



Sustainability Report
2025

Company

- 05 Foreword by the Management Board
- 06 Annual Review 2025
- 08 Global Presence
- 10 Product Segments
- 12 Brand Values
- 14 Sustainability Management
- 16 Materiality Assessment



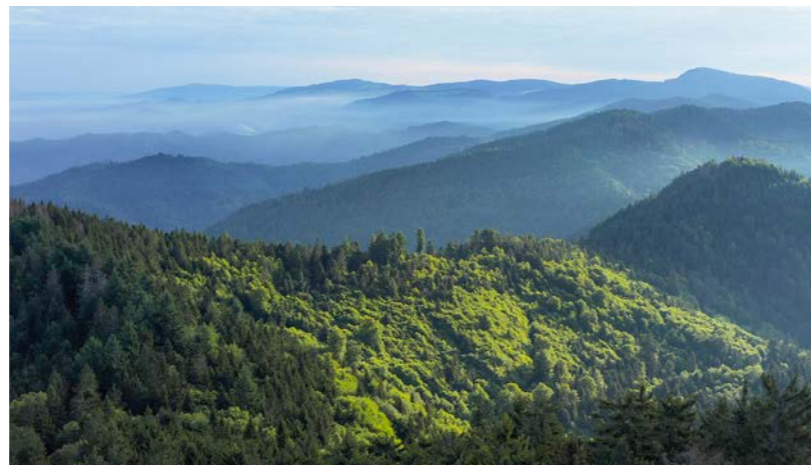
Action Area Water

- 20 Water-saving Technologies



Action Area Climate

- 24 Production site Matane
- 26 Greenhouse gas emissions
- 28 Corporate carbon footprint



Action Area Resources

- 30 Mine Renaturation
- 32 Resource Consumption



Action Area People

- 34 Supporting schools
- 36 Local Clean-Up Initiative
- 38 Employee Development
- 40 Employee Satisfaction



Appendix

- 41 About this Report
- 43 KPIs
- 48 Memberships & Associations
- 50 Imprint

Dear Duravit Friends,

for over 200 years now, Duravit has stood for high-quality, functional bathroom design and the responsible use of resources. Sustainability is an integral element of our core business philosophy.

The financial year 2025 was marked by subdued building activity worldwide, pronounced regional differences in market trends and rising costs across the value chain. These developments have further increased the importance of a clear strategic orientation and flexible adaptation to changing circumstances.

Against this backdrop, durable and technically reliable products are central to our approach. They reduce resource consumption while underpinning our portfolio. At the same time, we are optimizing production processes to lower emissions, improve energy efficiency, and use raw materials more efficiently.

We made tangible progress in these areas in 2025. Our Hornberg site was awarded an EcoVadis Gold rating in recognition of our further improved sustainability performance. In addition, a new state-of-the-art production facility with high environmental standards was completed in Matane, Canada.

This report outlines the current status of our sustainability activities and emphasizes the areas on which we will continue to focus our efforts.



Michael Demmer
Chief Executive Officer



Thomas Stammel
Chief Operating Officer



Martin Winkle
Chief Financial Officer

Values. Impact. Responsibility

In the 2025 financial year, Duravit continued its strategic development in a challenging market environment. International design partnerships, technological innovations and investments in sustainable production processes established important foundations for the future. At the same time, our presence at international fairs and new product solutions underscored our commitment to combining design quality, functionality, and responsible business practices.

2025 saw Duravit make important progress in sustainability management. The Gold medal from EcoVadis places the company among the best 5 % of all the companies evaluated around the world. This rating acknowledges our ongoing development in the areas of environmental management, sustainable procurement and labor & human rights.

A key milestone in the sustainable transformation of production operations was the opening of the new plant in Matane, Canada. Duravit's investment here in one of the world's first production facilities for electrically fired sanitary ceramics marks a contribution to the technological transformation of a traditionally energy-intensive industry. The plant is deploying renewable energies, state-of-the-art production technologies and short supply routes according to a "local for local" approach.

Product development centered on solutions combining comfort, hygiene and resource efficiency. The Hero Edition of the wall-mounted ME by Starck toilet saw Duravit undertake the further development of an existing product solution, combining modern design with innovative flushing technology and improved hygiene quality – accompanied by reduced water consumption and high suitability for everyday use.

Duravit's appearance at ISH 2025 was a major highlight. The company presented new bathroom concepts and innovations to trade professionals under the banner "Upgrade your everyday". A key focus was on the Balcoo complete bathroom range, which was developed in collaboration with Patricia Urquiola. The collection combines architectural clarity with a warm, timeless design.

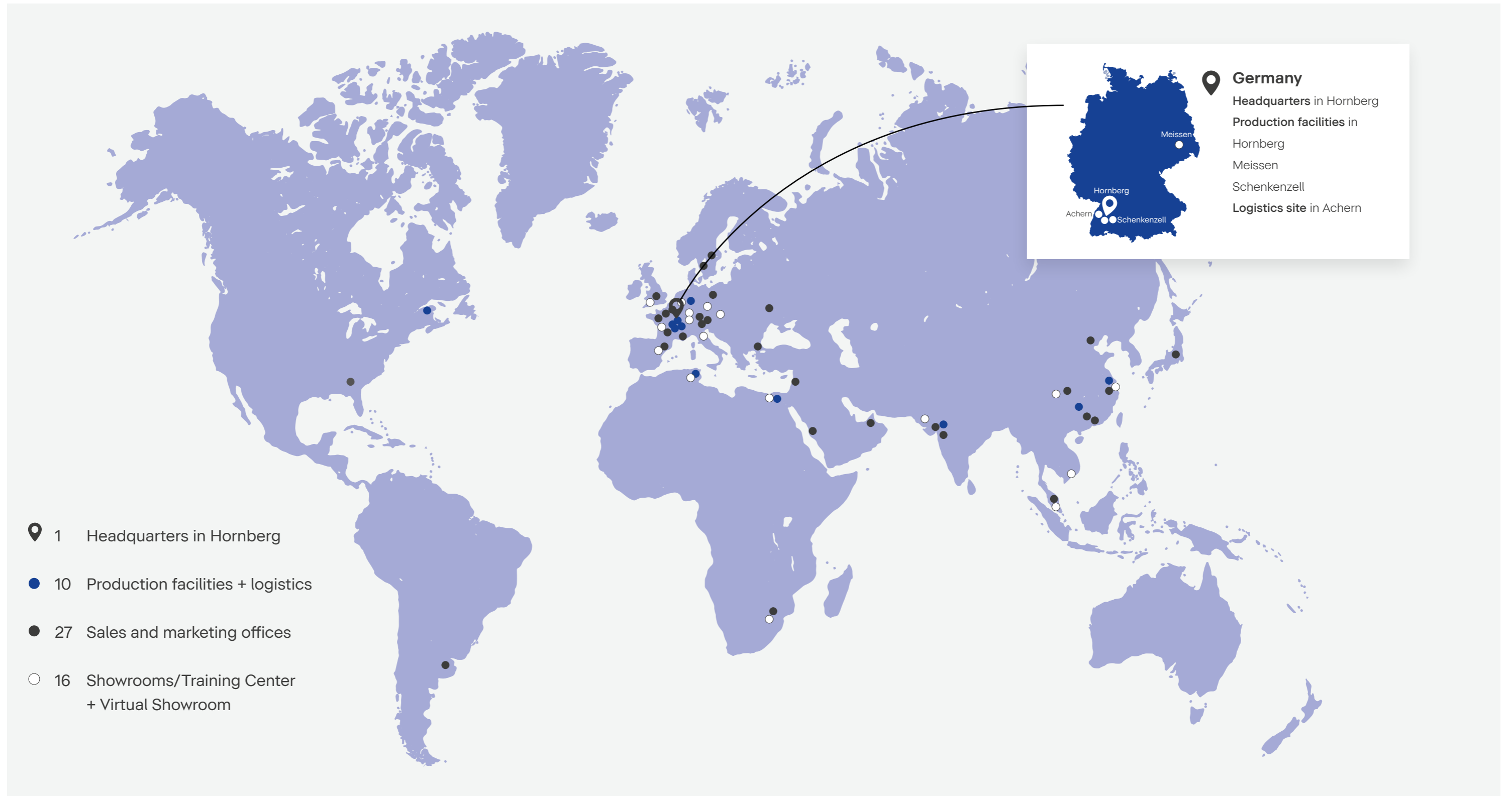
2025 also saw Duravit raise its profile still further within the international design industry. The presentation of the Balcoo complete design range as part of the immersive "Alchemica" exhibition at the Salone del Mobile incorporated the collection into an internationally curated design dialog, in addition to which it also scooped the 2025 German Brand Design Award. An award also went to the print communication for the "Artisan Lines".

