



Sustainability Report

2024

Upgrade your everyday

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Dear Duravit Friends,

The Duravit Group once again found itself facing a challenging market environment and palpable consumer reticence in financial year 2024 – and for the first time this was also apparent in our key market of China. Declining sales figures meant that our sales were down year-on-year for the second year running. This trend reflected the general market position.

The fact that we were able to stand our ground – especially in such a challenging environment – is due in no small part to the dedication of our employees. Their commitment and motivation is the very foundation of our stability and continued evolution – and we would like to use this occasion to express our thanks and recognition.

At the same time we are sticking with our strategic course: we continue to make targeted investments in our future and are untiring in pursuing our ambitious goal of being climate-neutral by 2045. A key milestone on this journey is our new production facility in Matane, Canada. The expansion plan for the facility progressed apace in 2024 – and this will make a key contribution to achieving our climate targets in future.

Driven almost entirely by green hydroelectric power, an electrically operated ceramic kiln will be deployed for the first time in the new factory. The facility is scheduled to come on stream and start producing large sanitary ceramic items for the North American market in the fourth quarter of 2025.

Sustainability is one of our five central strategic pillars – alongside “Customer & Brand”, “Digitalization”, “Employees & Organization” and “Supply Chain”. As a company in an energy-intensive sector, we bear a special responsibility when it comes to managing resources and protecting the environment. The new facility in Canada is a significant step in the direction of climate-friendly manufacturing operations. The electrically powered kiln driven by hydroelectric energy tackles the carbon emissions of what is traditionally a gas-based firing process at the source – and that makes a real difference. We see this as a pioneering project for our entire sector.

Our employees are actively shaping the transition with their dedication, passion, and commitment. Together we are confident about the coming years – and are pulling out all the stops to guide Duravit into a sustainable and successful future.



Stephan Tahy
Chief Executive Officer



Thomas Stammel
Chief Operating Officer



Martin Winkle
Chief Financial Officer

Economic situation

In 2024, the Duravit Group achieved global sales totaling €631.2 million, corresponding to a year-on-year currency adjustment decline of -2.9%. This trend reflected the general market position. Duravit's sharpest declines in 2024 (on a Euro basis) were felt in Egypt, China, and Germany. Sales in Egypt fell by €15.7 million, which is mainly due to the continuing devaluation of the Egyptian pound. At the same time, sales there in local currency were up 14.5%. In Germany, a decline of 3.6% was experienced. Although 2023's negative trend slowed, the ongoing difficulties in the construction sector again caused a fall in the numbers of building permits and renovation projects. From the Group's perspective, positive sales trends were achieved in Poland, Ireland, and South Africa.

The share of sales in the eurozone rose slightly to 37% (previous year: 36%). Correspondingly, the international proportion of sales fell slightly from 80.9% to 80.2%. The proportion of sales within Europe rose from 49.1% to 50.5%.

The individual product segments show a differentiated picture. Sales in the ceramic segment fell by 11.0%, while the bathroom furniture segment declined by 13.9%. The Bath-tubs & Wellness segment declined by 9.3%, and Bathroom Equipment/Accessories was down 5.8% year on year.

In contrast, positive trends were noted in other product groups: the SensoWash® shower-toilets business grew by 3.1%. Faucets experienced strong growth, and was the best performer with sales up 26.8%. The Bernstein segment experienced a moderate decline of 4.6%.

In spring 2024 we presented our latest innovations at the international Salone del Mobile furniture trade fair in Milan. This includes the "Aurena" premium bathroom collection, a collaboration with the Italian architect Antonio Citterio. It features a timeless, harmonious design that takes the principle of the Golden Ratio as its inspiration. "Sivida by Philippe Starck" marked an important expansion to our portfolio. This range for the washing area features velvety cast mineral washbasins and harmonized bathroom furniture in the medium price segment. The Starck Barrel vanity unit designed by Philippe Starck is a design icon and underwent a reinterpretation for its 30th anniversary. In autumn, the successful "D-Code" range from Sieger design was redesigned and now features new and attractive entry-level options – not least for the project business and a younger target group. We are constantly analyzing and optimizing our product portfolio so we can tailor it better to our clients' requirements.

The Duravit group had an annual average of 6,995 full-time-equivalent employees, 3.4% less than last year. While the number of employees in Germany rose by 4.1%, the foreign companies fell by 3.2%. The proportion of the workforce employed abroad was 81.6%.



The Duravit Group in figures

EUR 631,2 MILLION

The Duravit Group's total 2024 in Euro



10

Production facilities
+ logistics site

 **DURAVIT**
since 1817



6,995

Employees



27

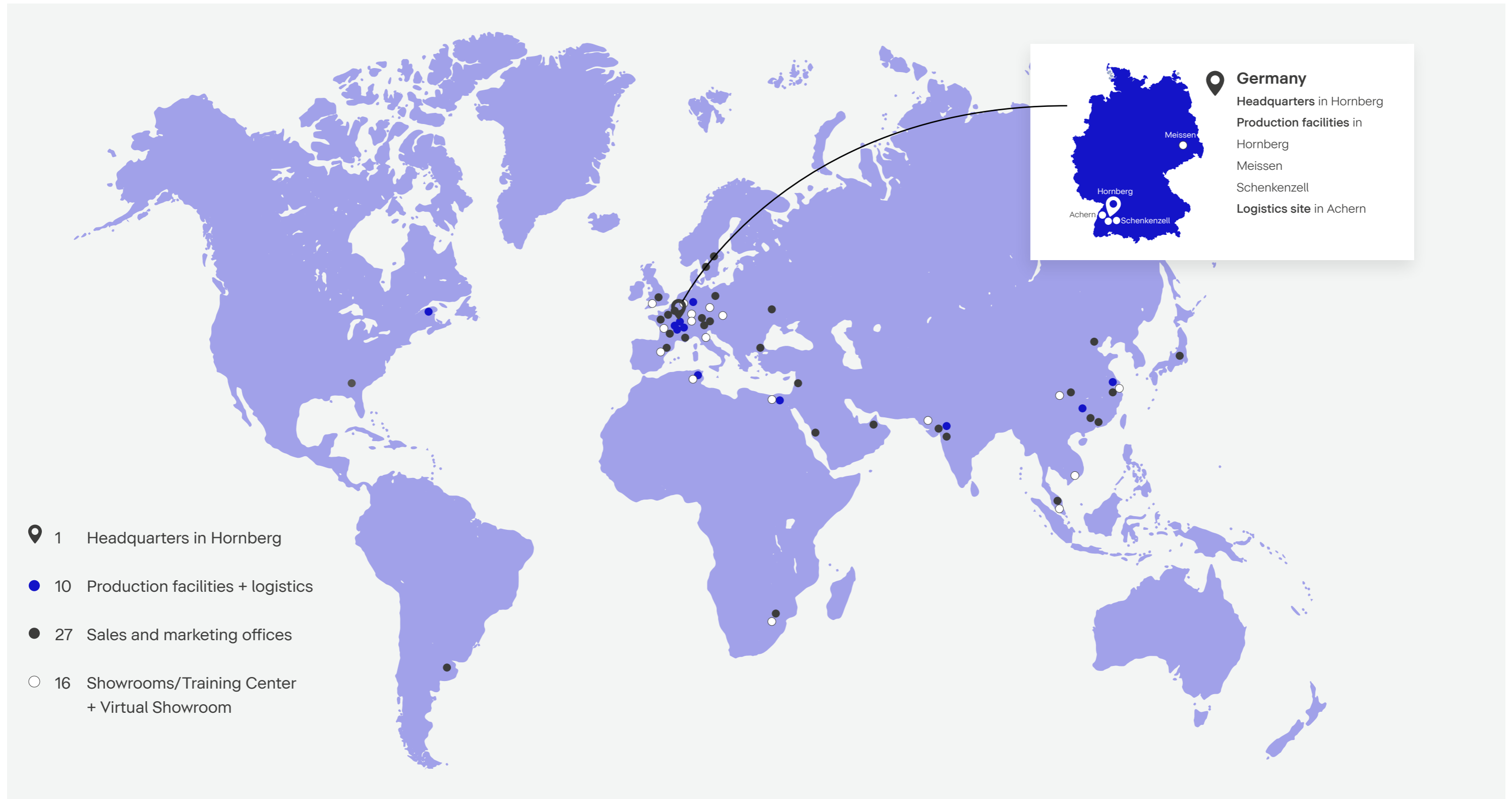
Sales and
marketing offices



137

Sales companies

Duravit worldwide



Product portfolio

As a complete bathroom manufacturer, we offer the optimum solution for a range of requirements. Perfectly attuned in aesthetic and functional terms, our product range offers a wide variety of handrinse basins, washbasins, and countless variants of matching bathroom furniture. The matching toilets, urinals, and bidets as well as shower trays, bathtubs, and whirltubs ideally round out the design of the bathroom. The various SensoWash® shower-toilet models ensure additional comfort and optimum hygiene, and are constantly undergoing further development. Faucets and accessories complete the product range and are an excellent match for our bathroom designs.



Ceramic



Furniture



Wellness technologies



Faucets and showerheads



Accessories

Customers and markets



We supply our markets via a range of sales channels – from traditional retail through to the online platform – with the lion's share in the traditional wholesale segment and project business. While our focus in Germany is on the three-stage sales process and the unique expertise of wholesalers and dealers in terms of giving advice even within the multi-channel strategy, our internationally oriented sales network provides advice to global partners and customers. Our colleagues in 27 international sales offices support not only installers, designers, and architects, but also developers and design lovers. Our aspiration is to focus, to the best of our ability, on the individual requirements of our partners and customers via targeted offers tailored to the circumstances of the respective national and regional markets.



The Duravit brand

A strong brand is a decisive factor for success in the global competitive environment in which we are a player. Our brand positioning is based on four central brand values: Design, Excellence, Wellbeing, and Responsibility. Our claim “Upgrade your everyday” represents our vision and our brand promise. This concept of an upgrade is much more than a claim – it is the guiding principle for everything we do and is given an additional emotional charge by our brand values.

DESIGN

At Duravit, design goes beyond the visual aesthetic; it is an emotion that shapes our daily experiences. We focus on a user-centered approach and ensure that our designs satisfy the requirements of aesthetics, functionality, durability, sustainability and not least emotional resonance – both during manufacture and in use.



