



Sustainability Report

2023

Upgrade your everyday

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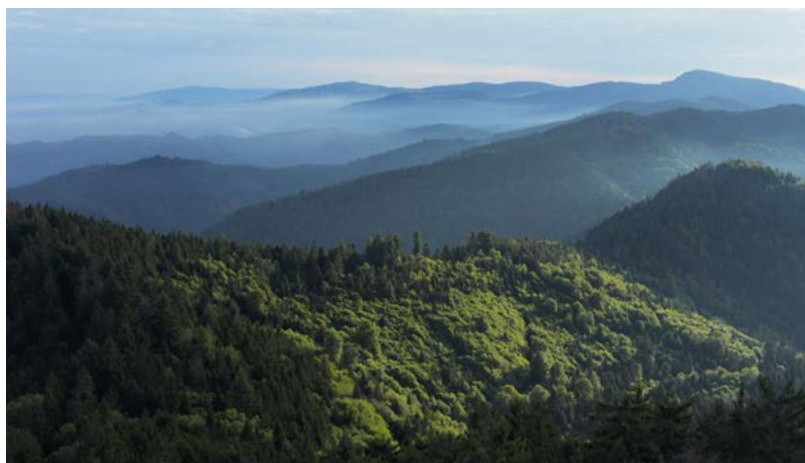
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Dear friends of Duravit,

The Duravit Group once again found itself up against a highly challenging global market environment in financial year 2023. Total global sales achieved were down year on year, albeit the previous year was a year of strong growth. We were pleased to be able to gain market share over our competitors. This accomplishment was due entirely to our employees, and we are profoundly grateful to them for their hard work throughout this challenging year.

At the same time, we are continuing with our investment strategy and are staying true to our ambitious target of being climate-neutral by 2045. Our production facility at the new site in Matane/Canada will play a key role in achieving this objective. The foundation stone for this new facility was laid in July 2023 and marked one of the highlights of the previous year. We are planning to start production of large sanitary ceramic items for the North American market in 2025.

The issue of sustainability is one of our five strategic pillars. This is one of our focal areas of activity alongside the topics of “Customer & Brand”, “Digitalization”, “Employees & Organization” and “Supply Chain”. After all, we operate in an energy-intensive sector, which makes us especially responsible for handling resources properly and protecting the environment.

For us, the new facility in Canada is a decisive step in the direction of climate-neutral manufacturing operations. With the electric kiln powered by hydroelectric energy, we are tackling the root cause of carbon emissions that arise during firing, a process that historically was typically powered by gas. As we see it, this project is a true game-changer for our sector.

Our employees are essential to our company’s success. As a future-oriented family company with global operations, a further acknowledgement of the significance of our workforce was the creation of a dedicated executive portfolio for Personnel & Organizational Development at the start of 2024. We will continue to work together toward a successful future.



Stephan Tahy

Stephan Tahy
Chief Executive Officer



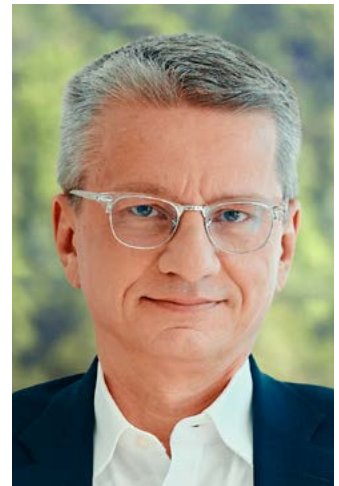
Thomas Stammel

Thomas Stammel
Chief Operating Officer



M. Winkle

Martin Winkle
Chief Financial Officer



Ingmar Irle

Ingmar Irle
Chief People Officer

Economic situation

In 2023, the Duravit Group achieved total global sales of EUR 663.7 million, corresponding to a year-on-year fall of 7.3 %. All of our competitors also experienced significant falls in sales.

The Duravit Group experienced its biggest declines of 2023 in Germany and Egypt (on a Euro basis). The financial performance of EUR 15.8 million in Egypt is attributable to the devaluation of the Egyptian pound. Sales in the local currency rose by 34.0 %. In Germany, the Duravit Group experienced a fall in sales of 13.2 %. Key markets (renovation business, newbuilds) experienced a marked slump against the backdrop of the economic situation. Further, the effects of high interest rates and above-average inflation are making themselves felt.

Sales in the export markets fell by 17.5 % year on year, largely due to the decline in sales in Europe (-9.2 %), Africa (-15.7 %), and North America (-1.5 %). Conversely, the Group enjoyed significant growth in sales in the markets China, United Arab Emirates, and Turkey. The Duravit Group achieved around 36 % (prior year: 37 %) of its sales in the Eurozone, meaning that the proportion of sales generated internationally rose from the last year's total of 79.6 % to 80.9 %. The proportion of sales in Europe fell from 51.1 % to 49.1 %.

The picture painted by the individual product segments is inconsistent: sales of ceramic products in 2023 fell by 8.9 %, while the bathroom furniture segment experienced a year-on-year decline of 24.7 %. The Bathtubs & Wellness segment fell by 10.9 %, while the Bathroom Equipment/Accessories segment experienced a decline of 7.9 %. Business with our SensoWash® shower-toilets fell by 4.7 %. The Faucets segment, which was up 63.4 %, experienced the strongest growth. The Bernstein segment grew by 2.2 %.

In 2023 we launched a range of new products for different target groups, including the new product ranges “Qatego” (designed by Studio F. A. Porsche), “Vitrium” (designed by Christian Werner), and “Millio” (designed by Antonio Bullo). The “Vitrium” and “Millio” ranges position the new cast-mineral material “DuroCast” as an alternative to ceramic in the lower luxury segment. The new “Qatego” range sits within the medium price segment. Additionally, the new “D-Neo” model was launched in the “Shower-Toilet” product segment, along with the new additions of the “Wave”, “Circle”, “Manhattan” (design by Duravit) ranges in various finishes to the “Bathroom Faucets” product segment.

The “Vitrium” and “Qatego” ranges represent a continuation of Duravit’s consistent strengthening of its approach and positioning as a complete bathroom supplier, as the product ranges also include bathtubs and faucets in addition to ceramics and bathroom furniture. Clear product recommendations make it easier for our customers to select the perfect product. We are continually analyzing our product portfolio and adapting it to the needs of our customers.

The Duravit Group had an annual average of 7,239 full-time-equivalent employees, 1.2 % more than last year. In 2023, the number of employees in Germany fell by 0.4 %, while the equivalent figure in the foreign companies rose by 1.6 %. The proportion of the workforce employed abroad was 81.5 %.