These awards recognize our aspiration to meld design, craftsmanship and branding into a single, fully integrated entity.

In 2025, Duravit demonstrated its conception of timeless design, technological innovation, and responsible business practices as a unified whole, with a clear focus on lasting quality and future-viable solutions.



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

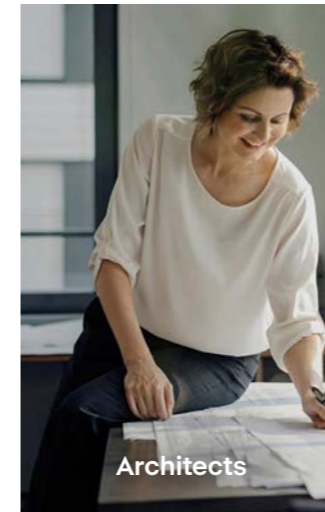


Faucets and showerheads

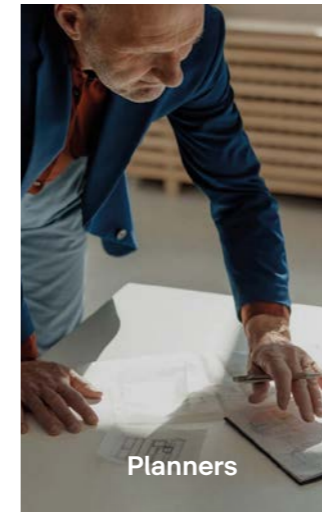


Accessories

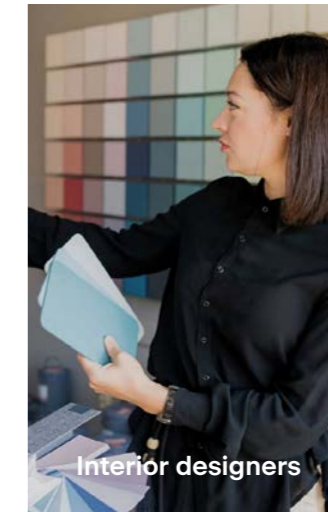
Customers and markets



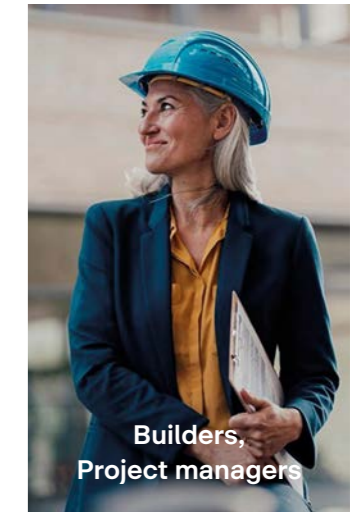
Architects



Planners



Interior designers

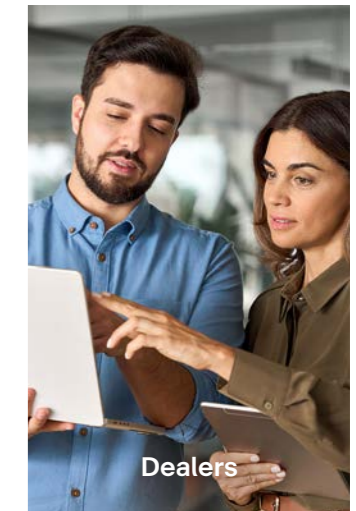


Builders,
Project managers

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.



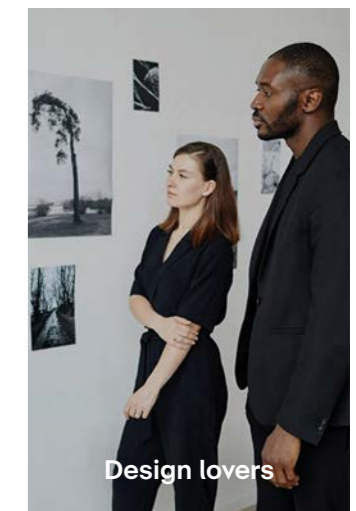
Installers



Dealers



Renovators



Design lovers

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 on an annual basis, 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

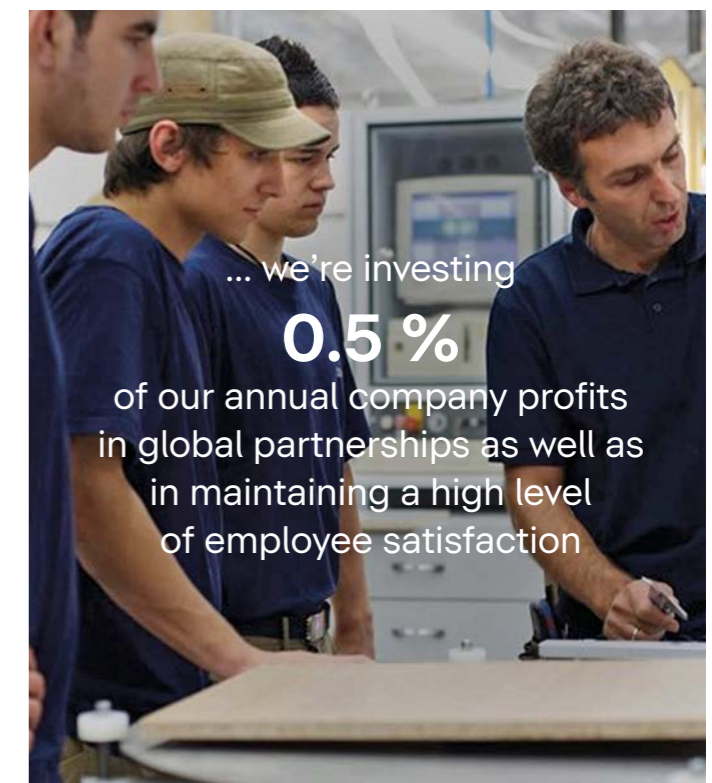
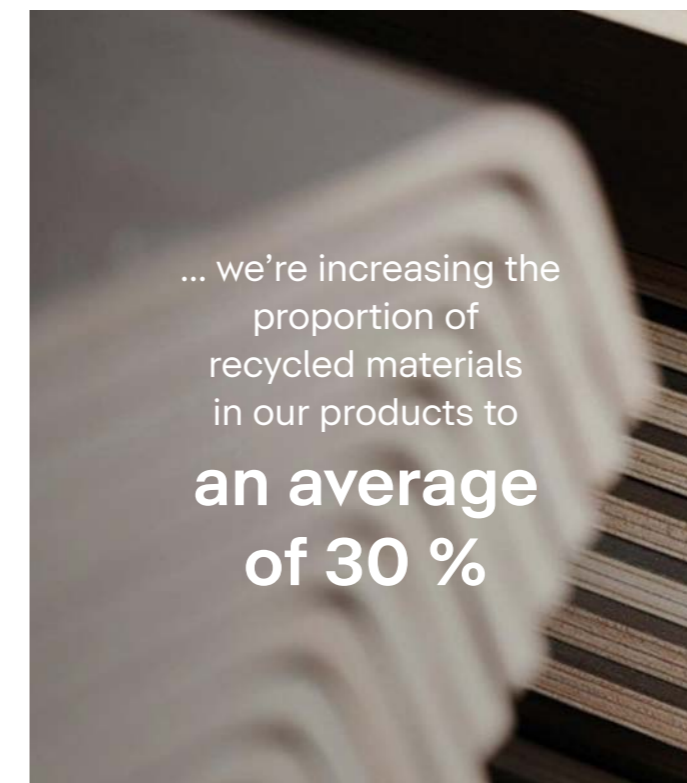
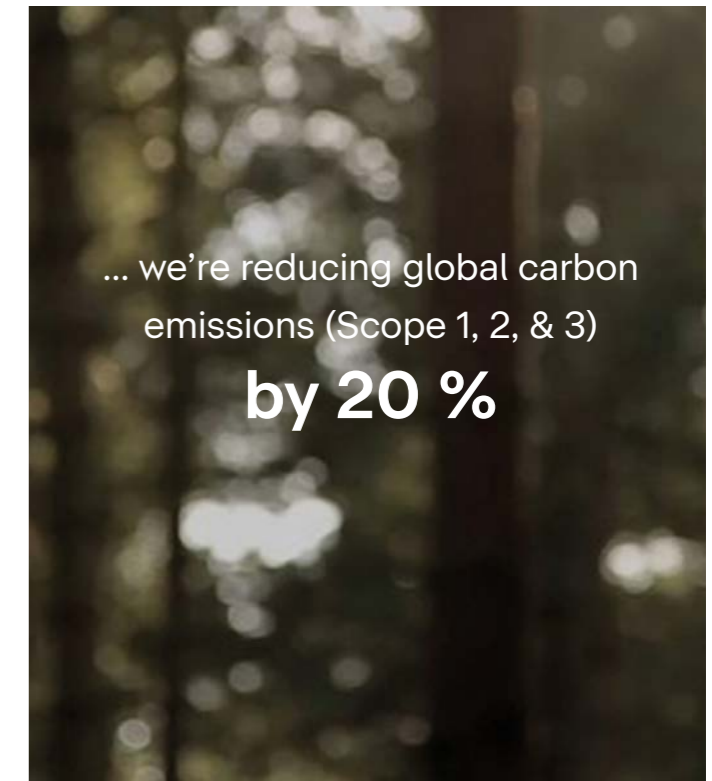
facilities and our central warehouse in Achern already use electricity generated exclusively from renewable sources. Solutions, some of which were developed in-house, continue to reduce energy and resource requirements in the production process, waste heat is re-used consistently, and wastewater is treated. 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 line with the Green Claims Directive, it is important to us that our progress remains measurable and transparent over time. The EcoVadis Gold Medal fills us with pride, as it confirms our commitment to sustainable business practices, places us among the top 5% of assessed companies, and provides a solid foundation for our credibility. At the same time, it offers valuable insights into areas for improvement, which we use to further develop our sustainability strategy. As a participant of the UN Global Compact, we align our activities with internationally recognized principles of responsible business conduct and document our progress transparently – a commitment that consistently shapes our sustainability strategy.