Our commitment to sustainability is reflected in our selection of materials, the manufacturing processes, and the durability of the products. We work with a range of designers, from established names such as Philippe Starck and Cecilie Manz through to rising stars, to create a blend of global trends and local color. This approach, which we combine with users’ feedback and our internal expertise, enables us to create unique designs that are an upgrade to wellbeing and daily life.

EXCELLENCE

At Duravit, excellence is the cornerstone of our work. We combine technical expertise with skilled craftsmanship.

We put this into practice in our global development centers and production facilities, where our teams deploy the latest technologies and traditional skills with exacting attention to detail.

Our commitment to outstanding quality is more than just a standard; it is a legacy that is embedded in our 200-year history and is evident in every process, from development through to customer service.

Our unceasing pursuit of excellence is central to our mission of improving people’s everyday lives and making every Duravit experience a by-word for incomparable quality and innovation.



WELLBEING

For Duravit, the bathroom is more than a functional space. It is a place of personal refuge where people can start the day refreshed and end it with a feeling of serenity.

Our products combine natural charm with practical elegance and create rooms that offer relaxation and revitalization while remaining adaptable to the constantly changing requirements and demands of life.

In the quest to create a unique and personal oasis in every bathroom, we concentrate on sophisticated design that unites high standards of hygiene and functionality.

Our aim is to enrich the daily routine and to ensure that every moment in these rooms is pleasant and unique – always true to our commitment to optimizing daily life.

RESPONSIBILITY

At Duravit we are well aware of our responsibility towards the environment and society, and focus on current and future generations in everything we do. We embed this commitment in our sustainable practices and product designs that upgrade everyday life.

We treat our resources with respect and foster a working environment in which every employee can unlock their potential, an environment that contributes directly to the quality and innovative power of our products.

When developing our products, we foreground functionality, durability, and sustainability, placing particular emphasis on the efficient use of water. By catering to varied living situations and lifestyles, we ensure that our solutions not only satisfy a range of requirements, but also contribute to a more sustainable world.



Our Climate Mission

The goal: to be an exclusively climate-neutral business around the world by 2045. That is why we have embarked on a climate mission that is as ambitious as it is comprehensive. As a company with roots deep in the Black Forest region that has also become a global player, we feel a special sense of obligation to the concept of sustainability: When we talk about taking on responsibility, we're not only thinking about our company, but above all the next generations. We aim to rely on carbon offsetting as little as possible.

Our climate mission is just one component of our overarching sustainability strategy, which is based on the UN's Sustainable Development Goals (SDGs) and focuses on the areas of climate, water, resources, and people. We review the effectiveness of the measures we have initiated, and react when we need to.

Ceramic is a sustainable material with a proven track record for thousands of years – and also has a place in a climate-neutral future. After all, as one of the oldest materials used by human culture, there is much to commend ceramic from a sustainability perspective. Stability, robustness, and use of purely natural materials lend it properties that, from the outset, go a long way to satisfying the requirements for preserving the environment and saving resources. Most of our ceramic products also come with a lifetime guarantee.

Throughout the company, we are constantly seeking ways to conserve resources, limit our use of raw materials, and

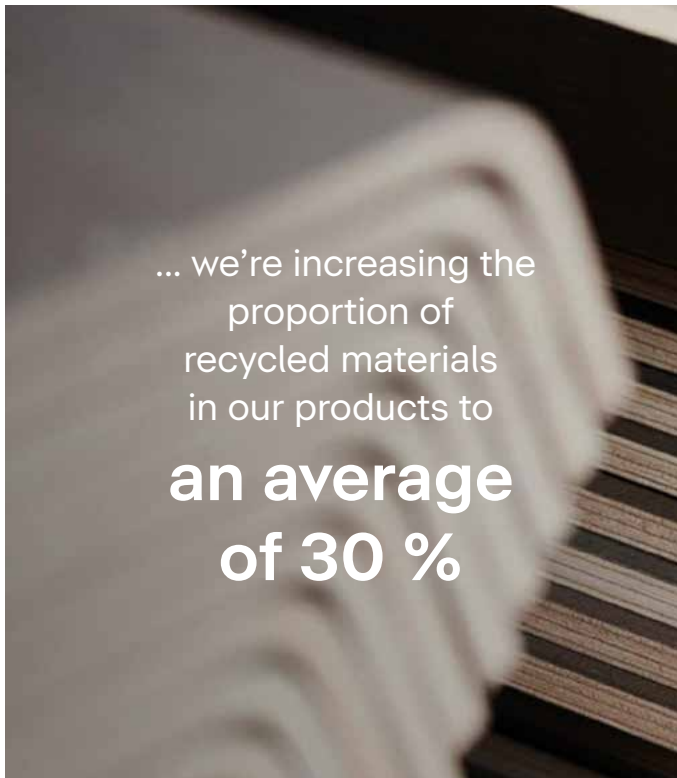
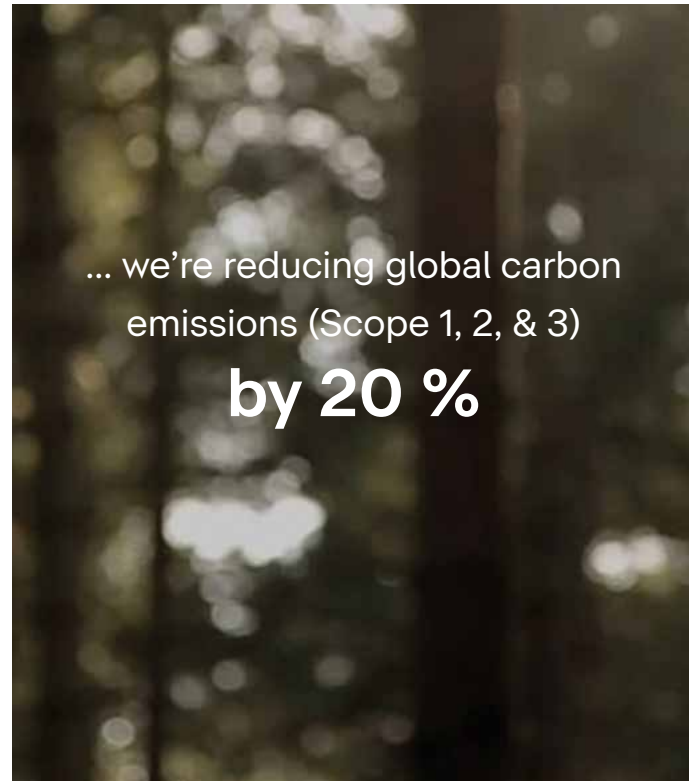
reduce emissions as much as possible. All of our German manufacturing facilities and our central warehouse in Achern already use electricity generated exclusively from renewable sources. Solutions, some of which were developed in-house, continue to reduce energy and resource requirements in the production process, waste heat is reused consistently, and wastewater is treated. Further aspects of the portfolio of measures include PEFC-certified (Program for the Endorsement of Forest Certification Schemes) furniture production (PEFC/04-31-2357) that adheres to the principles of sustainable forestry together with “local for local” production methods that ensure shorter transport routes.

The challenges in the field of ceramic production remain significant and require a profound and disruptive transformation. Our new plant in Canada, which will become operational in 2025, marks a decisive step in this direction. It is a direct expression of our aspiration to combine technological innovations with ecological responsibility.

In keeping with the Green Claims Directive, it is important for us that our progress remains measurable and transparent – including retrospectively. In this context we are especially proud of being awarded the EcoVadis silver medal, which confirms our commitment to operating sustainably and places our credibility on a solid foundation. At the same time, it gives us valuable insights into where we can improve, which we can take forward in a focused manner and further develop our sustainability strategy.



Sustainable goals by 2030



CASH FLOW STATEMENT	2023	2024
Result for the period (including profit shares from minority interests)	495	12.634
Depreciation/appreciation of fixed assets	31.340	33.243
Increase/decrease of provisions	-2.843	-13.600
Other non-cash income and expenses	95	-950
Increase/decrease of inventories, trade receivables, and other assets not attributable to investment or financing activities	750	165
Increase/decrease of inventories, trade accounts payables and other liabilities not attributable to investment or financing activities	-23.687	-7.288
Increase/decrease of tax reserves/tax receivables	-7.694	0
Profit/loss on disposal of fixed assets	-88	-128
Interest expenses/interest income	6.591	17.854
Expenses/income of an exceptional magnitude or significance	25.000	0
Taxes/benefits on income	16.002	6.783
Income tax payments	-8.308	-19.015
Outgoing payments for investments in intangible assets	-2.059	-1.001
Incoming payments from disposals of tangible fixed assets	198	1.135
Outgoing payments for investments in tangible fixed assets	-55.931	-42.354
Outgoing payments for investments in financial assets	0	-20.000
Incoming payments from disposals from the consolidated group	-2.242	0
Interest received	3.937	3.306
Incoming payments from the issue of bonds and taking out (financial) loans	98.487	175.015
Outgoing payments from the redemption of bonds and (financial) loans	-42.411	-68.483
Interest paid	-10.528	-18.477
Dividends paid to shareholders of the parent company	-12.486	0
Change in cash funds from exchange rate movements and in valuation procedures for cash funds	-7.028	-12.758
Cash funds at the beginning of the period	30.096	37.685
Cash funds at the end of the period (total of 26 to 28)	37.685	83.768

Defining the report content

The 2024 sustainability report is already preparing the ground for the coming CSRD guideline. We engaged Ernst & Young as consultants to advise on the Double Materiality Assessment. In terms of identifying the impacts, opportunities, and risks of our business operations, our focus remains on our action areas (climate, water, people, resources, and governance), which will be further fleshed out in the coming years. Additionally, such reporting will be extended to all Duravit Group locations over coming years – at the very latest by the time we are required to by law.

Dialog with our stakeholders is crucial. Although the most obvious stakeholders are our customer groups, employees, suppliers, and shareholders, there are many other interested parties whose concerns matter: associations, service providers, cooperation partners, NGOs, and a range of actors in local communities, not forgetting the media and many others. Nature and the environment are of central significance as a sort of silent stakeholder.

