainability strategies, supplier contracts, and policy revisions, including health and safety protocols. Possible actions can also include adjusting procurement practices to ensure fair payment terms for suppliers, which translates into better wages for workers. The option of introducing flexible working hours or additional support for vulnerable worker populations based on engagement findings also is considered.

#### Further disclosures as requested by the standard ESRS S2

##### Disclosure of stage at which engagement occurs, type of engagement, and frequency of engagement

- An important part of supplier management at ANDRITZ is that the responsible purchasers regularly exchange information with their suppliers and that an evaluation process takes place once a year, in which the previous cooperation is discussed and possible corrective measures for future cooperation are agreed. The key accounts at the suppliers are defined as contact persons who are responsible for the entire value chain at the supplier. This inclusion process takes place in the form of a personal meeting and is conducted regularly (at least once a year) and, if necessary, during the year.
- A dialog with the suppliers also takes place in the course of the supplier social audits. These supplier social audits are conducted regularly in accordance with the audit plan. The findings from these audits are incorporated into the supplier evaluation and purchasing strategy.

##### Disclosure of function and most senior role within undertaking that has operational responsibility for ensuring that engagement happens and that results inform the undertaking's approach

- The head of Supply Chain Management is responsible for ensuring compliance with this process.

Disclosure of global framework agreement or other agreements related to respecting the human rights of workers

- Cross-industry collective agreements European Trade Union Confederation (ETUC apply not only to ANDRITZ itself but also to supplier companies. Andritz enables and is part of trade unions, which are organized in industrial associations at European and international level in 151 countries, to ensure compliance with workers' human rights in accordance with internationally recognized standards. The agreement contains key commitments such as the prohibition of forced and child labor, the promotion of fair working conditions and respect for freedom of association. Implementation is monitored through regular audits, training and ongoing dialogue with employee representatives. For example, the ITUC - International Trade Union Confederation. The International Trade Union Confederation is the largest international association of trade unions based in Brussels. The ITUC has 340 member organizations in 169 countries and territories and represents a total of 191 million workers.

Disclosure of how the effectiveness of engagement with value chain workers is assessed

- The review of the effectiveness of the assessment process is an essential component and is to be carried out by the responsible purchaser.
- The supplier social audits are set up in such a way that regular exchanges and on-site visits with suppliers take place. Agreed corrective measures are continuously reviewed and re-evaluated. Minimum social standards are also checked as part of the supplier social audits. In addition, information received from suppliers via the whistleblowing tool is taken into account in the evaluation process. The responsible purchasers also check their suppliers, including by visiting the suppliers' premises. Further insights are gained from the quality audit.

**S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns**

As part of the ANDRITZ supplier management system, we continuously identify and assess potential and actual adverse human rights impacts related to workers in the value chain and define preventive and mitigating actions accordingly. Suppliers are obliged to report any violations or suspected violations of the Supplier Code of Conduct. Corrective action will be taken as described in the ANDRITZ Code of Conduct and Ethics, depending on the severity of the violation.

The ANDRITZ whistleblower channel Speak Up! is an internet-based whistleblower system which is available 24/7 in 10 languages including English, Spanish and Mandarin, operated in a high-security data center that ensures communication in accordance with the latest security standards. Reports can also be submitted anonymously or by third parties if required. On construction sites, direct contact is also possible. The whistleblower channel is available worldwide through various media and publications, including the ANDRITZ website. All reports submitted through the channel are followed up on by the Corporate Compliance team. The process for handling the received reports is set out in the internal Investigations Guideline, which, among other things, defines how investigations are to be conducted and which principles the persons dealing with the report must observe. One of the most important principles is that reports and complaints are treated confidentially and with due regard for the right to privacy and data protection of the persons using the channel.

In addition, all cases are tracked and regularly reported to senior management, including in the Compliance Committee, which meets quarterly and is made up of the CFO, the group compliance officer, the head of Group Internal Audit, the Group legal counsel, the head of Accounting and Reporting and the Group sustainability director. The number and maturity of the reports serve as a basis for evaluating the effectiveness of the compliance management system.

To ensure that value chain workers are aware of and trust the processes, the existence of the Speak Up! tool is regularly communicated, such as via the website and the company newspaper. The whistleblower channel is explicitly mentioned in the ANDRITZ Code of Conduct and in the Code of Conduct for Suppliers, and the details of the channel are clearly highlighted. Speak Up! is also accessible via a QR code using smartphones and tablets. Speak Up! enables communication with the whistleblower using an individual code that allows the reporting person to access their report and contact the compliance team.

ANDRITZ has a zero-tolerance policy for retaliation, ensuring that no retaliation will be taken against anyone who reports misconduct. This is clearly communicated and set out in the Code of Conduct and Ethics and the Whistleblowing Policy. Anonymous reporting channels are available to protect the identity of the reporter. Reports received will be treated confidentially and in accordance with data protection principles. Suppliers are obliged to pass on this reporting channel to their employees in accordance with the Supplier Code. The effectiveness of the whistleblower channel is evaluated as part of the general effectiveness reviews. In addition to the whistleblowing tool, publicly available third-party reporting systems are explicitly referred to in the whistleblowing guidelines and in the whistleblowing tool.

#### **S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions**

##### **Action plans and resources to manage the company's material impacts, risks, and opportunities related to value chain workers**

ANDRITZ is committed to the highest standards of ethical behavior and respectful interaction with each other. This is set out in the ANDRITZ Code of Conduct and Ethics. ANDRITZ expects the same of its suppliers and is committed to working only with suppliers who are committed to upholding these standards.

ANDRITZ requires its suppliers to commit to the principles set out in the ANDRITZ Supplier Code of Conduct in their operational activities and in their dealings with their employees and subcontractors. Adherence to these standards is checked by means of random supplier audits and, if necessary, the implementation of corrective measures is monitored. Furthermore, measures are taken as and when required if relevant circumstances become known.

During the reporting year, the undertaking identified material risks related to value chain workers, including potential non-compliance with labor standards, health and safety risks, and inadequate training and skill development.

To mitigate these risks, the following actions are planned or underway:

- Implementation of a risk-based supplier assessment and monitoring program to ensure compliance with labor and human rights standards.
- Regular audits of high-risk suppliers and follow-up on corrective actions.
- Integration of social criteria into supplier selection and procurement processes.

Effectiveness of these actions is tracked through:

- Quarterly monitoring of supplier compliance and audit results.
- Monitoring of suppliers meeting minimum standards, percentage of corrective actions closed within defined timelines, and incidence of labor-related grievances.

- Annual review of the risk mitigation program to identify areas for improvement and update the strategy accordingly.

**Description of action planned or underway to prevent, mitigate, or remediate material negative impacts on value chain workers**

One important measure is the supplier's obligation to comply with the Supplier Code. This obligation is made by the supplier's declaration of acceptance of the Supplier Code. Inclusion is established by the supplier's confirmation when the order is placed. This code is a mandatory part of every order. Alternatively, the Supplier Codes are checked by the business partners and become part of the contract for the supplier relationship.

The Supplier Code of Conduct applies to all suppliers, and all suppliers reflect our value chain.

Our organization strives to prevent, mitigate, and remediate significant negative impacts on workers in the value chain. Our preventive measures include enforcing our Supplier Code of Conduct and conducting regular risk assessments. In the event of persistent problems, we mitigate the impact through grievance mechanisms, monitoring, and engagement with stakeholders. In cases where vulnerabilities have been identified, we establish corrective action plans for suppliers. In the future, we want to increase transparency and expand the scope of our audits to ensure the highest labor standards throughout our value chain.

In addition, supplier audits are an essential part of the ANDRITZ purchasing strategy and play an important role in the corporate strategy. Furthermore, stakeholder surveys are conducted regularly, which of course also include suppliers.

**Quantitative Progress:** In our 2025 action plan, we set a goal to have as a minimum 80 social audit. We received to audit 79 suppliers. Similar target and numbers should be achieved in the next years with the same numbers of auditors we have.

**Qualitative Progress:** In 2025, the undertaking initiated the implementation of a supporting software solution aimed at reducing documentation work and providing faster access to results and numbers. The system is currently in the development and testing phase, and full deployment is expected during 2026.

Once operational, the software will also provide enhanced options for interaction with suppliers and enable quicker actions towards achieving mutually agreed targets.

**Challenges and Learnings:** One challenge we faced was the delayed delivery of information requested from the supplier's side and sometimes the lack of response. As a result, some actions related to social audit were slower to implement than anticipated. We have learned from this and are now working to shape our communication with internal support to minimize risk.

ANDRITZ has reserved 1.5 headcounts for social audit actions. No other specific resourcing such as CapEx or OpEx are allocated for the social auditing actions, and currently there are no plans to extend these actions.

Our audit plan determines the annual audit priorities based on a risk assessment. Through the supplier audits, ANDRITZ provides on-site expertise with the aim of mitigating the potential negative events identified at the suppliers.

In addition to the measures listed above, the ANDRITZ whistleblower system is open to everyone. This naturally also includes suppliers.

**Description of whether and how action is taken to provide or enable remedy in relation to an actual material impact**

If any behavior on the part of suppliers is identified that is not in line with ANDRITZ's principles, various corrective measures are provided, ranging from retraining to termination of contracts. Going through the onboarding process is also a corrective measure for those suppliers who have not yet completed it. The corrective measures are determined on a case-by-case basis, taking into account all relevant circumstances at the suppliers, in particular the purchasing volume, the possibility of ANDRITZ exerting influence, the geopolitical situation, and the industrial sector.

**Description of additional initiatives or processes with the primary purpose of delivering positive impacts for value chain workers; description of how the effectiveness of actions or initiatives in delivering outcomes for value chain workers is tracked and assessed**

The supplier social audits focus on the positive development of the audited supplier. This is done, among other things, by providing support directly to the supplier, such as improving on-site health and safety measures. Action plans are set up and tracked accordingly. This includes further visits, discussions with suppliers, and deadlines for actions.

**Description of processes to identify what action is needed and appropriate in response to particular actual or potential material negative impacts on value chain workers**

As a result of the findings in the course of the supplier social audits and the reports received through the whistleblower channel, appropriate processes are defined to respond to any negative impacts. Dedicated functions for these measures have been set up, and the effectiveness of these processes is yearly reviewed.

**Description of the approach for ensuring that processes to provide or enable remedy in event of material negative impacts on value chain workers are available and effective in their implementation and outcomes**

At ANDRITZ, we ensure that remediation processes are clearly defined, accessible, and effective. We regularly monitor the implementation of these processes and evaluate the results to ensure that the measures are effective for affected workers. This includes working closely with affected parties and continuously improving our procedures.

**Description of what action is planned or underway to mitigate material risks arising from impacts and dependencies on value chain workers and how effectiveness is tracked**

Suppliers are required to report any violation of the Supplier Code of Conduct or any knowledge of such a violation. As stated in the Supplier Code of Conduct, ANDRITZ may, depending on the severity of the violation, impose appropriate corrective action on the supplier (such as dismissal of an employee or termination of the supplier's subcontractor). Until the required corrective action has been implemented, ANDRITZ is entitled to withhold payments that would otherwise be due to the supplier. If the requested corrective action cannot prevent or remedy any damage, or if the violation of the Supplier Code of Conduct is considered a gross violation, ANDRITZ is entitled to terminate the contract with the supplier with immediate effect. This termination of the contract does not release the supplier from its obligation to remedy any damage/loss that may have occurred for ANDRITZ.

**Disclosure of whether and how it is ensured that own practices do not cause or contribute to material negative impacts on value chain workers**

ANDRITZ ensures that ethical principles are observed as early as possible the selection process, prevention any mutual dependencies in business relationships. This aspect is given special consideration when drafting supplier contracts.

Procurement practices prioritize suppliers that comply with labor standards such as fair wages, safe working conditions, and freedom of association.

Long-term supplier relationships are maintained to avoid precarious working conditions.

Contracts explicitly prohibit practices such as forced overtime or child labor.

The company regularly conducts human rights impact assessments of its procurement processes to identify and address potential risks to employees in the value chain.

Supplier onboarding includes a thorough due diligence review to ensure compliance with ethical labor practices. Non-compliant suppliers are excluded from the supply chain unless corrective actions are taken.

Cross-departmental collaboration ensures that decisions regarding procurement, sales, or operations consider the potential impact on workers in the value chain. For example, procurement teams work with sustainability teams to balance cost efficiency with ethical labor standards.

The undertaking ensures that its own practices do not cause or contribute to material negative impacts on value chain workers through regular internal reviews, supplier assessments, and adherence to the Supplier Code of Conduct.

External developments are considered in this process, including updates to national and international labor laws, emerging industry best practices, and socio-economic trends that may affect value chain workers. These external inputs are integrated into risk assessments, supplier engagement strategies, and continuous improvement measures, ensuring that the undertaking's practices remain aligned with evolving standards and mitigate potential negative impacts.

