ZEISS

Seeing beyond

Visionary minds. Enhanced by AI

Annual Report 2024/25
ZEISS Group

Image generated by AI

Image by Prof. C. Kuo, Department of Medicine, Stanford University, USA

Key Figures
(IFRS)

	2024/25		2023/24		2022/23	
	€ m	%	€ m	%	€ m	%
Revenue	**11,896**	**100**	10,894	100	10,108	100
» Germany	722	6	731	7	740	7
» Other countries	11,174	94	10,163	93	9,368	93
Research and development costs	**1,731**	**15**	1,593	15	1,545	15
EBIT	**1,552**	**13**	1,444	13	1,686	17
Consolidated profit/loss	**952**	**8**	1,031	9	1,257	12
Cash flows from operating activities	**1,814**		1,409		1,377	
Cash flows from investing activities	**-1,384**		-1,662		-1,593	
Cash flows from financing activities	**736**		3		148	

	30 Sep 2025		30 Sep 2024		30 Sep 2023	
	€ m	%	€ m	%	€ m	%
Total assets	**18,329**	**100**	16,088	100	15,059	100
Property, plant and equipment	**5,384**	**29**	4,678	29	3,573	24
» Capital expenditures	1,294		1,620		1,360	
» Depreciation	505		454		358	
Inventories	**3,607**	**20**	3,534	22	3,138	21
Equity	**8,780**	**48**	8,190	51	7,846	52
Net liquidity	**-263**		-244		1,619	

	30 Sep 2025		30 Sep 2024		30 Sep 2023	
	Number	%	Number	%	Number	%
Employees	**46,622**	**100**	46,485	100	42,992	100
» Germany	22,857	49	22,524	48	20,067	47
» Other countries	23,765	51	23,961	52	22,925	53

Further information:
www.zeiss.com/annual-report/home.html

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From the ZEISS Group

Executive Board
of Carl Zeiss AG

Andreas Pecher
President and CEO

Stefan Müller
Chief Financial Officer

Dr. Frank Rohmund
Head of Semiconductor
Manufacturing Technology

Sven Hermann
Head of
Consumer Markets

Maximilian Foerst
Head of
Medical Technology

Dr. Marc Wawerla
Head of
Industrial Quality & Research

Foreword by the Executive Board

Ladies and Gentlemen, dear Readers,

The past twelve months have shown once again how volatile and uncertain the global markets have become. Geopolitical tensions have further intensified. Trade barriers and conflicts between large economic regions are placing a strain on supply chains and dampening both investor and consumer confidence. These developments have also affected numerous sales markets served by the ZEISS Group.

ZEISS took targeted measures early on to decisively counter these developments. Thanks to their focused implementation, the ZEISS Group concluded fiscal year 2024/25 with solid growth, although there was a mixed picture among the segments. ZEISS was able to generate a total of 11.896 billion euros. This result demonstrates that the level of innovation remains high and that we seize opportunities, even under difficult conditions.

Andreas Pecher

Navigating a challenging market environment with innovative strength

As a technology company, innovation is the main lever for our medium- and long-term success. Our teams drive innovations that set new benchmarks worldwide. Their solutions enable chip manufacturers to produce ever more powerful and energy-efficient microchips. And in other areas, new standards are set or entirely new paths taken with ZEISS products.

At 15 percent of revenue, ZEISS spent a record sum of over 1.7 billion euros on research and development in the past fiscal year. More than 7,300 employees are working hard every day in research and development departments across the ZEISS Group to enhance our innovative strength. This is also reflected in the number of patents we have. Currently, we hold around 13,000 patents worldwide. Moreover, strong partnerships within a large network are vital for shared success.

The transformation into a data- and process-driven organization, which started three years ago, has proved effective in all four segments. The goal is to continue to drive and implement this transformation consistently and sustainably. At the same time, we have launched the ZEISS Agenda 2030. This will provide important momentum so that we can meet the needs of our customers and partners worldwide with greater precision and speed.

Succeeding together as Team ZEISS

As the Executive Board Team, we would like to thank all employees: your dedication as Team ZEISS has shaped the overall positive course of fiscal year 2024/25. Your expertise and motivation lay the foundation for us to stay successful, even in challenging times.

We assume that the overall conditions, especially the uncertain market environment, will not improve in the current fiscal year. This will impact our segments differently, which could mean a decline in revenue. That is why the current outlook is significantly more challenging.

Despite this challenging situation, we are optimistic as we look ahead and have full confidence in our strategic alignment and innovative strength. We take risks seriously and act responsibly so that we continue to be successful. Today and in the future.

Yours, Andreas Pecher

Andreas Pecher
President and CEO of Carl Zeiss AG

Innovations to Shape the Future
Segments of the ZEISS Group

The ZEISS Group is one of the world's leading technology companies. It has an innovative portfolio that is geared toward attractive future-oriented markets in optics, precision mechanics and optoelectronics. For almost 180 years, the company has been shaping technological progress, advancing the world of optics with solutions from its four segments and meeting its customers' needs.

Semiconductor Manufacturing Technology

- **Semiconductor Manufacturing Optics**
- **Semiconductor Mask Solutions**
- **Process Control Solutions**

Industrial Quality & Research

- **Industrial Quality Solutions**
- **Research Microscopy Solutions**

Medical Technology

- **Ophthalmology**
- **Microsurgery**

Consumer Markets

- **Vision Care**

Semiconductor Manufacturing Technology
A large proportion of all microchips worldwide are produced using ZEISS technologies. As a technology leader in semiconductor manufacturing technology, we empower chip manufacturers all over the world. Our solutions enable even more powerful, energy-efficient and cost-effective microchips.

Industrial Quality & Research
ZEISS ensures quality standards and enables scientific research wherever maximum precision is indispensable: with coordinate measuring machines, optical, multisensory systems and X-ray systems, microscope systems of high resolution and smart software for industrial quality assurance, as well as research and material inspection. ZEISS plays its part by ensuring that even the tiniest structures and processes become visible.

Medical Technology
ZEISS' long-term goal is to make a lasting mark on ophthalmology and microsurgery. True to its pioneering spirit, the segment develops innovative technologies, digital solutions and specific applications for customers' clinical workflows, enabling them to preserve people's sight well into old age and fight brain tumors, for example.

Consumer Markets
ZEISS is one of the world's leading manu-facturers of eyeglass lenses and opthalmic instruments. With a clear focus on innovation and quality, ZEISS develops, produces and sells comprehensive solutions for the entire eyeglass value chain. ZEISS Vision Care is committed to protecting and improving people's vision and offering innovative solutions for lifelong eye health.

At Home
across the Globe

Today, the ZEISS Group is represented in around 50 countries. Over 46,600 employees work at 35 production sites, over 60 sales and service sites, and around 40 research and development facilities worldwide. The company is headquartered in Oberkochen (Baden-Württemberg, Germany).

More than
7,300
employees in research and development

15
percent of revenue is spent worldwide on research and development

More than
100
sites worldwide

Around
13,000
patents worldwide

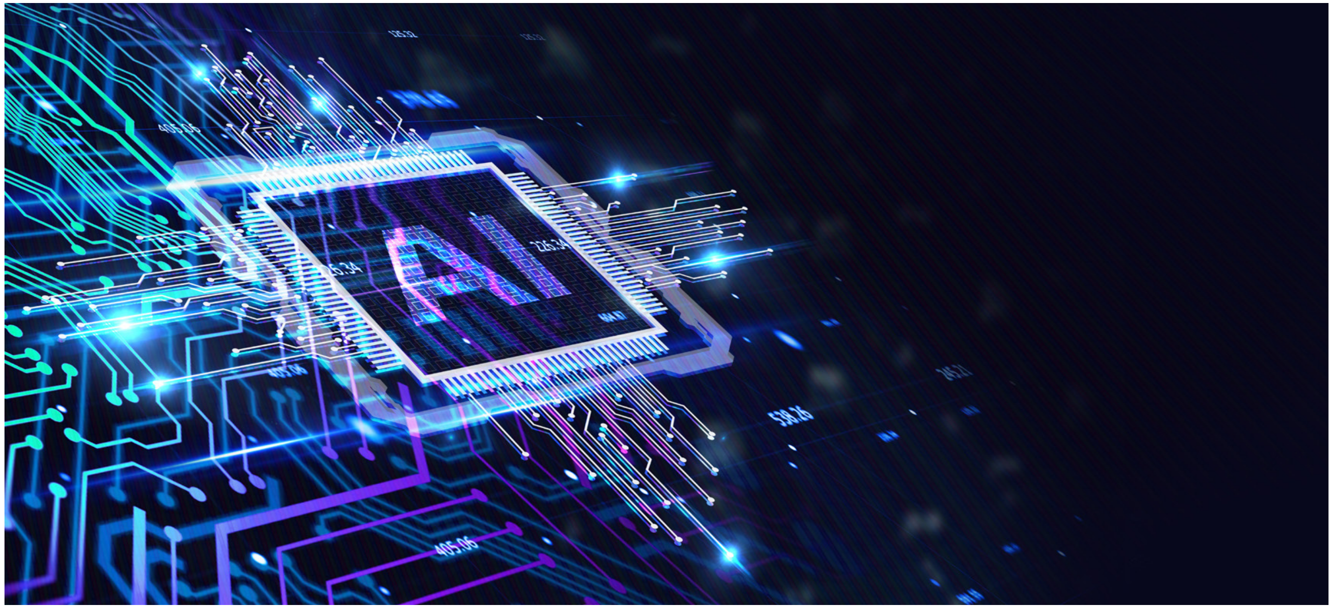
Artificial intelligence at ZEISS
Visionary minds. Enhanced by AI

Artificial intelligence (AI) is no longer just a vision, but an integral part of nearly all sectors and areas of life. Developments surrounding AI have led to a renewed surge in the pace of technological innovation.

At ZEISS, this potential is being harnessed to realize the ambitions of customers, improve people's quality of life and drive breakthroughs in science, industry, medicine and society.

For ZEISS, AI is not an abstract technology. It is a tool that helps gain insights, make better decisions and foster technological progress. The focus is on the added value of the technology and the responsible use of AI. ZEISS both uses and enables AI. AI requires immense computing power – and the demand is only set to increase. This, in turn, calls for ever more powerful microchips. This is where ZEISS is making a decisive contribution, creating the technological foundation for the next generation of AI applications for everyday life, research, medicine, industry and beyond. This puts ZEISS at the heart of digitalization.

Thanks to its segments' solutions, the company drives the production of the world's most advanced chips, makes the invisible visible, supports personalizes patient care and enables the prevention of vision loss through early detection.

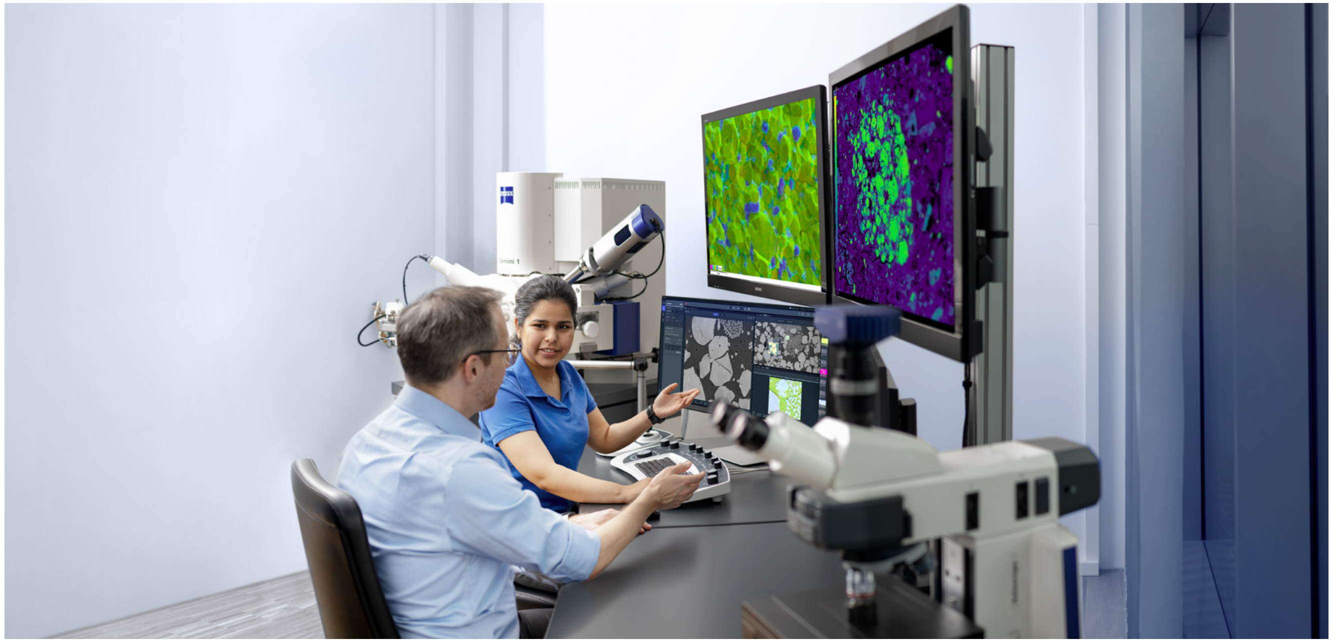


How EUV lithography enables AI and future technologies

Our everyday lives are becoming increasingly digital. Microchips are now found in smartphones, household appliances, computers and cars, enabling innovations such as automation, autonomous driving and AI. This places enormous demands on the computing power and performance of IT systems, challenging the semiconductor industry to produce ever smaller, more powerful and more energy-efficient computer chips. ZEISS Semiconductor Manufacturing Technology (SMT) uses high-precision optics to enable chip manufacturers around the world to produce the technologies of the future.

Microchips featuring structures 5,000 times finer than a human hair are enable AI to "learn". These high-end microchips are produced using EUV lithography optics from ZEISS and enable enormous amounts of data to be processed in no time at all – the basis for AI applications.

ZEISS SMT has successfully made the technological leap to EUV lithography in collaboration with its partners. This upholds Moore's Law into the second half of this decade, allowing even more transistors to be placed on a microchip. Going forward, ZEISS SMT and the new High-NA EUV lithography will enable the semiconductor industry to produce the next generation of microchips. This in turn will drive future trends and progress in the field of AI.



ZEISS Research Microscopy Solutions integrates AI in microscopy solutions along the workflow from image capture to data analysis. AI algorithms improve image quality and identify and classify structures and objects in microscopic images. This allows cell cultures, for example, to be analyzed more quickly. Integrated AI solutions enable customers to minimize errors when analyzing large amounts of data and to work more accurately, efficiently and reproducibly.

ZEISS Industrial Quality Solutions uses AI to significantly advance the digitalization of quality and production control. AI-based solutions connect measurement and inspection data, detect deviations at an early stage and optimize production processes. This ensures greater efficiency, lowers resource consumption and enables faster decisions in production. ZEISS thus supports customers in key industries such as electromobility, electronics, aerospace, medical technology and energy generation, helping them to successfully navigate challenges such as decarbonization and globalization.

AI revolutionizes metrology and microscopy

For ZEISS Industrial Quality & Research, AI is a key enabler. The segment embeds AI in products, solutions and processes, helping customers enhance their efficiency and gain new knowledge and understanding. At the same time, advanced metrology and microscopy solutions from ZEISS are used in the manufacture of more powerful AI servers and the optimization of semiconductors. With its broad product portfolio, the segment thus makes a significant contribution to global megatrends such as digitalization, decarbonization, automation, sustainability and health.

New approaches to personalized eye care

The ZEISS Research Data Platform of the Medical Technology segment is designed to transform opthalmology research workflows. As a cloud-based solution, it offers clinical teams and researchers the seamless integration of datasets and formats from multiple sources. This allows data from research and clinical settings to be standardized, enabling in-depth analyses, for example of diagnostic imaging data and relevant research data. ZEISS Research Data Platform (RDP) allows users to train their own algorithms and let AI handle complex, time-consuming data analysis. ZEISS RDP enables doctors and researchers to swiftly convert their scientific hypotheses into quantifiable biomarkers. Biomarkers can be detected by various ophthalmic imaging techniques and provide information about the health of the eye. New biomarkers can help, for example, with the early diagnosis of serious retinal diseases and support personalized treatment.

The future of healthcare is in the data, and the insights gained through AI can make personalized medical care possible. ZEISS RDP empowers clinical researchers in balancing their clinical practice and research activities.

ZEISS EyeCare Network for easy and convenient access to eye and vision care

In many regions of the world, the number of ophthalmology practices is decreasing even as eye care needs increase, making regular eye check-ups harder to access. Yet many cases of vision loss are preventable or respond well to treatment when detected early. This is where the idea of the ZEISS EyeCare Network from the Consumer Markets segment comes in, connecting opticians with ophthalmologists. In Germany, for instance, opticians provide services to around 80 percent of the population and are thus the first port of call for many when it comes to good vision.

The ZEISS EyeCare Network enables qualified opticians to be an active part of medical eye check-ups for their customers right at optical stores. The opticians collect all relevant measurements and information from their customers, which are then assessed by ophthalmology specialists – in Germany, Austria and Switzerland through the ZEISS partner Ocumeda. The data is securely and compliantly transmitted via the ZEISS EyeCare

Network platform. The customers of ZEISS partner opticians receive their ophthalmological report directly from the eye doctors by email or post, including a thorough evaluation and individual recommendations. With the ZEISS EyeCare Network, ZEISS enables partner opticians to make a significant contribution to the prevention of vision loss – directly on site, easily and in compliance with legal regulations. And it helps them to position themselves as a prevention hub. Thus, the new service directly contributes to the mission of ZEISS Vision Care to protect and improve the vision and visual health of consumers. Currently, the ZEISS EyeCare Network is available in Germany, Austria and Switzerland (in collaboration with Ocumeda).