The Duravit Group in figures

EUR 663.7 MILLION

The Duravit Group's total 2023 in Euro



11

Production facilities
+ logistics site

DURAVIT
since 1817



7,239

Employees



27

Sales and
marketing offices

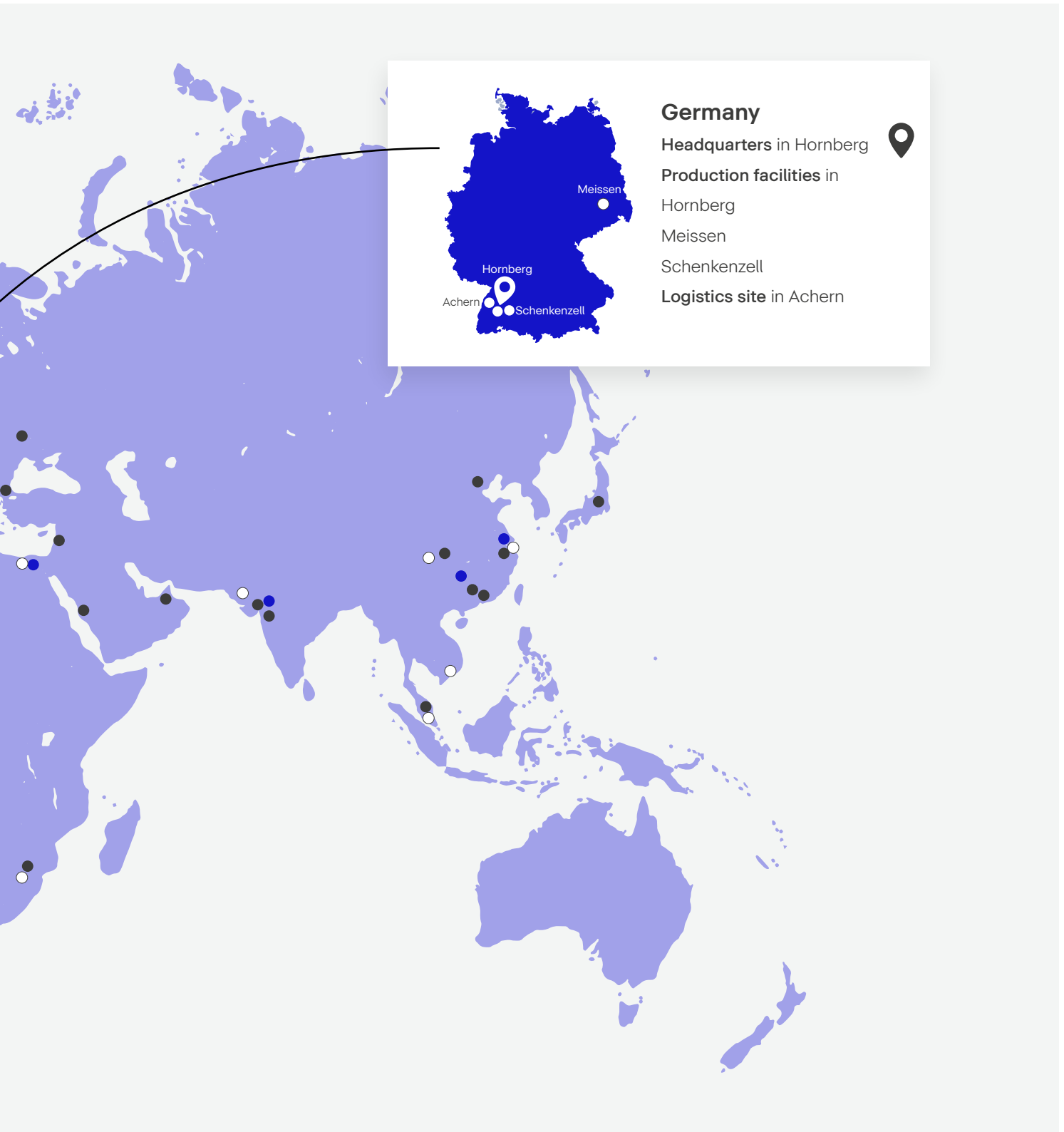


137

Sales companies

Duravit worldwide





Germany

Headquarters in Hornberg



Production facilities in

Hornberg

Meissen

Schenkenzell

Logistics site in Achern



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



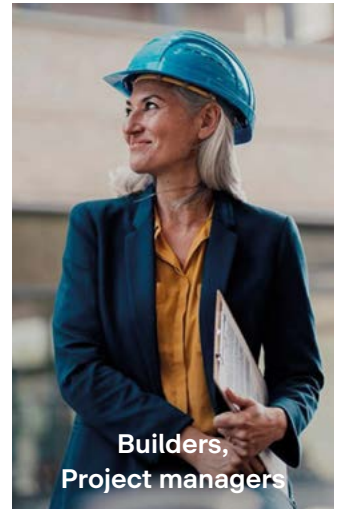
Architects



Planners



Interior designers

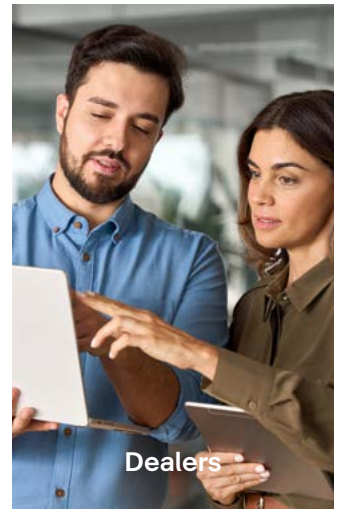


Builders,
Project managers

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.

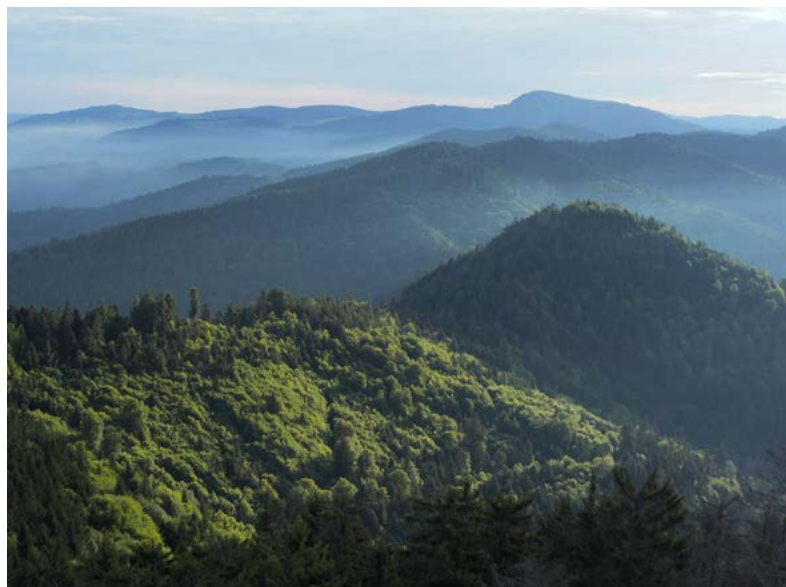
Our aim is to enrich the daily routine and to ensure that every moment in these rooms is pleasant and unique – always true to our commitment to optimizing daily life.

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, 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.

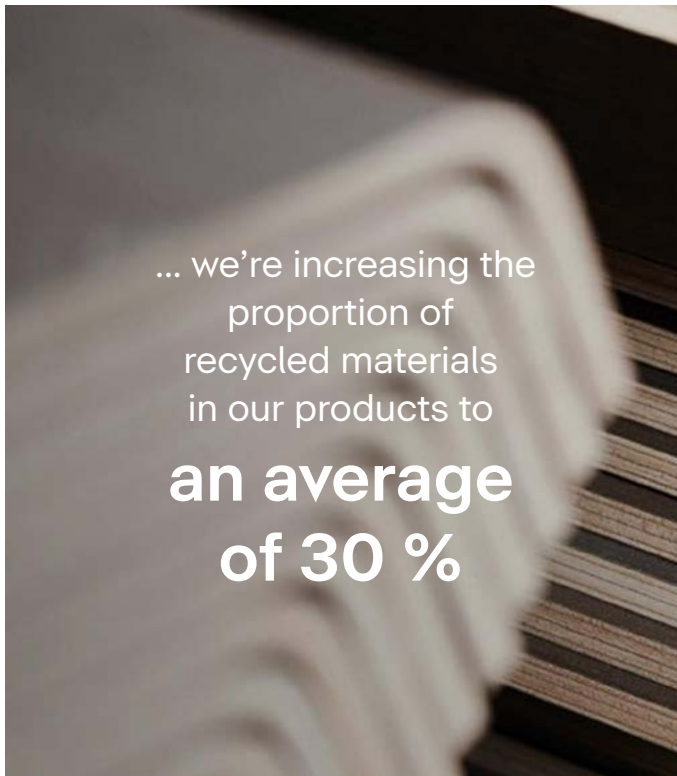
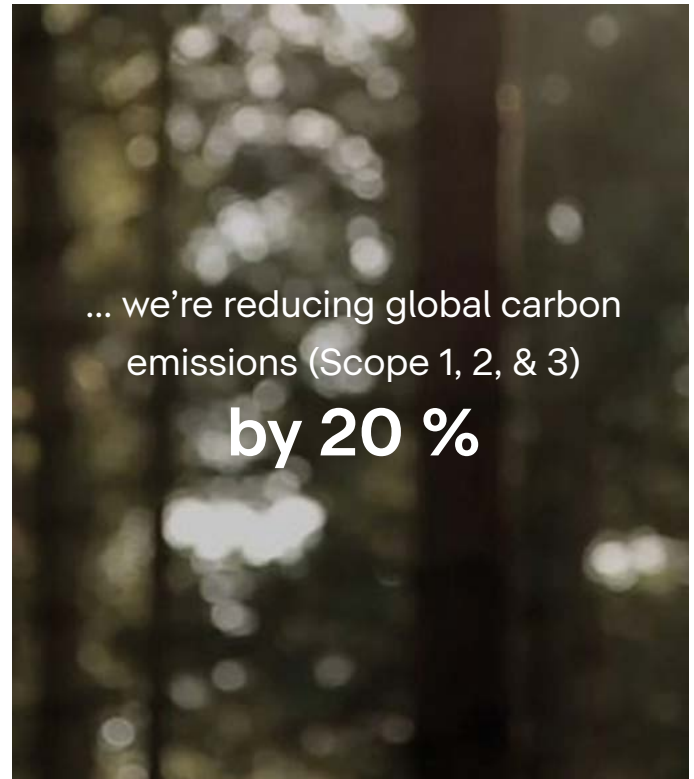
Throughout the company, we are constantly seeking ways to conserve resources, limit our use of raw materials, and reduce emissions as much as possible. All of our German manufacturing facilities and our central warehouse in Achern already use electricity generated exclusively from renewable sources. 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.

At the same time, the challenges remain significant. In order to turn our ambitious climate targets into a reality around the world, a disruptive transformation in ceramic production is required. A key milestone is our goal to reduce our carbon emissions by 20 % by 2030 compared to 2019 levels. Our new, climate-neutral facility in Canada, due to commence production in 2025, will make a significant contribution to this objective and will demonstrate to the market not only that such a transformation is possible, but also how this can be achieved.