When conflicts arise between business objectives and worker well-being, the company prioritizes human rights. For example, it may accept higher production costs or delayed schedules to ensure that workers' rights are respected.

#### [Disclosure of severe human rights issues and incidents connected to the upstream and downstream value chain](#)

During the reporting period, there were no relevant cases of violation of the principles of the UN Guiding Principles on Business and Human Rights, the ILO guidelines, the OECD Guidelines for Multinational Enterprises, or the relevant supply chain laws.

#### [Disclosure of how participation in industry or multi-stakeholder initiatives and the undertaking's own involvement aim to address material impacts](#)

ANDRITZ is also involved in multi-stakeholder initiatives for this purpose. In particular, ANDRITZ Hydropower, as a member of the International Hydropower Association, has committed itself to the San José Declaration on Sustainable Hydropower, which includes a stop for new hydropower projects in UNESCO World Heritage Sites, and also supports the worldwide establishment of the Hydropower Sustainability Standards. ANDRITZ actively participates in OECD multi-stakeholder events.

## Metrics and targets

### **S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

#### [Targets set to manage material impacts, risks, and opportunities related to value chain workers](#)

At ANDRITZ, we actively involve value chain workers and their legitimate representatives in the goal definition process. This is done through regular consultation and feedback rounds to ensure that their perspectives and needs are taken into account when setting goals.

ANDRITZ has set itself the goal of only working with suppliers that meet the requirements set by ANDRITZ. In addition to external ESG ratings, which are obtained using a database, suppliers must answer specific questions on environmental, social, and governance issues. These questionnaires are then evaluated and scored. Critical cases are reviewed by the supply chain compliance officer and followed up on by the local purchasing organization. As part of the ANDRITZ sustainability strategy, a target was set in 2021 that 85% of the delivery volume (cumulative external purchasing volume from suppliers with an average annual purchasing volume of more than 250,000 EUR in one of the last two consecutive years) should be covered by suppliers evaluated in the SRM tool by the end of 2025. By the end of 2025, 90.4% (2024: 90.6 %) had already been covered, and thus the target had already been achieved. Over 19,000 suppliers have been rated with an ESG rating. This corresponds to over 57% of the globally used number of suppliers.

Supplier assessments are a key element of the ANDRITZ purchasing strategy and play an important role in the corporate strategy. Furthermore, stakeholder surveys are carried out regularly, which of course include suppliers.

Supplier employees are subject to the same health and safety standards as ANDRITZ employees. Wherever

ANDRITZ is represented at construction sites, supplier employees are included in the safety measures taken.

In the reporting year, we have continued to strengthen our supplier relationships with a strong focus on sustainability and social responsibility. We employ a variety of KPIs to evaluate the performance of our suppliers in the areas of environmental impact, social standards, and ethical business practices:

#### **1. Environmental Performance Assessment:**

To strengthen transparency and accountability within its global supply chain, ANDRITZ has implemented a supplier sustainability cockpit designed to monitor key environmental indicators. As part of this initiative, a comprehensive system was established to track CO<sub>2</sub> emissions across all purchased goods, services, and logistics activities. The tool calculates emissions on both an activity based and spend based methodology, using actual purchasing data to provide a granular and reliable emissions overview. This enhanced visibility enables the Company to identify high impact categories, engage more effectively with suppliers on reduction measures, and steer procurement decisions toward more sustainable alternatives. Beyond improved reporting accuracy, the system supports strategic sourcing, reduces climate related risks, and helps the Company progress toward its long term environmental targets while reinforcing responsible supply chain management practices.

- Suppliers are asked whether they have CO<sub>2</sub> emissions and how they assess them. They are also asked whether they have a program to reduce these emissions. The goal is to reduce these emissions together with the suppliers.
- The aim is to have this information available from 90% of our suppliers till 2027 The aim is to have this information available from 90% of our suppliers till 2027 with full integration of supplier sustainability data into product lifecycle management. Collaboration with innovation partners to co-develop low-carbon materials and circular solutions.
- Implementing unified processes, tools, and performance metrics across regions to improve spend efficiency, ensure compliance, and support global scalability.
- By linking SCM performance with tangible business outcomes — profitability, risk mitigation, and sustainability — ANDRITZ strengthens its position as a reliable, responsible, and high-value industrial investment.

- ANDRITZ has set a science based climate target to reduce greenhouse gas emissions across its value chain, including a 25% reduction of Scope 3 emissions—covering supply chain emissions—by 2030, using 2023 as the baseline. This target forms part of the company’s broader decarbonization strategy and reflects the significant share that downstream and upstream activities contribute to overall emissions. The Science Based Targets initiative (SBTi) has formally approved this target, confirming that it aligns with the 1.5°C pathway.

Importantly, ANDRITZ acknowledges that the vast majority of its total carbon footprint is generated not in its own operations or supply chain but in the use phase emissions of machinery and systems delivered to customers, which represent a significant share of total Scope 3 emissions. As a result, managing supply chain emissions alone is not sufficient to meet the company’s long term climate ambitions. ANDRITZ therefore complements its supply chain measures with initiatives to improve the energy efficiency and emissions performance of its delivered technologies, enabling customers to reduce their operational climate impact while supporting ANDRITZ’s overall decarbonization route.

## **2. Social Responsibility:**

- All our key suppliers have undergone a pre-qualification process to ensure they guarantee fair working conditions and prevent human rights violations.
- In cooperation with our suppliers, we have also implemented training programs to improve working conditions and environmental practices. In addition, a special focus is placed on this during our on-site social audits.
- To support global competitiveness and resilience, ANDRITZ seeks quality focused, cost efficient, and reliable suppliers in all regions and systematically measures the effectiveness of its supply chain processes through clearly defined performance indicators. In the reporting year, the company conducted 79 comprehensive ESG supplier audits through structured quality, compliance, and risk evaluations, to improved sourcing practices and strengthened supplier monitoring. In addition, in 2025 a number of 1100 new suppliers were screened against the ANDRITZ Supplier Code of Conduct, and qualified in areas such as delivery reliability, quality conformity, and ESG stability. These measurable outcomes demonstrate the effectiveness of ANDRITZ’s supplier management framework and guide the company’s forward looking targets, including the expansion of digital evaluation tools, deeper integration of cybersecurity risk screening, and further increases in supplier audit coverage and performance monitoring.

## **3. Supplier Development Initiatives:**

- We have set forward-looking goals to further enhance sustainability across our supply chain, including waste reduction and promoting circular economy approaches.
- In the coming year, we will continue to collaborate closely with our suppliers to develop and implement innovative solutions to improve environmental performance.

Our efforts are designed to foster long-term, mutually beneficial relationships with our suppliers, while simultaneously driving improvements in sustainability and social impact across the entire supply chain.

## ESRS S3 Affected communities

### Strategy

#### ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

All affected communities that could be materially impacted by ANDRITZ actions as a machinery supplier are included in the scope of disclosure under ESRS 2. The focus is on affected communities, including indigenous peoples, impacted by large-scale projects in the downstream value chain. These include, for example, people that must be relocated, people that live in the plant areas or in the rural farming communities in the vicinity of the plant. Communities living around ANDRITZ's operating sites, communities in the upstream value chain as well as communities at those endpoints of the value chain that are not related to large-scale projects were also evaluated in related to being affected but were not considered as materially impacted.

In 2025 DMA update, one positive material impact was identified related to affected communities: Communities' economic, social and cultural rights

- ANDRITZ supplies machinery to pulp and paper mills and hydropower plants often located in remote areas. Presence of these industrial sites can bring economic opportunities to nearby communities, such as employment and demand for local services like shops and restaurants.

Large-scale hydropower and pulp and paper projects can generate significant economic, social, and infrastructure-related benefits for local communities, particularly in remote areas. Positive impacts include for example employment opportunities, economic growth and infrastructure development due to these large projects. The mills and powerplants typically bring increased wealth to the nearby community, thus positively affecting the living conditions of the local community. Both pulp mills and hydropower plants generate significant employment opportunities during construction, operation, and maintenance. This includes direct jobs in engineering and operating the mill. Indirect opportunities for local businesses and service providers include, for example, offering food service, maintenance, and cleaning services. The increased amount of employment in the areas positively affects the local economy as the direct and indirect employees use local services. Training programs for local workers during construction and operation phases enhance skill sets and prepare individuals for long-term employment opportunities. The establishment of pulp mills and hydropower plants often leads to improvements in infrastructure and access to electricity in remote areas. The infrastructure-related improvements include, for example, roads, bridges, schools, and healthcare facilities.

The realization of these positive impacts is, however, closely linked to effective project development, stakeholder engagement, and the way benefits are shared with local communities. If community interests are not adequately considered, or if dialogue, resettlement processes, or compensation mechanisms are insufficient, the same projects may also lead to negative effects for affected communities. ANDRITZ has identified insufficient project-level management and stakeholder engagement in large-scale downstream projects as a potential source of turning positive impacts into impacts on affected communities, including indigenous people as part of local communities. Such impacts could include unequal benefit sharing, inadequate dialogue, resettlement challenges, or insufficient compensation. These impacts are systemic in nature and may occur in the downstream value chain if not properly managed.

### Interaction with ANDRITZ's strategy and business model

The identified actual and potential impacts originate from ANDRITZ's strategy and business model, which focuses on supplying technology for large scale pulp and paper and hydropower projects. Because ANDRITZ is an equipment supplier in sectors characterized by high community and environmental sensitivity, our business model naturally connects to downstream value chain impacts in locations where such projects are developed. The positive economic, social and cultural impacts arise from the strategic focus on enabling industrial development in remote regions, while potential negative impacts arise from the scale and footprint of such projects if community interests are not adequately integrated into project-level decision making.

The assessment of impacts on affected communities informs ANDRITZ's strategic approach primarily through due diligence processes and project participation decisions. Insights from community related risks and stakeholder expectations are used in market positioning, customer dialogues, and technology development to ensure that ANDRITZ remains aligned with responsible project delivery standards. The understanding of community-related impacts contributes to guiding engagement with project owners, promoting international standards such as the Hydropower Sustainability Standard, and prioritizing solutions that support responsible project outcomes.

The potential community related risks identified, such as insufficient stakeholder engagement or unequal benefit sharing, are connected to ANDRITZ's strategy and business model because the company participates in sectors where such risks are inherent in downstream project development. Although no material financial risks or opportunities were identified for ANDRITZ as an equipment supplier, these impact driven risks shape the company's approach to responsible business conduct. ANDRITZ integrates these considerations into due diligence, project screening, technology development, and customer interactions to support project outcomes that uphold human rights and minimize community risks.

As an equipment supplier, ANDRITZ is not involved in conducting downstream value chain-related stakeholder engagement with the affected communities. This engagement is conducted by the project owner. Because of this, it is not possible to disclose how an understanding was obtained of how affected communities with particular characteristics, those living in particular contexts, or those undertaking particular activities may be at greater risk of harm. ANDRITZ continues to promote meaningful stakeholder engagement with affected communities throughout the project lifecycle, encouraging project owners to follow the recommendations outlined in established standards such as the Hydropower Sustainability Standard (HSS), its guidelines and other relevant guidance documents.

## Impact, risk and opportunity management

### S3-1 Policies related to affected communities

The policies ANDRITZ has adopted to manage its material IROs related to affected communities include ANDRITZ Code of Conduct and Ethics and Policy Statement on ANDRITZ's Human Rights and Environmental Protection Strategy. These policies are presented in ESRS 2.

ANDRITZ continues to develop its human rights related policies and processes aligned with the development regulatory framework. At the end of the reporting year, the situation with EU Corporate Sustainability Due Diligence Directive remained open. ANDRITZ expects that final decisions on this regulatory framework are to be published during 2026.

### S3-2 Processes for engaging with affected communities about impacts

ANDRITZ manufacturing locations are typically mechanical engineering workshops designing and manufacturing components, equipment, and machinery, including assembly work. The overall impact assessment of the manufacturing locations is performed guided by the national requirements, both legal and industry best practices.

Environmental and social aspects are considered, including the engagement with affected communities. ANDRITZ concludes that the affected communities are mostly related to ANDRITZ's downstream value chain involvement in large industrial construction projects, either greenfield or enlargement of existing customer sites. Because of this, our reporting focuses on affected community engagement in large projects. The principles and processes of the affected stakeholder engagement apply across the ANDRITZ Group.