Impressions from the Fiscal Year
Shaping the future

Thanks to its long-term investment strategy, balanced portfolio, international setup and globally oriented value chains, the ZEISS Group can look forward to a bright future. Some impressions from fiscal year 2024/25 show the way in which we have already succeeded in shaping the future by making targeted investments in the past fiscal year.

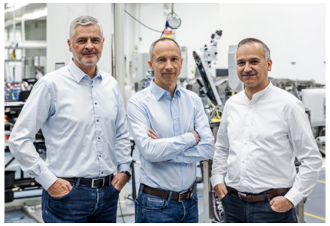
ZEISS receives Reinhard von Koenig Prize for Technology and Progress
ZEISS SMT, together with TRUMPF, has received the Reinhard von Koenig Prize for Technology and Progress for the development of High-NA EUV lithography and its industrial application. The teams received the award for their contribution to the production of more powerful microchips and thus to global technological competitiveness as well as to the security of digital infrastructure.

Stadium tunnel is now a ZEISS camera lens
ZEISS and FC Carl Zeiss Jena have inaugurated the new stadium tunnel in the ad hoc arena at Ernst-Abbe-Sportfeld. The tunnel is the shape of a camera lens and is now part of the sports sponsorship portfolio at ZEISS. The black, extendable aluminum structure has an outer diameter of 3,190 millimeters and is mounted on rails, which allows the tunnel to be extended by almost 1,700 millimeters.

ZEISS' new gold standard in lens coatings
With ZEISS DuraVision Gold UV, ZEISS extends its lens coating portfolio to include the premium-tier segment. The coating is designed for improved clear vision and is easier to clean. Its key selling points are the integration of a new cleaning technology as well as excellent durability and scratch resistance. The subtle golden reflex hue creates a luxurious look.

Instant volumetric high-speed imaging of living organisms
ZEISS Lightfield 4D redefines the way researchers observe living organisms, especially in the neurosciences, cancer research, developmental biology and plant sciences. It enables instant volumetric high-speed imaging, allowing researchers to image the dynamic processes of life in complete samples with unprecedented temporal resolution. Lightfield 4D is a new microscopy technology based on the light-field principle and can be integrated into the new ZEISS LSM 910 and LSM 990 confocal microscope systems.

Topping-out ceremony at the high-tech site in Jena
In the spring, the topping-out ceremony, an important milestone for the new ZEISS high-tech site in Jena, was marked by a festive ceremony attended by representatives from ZEISS, the city of Jena and the Free State of Thuringia. The city and the high-tech site are a symbol of change at ZEISS, change that will combine innovation and transformation going forward. With around 3,500 employees, Jena is the second largest ZEISS site worldwide.



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German Future Prize: short-listed for 2025
Dirk Mühlhoff, Dr. Mark Bischoff and Dr. Gregor Stobrawa have been nominated for the German Future Prize 2025 with their project on minimally invasive lenticule extraction. Together with the team from ZEISS Medical Technology, they developed the highly precise technology required for this: SMILE® with VISUMAX®. This technology enables surgeons to correct near-sightedness and far-sightedness with and without astigmatism.

Sustainability at ZEISS

For ZEISS as a foundation company, sustainability and business success are inextricably linked. ZEISS anchors sustainable value creation as an integral part of its business activities, which focus on innovative solutions that contribute to positive development in society and enable long-term, profitable growth.

ZEISS is also driving forward three focus topics, thus actively contributing to achieving the United Nations' global Sustainable Development Goals (SDGs). In doing so, ZEISS concentrates on the areas in which the company has particular opportunities to exert influence and can achieve the greatest impact for people and the environment.

Value for society
As a foundation company, ZEISS has a responsibility to care for the environment and thus also for the people living near its sites, which means supporting them and improving quality of life for humanity. ZEISS wants to provide added value for society and contribute to providing as many people as possible with access to education, high-quality healthcare and rewarding job opportunities.

As an international company with global supply and value chains, ZEISS takes its responsibility for people and the environment seriously. This commitment is set out in its Group Policy Statement on Respecting and Promoting Human Rights and Environmental Protection. The dedicated contact person for these matters at ZEISS is the appointed Human Rights Officer.

Climate action
Greenhouse gases are the main cause of global warming, ocean warming and rising sea levels. They pose a threat to human life. To protect the climate, ZEISS is continuously working to lower its emissions. ZEISS takes a three-pronged approach to reducing emissions: prevention, reduction and, if there are no other options, compensation.

ZEISS has set itself the goal of reducing its Scope 1 and 2 emissions as far as possible by fiscal year 2024/25 and offsetting all emissions that cannot be avoided. An important lever in this regard is the worldwide transition to green power and increasing energy efficiency. ZEISS is also looking at the emissions in its upstream value chains.

Circular economy
A circular economy is an economic system of closed loops in which raw materials, components and products generate added value for as long as possible.

For ZEISS, the quality and durability of its products is paramount. In addition, ZEISS strives for a circular use of resources with a view to reducing the impact on the environment. To achieve this, more renewables and recycled materials will be deployed and loops closed. By fiscal year 2024/25, the aim is to reduce water consumption by 15 percent, waste generation by 10 percent and energy consumption by 20 percent relative to value added compared to fiscal year 2018/19.

A Heart for Science

Enthusiasm for nature and technology has always been an integral part of ZEISS' DNA. With this in mind, on the occasion of the company's 175th anniversary, ZEISS launched A Heart for Science – an international initiative run by ZEISS that aims to get young people aged 12 to 18 interested in STEM (science, technology, engineering and mathematics). All ZEISS employees can join the A Heart for Science team as volunteers and impart their knowledge to the explorers of tomorrow. The vision behind the project is to kindle an interest in science and research and therefore contribute to developing innovative and sustainable solutions for the future.

By introducing this initiative, ZEISS intends to grow an international network of internal and external project partners. More than 600 ZEISS employees from 25 countries volunteered in fiscal year 2024/25. The Traversing European Coastlines (TREC) research expedition launched by the European Molecular Biology Laboratory (EMBL) to study European coastal ecosystems is accompanied by ZEISS microscopes. Joint workshops are held by TREC and A Heart for Science (AH4S) along the route to raise awareness of the importance of science for sustainability among the younger generation and get them excited about science.
In Spain, the participants deep dived into genetics, while in Italy the focus was on microplastics.

Learning is fun – in cooperation with the global learning platform Kahoot!, people around the world have the opportunity to discover ZEISS through interactive quizzes and take a virtual look through microscopes. Over 144,000 learners worldwide use the kahoots created by ZEISS employees to find out more about topics such as microscopy, zoology and fluorescence.

In Japan, A Heart for Science volunteers organize regular workshops on environmental protection and biodiversity. Alongside other initiatives, the extensive Hori project took place in Tokyo in September 2025 and studied the biodiversity of the waters surrounding the Imperial Palace. Samples were taken and illuminated under a microscope. The participants examined fauna such as dragonfly larvae, small crustaceans and water fleas, a diverse collection of different species alive and well in the center of Tokyo. The goal of the workshop was to raise awareness around the local ecology and to encourage the participants to consider a career in this field.

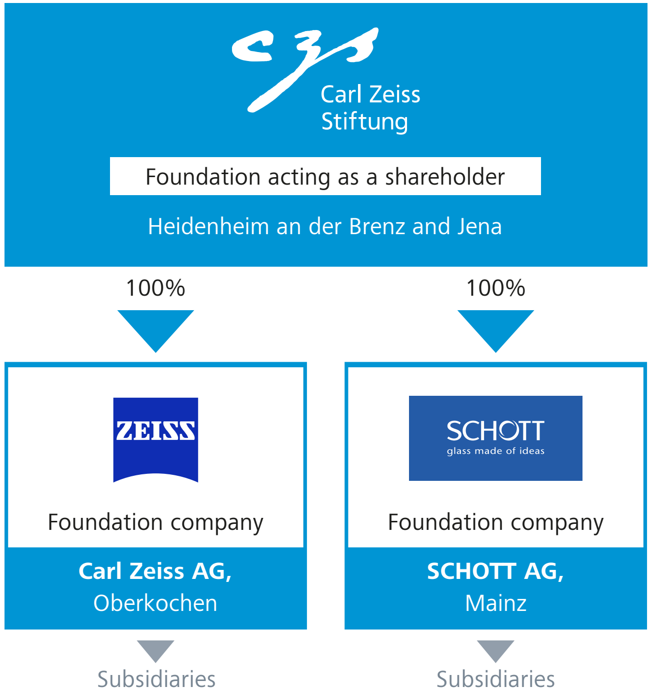
The Carl Zeiss Foundation
Promoting science

The Carl Zeiss Foundation is the sole shareholder of Carl Zeiss AG. This special ownership structure ensures stability and enables the company to create long-term prospects. The Foundation statutes prohibit the sale of shares through an initial public offering, for example. For that reason, the company's shares are not listed on any stock exchange.

In 1889, physicist and entrepreneur Ernst Abbe created the Carl Zeiss Foundation to which both Carl Zeiss AG and SCHOTT AG belong. The objectives of the Foundation stipulated by Abbe remain valid to this day:

» Safeguarding the future and responsible management of the two foundation companies
» Fulfilling its special responsibility toward employees
» Meeting its responsibility toward society through the commitment of its member companies to non-profit activities in their local communities
» Promoting science

With this unique corporate model, the Carl Zeiss Foundation and its two member companies made industrial and social history in Germany. Since 2004, the Foundation has received dividends in excess of 600 million euros from Carl Zeiss AG in order to achieve its goals. The Foundation uses the dividends from Carl Zeiss AG and SCHOTT AG to promote science – particularly the natural and engineering sciences, mathematics and information technology – at universities in the German federal states of Baden-Württemberg, Rhineland-Palatinate and Thuringia. Today, the Carl Zeiss Foundation is one of Germany's largest foundations focused on the promotion of science.



Further information:
www.carl-zeiss-stiftung.de/en

Corporate Governance

For ZEISS, acting lawfully and responsibly, and managing the company in a transparent manner that is focused on its long-term success are fundamental principles of its corporate policy.

With its corporate governance structure, ZEISS ensures that legal provisions, the Carl Zeiss Foundation statutes and the company's internal directives are observed in line with compliance provisions.

The Code of Conduct is a core element of the compliance management system of the ZEISS Group. It summarizes the rudiments and principles of action that form the basis of responsible and legally compliant conduct. The Code of Conduct is binding upon all ZEISS employees and is published in 16 languages on the company's website.

Report of the Supervisory Board

Ladies and Gentlemen, dear Readers,

ZEISS continued on its growth path in fiscal year 2024/25 and generated revenue of €11.896b. Despite the planned increase in expenditure for research and development and process improvements, EBIT rose to €1.552b.

Dr. Michael Bolle

The Semiconductor Manufacturing Technology (SMT) segment generated revenue of more than €5b for the first time in its history. The SMT segment benefited from the ongoing penetration of digitalization, particularly in the area of artificial intelligence, as well as continued strong demand from China.

The successful development of the SMT segment and the level of revenue in the direct-to-market segments that was largely on a par with the prior year led to a 9% increase in revenue for the ZEISS Group compared to the prior year and thus to another record high. Once again, ZEISS has proved that sustained, substantial investment in digitalization and in research and development is the foundation for further growth achieved through technological differentiation and innovation, even in a challenging environment.

In the past fiscal year, the Supervisory Board oversaw and advised the Executive Board in accordance with the duties entrusted to supervisory boards by law, the articles of association and rules of internal procedure. The Executive Board provided the Supervisory Board with written and verbal information about the business situation and development, the current earnings situation, risk factors and risk management, short-term and long-term planning, investments and organizational measures. The Chairman of the Supervisory Board was in close contact with the Executive Board, particularly the President and CEO, and was regularly informed about the development of the business situation and important business transactions. The Supervisory Board was involved in all decisions of importance and passed the resolutions required by law, the articles of association and rules of internal procedure. The decisions of the Supervisory Board were based on the reports and decisions proposed by the Executive Board, which the Supervisory Board subjected to in-depth scrutiny. The Executive Board and Supervisory Board have worked closely together to ensure ZEISS continues to develop successfully.

Supervisory Board meeting topics

The Supervisory Board held a total of 6 meetings during fiscal year 2024/25.

At its ordinary meeting in December 2024, the Supervisory Board discussed and approved the annual financial statements and dealt with infrastructure projects, the topic of resilience and the revision of the incentive system for the Executive Board, among other things.

At an extraordinary meeting in May 2025, the Supervisory Board decided on the future Executive Board member responsible for the Medical Technology segment.

At the ordinary meeting in May 2025, the Supervisory Board dealt in particular with the consolidated half-year financial statements, the geopolitical environment for ZEISS and the role of India, Southeast Asia and China for ZEISS. In addition, the Supervisory Board approved the acquisition of Brighten Optix, a Taiwanese company specializing in the development, manufacture and sale of orthokeratology lenses. The Supervisory Board also initiated the self-assessment of its work with the assistance of the external service provider Board Office Biedenbach.

At the beginning of June, the Supervisory Board took a five-day trip to China to experience the innovation ecosystem at first hand. Besides visiting ZEISS sites, the Supervisory Board talked to Chinese and German technology companies about the innovative strength and innovation speed in China.

During the strategy meeting in July 2025, the Supervisory Board discussed the strategic direction of the company with the Executive Board based on a comprehensive presentation of the strategic portfolio. The heads of the strategic business units were actively involved and highlighted the key challenges for ZEISS against the backdrop of current geopolitical developments. The Executive Board presented a clear plan for the future that continues the successful development of each segment and at the same time reacts flexibly to changes in the market that can be expected. It emphasized the importance of the Agenda 2030, which sets out the central elements for the next 5 years.

At an extraordinary meeting in September 2025, the Supervisory Board decided on the future Executive Board member responsible for the Industrial Quality & Research segment and a decision was made on the assignment of the responsibilities of the Chief Transformation Officer (CTO) upon the exit of Susan-Stefanie Breitkopf from the Executive Board. In the Supervisory Board's opinion, the level of maturity of the developed approaches was high enough to ensure the continuation of the digital transformation in the operating units.

The budget plan for fiscal year 2025/26 derived from the strategy was approved at the final meeting of fiscal year 2024/25 on 26 September 2025. The Supervisory Board also discussed the results of the self-assessment of its work as part of the regular efficiency audit and derived appropriate improvement measures.

At an extraordinary meeting in December 2025, the Supervisory Board decided to part ways with the Executive Board member Maximilian Foerst, responsible for the MED segment, with effect from 31 December 2025 due to a compliance violation he had admitted to.

Changes to the Executive Board

Due to the departure of the previous President and CEO Dr. Karl Lamprecht as of 31 March 2025, Andreas Pecher was appointed President and CEO of Carl Zeiss AG with effect as of 1 April 2025. Dr. Frank Rohmund was appointed to the Executive Board of Carl Zeiss AG on 1 January 2025. At the beginning of the year, he took over responsibility for the SMT segment from Andreas Pecher, who was preparing for his new role as President and CEO from 1 January to 31 March 2025 and was not responsible for any dedicated departments during this period.

Dr. Markus Weber resigned from the Executive Board of his own accord with effect from 31 May 2025. At the extraordinary Supervisory Board meeting on 7 May 2025, the Supervisory Board appointed Maximilian Foerst, previously Head of ZEISS Greater China, to the Executive Board, with responsibility for the Medical Technology segment from 1 June 2025.

In May 2025, Dr. Jochen Peter informed the Supervisory Board that he would not be extending his Executive Board contract beyond 31 December 2025. Subsequently, at the extraordinary meeting on 8 September 2025, the Supervisory Board appointed Dr. Marc Wawerla, previously Head of IQS, to the Executive Board as Dr. Jochen Peter's successor with effect from 1 October 2025. Dr. Marc Wawerla is the Executive Board member responsible for the Industrial Quality & Research segment.

Susan-Stefanie Breitkopf stepped down from the Executive Board of her own accord as of 30 September 2025. The Chief Transformation Officer has not been replaced and the responsibilities have been reassigned in the Executive Board.

The Supervisory Board and Maximilian Foerst, member of the Executive Board of Carl Zeiss AG, have agreed on an early termination of the Executive Board contract as of 31 December 2025 due to the compliance violation. From 1 January 2026, Andreas Pecher will be in charge of the Medical Technology segment on an interim basis in addition to his role as President and CEO of Carl Zeiss AG.

The Supervisory Board would like to expressly thank the resigned Executive Board members for their exceptional work. They have contributed to the company's success and provided important impetus for the future. The Supervisory Board wishes the current Executive Board team every success and a good working relationship.

Work of the Supervisory Board committees

The Audit Committee met 3 times as scheduled during the period under review. It evaluated the effectiveness of risk management and discussed the economic situation, the topics compliance, internal audit, the internal control system and accounting, the focus of the annual audit as well as the annual and consolidated financial statements.

The Chairman's Committee convened 6 times. The Executive Board's target achievement and remuneration were subject to regular review. In addition, the incentive system for the Executive Board was prepared for approval by the Supervisory Board. Furthermore, the personnel decisions regarding the replacement of the positions in the Medical Technology and the Industrial Quality & Research segments as well as the assignment of the responsibilities previously held by the Chief Transformation Officer were prepared for the Supervisory Board and the efficiency audit of the Supervisory Board was prepared.