Sustainable goals by 2030



CASH FLOW STATEMENT	2022	2023
Net income	51,428	495
Depreciation of fixed assets	29,785	31,340
Increase/decrease of pension and other long-term provisions	-226	641
Other non-cash income and expenses	-2,300	95
Cash flow DVFA/SG	78,687	32,571
Increase/decrease of short-term provisions	211	21,516
Increase/decrease of inventories, trade receivables, and other assets	-61,141	750
Increase/decrease of trade accounts payables and other liabilities	10,588	-23,687
Increase/decrease of tax provisions/tax refund claims including deferred taxes	-9,155	-7,694
Profit/loss on disposal of fixed assets	4	-88
Interest expenses (+)/ interest income (-)	2,213	6,591
Taxes on income	20,169	16,002
Taxes on income payments	-11,014	-8,308
Expense from extraordinary item	1,753	0
Cash flows from operating activities	32,315	37,653
Cash flows from investing activities	-49,042	-56,097
Cash flows from financing activities	-1,115	33,062
Change in cash funds from cash-relevant transactions	-17,842	14,617
Change in cash funds from exchange rate movements and in valuation procedures for cash funds	-15,017	-7,028
Cash funds at the beginning of the period	62,955	30,096
Cash funds at the end of the period	30,096	37,685

Defining the report content

In this Sustainability Report, we are concentrating on the action areas that are significant both for us and for our stakeholder groups. We consider all groups who are affected by our economic activity to be stakeholders. To make a suitable selection of involved stakeholders, we look above all at their proximity to Duravit AG's manufacturing and value-creation chain. However, we are also in close contact with stakeholders who only make an indirect contribution to our company's success, such as the local authorities in the areas where our sites are located.

Inclusion of stakeholders

Internally, our stakeholders are made up of the company's owners as well as our employees. External stakeholders include wholesalers, fitters, architects and developers along with suppliers, consumers, and homeowners.

We selected aspects we considered to be important based on the internal goals and the issues covered in the previous Sustainability Report for the period 2020 to 2022. An online survey conducted for the 2020–2022 reporting cycle and the analysis of regular feedback received from the stakeholder groups (e.g. field staff visit reports, minutes of sales conferences, complaint reports, supplier audits, dialog with employees, etc.) were used to ascertain and weight the aspects relevant for stakeholders. These fifteen topics are presented accordingly in the matrix on page 19.

Key topics

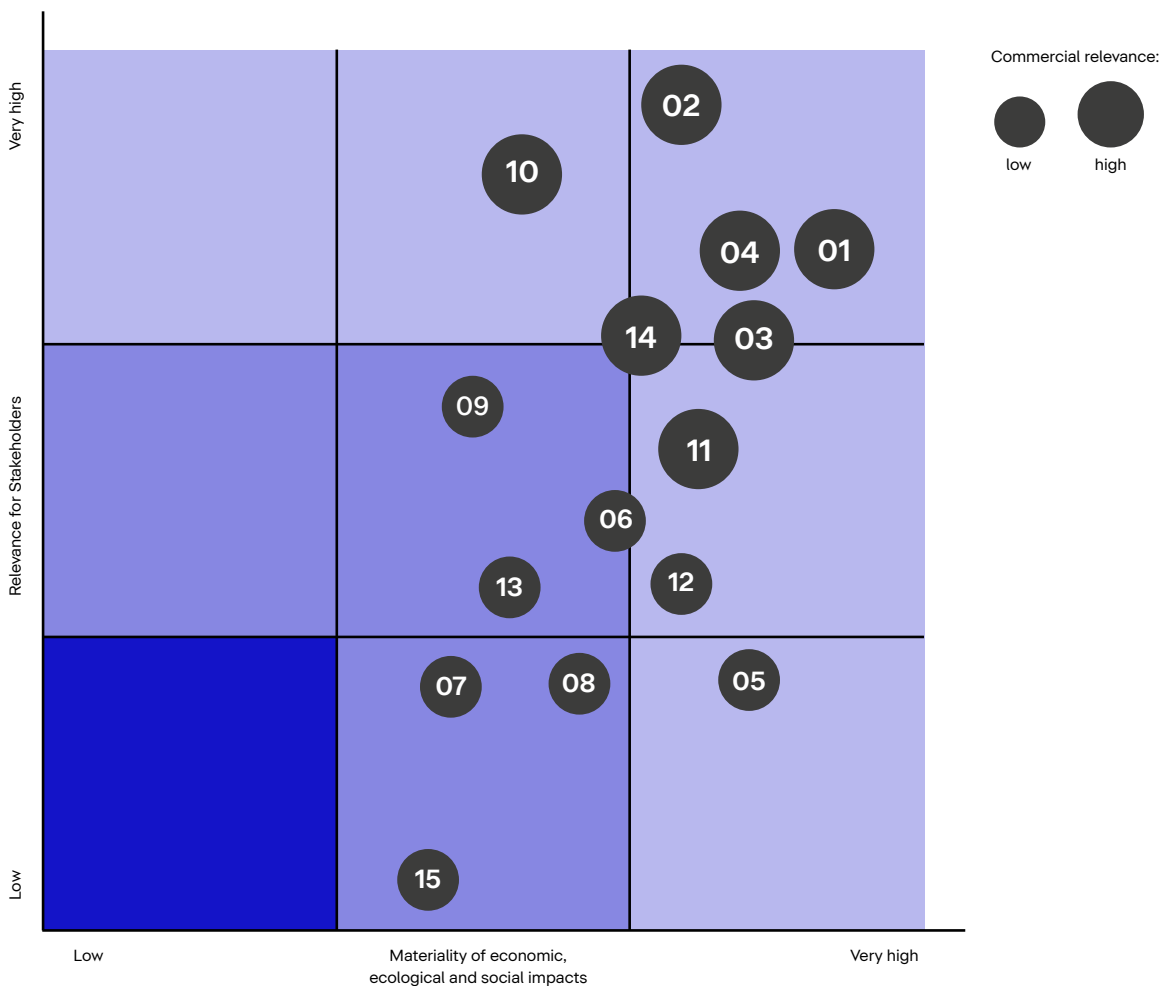
The illustration of the GRI (Global Reporting Initiative) standards 3-1, 3-2, and 3-3 highlights the most relevant topic for our stakeholders at the present time: energy efficiency tops the list in the Climate dimension due to its substantial ecological and economic impacts. The surge in gas, oil, and electricity prices has meant that energy-efficient operations are becoming a relevant factor for cost saving in general – both for our interest groups and for our company. Energy efficiency makes a key contribution to sustainable activity and thus to our strategy of becoming climate-neutral by 2045.

In particular, the complex ceramic firing process involves high energy consumption with significant carbon emissions. Hence, the focus is on energy efficiency, which also contributes to overarching cost savings as well as a reduced footprint. The second most important issue concerns making a resource-efficient contribution to environmental protection. Here, avoiding or recycling waste is most relevant to our stakeholders. We have taken it on ourselves to handle resources with the requisite care and to manufacture especially robust, recyclable products.

All key topics are clearly presented in the GRI Index starting on page 60 of this Sustainability Report with a reference to the corresponding page number.




Materiality matrix




Material aspects of the report


Climate

-  01 Reduce emissions
- 02 Use energy efficiently
- 03 Innovative & sustainable products


Water

-  04 Reduce water consumption
- 05 Access to clean water & sanitary facilities


People

-  06 Diversity & equality of opportunity
- 07 Training & CPD
- 08 Supporting social projects

Resources

-  09 Reducing material consumption
- 10 Reducing or recycling waste
- 11 Procurement & supplier selection

Governance

-  12 Involvement of interest groups
- 13 Ensuring legal compliance of operations
- 14 Health & safety at work
- 15 Sponsoring



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 60 % 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 the last 10 years). 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.

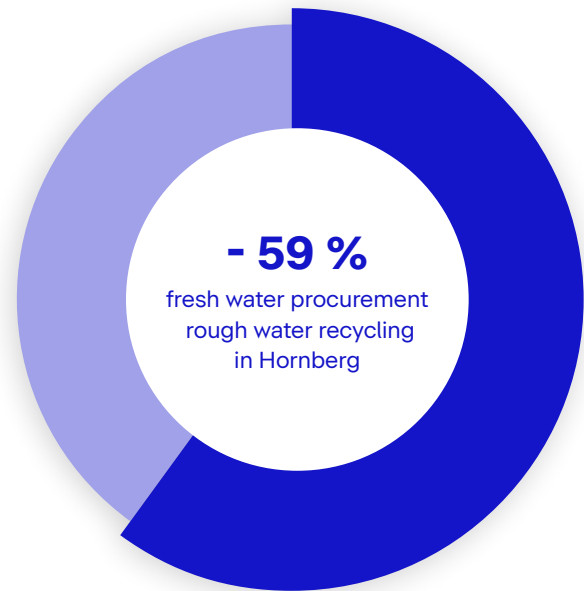
Efficient use of water in manufacturing



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.