ANDRITZ Hydropower manufactures electromechanical equipment for hydropower stations. In the downstream value chain of a hydropower station project, consultation and engagement with affected communities are often conducted by the project owners, who are the end customers of ANDRITZ, or project developers, who develop the projects to be run operationally by another stakeholder. Large projects in the Pulp & Paper business area may also include downstream value chain-related consultation and engagement with the affected communities. Through these engagements, the perspectives of affected communities inform the decisions and/or activities performed by the project owner or project developer with the aim of managing actual and potential impacts on communities. Project owners or developers are responsible for leading the engagement with affected communities and, for example, conducting social impact assessments related to the project. The role of the supplier is to adhere to the sustainability standards and frameworks set by the project owner or developer and align the supplier operations with the sustainability criteria of the project, including the social criteria. As a supplier, ANDRITZ aims to achieve and maintain open communication with the project owner or developer to stay informed about the sustainability-related stakeholder engagement of the project, including the engagement with the affected communities. Affected community engagement is at the discretion of the project owner or developer. ANDRITZ is not included in this engagement and, therefore, does not have access to the perspectives of affected communities.

ANDRITZ acknowledges that the stakeholder engagement process should be started as early as possible, and the process should continue throughout the project lifecycle. As mentioned, project owners or developers do not involve mechanical industry suppliers such as ANDRITZ directly in conducting the upstream value chain-related stakeholder engagement with the affected communities. Most of the large hydropower projects ANDRITZ participates as a partial equipment supplier require project financing on an international basis. Financial institutes typically require detailed environmental and social impact assessments (ESIA) based on recognized international standards. These institutes increasingly either make reference to the Hydropower Sustainability Standard (HSS) or have already adopted it as a requirement. As an equipment supplier, ANDRITZ is not in a position to specifically require the customers to certify projects under the HSS. However, ANDRITZ promotes the HSS wherever possible and encourages project owners and developers to at least follow the recommendations outlined in the standard and its guidelines. This includes conducting consultations and other engagement to involve various stakeholder categories, including project-affected communities, indigenous peoples, and vulnerable groups. ANDRITZ acknowledges that affected stakeholder engagement respecting indigenous peoples, minorities, and other vulnerable groups in line with international law and standards as described in the UN Declaration on the Rights of Indigenous Peoples, including the principles of free, prior, and informed consent, is required for certain large projects where ANDRITZ participates as a supplier.

### **S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns**

As presented in section S3-2 Processes for engaging with affected communities about impacts, ANDRITZ is not directly involved in conducting the upstream value chain-related stakeholder engagement with the affected communities. However, it is possible for affected stakeholders to identify ANDRITZ as an equipment supplier for the project owner. ANDRITZ's "Speak UP!" whistleblowing service is also available for external parties such as affected communities to report potential human rights and environmental violations anonymously. Moreover, the remediation processes of the project owner are available for the affected communities. More information on ANDRITZ's whistleblowing service, including policies regarding protection against retaliation for individuals that use channels to raise concerns or needs, is presented in the ESRS G1 section on business conduct. It should be noted that ANDRITZ does not specifically assess if affected communities in the area of projects where ANDRITZ is involved as a supplier are aware of and trust the structures or processes established by the project owner or developer as a way to raise their concerns or needs and have them addressed.

### **S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions**

As ESRS S3 reporting states that an action cannot be mentioned in the reporting without providing detailed information on, for example, the scope, time horizon, remedy of potentially harmed individuals, progress, and type of financial resources, including the amount of financial resources currently and in the future, it is not possible for ANDRITZ as a machinery supplier in the value chain of a project owner or a developer executing the project to include this information. Therefore, ANDRITZ needs to conclude that there are no company-specific actions in regard to affected communities.

### **Metrics and targets**

#### **S3-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities**

For the reasons presented in S3-4, ANDRITZ concludes that there are no company-specific actions in regard to affected communities. For the same reasons, ANDRITZ has not set company-specific targets related to affected communities.

## **4. GOVERNANCE INFORMATION**

### **ESRS G1 Business conduct**

#### **Impact, risk and opportunity management**

##### **ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities**

For information on the processes to identify and assess material impacts, risks and opportunities related to business conduct, please see the ESRS 2 IRO-1 chapter.

##### **G1-1 Business conduct policies and corporate culture**

Compliance and ethically correct behavior form the basis of all ANDRITZ business activities. The corresponding values and principles are set out in the company's Code of Conduct and Ethics. The basic document is available in 14 languages and also as a booklet, which is given to new employees at the start of their employment. In addition, a training video summarizes the contents of the Code of Conduct in an easily understandable way for all employees of the company, this video is also available on the ANDRITZ homepage. The ANDRITZ Code of Conduct and Ethics was first published in 2010 and was last revised and updated in 2025. The new edition of the Code (version 4) incorporates in particular adaptations resulting from the relevant supply chain laws.

Key processes ensuring that applicable laws, internal regulations, and rules of conduct on insider trading, competition law, anti-corruption, data protection, export control, equal treatment/non-discrimination, and supplier compliance are complied with are brought together in the Group-wide ANDRITZ compliance management system (CMS).

ANDRITZ undergoes regular certifications in order to review and further improve the effectiveness of the compliance management system. The ISO 37301 certification for the ANDRITZ compliance management system and the ISO 37001 certification for the anti-corruption management system were carried out for the first time in 2018. Re-certification audits were globally carried out in 2025, the ISO 37301 and ISO 37001 now covers all operating companies.

ANDRITZ ensures that policies are made available to potentially affected stakeholders and those who need to assist in their implementation. Important policies, such as the Code of Conduct, are publicly available on the ANDRITZ website as well as on the intranet so that all stakeholders can easily find and view them. In addition, ANDRITZ uses various reporting channels, including the "Speak UP!" whistleblowing system, to facilitate the reporting of compliance violations and to ensure that stakeholders are aware of the mechanisms in place.

The ANDRITZ Code of Conduct and Ethics serves as a key document in this regard, anchoring the relevant principles in the company and bringing them to the attention of all employees.

The ANDRITZ Code of Conduct and Ethics emphasizes compliance with laws, regulations, and business ethics as the foundation of the company. It commits all employees and business partners to respecting human rights, promoting diversity and fair working conditions, and avoiding discrimination. ANDRITZ attaches great importance to environmental and social responsibility by implementing sustainable practices and working to minimize negative and to maximize positive environmental impact. Integrity in business is a central concern, and corruption, bribery, and unfair competition are avoided. The protection of intellectual property and trade secrets is emphasized, as is the protection of company assets against loss and misuse. The ANDRITZ Code of Conduct and Ethics aims to ensure that personal data is protected in accordance with data protection laws. ANDRITZ expects its suppliers to comply with similar standards and encourages reporting of violations through the "Speak UP!" whistleblowing system. The Group Corporate Compliance department is responsible for the content design, further development, adaptation, and revision of policies in compliance-relevant areas of activity. The involvement of key stakeholders throughout the Group policy development process is crucial to gain their acceptance and ensure that Group policies are in line with ANDRITZ's goals and values. In practice, this means that employees across departments (depending on the topic of the Group policies), the management and the Executive Board, external legal advisors where appropriate, and relevant publicly available guidelines and recommendations from regulators are actively involved in the process to further develop Group policies. Open communication within the departments, but also across departments, promotes consideration of the various needs and interests of all stakeholder groups in the development process for Group policies. For example, the diverse composition of the Compliance Committee means that a number of departments are involved in meetings to gather feedback and ensure that all perspectives are taken into account.

As soon as a draft of the policy is available, it is forwarded to the Group compliance officer for approval. Final approval is given by the Executive Board. After approval by all members of the Executive Board, the policy is published by Group Quality Management via Connect News on the intranet, the "Corporate Manual," where all Group policies can be viewed by all ANDRITZ employees. Group functions such as Group Corporate Compliance must review Group policies at least every three years and update them if necessary. A new version must also be approved by the Executive Board.

The Executive Board of ANDRITZ bears ultimate responsibility for the implementation of the policies. This responsibility includes ensuring that all relevant measures and procedures are properly implemented and monitored to ensure compliance with the defined guidelines. In addition, the Executive Board is responsible for ensuring that all employees are informed about the policy and trained accordingly in order to support its successful implementation.

All ANDRITZ directors, managers, employees and other stakeholders acting on behalf of ANDRITZ must commit to the values and principles set out in this Code of Business Conduct and Ethics. Certain topics addressed in the Code of Conduct and Ethics are described in more detail in separate policies, guidelines, and related business processes.

ANDRITZ follows several external standards and initiatives as part of the implementation of its corporate policy. These include internationally recognized standards and guidelines such as ISO 14001 for environmental management, the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO conventions on the protection of workers' rights. Within ANDRITZ, these standards and initiatives aim to ensure high ethical and sustainable practices in all business areas.

Training is also offered, both electronically (e-learning) and in person, which effectively communicates compliance to employees and makes it easier for them to understand using practical examples. Furthermore, various compliance communication measures are implemented, including the compliance communication campaign "Sophia says," in which the compliance mascot, Sophia the owl, explains basic compliance principles and illustrates them for employees. These measures are intended to ensure that compliance becomes daily practice.

The structure of the compliance organization described below ensures that compliance is implemented in the company-wide business processes and corporate culture and is exemplified there by designated representatives (e.g., the compliance directors).

The Group compliance officer, corporate compliance manager, corporate compliance counsel, the Compliance Committee, the regional compliance officers and the compliance field experts form the Group Corporate Compliance Team. Their main function is the implementation of the Group Compliance Management System (CMS), including the establishment of a compliance culture.

The Compliance Group function has set up a Group Compliance Committee chaired by the Group compliance officer, which is responsible for developing and implementing the compliance program and reports directly to the Executive Board. Operationally, the Compliance department is divided into experts with specialist areas of expertise (insider trading, anti-corruption, anti-trust law, export control, human relations, data protection and suppliers) and compliance officers with regional responsibilities. In addition, compliance officers are appointed in the individual divisions for specific tasks in the area of anti-corruption.

In addition, compliance directors are appointed for companies with a turnover of at least 20 MEUR and more than 50 employees. These directors are generally based at the managing director level and use a compliance cockpit to monitor the key compliance performance indicators (CPI) of the individual companies on an ongoing basis. The regional compliance officers support them in an advisory capacity.

ANDRITZ has also established local data protection coordinators and local export control managers who provide support in day-to-day operational activities. The #1ANDRITZway initiative is a further development of the ONE ANDRITZ campaign for corporate culture, which has been running internally for several years. #1ANDRITZway defines four key behaviors that govern collaboration within the ANDRITZ Group: customer focus, a sense of responsibility, shared commitment, and openness. In autumn of 2025, an engagement survey was sent out even more broadly in the ANDRITZ Group. The #1ANDRITZway engagement survey shows that for 2025 the overall engagement index remains strong at 76, consistent with 2024 and above the global benchmark of 75.

The following section describes the mechanisms used by ANDRITZ to identify, report, and investigate concerns about unlawful behavior or behavior in contradiction to the Code of Conduct. As part of the compliance management system at ANDRITZ, employees are obliged to report any violations of the Code of Conduct and Ethics or suspected violations. Remedial and corrective measures are applied as described in the ANDRITZ Code of Conduct and Ethics, depending on the severity of the violation.

The main features of the whistleblowing process are outlined again here: ANDRITZ's whistleblowing system "Speak Up!" has been in place for many years. This complies with the relevant legal principles, in particular the EU Whistleblowing Directive and the national implementation laws. This tool can be used by anyone and everyone. Complaints can of course also be submitted by other means (e.g., by email to the Compliance department).

The ANDRITZ whistleblower channel is an internet-based whistleblowing system and is operated in a high-security data center that ensures communication in accordance with the latest security standards. If required, reports can also be submitted anonymously or by third parties

All reports submitted via the channel are followed up on by the Group Corporate Compliance Team. The process for dealing with the received reports is set out in the Internal Investigations Guideline, which defines, among other things, how investigations are to be conducted and the principles to be observed by the persons involved in the report. One of the most important principles is that reports and complaints are treated confidentially and in compliance with the right to privacy and data protection of the people who use the channel.

In addition, all cases are tracked and regularly reported to the Executive Board, including in the Compliance Committee, which meets quarterly and is made up of the CFO, the Group compliance officer, the head of Group Internal Audit, the Group legal counsel, the head of Accounting and Reporting and the Group sustainability director. The number and maturity level of the reports serve as the basis for assessing the effectiveness of the compliance management system.

In addition, the internal audit team conducts audits in which compliance aspects are taken into account and checked as standard, such as the sales representative process. External audits are also carried out.

ANDRITZ follows several external standards and initiatives as part of the implementation of its corporate policy. In connection with the ANDRITZ Whistleblowing Policy, this includes the EU Whistleblowing Directive. The processing of personal data under the Whistleblowing Policy is carried out in accordance with the General Data Protection Regulation (GDPR) and other applicable data protection standards to ensure the protection of personal data. In addition, the Whistleblowing Policy also applies to suppliers covered by the German Supply Chain Act who implement a complaints mechanism.

The compliance management system is regularly audited according to the relevant ISO standards (ISO 37301 and ISO 37001 for anti-corruption management systems).