We really value the many and varied forms of contact, dialog and feedback we encounter in daily business as they help us appreciate the interests and perspectives of this wide range of stakeholders. Our employees have various platform for dialog: the regular “all-hands meetings” between the Executive Board and the staff, the staff meetings, and the Executive Board meetings which include the Works Council.

Our sustainability data is managed on the basis of an analysis performed with Tanso* software, which helps identify key topics and resulting data points. We narrow these down by referring to the list of relevant stakeholders and setting up expert groups, made up of the sustainability manager and other specialists and executives from the Duravit Group, depending on the case in hand.

The assessment was conducted from the perspectives of impact and financial materiality, in accordance with the ESRS framework. The assessments were explained, substantiated and discussed at working meetings and workshops of the expert groups, and ultimately documented. Topics that were classified as material from one or other perspective were included in the final list of material topics.

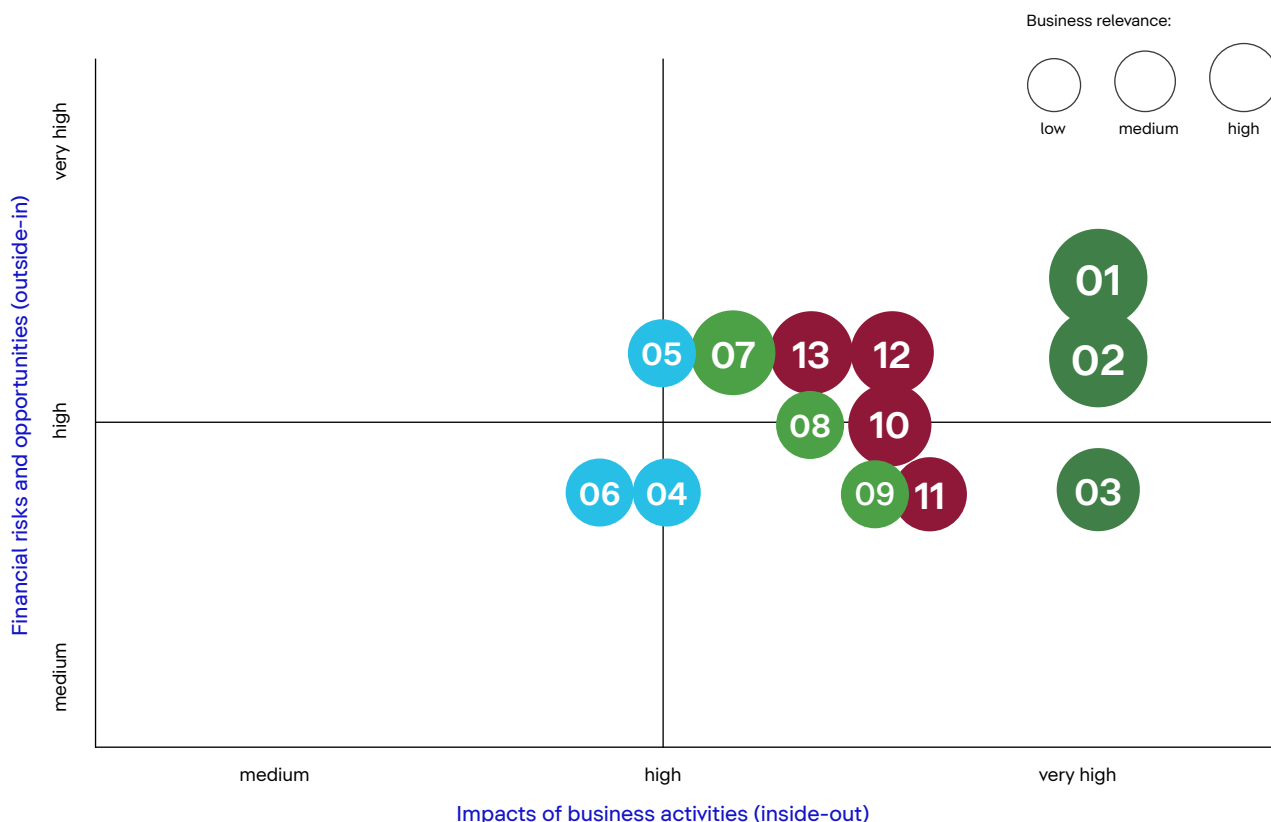
The assessment produced a total list of 13 topics scoring above the materiality threshold. These are illustrated on page 19 of the report.

All key topics are also clearly presented in the GRI Index starting on page 59 of this Sustainability Report with a reference to the corresponding page number.

*Tanso is a start-up that supports small and mid-sized companies with a holistic software solution for the management of sustainability data, which Duravit has been using since 2022.



Double Materiality Assessment



Material topics covered in the report

E (Environment)



- 01 Climate protection
- 02 Energy
- 03 Air pollution
- 04 Water consumption
- 05 Water withdrawal
- 06 Water discharge

ESRS standards

- E1 Climate change
- E1 Climate change
- E2 Pollution
- E3 Water and marine resources
- E3 Water and marine resources
- E3 Water and marine resources

S (Social)



- 07 Secure employment
- 08 Fair wages
- 09 Health and safety

- S1 Own workforce
- S1 Own workforce
- S1 Own workforce

G (Governance)



- 10 Corporate culture
- 11 Whistleblower protection
- 12 Supplier relationship management
- 13 Corruption and bribery

- G1 Governance
- G1 Governance
- G1 Governance
- G1 Governance



Action area Water



Handling water responsibly is a key component of our strategy. This relates both to the manufacturing process itself as well as to product optimizations that help the end user to conserve this natural resource.

Reduced water consumption in manufacturing

To reduce water consumption, our facility in Hornberg already uses 62 % recycled water – more than 40 million liters per year. The proportion of fresh water is being constantly reduced. We are also strongly promoting water recycling at our other sites, partly within manufacturing, partly for irrigating the green spaces around the buildings.

Product-specific, responsible handling of water

We are continually optimizing our products so that they can conserve resources during use. For example, the use of water-saving buttons saves 290 million liters of fresh water every year in Europe (aggregate sales figures from 2012-2020). We optimized the flush mechanism on our toilets to enable this as far back as 15 years ago. Additionally, the Unified Water Label (UWL) provides a transparent classification of our products' water consumption for the end consumer.

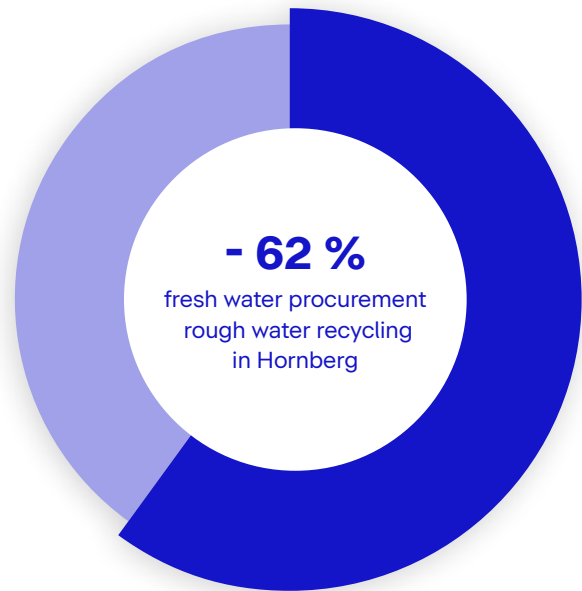
Efficient use of water in manufacturing



Manufacturing sanitary ceramic is a water-intensive process and is monitored by more than 40 meters at the Hornberg site alone. For that reason, our general goal is to reduce the water consumed per ton of manufactured product. Responsibility for the topic of “water” is part of the remit of the Environment and Energy Officer, and has central relevance in day-to-day business of every line manager.

The Ecology and Energy Team (Management Board, factory managers, energy managers, and environment officers at the facilities), who meet twice a year, are responsible for implementing appropriate measures and monitoring their progress. The prevailing laws and regulations, such as the Drinking Water Ordinance (TrinkwV) or Wastewater Ordinance (AbwV) in Germany, are strictly complied with.

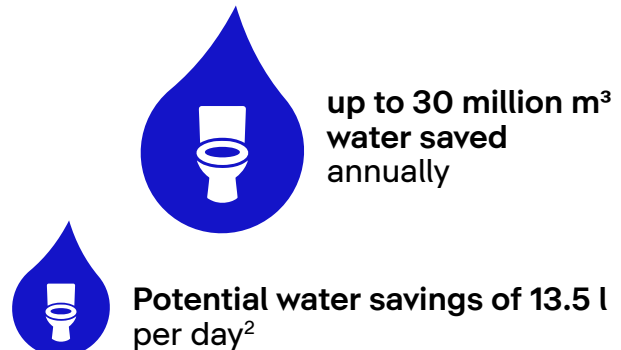
Using an ultrafiltration system in the grinding shop in Hornberg means that most of the water can be fed back into the cycle. Wastewater from manufacturing is treated in the wastewater pre-treatment plant and fed back into the manufacturing process. As a result, the statutory requirements for a sustainable water cycle are greatly exceeded. Fresh water consumption in Hornberg has been reduced by 62 % thanks to water recycling (approx. 44.000 m³). By 2030, freshwater reduction is to be increased to 70%. The proportion of recycled water at the Meissen facility is significantly lower at 28 %. Small hydraulic units are used for cooling, especially in the summer, and also for cleaning.



¹ The Schenkenzell and Achern facilities are not considered in this context as they do not need any water for manufacturing or logistics.

Water savings in Europe thanks to water-saving toilet-flushing technologies

Our development teams are constantly focusing on the topic of water consumption and flushing performance of toilets and urinals. The innovative interplay of geometry, flow theory, and design has enabled us to achieve more efficient flushing performance and lower water consumption with these products. New toilet models use just 4.5 or 2/4 liters of water per flush, and urinals with our patented rimless flushing technology need just 1 liter of water. Our waterless urinal with an integrated hose diaphragm reduces water consumption to zero.



² Measured against the minimum standard of 6 liters per flush for residential buildings in accordance with DGNB: household of 2.27 persons, 345 days per year, 1x large flush and 4x small flushes per person per day, 4.6 million toilets sold between 2012 and 2021.