Sustainable goals by 2030



Defining the report content

In presenting the 2025 Sustainability Report, Duravit is complying with the reporting obligation which arises from the Corporate Sustainability Reporting Directive (CSRD). Double materiality assessment (DMA) forms the central basis of the report. DMA links the impacts of our business operations on the environment and society with the impacts on the company's business. The assessment breaks down according to our five strategic fields of action (climate, water, people, resources, and governance) and for the first time encompasses all manufacturing facilities of the Duravit Group. This establishes a standardized, transparent basis for our future reporting.

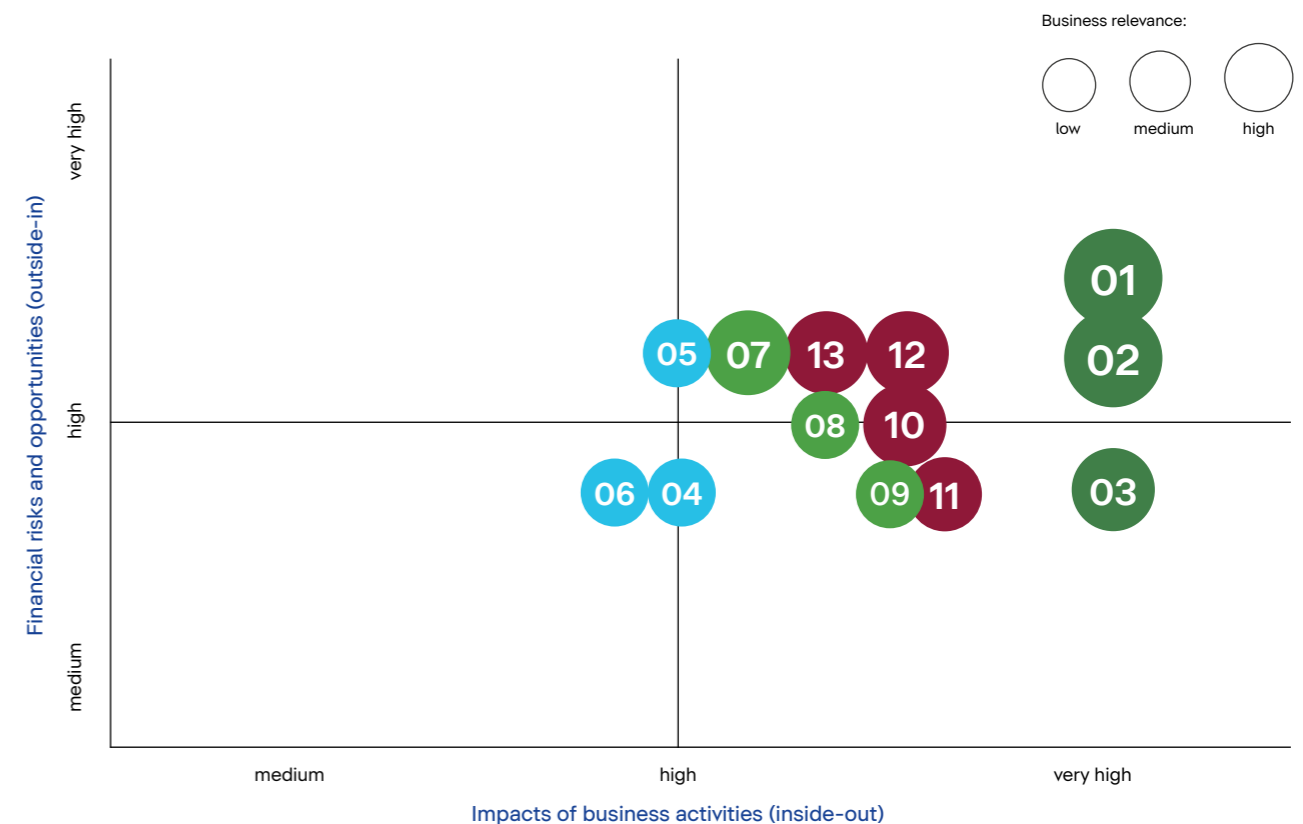
An open and ongoing dialog with our stakeholders is crucial in appraising the key topics. Our most important stakeholders include customer groups, employees, suppliers and shareholders. We further accord due consideration to the viewpoints of associations, service providers, cooperation partners, NGOs, local actors, media and also nature and the environment as silent stakeholders. Formats such as regular all-hands meetings, staff meetings and communication with the works council promote transparency, trust and active involvement, and enable us to identify expectations in good time.

In parallel with these formats, we are working on a Group-wide Climate Transition Plan, which forms the basis for the systematic reduction of our emissions. To this end we are analyzing CO₂ levers along the entire value chain, electrifying our vehicle fleet and examining the use of electric trucks. The further course of the planning process will take up challenges such as missing PCF data (Product Carbon Footprint) or the as yet unclear issue of the availability of hydrogen. At the same time, we are bringing our business activities into line with the EU taxonomy by way of a step-by-step approach. Efforts in this context include investments in circular economy technologies, the expansion of renewable energies, a supplier compliance system to ensure compliance with DNSH criteria (Do No Significant Harm) and increasing our recycling rate.

We have also undertaken comprehensive analyses of climate-induced risks for our sites in Germany, Egypt, China and India. The potential impacts on operations, infrastructure and supply chains are being evaluated successively, with the results forming the basis of our resilience and adaptation plan.







The final essential topics and their prioritization are presented overleaf and listed in the ESRS index beginning on page 43 together with the corresponding GRI references.

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

Almost 200 million liters of water were treated and reused across all sites. At the German locations, the treated water is fed directly back into production. At the international sites, it is currently used primarily for cleaning production areas or irrigating green spaces. The reuse rate is particularly high in Hornberg, where approximately 60% (33 million liters) of the water used is recycled. China also shows a strong performance, with a reuse rate of 48%.

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.

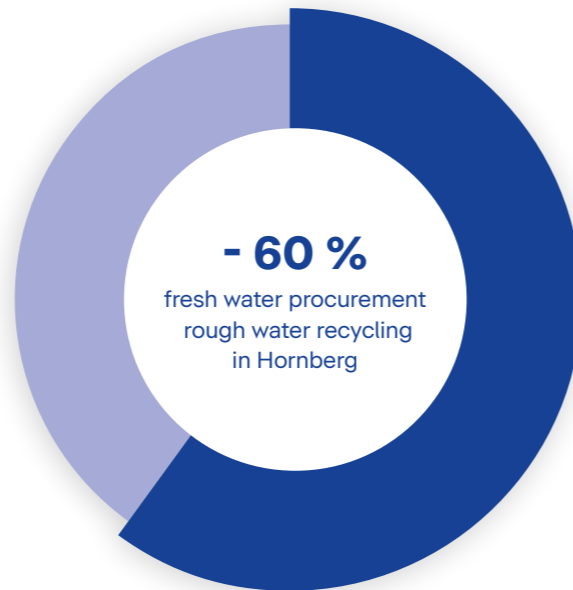
Efficient use of water in manufacturing



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.