The ANDRITZ whistleblowing tool is provided by a specialized provider, and this system is operated in a high-security data center, which ensures communication in accordance with the currently valid technical and organizational security measures. The ANDRITZ whistleblowing tool complies with the requirements of the EU Whistleblowing Directive 2019/1937 and the national implementing laws.

Confidentiality and, if desired, anonymity are guaranteed as one of the key principles in the handling of whistleblowing cases. Furthermore, it is ensured that no retaliatory measures are taken against the whistleblower.

All reports submitted via the channel are followed up on by the Corporate Compliance team. The process for dealing with the received reports is set out in the Internal Investigations Guideline, which specifies, among other things, how investigations are to be conducted and the principles to be observed by the persons involved in the report.

One of the most important principles is that reports and complaints are treated confidentially and in compliance with the right to privacy and data protection of the persons using the channel. Furthermore, cases are handled promptly, independently, objectively, and in accordance with the principles of proper investigation.

The content of the Code of Conduct and Ethics is summarized in an easy-to-understand training video for all employees of the company. The corresponding "Compliance Basics" e-learning, which summarizes the basics of the Code of Conduct and Ethics, is mandatory for all employees. In addition to the training assigned at the beginning of the employment relationship, refresher training is rolled out on a regular basis (approximately every two years) to ensure that knowledge remains up to date. In 2025, the e-learning modules were updated regarding additional language options. To complete the training and receive a certificate, a final test is mandatory at the end of the training to check what has been learned. The test on the various modules covers several topics, giving employees feedback on whether they are right or wrong. The training can only be completed with a positive test.

In addition to the online training courses, training courses are held in the individual regions and locations, which take place either on site (classroom training) or via MS Teams. We are increasingly designing our own targeted training programs for people who are not connected to the ANDRITZ IT network and are not provided with information technology equipment, such as workers ("blue collars"). In addition, specific, tailor-made training programs are offered, which are assigned according to professional group, such as supply chain, antitrust law, fraud prevention.

Typically, those functions that are in contact with customers or other external business partners are more exposed to risk; these are typically Sales, Commercial Management and Supply Chain Management.

The principles and obligations set out in the Group Anti-Corruption and Anti-Bribery Policy apply to everyone within ANDRITZ: the Executive Board, directors, managers, and all employees and representatives of all ANDRITZ companies worldwide. They apply to all people of affiliated companies, subsidiaries, partnerships, joint ventures related to ANDRITZ, and all other business organizations that are either directly or indirectly controlled by ANDRITZ. They apply to contract workers, temporary workers, agency workers, and other company representatives, regardless of where ANDRITZ conducts its business. They also apply to all other persons working for or on behalf of ANDRITZ, such as sales representatives or management consultants as well as to our suppliers. This policy should be read in conjunction with other similar ANDRITZ compliance policies, which are available for all employees on the ANDRITZ intranet:

- Global Code of Conduct and Ethics ("Code")
- Group Policy in Respect of Agency and Business Consulting Agreements ("Representation Policy")
- Supplier Code of Business Conduct and Ethics ("Supplier Code")
- ANDRITZ (USA) Inc. Government Business Compliance Policy ("Government Policy")

As described in more detail in the Commercial Agency Policy and the Supplier Code, ANDRITZ only intends to work with third parties who agree to comply with ANDRITZ's zero-tolerance policy on corruption and bribery and otherwise uphold the values set out in the Code.

This circumstance is taken into account insofar as these areas receive special training; specifically, they are assigned more and targeted compliance training. Furthermore, risk profiling as part of e-learning takes this into account; specifically, more modules are assigned to high-risk functions. In addition, face-to-face training courses are rolled out that target these individuals.

The ANDRITZ Group and those companies located in the EU are subject to the EU Whistleblower Directive and the national implementing legislation. This has been fully implemented throughout the company, including through the introduction of the Whistleblowing Policy. Furthermore, the ANDRITZ whistleblowing channel complies with this directive and other applicable whistleblower protection laws. In addition, basic principles regarding whistleblower protection, such as protection against retaliation, apply throughout the Group, regardless of where the whistleblower is based.

ANDRITZ has established the Speak UP! whistleblowing service as an internet-based channel available internally and externally to any person with a justified interest in ANDRITZ, enabling confidential and, if required, anonymous reporting directly to Group Compliance [source]. Speak UP! operates in a high security data center and provides a personal mailbox (which can also be anonymous) to facilitate secure two way communication with the Compliance department. The web address is <https://speakup.andritz.com> and access is also provided via a QR code.

In addition to Speak UP!, various internal reporting channels are available: Group Compliance email, personal letters and e mails, phone calls, and personal conversations with Group Compliance personnel; the Group Compliance homepage provides links to Speak UP! and compliance policies to support easy access and awareness.

All reports submitted via the whistleblower channel are followed up by the Group Corporate Compliance Team under a defined Internal Investigations Guideline that sets out investigation steps and the principles to be observed, including confidentiality and respect for privacy and data protection rights [source]. Cases are tracked and regularly reported to the Executive Board through the Compliance Committee, which meets quarterly and includes the CFO, Group compliance officer, head of Group Internal Audit, Group legal counsel, head of Accounting and Reporting, and Group sustainability director. ANDRITZ communicates that Group Compliance is the central contact point and acts as the designated intake and coordination function for whistleblowing and complaints.

Awareness and training are provided through web based Online Compliance Basics training, which all employees are required to complete; additional web based and instructor led trainings are implemented for specific functions (e.g., Procurement/Supply Chain Management). Training content includes a summary of the whistleblower system explaining channels, confidentiality protections, case handling and the purpose of early detection of misconduct [source]. Compliance communication measures, such as the "Sophia says" campaign, are also used to illustrate compliance principles with practical examples and support daily practice [source]. The Group Compliance homepage contains links to Speak UP!, compliance policies, and further compliance related materials to support dissemination to employees.

ANDRITZ ensures reports are documented: verbal notifications are recorded in a conversation protocol for the reporter's review and signature, and Speak UP! submissions are documented in an integrated case management system. Each whistleblower receives an acknowledgement of receipt within 7 days and feedback on how the report was resolved within 90 days. ANDRITZ states commitment to data protection with technical and organizational measures; processing is conducted in line with applicable data protection standards, referencing Regulation (EU) 2018/1725. ANDRITZ's whistleblowing system is described as compliant with the EU Whistleblowing Directive and national implementation laws.

ANDRITZ states that its whistleblowing framework complies with the EU Whistleblowing Directive 2019/1937 and corresponding national laws, and has implemented a Whistleblowing Policy to this effect. The policy and practice guarantee confidentiality and, if desired, anonymity for persons using the channel, with processing aligned to GDPR and other applicable data protection standards.

ANDRITZ commits to a zero tolerance approach to retaliation. It is clearly set out in the Code of Conduct and Ethics and the Whistleblowing Policy that whistleblowers acting in good faith must not be subject to reprisals, sanctions, discrimination, or adverse changes in position as a consequence of reporting. Legal protection under the EU Directive and national implementing laws applies, subject to conditions such as reasonable grounds to believe the information was true at the time of reporting.

All members of the Group Corporate Compliance Team designated to receive whistleblower reports receive trainings on the Whistleblowing Policy and internal investigation guideline. Those who are responsible for CEMEA are trained based on the requirements of the EU Whistleblowing Directive.

#### **G1-2 Management of relationships with suppliers**

Since 2015, there has been a supplier compliance and sustainability officer within the Group Supply Chain Management (GSC) Group function, who is also a supplier compliance field expert in the Compliance organization. This officer supports the local purchasing organizations with regard to supplier compliance and sustainability, monitors the compliance watch and blacklisting process, initiates training courses and coordinates the activities of the regional auditors in China and India.

This process is documented in the document Supplier Compliance and Sustainability Audit Procedure and is reported monthly. This role is also responsible for implementing the ANDRITZ Supplier Code of Conduct. With regard to the description of the guideline for avoiding late payment, particularly of SMEs, it is a general principle that ANDRITZ generally applies the same payment terms as those specified in customer contracts. In addition, ANDRITZ supports smaller suppliers with working capital, for example.

New suppliers must address the issue of compliance and sustainability already during the qualification process. Cooperation only takes place after written consent to the contents of the ANDRITZ Code of Conduct and Ethics for Suppliers, which was drawn up in 2015 on the basis of the general Code of Business Conduct and Ethics and is updated on an ongoing basis. The last update was made to fulfill the requirements of the German Supply Chain Act. The latest version of the Supplier Code (V.04) was rolled out in the first quarter of 2025. This new version has been communicated to the workforce within the organization, for example via the intranet page and other relevant internal communication channels. Furthermore, the new version of the Supplier Code of Conduct is available on the website and stored in the Supplier Management (SRM) tool. During the onboarding process, suppliers must also complete a mandatory questionnaire on compliance and sustainability. This was revised in the reporting year and adapted to the German Supply Chain Duty of Care Act, among other things. The ANDRITZ Supplier Relationship Management (SRM) tool is used for processing. This is used to check, approve/qualify, and document all suppliers.

As part of the ANDRITZ sustainability strategy, the target was formulated in 2021 that 85% of the delivery volume (cumulative external purchasing volume by suppliers with an average annual purchasing volume of more than 250,000 EUR in one of the last two consecutive years) should be covered by suppliers evaluated in the SRM tool by the end of 2025. By the end of 2025, 90.40% (2024: 90%) had already been covered, meaning that the target has already been achieved. A re-evaluation of the evaluation process and the target is planned for 2026.

In order to explain the contents of the Supplier Code of Conduct and the qualification process in the SRM system to suppliers, they and the employees of the ANDRITZ purchasing organization are offered training courses. Webinars and presentations on these topics have also been held regularly for several years. In addition, all information for suppliers can be found on the relevant ANDRITZ websites.

If a supplier is entered into the system, an invitation to pre-qualify is sent to the supplier by the responsible purchaser. The supplier must register accordingly and provide the required data, including answering the compliance questionnaire.

Once the supplier has filled in and answered all the questions, it transmits this information to us in the SRM. The responsible purchaser checks the answers and the completeness and correctness of the information received and can release the pre-qualification accordingly. Once the supplier profile has been released, the pre-qualification appears as green and released. This information is visible to all purchasers with access to the SRM and is an important part of the source selection documentation.

In 2017, ANDRITZ launched the Supplier Compliance and Sustainability Audit (SCSA) program (supplier social audits) in China and India, with a focus on conducting audits and deriving corrective measures for suppliers. Since the regional auditors began their work, 219 audits (including follow-ups) have been carried out in India with 154 suppliers, 41 of which were audited in 2024. 226 audits (including follow-ups) were carried out in China with 161 suppliers, 26 of which were audited in 2024.

As part of the onboarding process for suppliers, sustainability and environmental issues are covered in a mandatory questionnaire. Answering the questionnaire is a prerequisite for the start and continuation of the relationship with the supplier. The questionnaire was updated during the reporting period and now includes more detailed questions on human rights and environmental issues and all aspects arising from the German Supply Chain Duty of Care Act. Sustainability and social aspects are incorporated into the procurement strategy and taken into account accordingly. Suppliers who do not meet the minimum requirements will be contacted. If no solution is found, such suppliers will be blocked and cannot be used globally.

ANDRITZ manages supplier relationships through a structured due diligence and qualification framework that integrates annual and ad hoc risk analysis, supplier screening and audits, contractually embedded expectations, and corrective actions. A regular risk analysis covering the entire business year 2025 was conducted for own operations and immediate suppliers to identify, assess, and prioritize human rights and environmental risks. Responsibilities are embedded across Group Corporate Compliance and Group Supply Chain Management, with oversight by the Group Compliance Officer and business management, ensuring implementation and monitoring of due diligence processes in supplier selection and ongoing relationships. Supplier expectations on human rights and environmental standards are communicated via the Supplier Code of Conduct and integrated into onboarding and contracts, establishing clear obligations and legal consequences in case of breaches. Supplier qualification and ongoing management are conducted in the ANDRITZ Supplier Relationship Management (SRM) system, which stores qualification documents, supplier evaluations, certificates, and classification statuses, and supports watchlist/blacklist processes.

Supply chain resilience is integrated into ANDRITZ Group risk management. The resilience against raw material and service disruptions is assessed as an essential part of supply chain management, with a detailed resilience analysis planned to further cover operational, supply chain, market, and financial resilience. Procurement practices include maintaining two to three preferred suppliers per product and region and regularly benchmarking against challenger suppliers to strengthen continuity of supply and competitive performance. Supplier evaluation and classification processes are used to identify weaknesses and implement corrective actions, supporting continuity and risk mitigation.

ANDRITZ conducts web-based Compliance Basics training for all employees and provides specific web-based and in-person/MS Teams trainings for procurement and Supply Chain Management covering compliance topics relevant to supplier engagement and enforcement of contractual expectations.