The Digital Committee met a total of 4 times during the reporting period. The meetings focused on the digitalization and standardization of business processes, expanding data management and IT security as well as ensuring operational safety and resilience. The rollout of modern CRM and AI solutions was also driven forward.

At the Supervisory Board meetings the Chairmen of the Audit, Chairman's and Digital Committees reported regularly about the work of the committees.

The Mediation Committee did not convene during the reporting year.

Changes to the Supervisory Board

The employee representative Tamara Hübner stepped down from the Supervisory Board as of 31 March 2025. Ms. Hübner was also a member of the Digital Committee. Heike Madan was appointed by the court as employee representative as of 1 April 2025. Furthermore, the employee representative Gerhard Bösner stepped down from the Supervisory Board as of 30 April 2025 for age reasons. Mr. Bösner was also a member of the Chairman's Committee. Torsten Martin succeeded him as employee representative and member of the Supervisory Board.

At its meeting in May 2025, the Supervisory Board elected from among its members the employee representatives Torsten Martin as a member of the Chairman's Committee and Uwe Frey as a member of the Digital Committee.

Audit of the annual and consolidated financial statements

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, audited the consolidated financial statements of Carl Zeiss AG, including the management report, for fiscal year 2024/25 which were prepared pursuant to Sec. 315e (3) of the German Commercial Code (HGB) in accordance with International Financial Reporting Standards (IFRS) and issued an unqualified auditor's report in each case. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, also audited the dependent company report prepared by the Executive Board.

All members of the Supervisory Board received the independent auditor's documents and audit reports in good time. The Supervisory Board examined the documents and discussed the annual and consolidated financial statements at the meeting of the Audit Committee on 15 December 2025 and at the Supervisory Board meeting held on 16 December 2025. The independent auditor attended both meetings, presented the main results of the audit, provided supplementary information and answered questions. At the plenary assembly, the Chairman of the Audit Committee reported on the result of the examination of the consolidated financial statements by the Audit Committee. After examining the documents, the Supervisory Board endorsed the result obtained by the auditor and approved the financial statements prepared by the Executive Board. The Carl Zeiss AG financial statements as of 30 September 2025 were thereby adopted.

Pursuant to Sec. 312 German Stock Corporations Act (AktG), the Executive Board prepared the above-mentioned dependent company report for the period from 1 October 2024 to 30 September 2025. The independent auditors issued the following opinion on the findings of their audit of the dependent company report: "Based on our audit and assessment, which was carried out in accordance with professional standards, we confirm that

1. The actual disclosures contained in the report are correct.

2. The payments made by the Company in the legal transactions listed in the report were not unreasonably high.

3. There are no circumstances that indicate a materially different assessment of the measures listed in the report than that made by the Executive Board."

The Supervisory Board agreed with the results of the audit presented by the independent auditors. Following the final result of the review by the Supervisory Board, there were no objections to the Executive Board's concluding statement in the dependent company report.

Once again this year, the Supervisory Board, in accordance with the statutes of the Carl Zeiss Foundation, will recommend that a dividend be paid out to our sole shareholder, the Carl Zeiss Foundation.

On behalf of the Supervisory Board, I would like to thank the members of the Executive Board and all ZEISS employees for their exceptional dedication and outstanding achievements, which are the basis of our success.

I personally would like to thank all members of the Supervisory Board and members of the Executive Board for the constructive and successful cooperation.

Oberkochen, December 2025

On behalf of the Supervisory Board

Dr. Michael Bolle
Chairman of the Supervisory Board

Supervisory Board of Carl Zeiss AG

Supervisory Board of Carl Zeiss AG

Dr. Michael Bolle (Chair) | Leonberg
Chairman of the Shareholder Council of the Carl Zeiss Foundation, Heidenheim an der Brenz and Jena

Angelika Franzke (Deputy Chair)[1] | Oberkochen
Chair of the Group Works Council of Carl Zeiss AG, Oberkochen

Prof. Dr. Martin Allespach[1] | Kelkheim
Director and Head of the University of Labour, Frankfurt am Main

Gerhard Bösner[1, 2] | Aalen
Full-time member of the Works Council of Carl Zeiss SMT GmbH, Oberkochen

Jan Brecht | Stuttgart
Chief Technology Officer, Ahold Delhaize N. V., Zaandam, Netherlands

Renè Denner[1] | Bad Sulza
Chair of the Works Council of Carl Zeiss Meditec AG, Jena

Christoph Ellinghaus[1] | Uhlstädt-Kirchhasel
First authorized representative of the IG Metall trade union office Jena-Saalfeld, Jena

Uwe Frey[1] | Böbingen an der Rems
Chair of the Works Council of Carl Zeiss Vision GmbH, Aalen

Dr. Thelse Godwerth | Bad Rothenfelde
Member of the Board of Management of Rolls-Royce Power Systems AG, Friedrichshafen

Steffen Haßel[1] | Fichtenau
Full-time member of the Works Council of Carl Zeiss AG, Oberkochen

Tamara Hübner[1, 3] | Aalen
First authorized representative of the IG Metall trade union office Aalen, Aalen

Dr. Stefan Kampmann | Knetzgau
Owner of &alwaysahead, Knetzgau

Andreas Kopf[1] | Bad Wurzach
Head of Services, Accounting and Tax of Carl Zeiss AG, Oberkochen

Dr. Joachim Kreuzburg | Göttingen
Former CEO and Chairman of the Executive Board of Sartorius AG, Göttingen

Prof. Dr. Thomas Kropf | Pliezhausen
Former President Corporate Research (EVP) at Robert Bosch GmbH, Renningen

Gert-Hartwig Lescow | Lübeck
Deputy Chairman of the Board and Chief Financial and IT Officer at Drägerwerk Verwaltungs AG, Lübeck

Heike Madan[1, 4] | Aalen
First authorized representative of the IG Metall trade union office Aalen, Aalen

Torsten Martin[1, 5] | Aalen
Chair of the General Works Council of Carl Zeiss SMT GmbH, Oberkochen

Clara Sattler de Sousa e Brito | Amsterdam
Leader Philips Europe Region of Philips International B. V., Amsterdam, Netherlands

Lazgin Sis[1] | Aalen
Group representative of the ZEISS Group Germany, Oberkochen

Prof. Dr. Tanja Weil | Bad Kreuznach
Director of the Max Planck Institute for Polymer Research, Mainz

Dr. Rutger Wijburg | Egling
Former member of the Executive Board and Chief Operations Officer of Infineon Technologies AG, Neubiberg

Committees of the Supervisory Board

Chairman's Committee
Dr. Michael Bolle (Chair)
Gerhard Bösner[1, 2]
Angelika Franzke[1]
Torsten Martin[1, 6]
Joachim Kreuzburg

Audit Committee
Gert-Hartwig Lescow (Chair)
Dr. Michael Bolle
Angelika Franzke[1]
Uwe Frey[1]
Steffen Haßel[1]
Dr. Thelse Godewerth

Digital Committee
Jan Brecht (Chair)
Dr. Michael Bolle
Uwe Frey[1, 6]
Gert-Hartwig Lescow
Tamara Hübner[1, 3]
Andreas Kopf[1]

Mediation Committee
Dr. Michael Bolle (Chair)
Angelika Franzke[1]
Gert-Hartwig Lescow
Lazgin Sis[1]

[1] Employee Representatives
[2] until 30 April 2025
[3] until 31 March 2025
[4] from 1 April 2025
[5] from 1 May 2025
[6] from 16 May 2025

As of October 2025

Group Management Report

Group Management Report

THE ZEISS GROUP

Company profile

ZEISS is an internationally leading technology enterprise operating in the optics and optoelectronics industries. The ZEISS Group emerged from a workshop for precision mechanics and optics established by company founder Carl Zeiss in Jena (Thuringia) in 1846. Today, ZEISS is headquartered in Oberkochen (Baden-Württemberg).

Carl Zeiss AG is the strategic management holding company that manages the ZEISS Group. It develops the ZEISS Group's corporate business activities and portfolio and provides central management and service functions.

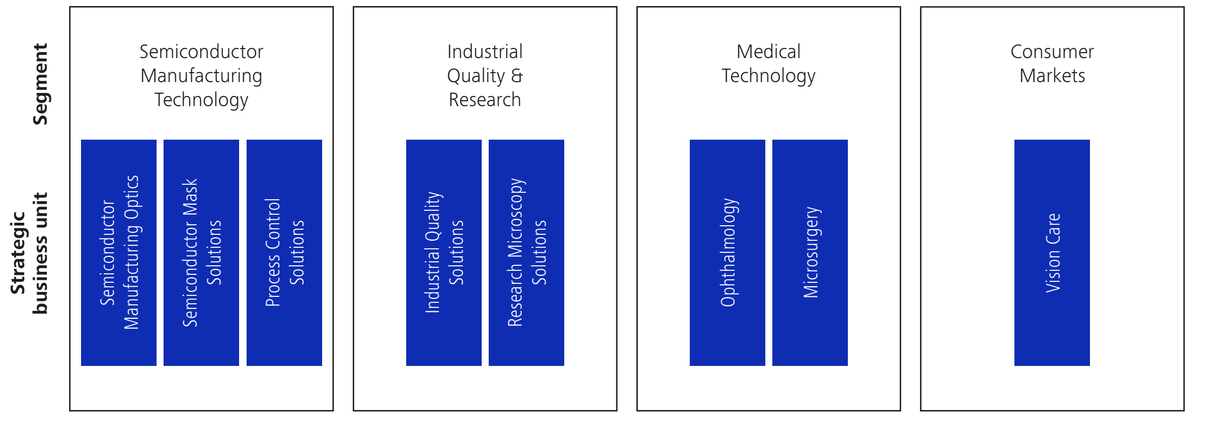
The sole owner of the company is the Carl Zeiss Foundation (Carl-Zeiss-Stiftung), which is one of the largest German foundations. As a company operating under the umbrella of the Carl Zeiss Foundation, ZEISS has been implementing the stipulations anchored in the Foundation statutes for over 130 years and constantly develops them further in the present context. For ZEISS as a foundation company, sustainability and business success are inextricably linked. Sustainable value added is an integral part of the corporate strategy, which aims to provide innovative solutions, contribute to a positive development in society and enable both long-term and profitable growth.

ZEISS aims to advance the world of optics and other related fields with its solutions. The ZEISS Group develops, produces and sells semiconductor manufacturing equipment, metrology, microscopes, medical technology, eyeglass lenses as well as camera and cine lenses, binoculars and planetarium technology.

The ZEISS Group is represented in around 50 countries and has more than 60 sales and service locations, around 40 research and development centers as well as 30 manufacturing sites around the globe.

ZEISS comprises 4 segments: Semiconductor Manufacturing Technology, Industrial Quality & Research, Medical Technology and Consumer Markets. The ZEISS Group has a business portfolio that is divided into 8 strategic business units. These strategic business units are allocated to the respective segments. The Consumer Products strategic business unit, which was part of the Consumer Markets segment in the prior year, was transferred to the newly established Photonics & Optics (PNO) strategic business unit as of 1 October 2024. ZEISS Photonics & Optics combines smaller, existing units outside the ZEISS segments that offer growth potential.

Business portfolio



Semiconductor Manufacturing Technology

With its product portfolio and globally leading expertise, the Semiconductor Manufacturing Technology segment covers a variety of key processes in the production of microchips. ZEISS develops and manufactures products using semiconductor manufacturing technology, including lithography optics, photomask systems and process control solutions, key technologies for the manufacture of extremely fine structures on silicon wafers – the material from which the microchips are made. ZEISS technologies enable further miniaturization and highly efficient production of semiconductor structures, making microchips smaller, more powerful and more energy-efficient. The majority of all microchips worldwide are manufactured using lithography technologies from the strategic partner and customer ASML, headquartered in the Netherlands. The lithography optics from ZEISS are at the heart of wafer scanners. Electronic applications fitted with such microchips foster global advancement in a variety of disciplines, including technology, electronics, communications, entertainment, mobility, energy and artificial intelligence. Since fiscal year 2024/25, ZEISS has been addressing the increasing demands of the semiconductor industry driven by growing complexity, new materials and ever smaller chip structures by providing process control solutions for the modern production of logic and memory chips. ZEISS also focuses on the photomask, a key component in the semiconductor manufacturing process. The systems from ZEISS enable customers to produce photomasks with the highest possible yield.

Industrial Quality & Research

The products and solutions developed in the Industrial Quality & Research segment are focused on quality assurance in production, increasing productivity and visualizing the smallest of structures in science and research. The range of coordinate measuring machines, optical and multisensory systems, software solutions, comprehensive service offerings and innovative technologies, such as 3D X-ray measurement in quality assurance, is used in many industries and offers important tools for the energy transition. The main fields of application are electric drivetrains, power generation, but also aerospace, medical technology, electronics, mechanical engineering and metals. In the fields of science and research, the segment covers the entire spectrum of microscopy with light, electron and X-ray microscopes. The products and solutions are used in the life sciences and materials research, as well as in workflows in the electronics and pharmaceutical industries.

Medical Technology

The Medical Technology segment develops, manufactures, markets and sells diagnostic and treatment systems, as well as implants and consumables for ophthalmology and microsurgery. The portfolio also includes visualization systems for neuro/ENT and spine surgery as well as for dentistry. Solutions for intraoperative radiotherapy supplement the product offering. The segment’s objective is to use new technologies to shape the healthcare system in such a way as to promote medical progress. Accordingly, cutting-edge technology in medical applications is to be made accessible to doctors and patients. In order to meet today’s requirements for safe and efficient treatments, the Medical Technology segment offers integrated solutions that improve clinical performance and the patient experience throughout the continuum of care. A deep understanding of the challenges faced by customers and a range of services tailored to them are therefore key to long-term success.

Consumer Markets

The Consumer Markets segment operates in the area of vision care. ZEISS develops, produces and sells solutions for the entire eyeglass value chain. Alongside ZEISS precision eyeglass lenses, this includes devices for eye examinations and vision testing, digital consultation and measurement applications as well as comprehensive services for eye care professionals. ZEISS is one of the world’s largest manufacturers of eyeglass lenses and offers a combined competence in eye and vision care.

Strategy

The ZEISS mission statement is: “As the pioneer of science in optics, we continue to challenge the limits of our imagination. With our passion for excellence, we create value for our customers and inspire the world in new ways.” This statement encapsulates the ZEISS Group’s fundamental objectives: ZEISS aims to leverage its customer focus to consolidate and expand its position as a global technology leader.

ZEISS has a broad and balanced business portfolio focusing on the attractive future-oriented markets of optics, precision mechanics and optoelectronics. The objective of portfolio management is the lasting business success of the ZEISS Group. This requires a systematic strategy geared to continuously enhancing value added.

By focusing on shaping markets, creating networks and making an impact, #agenda25 provided direct impetus for the future strategic development of the ZEISS Group. In addition, it pooled the key elements of the portfolio strategy and the individual segments. The strategic advancement will be continued with Agenda 2030 that was presented internally in November 2025. The ZEISS Agenda 2030 will also provide vital impetus, for example to serve the specific needs of customers worldwide even more effectively and quickly. Another closely related purpose is to generate sustainable and profitable growth in order to support scalable technological and non-technological innovations for the benefit of society.

To achieve its objectives, ZEISS relies on the commitment and expertise of its employees, its innovative strength, its culture of innovation and its strong brand.

Corporate management

The ZEISS Group is managed using a comprehensive system of indicators. Revenue growth and EBIT margin are the most important financial indicators for ZEISS. Other internal financial indicators are Economic Value Added (EVA®) and Free Cash Flow (FCF). The latter has been reported net of tax since fiscal year 2024/25 (prior year: before tax). These indicators define the balance between growth, profitability and financial strength as the basis for the company’s sustainable development. Alongside these financial indicators, the non-financial indicators are “innovation,” “employees” and “sustainability”, in particular the research and development ratio and the number of employees.

REPORT ON ECONOMIC POSITION

Macroeconomic and segment-specific environment

Macroeconomic environment

According to the forecast of the International Monetary Fund (IMF) from the World Economic Outlook Report of October 2025, global economic growth will slow slightly from 3.3% in calendar year 2024 to 3.2% in calendar year 2025, below the average growth of 3.8% of the first two decades of this century. The IMF also expects industrialized countries to grow by 1.6% in calendar year 2025 compared to the prior year, while economic growth in emerging markets and developing economies is estimated at around 4.2% in this period. The Chinese economy grew by 5.0% in calendar year 2024, the US economy by 2.8% and the economy in the euro area by 0.9%. For calendar year 2025, the IMF is forecasting growth of 4.8% for the Chinese economy, 2.0% for the US economy and 1.2% for the euro area.

The median inflation rate in industrialized countries was 2.4% in calendar year 2024. A slight reduction to approximately 2.3% is forecast for calendar year 2025. In response to falling inflation, the US Federal Reserve and the European Central Bank lowered their key interest rates during the fiscal year.

Segment-specific environment

Semiconductor Manufacturing Technology

The global semiconductor market developed positively in fiscal year 2024/25. End customer markets continued to recover, with data centers and artificial intelligence leading in terms of demand. Capacity utilization at the semiconductor factories was below the usual industry level but increased over the course of the year. Scarce capacities for leading technology nodes and for new technologies and processes for integrating several chiplets into one high-performing chip package (advanced packaging) were the exceptions. In these areas, capacity utilization was higher. The equipment market for semiconductor manufacturers grew slightly across all strategic business units in fiscal year 2024/25, albeit more slowly than in the prior year. The main drivers of growth in the global semiconductor industry continue to be the digital transformation and new applications based on artificial intelligence.