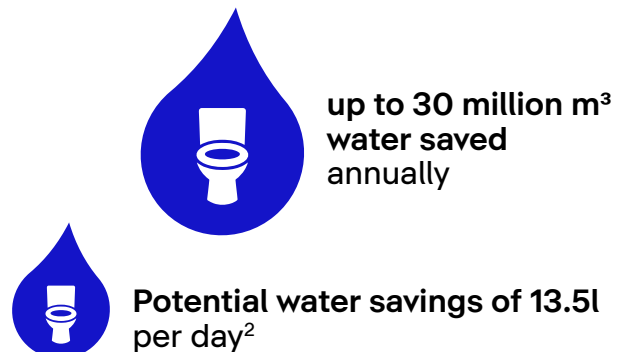
Using an ultrafiltration system in the grinding shop in Hornberg means that most of the water can be fed back into the cycle. Wastewater from manufacturing is treated in the wastewater pre-treatment plant and fed back into the manufacturing process. As a result, the statutory requirements for a sustainable water cycle are greatly exceeded. Fresh water consumption in Hornberg has been reduced by 59 % thanks to water recycling (approx. 35.000 m³). The proportion of recycled water at the Meissen facility is significantly lower at 30 %. 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

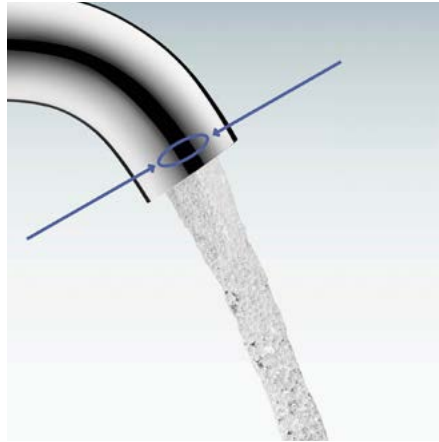
FreshStart



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

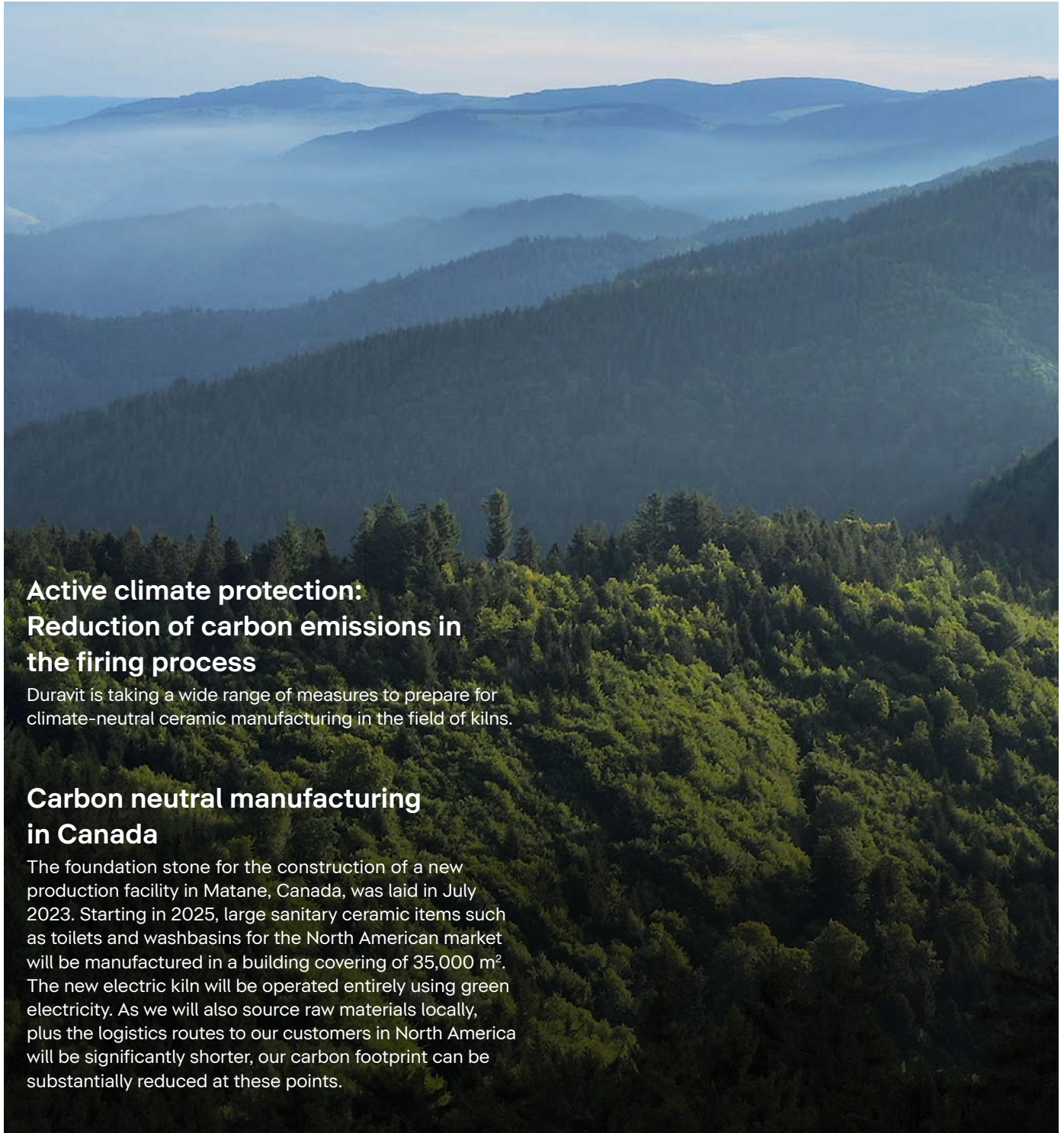


AirPlus provides a full, gentle stream because the water is enriched with air at the jet outflow, reducing water and energy consumption at the same time.





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 fully

Production of toilets, cisterns & washbasins

Annually about 400,000 manufactured parts

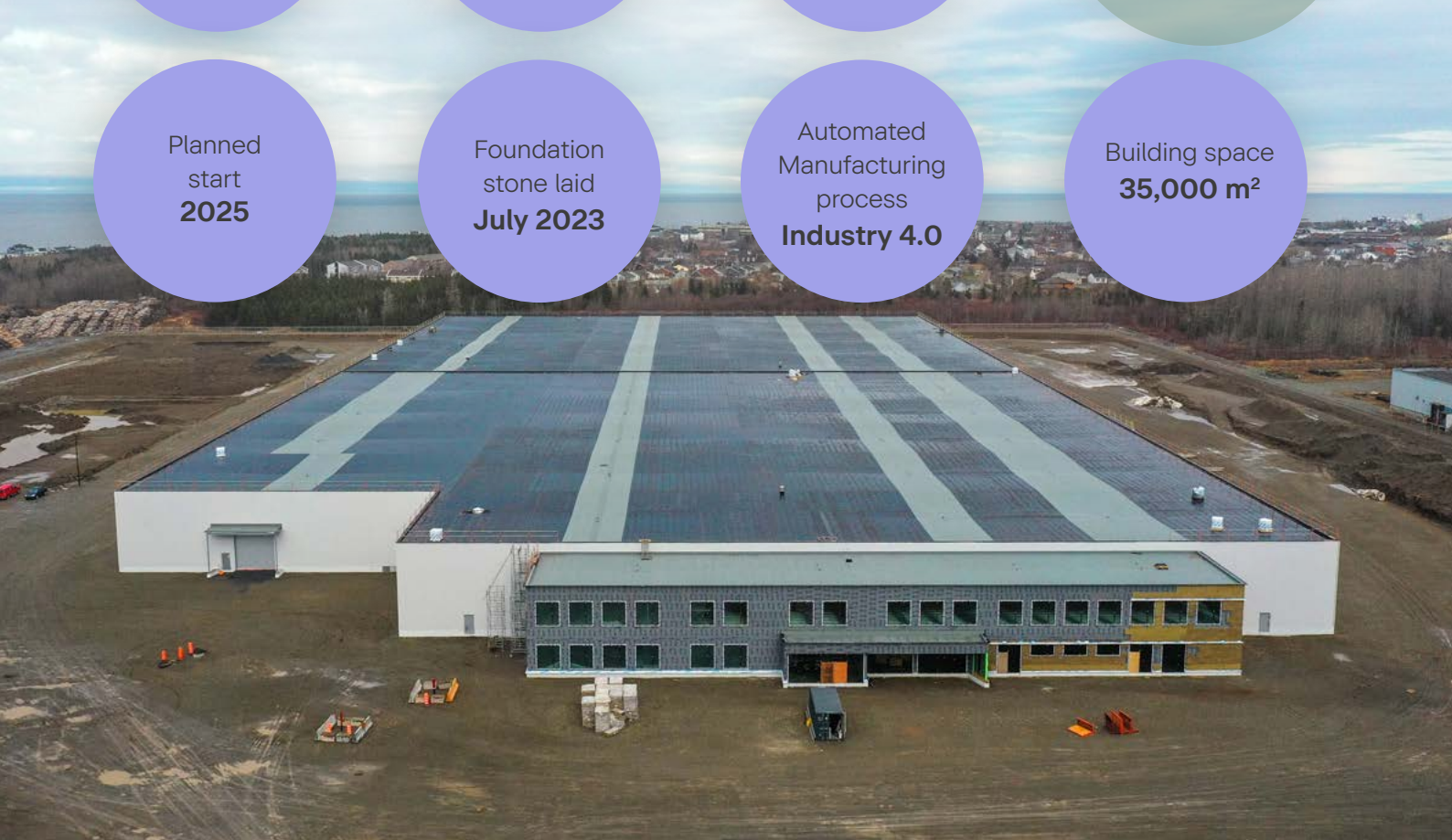
Without carbon emissions

Planned start **2025**

Foundation stone laid **July 2023**

Automated Manufacturing process **Industry 4.0**

Building space **35,000 m²**



By giving the green light to the first climate-neutral sanitary-ceramic production facility in the world in summer 2023, we made a quantum leap towards a sustainable future. In future, ceramic sanitary products such as toilets or wash-basins will be manufactured at the Matane facility in the Canadian province of Québec using renewable energy alone.