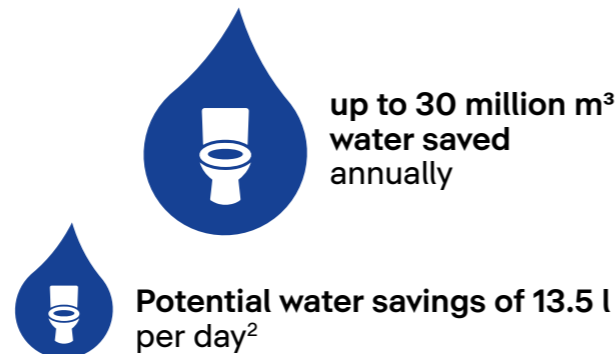
The Ecology and Energy Team (Management Board, factory managers, energy managers, and environment officers at the facilities), who meet twice a year, are responsible for implementing appropriate measures and monitoring their progress. The prevailing laws and regulations, such as the Drinking Water Ordinance (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 60 % thanks to water recycling (approx. 44.000 m³). By 2030, freshwater reduction is to be increased to 70%. At the other sites, the water recovered through the treatment systems is primarily used for floor cleaning and for irrigating green areas. In some cases, it is already being used in grinding operations.



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

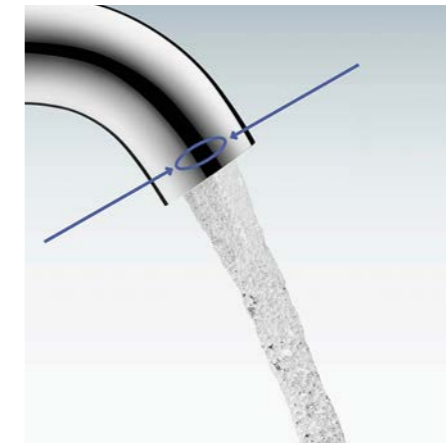
FreshStart



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.



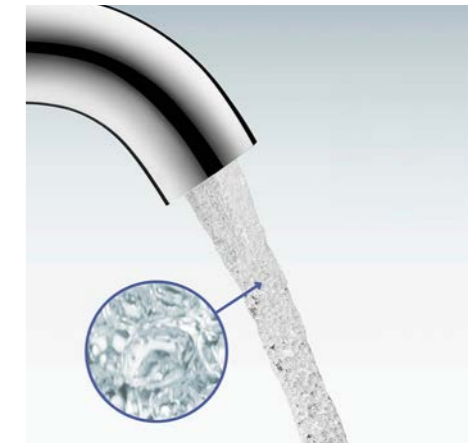
MinusFlow



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.

Climate neutral firing process in Canada

In July 2023, the foundation stone was laid for the construction of the new production plant in Matane, Canada. Since November 2025, large sanitary ceramic items such as toilets and washbasins for the North American market have been manufactured in a building covering of 35,000 m². The innovative electric kiln is powered by 99.6% 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 significantly reduced at these points.

Transformation toward decarbonized ceramic production



A milestone for the future of ceramics manufacturing

Duravit's opening of the new production site in Matane, Canada in November 2025 marked a key milestone in the sustainable transformation of the sanitary industry. The cutting-edge facility is one of the world's first fully electrically fired sanitary ceramics plants, marking a technological advance in a traditionally energy-intensive industry. At the same time, the site also consolidates Duravit's „local for local“ approach: In future, products for the North American market will be manufactured directly at local level. In this way, the company is combining economic growth with resource-efficient and future-oriented production.

Energy-efficient technology

The site's energy supply is a particular focus of attention. 99.6 per cent of the power required to operate the electric roller kilns is covered by renewable hydroelectric energy from Quebec. This means that fossil fuels are almost entirely replaced by renewables at the site. In combination with shorter transport routes, CO₂ emissions are reduced by around 9,000 tons annually. At the core of the production plant are the 100-meter-long electric roller kilns, which fire over 600 ceramic parts daily at temperatures of up to 1,260 degrees Celsius. The generated process heat is subsequently used for drying and casting processes, in the interests of efficient energy recycling.

Investment in growth and quality

With an investment volume of over CAD 90 million, the plant is a key element of Duravit's global growth strategy. A workforce of 102 is already manufacturing sanitary ceramics for North America on 35,000 square meters of shop floor space; by 2027 it is planned to have a workforce of 240 on site. In future, Matane will have an annual production capacity of 450,000 ceramic parts. The same high-quality standards apply here as elsewhere at Duravit's sites worldwide: precision, durability and responsible production.

Partnership with the region

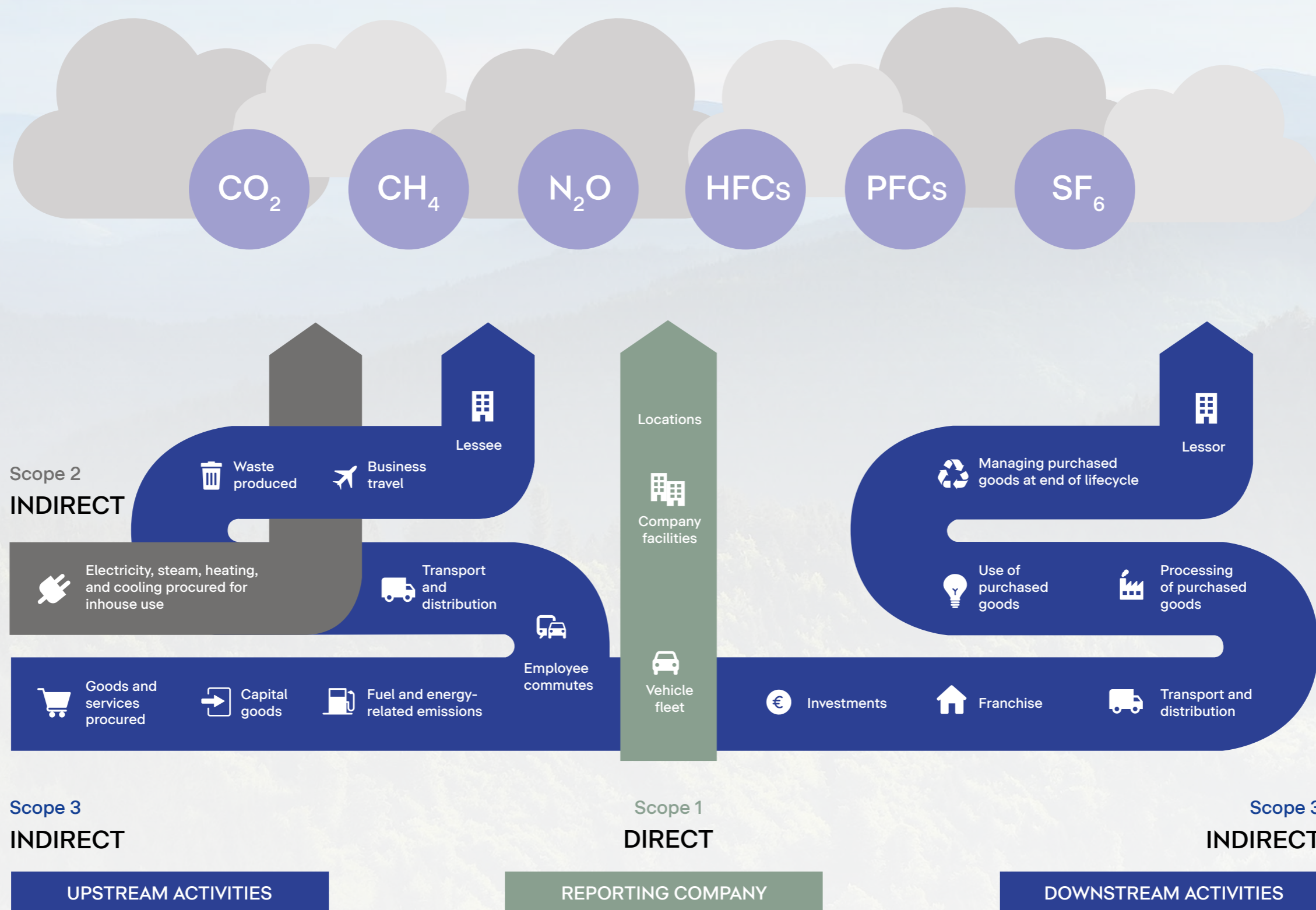
The close partnership with the region was a further important success factor in implementing the project. Support for the project was forthcoming by way of government promotion programs and from the local community in Matane. For Duravit, the site is far more than a new plant: It stands for long-term prospects, regional value added and the shared aim of playing an active role in sustainable industrial development.