Industrial Quality & Research

The markets in the industry environment of the ZEISS segment Industrial Quality & Research and both of its strategic business units are volatile. Reasons for this volatility include geopolitical tensions and changes in the regulatory environment such as tariffs. While the market in the EMEA region declined in fiscal year 2024/25, growth was bolstered by the markets in the Americas and APAC regions. The Southeast Asian and Indian markets in particular developed positively. Decarbonization requires new, more efficient products that are safer in terms of quality and longer lasting, as well as more efficient production. The automotive industry is still undergoing a major transformation. Despite existing uncertainties on the consumer side, which are leading to weak demand for electric cars in Europe, investments in electromobility continue. The market environment for the electronics industry is also difficult at present. This has an impact on the global investment that determines the demand for quality assurance technologies in an overall cooling market. The energy and aerospace segments have reported good levels of investment. The markets for microscopy solutions will be supported in the long term by global megatrends such as the aging population and the digital transformation. However, there are challenges in the short and medium term. A difficult economic environment is putting pressure on public budgets in core markets and leading to a decline in public subsidies for research. At the same time, the semiconductor and pharmaceutical industries are showing a positive development.

Medical Technology

The development of the market for medical equipment and accessories is based on generally stable growth drivers. These include medical advances as well as megatrends such as demographic development as a result of increasing life expectancy and population growth. Growing per capita income is increasing demand for basic medical care in the rapidly developing economies. Solutions that increase the efficiency of diagnosis and treatment, improve the effectiveness of patient treatments and reduce the costs for the healthcare system are becoming more crucial in the face of rising health costs and patient numbers. By contrast, the increasing regulatory requirements, and their variance from one region to another, are a growing challenge in the context of product development and licensing.

Consumer Markets

Global market growth in the vision care market remains stable. The main growth drivers are increased purchasing power in emerging economies, the global rise in demand for vision care from an aging population, innovations with value added for health in branded eyeglass lenses and optic technologies as well as an in some cases pandemic-like increase in shortsightedness (myopia). However, a worsening consumer sentiment is affecting all international markets. The global market for eyeglass lenses is characterized by fierce price and competitive pressure, a volatile consumer sentiment and global trends towards omnichannel solutions for opticians and chain stores alike.

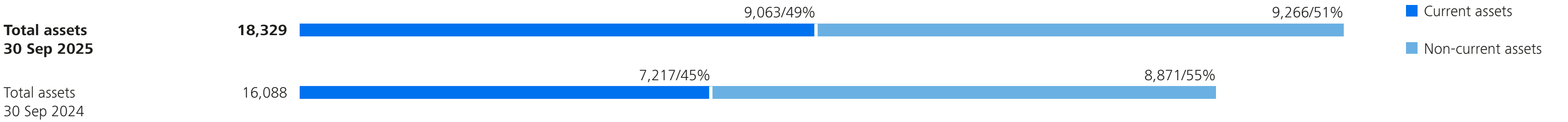
Overall statement on the economic situation of the Group as of fiscal year end

The ZEISS Group closed fiscal year 2024/25 positively with record revenue of €11,896m (prior year: €10,894m) and an EBIT margin of 13% (unchanged compared to the prior year). The prior-year’s forecast of an increase in revenue in the low single-digit percentage range and the forecast EBIT margin of around 11% were both exceeded.

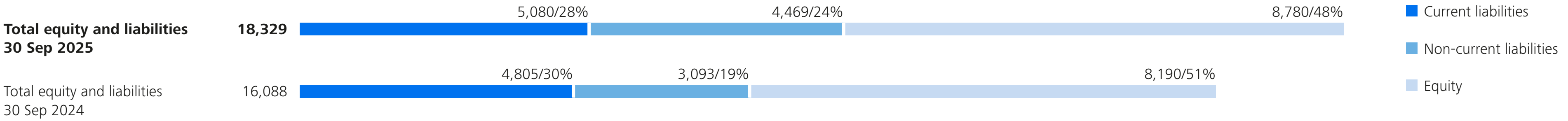
Net assets

Total assets increased by €2,241m in the reporting period to €18,329m (prior year: €16,088m).

Structure of the statement of financial position – assets in € m/as a % of total assets



Structure of the statement of financial position – equity and liabilities in € m/as a % of total equity and liabilities



Goodwill

Goodwill amounted to €1,728m (prior year: €1,940m). The impairment tests performed in the reporting period gave rise to impairment losses of €240m (prior year: €51m) on the goodwill recognized, which were recognized under Other expenses. Of this amount, €225m (prior year: €51m) relates to the Industrial Quality & Research segment.

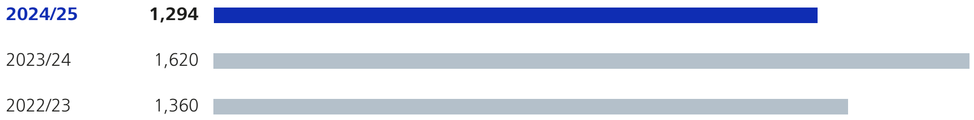
Other intangible assets

Other intangible assets amounted to €948m (prior year: €1,003m) and mainly include capitalized development costs, patents, industrial rights, licenses and software. They decreased primarily as a result of amortization in the current year.

Property, plant and equipment

The investments of €1,294m (prior year: €1,620m) in property, plant and equipment in expansion and modernization measures relating to infrastructure (including buildings), production plants and in furniture and fixtures. Investments in the Semiconductor Manufacturing Technology segment to meet expected demand in the semiconductor equipment market, including the production of the next generation of EUV lithography, as well as the investments in the ZEISS high-tech location in Jena are particularly noteworthy in this regard. Depreciation of property, plant and equipment in the reporting period amounted to €505m (prior year: €454m).

Capital expenditures on property, plant and equipment in € m



Other non-current assets

The other non-current assets amounted to €572m (prior year: €520m) and mainly consist of shares in non-consolidated subsidiaries, investments, loans as well as assets of entities within and outside Germany from overfunded pension plans and assets in connection with financing or securing short-term obligations to employees. The increase stems from overfunded pension plans in particular.

Working capital

The changes in inventories and current trade receivables are mainly due to the increase in business volume compared to the prior year. Inventories amounted to €3,607m as of the reporting date (prior year: €3,534m). Current trade and other receivables increased by 33% to €2,334m (prior year: €1,752m). Trade payables came to €589m (prior year: €787m) as of the reporting date.

Other current assets amounted to €484m (prior year: €436m) and include tax refund claims, prepaid expenses and time deposits.

Current provisions came to €205m (prior year: €172m) and essentially comprise provisions for warranty obligations.

Accruals of €1,748m (prior year: €1,703m) mainly include personnel-related and sales-related obligations as well as outstanding invoices.

Other current non-financial liabilities of €1,707m (prior year: €1,622m) mainly contain prepayments received on account of orders and deferred income.

Equity

As of the reporting date, equity amounted to €8,780m (prior year: €8,190m). The consolidated profit of €952m generated in the reporting period increased equity. In addition, the remeasurement of defined benefit plans of €161m through other comprehensive income had a positive effect. Equity was reduced, on the other hand, by the differences arising from the currency translation recognized in other reserves through other comprehensive income, of €128m, and the dividends paid out of €395m. The equity ratio stood at 48% (prior year: 51%), mainly due to the increase in total assets.

Pension obligations

The financing of pension obligations in Germany is largely structured in the form of a contractual trust arrangement (CTA), under which assets are transferred to a dedicated trust that serves exclusively to meet pension obligations, thus clearly separating the funds for operations from those for the pension obligations. The legally independent trust invests the assets transferred to it on the basis of an appropriate long-term investment strategy. The pension obligations of the corresponding entities remain unchanged.

The CTA assets in Germany, which are separated from operating funds, amounted to €1,764m on the reporting date (prior year: €1,825m). For reasons relating to the cut-off date, the pension obligations had a funded status of 108% (prior year: 104%).

The group also has pension obligations toward employees of subsidiaries outside of Germany.

In accordance with IAS 19, the pension obligations reported in the statement of financial position match the actual obligations and therefore correspond to the present value of benefit obligations after deducting the fair value of plan assets as of the reporting date. Pension obligations of €585m (prior year: €689m) are not funded. They are recognized as provisions for pensions in the consolidated statement of financial position.

Financial liabilities

The financial liabilities of €3,687m (prior year: €2,481m) primarily contain loans, lease liabilities and liabilities from dividends and purchase price obligations in conjunction with acquisitions. The increase is mainly due to the raising of a promissory note loan and a syndicated loan.

Financial position

The financial position was mainly shaped by the good consolidated profit in the reporting period as well as payments for capital expenditures on property, plant and equipment, dividend payments and proceeds from loans.

Cash flows from operating activities were primarily determined by the consolidated profit for the year and at €1,814m surpassed the prior-year level (prior year: €1,409m).

Cash flows from investing activities came to minus €1,384m in the reporting period (prior year: minus €1,662m), which is mainly attributable to the payments for capital expenditures on property, plant and equipment and intangible assets of €1,282m (prior year: €1,658m).

Cash flows from financing activities came to €736m in the reporting period (prior year: €3m) and contain cash received from investment loans of €1,147m (prior year: €619m). Cash received is counterbalanced by cash paid to repay lease liabilities as well as dividend payments. Dividends of €300m (prior year: €346m) were paid out in the reporting period.

Liquidity

As of the reporting date, cash and cash equivalents[1] came to €2,633m (prior year: €1,511m) and loans payable[2] amounted to €2,896m (prior year: €1,755m). Net liquidity[3] thus stood at minus €263m (prior year: minus €244m).

Net liquidity in € m

In addition, the ZEISS Group has access to a revolving credit facility with a total volume of €1,300m that was concluded between Carl Zeiss AG and a syndicate of banks to finance its business operations. The credit facility has a term until 6 October 2030 and 2 extension options of 1 year each. Both extension options have already been exercised. The revolving credit facility serves as a strategic liquidity reserve for the ZEISS Group and had not been utilized as of the reporting date.

In addition to the revolving credit facility, new credit lines were introduced in the banking group during the past fiscal year “until further notice.” As of the reporting date, these credit lines were available with a total volume of €490m and had not been utilized.

Carl Zeiss AG placed a promissory note loan with a total volume of €900m on 29 October 2024. Tranches of €30m with a term of 3 years, €330m with a term of 5 years and €540m with a term of 7 years were issued, with interest rates being partly fixed and partly variable based on the 6-month Euribor.

[1] Cash and cash equivalents plus securities and time deposits
[2] Liabilities to banks plus promissory note loan and ASML loan
[3] Cash and cash equivalents less loans payable

On 29 September 2025, a syndicated loan agreement for €200m was concluded with Deutsche Bank, DZ Bank and UniCredit Bank. The loan amount was disbursed before the end of the fiscal year. The term of the loan is 5 years and it will be repaid at maturity. The interest rate is variable on the basis of the 6-month Euribor plus an agreed margin.

Goals and principles of financial management
ZEISS has a global financial management system that incorporates all subsidiaries and is coordinated centrally at group level. The primary objective is to secure and effectively manage the liquidity of the ZEISS Group. In addition, ZEISS strives to continuously improve its financial strength and minimize financial risks. As part of the asset management process, investments are principally made in securities from issuers with good credit ratings. ZEISS is funded through the operations of the segments and targeted corporate actions. The ZEISS Group currently has sufficient cash and cash equivalents and loans and lines of credit to finance its operational and strategic objectives.

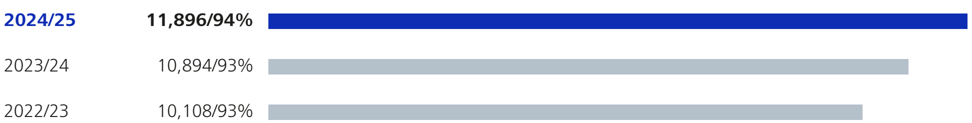
Results of operations

The consolidated income statement has been prepared using the cost of sales method that is widely used internationally.

The results of operations are characterized by an increase in revenue as well as an EBIT margin of 13% (prior year: 13%). Currency effects had a negative impact on the results of operations of the ZEISS Group in the reporting period.

At €11,896m, the ZEISS Group's revenue in the reporting period was 9% higher than the prior-year figure (€10,894m). At 94%, the share of international revenue remained unchanged at the level seen in prior years. The prior-year's forecast of an increase in revenue in the low single-digit percentage range was exceeded.

Revenue in € m/international share as a %



At €11,315m, the ZEISS Group's incoming orders were at the prior-year level (prior year: €11,327m). Adjusted for currency effects, this was an increase of 1%. Incoming orders in the Semiconductor Manufacturing Technology segment fell by 4% compared to the prior year (adjusted for currency effects: 4%). For the other 3 segments, incoming orders changed by 3% overall (adjusted for currency effects: 5%) compared to the prior year.

Consolidated revenue by segment[4]

	2024/25	2023/24	Change compared to prior year as a %	
	€ m	€ m		Adjusted for currency effects
Semiconductor Manufacturing Technology	5,055	4,122	23	23
Industrial Quality & Research	2,334	2,369	-1	0
Medical Technology	2,704	2,611	4	6
Consumer Markets	1,569	1,666	-6	-4
Other	234	126	86	86
ZEISS Group	**11,896**	**10,894**	**9**	**10**

Semiconductor Manufacturing Technology
The Semiconductor Manufacturing Technology segment generated revenue of €5,055m. That is equivalent to an increase of 23% (adjusted for currency effects: 23%) compared to the prior year (€4,122m).

The Semiconductor Manufacturing Technology segment has thus grown despite increasing competitive pressures and uncertainties in the semiconductor market. The Semiconductor Manufacturing Optics and Semiconductor Mask Solutions strategic business units in particular contributed to this revenue record in an increasingly challenging environment. The global innovation ecosystem of ZEISS with its close customer relationships has laid the foundations for revenue growth. Increased uncertainties in the semiconductor market and a lack of growth impetus, however, meant that in fiscal year 2024/25 incoming orders in the Semiconductor

[4] As of 1 October 2024, the new Photonics & Optics (PNO) strategic business unit was established. In fiscal year 2024/25, it is assigned to "Other" (prior year: Consumer Markets segment).

Manufacturing Technology segment were lower than in the prior year. The segment is responding to persistent and increasing cost pressure from customers for the entire product portfolio by optimizing product and investment costs and continuing to innovate at pace, with more emphasis on cost and efficiency.

The Semiconductor Manufacturing Optics strategic business unit made a decisive contribution to the segment's positive revenue trend with Deep Ultra Violet (DUV) lithography and Extreme Ultra Violet (EUV) lithography optics. With the latest EUV product generation, High-NA-EUV lithography, ZEISS will enable the semiconductor industry to produce the next microchip generation with even finer structures. However, various market dynamics are delaying market penetration. The Semiconductor Manufacturing Optics strategic business unit is strengthening its competitive position with a high level of innovation. The Semiconductor Mask Solutions strategic business unit offers solutions for the metrology, inspection and repair of photomasks, which are essential in the production of microchips. It also serves the growing market segment for mask inspection using EUV technology. ZEISS is targeting growth in this promising market by offering photomask solutions with a strong customer focus and a robust regional presence as well as investing in innovation. More complexity, new materials, three-dimensional structures of microchips and ever smaller chip structures mean that the requirements in the semiconductor industry for metrology and process control solutions are increasing. This opens up great market opportunities for the technologies of the Process Control Solutions strategic business unit, which is striving to establish ZEISS process control technologies as the standard in the semiconductor market.

As of 30 September 2025, the segment had 9,349 employees (based on full-time equivalents) worldwide (prior year: 8,586).

Industrial Quality & Research

The Industrial Quality & Research segment generated revenue of €2,334m. That is equivalent to a decrease of 1% (adjusted for currency effects: 0%) compared to the prior year (€2,369m).

In fiscal year 2024/25, the economic situation in the Industrial Quality & Research segment was more difficult than in the prior year. The Industrial Quality Solutions strategic business unit recorded a slight increase in incoming orders and 5% revenue growth in the past fiscal year despite negative currency effects. The software business in particular developed positively. In addition to tactile metrology, new solutions such as fast multi-sensor machines and X-ray systems for non-destructive testing were in particularly high demand. The service and retrofit business makes an important and stable contribution to the business with new business models. The use of artificial intelligence and digital twins had a positive impact on business development. Despite a decline in incoming order, demand for optical metrology, high-resolution light, electron and X-ray microscopes as well as innovative technologies such as products supported by machine learning grew slightly. Contributions to revenue growth differed from region to region. The Americas and APAC regions drove growth, while revenue in the EMEA region declined.

In the business with microscopy systems for research and science, ZEISS recorded a decline compared to the prior year, particularly due to a sharp drop in demand in the US and China. After years of strong growth during the COVID-19 pandemic, the market for biological research in particular is currently consolidating. X-ray microscopy and service developed positively. Further expansion of remote service offerings is one of the factors that has enabled the installed base, which has grown steadily in recent years, to be leveraged for an expansion of the service business.

As of 30 September 2025, the segment had 8,427 employees (based on full-time equivalents) worldwide (prior year: 8,591).

Medical Technology

The Medical Technology segment generated revenue of €2,704m. That is equivalent to an increase of 4% (adjusted for currency effects: 6%) compared to the prior year (€2,611m).

The Ophthalmology strategic business unit, which offers products and solutions to diagnose and treat eye diseases as well as systems and consumables, mainly for cataract, retina and refractive surgery, recorded moderate growth. The consolidation and integration of DORC Topco B.V., Zuidland (Netherlands), and its subsidiaries contributed to growth. In addition, the segment recorded a continued recovery in the sale of equipment, a global increase in the volume of intraocular lenses and stable growth in consumables for refractive surgery in fiscal year 2024/25 compared to the prior year.