Firing will be done using the world's first electric roller kiln, which will be powered by hydroelectric energy. Using this innovative technology will save around 9,000 tons of CO₂ per year compared to a conventional ceramic factory.

Harnessing renewable forms of energy such as hydroelectric power will reduce the carbon emissions from production to zero, making us the first ceramic manufacturer to operate an entire facility using an electric firing process powered entirely by green energy, enabling us to achieve a climate-neutral manufacturing process. As such, we are demonstrating both to our customers and the sector as a whole that it is already possible to achieve carbon-neutral production in energy-intensive industries under the right circumstances.

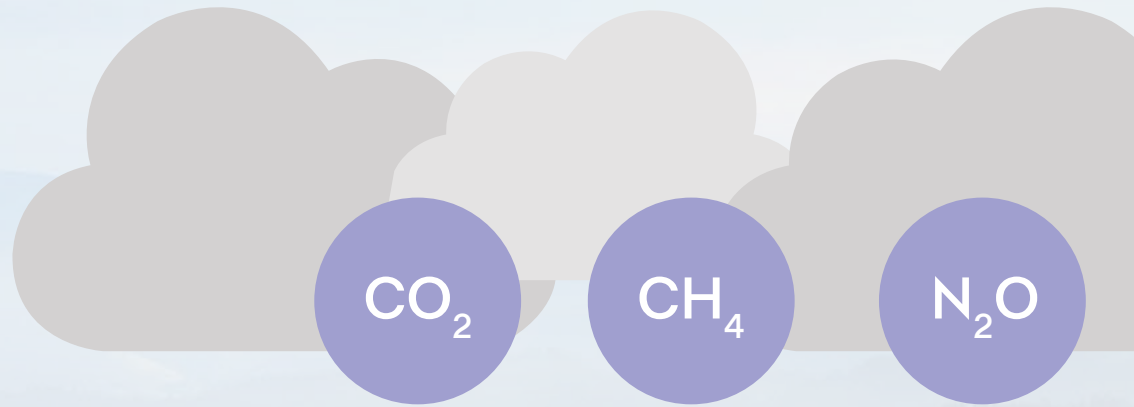
In addition to the broad political support, a key factor in choosing the location in Québec was the availability of clean and renewable energy.

The new site in Matane is a seamless match for our "local-for-local" strategy. Its location directly on the St. Lawrence River guarantees straightforward logistics and goods transport. Key raw materials for ceramic manufacture can be obtained from the nearby area, significantly reducing both overheads for logistics and the need to obtain energy from fossil fuels. Compared with importing our products from Europe, we anticipate an annual reduction of our carbon emissions of 1,500 tons in the North American market. Taken together with the electric kiln, this results in a potential annual carbon reduction of just under 11,000 tons of CO₂.

The extensive coverage of the facility in industry and business media is testament to the salience of the topic and validates us in taking this step.



Carbon emissions by categories of the



Scope 2
INDIRECT



Waste produced



Business travel



Lessee



Electricity, steam, heating, and cooling procured for inhouse use



Transport and distribution



Employee commutes



Goods and services procured



Capital goods



Fuel and energy-related emissions

Scope 3
INDIRECT

UPSTREAM ACTIVITIES

Local



Com
faci



Veh
fle

SCOPE 3
INDIRECT

REPORTING

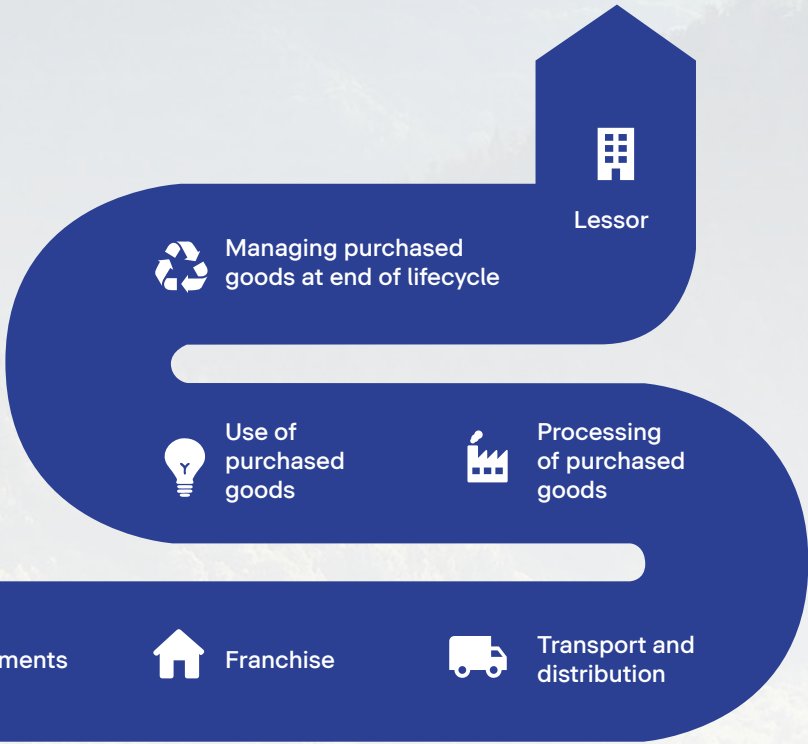
Greenhouse Gas (GHG) Protocol Standard

HFCs

PFCs

SF₆

Operations
Company
ilities
Vehicle
set



Scope 1
DIRECT

Scope 3
INDIRECT

COMPANY

DOWNSTREAM ACTIVITIES

Data management to determine the carbon footprint



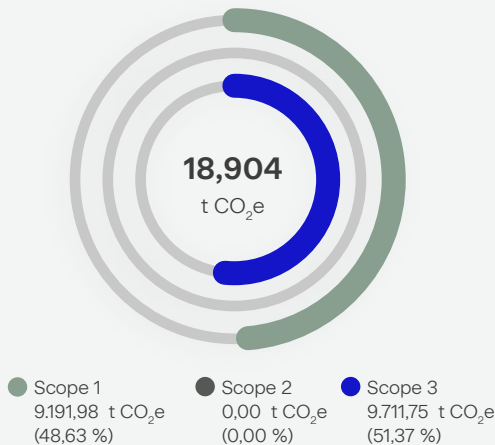
As an energy-intensive company, we are well aware of our contribution to climate change. A detailed analysis of all carbon emissions in manufacturing processes and company processes serves as the basic framework for subsequent decarbonization measures. The purpose of the analysis is to identify and prioritize 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.

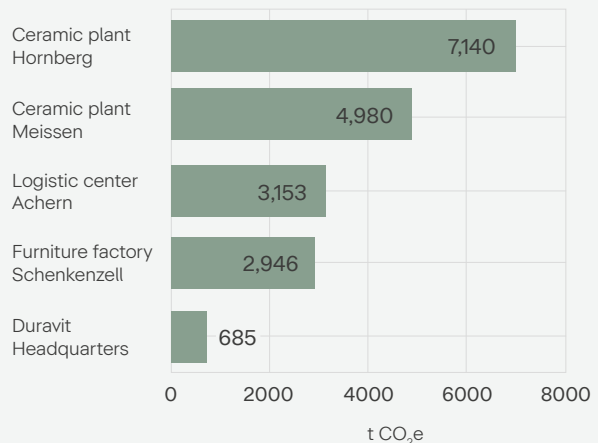
Together with Tanso, we want to combine data with machine learning to manage the transition to a low-carbon economy and to face the increasing challenges in terms of transparency and verifiability. A performance comparison of our facilities and monitoring the planned stages will pave the way to climate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

Emissions per Scope 2023*



*of the German sites

Emissions per site 2023



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 3,500 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.