Water-saving faucet technologies

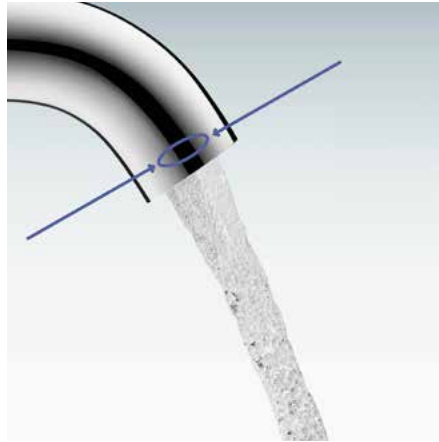
FreshStart



Initially only cold water flows in the central position. Hot water is only added when the user deliberately moves the handle to the left. The energy-intensive production of hot water is limited to situations where it is actually needed.



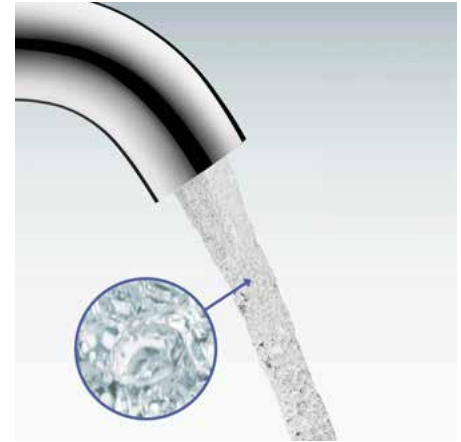
MinusFlow



Our faucets conserve water. The flow rate here is 5.0 to 5.3 l/min. MinusFlow faucets consume just 3.5 l/min.



AirPlus



AirPlus provides a full, gentle stream because the water is enriched with air at the jet outflow, reducing water and energy consumption at the same time.





Action area Climate



Active climate protection: Reduction of carbon emissions in the firing process

Duravit is taking a wide range of measures to prepare for climate-neutral ceramic manufacturing in the field of kilns.

Carbon neutral manufacturing in Canada

The foundation stone for the construction of a new production facility in Matane, Canada, was laid in July 2023. Starting in 2025, large sanitary ceramic items such as toilets and washbasins for the North American market will be manufactured in a building covering of 35,000 m². The new electric kiln will be operated entirely using green electricity. As we will also source raw materials locally, plus the logistics routes to our customers in North America will be significantly shorter, our carbon footprint can be substantially reduced at these points.

Climate-neutral facility in Canada



Approx. 240 employees when operating fullyb

Production of toilets, cisterns & washbasins

Annually about 400,000 manufactured parts

Saving up to 10,000 tons of carbon dioxide per year

Scheduled start of manufacturing **Oktober 2025**

Foundation stone laid **July 2023**

Automated Manufacturing process **Industry 4.0**

Building space **35,000 m²**

Active climate protection: Reduction of carbon emissions in the firing process

In July 2023, Duravit laid the foundation stone for a state-of-the-art ceramic plant in Matane in the Canadian province of Québec. Since then we have been working intensively on bringing the facility on stream, which is scheduled to happen this year. The facility raises the bar on ceramic production and is making a key contribution to reducing our carbon footprint.

Sustainable technologies and carbon savings

The electric kilns are the heart of the new 35,000 m² production hall. These allow us to manufacture sanitary ceramic products in an entirely new way. The technology for the first electric roller kiln for sanitary ceramics was developed by the world's leading industrial kiln manufacturer Riedhammer from Nuremberg. The kilns are operated almost entirely using renewable hydroelectric power and save around 8,500 tons of CO₂ per year compared to a conventional ceramic factory. We are expecting the first toilet to roll out of the new facility in the fourth quarter of 2025.

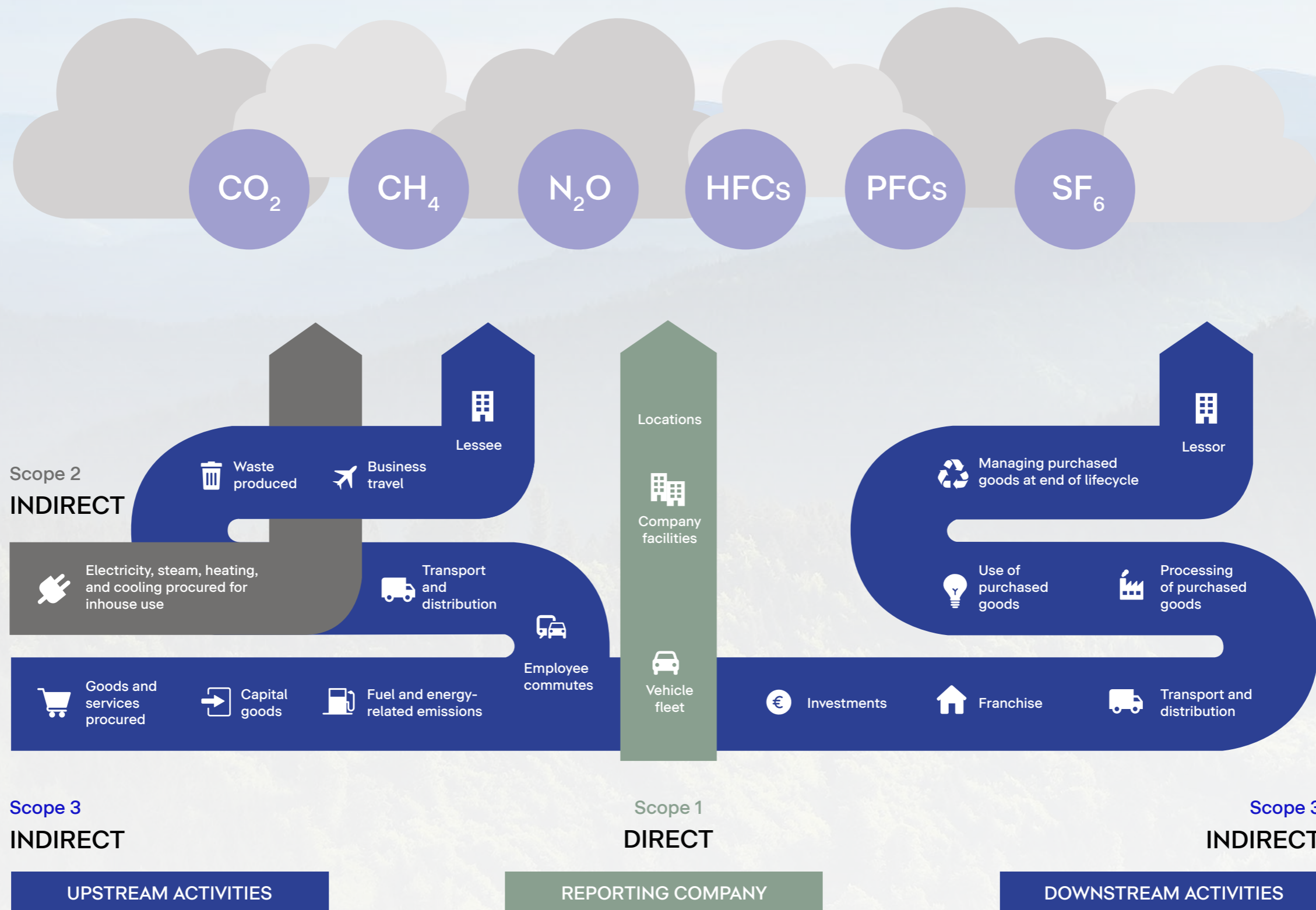
In addition, the highly automated manufacturing processes ensure a consistently high quality standard and support our employees in their work. Duravit is also investing in driverless transport systems and a modern die-casting process to further boost efficient working processes.

Sustainable growth and local production

Duravit is continuing its growth journey with its new manufacturing facility in Matane, Canada. The new facility is a seamless fit in our Local for Local strategy, under which the globally oriented production facilities seek to procure their resources locally and target the products they manufacture at the local market. The location of the new facility directly on the Saint Lawrence river makes for easier logistics and saves up to 1,500 tons of carbon dioxide per year. In addition, the facility mainly produces sanitary ceramic tailored to the American market, which is reflected in the portfolio selected specifically for that country.



Carbon emissions by categories of the Greenhouse Gas (GHG) Protocol Standard



Data management to determine the carbon footprint



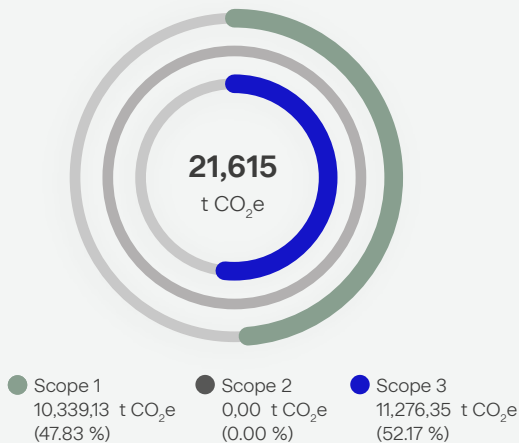
As an energy-intensive company, we are well aware of our contribution to climate change. A detailed analysis of all carbon emissions in manufacturing processes and company processes serves as the basic framework for subsequent decarbonization measures. The purpose of the analysis is to identify and prioritize measurable initiatives for a rapid and sustained reduction in emissions. This requires comprehensive data collection.

That is why we have been cooperating with Tanso, a startup specializing in the management of sustainability data, since 2022. Tanso supports small and mid-sized companies with a holistic software solution that provides a granular view of emission data, centralizes it, and makes it measurable. The data collection highlights particularly critical sources of emissions for which decarbonization strategies are then developed. For example, the current carbon footprint of our kilns can be established and a potential reduction calculated by introducing efficiency measures on tunnel kilns.