The Microsurgery strategic business unit, which provides visualization solutions for minimally invasive surgical procedures, also recorded revenue growth. This was mainly driven by strong sales of neurosurgical microscopes, in particular the new surgical microscope KINEVO® 900 S.

The EMEA region showed positive revenue development with good contributions to growth from the core market of Germany. The Americas region performed well, especially due to the good contributions to sales from the North American market. Revenue in the APAC region decreased slightly. While the markets in India and Southeast Asia developed positively, and the Korean market recovered compared to the prior year, revenue in China declined slightly year on year.

As of 30 September 2025, the segment had 8,748 employees (based on full-time equivalents) worldwide (prior year: 8,629).

Due to different bases of consolidation, the figures for the Medical Technology segment deviate from the figures published in the consolidated financial statements for Carl Zeiss Meditec AG.

Consumer Markets

The Consumer Markets segment generated revenue of €1,569m in fiscal year 2024/25. That is equivalent to a decrease of 6% (adjusted for currency effects: minus 4%) compared to the prior year (€1,666m).

The Vision Care strategic business unit generated revenue globally, in particular with ZEISS branded ophthalmic lenses and innovations for an aging population, for a digital lifestyle and for pressing challenges of global healthcare markets such as progressive myopia, as well as with omnichannel offers. The customer-oriented strategic positioning as a reliable partner to customers aided the exploitation of potential in growth markets and the acquisition of new customers in all regions. The US continued to be a challenge, mainly as a result of market entry barriers. In China, innovative ZEISS solutions for managing progressive myopia and the growing middle class in particular are driving growth.

As of 30 September 2025, the segment had 11,621 employees (based on full-time equivalents) worldwide (prior year: 13,008).

Consolidated revenue by region and cooperations

	2024/25	2023/24	Change compared to prior year as a %	
	€ m	€ m		Adjusted for currency effects
EMEA	2,418	2,345	3	3
» thereof Germany	711	715	-1	-1
Americas	1,751	1,768	-1	3
APAC	3,066	2,967	3	6
Cooperations	4,661	3,814	22	22
ZEISS Group	**11,896**	**10,894**	**9**	**10**

In the region Europe/Middle East/Africa (EMEA), ZEISS reported a rise in revenue in the reporting period of 3% (adjusted for currency effects: 3%) to €2,418m (prior year: €2,345m), with revenue in Germany increasing by 1% to €711m (prior year: €715m).

Revenue in the Americas region came to €1,751m, a decrease of 1% compared to the prior year (€1,768m). Adjusted for currency effects, this was an increase of 3%.

Revenue in the Asia-Pacific region (APAC) increased by 3% compared to the prior year (adjusted for currency effects: 6%) to €3,066m (prior year: €2,967m).

Direct business with supra-regional cooperation partners increased by 22% to €4,661m in fiscal year 2024/25 (prior year: €3,814m). This was mainly due to capacity expansions in the semiconductor sector, especially in the area of EUV lithography.

Functional costs

Cost of sales increased by €358m in comparison to the prior year and came to €5,546m (prior year: €5,188m). Gross profit rose by €643m from €5,706m to €6,349m in the reporting period. The gross margin was 53% (prior year: 52%).

Sales and marketing expenses in fiscal year 2024/25 amounted to €2,003m (prior year: €1,919m) and, at 17% of revenue, were at the prior-year level. General administrative expenses stood at €809m (prior year: €720m) and, at 7% of revenue, remained at the prior-year level (prior year: 7%).

Research and development expenses recognized in the consolidated income statement came to €1,731m in the reporting period (prior year: €1,593m). Research and development expenses before subsidies and capitalized development costs (IAS 38) totaled €1,954m (prior year: €1,819m). Representing 16% of revenue and at the prior-year level, this figure testifies to the ZEISS Group's continued strong focus on innovation.

	2024/25	2023/24
	€ m	€ m
Research and development expenses before subsidies and IAS 38	1,954	1,819
Government and third-party grants	183	155
Capitalized development costs (IAS 38)	40	71
Research and development costs according to consolidated income statement	**1,731**	**1,593**

Development of earnings

Earnings before interest, taxes, depreciation and amortization (EBITDA) amounted to €2,472m in the reporting period (prior year: €2,092m).

Earnings before interest and taxes (EBIT) of €1,552m (prior year: €1,444m) with an EBIT margin of 13% (prior year: 13%) were generated in the reporting period. The EBIT margin of around 11% projected in the prior year was exceeded thanks in particular to stronger revenue growth.

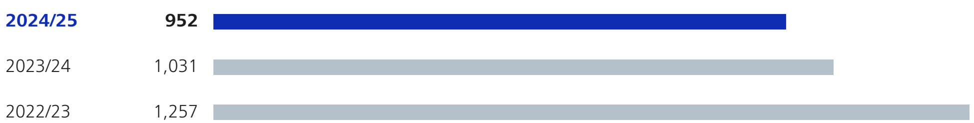
	2024/25	2023/24	2022/23
	€ m	€ m	€ m
EBITDA	2,472	2,092	2,116
» EBITDA margin as a %	21	19	21
EBIT	1,552	1,444	1,686
» EBIT margin as a %	13	13	17

The financial result changed by minus €94m compared to the prior year to minus €59m (prior year: €35m). The interest result decreased by €24m to minus €9m (prior year: €15m). The other financial result changed by minus €73m to minus €50m (prior year: €23m), mainly due to the net impact of changes in exchange rates.

The income tax expense for fiscal year 2024/25 totaled €540m (prior year: €448m), which resulted in a group tax rate of 36% (prior year: 30%). The increase in the group tax rate compared to the prior year is primarily attributable to higher impairment losses on goodwill which are non-deductible for tax purposes.

ZEISS thus achieved a consolidated profit of €952m (prior year: €1,031m).

Consolidated profit/loss in € m



Other financial indicators

Other financial indicators are Economic Value Added (EVA®)[5] and Free Cash Flow (FCF)[6]. The latter has been reported after tax since fiscal year 2024/25.

ZEISS measures the value added that is generated using the Economic Value Added (EVA®) indicator. This is the internal measure of the company's success. In fiscal year 2024/25, EVA® amounted to €656m (prior year: €567m). ZEISS therefore once again achieved considerable value added, which exceeds the level forecast in the prior year.

The free cash flow (FCF) indicator used for internal control, which was previously reported before tax, amounted to €840m in the reporting period (prior year: €60m). This significantly exceeded the level forecast in the prior year, in particular due to lower investments and higher earnings than planned. Free cash flow (FCF) net of tax was €393m in the reporting period (prior year: minus €356m, calculated in a comparable way).

[5] Calculation: EVA® = operating profit (EBIT) after taxes plus amortization of intangible assets from purchase price allocations less cost of capital. Cost of capital is the average capital employed multiplied by the cost of capital rate. Capital employed is the committed business assets adjusted for amortization of intangible assets resulting from purchase price allocations ("gross" asset base). The internal interest rate used to determine weighted average of cost of capital ranges between 6.5% and 10%, depending on the business involved

[6] Calculation: Free Cash Flow (FCF) after tax = EBIT – typified income tax ± changes in trade receivables ± changes in inventories ± changes in provisions (excluding provisions for pensions) ± changes in current accruals ± changes in trade payables ± changes in advances received ± changes in lease liabilities ± changes in other assets and liabilities - capital expenditures on intangible assets and property, plant and equipment + amortization and depreciation of intangible assets and property, plant and equipment

NON-FINANCIAL KEY PERFORMANCE INDICATORS

Innovation

ZEISS strives to be a global technology leader in the field of optics and optoelectronics and aims to drive technological and social progress with its highly innovative solutions for its customers. Research activities at ZEISS focus above all on innovative key optical technologies as well as on digital technologies, continuously investing in these and shaping the market. This is the foundation for the continued growth of the company and is firmly embedded in its corporate identity as part of its strategy and culture.

In fiscal year 2024/25, expenses for research and development made up 15% of group revenue (prior year: 15%). This is on a par with the high level of prior years and marginally below the slightly higher research and development ratio forecast in the prior year. The ZEISS Group's research and development departments have 7,364 employees (prior year: 6,951 employees), or 16% of the workforce, working on new solutions and technologies for the optics and optoelectronics industries and digital business models.

As of the reporting date, ZEISS held about 13,000 patents worldwide (prior year: 12,500) and applied for new patents for approx. 730 inventions (prior year: approx. 740).

ZEISS uses group-wide innovation management to ensure that its ongoing and planned activities meet its customers' needs. ZEISS uses a variety of tools for this purpose: The company evaluates each research and development project using a standardized process and incorporates the findings made into current and future projects. Employees can submit their ideas for improvement via the company-wide suggestion scheme. The objective is to simplify processes in a cost-efficient way, so as to raise ZEISS' competitiveness in the long term.

ZEISS Ventures is responsible for managing a portfolio of investments in innovative start-up companies and makes targeted strategic investments. In this way, ZEISS wants to enter attractive target markets that are aligned with key megatrends and offer long-term growth prospects. The focus of ZEISS Ventures is on innovative opportunities that lie between or beyond the core activities of the strategic business units or that could entail potentially disruptive changes. The aim is to invest in promising start-ups, form strategic partnerships and establish sustainable, long-term businesses.

Beyond Innovation comprises investments in strategic future topics that go beyond the existing business areas, markets and technologies of ZEISS. These initiatives are consolidated and managed centrally in the "Beyond Innovation Vehicle", which ensures that the best growth opportunities are realized and that the Executive Board is continuously involved in the process at an early stage. It allows continuous progress and development, regardless of market or business developments in individual areas. The Beyond Innovation initiatives have the potential to become business units in their own right.

The closer networking between business and science allows for even more intensive synergy effects for ZEISS as an active promoter of science. This includes, for example, cooperation with colleges and universities. Here, ZEISS maintains long-standing ties in the areas of research, teaching and innovation, advanced training and internationalization as well as recruiting. The ZEISS Innovation Hubs in Karlsruhe and Dresden benefit from the excellent research and innovation environments around the strategic partner universities, the Karlsruhe Institute of Technology and the Dresden University of Technology.

The business-supporting function, ZEISS Digital Partners, supports the ZEISS segments and external customers along the entire value chain of digital solutions. The establishment of the ZEISS Group's Digital Competence Center, which employs more than 1,200 digital experts, and the integration of digital and data-based solutions at ZEISS Group level enables the scaling of these solutions and will accelerate digital transformation.

Employees

Highly qualified, dedicated and motivated employees are the foundation for the long-term success of the ZEISS Group. As of 30 September 2025, the total headcount of the ZEISS Group stood at 46,622, a global increase of 137 (prior year: 46,485). The increase in headcount is in line with the prior-year forecast, which correlates with the business development and allows for further increased investment in the future. ZEISS has 22,857 (prior year: 22,524) employees at sites in Germany and 23,765 (prior year: 23,961) employees at sites outside Germany.

The ZEISS Group views diversity as a prerequisite for innovation, which is why it is actively supported and strengthened by ZEISS. Around 51% (prior year: 52%) of the ZEISS workforce work at international sites outside Germany. At the same time, ZEISS is convinced that diversity in its different forms is a key to global success at an international company, as employees know the markets, understand the different needs of customers and know how to deal with the cultural customs of their business partners. ZEISS believes that this makes a huge difference in terms of local acceptance and confidence in the company.

Education and training is a top priority at ZEISS. As of the reporting date, the ZEISS Group had 834 trainees and students of universities offering dual degree programs (prior year: 822).

The professional training of employees and leadership development are areas of focus of human resources for ZEISS. Employees can choose from a large number of internal and external courses that are available through the global digital learning platform. In addition, ZEISS supports off-the-job training and personnel development measures.

ZEISS promotes occupational health and safety through comprehensive measures. In addition to offering employees and managers advice from occupational health and safety professionals and company doctors, ZEISS also provides corporate healthcare management. ZEISS and the statutory health insurance provider BARMER have been cooperating as healthcare partners since 2021. Since then, all employees in Germany have been offered free health services related to exercise, nutrition and mental health. The development of health literacy among employees continues to be strengthened and advanced through this cooperation.

This year, ZEISS will once again allow its employees to participate in the company's success in Germany and, on the basis of country-specific regulations, also in some entities outside Germany.

Sustainability

For ZEISS as a foundation company, sustainability and business success are inextricably linked. Sustainable value added is an integral part of operations, which aims to provide innovative solutions, contribute to a positive development in society and enable both long-term and profitable growth.

Environment
ZEISS attaches great importance to the sustainable and economical use of resources as well as to protecting the climate and the environment in the development, production, packaging, shipping and disposal of its products. To this end, the ZEISS Group has defined corresponding requirements for its segments and for its suppliers. Furthermore, ZEISS has set clear targets for reducing energy consumption, carbon emissions, water consumption and waste. ZEISS wants to make its contribution as a sustainable foundation company with concrete measures for the reduction of carbon emissions and climate protection: ZEISS has set itself the goal of reducing its Scope 1 and 2 emissions as far as possible by the end of fiscal year 2024/25 and offsetting all emissions that cannot be avoided. ZEISS is focusing on energy efficiency measures, the purchase of green electricity and the expansion of its own generation of renewable energy. In the Sustainability Report in January 2026, ZEISS will report on the target achievement. ZEISS offsets certain emissions that cannot be avoided or are very difficult to avoid for economic reasons, such as those from the use of gas and district heating, by supporting selected projects. In this way, ZEISS is making a contribution to the global target set in the Paris Agreement of limiting global warming to significantly below 2°C.

Product responsibility
For ZEISS, product responsibility means that products are innovative, effective and safe. ZEISS also makes sure to use commodities and materials that are harmless to human health and the environment, as well as to produce as few effluents and emissions and as little waste as possible during the manufacture and use of its products. At ZEISS, product safety starts during development, goes hand in hand with the procurement and production process and is a key aspect for customers when they use the products and for the after sales service. ZEISS aspires to rigorously implement all product safety laws relating to product use and disposal. The product safety warranty is subject to a range of statutory requirements for the development, manufacture, approval and sale of products.

Supplier management
Procurement is a key process for the long-term success of the ZEISS Group due to its considerable contribution to added value in the supply chain. Around the globe, the local procurement organizations purchase materials used both for production and for non-production from local and international suppliers. The company demands that its new and existing principal suppliers recognize the ZEISS supplier standards and implement ongoing measures to meet these requirements. The ZEISS supplier standards are composed of the Code of Conduct of the Responsible Business Alliance (RBA) and additional requirements from the German Supply Chain Act (LkSG). The internationally recognized Code of Conduct is based on the UN Guiding Principles for Business and Human Rights and was derived from international labor and environmental standards. The protection of human rights is becoming increasingly important due to global supply chains and increasing regulation – for example through the German Supply Chain Act (LkSG). ZEISS uses a risk-based approach to monitor suppliers and implement sustainability standards.

Societal and social engagement
ZEISS wants to take responsibility and to play an active role in society. The ZEISS Group supports educational measures and scientific projects and institutions, nature conservation activities as well as selected social and cultural initiatives and facilities at its sites. With the ZEISS Promotion Fund, ZEISS bundles and structures its sponsorship activities in Germany. As part of the future initiative "A Heart for Science", ZEISS launched a company volunteer program in June 2022 to bundle and further expand its social commitment in the field of STEM advancement. ZEISS has worked with non-profit organizations and made donations in money and in kind to ensure that medical care is available to everyone in developing and emerging countries and that their medical professionals receive training.

Dividends distributed to the Carl Zeiss Foundation are used within the framework of its aims to promote, in particular, scientific, engineering and mathematical studies in research and teaching.

RISK AND OPPORTUNITY REPORT

Groups with global operations face a large number of entrepreneurial and regulatory risks and opportunities that can have a sustained impact on planned business performance. The assessment of opportunities and risks and the conscientious handling of entrepreneurial uncertainty are an important part of corporate governance and sustainable operating policies at ZEISS. The following statements in the risk and opportunity report refer to fiscal year 2025/26.

Risk management

The central risk management system at ZEISS stipulates uniform rules and processes to detect, assess and manage risks at an early stage. The key objective is to exploit business opportunities and manage the associated risks as well as to detect going concern developments at an early stage.

Risk management coordinators apply the central policies and procedures. The management of the segments and strategic business units detects, manages and reports on operating and strategic risks. Overall responsibility lies with the Executive Board, which regularly assesses possible scenarios, risks and opportunities and their management at group level in addition to the risk-bearing capacity of the ZEISS Group. While the Executive Board examines the appropriateness of the risk management system, the Supervisory Board's Audit Committee monitors the effectiveness of the risk management system.

Internal control system

The internal control system of ZEISS is based on the COSO Enterprise Risk Management Model (COSO ERM model). It integrates organizational, process-related and technical measures to ensure proper operating activities and correct reporting, i.e. it does not merely monitor financial risks. For central processes, there are defined key risks and defined controls, which are evaluated with regard to their effectiveness.

The Executive Board ensures that a generally adequate and effective internal control system is in place and that it is continuously enhanced. The Supervisory Board's Audit Committee monitors the effectiveness of the internal audit function, risk management and the internal control system as well as the financial reporting process.

Strategic and operational risks

ZEISS systematically analyzes and evaluates risks. Special emphasis is placed on potential economic effects and on probability of occurrence. In this way, risks are quantified and classified, and the overall risk is determined. This range of potential developments is compared with the defined risk-bearing capacity, thus determining the potential credit risk for ZEISS. Due to its broad portfolio and global presence, the ZEISS Group's strategic and operational risks are highly diversified.