- Approx. **240 Mitarbeiter** when operating fully
- Production of toilets, cisterns & washbasins
- Production capacity **450,000 large items**
- Savings, including transport costs, of up to **10,000 tons of CO₂**
- Opening **November 2025**
- Foundation stone laid **Juli 2023**
- Automated Manufacturing process **Industrie 4.0**
- Building space **35.000 m²**



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



Data management to determine the carbon footprint



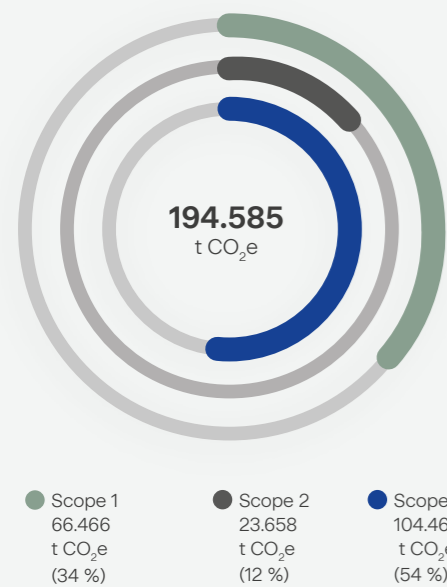
Since 2022 we have been using a central software solution to determine our carbon footprint. Emission data are collected across all sites, structured and rendered evaluable. The systematic collection of data enables us to identify particularly important sources of emissions and to develop effective decarbonization strategies accordingly. The CO₂ emissions of the kilns can be tracked in detail, for example, and potential savings from efficiency measures can be simulated on tunnel kilns.

We take account of prevailing restrictions with regard to data collection: The reported figures for the Canada site are primarily contributable to the new construction activities. The procurement data currently covers raw materials only; further commodity groups are to be added successively. A blanket calculation is applied for employee commuting, due to a lack of information on employees' places of residence.

The aggregated emission values are presented on a dashboard, providing transparency about the development of the key sources of emissions and supporting the definition of concrete measures to reduce emissions. These values also include the Scope 3 emissions, that is, all indirect emissions along the value chain, e.g. from purchased goods, business trips or logistics. We are aiming for a 10 % reduction in the use of gas by 2040 compared to 2024, in particular through blending of biogas.

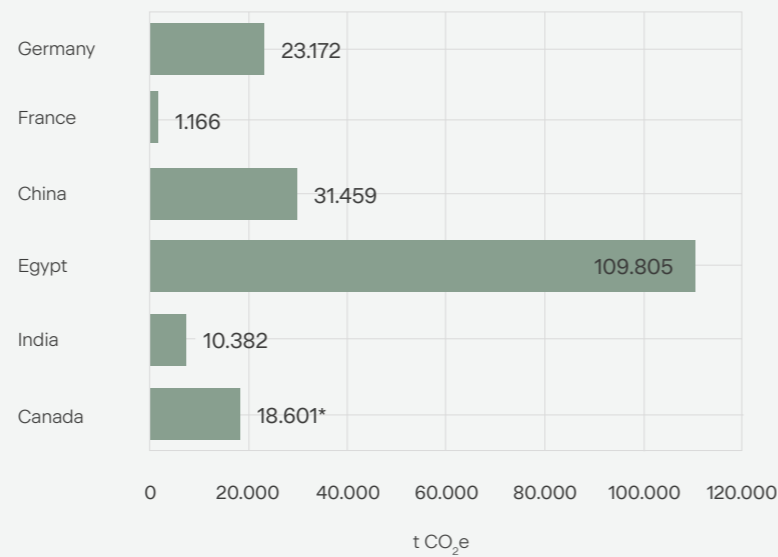
Data-based analysis enables us to draw comparisons between different sites, to assess progress made and to simulate the stages on the way to climate neutrality by 2045. This provides us with the basis for a transparent, verifiable decarbonization strategy which will remain effective over the long term.

Emissions per Scope 2025*



*of the production sites

Emissions per country 2025



*emissions mainly due to construction activity

Action area Resources



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 3,000 tons each of clay and kaolin in 2025. 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.



Recycling manufacturing waste

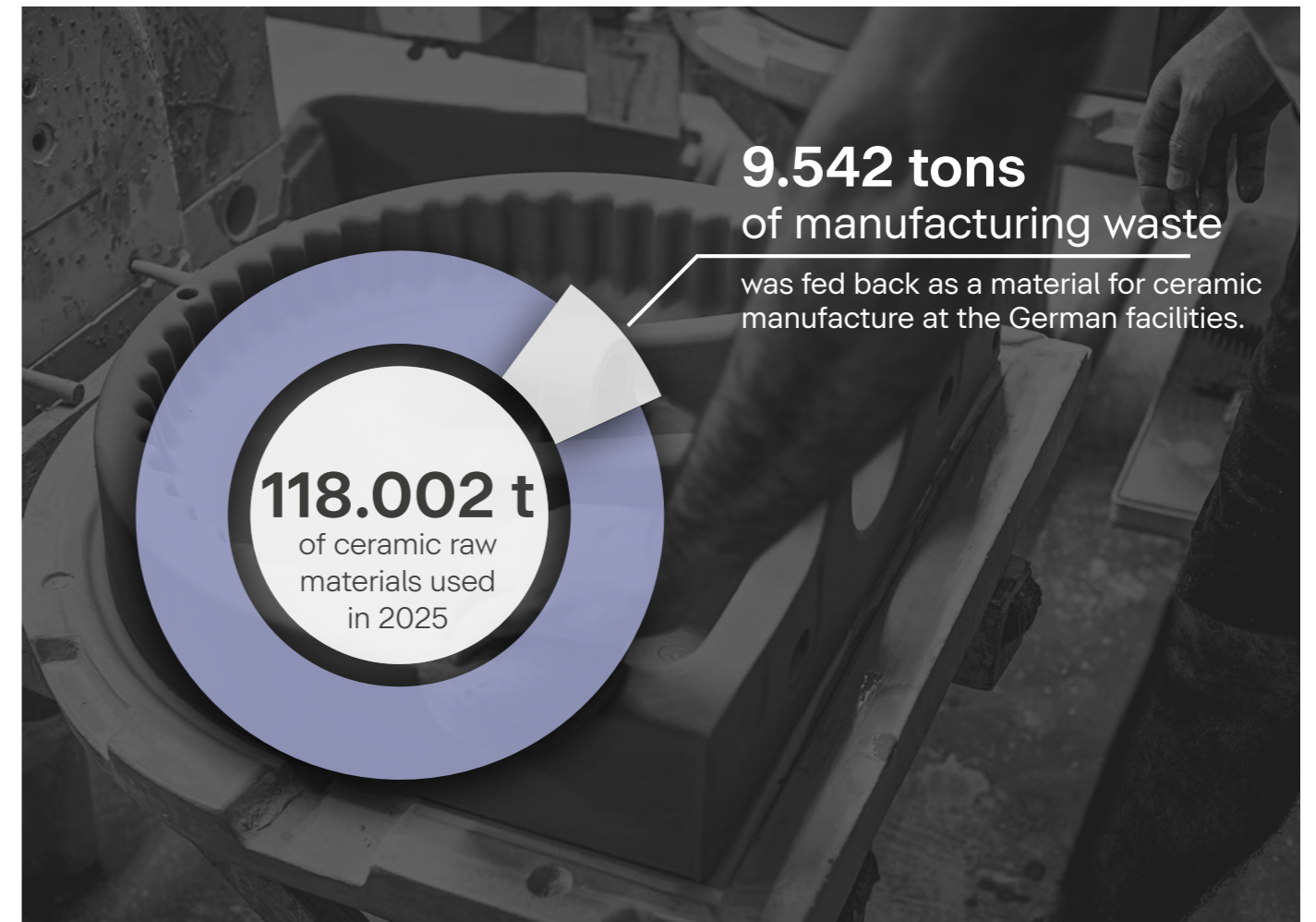


The factory managers at the manufacturing facilities are responsible together with the environmental managers for implementation of the circular economy at the respective sites. Wherever possible, generated waste is processed such as to render it usable as a substitute for primary raw materials. At some plants we use material from what is known as “glost scrap” for the ceramic body. Finished ceramic parts that are rejected as unsaleable after firing are ground up externally and the material is then fed back into our production process.

Similarly, 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. During the glazing process, surplus glaze which does not adhere to the product is collected, processed and returned to the production cycle.

At the German production facilities, we deploy filtration plants to recover raw materials for the slip. The recovered material currently represents 3.5 % of the deployed raw materials. Our goal is to increase this share to 10 % by 2040.



Reduction in the use of resources

To reduce the consumption of key resources in sanitary ceramics production, we set ambitious targets and implement a wide range of measures across all sites.