Supplier screening is integrated into pre-qualification and onboarding through an internal ESG questionnaire of around 80 questions across environment, social, and governance domains, supplemented by external ESG ratings and country risk indicators (Environmental Performance Index and World Justice Index) to identify suppliers requiring further review. Suppliers not pre-qualified and with negative ESG assessments undergo individual evaluation and, where appropriate, corrective measures. Mandatory supplier evaluation criteria include on-time performance, conformity rate, cost conformity, profile, self-assessment, and compliance, health and safety, and sustainability questionnaires, with documented corrective actions where weaknesses are found. Social supplier audits are conducted in specific regions and follow-up measures are implemented based on findings to address identified risks.

Supplier qualification and management data in SRM include supplier certificates and other qualification documents; however, evidence of specific inclusion policies for locally based suppliers or certified suppliers is not available in the reported materials. ANDRITZ applies risk-based controls to immediate suppliers, prioritizing risks such as occupational health and safety and non-discrimination, with identified geographic focuses including China and Germany, and undertakes social supplier audits in specific regions to address higher-risk contexts. Suppliers not pre-qualified and flagged by negative ESG ratings or country risk indicators are subjected to further checks and potential remediation actions.

Communication and management actions include public dissemination and internal circulation of the Grundsatzklärung on human rights strategy and expectations, and integration of the Supplier Code of Conduct into supplier contracts and onboarding to ensure clear commitments along the supply chain. ANDRITZ operates the Speak Up! whistleblowing channel for employees and third parties to report concerns confidentially to Group Compliance, supporting transparency in supplier relationships and risk management. For supplier engagement, a training module on the Supplier Code of Conduct is made available to vendors on a voluntary basis.

Outcome evaluation is conducted through supplier audits and structured corrective action plans (CAPs). Audit findings are communicated to suppliers within 24 hours, and suppliers must return completed CAPs within 30 calendar days, with remediation timescales aligned to severity (Needs Improvement: 60–180 days; Critical: 30–60 days; Zero Tolerance: immediate–30 days). ANDRITZ may terminate supplier relationships if identified issues are not corrected. Periodic audit frequencies are recommended based on risk performance grading to ensure ongoing monitoring and improvement (e.g., up to 24 months for high performance). Supplier evaluation and classification are conducted at least annually, with results documented and used to drive corrective actions and supplier status decisions, including watchlist and blacklist as appropriate. Results of risk analyses are communicated internally to decision-makers, reinforcing governance and continuous improvement of supplier management processes.

### **G1-3 Prevention and detection of corruption and bribery**

Intentional or negligent violations of laws, internal guidelines, or rules by employees or managers represent a potential risk for ANDRITZ. The consequences of compliance violations can include fines, loss of profits, loss of sales generated by improper means or dubious business partners, claims for damages from contractual partners or third parties, exclusion from public tenders, loss of image, reduced business opportunities, government sanctions, and jeopardizing of the company's assets. Employees may be subject to disciplinary measures up to and including dismissal and, under certain circumstances, criminal prosecution and claims for damages.

To counteract these risks, the individual departments monitor compliance with laws and internal guidelines. In addition, the Group-wide compliance management system (CMS), which was introduced by Group Corporate Compliance, focuses on measures in the areas of capital market law, competition law, anti-corruption, data protection, export control, human rights, equal treatment/non-discrimination, and supply chain compliance. To ensure the effectiveness of compliance measures and to continuously improve the CMS, it is certified in accordance with ISO 37301 and the anti-corruption management system in accordance with ISO 37001. The management systems are also subject to internal and external audits.

One important foundation of the CMS is the systematic identification of compliance risks. Compliance measures to minimize risks are implemented on this basis. For example, regular training courses are held on the basis of the Group-wide Code of Conduct and Ethics and other regulations. Depending on their area of responsibility, employees and managers receive tailored training. These are conducted both via online training programs and in person. Each region has a regional compliance officer who reports directly to the Group compliance officer. In addition, a compliance director has been appointed at the management level in all major companies, whose responsibilities include the implementation of compliance measures for the respective company.

In order to better monitor risks at the company level and facilitate easier analysis, compliance performance indicators (CPI) have been introduced for the various compliance fields, which are made available to the compliance directors in the compliance cockpit on a quarterly basis. In addition, general compliance tasks are assigned in the compliance cockpit and tasks specifically tailored to the individual companies are also recorded and monitored. The Executive Board and Supervisory Board regularly monitor the implementation of compliance measures and are informed by the Group compliance officer in this regard.

The main measures and activities in the area of compliance can also be found in the consolidated corporate governance report on the ANDRITZ website [andritz.com/governance](https://andritz.com/governance).

Compliance and ethically correct behavior form the basis of all ANDRITZ business activities. The corresponding values and principles are set out in the company's Code of Conduct and Ethics. The basic work is available in 14 languages and also as a booklet, which is given to new employees at the start of their employment. In addition, a training video summarizes the contents of the Code of Conduct in an easily understandable way for all employees of the company.

Key processes ensuring that applicable laws, internal regulations, and rules of conduct on insider trading, competition law, anti-corruption, data protection, export control, equal treatment/non-discrimination, and supplier compliance are complied with are brought together in the Group-wide ANDRITZ compliance management system (CMS).

The Compliance Group function has set up a Group Compliance Committee chaired by the Group compliance officer, which is responsible for developing and implementing the compliance program and reports directly to the Executive Board. Operationally, the Compliance department is divided into experts with specialist areas of expertise (insider trading, anti-corruption, anti-trust law, export control, human relations, data protection, and suppliers) and compliance officers with regional responsibilities. In addition, compliance officers have been appointed in the individual divisions for specific tasks in the area of anti-corruption. The regional compliance officers support them in an advisory capacity.

Within the compliance management system, there are various work processes across the Group that are supported by appropriate tools. These include the online-based whistleblowing system "Speak UP!," which employees and all other stakeholders can use to report compliance-relevant incidents anonymously.

In addition to the Code of Conduct and Ethics, ANDRITZ has further guidelines on insider trading, preventing and combating corruption, compliance with global antitrust and competition regulations, and export control.

As part of the Group-wide compliance management system (CMS), anti-corruption is organized as a separate compliance field at ANDRITZ, for which a dedicated compliance field expert has been appointed.

The company has had its own anti-corruption policy since 2007, which is regularly revised and updated. The anti-corruption guideline aims to prevent all forms of bribery and corruption within the company.

The most important points of the directive are:

- Prohibition of bribery: Any form of bribery, whether through money, gifts or other benefits, is strictly prohibited. This applies to both employees and business partners.
- Transparency and documentation: All business transactions must be transparent and properly documented to ensure that they comply with legal and internal regulations.
- Training and awareness: Employees are regularly trained and sensitized to ensure that they understand and comply with the anti-corruption guidelines.
- Reporting of violations: There are clear procedures for reporting violations of the Anti-Corruption Policy. Employees are encouraged to report any suspicious activity without fear of retaliation.
- Monitoring and enforcement: Compliance with the Anti-Corruption Policy is regularly monitored and violations are consistently punished.

This policy is an integral part of ANDRITZ's corporate ethics and helps to maintain the trust of customers, partners, and the public.

- ANDRITZ ensures that business conduct policies covering anti-corruption and anti-bribery are made available to all potentially affected stakeholders and to those who assist in their implementation, by publishing key policies on the ANDRITZ website and on the intranet, to secure accessibility and support understanding of their implications.
- Approved Group Policies, including the Code of Conduct and Ethics and the Group Anti-Corruption and Anti-Bribery Policy, are communicated by Group Quality Management via Connect News and published in the Corporate Manual on the intranet so all employees can access the current versions; policies are reviewed at least every three years and updates are issued accordingly. Important policies are also publicly available on the ANDRITZ website to ensure external accessibility for relevant stakeholders.
- The Code of Conduct and Ethics is available in 14 languages and as a booklet provided to new employees at the start of employment; a training video summarizes the Code's content to aid comprehension. The Code was first published in 2010 and last revised in 2025 (version 4) to reflect relevant legal developments, supporting currency and clarity for users.
- Anti-corruption and anti-bribery expectations are communicated to suppliers through the Supplier Code of Conduct, which requires suppliers not to engage in bribery or corruption and sets business integrity standards; these expectations are integrated into supplier onboarding and contractual arrangements to ensure coverage of relevant external parties in the value chain.
- Following Executive Board approval, new or updated Group Policies are distributed via email to management and relevant Outlook groups and are published on the intranet with a global news item and inclusion in Group Policies, ensuring broad internal reach and easy access to the governing documents. ANDRITZ also deploys dedicated compliance communication campaigns, such as the "Sophia says" campaign, which use clear, illustrative messaging to embed compliance principles in daily practice.

- Compliance policies are handed out to each employee during onboarding and in the course of e-learning, with structured end-of-course testing and interactive questions that provide immediate feedback; completion requires a positive test result, reinforcing comprehension of policy implications. Communication is reinforced through in-person formats (e.g., classroom and MS Teams sessions) and targeted training for employees not connected to the ANDRITZ IT network, ensuring reach to all relevant personnel group, including blue-collar workers.
- An anti-corruption eLearning is mandatory for employees and includes modules such as the definition of corruption, global context, prevention, and legal basis; depending on knowledge level, employees progress through tailored modules to support understanding of the policy's practical implications. Training allocation is risk-based, ensuring that high-risk functions such as Sales, Commercial Management, and Supply Chain Management receive more and targeted compliance training, including face-to-face sessions focused on agency handling and related controls; programs are also designed for personnel without IT access to ensure complete coverage of relevant audiences.

As part of policy communication, ANDRITZ maintains the "Speak UP!" whistleblowing system, which can be used by anyone and complies with the EU Whistleblowing Directive and national laws; this internet-based channel supports anonymous reporting and is operated in a high-security environment, with processes governed by the Whistleblowing Policy and Internal Investigations Guideline, thereby reinforcing awareness of policy enforcement pathways.

Compliance directors have been appointed to implement specific anti-corruption measures in the local companies. They are provided with specific compliance indicators (CPIs) using the compliance cockpit, for example to track whether there have been cases of corruption in the organization or how high the completion rate for anti-corruption training is. Compliance directors are tasked to communicate a clear "tone from the top," proactively engaging employees to convey compliance priorities and requirements within their organizations.

In order to check particularly critical business processes, a global sales network has been set up, among other things, in which the qualification process and approval for sales agents is handled. The compliance management system also has an e-learning platform and various databases for checking third parties in connection with sanctions and export controls as well as a tool for providing information on the ownership structure of companies.

Incoming reports are processed exclusively by the Corporate Compliance Team. Compliance reports are handled in accordance with a predefined and established process and in compliance with the relevant standards, such as strict confidentiality and safeguarding the rights of the whistleblower. This is set out in the "Internal Investigations Guideline".

The Corporate Compliance Team acts as an autonomous body and operates independently of instructions and management, which is involved in certain compliance functions (including preventive work). The "Internal Investigations Guideline" explicitly states that compliance directors, who are primarily local managers, may not initiate an investigation on their own. Rather, the Corporate Compliance Team has the authority to investigate.

In cases that exceed a certain threshold, the Compliance Committee is involved in addition to the Group Corporate Compliance Team. If necessary, local management and the HR department are involved in assessing and sanctioning cases.

As part of quarterly reporting, an overview of compliance cases is communicated to the Compliance Committee and the Executive Board. The Supervisory Board is also provided with an overview of compliance cases.

The ANDRITZ Compliance Policies are primarily communicated via internal communication channels, such as compliance communication campaigns. Furthermore, compliance policies are assigned to each employee via onboarding and in the course of an e-learning. To ensure that the employees fully understand the implication of the training, the training contains a test at the end and also the various modules include several questions which give the employees feedback if they have understood the content. They can only complete the training with a positive test. The Group Policies apply to all employees, all subsidiaries and all affiliated companies of ANDRITZ, as this is the foundation of ANDRITZ. There are no exceptions.

ANDRITZ has a specific eLearning program that focuses on anti-corruption, which is mandatory for all employees. In addition, on-site training sessions on anti-corruption are held. The anti-corruption eLearning includes the following modules: definition of corruption (what is corruption?), corruption worldwide, prevention and legal basis. Depending on their level of knowledge, employees have to work through more or fewer modules.

The allocation of training programs is risk-based. All risk functions (100%) are covered by the training program, such as the Finance department with regard to fraud prevention and Sales with regard to export control.

In addition, face-to-face or MS Teams-based trainings on dealing with and auditing commercial agents are offered to risk-exposed groups, such as (local) management, sales, and commercial management.

The Executive Board promotes the corporate culture, which is based on integrity and transparency, by clearly communicating the values and standards of conduct. This is done on the one hand with the ANDRITZ Code of Conduct and Ethics, which defines clear rules and standards for ethical behavior, and on the other hand through the “tone from the top.” The Chairman of the Executive Board has personally issued a statement on compliance, which is distributed internally via the various communication channels. The statement is also part of the ANDRITZ Code of Conduct and Ethics and is also published externally via the official ANDRITZ website.