General risks and opportunities

ZEISS regularly checks for risks and opportunities that can arise from changes in markets and within the supplier and customer environment, as well as political decisions, including increasing geopolitical influences, consolidation within the industry, new technologies and competitors, and lower entry barriers for alternative vendors. Multipolar risks and opportunities arising from general economic developments, demands on entities by society and politics, and opportunities due to megatrends, such as artificial intelligence, digitalization, sustainability and demographic change are also assessed at regular intervals. This also includes the evaluation of the impact of possible substance bans, especially with regard to PFAS. In addition, ZEISS analyzes economic, legal and political developments or economic sanctions in the economic regions relevant for the ZEISS Group and evaluates possible scenarios. In the event of a crisis, an existing crisis team coordinates measures to minimize the negative effects. International orientation, sustainable operating policies and a balanced portfolio help spread the risk. However, the introduction of trade barriers, customs duties and increasing geopolitical and economic uncertainty, government intervention and restrictions as well as protectionism could make conditions for ZEISS more difficult.

Innovation risks and opportunities

The success and reputation of ZEISS are heavily dependent on the development of innovative products and solutions. New technical possibilities, trends and changing customer requirements as well as stricter regulatory requirements can give rise to abrupt technology shifts and make new business models necessary. Current findings from science, research and technology accelerate this development and necessitate sustainable investments. In order to take advantage of these opportunities at an early stage and to minimize the probability of occurrence and the economic impact of the risk, ZEISS cooperates with customers, suppliers and research institutes, engages in development partnerships including participations and makes targeted technology acquisitions. ZEISS seeks and engages in the targeted promotion of opportunities to extend the existing portfolio with market-shaping innovations and to secure their financing. ZEISS Ventures invests in the development and commercialization of new business models. Beyond Innovation comprises investments in strategic future topics that go beyond existing business areas, markets and technologies. The business-supporting function, ZEISS Digital Partners, supports the ZEISS Group in making the opportunities offered by digitalization and artificial intelligence available to customers, partners and the ZEISS Group. The economic impact and probability of occurrence inherent in digitalization risks are therefore both low.

Personnel risks and opportunities

Labor markets around the world remain tense. Demographic developments such as the departure of employees from the baby boomer generation from the active workforce in Germany, the US and China are reducing the potential workforce. Employees' demands on companies with regard to flexibility in terms of location and time, remuneration and other working conditions as well as the economic environment are changing. The currently unchanged inflation in several of ZEISS' core countries is affecting the wage structure. At the same time, ZEISS is continuing to selectively expand its global workforce, in particular to further advance innovation, digitalization and transformation within the company. These developments give rise to moderate economic risks. In order to counter these risks, ZEISS is strengthening its global positioning as an attractive employer in relevant target groups, further differentiating and adjusting its global recruitment strategy and capacity, to be able to act quickly on changing market conditions and to cover the different requirements of the countries. The ZEISS Group offers a broad spectrum of opportunities for development to attract professionals and managers and to retain them in the long term.

In addition, a variety of on-site initiatives and social benefits are offered, including health promotion programs, hybrid ways of working, flexible work models and ways of reconciling work and family life.

Opportunities arise from the new ways of working mainly related to diversity and attractiveness for current and future employees. ZEISS counters the blurring of boundaries between personal and professional lives by complying with regulations on working hours, new models for working time accounts, individual consultations, health management offerings and enhanced employee management. The probability of occurrence and the economic impact of personnel risks are therefore estimated to be moderate.

Risks and opportunities in procurement and production

ZEISS ensures compliance with national and international standards, laws and regulations by means of an integrated management system that addresses the issues of quality, environmental protection, information protection, occupational health and safety, and energy management.

The situation on the procurement markets has largely stabilized. Trade restrictions, customs duties and regulatory requirements increase the demands on supply chains and the monitoring of supply relationships. The supply risk is decreasing due to the persistently weak overall economic development. At the same time, upstream suppliers can come under economic pressure and fail. In addition, there is an opportunity to correct inflation-related price increases. There are isolated risks in the short to medium term relating to the stability of supply relationships and trade restrictions, which are addressed in risk management and supplier management. Overall, the supply chain risk is therefore classified as moderate and the probability of occurrence is considered to be moderate.

A preventive increase in inventories in the supply chain is evaluated and selectively maintained for critical components, particularly for externally sourced components containing rare earth elements. Potential geopolitical challenges are met with increased selective localization of the supply chain (local for local). ZEISS addresses potential supply chain disruptions in task force mode. The company can largely avoid these supply chain disruptions by employing predictive models, systems-based risk management, escalations or requalifications. As a result, the effects on business activities are currently low. ZEISS expects the normalized procurement market situation to continue. Identified energy supply risks are addressed and actively managed by supply chain analyses and the expansion of own capacities. Due to the complexity of the supply chain and the dependence on third parties, a low risk is expected due to production downtimes and unavailability of materials. The probability of occurrence is classified as low.

The regulatory requirements for supply chains in accordance with the German Supply Chain Act (LkSG) and the transparency requirements for commodities and materials, the growing uncertainty in international trade, unilateral technology restrictions, the growing complexity of purchased parts and the limited number of suppliers (single source) for some technologies give rise to higher costs and a moderate procurement risk. To mitigate this risk, ZEISS continuously adapts its strategic supplier pool as part of product group management. ZEISS suppliers are actively encouraged to reduce their carbon emissions, implement circular economy strategies, respect human rights, and be socially responsible. In this context, ZEISS identifies suppliers with an increased risk and urges them to take suitable preventive or remedial measures. ZEISS also conducts systematic audits for selected suppliers that also include social standards and environmental aspects. ZEISS classifies the risk of breaches and associated reputational damage in the area of environmental health and safety in the supply chain as low as its partners are monitored regularly and the probability of breaches is low on account of the characteristics of ZEISS supply chains.

Sustainability risks and opportunities

The Executive Board has appointed a Human Rights Officer to monitor risk management with regard to human rights and environmental risks. The Human Rights Officer is integrated into the compliance and reporting processes of ZEISS and maintains a close exchange with the business units. The management of the respective ZEISS business unit is responsible for identifying, managing and reporting human rights and environmental risks. This procedure is integrated into the ZEISS Group's risk management system.

As a manufacturing technology company with international sites and a large number of supplier companies, ZEISS has identified risks to occupational health and safety and environmental protection as priorities both in its own business operations and in its supply chains, and is placing an increased focus on these. The planned EU ban on PFAS poses a risk to the business operations of ZEISS despite transitional periods of several years, as there are no alternative substances with comparable properties in some cases. Nevertheless ZEISS wants to help minimize the potential environmental impact of PFAS persistence in its products. ZEISS takes appropriate preventive and remedial measures to avoid, eliminate or minimize risks in its own operations or those of its suppliers. ZEISS builds on long-established processes and structures from the risk management in its own business and supplier management in procurement. Therefore, there is considered to be a moderate risk and low probability of occurrence.

Risks and opportunities of information technology (IT)

ZEISS constantly examines and utilizes the opportunities of digitalization and artificial intelligence in order to offer customers additional and enhanced services or improve its own performance. At the same time, reliance on a stable IT infrastructure with high availability is constantly increasing. ZEISS is also focused on mobile working. The ZEISS Group is therefore constantly optimizing its existing IT systems and structures to ensure greater protection, security and availability. Some ZEISS IT systems are operated by external IT service providers. For these service providers, high technical and legal standards regarding the hardware and software deployed, process monitoring, data security and data protection have been defined and contractually agreed. ZEISS continuously monitors the implementation of and compliance with these standards. The effects of sanctions due to regional events are continuously being assessed and appropriate measures are implemented promptly. The probability of occurrence of relevant IT risks is moderate and is further lowered by appropriate technical and organizational measures. However, the economic impact, for example from cyber attacks, may be considerable if they occur.

Risks and opportunities from acquisitions and investments

Acquisitions and investments offer ZEISS the opportunity to better meet customers' needs. Assessments are made as to how to enlarge and fund the competencies and technology portfolio or increase access to the regional markets. They also help to open up markets faster and accelerate processes. ZEISS systematically checks the associated risks and opportunities. Due diligence reviews aimed at assessing the business development that can be expected and, in addition to economic risks, reducing environmental, social and governance (ESG) risks and the likelihood of their occurrence are a key element prior to closing transactions. Although the economic impact may be high, the probability of occurrence is considered to be low.

With the integration of DORC Topco B.V., Zuidland (Netherlands), ZEISS has expanded and complemented its broad product range in the field of ophthalmology and its range of digitally networked workflow solutions for a variety of eye conditions and diseases.

In addition, Carl Zeiss Venture Beteiligungsgesellschaft mbH, among others, acquires minority shares in innovative, early-stage start-ups in order to achieve overarching strategic goals as well as to reduce internal technological risks through cooperation. Investing in an early-stage start-up carries inherent risks, up and including total loss, which are mitigated by thorough due diligence review. For this reason, the risk from these investments is low.

Goodwill totaling €1,728m from acquisitions is shown in the consolidated statement of financial position. This goodwill is subject to regular impairment tests. It cannot be ruled out that impairment losses on goodwill may need to be recognized on account of changes in economic conditions, business models or technologies.

Legal risks, patents and intellectual property

ZEISS safeguards its technologies and products through a comprehensive intellectual property rights strategy. If patent and brand rights are infringed by third parties, ZEISS takes legal steps in order to counter the associated high economic risk. The probability of such cases occurring is low.

When developing new products and technologies, ZEISS systematically checks whether the rights of a third party could be affected, develops non-protected solutions if necessary, and acquires the requisite licenses and rights, or seeks other solutions by legal contract. Due to the complexity of possible industrial rights and the increased activity of institutional patent assertion entities, there is a low risk of litigation with a low economic risk.

There is no pending litigation that poses any risk to the continued existence of ZEISS at present.

Financial risks and opportunities

The liquidity risk of the ZEISS Group lies in financing growth, transformation, and innovation, as well as the risk that Carl Zeiss AG or subsidiaries may not be able to meet their financial obligations (for example, to repay financial liabilities or make interest payments). ZEISS has sufficient liquidity reserves in the form of cash and cash equivalents, loans and lines of credit. An appropriate and conservative investment strategy is in place with a focus on security and short-term availability in asset management. In addition, ZEISS ensures that the investments are broadly diversified.

Credit risk stems from an adverse development in the economic conditions of the company's borrowers or counterparties. On the one hand, this gives rise to the risk of default, in full or in part, on contractually agreed payments or performance and, on the other, potentially a need to recognize credit-risk-related impairment losses on financial instruments. These risks may increase as a result of geopolitical developments. Credit risks are limited by only entering into transactions with counterparties that have an investment grade credit rating. To limit and manage concentration risks, transactions are on principle conducted with various banks.

Generally, ZEISS is exposed to risk of a default on customer receivables or insolvencies. ZEISS has implemented receivables management in order to minimize the risk. However, a significant increase in defaults is not expected. The risk is thus deemed to be low.

On account of its global orientation, the ZEISS Group is exposed to financial market price risks in its operations and the financial results reported. This includes currency and interest rate risks. The associated opportunities and risks of the ZEISS Group are managed centrally. ZEISS is generally exposed to the risk of changes in interest rates because the majority of its current financing and its financial investments are subject to variable interest rates. ZEISS uses defined risk strategies to minimize risks resulting from changes in exchange rates, interest rates or the value of assets. The ZEISS Group uses derivative financial instruments to hedge the abovementioned risks. For this purpose, it enters into forward exchange contracts and interest rate swaps. These cover the underlying goods and services transactions of group entities and non-derivative financial transactions (underlying transactions).

Financial risks also arise from current geopolitical developments and their consequences such as price increases and interest rate hikes. In conjunction with long delivery times, this could have additional negative effects on margins or purchasing power. Overall, the ZEISS Group's financial risks are classified as low with a low probability of occurrence.

In the context of pension obligations, risks could also arise from the further increasing life expectancy of the beneficiaries, from general interest rate developments and from the obligation to regularly adjust the amount of the pensions paid. As capital market interest rates rise, the required pension fund allocations decrease. In the event of a reversal, the existing pension agreements could give rise to risks with regard to equity which could in turn restrict scope for strategic action. ZEISS has transferred the funds to cover pension obligations toward active employees in Germany to a contractual trust arrangement (CTA). The investment strategy is based on long-term commitments.

Market risks and opportunities

ZEISS' broad and balanced business portfolio maintains the stability of the ZEISS Group, especially in times of crisis, and is currently helping to diversify risk against the backdrop of protectionist developments, geopolitical tension, the war in Ukraine and the Middle East as well as possible disruption to global supply chains. It is possible that further restrictive trade policy measures and restrictions may be imposed, particularly in the technology sector and for rare raw materials. The economic risk resulting from restrictions on free goods exchange is classified as moderate with a moderate probability of occurrence. The search for opportunities to expand the portfolio horizontally or vertically results in further market opportunities and a broader risk diversification. The economic risk arising from the differing development of the segments is classified as moderate with a moderate probability of occurrence. Accordingly, there are different financial effects depending on the segment and the individual risk. In order to further reduce both the probability of occurrence and the economic risk, ZEISS is undertaking measures designed to increase competitiveness and resilience in certain areas.

Macroeconomic and geopolitical uncertainties and volatility of the semiconductor sector entails risks and opportunities for the Semiconductor Manufacturing Technology segment, which ZEISS adapts to in a flexible manner and addresses by increasing its resilience and competitiveness. The uncertainties and the continuing and increasing cost pressure from customers, affecting both mature products and new products in the high-end segment, are being addressed with cost efficiency programs. In particular, the market success of EUV lithography and the expected strong long-term market growth offer great potential. The same applies to the politically motivated and subsidized establishment of semiconductor factories around the world. Risks may arise from an impairment of the industry's security of supply of raw materials and energy, from uncertainties in value chains and from geopolitical uncertainties such as the situation with regard to China and Taiwan or the US tariff policy. It also cannot be ruled out that negative trends on the demand side, a slowdown in the market for equipment manufacturers or political requirements could also impact the Semiconductor Manufacturing Technology segment. In order to counter these risks, ZEISS collaborates closely with its strategic partner ASML and other partners.

Risks for the Industrial Quality & Research segment result from the slowdown in global economic growth, which has an impact on both global industrial dynamics and the academic market. Particularly, risks arise for the academic market due to reduced government research budgets and disruptions to the funding cycle in the US. In addition, there are risks from geopolitical developments that lead to a global tightening of trade barriers and macroeconomic uncertainty, as well as risks arising from the entry of new competitors and the rise of currently small competitors, particularly on the Chinese market. These risks could also have a negative impact on already fragile supply chains and customer segments. Further risks arise from a continuing reluctance to invest in mechanical and plant engineering. These risks are reduced by continuously developing new application areas, through an innovative product portfolio as well as by stringently expanding the segment's business with customer services and by using digital sales channels and services. The continued growth in demand for carbon neutral technologies represents a major opportunity. Innovations and the expansion of the product portfolio are aimed at tapping new market and customer potential. In addition, opportunities arise for the Industrial Quality & Research segment from more intense research in the life sciences and pharmaceuticals worldwide as well as from increasingly networked production processes (Smart Production), from the unrelenting pursuit of increased productivity as well as from its positioning as a one-stop provider and the expansion of local value chains in the key economic regions.

In the Medical Technology segment, political and regulatory decisions can have a long-term effect on the reimbursement of costs for medical treatment and thus on willingness to invest in new treatment systems. Cuts in public budgets and government interventions can have similar consequences. Refractive surgery is an elective procedure that patients pay for themselves. Demand therefore hinges on the general economic development and access to doctors. There are currently initial signs of an economic slowdown in the key markets of the EU, China and the US. Furthermore, new product launches can be delayed or even rejected due to changes in product approval requirements. In principle, patients may be injured due to malfunctions or misuse of medical devices or may be harmed due to improper handling of personal data. This can result in substantial litigation costs and can cause long-term damage to the company's reputation. The steadily growing world population and rising life expectancy, which is likely to lead to increased demand for medical technology, are giving rise to growth opportunities for the Medical Technology segment. The rapidly developing economies offer further potential for growth due to the growing demand for basic medical care.

Risks for the Consumer Markets segment arise from fundamental changes in the market, persistent inflation risks and their impact on consumer sentiment, changes in consumer behavior driven in particular by digitalization, and the horizontal and vertical integration of large competitors. Other risks include uninterrupted pressure on prices, the market entry of new providers previously unknown in the sector, as well as competitors who use alternative sales channels or deploy new technologies to establish their own production capacity. There is also the long-term risk of substitutes to traditional eyeglass lenses being developed or in the creation of digital visual experiences. Global supply chains continue to be subject to friction, disruptions, and geopolitical changes. This could create challenges in terms of manufacturing sites and capacity planning, as well as delivery reliability. There are also opportunities inherent in the technological and systematic digitalization in vision care, the growing global demand to correct visual impairment and, in connection with this, innovative, individualized branded eyeglass lenses, the optimization of the value chain as well as the expansion of digital services. Opportunities also include entering new business areas such as corrective lenses for Virtual Reality (VR) and Augmented Reality (AR) within the new Extended Reality (XRX) strategic business unit, which was established as of 1 October 2025.

Overall statement on the risks faced by the company

When this report was prepared, no risks or combination of risks were discernible that could jeopardize the ability of the ZEISS Group to continue as a going concern. In terms of the overall assessment, the risk-bearing capacity remains sufficient despite the high overall risk. This is primarily due to economic and geopolitical developments, increasing regulation, strained supply chains, acquisitions, decreasing capacity utilization and a challenging situation on the energy and labor markets. The Executive Board believes that the ZEISS Group has a solid foundation for further development and uses a systematic strategy and planning process to provide the resources required in order to leverage the opportunities and overcome the risks.