Water in m³ per ton per year

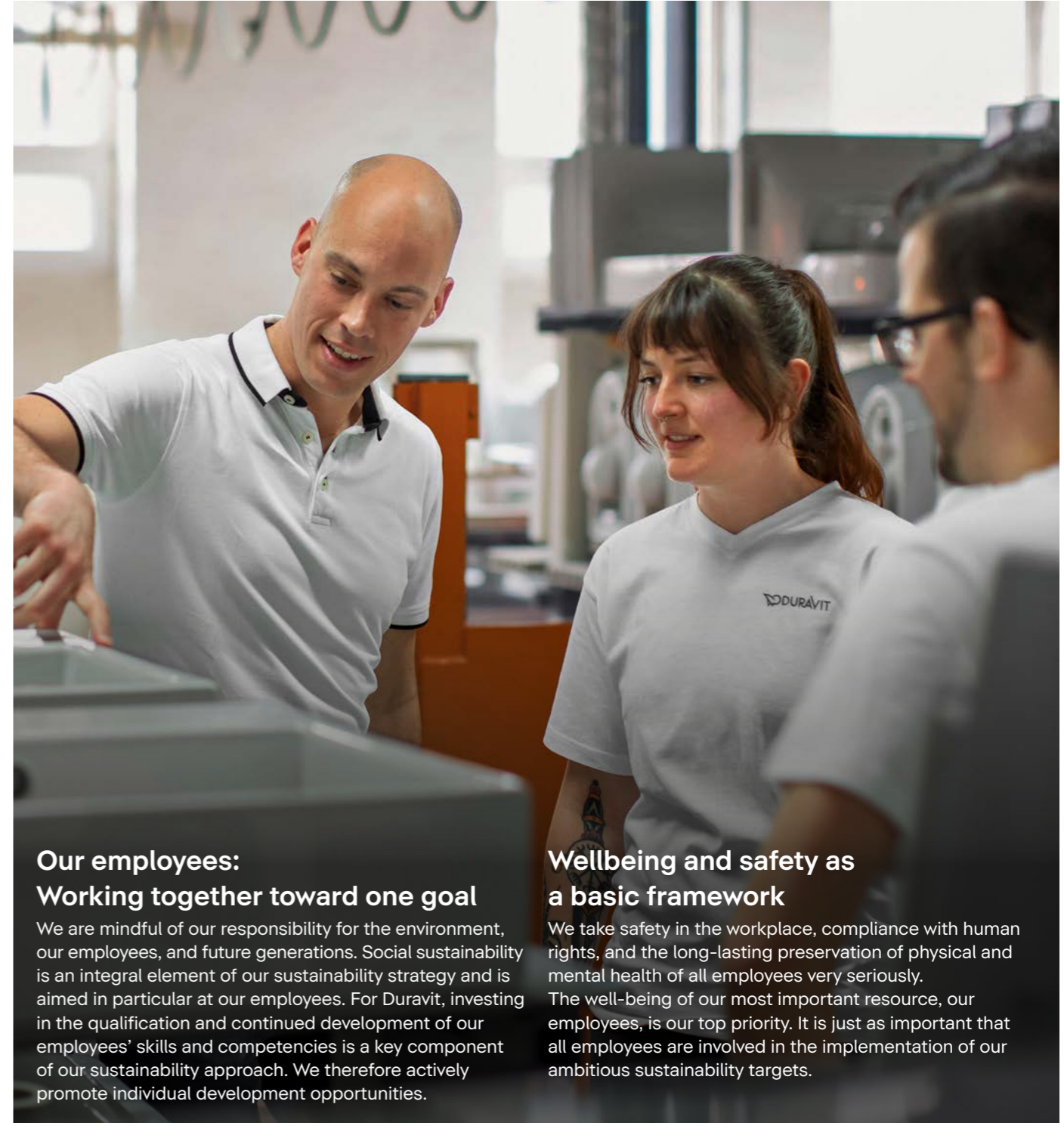
2025	target by 2030
Hornberg	
7.4	6.0
Meißen	
6.1	5.5
Egypt	
5.7	5.5
China	
5.6	5.5
India	
5.1	5.0

Gas in MWh per ton per year

2025	target by 2030
Hornberg	
8.3	7.0
Meißen	
3.7	3.6
Egypt	
7.6	7.0
China	
4.6	4.5
India	
4.2	4.0



Action Area People



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. For Duravit, investing in the qualification and continued development of our employees' skills and competencies is a key component of our sustainability approach. We therefore actively promote individual development opportunities.

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.

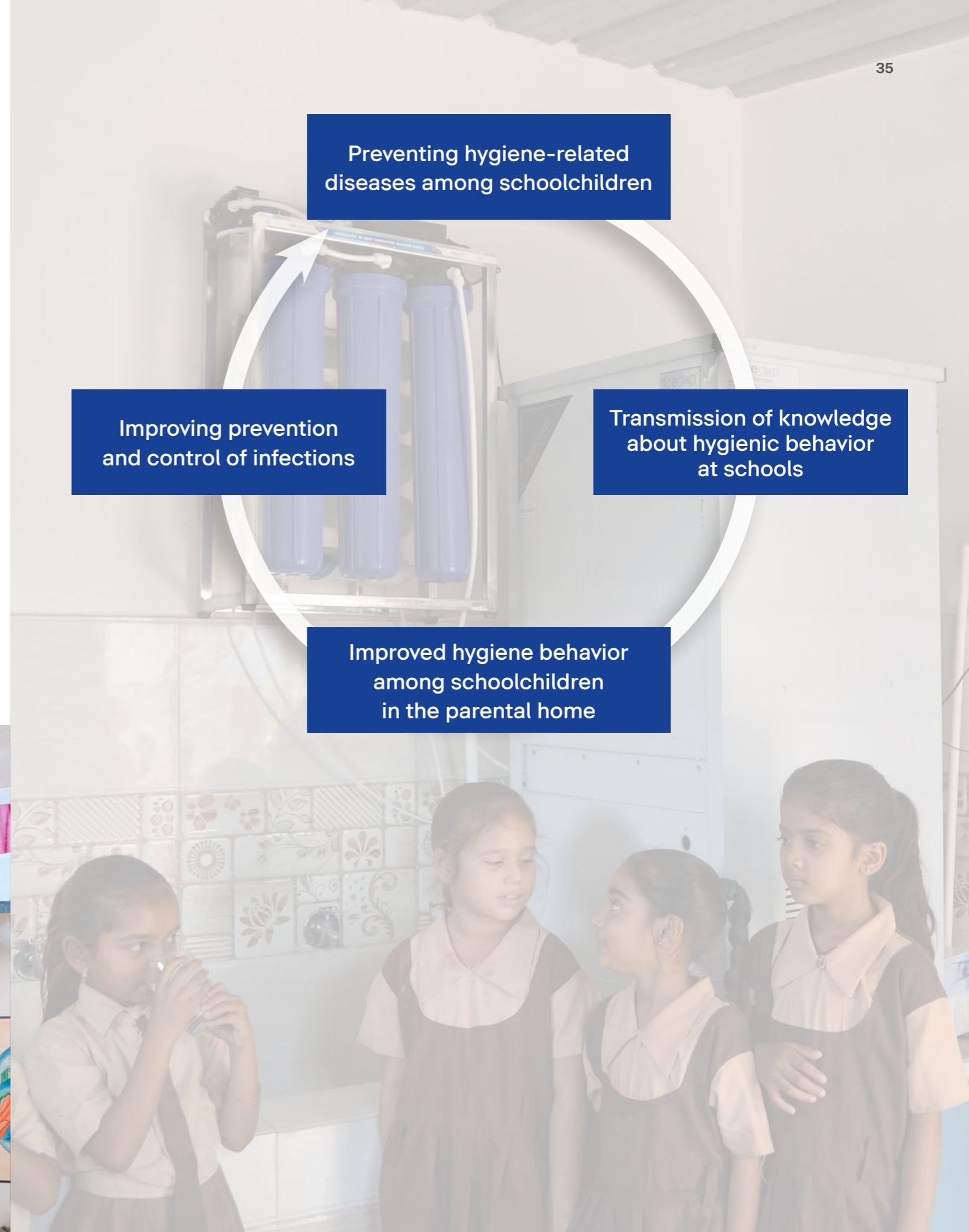
CSR Engagement at Primary Schools in India