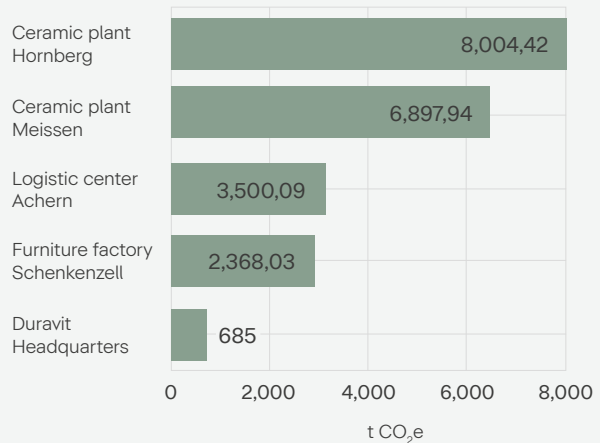
The collected data, scaled to indicate emission values, is displayed in a dashboard – which is significant progress compared to the previous balance sheets that were drawn up every three years. For even more concrete savings measures, Tanso will also take the Scope -3 emissions into account in future (which also consider the CO₂ equivalents). These are all indirect emissions produced in a company’s value chain, for instance through the sale of goods, business trips, or logistics. We are targeting a 10% reduction in gas consumption by 2040 (baseline: 2024), enabled through the gradual substitution of conventional natural gas with hydrogen-enriched gas.

Together with Tanso, we want to combine data with machine learning to manage the transition to a low-carbon economy and to face the increasing challenges in terms of transparency and verifiability. A performance comparison of our facilities and monitoring the planned stages will pave the way to climate neutrality by 2045.

Emissions per Scope 2024*




Emissions per site 2024



Action area

Resources

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



As a complete bathroom provider, it is our duty to treat resources with respect and supply products that are especially long-lasting and sustainable. Our quality promise implies a lifetime product guarantee. To achieve our targets, we rely on new technologies, sustainable materials, and environmentally friendly logistics.

Lifetime guarantee on ceramics

We are the only supplier to give a lifetime guarantee on products. This also includes many ceramic products. We place great value on precision, sustainability, and quality in the development and manufacture of ceramics.

Renewable & environmentally friendly raw materials

To ensure a sustainable product portfolio, we work with innovative, newly-developed materials such as DuroCast Nature, the first recyclable mineral cast material.

Renaturation: habitat for new biodiversity



Ceramic manufacturing requires resources and raw materials, above all clay, kaolin, quartz and feldspar. For its German facilities alone, Duravit Germany handled around 4,000 tons each of clay and kaolin in 2023. Alongside reliable and stable supply chains, we make sure that we work with responsible partners such as Imerys, who can demonstrate a high level of sustainability in their own processes. The key here is the careful and invaluable renaturation of mines and quarries after the raw materials have been extracted in order to keep the impacts of the extraction to a minimum.

For example, in Cornwall, England a range of natural habitats and biotopes are being created in the newly designed environment despite the temporary interference with the landscape and nature. Recultivation and renaturation enable a varied ecosystem to emerge, consisting of wetlands, ponds, broad-leaf woodlands, near-natural watercourses, and much more.

Nutritious soil consisting of fine sand mixed with compostable waste is created and serves as the basis for new, biodiverse habitats.

One particularly sustainable route to renaturation has been found in Villers, France: construction work for the 2024 Olympic Games in Paris created a significant quantity of excavated material. Because Villers is less than 100 kilometers away from Paris and is also accessible via waterways, the material was transported to the quarry with a low carbon footprint. In this way, the “Olympic soil” helped to recreate the original look of the Villers landscape.

However, quarries or mines often offer added value in ecological terms even while excavation operations are ongoing. The significant changes wrought to these landscapes by human activity and the associated low levels of biodiversity often make such extraction sites attractive to flora and fauna and give rise to completely new types of biodiversity.

Open-cast clay and kaolin mines are retreats for many threatened species and the extraction work can continually offer them new spaces in which to settle. Initially, a few “scout species” in the open-cast mine will often be followed by “guests” who like the habitat so much that they become permanent “settlers”. One of these is the tree frog, which is rarely seen elsewhere. With the exception of the flood plains of the Upper Rhine, it is only found in open-cast clay mines. Similarly, the rare plover has made clay pits its favorite habitat, which it shares with up to 19 species of dragonfly.

The lasting availability of large stretches of water is especially important for biodiversity. These range from puddles, which only carry water temporarily, through to the large tailing ponds which are filled with water all year round.



Before



After

Recycling manufacturing waste



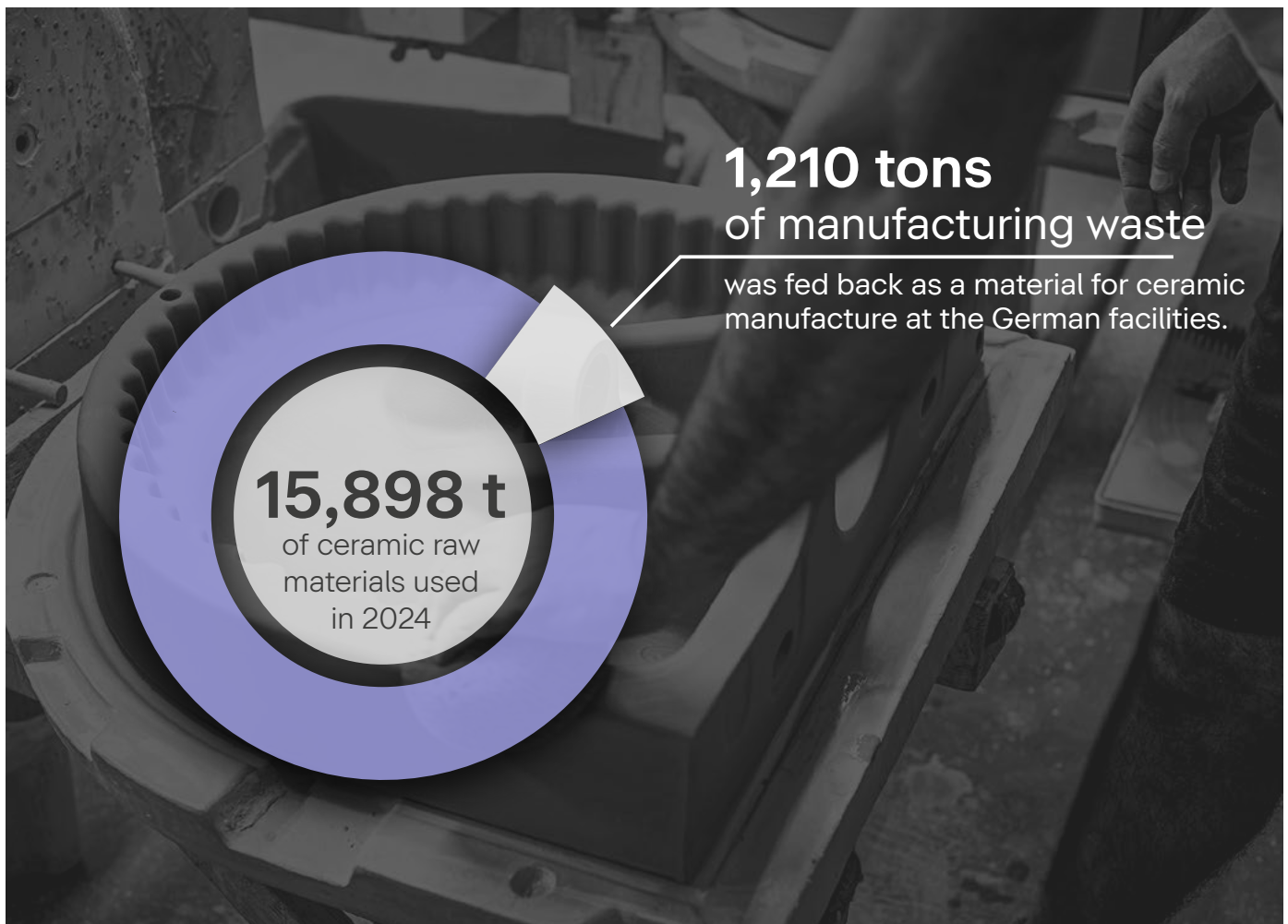
True to the principles of the circular economy, we seek to manage the waste that arises in a way that can replace raw materials. At our production facility in Meissen, we use materials from what is known as “glost scrap” for the masf or shaping the ceramic. Finished ceramic parts that are rejected as unsaleable after firing are ground up externally and this material is then fed back into our production process (2024: 518 t).

Similarly, waste residues of the slip produced when emptying the pipes after the end of production are fed back in directly. A decanter is used to filter out the fine, valuable raw materials contained in the production water (2024: 181 t).

A similar process is used for the glazing process: the glaze that does not stick to the product during glazing is captured, prepared, and reused.

A filtration system was installed at the Hornberg plant mid-2024 to recover raw materials for the slip (133 t). This currently corresponds to 3.5% of the raw materials used; this share is to be increased to 10% by 2040.

In Hornberg we already prepare the residual glaze and feed this material back to the production process, as is also the case in Meissen. Because of the different material compositions, glost scrap cannot be treated in Hornberg.



Reduction in the use of resources

We have set ourselves ambitious targets for reducing the consumption of essential resources used in the manufacture of sanitary ceramic and are taking a wide range of measures to meet those targets.