Recycling manufacturing waste



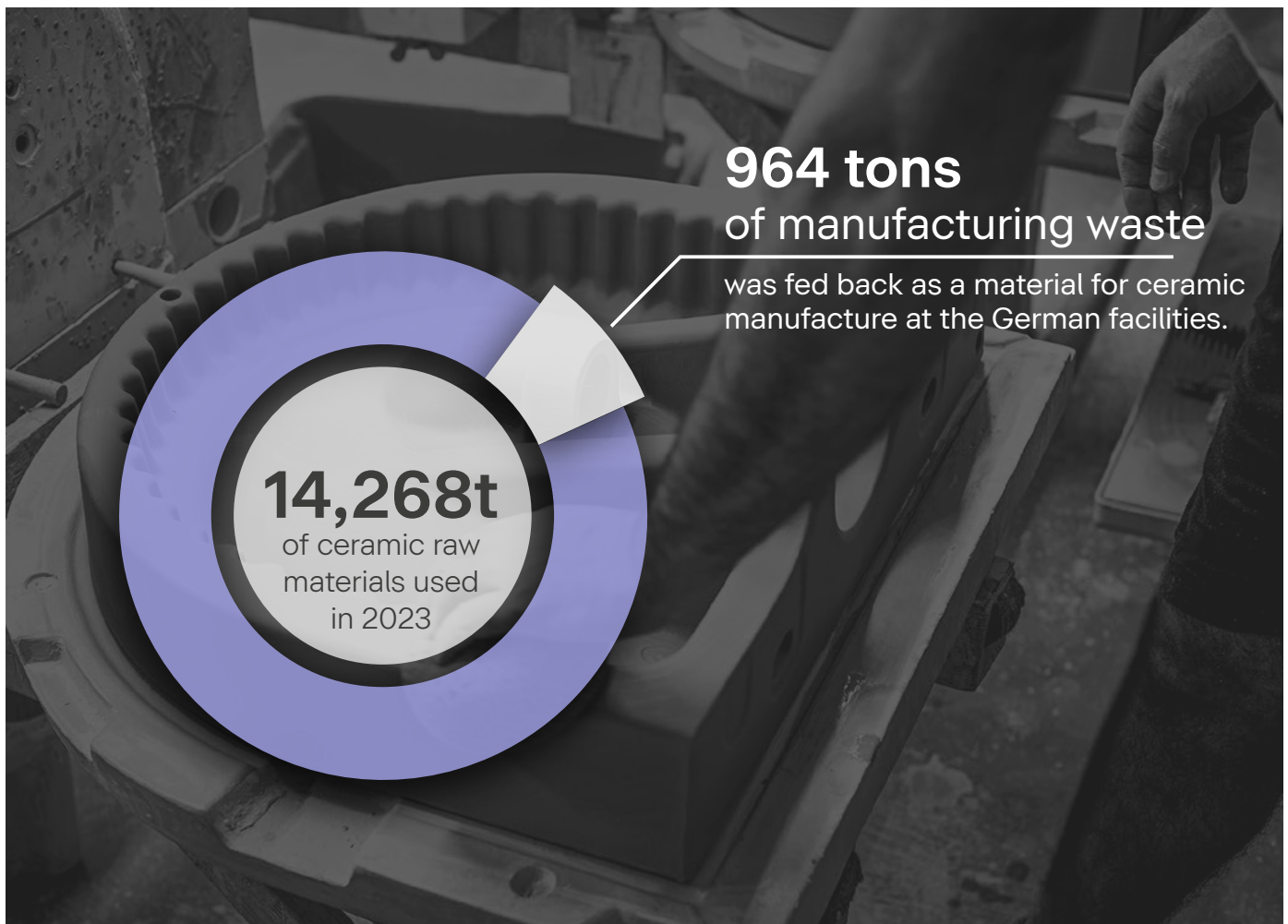
True to the principles of the circular economy, we seek to manage the waste that arises in a way that can replace raw materials. At our production facility in Meissen, we use materials from what is known as “glost scrap” for the mass for shaping the ceramic. Finished ceramic parts that are rejected as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

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. 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 is being installed at the Hornberg plant in 2024 to recover raw materials for the slip. Production waste is currently used to make supports (known as setter plates) for firing the large ceramic items.

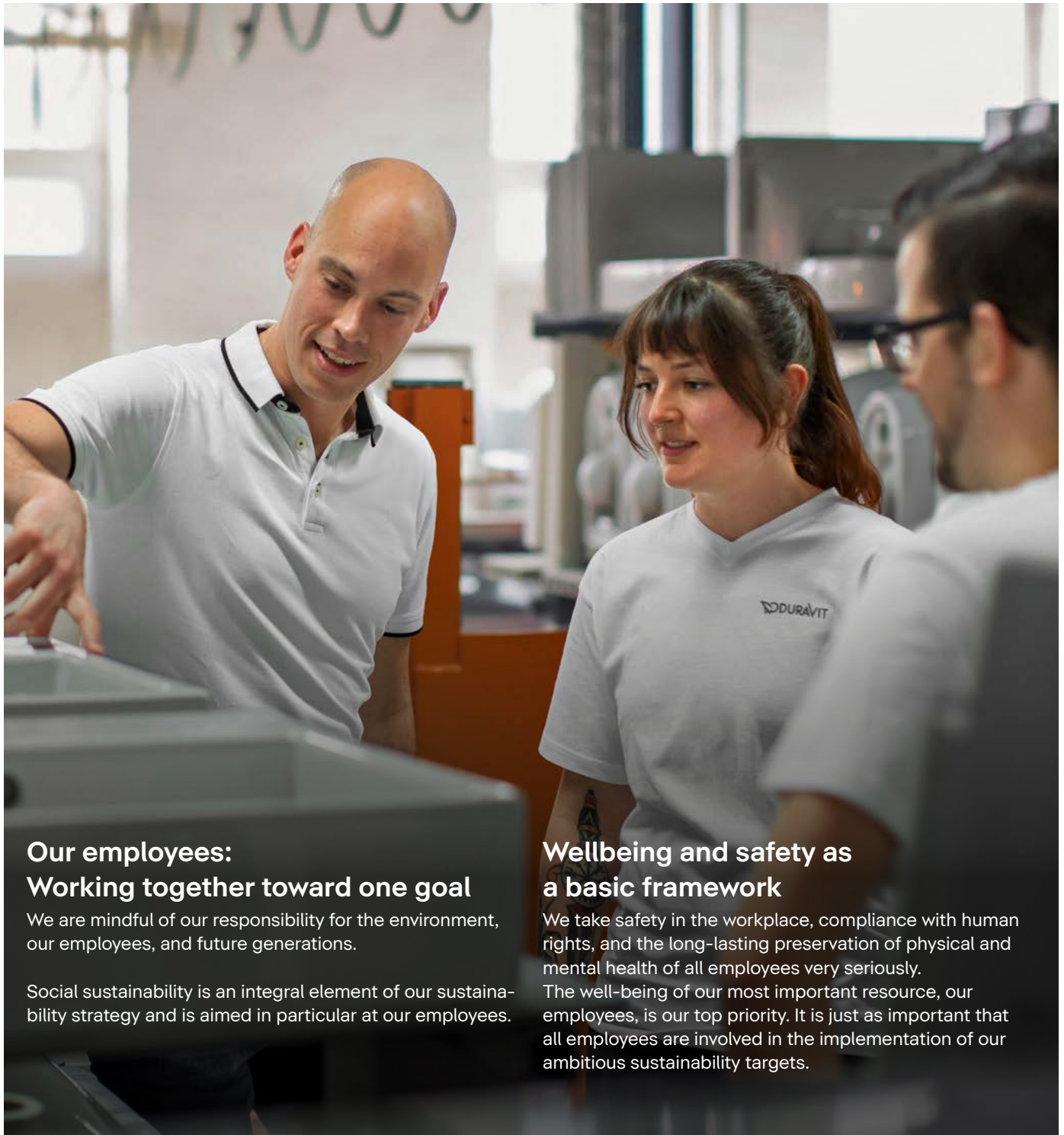
In Hornberg we already prepare the residual glaze and feed this material back to the production process, as is also the case in Meissen.





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.

Involvement in elementary schools in India



We want to meet our responsibility toward society and the environment. Part of this has been our involvement in projects in India to improve the everyday school life of children in rural areas since 2018, the focus being on water supply and sanitary facilities at the primary schools. To date 25 schools have benefitted from our involvement and more than 7,200 schoolchildren and staff have access to clean drinking water and hygienic sanitary facilities.



In the coming years, too, we will be committed to the redesign of other schools in the rural regions of Tarapur, Gujarat as part of the “School Evolution Project”. These initiatives are not just about infrastructure, but also enabling the children to enjoy a brighter future: inadequate school toilets and washing facilities jeopardize children’s wellbeing and academic success, and a lack of hygiene has a negative impact on health and concentration. Additionally, the risk of the transmission of diseases rises.

The results are encouraging: absences due to disease have fallen, added to which is an improved feeling of belonging and pride within the local community.



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



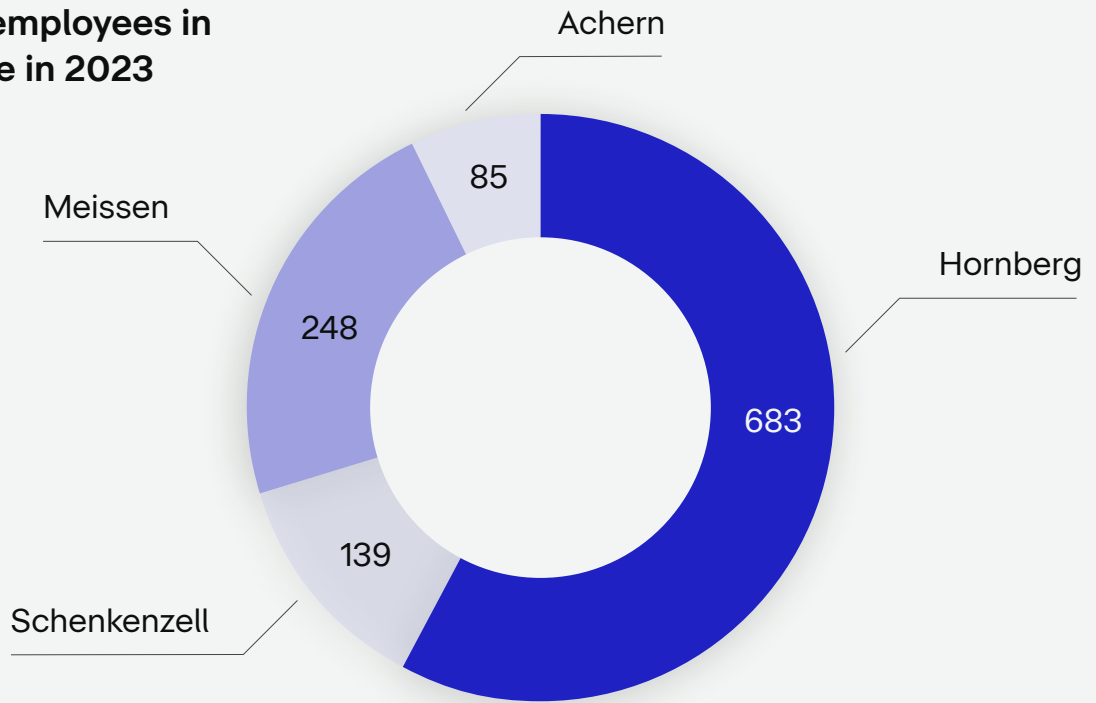
Employee structure



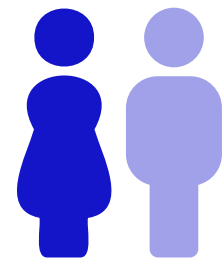
In 2023 the Duravit Group employed just under 7,300 staff around the world, 1,155 of whom worked at the German sites. The total headcount was ascertained at the end of the year. The KPIs set out below cover all German manufacturing