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

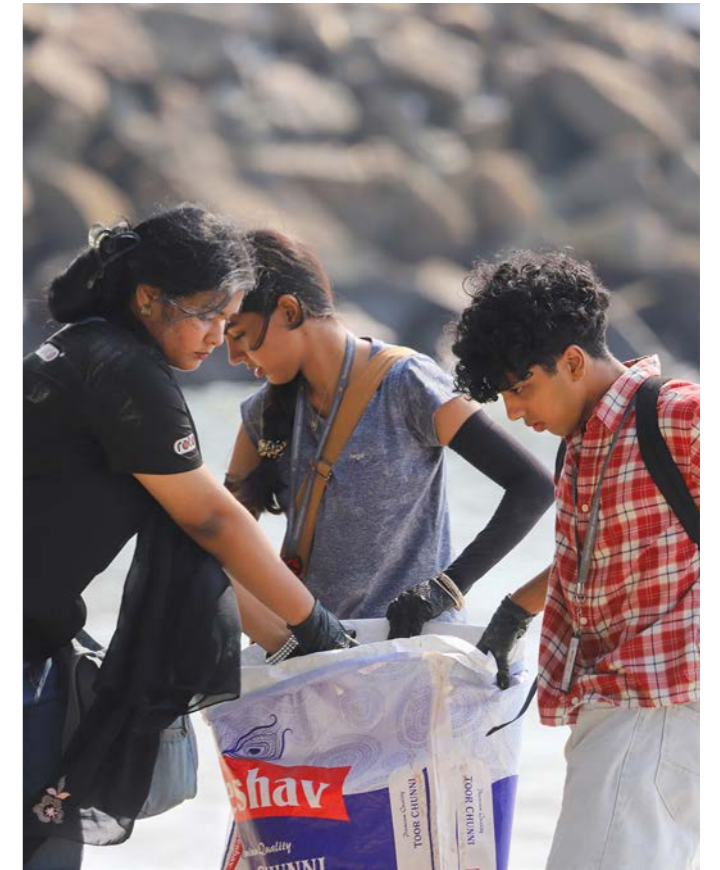
Improved hygiene behavior among schoolchildren in the parental home

Local Support Initiatives in India

The annual Trash Hunt in India brings employees and local partners together to clean public spaces and promote environmental awareness. The initiative has become a visible example of how collective action can improve the immediate surroundings.

In addition to the Trash Hunt, Duravit India supports several community projects that benefit children and families in the region. These include providing school supplies, hygiene items, and other essential materials in cooperation with local schools and organizations.

All activities are developed in close dialogue with the communities to ensure that support reaches the areas where it is most needed. This practical, needs driven approach reflects the company's commitment to social responsibility at its international locations.



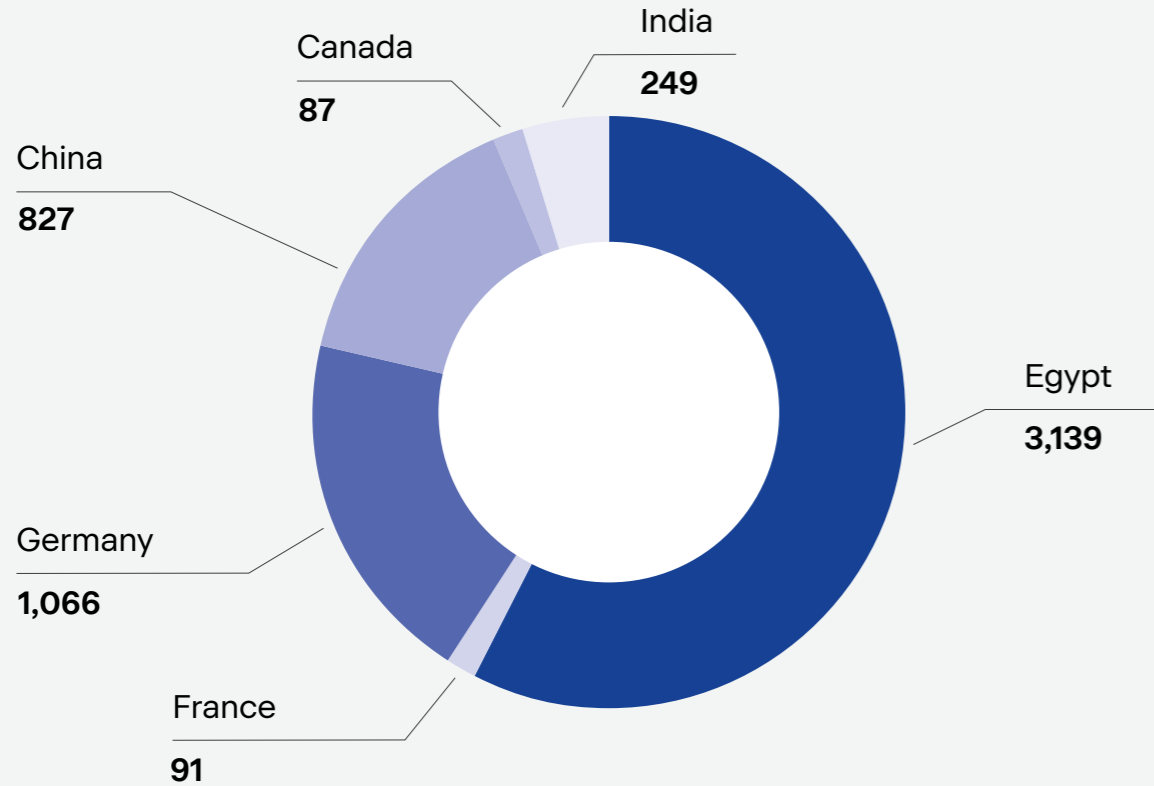
Employee structure



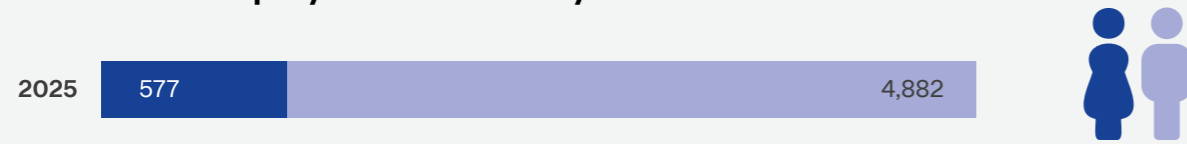
In 2025, the Duravit Group employed more than 5,400 people worldwide, including 1,066 at its German sites. The total headcount was determined at the end of the year. The key figures listed below were collected by the responsible HR

departments, which also defined the corresponding targets. They apply to all production sites. Excluded from the scope are members of the Executive Board, apprentices, students in dual study programs, interns and representatives.

Duravit Group employees in Germany by site in 2025



Gender of employees in Germany*



*production sites only; excluding sales companies, and Nextrend

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

2025
3.4

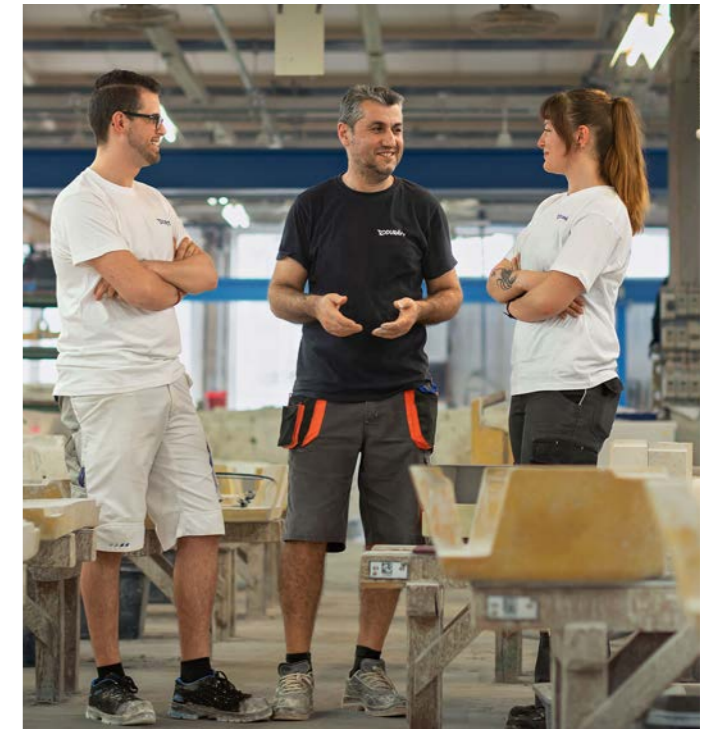
Fluctuation rate

Voluntary resignations excluding retirements



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

2025	target by 2030
48	0



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 is published annually. This report looks at the year 2025. The category of goods and services was expanded for the emission calculation, i.e. other sites were taken into account. The ESRS Index is set out from page 43 on. The Sustainability Report covers all the manufacturing sites in the Duravit Group. The ownership structure of Duravit AG is as follows: 75 percent minus 1 share are family-owned, 25 percent plus 1 share are held by Artemis Asset Management Group. The shares are not freely tradeable.

The 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. Where relevant, the generic masculine, e.g. colleague, worker, serves as the norm for a group of people made up of all genders.