Water in m³ per ton per year

2024 Ziel bis 2030

Hornberg

6,4 **6,0**

Meissen

6,1 **5,5**

Gas in MWh per ton per year

2024 Ziel bis 2030

Hornberg

7,4 **7,0**

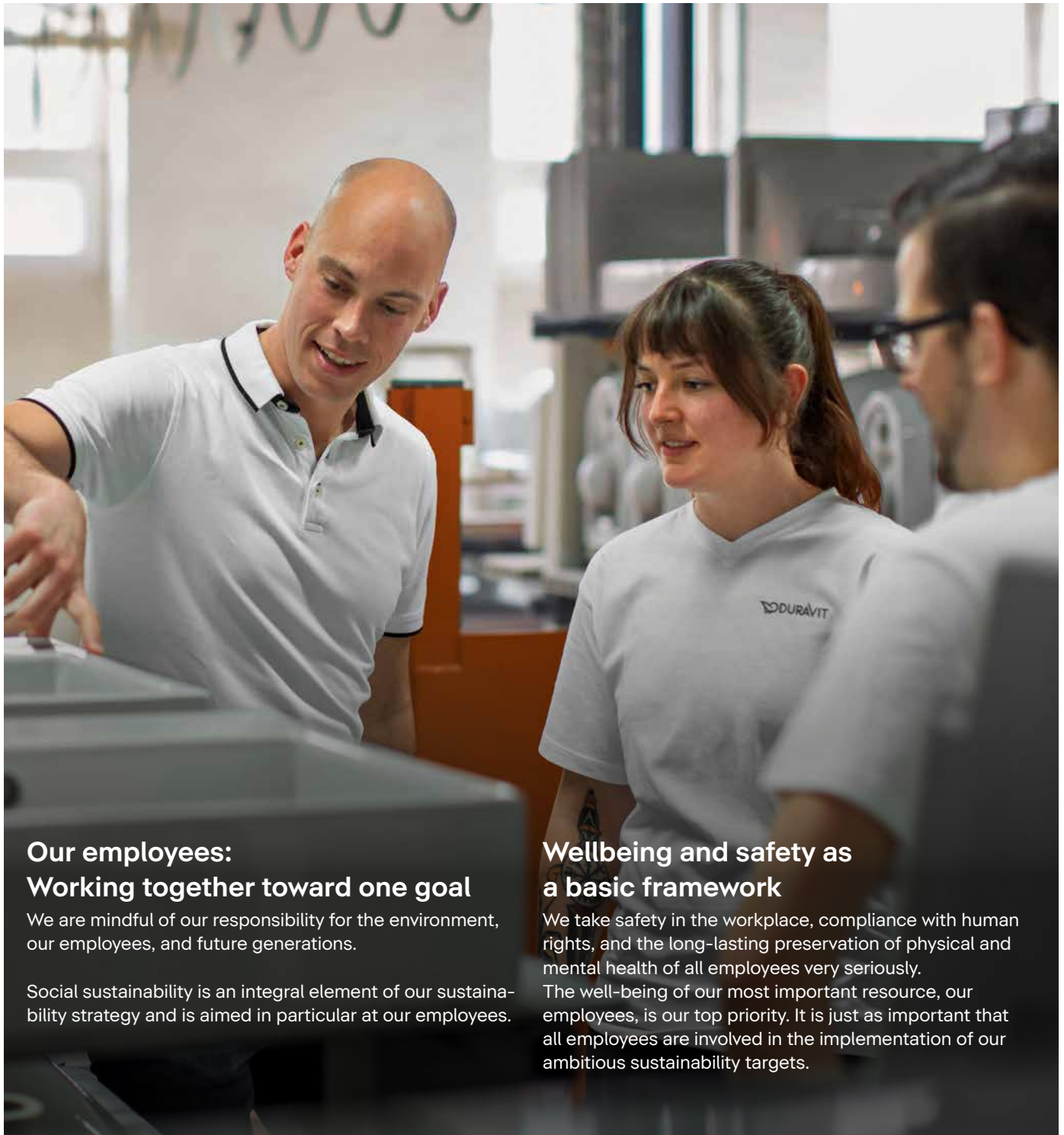
Meissen

3,6 **3,6**



Action Area People

3 GOOD HEALTH
AND WELL-BEING



Our employees: Working together toward one goal

We are mindful of our responsibility for the environment, our employees, and future generations.

Social sustainability is an integral element of our sustainability strategy and is aimed in particular at our employees.

Wellbeing and safety as a basic framework

We take safety in the workplace, compliance with human rights, and the long-lasting preservation of physical and mental health of all employees very seriously.

The well-being of our most important resource, our employees, is our top priority. It is just as important that all employees are involved in the implementation of our ambitious sustainability targets.

CSR Engagement at Primary Schools in India



Since 2018, Duravit has been committed to significantly improving learning conditions for children at primary schools in rural regions of India as part of its corporate social responsibility efforts. The focus lies on access to clean drinking water, hygienic sanitation facilities, and modern learning environments. To date, 33 schools have been transformed under the “School Evolution Project” – benefiting more than 8,500 students and staff members.



In collaboration with the NGO Yuva Unstoppable, Duravit implements targeted projects in particularly disadvantaged regions. A recent example is the school in Tarapur, Gujarat, whose new facilities were officially inaugurated in the presence of company representatives from India and Germany.

The initiative goes beyond infrastructure: improved hygiene, fewer illness-related absences, and a renewed sense of pride and community have a direct impact on the well-being and educational opportunities of the children. Going forward, our goal remains to create hope, improve lives, and actively help shape a better future for young people through sustainable projects.

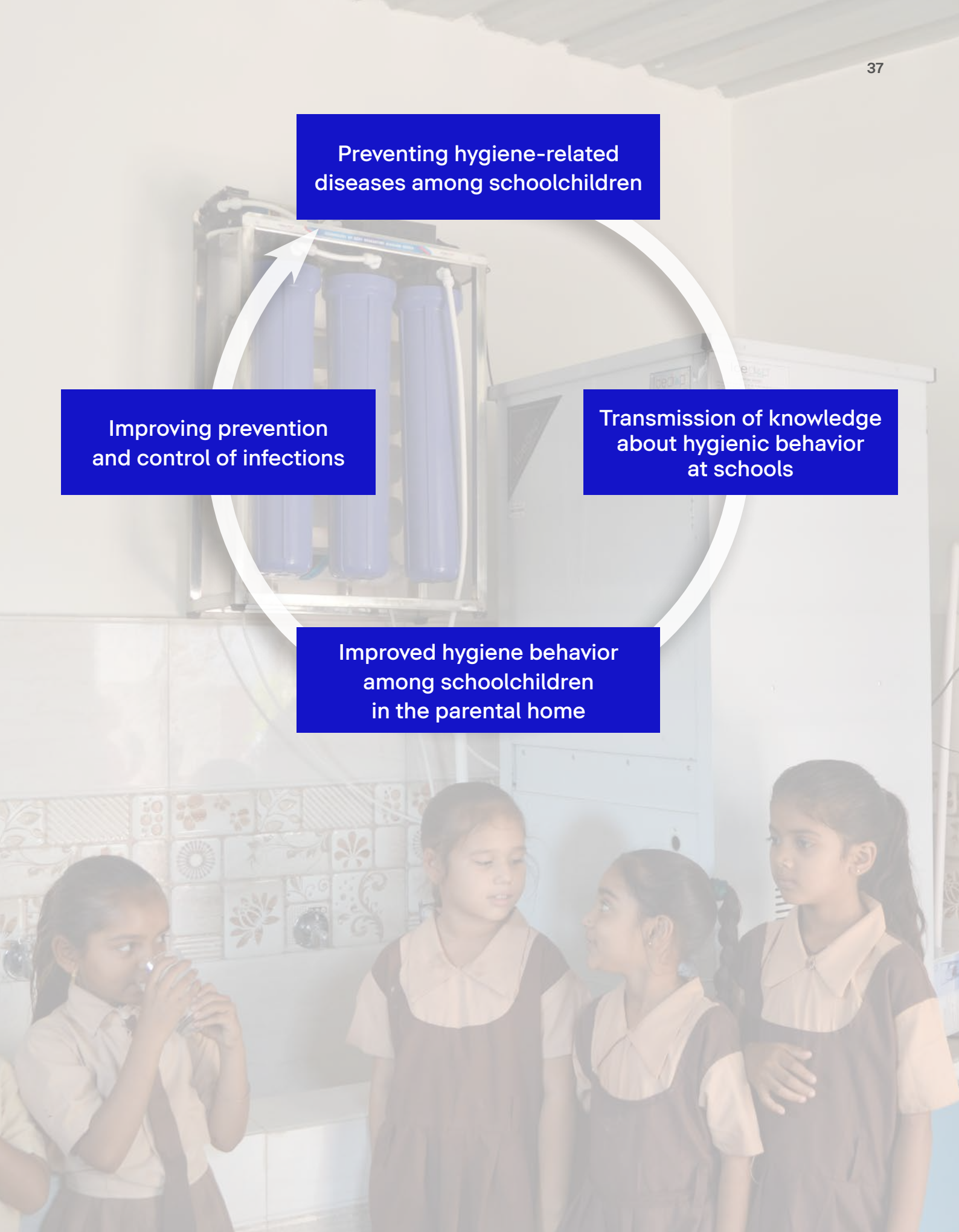


Preventing hygiene-related diseases among schoolchildren

Improving prevention and control of infections

Transmission of knowledge about hygienic behavior at schools

Improved hygiene behavior among schoolchildren in the parental home



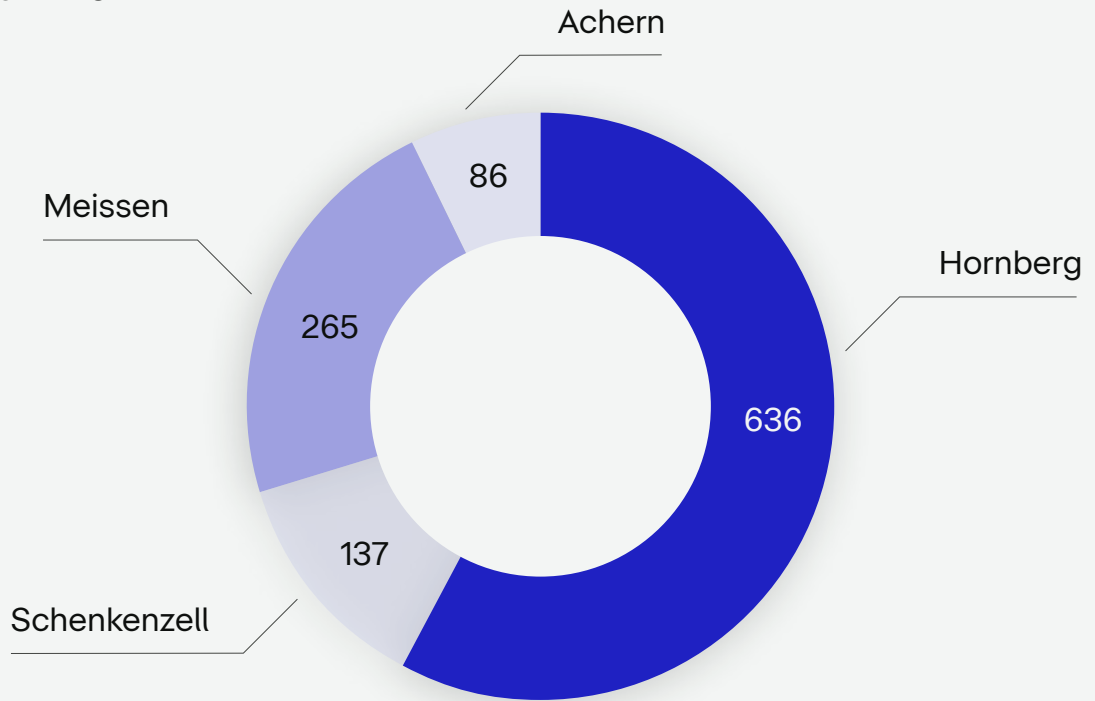
Employee structure



In 2024 the Duravit Group employed just under 7,000 staff around the world, 1,124 of whom worked at the German sites. The total headcount was ascertained at the end of the year. The KPIs set out below cover all German manufacturing

facilities, the head office in Hornberg, and the central warehouse in Achern. Directors, apprentices, students completing cooperative study programs, interns, and sales representatives are not included.