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 2023

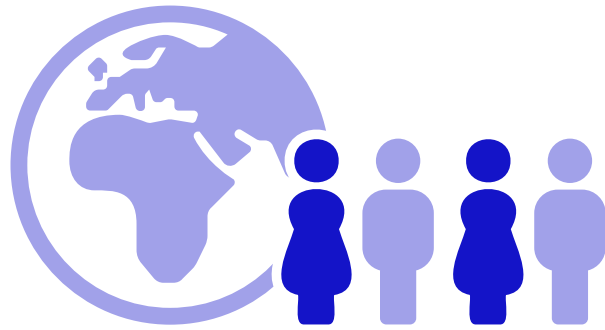


Gender of employees in Germany

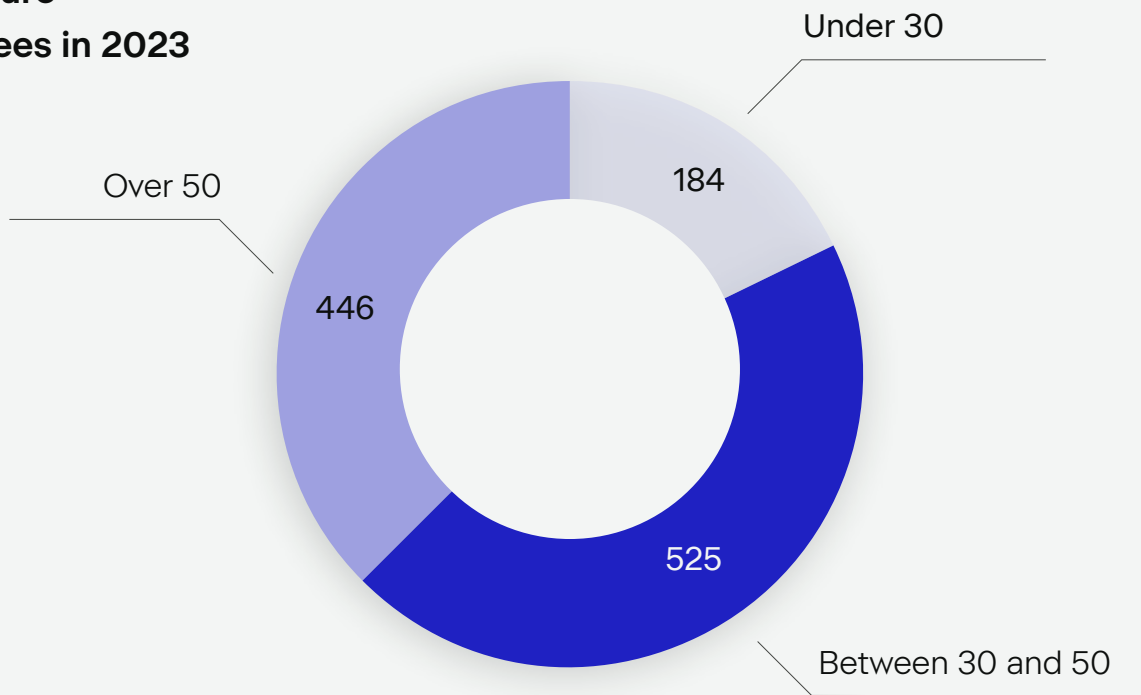


33 different nationalities

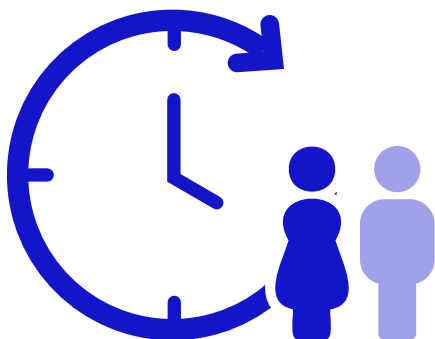
at the German sites of the Duravit Group



Age structure of employees in 2023



Years of service



15.1 years

average years of service at the German sites of the Duravit Group

Internal communication

Duravit Network App

Since mid-2022, the Duravit Network App (DNA) has been the central channel for internal communication. The interactive employee medium can be used on mobile end devices or PCs and means that we can get news about the company quickly to all employees, regardless of their role and site.

In addition to current news and services, practical tools such as the working-time account or shift plans can be accessed on the move or from home. Commentary and evaluation functions enable direct communication between colleagues. Around 70 % of all employees at the German sites use the interactive app.



Health insurance for employees in India and Egypt



Healthy employees – healthy company

If you are ill, you simply go to the doctor and then get your medicine at a pharmacy in order to feel better quickly; however, this is not a given in many countries. There is no statutory health insurance here, and state-run health provision is not always up to scratch. For that reason, illness or accidents often entail high financial costs and social risks for people. As a consequence, many employees go to work ill, jeopardizing their own health and also that of their colleagues through the risk of infection.

We provide private health insurance for our employees at our facilities in India or Egypt, which also benefits their partner and children. This enables them to access private doctors and hospitals, which are often significantly better equipped than the state-run health facilities. As in many other countries, free local healthcare is a key factor when it comes to recruiting employees. Plus, it is a measure that substantially reinforces loyalty to the company.

In India, a company physician is additionally available three times a week for consultations directly on the company premises – a further contribution to greater health and safety in the workplace.

Offers for employees

3 GOOD HEALTH AND WELL-BEING



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 2023 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.

After-work events are also popular. For instance, in June 2023 we combined a preview of the new brand image with an invitation for colleagues to come together and exchange notes.



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 2023 and was prepared on the basis of the GRI standards from 2021. The last report was for the period 2020 to 2022 and was published in August 2023. Duravit has prepared its Sustainability Reports in accordance with the GRI principles since 2014. The GRI Index is set out from page 60 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	2021	2022	2023
Revenue from products and services	EUR	321,340,475	339,184,516	293,374,011
Other revenue	EUR	24,260,726	32,901,043	34,258,120
Total revenue	EUR	345,601,201	372,085,559	327,632,131
Manufacturing costs (material & wages)	EUR	213,943,432	229,377,287	201,375,058
Distribution costs	EUR	75,688,844	81,481,830	74,214,113
Administrative costs	EUR	17,637,284	19,786,709	21,877,559
Other costs	EUR	7,915,986	6,513,053	25,144,440
Personnel costs Duravit AG				
Employees	EUR	41,527,805	43,244,416	41,247,179
Commercial	EUR	18,011,121	17,996,260	17,004,330

EMPLOYEES

EMPLOYEES GRI 2-7, 404-1	UNIT	2021	2022	2023
Total number of employees	number	1,192	1,196	1,155
Employees in Hornberg	number	685	693	683
Employees in Hornberg production	number	153	150	139
Employees in Meissen production	number	272	269	248
Employees in Achern production	number	82	84	85
Male employees	number	927	917	1,155
Female Employees	number	265	279	277
Employees under 30 years of age	number	206	215	184
Employees aged 30 to 50	number	547	535	525
Employees over 50 years of age	number	439	446	446
Percentage of female employees	%	22	23	24
Percentage of employees of foreign nationality	%	18	18	18
EMPLOYEES GRI 403-1, 404-1	UNIT	2021	2022	2023
Work-related accidents 1000-man rate	number	9	18	28
Total days invested in education & training	Ø	6.5	8.6	11.6

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DIVERSITY GRI 2-9, 405-1	UNIT	2021	2022	2023
Members of the Supervisory Board	number	6	6	6
Men	%	83	83	83
Women	%	17	17	17
Persons aged 30 to 50	%	33	33	33
Persons over 50 years of age	%	67	67	67
Members of the works Council in Hornberg	number	11	13	13
Men	%	64	69	69
Women	%	36	31	31
Members of the works Council in Schenkenzell	number	7	7	7
Men	%	86	100	100
Women	%	14	0	0
Members of the works Council in Meissen	number	9	9	9
Men	%	100	100	100
Members of the works Council in Achern	number	5	5	5
Men	%	60	60	60
Women	%	40	40	40