REPORT ON EXPECTED DEVELOPMENTS

Future conditions of business development

According to the forecast of the International Monetary Fund (IMF) in the World Economic Outlook Report of October 2025, the global economy is expected to grow only moderately by around 3.1% in calendar year 2026. The IMF forecasts constant growth of 1.6% for advanced economies and 4.0% for emerging markets and developing economies. According to the forecast, the Chinese economy will grow 4.2%, the US economy 2.1% and the euro area 1.1%. The global median inflation rate in industrialized countries will continue to decline slightly in calendar year 2026 and is expected to be around 2.1%. Compared to the World Economic Outlook Report from October 2024, some inflation forecasts have been revised upwards, e.g. for the US and the UK. This is due in particular to the expected passing on of tariff effects to consumers.

The return of industrial policies including sanctions, tariffs and subsidies as well as the associated restrictions on the free exchange of goods against the backdrop of numerous geopolitical conflicts have been identified by the IMF as one of the main risk factors for the future development of the global economy.

Expected development of the markets and industries relevant for ZEISS

Semiconductor Manufacturing Technology

The long-term outlook for the semiconductor industry remains positive despite the uncertain global economic situation and the volatility of the semiconductor industry. In the short term, however, fluctuations in demand can occur in the semiconductor market, to which the Semiconductor Manufacturing Technology segment responds with flexibility and forward-looking capacity management. Growth impetus for the semiconductor segment is provided in particular by trends such as an increasing digitalization in all areas of life and work. Major drivers are technologies such as artificial intelligence (AI), high-performance data centers and a higher proportion of semiconductors in vehicles for future mobility and autonomous driving. Confidence in a positive development of the semiconductor industry is boosted by initiatives of countries with a leading role in AI. In addition, AI applications in smartphones and PCs incentivize purchases and thus increase the demand for computing capacity and semiconductors. Against this backdrop, chip manufacturers want to continue investing in new production technologies and capacities, but are proceeding with increased caution, particularly due to the growing uncertainties caused by macroeconomic and geopolitical developments and the US tariff policy. The development of the market in the coming fiscal year remains uncertain at this time. ZEISS is therefore acting prudently.

Industrial Quality & Research

For fiscal year 2025/26, ZEISS expects largely stable business development for the Industrial Quality & Research segment in a competitive and in part varying market environment. For the APAC region, the Industrial Quality & Research segment anticipates slight business growth. In view of the global investment conditions resulting from interest rate policy, the regulatory environment and geopolitical factors, the metrology area expects moderate growth in the US and stable conditions in Europe. Overall, the segment anticipates growth through forward-looking projects, for example in energy technology and aerospace. Further positive impetus is expected for the industrial application of microscopes, particularly in the electronics area.

Medical Technology

Medical devices and medical equipment will remain an attractive business field in the healthcare sector. ZEISS expects that the growth drivers in the market for the Medical Technology segment, such as demographic trends and population growth as well as rising demand from the rapidly developing economies, will continue to exist. They will be supplemented by new technologies and applications, particularly in the area of minimally invasive surgery, which will contribute to the growth of the industry. From the customer’s perspective, a better cost-benefit balance for medical technology products as well as increasing digitalization and systems integration are playing a key role in day-to-day work in healthcare centers and hospitals. Growth in the low to mid single-digit percentage range is forecast for the medical technology industry as a whole for the coming years. In general, the Medical Technology segment expects further growth for the coming fiscal year.

Consumer Markets

For business in the Consumer Markets segment, ZEISS expects that global growth for vision care will, despite the worsening consumer climate, remain stable and that consumer behavior will be changed further by digital offerings in fiscal year 2025/26. Major drivers of the continued positive development of the vision care market are demographic trends, the significant increase in shortsightedness, rising income in the rapidly developing economies, increasing health awareness, growing demand for individualized branded eyeglass lenses for a modern lifestyle and new application areas for the correction of visual impairments. ZEISS assumes that advancing digitalization will lead to significant changes across the entire eyeglass value chain. Examples of this include changes in consumer behavior such as online purchases, the use of online consulting and trial offers, in addition to modifications at local specialist stores, where digital tools are used not only for process management, but also for consultations, glasses fitting and sales. Internal departments such as logistics, marketing, sales and customer service are also increasingly implementing digital tools. At the same time, order volumes keep falling in some regional markets where consumers buy higher-quality products less frequently. In these markets, it is currently still not foreseeable that order volumes will increase again in the medium to long term. The newly established Extended Reality (XRX) strategic business unit will contribute to the segment's further positive development.

Future research and development

The ZEISS Group makes significant investments in research and development projects. Efficient and targeted development processes play a central role here. The company is looking for new technologies and market trends to then be able to establish new solutions on the market and shape markets. In order to achieve this, ZEISS includes regional market circumstances and customer needs in the development process from the very beginning. For fiscal year 2025/26, ZEISS aims to further intensify its research and development activities to tap future potential, resulting in a slightly higher research and development ratio compared to already high prior-year level.

Future personnel development

In order to continue to innovate and make a profit in the future, qualified and highly motivated employees are indispensable for the company's success. In addition, it is extremely important to invest in the professional development of existing employees and hire qualified professionals and managers in the future. For the next fiscal year, the company expects a less dynamic headcount development compared to prior fiscal years.

Overall statement on anticipated development

Based on the strategic focus and positioning of the segments in their respective markets, which the company established and expanded in the past, mainly through its innovative strength, ZEISS plans a slightly lower revenue level compared to the high revenue achieved in fiscal year 2024/25 with an EBIT margin of around 11% for fiscal year 2025/26 as a result of an increasingly challenging market environment. Furthermore, ZEISS forecasts a positive Free Cash Flow (FCF) in the low triple-digit million range assuming consistently high investments and Economic Value Added (EVA®) below the level of the current fiscal year. At the time of publication, there was no indication that the forecast is not attainable.

Consolidated Financial Statements

Consolidated Income Statement
for the period from 1 October 2024 to 30 September 2025

	Note	2024/25	2023/24
		€ k	€ k
Revenue	5	**11,895,561**	**10,893,765**
Cost of sales		-5,546,187	-5,187,762
Gross profit		**6,349,374**	**5,706,003**
» Sales and marketing expenses		-2,002,762	-1,918,876
» General administrative expenses		-808,889	-720,243
» Research and development expenses		-1,730,838	-1,592,932
» Other income	6	10,719	29,565
» Other expenses	7	-266,019	-59,893
Earnings before interest and taxes (EBIT)		**1,551,585**	**1,443,624**
» Profit/loss from investments accounted for using the equity method	8	-27	-3,082
» Interest income	8	61,526	72,548
» Interest expenses	8	-53,281	-43,181
» Net interest balance on defined benefit plans	8	-17,641	-14,116
» Other financial result	8	-49,828	22,864
Financial result		**-59,251**	**35,033**
Earnings before taxes (EBT)		**1,492,334**	**1,478,657**
» Income taxes	9	-539,851	-447,511
Consolidated profit/loss		**952,483**	**1,031,146**
» thereof profit/loss attributable to the stockholder of the parent company		576,231	699,503
» thereof profit/loss attributable to non-controlling interests		376,252	331,643

Consolidated Statement of Comprehensive Income
for the period from 1 October 2024 to 30 September 2025

	Note	2024/25	2023/24
		€ k	€ k
Consolidated profit/loss		**952,483**	**1,031,146**
Other comprehensive income that may be reclassified to consolidated profit/loss in subsequent periods:			
» Currency translation differences		-128,173	-98,008
» Remeasurement of debt instruments		0	5,468
Other comprehensive income that will not be reclassified to consolidated profit/loss in subsequent periods:			
» Remeasurement of defined benefit plans	18	235,497	-136,911
» Deferred income tax on the remeasurement of defined benefit plans	9	-74,764	52,700
» Remeasurement of equity instruments		0	-9,376
» Deferred income tax on the remeasurement of equity instruments	9	0	447
Other comprehensive income (after taxes)		**32,560**	**-185,680**
Total comprehensive income		**985,043**	**845,466**
» thereof profit/loss attributable to the stockholder of the parent company		595,778	538,557
» thereof profit/loss attributable to non-controlling interests		389,265	306,909

Consolidated Statement of Financial Position
as of 30 September 2025

Assets	Note	**30 Sep 2025**	30 Sep 2024
		€ k	€ k
Non-current assets			
» Goodwill	10	1,727,747	1,939,661
» Other intangible assets	10	948,001	1,002,765
» Property, plant and equipment	11	5,384,378	4,678,173
» Investments accounted for using the equity method	12	22,703	14,207
» Trade and other receivables	23	52,339	55,825
» Other financial assets	13	537,323	490,871
» Other non-financial assets	14	12,289	14,990
» Deferred tax assets	9	581,280	674,169
		9,266,060	**8,870,661**
Current assets			
» Inventories	15	3,606,613	3,534,406
» Trade and other receivables	23	2,333,807	1,752,430
» Other financial assets	13	194,131	150,383
» Income tax refund claims		66,892	58,963
» Other non-financial assets	14	289,412	285,903
» Cash and cash equivalents	16	2,572,116	1,434,969
		9,062,971	**7,217,054**
		18,329,031	**16,087,715**

Equity and liabilities	Note	**30 Sep 2025**	30 Sep 2024
		€ k	€ k
Equity	17		
» Issued capital		120,000	120,000
» Capital reserves		52,770	52,770
» Retained earnings		7,791,290	7,266,537
» Other reserves		-328,783	-348,093
» Non-controlling interests		1,144,514	1,098,701
		8,779,791	**8,189,915**
Non-current liabilities			
» Provisions for pensions and similar obligations	18	584,877	689,339
» Other provisions	19	86,435	68,899
» Financial liabilities	21	3,098,522	2,083,942
» Other non-financial liabilities	22	513,931	52,594
» Deferred tax liabilities	9	185,411	197,568
		4,469,176	**3,092,342**
Current liabilities			
» Other provisions	19	204,978	171,747
» Accruals	20	1,747,976	1,703,479
» Financial liabilities	21	588,018	396,734
» Trade payables	23	589,464	786,788
» Income tax payables		242,712	125,139
» Other non-financial liabilities	22	1,706,916	1,621,571
		5,080,064	**4,805,458**
		18,329,031	**16,087,715**

Consolidated Statement of Changes in Equity
for the period from 1 October 2024 to 30 September 2025[1]

	Issued capital	Capital reserves	Retained earnings	Other reserves			Equity attributable to the stockholder of the parent company	Non-controlling interests	Equity
				from currency translation	from the remeasurement of defined benefit plans	from the remeasurement of equity and debt instruments			
	€ k	€ k	€ k	€ k	€ k	€ k	€ k	€ k	€ k
1 Oct 2023	**120,000**	**52,770**	**6,781,323**	**81,299**	**-264,113**	**-4,218**	**6,767,061**	**1,079,141**	**7,846,202**
» Consolidated profit/loss	0	0	699,503	0	0	0	699,503	331,643	1,031,146
» Other comprehensive income	0	0	0	-88,232	-72,824	110	-160,946	-24,734	-185,680
Total comprehensive income	**0**	**0**	**699,503**	**-88,232**	**-72,824**	**110**	**538,557**	**306,909**	**845,466**
Dividends	0	0	-86,100	0	0	0	-86,100	-266,973	-353,073
Changes in basis of consolidation	0	0	128	0	0	-115	13	0	13
Other changes	0	0	-128,317	0	0	0	-128,317	-20,376	-148,693
30 Sep 2024	**120,000**	**52,770**	**7,266,537**	**-6,933**	**-336,937**	**-4,223**	**7,091,214**	**1,098,701**	**8,189,915**
» Consolidated profit/loss	0	0	576,231	0	0	0	576,231	376,252	952,483
» Other comprehensive income	0	0	0	-123,822	143,369	0	19,547	13,013	32,560
Total comprehensive income	**0**	**0**	**576,231**	**-123,822**	**143,369**	**0**	**595,778**	**389,265**	**985,043**
Dividends	0	0	-51,400	0	0	0	-51,400	-343,452	-394,852
Changes in basis of consolidation	0	0	-78	0	-237	0	-315	0	-315
30 Sep 2025	**120,000**	**52,770**	**7,791,290**	**-130,755**	**-193,805**	**-4,223**	**7,635,277**	**1,144,514**	**8,779,791**

[1] For more information on the changes in equity, please refer to note 17 of the notes to the consolidated financial statements.

Consolidated Statement of Cash Flows
for the period from 1 October 2024 to 30 September 2025[1]

	2024/25	2023/24
	€ k	€ k
Consolidated profit/loss	952,483	1,031,146
Income taxes	539,851	447,511
Income tax paid	-432,112	-527,166
Amortization, depreciation and impairment of intangible assets and property, plant and equipment	919,933	648,156
Profit/loss from investments accounted for using the equity method	27	3,082
Other non-cash income and expenses	-7,100	1,665
Changes in pension provisions and assets from overfunded pension plans	102,856	48,612
Changes in other provisions	56,471	-17,935
Gain/loss from the disposal of intangible assets and property, plant and equipment	15	-65
Gain/loss from the disposal of current securities	-358	-2,685
Changes in inventories	-118,022	-376,406
Changes in trade and other receivables	-642,453	118,759
Changes in other assets	-11,128	6,631
Changes in trade payables	-187,248	-61,493
Changes in current accruals	69,890	98,886
Changes in prepayments received	494,066	-20,744
Changes in other liabilities	76,757	10,890
Cash flows from operating activities	**1,813,928**	**1,408,844**
Purchases of intangible assets and property, plant and equipment	-1,282,472	-1,658,190
Proceeds from the disposal of intangible assets and property, plant and equipment	33,674	25,787
Changes in financial assets	-40,389	993,561
Acquisition of businesses and subsidiaries, net of cash and cash equivalents received	-94,660	-1,023,657
Cash flows from investing activities	**-1,383,847**	**-1,662,499**

	2024/25	2023/24
	€ k	€ k
Dividend paid to the Carl Zeiss Foundation (Carl-Zeiss-Stiftung)	-51,400	-86,100
Dividends paid to non-controlling interests	-248,286	-259,606
Proceeds from loans	1,146,586	619,073
Repayment of loans	-19,164	-28,612
Changes in other bank liabilities	397	-3,123
Repayment of lease liabilities	-92,584	-88,930
Payments for the acquisition of treasury shares of Carl Zeiss Meditec AG	0	-150,075
Cash flows from financing activities	**735,549**	**2,627**
Changes in cash and cash equivalents from exchange rate movements and changes in the basis of consolidation	-28,483	-13,146
Changes in cash and cash equivalents	**1,137,147**	**-264,174**
Cash and cash equivalents as of 1 Oct	1,434,969	1,699,143
Cash and cash equivalents as of 30 Sep	**2,572,116**	**1,434,969**

Additional information on the statement of cash flows	**2024/25**	2023/24
Included in cash flows from operating activities:	€ k	€ k
Payments of interest	48,032	40,916
Proceeds from interest	55,087	58,088
Proceeds from dividends	210	808

[1] For more information on the statement of cash flows, please refer to note 24 of the notes to the consolidated financial statements.

Notes to the Consolidated Financial Statements
for fiscal year 2024/25

BASIS OF PRESENTATION

1 General principles

Carl Zeiss AG is a non-listed stock corporation incorporated under German law and parent company of the ZEISS Group, headquartered at Carl-Zeiss-Strasse 22, 73447 Oberkochen (Germany), and has been entered in the commercial register of Ulm district court (HRB 501555). The Carl Zeiss Foundation, Heidenheim an der Brenz and Jena (Germany), is the sole stockholder of Carl Zeiss AG.

ZEISS is an internationally leading technology enterprise operating in the optics and optoelectronics industries. The ZEISS Group develops, produces and sells semiconductor manufacturing equipment, metrology, microscopes, medical technology, eyeglass lenses as well as camera and cine lenses, binoculars and planetarium technology. ZEISS comprises 4 segments: Semiconductor Manufacturing Technology, Industrial Quality & Research, Medical Technology and Consumer Markets.

Carl Zeiss AG exercises the option afforded by Sec. 315e (3) German Commercial Code (HGB) which, based on the member state option set out in the EU Regulation dated 19 July 2002, also allows non-capital-market-oriented entities to issue their consolidated financial statements for publication in accordance with International Financial Reporting Standards with exempting effect as defined by this regulation.

The accompanying consolidated financial statements of Carl Zeiss AG, comprising the consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of financial position, the consolidated statement of changes in equity, the consolidated statement of cash flows and the notes to the consolidated financial statements, have been prepared in accordance with International Financial Reporting Standards (IFRSs) and the interpretations of the IFRS Interpretations Committee, as adopted by the EU, and the additional requirements of German commercial law pursuant to Sec. 315e (1) HGB. All pronouncements of the International Accounting Standards Board (IASB) whose adoption is mandatory have been considered.

The consolidated financial statements are presented in euros (€). Unless otherwise specified, all amounts are stated in thousands of euros (€ k) and rounded in line with common business practice. It is therefore possible that individual figures do not add up exactly to the total stated and the percentages presented may not precisely reflect the absolute figures they correspond to.

In order to improve clarity and transparency, individual items have been combined in the consolidated statement of financial position and the consolidated income statement and broken down and explained separately in these notes.

The consolidated financial statements and group management report prepared as of 30 September 2025 were authorized for issue to the Supervisory Board by the Executive Board on 2 December 2025.