Duravit Group employees in Germany by site in 2024



Gender of employees in Germany



Business ethics training

Percentage of total workforce trained on business ethics topics (e.g. via e-learning)

64 %

Proportion of employees with access to flexible working-time models

50 %

32 different nationalities

at Duravit Group's German sites



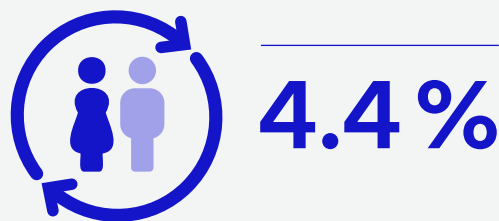
Length of service

at Duravit Group's German sites



Fluctuation rate (GRI401)

Voluntary resignations excluding retirements



Participation rate in health programs

at Duravit Group's German sites

30 %

Accidents in the workplace (number of accidents as injury rate per 1,000 employees)

2024

target by 2030

27

0

Career management (average hours spent on career development planning per employee per year)

2024

target by 2030

10.6

14

Offers for employees



Satisfied employees are important to us. Our objective is to be an attractive employer in the long term – for our current and future employees.

Against this background, we enrich every working day with small services, offers, and events. Many of these offers are the result of initiatives developed internally and range from water coolers, free hot drinks, daily fresh fruit available in the canteens right through to an advanced health management program. The quantities of fruit handed out in 2024 speak for themselves: the employees at the German sites alone consumed just under 30 tons of fresh fruit.



Further offers include favorable purchasing terms for employees, numerous discounts, or the option of VIP tickets at the handball or ice hockey partners we sponsor.



About this Report

The purpose of this report is to create transparency about the progress made by the Duravit Group in the implementation of measures derived from the sustainability strategy. It used to be published every three years. From this year onward, it will be published annually.

This report looks at the year 2024 and was prepared on the basis of the GRI standards from 2021. The category of goods and services was expanded for the emission calculation, i.e. further product groups were taken into account. Duravit has prepared its Sustainability Reports in accordance with the GRI principles since 2014. The GRI Index is set out from page 59 on.

The Sustainability Report covers all sites in Germany.*

The goal for the future is to include all sites around the world.

The ownership structure of Duravit AG is as follows: 75 % -1 share are family-owned, 25 % +1 share are held by Artemis Asset Management Group. The shares are not freely tradeable.

Business figures are validated by KAISER & SOZIEN GmbH Wirtschaftsprüfungsgesellschaft in Freiburg.

All other data presented in the report has been verified by an internal team. This report is published exclusively in digital form.

In case of any questions about sustainability at Duravit, please contact:

Duravit AG, Corporate Communications, Werderstr. 36, D-78132 Hornberg, Tel.: +49 7833 70-0, info@duravit.de

Due to the complexity involved, we do not use gender-sensitive language in this report. If a generic masculine term is used, this is to be understood as gender-neutral and without evaluation and includes all gender identities.

*This includes in addition to the headquarters and the ceramic manufacturing facility in Hornberg, ceramic manufacture at the Meissen site, the bathroom furniture manufacturing facility in Schenkenzell, and the central warehouse in Achern.



GENERAL INFORMATION

The economic data are derived from the income statement of Duravit AG

GENERAL & ECONOMIC GRI 2-7, 201-1	UNIT	2023	2024
Revenue from products and services	EUR	293,374,011	274,135,840
Other revenue	EUR	34,258,120	32,702,863
Total revenue	EUR	327,632,131	306,838,703
Manufacturing costs (material & wages)	EUR	201,375,058	180,354,711
Distribution costs	EUR	74,214,113	71,017,908
Administrative costs	EUR	21,877,559	21,130,435
Other costs	EUR	25,144,440	5,138,131
Personnel costs Duravit AG			
Employees	EUR	41,247,179	41,238,944
Commercial	EUR	17,004,330	18,441,194

44 Appendix | KPIs

EMPLOYEES				
EMPLOYEES GRI 2-7, 404-1	UNIT	2023	2024	
Total number of employees	number	1,155	1,124	
Employees in Hornberg	number	683	636	
Employees in Hornberg production	number	139	137	
Employees in Meissen production	number	248	265	
Employees in Achern production	number	85	86	
Male employees	number	878	862	
Female Employees	number	277	262	
Employees under 30 years of age	number	184	168	
Employees aged 30 to 50	number	525	520	
Employees over 50 years of age	number	446	436	
Percentage of female employees	%	24	23	
Percentage of employees of foreign nationality	%	18	18	
EMPLOYEES GRI 403-1, 404-1	UNIT	2023	2024	ZIELE 2030
Work-related accidents 1000-man rate	number	28	27	0
Total days invested in education & training	Ø	11,6	10,6	14

DIVERSITY GRI 2-9, 405-1	UNIT	2023	2024
Members of the Supervisory Board	number	6	6
Men	%	83	83
Women	%	17	17
Persons aged 30 to 50	%	33	0
Persons over 50 years of age	%	67	100
Members of the works Council in Hornberg	number	13	13
Men	%	69	69
Women	%	31	31
Members of the works Council in Schenkenzell	number	7	7
Men	%	100	100
Women	%	0	0
Members of the works Council in Meissen	number	9	9
Men	%	100	100
Members of the works Council in Achern	number	5	5
Men	%	60	60
Women	%	40	40

HORNBERG

RESOURCES GRI 301-1, 306-4	UNIT	2023	2024
Produced quantity	Ton	3,046	3,804
Clay	Ton	1,195	1,437
Kaolin	Ton	912	1,181
Quartz	Ton	939	926
Fireclay	Ton	1,061	1,029
Feldspar	Ton	213	405
Various hard materials	Ton	397	380
Gypsum	Ton	364	365
Shrinkage plates	Ton	52	42
Residuals	Ton	211	183
Secondary fuels*	Ton	5,344	5,948
Share of secondary fuels* in raw materials	%	276	323
*Raw materials that are directly returned to production and contribute to waste reduction or waste avoidance.			
Packaging: Cardboard boxes	Ton	272	313
Packaging: Stretch foil & shrink wrap	Ton	3,84	9,60

ENERGY GRI 302-1, 2	UNIT	2023**	2024
Electricity	kWh	4,567,200	5,014,700
Heating oil + diesel	kWh	38,093	66,755
Natural gas	kWh	26,819,700	28,771,300
Total energy	kWh	31,424,993	33,852,755
Percentage of renewable energy	%	15	15

**Differing energy quantities for heating oil and diesel due to a change in calculation method

WATER GRI 303-3, 4, 5	UNIT	2023	2024
Municipal water withdrawal	Liter	23,695,000	25,730,000
Water withdrawal from own source	Liter	1,360,000	1,982,000
Processed and recyclable water	Liter	35,585,000	44,619,000
Total water	Liter	60,640,000	72,331,000
Waste water	Liter	20,275,000	23,037,000
Tapping water*	Liter	4,780,000	4,675,000

*Municipal water plus own source minus waste water

Percentage of recyclable water	%	59	62
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WASTE GRI 306-1, 2, 3	UNIT	2023	2024
Total weight of waste	Ton	2,430	2,143
Hazardous waste	Ton	26	19
Thermal utilization of waste	Ton	96	114
Percentage of recyclable waste	%	96	95

48 Appendix | KPIs

EMISSIONS GRI 302-3, 305-1, 2, 3, 4	UNIT	2023	2024
Scope 1: Direct	t CO2e	4,927	5,279
Scope 2: Indirect*	t CO2e	-	-
Scope 1+2	t CO2e	4,927	5,279
Scope 3**	t CO2e	2,245	2,713

*Scope 2 emissions are calculated according to the market-based method of the GHG Protocol.

**Scope 3 emissions are calculated in line with the GHG Protocol and include the following emission categories: stationary combustion, electricity, purchased goods and services, fuel- and energy-related emissions, mobile combustion

OTHER KPIs	UNIT	2023	2024	ZIEL 2030
Emissions	t CO2e/ton ceramic	2,35	2,10	1,90
Energy consumption	kWh/ton ceramic	10,317	8,900	8,000
Water consumption	l/ton ceramic	8,226	7,286	6,500

MEISSEN

RESOURCES GRI 301-1, 306-4	UNIT	2021	2022	2023	2024
Produced quantity	Ton	8,142	8,408	5,962	6,626
Clay	Ton	3,089	2,752	2,261	2,537
Kaolin	Ton	3,424	3,067	2,563	2,772
Quartz	Ton	279	244	177	216
Fireclay	Ton	83	70	51	71
Feldspar	Ton	3,543	3,474	2,482	2,826
Various hard materials	Ton	599	740	406	459
Gypsum	Ton	477	438	356	471
Shrinkage plates	Ton	739	784	580	503
Residuals	Ton	123	108	99	95
Total raw materials	Ton	12,356	11,677	8,975	9,951
Total packaging	Ton	756	729	442	512
Total raw materials and packaging	Ton	13,112	12,406	9,417	10,463
Secondary fuels*	Ton	1,026	1,034	720	901
Share of secondary fuels* in raw materials	%	7.8	8.3	7.6	8.6%
Packaging: Cardboard boxes	Ton	723	714	413	486
Packaging: Stretch foil & shrink wrap	Ton	33	15	29	26

50 Appendix | KPIs

ENERGY GRI 302-1, 2	UNIT	2023**	2024
Electricity	kWh	4,387,400	4,842,000
Heating oil + diesel	kWh	293,346	10,275
Natural gas	kWh	19,137,500	23,525,600
Total energy	kWh	23,818,246	28,377,875
Percentage of renewable energy	kWh	18	17

**Differing energy quantities for heating oil and diesel due to a change in calculation method

WATER GRI 303-3, 4, 5	UNIT	2023	2024
Municipal water withdrawal	Liter	27,670,000	33,737,000
Water withdrawal from own source	Liter	4,426,000	7,311,000
Processed and recyclable water	Liter	11,656,000	16,030,000
Total water	Liter	43,752,000	57,078,000
Waste water	Liter	29,609,060	38,112,430
Tapping water*	Liter	2,486,940	2,935,570

*Municipal water plus own source minus waste water.