HORNBERG

RESOURCES GRI 301-1, 306-4	UNIT	2021	2022	2023
Produced quantity	Ton	4,661	4,235	3,046
Clay	Ton	2,052	1,748	1,195
Kaolin	Ton	1,435	1,234	912
Quartz	Ton	1,301	1,047	939
Fireclay	Ton	1,520	1,301	1,061
Feldspar	Ton	327	337	213
Various hard materials	Ton	575	533	397
Gypsum	Ton	484	405	364
Shrinkage plates	Ton	321	228	52
Residuals	Ton	564	483	211
Secondary fuels*	Ton	555	501	244
Share of secondary fuels* in raw materials	%	6.3	6.4	4.3
*Raw materials that are directly returned to production and contribute to waste reduction or waste avoidance.				
Packaging: Cardboard boxes	Ton	490	688	272
Packaging: Stretch foil & shrink wrap	Ton	3.60	5.60	3.84

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ENERGY GRI 302-1, 2	UNIT	2021	2022	2023
Electricity	kWh	5,281,800	5,327,400	4,567,200
Heating oil + diesel	kWh	77,920	34,817	38,462
Natural gas	kWh	36,023,400	32,497,500	26,819,700
Total energy	kWh	41,383,120	37,859,717	31,425,362
Percentage of renewable energy	%	13	14	15
WATER GRI 303-3, 4, 5	UNIT	2021	2022	2023
Municipal water withdrawal	Liter	34,160,000	30,060,000	23,695,000
Water withdrawal from own source	Liter	2,643,000	709,000	1,360,000
Processed and recyclable water	Liter	40,249,000	46,947,000	35,585,000
Total water	Liter	77,052,000	77,716,000	60,640,000
Waste water	Liter	31,197,000	26,477,000	20,275,000
Tapping water*	Liter	5,606,000	4,292,000	4,780,000
*Municipal water plus own source minus waste water.				
Percentage of recyclable water	%	52	60	59
WASTE GRI 306-1, 2, 3	UNIT	2021	2022	2023
Total weight of waste	Ton	2,865	2,874	2,430
Hazardous waste	Ton	19	18	26
Thermal utilization of waste	Ton	88	117	96
Percentage of recyclable waste	%	97	96	96

EMISSIONS GRI 302-3, 305-1, 2, 3, 4	UNIT	2021	2022	2023
Scope 1: Direct	t CO2e	6,620	5,960	4,927
Scope 2: Indirect*	t CO2e	0	0	0
Scope 1+2	t CO2e	6,620	5,960	4,927
Scope 3**	t CO2e	3,070	2,734	2,245

*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	2021	2022	2023
Emissions	t CO2e/ton ceramic	2.08	2.05	2.35
Energy consumption	kWh/ton ceramic	8,880	8,940	10,317
Water consumption	l/ton ceramic	7,897	7,265	8,226

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MEISSEN				
RESOURCES GRI 301-1, 306-4	UNIT	2021	2022	2023
Produced quantity	Ton	8,142	8,408	5,962
Clay	Ton	3,089	2,752	2,261
Kaolin	Ton	3,424	3,067	2,563
Quartz	Ton	279	244	177
Fireclay	Ton	83	70	51
Feldspar	Ton	3,543	3,474	2,482
Various hard materials	Ton	599	740	406
Gypsum	Ton	477	438	356
Shrinkage plates	Ton	739	784	580
Residuals	Ton	123	108	99
Secondary fuels*	Ton	1,026	1,034	720
Share of secondary fuels* in raw materials	%	7.8	8.3	7.6
*Raw materials that are directly returned to production and contribute to waste reduction or waste avoidance.				
Packaging: Cardboard boxes	Ton	723	714	413
Packaging: Stretch foil & shrink wrap	Ton	33	15	29

ENERGY GRI 302-1, 2	UNIT	2021	2022	2023
Electricity	kWh	6,105,100	5,527,000	4,387,400
Heating oil + diesel	kWh	19,900	16,418	297,717
Natural gas	kWh	29,063,600	28,507,800	19,137,500
Total energy	kWh	35,188,600	34,051,218	23,822,617
Percentage of renewable energy	kWh	17	16	18
WATER GRI 303-3, 4, 5	UNIT	2021	2022	2023
Municipal water withdrawal	Liter	34,655,000	40,700,000	27,670,000
Water withdrawal from own source	Liter	8,879,000	5,165,000	4,426,000
Processed and recyclable water	Liter	15,991,000	20,961,000	11,656,000
Total water	Liter	59,525,000	66,826,000	43,752,000
Waste water	Liter	38,935,530	41,173,140	29,609,060
Tapping water*	Liter	4,598,470	4,691,860	2,486,940
*Municipal water plus own source minus waste water.				
Percentage of recyclable water	%	27	31	27
WASTE GRI 306-1, 2, 3	UNIT	2021	2022	2023
Total weight of waste	Ton	2,720	2,683	1,936
Hazardous waste	Ton	3	3	3
Thermal utilization of waste	Ton	8	5	3
Percentage of recyclable waste	Ton	99.7	99.8	100

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EMISSIONS GRI 302-3, 305-1, 2, 3, 4	UNIT	2021	2022	2023
Scope 1: Direct	t CO2e	5,330	5,208	3,577
Scope 2: Indirect*	t CO2e	0	0	0
Scope 1+2	t CO2e	5,330	5,208	3,577
Scope 3**	t CO2e	2,036	1,904	1,403

*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	2021	2022	2023
Emissions	t CO2e/ton ceramic	0.90	0.85	0.84
Energy consumption	kWh/ton ceramic	4,322	4,050	3,996
Water consumption	l/ton ceramic	5,347	5,455	5,383

SCHENKENZELL

RESOURCES GRI 301-1	UNIT	2021	2022	2023
Produced quantity	Ton	3,220	2,851	2,000
Plastic materials	Ton	58	54	36
Wood	Ton	2,134	2,247	1,253
Coatings	Ton	19	26	20
Semi-finished products and parts	Ton	760	642	623
Packaging: Cardboard boxes	Ton	6	16	12
Packaging: Stretch foil & shrink wrap	Ton	564	343	263
Packaging: disposable pallets	Ton	231	199	151
ENERGY GRI 302-1, 2	UNIT	2021	2022	2023
Electricity	kWh	2,324,818	2,185,632	1,637,269
Electricity from photovoltaics	kWh	–	–	271,404
Heating oil + diesel	kWh	19,254	16,987	15,884
Natural gas	kWh	62,098	55,815	45,020
Liquefied gas	kWh	25,199	22,934	15,418
Wood stove	kWh	2,076,682	1,745,588	1,691,079
Total energy	kWh	4,508,051	4,026,957	3,675,804
Percentage of renewable energy	%	52	54	52

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WATER GRI 302-3; 303-3, 4, 5; 305-1, 2, 3, 4	UNIT	2021	2022	2023
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Municipal water withdrawal	Liter	989,000	989,000	807,000
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Waste water	Liter	989,000	989,000	807,000
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WASTE GRI 306-1, 2, 3	UNIT	2021	2022	2023
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Total weight of waste	Ton	318	232	127
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Hazardous waste	Ton	7	7	6
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Thermal utilization of waste	Ton	172	105	27
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Percentage of recyclable waste	%	46 %	55%	79%
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EMISSIONS GRI 305-1, 2, 3, 4	UNIT	2021	2022	2023
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Scope 1: Direct	t CO2e	26	24	15
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Scope 2: Indirect*	t CO2e	0	0	0
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Scope 1+2	t CO2e	26	24	15
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Scope 3**	t CO2e	4,415	3,789	2,931
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*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	2021	2022	2023
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Emissions	t CO2e/ton furniture	1.38	1.34	1.47
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Water consumption	kWh/ton furniture	1,400	1,412	1,838
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ACHERN

RESOURCES GRI 301-1	UNIT	2021	2022	2023
Packaging: Cardboard boxes	Ton	258	247	245
Packaging: Stretch foil & shrink wrap	Ton	213	210	148
Packaging: disposable pallets	Ton	446	363	409
ENERGY GRI 302-1, 2	UNIT	2021	2022	2023
Electricity	kWh	527,000	510,000	503,000
Heating oil + diesel	kWh	-	-	-
Natural gas	kWh	1,471,000	1,259,000	1,302,000
Total energy	kWh	1,998,000	1,769,000	1,805,000
Percentage of renewable energy	kWh	26	29	28
WATER GRI 303-3,4,5	UNIT	2021	2022	2023
Municipal water withdrawal	Liter	524,000	416,000	551,000
Waste water	Liter	524,000	416,000	551,000
WASTE GRI 306-1, 2, 3	UNIT	2021	2022	2023
Total weight of waste	Ton	355	410	477
Hazardous waste	Ton	7	17	15
Thermal utilization of waste	Ton	7	17	15
Percentage of recyclable waste	%	98	96	97

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EMISSIONS GRI 305-1, 2, 3	UNIT	2021	2022	2023
Scope 1: Direct	t CO ₂ e	269	230	238
Scope 2: Indirect*	t CO ₂ e	0	0	0
Scope 1+2	t CO ₂ e	269	230	238
Scope 3**	t CO ₂ e	3,670	3,530	2,915

*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	2021	2022	2023
Emissions	t CO ₂ e/ton transport	0.086	0.082	0.088



Not location specific

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

EMISSIONS	UNIT	2021	2022	2023
Scope 1: Direct	t CO ₂ e	457	408	435
Scope 2: Indirect *	t CO ₂ e	0	0	0
Scope 1+2	t CO ₂ e	26	24	435
Scope 3**	t CO ₂ e	249	283	250

*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.





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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