The data contained in the appendix cover all manufacturing facilities worldwide, including our logistics center in Achern

ESRS E1 Climate change

The initial publication focuses on the ESRS data points concerning energy (E1-5) and greenhouse emissions (E1-6). These were identified as particularly relevant in the course of the double materiality assessment and corresponding methodical-sound data are already available in the 2024 Sustainability Report. As an energy-intensive company, we use these data points to address our central environmental impacts and key financial risks and control parameters in the context of climate protection and decarbonization.

E1-5 - Energy	Data	GRI
E1-5_01 Energy consumption related to own operations (MWh)	436,581	302-1
E1-5_02 Energy consumption from fossil sources (MWh)	402,754	302-1
E1-5_05 Total energy consumption from renewable sources (MWh)	32,286	302-1
E1-5_07 Consumption of renewable electricity (MWh)	24,109	302-1
E1-5_09 Percentage from renewable energy sources	7.4	302-1
E1-5_11 Fuel consumption from crude oil and petroleum products (MWh)	4,170	302-11
E1-5_12 Fuel consumption from natural gas (MWh)	354,527	302-1
E1-5_14 Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)	44,056	302-1
E1-5_15 Percentage from fossil sources	92.3	302-1
E1-5_17 Renewable energy production (MWh)	4,635	302-1
E1-5_18 Energy intensity from activities in high climate impact sectors (Total final energy consumption per net revenue) (MWh/MEUR)	813	302-1
E1-6 - Gross GHG emissions - (Scopes 1, 2, 3 and total GHG emissions)		
E1-6_01 Gross emissions (Scopes 1, 2, 3 and total)		
Scope 1 emissions (tCO ₂ e)	66,466	305-1
Scope 2 emissions (site-based) (tCO ₂ e)	28,711	305-2
Scope 2 emissions (market-based) (tCO ₂ e)	23,658	305-2
Scope 3 emissions (from key categories) (tCO ₂ e)	104,461	305-3
Total emissions (site-based) (tCO ₂ e)	199,938	
Total emissions (market-based) (tCO ₂ e)	194,585	

Scope-2-emissions pursuant to GRI 305-2 are specified at both location and market level (methods in accordance with GHG Protocol). Scope-3 covers categories 3.01-3.07; in category 3.01 the raw materials for production have been assessed

E1-6_04 Scope 3-Greenhouse gas emissions (GHG protocol)

3.01 Purchased goods and services (tCO ₂ e)	50,096	305-3
3.02 Capital goods (tCO ₂ e)	17,713	305-3
3.03 Fuel- and energy-related emissions (tCO ₂ e)	20,578	305-3
3.04 Upstream transportation and distribution (tCO ₂ e)	8,574	305-3
3.05 Waste (tCO ₂ e)	407	305-3
3.06 Business travel (tCO ₂ e)	414	305-3
3.07 Employee commuting (tCO ₂ e)	6,679	305-3
E1-6_30 Emissions intensity, location-based (total GHG emissions per net revenue) (tCO ₂ e/MEUR)	372	305-4
E1-6_31 Emissions intensity, market-based total GHG emissions per net revenue) (tCO ₂ e/MEUR)	362	305-4
E1-6_33 Net sales (MEUR)	537.32	

ESRS E3 Water and marine resources

As part of the requirements under ESRS E3, we disclose our material metrics related to water consumption. The data covers our total water use, consumption in water stressed areas, and the share of recycled water. In addition, we report on stored water volumes and our water intensity in relation to net revenue. This level of transparency enables a clear assessment of our impacts on water and marine resources and supports our sustainable resource management efforts.

E3-4 Water consumption	Data	GRI
E3-4_01 Total water consumption (m ³)	394,854	303-5
E3-4_02 Water consumption in areas at risk of water scarcity (m ³)	213,146	303-5
E3-4_03 Total volume of recycled and reused water (m ³)	212,621	303-5
E3-4_04 Total volume of water stored (m ³)	3,401	303-5
E3-4_08 Water intensity Total water consumption / Net sales (m ³ /MEUR)	735	303-5

ESRS E5 Resource use and circular economy

This information is provided voluntarily, as these topics were not identified as being material in their own right in the course of the double materiality assessment. We are nevertheless reporting these key figures transparently, as they are of substantial importance to understanding our production processes and the circulation of materials as well as for the internal controlling of resource efficiency.

E5-4 Resource inflows	Data	GRI
E5-4_02 Overall total weight of products and technical and biological materials used during the reporting period.* (Ton)	118,002	301-1
E5-4_04 Absolute weight: reused / recycled components (Ton)	9,542	301-2
E5-4_05 Percentage of reused / recycled components	8	302-2
E5-5 Resource inflows & outflows		
E5-5_07 Total waste generated (Ton)	38,592	306-3
E5-5_08 Waste diverted from disposal, breakdown by hazardous and non-hazardous waste and treatment type		
Amount of non-hazardous waste (Ton)	22,355	306-4
Amount of hazardous waste (Ton)	4	306-4
E5-5_09 Waste directed to disposal, breakdown by hazardous and non-hazardous waste and treatment type		
Amount of non-hazardous waste disposed of (Ton)	16,047	306-5
Amount of hazardous waste disposed of (Ton)	67	306-5
E5-5_11 Percentage of non-recycled waste	84	306-5

* Raw materials only

ESRS S1 Own workforce

We are disclosing the key figures concerning characteristics of the workforce (S1-6), Diversity (S1-9), Training/Development Safety (S1-13) and Health and Safety (S1-14) because these topics were identified as being material in the course of the double materiality assessment, in addition to which they form central aspects of our responsibilities as an employer. The presented key figures are already established, have been collected consistently and enable a transparent presentation of the workforce structure, human resources development and occupational health and safety.

S1-6 - Characteristics of the company's employees (at the end of the reporting period)	Data	GRI
S1-6_01 Number of employees by gender*	5,459	2-7
Male	4,882	
Female	577	
Other	-	
S1-6_04 Employees by country*		
Egypt	3,139	
China	827	
Germany	1,066	
France	91	
India	249	
Canada	87	
S1-6_11 Number of employees who have left the company	1,187	401-1
S1-6_12 Percentage of employee fluctuation	20	401-1
S1-9 Diversity metrics		
S1-9_01 Gender distribution at top management level (Headcount)		
Male	80	405-1
Female	16	405-1
Other	-	405-1

*Manufacturing sites only

S1-9_02 Gender distribution in % at top management level

Male	83	405-1
Female	17	405-1
Other	-	405-1

S1-13 Training and skills development metrics

S1-13_04 Average number of training hours per employee (Number/h)	3.4	404-1
---	-----	-------

S1-14 Health and safety metrics

S1-14_04 Number of recordable work-related accidents involving own workforce (Number)	48	403-9
S1-14_05 Rate of recordable work-related accidents involving own workforce (Number/h)*	4.9	403-9

* Number of recordable work-related accidents in own workforce x 1,000,000 / Total number of hours worked by entire workforce in the reporting year

ESRS G1 Business conduct

The reported G1 key figures serve to transparently present our prevention measures, control mechanisms and any incidents of corruption and bribery as an integral component of responsible business conduct.

G1-3 - Prevention and detection of corruption and bribery	Data	GRI
G1-3_07 Percentage of functions-at-risk covered by training programs (for German sites)	100	205-2
G1-4 - Incidents of corruption or bribery		
G1-4_01 Number of convictions for violations of anti-corruption or anti-bribery laws	0	205-2
G1-4_02 Amount of fines for violation of anti-corruption and anti-bribery laws (€)	0	205-3
G1-6 Payment practices		
G1-6_04 Number of outstanding legal proceedings for late payments	0	419-1



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.



UN Global Compact

Duravit AG is a participant in the UN Global Compact, the world's largest initiative for responsible corporate governance. By doing so, we commit ourselves to its ten principles in the areas of human rights, labor standards, environmental protection, and anti corruption, and contribute to translating global sustainability goals into corporate action.



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.



Electrical Used Equipment Register (“ear” for short)

We register any products covered by the German Act on Electric and Electronic Appliances (Elektronikgerätegesetz) 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.

Imprint

PUBLISHER

Duravit AG
www.duravit.de

EDITORS & CONCEPTION

Duravit AG

IMAGE CREDITS

Duravit AG, Pexels, Imerys,
aekkorn - stock.adobe.com,
Naturpark Schwarzwald Mitte/Nord e.V. (Mid/
North Black Forest National Park)

Copyright

© 2026 Duravit AG

Duravit AG

Werderstr. 36
78132 Hornberg
T +49 783 370 - 0
F +49 783 370 - 289
info@duravit.com
duravit.com

For professionals:
pro.duravit.com