Percentage of recyclable water	%	27	28
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WASTE GRI 306-1, 2, 3	UNIT	2023	2024
Total weight of waste	Ton	1,936	2,400
Hazardous waste	Ton	3	3
Thermal utilization of waste	Ton	3	8
Percentage of recyclable waste	Ton	99,7	99,6

EMISSIONS GRI 302-3, 305-1, 2, 3, 4	UNIT	2023***	2024
Scope 1: Direct	t CO ₂ e	3,577	4,305
Scope 2: Indirect*	t CO ₂ e	-	-
Scope 1+2	t CO ₂ e	3,577	4,305
Scope 3**	t CO ₂ e	2,230	2,593

*Scope 2 emissions are calculated according to the market-based method of the GHG Protocol,

**Scope 3 emissions are calculated in line with the GHG Protocol and include the following emission categories: stationary combustion, electricity, purchased goods and services, fuel- and energy-related emissions

***Inclusion of further goods in category 3.01

OTHER KPIs	UNIT	2023****	2024	ZIEL 2030
Emissions	t CO ₂ e/ton ceramic	0,97	1,04	0,75
Energy consumption	kWh/ton ceramic	3,996	4,283	3,800
Water consumption	l/ton ceramic	5,383	6,195	5,000

****Correction due to Scope 3 (inclusion of further goods)

SCHENKENZELL

RESOURCES GRI 301-1	UNIT	2023	2024
Produced quantity	Ton	2.000	1.631
Plastic materials	Ton	36	27
Wood	Ton	1.253	1.058
Coatings	Ton	20	15
Semi-finished products and parts	Ton	623	556
Packaging: Cardboard boxes	Ton	12	13
Packaging: Stretch foil & shrink wrap	Ton	263	217
Packaging: disposable pallets	Ton	151	101
ENERGY GRI 302-1, 2	UNIT	2023**	2024
Electricity	kWh	1.637.269	1.418.469
Electricity from photovoltaics*	kWh	75.390	95.359
Heating oil + diesel	kWh	13.119	69.196
Natural gas	kWh	39.700	28.590
Liquefied gas	kWh	15.024	11.667
Wood stove	kWh	1.637.269	1.440.263
Total energy	kWh	3.417.771	3.063.544
Percentage of renewable energy	%	50	49

*Correction as previous year values specified in MJ

**Differing energy quantities for heating oil and diesel due to a change in calculation method

WATER GRI 303-3, 4, 5; 305-1, 2, 3, 4	UNIT	2023	2024
Municipal water withdrawal	Liter	807.000	712.800
Waste water	Liter	807.000	712.800

WASTE GRI 306-1, 2, 3	UNIT	2023	2024
Total weight of waste	Ton	127	138
Hazardous waste	Ton	6	6
Thermal utilization of waste	Ton	27	18
Percentage of recyclable waste	%	79	87

EMISSIONS GRI 302-3; 305-1,2,3,4	UNIT	2023***	2024
Scope 1: Direct	t CO2e	34	43
Scope 2: Indirect*	t CO2e	-	-
Scope 1+2	t CO2e	34	43
Scope 3**	t CO2e	2.931	2.325

*Scope 2 emissions are calculated according to the market-based method of the GHG Protocol.

**Scope 3 emissions are calculated according to the GHG Protocol and include the following emission categories: Purchased goods and services, fuel and energy-related emissions, transportation and distribution (upstream), waste and business travel.

OTHER KPIs	UNIT	2023***	2024	ZIEL 2030
Emissions	t CO2e/ton furniture	1,48	1,45	1,30
Water consumption	kWh/ton furniture	1.709	1.878	1.600

***Correction due to inclusion of wood chip combustion in Scope 1

ACHERN

RESOURCES GRI 301-1	UNIT	2023	2024
Packaging: Cardboard boxes	Ton	245	188
Packaging: Stretch foil & shrink wrap	Ton	148	133
Packaging: disposable pallets	Ton	409	380
ENERGY GRI 302-1, 2	UNIT	2023	2024
Electricity	kWh	503,000	464,000
Heating oil + diesel	kWh	-	174
Natural gas	kWh	1,302,000	1,311,000
Total energy	kWh	1,805,000	1,775,174
Percentage of renewable energy	kWh	28	26
WATER GRI 303-3,4,5	UNIT	2023	2024
Municipal water withdrawal	Liter	551,000	533,000
Waste water	Liter	551,000	533,000
WASTE GRI 306-1, 2, 3	UNIT	2023	2024
Total weight of waste	Ton	477	496
Hazardous waste	Ton	15	11
Thermal utilization of waste	Ton	15	11
Percentage of recyclable waste	%	97	98

EMISSIONS GRI 302-3; 305-1,2,3	UNIT	2023*	2024
Scope 1: Direct	t CO ₂ e	238	240
Scope 2: Indirect*	t CO ₂ e	0	0
Scope 1+2	t CO ₂ e	238	240
Scope 3**	t CO ₂ e	3,527	3,260

*Scope 2 emissions are calculated according to the market-based method of the GHG Protocol.

**Scope 3 emissions are calculated in line with the GHG Protocol and include the following emission categories: stationary combustion, electricity, purchased goods and services (NEW), fuel- and energy-related emissions, transport and distribution.

OTHER KPIS	UNIT	2023***	2024	ZIEL
Emissions	t CO ₂ e/ton transport	0,105	0,110	0,090

***Adjusted calculation due to additional Scope 3 emissions



Not location specific

Includes emissions from company cars, business trips and the upstream chain of biofuel blends

EMISSIONS	UNIT	2023	2024
Scope 1: Direct	t CO ₂ e	435	460
Scope 2: Indirect *	t CO ₂ e	0	0
Scope 1+2	t CO ₂ e	435	460
Scope 3**	t CO ₂ e	250	385

*Scope 2 emissions are calculated according to the market-based method of the GHG Protocol.

**Scope 3 emissions are calculated in line with the GHG Protocol and include the following emission categories: fuel- and energy-related emissions, mobile combustion and business travel.





DGNB

Duravit AG is a member of the German Society for Sustainable Building, DGNB e.V. The purpose of the DGNB system is to objectively describe and evaluate the sustainability of buildings and districts. Quality in the broadest sense, across the entire building life cycle, is evaluated.



IBU

Duravit AG is a member of Institut Bauen und Umwelt e.V.(IBU), an initiative by building product manufacturers promoting greater sustainability in the construction industry. IBU offers a self-contained external representation of environmental product declarations (EPDs) of Ecolabel Type III in accordance with ISO and CEN standards.



USGBC/LEED

Duravit AG is a member of USGBC (U.S. Green Building Council), a committee that advocates efficient and energy-saving buildings for a sustainable future. One of its measures is the LEED program for green construction. LEED-certified buildings are efficient, have a positive effect on residents' health and promote renewable energies.



EPD

The IBU has awarded Duravit AG the Environmental Product Declarations (EPD) for the product groups sanitary ceramics, sanitary acrylic, and DuroCast (Plus and UltraResist). An EPD demonstrates the environmental qualities of a product as well as the company's sense of responsibility in terms of sustainable construction.



Unified Water Label

The Unified Water Label is a voluntary system by European bathroom manufacturers in which Duravit participates together with many other major brands. The online database of the Unified Water Label and labels that can be affixed to products create transparency by presenting the water-consumption values and energy consumption of bathroom products in an easily understandable manner.



Water sense

Duravit AG is a member of WaterSense, a partnership program of the U.S. Environmental Protection Agency (EPA). It is mainly aimed at consumers who want to reduce their water consumption. To be awarded the label, products and services must save at least 20% without impairing function and performance.



PEFC

Duravit bathroom furniture production has the PEFC (PEFC/04-31-2357) seal of quality. PEFC is the largest institution ensuring sustainable forestry through an independent certification system. Wood and wood products with the PEFC seal come from forests with proven ecological, economical and sustainable management.



ISO 14001

ISO 14001 sets down internationally recognized requirements on an environmental management system that enable an organization to develop and implement an environmental policy and associated targets. Accordingly, the legal obligations and information about key environmental aspects are taken into account.



ISO 50001

The ISO 50001 environmental management standard specifies the requirements for introducing, implementing, maintaining and improving an energy management system. It helps companies to continuously improve their energy efficiency by taking a systematic approach.



ISO 9001

ISO 9001 is an international quality management standard that defines a range of minimum requirements on a quality management system in order to be able to satisfy the generally applicable quality expectations. A key component of this standard is the establishment of a continual improvement process.

stiftung elektro-altgeräte register® **ear**

Electrical Used Equipment Register (“ear” for short)

We register any products covered by the German Act on Electric and Electronic Appliances (Elektronikgerätengesetz) with the stiftung ear, the foundation responsible for the ear) with the number DE 62249976. This ensures the products into which electrical or electronic components are integrated for the customer are taken back in an orderly manner and free of charge.

Additionally, Duravit has also registered under section 4 (1) sentence 1 German Battery Act (BattG) with the number DE 45590274 and thereby guarantees the professional and environmentally appropriate collection and recycling of used batteries. In terms of the German Packaging Act (VerpackungsG), we report the quantities we put into circulation under LUCID registration number DE2527582986817.

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