In addition, the Executive Board has commissioned the Compliance function to implement the ISO 37001 anti-bribery management systems globally alongside the ISO 37301 compliance management systems certification.

The Supervisory Board is informed at least once a year of the targets for the following year and the achievement of the targets set. The Supervisory Board reviews ANDRITZ's compliance management system and certifies, as for 2025, that ANDRITZ's compliance management system is set up and implemented appropriately and efficiently.

The compliance management system has also integrated a risk analysis and corresponding risk management system. The risk of corruption is assessed at company level on the basis of parameters (CPI, sales in risk countries, use of representatives, etc.) in accordance with Group guidelines. The Executive Board monitors the implementation of the risk analysis and ensures that suitable risk mitigation measures are implemented.

The compliance management system also includes a training concept in which every employee is assigned a package of mandatory compliance training courses when they join the company. Completion of the training is monitored by the Compliance function or by the regional compliance officers and the local compliance directors. As standard, the quarterly or annual compliance report also includes statistics on the completion rate of mandatory compliance training. The ANDRITZ training concept provides refresher training of all mandatory compliance training courses after 2 years.

All members of the Executive Board undergo compliance training in the form of e-learning courses, as do all employees, and members of the Supervisory Board are informed about compliance content in briefings that focus on specific topics as required. In addition, members of the Executive Board and Supervisory Board are also trained in person by the Group compliance officer at least once a year.

ANDRITZ offers all employees interactive training courses in numerous languages on these and other topics, which are mandatory. New employees undergo compliance training, and refresher courses are held at regular intervals. In addition to general compliance training, additional specific training courses are rolled out depending on the position. There are currently a total of twelve training courses held worldwide. In addition, there are two training courses for the USA and Canada only. A training course consists of several modules that include practical case studies on various issues and raise awareness of the respective compliance topics. The number of training courses to be completed is determined on the basis of the job description. Basic training is mandatory for all employees and must be refreshed regularly. The online training courses are conducted via #APeople, the global ANDRITZ information system from Human Resources. In the 2025 financial year, all training courses were given a new look and feel and brought completely up to date.

In total, 18,334 (2024: 22,601) mandatory training modules were assigned to employees in 2025, based on the individual employee's function and working environment. The completion rate was 79% (2024: 89%). Almost 9,100 of these were refresher training courses on compliance basics, data protection, corruption prevention, fraud prevention, fair competition, insider trading, export control, and harassment in the workplace.

**Information on anti-corruption and anti-bribery training**

	At-risk function	Managers	AMSB*	Other own workers
<b>Training coverage</b>				
Classroom training	200	30		0
Computer-based training	2,362	600	38	0
<b>Delivery method and duration</b>				
Classroom training	90 min			
Computer-based training	30 min	60 min	30 min	30 min
Voluntary computer-based training				
<b>Frequency</b>				
How often training is required	Every 2 years	Every 2 years	Every 2 years	-
<b>Topics covered</b>				
Definition of corruption	X	X	X	X
Strategies	X	X	X	X
Procedures on suspicion/detection	X	X	X	X
Officer	X	X	X	X

\* Administrative, management and supervisory bodies

**Metrics and targets**

**G1-4 Incidents of corruption or bribery**

ANDRITZ has had a web-based whistleblower system for more than 10 years, and as described in the Code of Conduct, there are also other channels through which reports can be submitted to the ANDRITZ Compliance organization. In the web-based whistleblower system, reports can be categorized in advance, including the category "Corruption." The reports are collected centrally in the Global Compliance department. If a report is incorrectly categorized or it turns out in the course of the investigation that it is (also) a corruption violation, the category is corrected. In addition, as already described, a whistleblower guideline and internal guidelines on how reports must be processed have been issued. These guidelines are also reviewed by the Internal Audit Group function. In addition, the decision was made to be certified in accordance with the ISO 37001 standard.

This standard covers the management system for combating bribery. The last surveillance audit took place in January 2025 and no deficiencies were identified. This audit also included a global extension of the certificate, which was successfully completed. The new ISO certificate covers all operating companies of the ANDRITZ Group and was for 3 years as of March 1, 2025.

The Global Compliance organization also includes the compliance-relevant field of anti-corruption and bribery, which is managed by an expert in this field. In addition, ANDRITZ has installed compliance directors to strengthen the compliance management system and integrate it into the individual companies and locations. The compliance cockpit provides the compliance director with compliance performance KPIs. In addition, individuals have been nominated in the individual business units to support the topic of anti-corruption and bribery within these business units, in close coordination with the Global Compliance department.

The tasks of a compliance director include:

- Tone from the top to support compliance, i.e., “walk the talk,” get in front of employees and convincingly communicate the priorities and requirements of compliance
- Implementation and monitoring of the introduction of the Group’s compliance guidelines within the organization policies & guidelines (andritz.com)
- Risk assessment + setting targets to focus on the areas of the company’s business that require particular attention
- Feedback to the Group Compliance department to improve our systems

A web-based compliance cockpit has been developed to monitor ANDRITZ’s compliance performance indicators. These key performance indicators are updated centrally on a quarterly basis. The compliance cockpit also serves as the basis for the annual setting of targets and the documentation of achievements in collaboration with the responsible regional compliance officer.

This compliance cockpit also includes key performance indicators relating to corruption. The cockpit records the reports relating to corruption violations, the training statistics for anti-corruption and bribery training, and key figures that measure the external use of representatives and also show the associated costs.

ANDRITZ has an anti-corruption and bribery policy. Employees must regularly complete online training on these topics. The principles and obligations set out in the Group Anti-Corruption and Anti-Bribery Policy apply to everyone within ANDRITZ: the Executive Board, managing directors, managers, and all employees and representatives of all ANDRITZ companies worldwide. They apply to all stakeholders of affiliated companies, subsidiaries, partnerships, joint ventures related to ANDRITZ, and all other business organizations either directly or indirectly controlled by ANDRITZ. They apply to contract workers, temporary workers, agency workers, and other company representatives, regardless of where ANDRITZ conducts its business. They also apply to all other persons working for or on behalf of ANDRITZ, such as sales representatives or management consultants, as well as to our suppliers.

The most important points of the directive are:

- Prohibition of bribery: Any form of bribery, whether in the form of money, gifts, or other benefits, is strictly prohibited. This applies to both employees and business partners.
- Transparency and documentation: All business transactions must be transparent and properly documented to ensure that they comply with legal and internal regulations.

- Training and awareness-raising: Employees receive regular training and awareness-raising to ensure that they understand and comply with the anti-corruption guidelines.
- Reporting violations: There are clear procedures for reporting violations of the Anti-Corruption Policy. Employees are encouraged to report any suspicious activity without fear of retaliation.
- Monitoring and enforcement: Compliance with the Anti-Corruption Policy is regularly monitored, and violations are consistently punished.

This guideline is an integral part of ANDRITZ's corporate ethics and helps to maintain the trust of customers, partners, and the public.

The following are the individual measures that were implemented in 2025 specifically with regard to the prevention of corruption and bribery:

- New version (v04) of the ANDRITZ Code of Conduct and Ethics
- Member of UN Global Compact
- Compliance working groups on various topics
- Roll-out of the compliance communication campaign "Sophia says"
- Updating/refreshing the online compliance training courses
- ISO re-certification for ISO 37301 and 37001

**New version (v04) of the ANDRITZ Code of Conduct and Ethics:** Compliance and ethically correct behavior form the basis of all ANDRITZ business activities. The corresponding values and principles are set out in the company's Code of Conduct and Ethics. The basic document is available in 14 languages and also as a booklet, which is given to new employees at the start of their employment. In addition, a training video summarizes the content of the Code of Conduct in an easily understandable way for all employees of the company. The ANDRITZ Code of Conduct and Ethics was first published in 2010 and was last revised and updated in 2025. The new edition of the Code (version 4) incorporates in particular adaptations resulting from the relevant supply chain laws.

Key processes ensuring that applicable laws, internal regulations, and rules of conduct on insider trading, competition law, anti-corruption, data protection, export control, equal treatment/non-discrimination, and supplier compliance are complied with are brought together in the Group-wide ANDRITZ compliance management system (CMS).

**Joining the UN Global Compact:** ANDRITZ decided to join the UN Global Compact in 2024. The UN Global Compact is the world's largest initiative for corporate sustainability. It was launched to encourage companies to align their strategies and activities with universal principles in the areas of human rights, labor, the environment, and anti-corruption. The initiative is based on ten principles designed to encourage companies to promote responsible business practices and contribute to the achievement of the United Nations' global goals, such as the Sustainable Development Goals (SDGs). The UN Global Compact provides a platform for companies to share best practices and collaborate with UN organizations, working groups, and civil society.

**Working groups launched on various topics:** Various working groups were launched in 2024 and continued their work in 2025. On the one hand, this was to strengthen cooperation in the Group function and, on the other, to better coordinate topics that have a global impact. The working groups initiated are as follows: "Updating the Code of Conduct and Ethics," "Risk Assessment," "Working through Tips / Investigations," "Compliance in Customer Contracts", "Compliance Communications". Regular Working Groups meetings are held throughout the year.

**Updating/refreshing the online compliance training courses:** Training courses are held both electronically (e-learning) and in person. These trainings effectively communicate compliance to employees and make it easier for them to understand using practical examples. In addition, various compliance communication measures are implemented, including the compliance communication campaign "Sophia Says," in which a mascot explains basic compliance principles and illustrates them to employees. In particular, these measures are intended to ensure that compliance becomes daily practice. In addition to the training courses listed above, training courses are held in the individual regions and locations, either on site (classroom training) or via MS Teams. We are increasingly designing our own targeted training programs for people who are not connected to the ANDRITZ IT network and are not provided with IT work equipment, such as blue-collar workers. In addition, specific, tailor-made training programs are offered, which are assigned according to professional group, such as supply chain, antitrust law, or fraud prevention.

**ISO certification for ISO 37301 and 37001:** To ensure the effectiveness of compliance measures and to continuously improve the CMS, it is certified in accordance with ISO 37301 and the anti-corruption management system in accordance with ISO 37001. The management systems are also subject to internal and external audits.

Finally, it should be noted that ANDRITZ continuously improves all measures and actions that ANDRITZ implements to achieve its (compliance) goals.

A global compliance budget for investments and operating costs is available annually to implement the measures described in the short, medium, and long term. The funds provided, which are appropriate, amounted to over 2 MEUR for the entire global compliance organization in 2025.

#### **Number of convictions for violation of anti-corruption and anti-bribery laws**

There were zero incidents or cases of corruption and bribery in the reporting period (2024: 0). The number of convictions for violation of anti-corruption and anti-bribery laws during the reporting period was 0 (2024: 0).

Due to the fact that there were no incidents of corruption and bribery in the reporting period, the amount of fines for violation of anti-corruption and anti-bribery laws was €0.00.

**G1.MDR Policies, actions and targets related to business conduct**

Please find below an overview of the compliance related policies in place as of 31 December 2025. For details about actions, targets related to business conduct and the process of policy creation and policy implementation please refer to the detailed descriptions in disclosures under items G1-1 to G1-4 above.

Name of Group Policy / Guideline	Type	Area	Vers.	Effective date of current version	Status
ANDRITZ Code of Conduct and Ethics	Pol	Compliance	v04	January 14, 2025	published
Group Insider Trading Policy	Pol	Compliance	v15	December 1, 2025	published
Global Competition and Antitrust Compliance Policy	Pol	Compliance	v03	January 8, 2020	published
Group Anti-Corruption and Anti-Bribery Policy	Pol	Compliance	v03	January 8, 2020	published
Agency and Business Consulting Agreements Group Policy	Pol	Compliance	v05	November 23, 2021	published
Group Policy concerning business with Iran	Pol	Compliance	v02	August 6, 2019	published
Russia Sanctions Contract Guideline	Gui	Compliance	v02	July 15, 2022	published
Group Regulation on the Supplier Code of Conduct and Ethics	Pol	Compliance	v03	February 6, 2024	published
Group Data Privacy Policy	Pol	Compliance	v01	December 14, 2020	published
Group Whistleblowing Policy	Pol	Compliance	v01	February 8, 2024	published
Sanctions & Export Control Policy	Pol	Compliance	v01	December 4, 2024	published
Group Corporate Governance Policy	Pol	Compliance	v01	December 13, 2023	published

Graz, February 24, 2026

Joachim Schönbeck e.h.  
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Frédéric Sauze e.h.

## ATTACHMENT 1

Attachment to ANDRITZ Non-financial statement 2025

### List of ANDRITZ locations and their coordinates

The following assessments were performed in 2025:

- Climate risk assessment: Full third-party assessment
- Water risk assessment: Categorization according to water stress levels
- Biodiversity assessment: Overlap with Protected Areas (PA) and overlap with Key Biodiversity Areas (KBA)

	AGIS Code	ANDRITZ location	Country	Latitude	Longitude	Location type	ANDRITZ Business Area	Climate risk assessment	Water risk assessment: categorization according to water stress levels	Biodiversity assessment (PA and KBA overlaps identified)
1	AT-01-01	Graz	AUT-Austria	47.10851	15.423346	Production facility	Multiple	X	Low (<5%)	X
2	AT-01-02	Vienna	AUT-Austria	48.16903	16.3359	Office building	Multiple	X	Low (<5%)	PA
3	AT-01-06	Raaba-Grambach	AUT-Austria	47.028064	15.494317	Office building	Multiple	X	Low (<5%)	X
4	AT-07-03	Linz	AUT-Austria	48.26761	14.34392	Office building	Hydro	X	Low (<5%)	X
5	AT-07-04	Weiz	AUT-Austria	47.2202	15.624	Production facility	Hydro	X	Low (<5%)	X
6	AT-23-01	Gloggnitz	AUT-Austria	47.67552	15.92931	Production facility	Pulp & Paper	X	Low (<5%)	X
7	AU-05-01	Geelong	AUS-Australia	-38.18013	144.37407	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
8	BR-01-01	Curitiba	BRA-Brazil	-25.435402	-49.282206	Office building	Pulp & Paper	X	Low (<5%)	X
9	BR-01-06	Araucaria	BRA-Brazil	-25.55404	-49.37885	Production facility	Pulp & Paper	X	Low (<5%)	X

10	BR-05-01	Pomerode	BRA-Brazil	-26.70813	-49.16785	Production facility	Environment & Energy	X	Low (<5%)	X
11	BR-08-01	Porto Alegre	BRA-Brazil	-30.00836	-51.19644	Office building	Pulp & Paper	X	Low - Medium (5-25%)	X
12	BR-10-01; BR-14-01	Barueri	BRA-Brazil	-23.501557	-46.851059	Office building	Hydro	X	Medium - High (20-40%)	X
13	BR-10-06	Araraquara	BRA-Brazil	-21.76253884	-48.14288378	Production facility	Hydro	X	Low (<5%)	X
14	BR-12-01	Diadema	BRA-Brazil	-23.676482	-46.616243	Production facility	Metals	X	Low - Medium (5-25%)	X
15	BR-14-06	Araraquara	BRA-Brazil	-21.76235	-48.14297	Production facility	Hydro	X	Low (<5%)	X
16	BR-15-01	Piracicaba	BRA-Brazil	-22.73829	-47.59152	Production facility	Pulp & Paper	X	Low (<5%)	X
17	BR-15-02	Petropolis	BRA-Brazil	-22.48796	-43.17711	Production facility	Pulp & Paper	X	Low (<5%)	PA
18	BR-15-03	Sumare	BRA-Brazil	-22.83803	-47.17139	Production facility	Pulp & Paper	X	Low (<5%)	X
19	CA-02-01	Lachine	CAN-Canada	45.465428	-73.712254	Office building	Pulp & Paper	X	Low (<5%)	X
20	CA-02-02	Brantford	CAN-Canada	43.173417	-80.225945	Production facility	Pulp & Paper	X	Low (<5%)	X
21	CA-02-04	Saskatoon	CAN-Canada	52.1685	-106.6559	Production facility	Pulp & Paper	X	Low (<5%)	X
22	CA-06-01	Pointe-Claire	CAN-Canada	45.46559	-73.82097	Office building	Hydro	X	Low (<5%)	X
23	CA-06-04	Peterborough	CAN-Canada	44.264603	-78.350955	Production facility	Hydro	X	Low (<5%)	X
24	CA-06-07	Chambly	CAN-Canada	45.41473	-73.28598	Production facility	Hydro	X	Low (<5%)	X
25	CA-06-08	Paris, Ontario	CAN-Canada	43.204201	-80.392588	Production facility	Hydro	X	Low (<5%)	X
26	CA-17-01	Blenheim	CAN-Canada	42.326991	-82.023805	Production facility	Environment & Energy	X	Low - Medium (5-25%)	X
27	CA-19-01	Kentville	CAN-Canada	45.07267201	-64.53841209	Production facility	Pulp & Paper	X	Low (<5%)	X
28	CH-03-01	Kriens	CHE-Switzerland	47.0344	8.2761	Production facility	Hydro	X	Low (<5%)	X
29	CH-03-02	Vevey	CHE-Switzerland	46.46425	6.84234	Office building	Hydro	X	Low (<5%)	X
30	CH-06-01	Neftenbach	CHE-Switzerland	47.523591	8.656769	Production facility	Metals	X	Low (<5%)	KBA
31	CH-07-01	Gettnau	CHE-Switzerland	47.1439	7.98443	Production facility	Metals	X	Low (<5%)	X
32	CL-01-01	Santiago de Chile	CHL-Chile	-33.4146	-70.60467	Office building	Pulp & Paper	X	High (50-75%)	X
33	CL-01-03	Talcahuano	CHL-Chile	-36.768488	-73.114969	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X

34	CN-02-01	Foshan	CHN-China	23.01441368	113.0651575	Office building	Multiple	X	Low (<5%)	X
35	CN-02-03	Shanghai	CHN-China	31.26144	121.51122	Office building	Multiple	X	Low - Medium (5-25%)	X
36	CN-02-08	Beijing	CHN-China	39.914143	116.454651	Office building	Multiple	X	High (50-75%)	X
37	CN-02-09	Chengdu	CHN-China	30.86828	104.29193	Production facility	Hydro	X	Medium - High (25-50%)	X
38	CN-02-12	Wuxi	CHN-China	31.55851248	120.4513141	Production facility	Multiple	X	Low - Medium (5-25%)	X
39	CN-11-01	Shanghai	CHN-China	31.01750779	121.2490021	Office building	Environment & Energy	X	Low - Medium (5-25%)	X
40	CN-14-01	Dalian	CHN-China	38.95296	121.52547	Production facility	Metals	X	Medium - High (25-50%)	X
41	CN-18-01	Shanghai	CHN-China	31.2776324	121.4365903	Office building	Metals	X	Low - Medium (5-25%)	X
42	CN-24-01	Yangzhou City	CHN-China	32.392697	119.436576	Production facility	Metals	X	Low - Medium (5-25%)	X
43	CN-29-01	Kunshan City	CHN-China	31.43817604	120.9142998	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
44	CN-30-01	Shanghai (Kunshan City)	CHN-China	31.3524617	121.5848498	Office building	Pulp & Paper	X	Low - Medium (5-25%)	X
45	CN-33-01	Changzhou	CHN-China	31.84166527	119.947007	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
46	CN-34-01	Foshan	CHN-China	22.860601	112.950788	Production facility	Multiple	X	Low (<5%)	X
47	CZ-03-01	Praha 10	CZE-Czech Republic	50.08292	14.50958	Office building	Hydro	X	Low (<5%)	X
48	DE-03-01	Regensburg	DEU-Germany	49.06166	12.12689	Production facility	Pulp & Paper	X	Low (<5%)	X
49	DE-04-01	Bretten-Goelshausen	DEU-Germany	49.04742	8.73504	Production facility	Metals	X	Low (<5%)	X
50	DE-08-01	Köln	DEU-Germany	50.91401	7.05257	Office building	Environment & Energy	X	Low (<5%)	X
51	DE-08-03; DE-09-03; DE-14-01	Krefeld	DEU-Germany	51.31198	6.55208	Production facility	Multiple	X	Low (<10%)	X
52	DE-08-04	Vierkirchen	DEU-Germany	48.35631	11.44047	Office building	Environment & Energy	X	Low (<5%)	X
53	DE-09-01	Hemer	DEU-Germany	51.372311	7.78468	Production facility	Metals	X	Low (<5%)	X

54	DE-10-01	Ravensburg	DEU-Germany	47.77466	9.60094	Office building	Environment & Energy	X	Low (<5%)	X
55	DE-12-01	Düren	DEU-Germany	50.81297	6.443	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
56	DE-15-01	Senden	DEU-Germany	48.32996	10.04417	Production facility	Environment & Energy	X	Low - Medium (5-25%)	X
57	DE-18-01	Ravensburg	DEU-Germany	47.783409	9.602255	Production facility	Hydro	X	Low (<5%)	PA
58	DE-39-01	Göppingen	DEU-Germany	48.70403	9.64759	Production facility	Metals	X	Low - Medium (5-25%)	X
59	DE-39-02	Erfurt SPU	DEU-Germany	51.00665	11.03376	Production facility	Metals	X	Low - Medium (5-25%)	X
60	DE-39-04	Weingarten	DEU-Germany	47.81188	9.64105	Production facility	Metals	X	Low (<5%)	X
61	DE-39-08	Heßdorf	DEU-Germany	49.6221	10.90683	Production facility	Metals	X	Low - Medium (5-25%)	KBA
62	DE-39-09	Gemmingen	DEU-Germany	49.14874	8.98373	Production facility	Metals	X	Low - Medium (5-25%)	X
63	DE-39-11	Erfurt STC	DEU-Germany	51.006489	11.033407	Production facility	Metals	X	Low - Medium (5-25%)	X
64	DE-59-01	Netphen	DEU-Germany	50.86384	8.19479	Production facility	Metals	X	Low (<5%)	X
65	DE-67-01	Aue	DEU-Germany	50.5807425	12.7169495	Production facility	Metals	X	Low (<5%)	X
66	DE-69-01	St. Egidien	DEU-Germany	50.7777	12.62521	Production facility	Metals	X	Low (<5%)	X
67	DE-74-01	Reutlingen	DEU-Germany	48.50362	9.21018	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
68	DE-75-01	Düren	DEU-Germany	50.83378	6.46373	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
69	DE-75-02	Schloß Holte-Stukenbrock	DEU-Germany	51.91497	8.58829	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
70	DK-02-01	Esbjerg	DNK-Denmark	55.489115	8.470266	Production facility	Environment & Energy	X	Low (<5%)	X
71	FI-01-01	Helsinki	FIN-Finland	60.16099	24.90394	Office building	Pulp & Paper	X	No Data	X
72	FI-01-02	Lahti	FIN-Finland	60.97633	25.67033	Office building	Pulp & Paper	X	Low (<5%)	X
73	FI-01-03	Kotka	FIN-Finland	60.51544	26.92759	Office building	Pulp & Paper	X	Low (<5%)	X
74	FI-01-04	Savonlinna	FIN-Finland	61.86771	28.91475	Office building	Pulp & Paper	X	Low (<5%)	X
75	FI-01-05	Varkaus	FIN-Finland	62.31095	27.89008	Office building	Pulp & Paper	X	Low (<5%)	X
76	FI-01-06	Tampere	FIN-Finland	61.44803515	23.86344046	Office building	Pulp & Paper	X	Low (<5%)	X

77	FI-01-07	Lappeenranta	FIN-Finland	61.056717	28.192156	Office building	Pulp & Paper	X	Low (<5%)	X
78	FI-01-08	Vantaa	FIN-Finland	60.30381	24.99994	Office building	Pulp & Paper	X	Low (<5%)	X
79	FI-02-01	Savonlinna	FIN-Finland	61.86772	28.91474	Production facility	Pulp & Paper	X	Low (<5%)	X
80	FI-03-01	Varkaus	FIN-Finland	62.32537	27.81841	Production facility	Pulp & Paper	X	Low (<5%)	X
81	FI-05-01	Tampere	FIN-Finland	61.4818	23.85985	Production facility	Hydro	X	Low (<5%)	X
82	FI-09-01	Kerava	FIN-Finland	60.38463	25.09985	Production facility	Pulp & Paper	X	Low (<5%)	X
83	FI-14-01	Jyväskylä	FIN-Finland	62.1910464	25.69747309	Office building	Pulp & Paper	X	Low (<5%)	X
84	FR-01-01	Châteauroux	FRA-France	46.802689	1.72734	Production facility	Environment & Energy	X	Low (<5%)	X
85	FR-03-01	Asnières-sur-Seine	FRA-France	48.91663	2.30939	Office building	Metals	X	Low (<5%)	X
86	FR-08-01	Montbonnot Saint-Martin	FRA-France	45.2208	5.81846	Production facility	Pulp & Paper	X	Low (<5%)	X
87	FR-12-01	Elbeuf	FRA-France	49.28891	1.00448	Production facility	Pulp & Paper	X	Low (<5%)	X
88	FR-16-01	Scorbé Clairvaux	FRA-France	46.81337	0.43252	Production facility	Environment & Energy	X	Low (<5%)	X
89	FR-20-01	Cours-la-Ville	FRA-France	46.098141	4.32107	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
90	GB-01-01	Newcastle-under-Lyme	GBR-United Kingdom	53.048641	-2.242524	Production facility	Environment & Energy	X	Low (<5%)	X
91	HR-01-01	Zagreb	HRV-Croatia	45.799649	15.960029	Office building	Multiple	X	Low (<5%)	X
92	HR-02-01	Slavonski Brod	HRV-Croatia	45.1649361	18.0105359	Production facility	Pulp & Paper	X	Low (<5%)	X
93	HU-01-01	Tiszaújváros	HUN-Hungary	46.93328	20.07811	Production facility	Multiple	X	Low (<5%)	X
94	ID-01-01	Jakarta	IDN-Indonesia	-6.29371	106.78515	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
95	ID-02-01	Jakarta	IDN-Indonesia	-6.1997	106.8547	Production facility	Hydro	X	Low - Medium (5-25%)	X
96	IN-01-02	Chennai	IND-India	13.0398718	80.2101775	Office building	Pulp & Paper	X	High (50-75%)	X
97	IN-01-05	Tiruchirappalli	IND-India	10.79696	78.68323	Office building	Pulp & Paper	X	Low - Medium (5-25%)	X
98	IN-01-06	Bangalore	IND-India	13.068705	77.592627	Office building	Pulp & Paper	X	High (50-75%)	X
99	IN-03-01	Chennai	IND-India	13.02453	80.01103	Production facility	Pulp & Paper	X	High (50-75%)	X

100	IN-06-01; IN-05-01	Mandideep	IND-India	23.112686	77.518656	Production facility	Hydro	X	Extremely High (>80%)	X
101	IN-06-02	Village Prithla	IND-India	28.220642	77.300148	Production facility	Hydro	X	Extremely High (>75%)	X
102	IN-06-03	New Delhi	IND-India	28.52636	77.28959	Office building	Hydro	X	Medium - High (25-50%)	X
103	IT-01-01	Schio	ITA-Italy	45.712832	11.364412	Production facility	Hydro	X	Low - Medium (5-25%)	X
104	IT-09-01	Maria, Capannori (Lucca)	ITA-Italy	43.89297	10.56147	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	PA
105	IT-10-01	Collecervino (Pescara)	ITA-Italy	42.43985	14.0415	Production facility	Pulp & Paper	X	Medium - High (25-50%)	X
106	IT-12-01	Suello (LC)	ITA-Italy	45.82016	9.31673	Production facility	Metals	X	Low (<5%)	X
107	IT-14-01	Latina	ITA-Italy	41.45863	12.88027	Production facility	Pulp & Paper	X	Extremely High (>75%)	X
108	IT-14-02	Cardano al Campo	ITA-Italy	45.63925	8.78476	Production facility	Pulp & Paper	X	Low (<5%)	X
109	IT-16-02	Lainate	ITA-Italy	45.57874	9.01609	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	PA
110	IT-17-01	Villafranca di Verona	ITA-Italy	45.36855	10.85956	Production facility	Metals	X	Low (<5%)	X
111	JP-01-01	Tokyo	JPN-Japan	35.65740086	139.782722	Office building	Pulp & Paper	X	Low - Medium (5-25%)	PA
112	JP-02-02	Ibaraki-Ken	JPN-Japan	36.2277778	140.5288113	Production facility	Pulp & Paper	X	Low (<5%)	X
113	MX-01-01	Morelia	MEX-Mexico	19.72272007	-101.1462019	Production facility	Hydro	X	Medium - High (25-50%)	X
114	MX-02-01	Puebla	MEX-Mexico	19.062503	-98.101236	Production facility	Metals	X	Low - Medium (5-25%)	X
115	MX-03-01	Queretaro	MEX-Mexico	20.854258	-99.84756	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	KBA
116	NL-03-01	Geldrop	NLD-Netherlands	51.4368	5.5593	Production facility	Environment & Energy	X	Low - Medium (5-25%)	X
117	NL-07-01	Waddinxveen	NLD-Netherlands	52.0277	4.657	Production facility	Environment & Energy	X	Low (<5%)	X
118	NL-09-01	Amsterdam	NLD-Netherlands	52.33492	4.9185	Production facility	Metals	X	Low (<5%)	X
119	NO-01-01	Jevnaker	NOR-Norway	60.227	10.349	Production facility	Hydro	X	Low (<5%)	X
120	SE-01-01	Örnköldsvik	SWE-Sweden	63.2908	18.7148	Office building	Pulp & Paper	X	Low (<5%)	X

121	SE-01-03	Karlstad	SWE-Sweden	59.37297	13.50669	Office building	Pulp & Paper	X	Low (<5%)	X
122	SE-01-05	Växjö	SWE-Sweden	56.87067	14.83213	Production facility	Pulp & Paper	X	Low (<5%)	X
123	SE-01-08	Iggesund	SWE-Sweden	61.640927	17.076445	Production facility	Pulp & Paper	X	Low (<5%)	X
124	SE-01-15	Linköping	SWE-Sweden	58.4059404	15.6491916	Production facility	Pulp & Paper	X	Low (<5%)	X
125	SK-02-01	Humenné	SVK-Slovakia	48.92413471	21.88450923	Production facility	Multiple	X	Low - Medium (5-25%)	X
126	SK-02-02	Spišská Nová Ves	SVK-Slovakia	48.9502	20.5684	Production facility	Multiple	X	Low - Medium (5-25%)	X
127	SK-03-01	Levice	SVK-Slovakia	48.203244	18.599614	Production facility	Pulp & Paper	X	Low (<5%)	X
128	TR-01-01	Tekeli - Menderes- IZMIR	TUR-Turkey	38.195013	27.204587	Production facility	Multiple	X	High (50-75%)	X
129	US-03-01	Alpharetta	USA-United States	34.086981	-84.272542	Office building	Pulp & Paper	X	Low - Medium (5-25%)	PA
130	US-03-02	Muncy	USA-United States	41.205	-76.7897	Production facility	Pulp & Paper	X	Low (<5%)	X
131	US-03-04	Springfield	USA-United States	39.9732	-83.8433	Office building	Pulp & Paper	X	Low - Medium (5-25%)	X
132	US-03-05	Pell City	USA-United States	33.59194	-86.244113	Production facility	Pulp & Paper	X	Low (<5%)	X
133	US-03-09	Spartanburg	USA-United States	34.9681	-81.9935	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	PA
134	US-03-17	Glens Falls	USA-United States	43.294068	-73.644422	Office building	Pulp & Paper	X	Low (<5%)	PA
135	US-03-23	Oldsmar	USA-United States	28.041882	-82.676861	Production facility	Pulp & Paper	X	Low - Medium (5-25%)	X
136	US-09-01	Arlington	USA-United States	32.62	-97.1289	Office building	Environment & Energy	X	Low - Medium (5-25%)	X
137	US-09-07	Pittsburg	USA-United States	32.9944	-94.9708	Production facility	Environment & Energy	X	Low (<5%)	X
138	US-15-01	Charlotte	USA-United States	35.335731	-80.766935	Office building	Hydro	X	Medium - High (25-50%)	X
139	US-15-02	Spokane	USA-United States	47.681283	-117.192471	Production facility	Hydro	X	Low - Medium (5-25%)	X
140	US-24-01	Callery	USA-United States	40.7363869	-80.0358598	Production facility	Metals	X	Low (<5%)	X
141	US-24-03	Canonsburg	USA-United States	40.286776	-80.177555	Office building	Metals	X	Low (<5%)	X

142	US-24-05	Ambridge	USA-United States	40.612364	-80.226321	Production facility	Metals	X	Low (<5%)	X
143	US-24-06	Chesterton	USA-United States	41.590984	-87.123445	Production facility	Metals	X	Low - Medium (5-25%)	X
144	US-24-08	Rock Hill	USA-United States	34.951915	-80.995294	Production facility	Metals	X	Low (<5%)	PA
145	US-29-01	Canton	USA-United States	42.35094832	-83.45144387	Production facility	Metals	X	Low (<5%)	X
146	US-44-02	Starkville	USA-United States	33.4503998	-88.8183872	Production facility	Pulp & Paper	X	Low (<5%)	KBA
147	US-45-03	Griffin	USA-United States	33.2261064	-84.282447	Production facility	Pulp & Paper	X	Low (<5%)	X
148	US-45-04	Ruston	USA-United States	32.527269	-92.6137216	Production facility	Pulp & Paper	X	Low (<5%)	X
149	US-45-07	Neenah	USA-United States	40.21799	-79.49156	Production facility	Pulp & Paper	X	Low (<5%)	X
150	US-46-01	Neenah	USA-United States	44.18582	-88.46261	Production facility	Pulp & Paper	X	Low (<5%)	X
151	US-60-01	St. Louis	USA-United States	38.52518759	-90.33285677	Production facility	Metals	X	Low (<5%)	X
152	US-63-01	Homewood	USA-United States	41.56739127	-87.6461799	Office building	Environment & Energy	X	Low - Medium (5-25%)	X
153	UY-03-01	Montevideo	URY-Uruguay	-34.7904663	-56.07328534	Office building	Pulp & Paper	X	Low - Medium (5-25%)	X
154	ZA-03-01	Kyalami	ZAF-South Africa	-25.99408456	28.06362929	Office building	Environment & Energy	X	Extremely High (>75%)	X
155	US-66-01	Eugene	USA-United States	44.0616344	-123.1408307	Production facility	Environment & Energy	X	Low (<5%)	X
156	US-66-02	Ruston	USA-United States	32.528098	-92.611034	Production facility	Environment & Energy	X	Low - Medium (5-25%)	X
157	US-65-01	Kennesaw	USA-United States	34.0371479	-84.56560318	Office building	Environment & Energy	X	Low - Medium (5-25%)	X

## INDEPENDENT ASSURANCE REPORT ON THE NON-FINANCIAL REPORTING PURSUANT TO SECTION 267A UGB

We have performed a limited assurance engagement in the connection with the consolidated non-financial statement pursuant to Section 267a UGB (hereafter „non-financial reporting”) for the financial year 2025 of the

**Andritz AG,**

**Graz**

(hereinafter also referred to as „Andritz” or „Company”).

### Conclusion with limited assurance

Based on our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial reporting pursuant to Section 267a UGB (hereafter „non-financial reporting”) is not prepared, in all material respects, in compliance with:

- the statutory provisions of the Austrian Sustainability and Diversity Improvement Act (Section 267a of the Austrian Commercial Code (UGB)),
- the reporting requirements according to Article 8 of the EU Regulation 2020/852 (hereinafter referred to as „EU-Taxonomy-Regulation”),
- the requirements of the delegated regulation (EU) 2023/2772 (hereinafter referred to as „ESRS”), and
- the process carried out by the company to identify the information to be included in the consolidated non-financial reporting in accordance with the legal requirements and standards for non-financial reporting (hereinafter referred to as „double materiality assessment process”); with the description set out in disclosure IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

in the currently valid version.

### Basis for conclusion with limited assurance

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

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

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

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

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

### Other information

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

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

### Responsibility of the management

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

- identification of the actual and potential impacts, as well as the risks and opportunities associated with sustainability aspects and assessing the materiality of these impacts, risks and opportunities,
- preparing of a non-financial reporting in compliance with the requirements of the statutory provisions of the Austrian Sustainability and Diversity Improvement Act pursuant to section 267a UGB, including compliance with the ESRS,
- inclusion of disclosures in the [consolidated] non-financial reporting in accordance with the EU-Taxonomy-Regulation, and
- designing, implementing and maintaining of internal controls that management consider relevant to enable the preparation of sustainability report that is free from material misstatement, whether due to fraud or error; and to enable the double materiality assessment process to be carried out in accordance with the requirements of the ESRS.

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

### Inherent limitations in the preparation of non-financial reporting

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

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

## Responsibility of the auditor of the consolidated non-financial reporting

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

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

Our responsibilities include

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

## Procedures - Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the non-financial reporting.

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

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

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

- We obtain an understanding of the company's processes relevant to the preparation of non-financial reporting.
- We assess whether all relevant information identified by the double materiality assessment process carried out by the company has been included in the non-financial reporting.
- We evaluate whether the structure and presentation of the non-financial reporting is in compliance with the requirements of the statutory provisions of the Austrian Sustainability and Diversity Improvement Act as of section 267a UGB, including the ESRS.
- We perform inquiries of relevant personnel and analytical procedures on selected disclosures in the non-financial reporting.
- We perform risk-oriented assurance procedures, on a sample basis, on selected disclosures in the non-financial reporting.

- We reconcile selected disclosures in the non-financial reporting with the corresponding disclosures in the consolidated financial statements and management report.
- We obtain evidence on the methods for developing estimates and forward-looking information.
- We obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in non-financial reporting.

### **Limitation of liability, publication and terms of engagement**

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

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

### **Auditor responsible for the assurance engagement**

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

Vienna

February 27, 2026

KPMG Austria GmbH

Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

signed by:

Johannes Bauer

Wirtschaftsprüfer

(Austrian Chartered Accountant)