2 Significant accounting policies

The consolidated financial statements are prepared on the basis of the financial statements of the subsidiaries included in the consolidated financial statements, which were prepared in accordance with the uniform accounting policies of the ZEISS Group. Adjustments are made as necessary where the local GAAP financial statements of individual entities diverge from these policies. Where the reporting date of subsidiaries is different from the reporting date for the consolidated financial statements, interim financial statements are used.

New and revised financial reporting standards
The first-time adoption of new and revised financial reporting standards (including agenda decisions) in the reporting period did not have any significant impact on the net assets, financial position and results of operations.

The other accounting policies used were the same as in the prior year.

The IASB and the IFRS Interpretations Committee have issued a number of revised and new standards or interpretations, which did not come into effect in the reporting period. The new or amended rules and accounting regulations have not been early adopted in the accompanying consolidated financial statements of Carl Zeiss AG. They are not currently expected to have any significant impact on the net assets, financial position and results of operations of the ZEISS Group. They will be applied when they become mandatory.

The following financial reporting standards were to be adopted for the first time in the reporting period:

Date of issue	Standard/interpretation	Amendment/new standard or interpretation
23 Jan 2020	Amendments to IAS 1 *Presentation of Financial Statements*	Clarifications of the criteria to classify liabilities as current or non-current
22 Sep 2022	Amendments to IFRS 16 *Leases*	Requirements for the subsequent measurement of leases under a sale and leaseback for seller lessees
31 Oct 2022	Amendments to IAS 1 *Presentation of Financial Statements*	Clarification that only additional conditions which an entity must fulfill on or before the reporting date affect the classification of liabilities as current or non-current
25 May 2023	Amendments to IAS 7 *Statement of Cash Flows* and IFRS 7 *Financial Instruments: Disclosures*	Additional disclosure requirements in connection with supplier finance agreements

The accounting regulations mentioned in the following table have not been early adopted:

Date of issue	Standard/interpretation	Amendment/new standard or interpretation	Effective date	Endorsed by the EU
15 Aug 2023	Amendments to IAS 21 *The Effects of Changes in Foreign Exchange Rates*	Clarifications on assessing whether a currency is exchangeable and how to determine the exchange rate when it is not	Periods beginning on or after 1 January 2025	Yes
30 May 2024	Amendments to IFRS 9 *Financial Instruments* and IFRS 7 *Financial Instruments: Disclosures*	Changes in the classification of financial assets, derecognition of financial liabilities and disclosures on equity instruments	Periods beginning on or after 1 January 2026	Yes
18 Jul 2024	Annual Improvements – Volume 11	Improvements to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7	Periods beginning on or after 1 January 2026	Yes
18 Dec 2024	Amendments to IFRS 9 *Financial Instruments* and IFRS 7 *Financial Instruments: Disclosures*	Clarifications on accounting for nature-dependent electricity supply contracts with regard to applying the “own-use” exemption and with regard to hedge accounting	Periods beginning on or after 1 January 2026	Yes
9 Apr 2024	IFRS 18 *Presentation and Disclosure in Financial Statements*	Improving financial reporting with a focus on the income statement	Periods beginning on or after 1 January 2027	No
9 May 2024	IFRS 19 *Subsidiaries without Public Accountability: Disclosures*	Possibility for certain subsidiaries to apply reduced disclosure requirements under certain conditions	Periods beginning on or after 1 January 2027	No
21 Aug 2025	Amendments to IFRS 19 *Subsidiaries without Public Accountability: Disclosures*	Reduction in disclosure requirements for certain new or amended IFRSs	Periods beginning on or after 1 January 2027	No

Consolidation principles

The consolidated financial statements comprise the financial statements of Carl Zeiss AG as well as the financial statements of all material subsidiaries, including structured entities, that are directly or indirectly controlled by Carl Zeiss AG. Control exists when Carl Zeiss AG can directly or indirectly exercise power over the investee, is exposed to variable returns on its involvement with the investee and has the ability to use its power over the investee to affect the amount of those returns. Subsidiaries that, on account of their lack or low level of business activity, are immaterial for the presentation of a true and fair view of ZEISS Group's net assets, financial position and results of operations, either individually or in their totality, are generally included in the consolidated financial statements at cost.

Acquisition accounting was performed using the purchase method pursuant to IFRS 3 *Business Combinations*. The identifiable assets acquired and liabilities assumed in a business combination are measured at their fair values as of the acquisition date regardless of the extent of any non-controlling interests. Non-controlling interests are measured either at fair value (full goodwill method) or the proportionate share of fair value of the assets acquired and liabilities assumed (partial goodwill method).

The cost of the interests acquired is offset against the Group's proportionate share in the subsidiary's net assets measured at fair value. Any acquisition-related costs incurred are immediately expensed. Any excess of cost over the Group's interest in the net fair value remaining after offsetting is recognized as goodwill. Any excess of the Group's interest in the net fair value over cost is recognized through profit or loss. For business combinations prior to 14 May 2002, the option set forth in IFRS 1.18 in connection with IFRS 1.C1 was exercised by including the previous GAAP accounting for these business combinations in the consolidated financial statements in accordance with IFRSs. Transactions under common control are accounted for by rolling forward the carrying amount. Changes to the investment ratio in a subsidiary which do not lead to a loss of control are treated as transactions between equity providers that do not affect income.

The profit/loss of the subsidiaries acquired is included in the consolidated income statement based on their group affiliation, i.e. from the date on which the Group obtains control.

A subsidiary is deconsolidated on the date on which Carl Zeiss AG loses control over the entity.

The shares in net assets that are attributable to non-controlling interests are reported under non-controlling interests within consolidated equity.

If reciprocal put and call options with the same terms and conditions are agreed in a business combination for the remaining non-controlling interests, an anticipated purchase of these shares is assumed. The same applies to purchase options that can be exercised at any time if their exercise would be advantageous at the current time. As such, no non-controlling interests are recognized. Instead, the conditional purchase price for these shares is reported as a financial liability at fair value.

Intercompany receivables and liabilities between consolidated entities are netted.

Intercompany profits from intercompany trade are eliminated.

The income tax implications are considered in the course of consolidation by recognizing deferred taxes.

Internal revenue and other intercompany income are offset against the corresponding expenses in the consolidated income statement.

Significant entities where Carl Zeiss AG is able, indirectly or directly, to significantly influence financial and operating policy decisions (associates), or indirectly or directly shares control (joint ventures), are accounted for using the equity method. Associates and joint ventures that are immaterial are generally carried at cost.

When using the equity method in accordance with IAS 28 *Investments in Associates and Joint Ventures*, the shares are initially recognized at cost in the statement of financial position and subsequently measured at amortized cost to reflect changes in the ZEISS Group's share of the equity (net assets) after the acquisition date and impairment losses.

Currency translation

The consolidated financial statements are presented in euros. In the annual financial statements of those entities included in consolidation, transactions in foreign currencies are translated at the relevant exchange rate prevailing on the date of the transaction. Monetary items in foreign currencies are revalued at the mean closing rate, with exchange rate gains and losses being recognized in the consolidated income statement under financial result.

Financial statements denominated in foreign currency of the subsidiaries included in consolidation are translated into euros on the basis of the functional currency concept pursuant to IAS 21 *The Effects of Changes in Foreign Exchange Rates*. All assets and liabilities are translated using average closing rates prevailing on the reporting date, whereas equity is translated at historical rates. The income and expense items from the income statement are translated using annual average rates. Any exchange differences arising are recognized through other comprehensive income within other reserves from currency translation.

The functional currencies of Carl Zeiss Meditec Medikal Cözümler Tic. ve San. A.S., Ankara (Türkiye), and Carl Zeiss Vision Argentina S.A., Buenos Aires (Argentina), which are included in the consolidated financial statements, are considered to be hyperinflationary in accordance with IAS 29 *Financial Reporting in Hyperinflationary Economies*. However, the effects on the consolidated financial statements are immaterial.

The following key exchange rates for the consolidated financial statements as of 30 September 2025 were used for currency translation:

		Closing rate		Average rate	
	1 € =	**30 Sep 2025**	30 Sep 2024	**2024/25**	2023/24
China	CNY	8.36	7.85	7.97	7.81
UK	GBP	0.87	0.84	0.85	0.86
Japan	JPY	173.76	159.82	164.71	162.94
South Korea	KRW	1,648.05	1,469.11	1,555.95	1,457.56
USA	USD	1.17	1.12	1.11	1.08

Use of estimates

The preparation of financial statements in accordance with IFRS requires management to make estimates and assumptions. These can affect the measurement of assets and liabilities, the nature and scope of contingencies, and the reported amounts of income and expenses during the reporting period. The assumptions and estimates primarily relate to the following matters:

» The determination of uniform useful lives throughout the group.
» The measurement parameters for impairment testing, in particular regarding goodwill (see note 10 Goodwill and other intangible assets).
» The measurement of assets and liabilities as part of the purchase price allocation in accordance with IFRS 3 *Business Combinations*.
» The actuarial parameters on which the calculation of the defined benefit obligations is based (see note 18 Provisions for pensions and similar obligations).
» The recoverability of the future tax relief.
» The timing of recognizing intangible assets pursuant to IAS 38 *Intangible Assets*.
» Assessment of the expected probability of default when assessing trade receivables and other financial assets.
» The measurement of lease liabilities pursuant to IFRS 16 *Leases*. In determining the lease term, all facts and circumstances that create an economic incentive to exercise options to extend the lease or not exercise termination options are taken into account, and
» The share of revenue comprising contractual fees that are in part variable or contingent on future events.

In addition, estimates are required when assessing the recoverability of inventories as well as recognizing and measuring provisions and contingent purchase price obligations in connection with business combinations. Actual results may differ from these estimates. The estimates and assumptions are regularly reviewed based on past experience. Changes are recognized through profit or loss as and when better information is available.

Change in accounting estimates

As part of the regular review of the portfolio of high-quality corporate bonds used to determine the discount rate for the valuation of pension obligations, it was found that issuers of high-quality corporate bonds are increasingly offering bonds with a call option. This means that the issuer can redeem such a bond before its maturity date and pay it off early. If such a call option is limited to a maximum period of 12 months before maturity and thus has only a negligible impact on the yield of the bond, such AA corporate bonds are added to the database. This refinement of the methodology reflects the changing composition of the bond market in recent years. As of 30 September 2025, the refinement led to an increase in the discount rate by around 20 base points, resulting in turn in a reduction in pension obligations in a higher double-digit million range.

Current versus non-current classification

In the statement of financial position, assets and liabilities are classified as current or non-current depending on their maturity.

3 Basis of consolidation

The consolidated financial statements contain 165 (prior year: 168) fully consolidated entities (including Carl Zeiss AG). The entities are generally included in the consolidated financial statements from the date on which control is obtained.

The entities included in consolidation and shareholdings are all contained in the list of shareholdings as an exhibit to the notes to the consolidated financial statements in accordance with Sec. 313 (2) HGB.

The number of fully consolidated entities changed as follows in the reporting period:

	Germany	Other countries	**Total**
1 Oct 2024	39	129	168
Additions in the reporting period	1	1	2
Disposals in the reporting period	2	3	5
30 Sep 2025	**38**	**127**	**165**

Additions to the basis of consolidation
The following entities were included in the consolidated financial statements for the first time:
» Carl Zeiss EUV Metrology and Inspection GmbH, Oberkochen (Germany), from 1 February 2025
» Carl Zeiss SMT Switzerland AG, Zurich (Switzerland), from 1 October 2024

Apart from the additions presented separately below, the additions to the basis of consolidation had no material impact on the net assets, financial position and results of operations of the ZEISS Group.

Disposals from the basis of consolidation
The following entities were no longer included in the basis of consolidation in the reporting period:
» Capture 3D, LLC, Santa Ana (USA)
» Carl Zeiss Automated Inspection GmbH, Neuenstein (Germany)
» Carl Zeiss Meditec Digital Innovations, LLC, Temple (USA) (merger)
» Carl Zeiss Optotechnik GmbH, Neubeuern (Germany) (merger)
» tooz technologies Inc., White Plains (USA)

The disposals from the basis of consolidation had no material impact on the net assets, financial position and results of operations of the ZEISS Group.

Additions to the basis of consolidation from acquisitions in fiscal year 2023/24
Acquisition of shares in DORC Topco B.V., Zuidland (Netherlands), and its subsidiaries
Under an agreement dated 2 February 2024 and effective as of 3 April 2024, Carl Zeiss Meditec AG, Jena (Germany), acquired 100% of the shares in DORC Topco B.V., Zuidland (Netherlands).

At the time of preparing the consolidated financial statements of Carl Zeiss AG as of 30 September 2024, the allocation of the purchase price to the assets and liabilities of the acquired entity had not yet been completed. The finalization of the purchase price allocation in fiscal year 2024/25 did not result in any changes.

Additions to the basis of consolidation from acquisitions in fiscal year 2024/25
Acquisition of the Lithography division of Beyond Gravity
By agreement dated 30 August 2024 and effective 29 November 2024, Carl Zeiss SMT Switzerland AG, Zurich (Switzerland), and Carl Zeiss SMT GmbH, Oberkochen (Germany), acquired the Lithography division of Beyond Gravity in Zurich (Switzerland) and Coswig (near Dresden) in an asset deal.

Beyond Gravity’s Lithography division is a leader in the development and production of special actuators and complex mechatronic components. With the acquisition, ZEISS is expanding its production as well as research and development capacities to meet the high global demand for semiconductor production equipment.

The purchase price allocation in accordance with IFRS 3 *Business Combinations* was performed in the reporting period. The purchase price was €99.4m and comprises a fixed component of €94.7m and a discounted variable component of €4.7m. The variable component is capped at €6.4m. As of 30 September 2025, ZEISS expects a fair value of €4.7m for the performance-related component and has recognized this under financial liabilities.

Goodwill from the acquisition mainly relates to expected synergies from the integration of the business into the existing operations of the Semiconductor Manufacturing Optics strategic business unit. The goodwill is expected to be tax deductible.

The fair values of the identifiable assets and liabilities as of the acquisition date are as follows:

	€ k
Identifiable intangible assets	51,181
Property, plant and equipment	14,965
Inventories	21,424
Other current non-financial assets	352
Assets	**87,922**
Other non-current provisions	978
Current accruals	5,362
Other current non-financial liabilities	19,929
Liabilities	**26,269**
Identifiable net assets	**61,653**
Goodwill from acquisition	37,728
Cost	**99,381**
Cash received	0
Cash outflow due to acquisition	94,660
Actual cash outflow from acquisition	**94,660**

The acquisition had no material impact on the consolidated income statement as prior to the acquisition there were only trade transactions with the ZEISS Group.

Acquisition of shares in Brighten Optix Corporation, Taipei (Taiwan), and its subsidiaries

On 4 June 2025, Carl Zeiss Vision International GmbH, Aalen (Germany), signed an agreement to acquire 100% of the shares in Brighten Optix Corporation, Taipei (Taiwan) (“Brighten”).

Brighten is the largest manufacturer of rigid contact lenses in Taiwan. The listed family-owned company with around 180 employees and revenue of €24m in 2024 was established in 1969 and is currently run by second-generation family members. Brighten is known for its commitment to research and development, advanced manufacturing technologies and clinical research to produce effective specialty contact lenses. The company is the leading supplier of hard contact lenses in China and parts of Southeast Asia.

At the time of preparing the consolidated financial statements of Carl Zeiss AG, the acquisition had not yet been completed.

4 Summarized financial information of material subsidiaries with non-controlling interests

The summarized financial information presented in the following corresponds to the financial information in the published consolidated financial statements of Carl Zeiss Meditec AG, Jena (Germany). In fiscal year 2023/24, Carl Zeiss Meditec AG acquired treasury shares on the stock exchange. As the ZEISS Group did not sell any shares, the capital share remains at 59.1% and the beneficial share in capital increased from 59.1% to 60.4%. The share of non-controlling interests in Carl Zeiss Meditec AG amounts to 39.6%.

	2024/25	2023/24
	€ k	€ k
Revenue	2,227,645	2,066,127
Consolidated profit/loss	142,345	180,154
Other comprehensive income	-14,918	-48,299
Total comprehensive income	127,427	131,855

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Non-current assets	2,123,073	2,180,717
Current assets	1,280,298	1,212,483
Non-current liabilities	731,861	767,886
Current liabilities	543,811	568,835
Equity	2,127,699	2,056,479

	2024/25	2023/24
	€ k	€ k
Cash flows from operating activities	209,858	247,319
Cash flows from investing activities	-91,027	-412,305
Cash flows from financing activities	-108,827	176,249
Changes in cash and cash equivalents from exchange rate movements and changes in the basis of consolidation	-3,022	-1,579
Changes in cash and cash equivalents	6,982	9,684

	2024/25	2023/24
	€ k	€ k
Consolidated profit/loss attributable to non-controlling interests	56,369	71,341
Total comprehensive income attributable to non-controlling interests	50,461	52,215
Dividends paid to non-controlling interests	20,786	40,021
Equity attributable to non-controlling interests	842,569	814,366

The partnership between the Semiconductor Manufacturing Technology segment and ASML was intensified further in fiscal year 2016/17. In connection with this, ASML acquired 24.9% of the shares in Carl Zeiss SMT Holding GmbH & Co. KG and thus participated financially in the business of the Semiconductor Manufacturing Technology segment.

The summarized financial information (IFRS) for Carl Zeiss SMT Holding GmbH & Co. KG and Carl Zeiss SMT GmbH breaks down as follows:

	Carl Zeiss SMT Holding GmbH & Co. KG		Carl Zeiss SMT GmbH	
	30 Sep 2025	30 Sep 2024	30 Sep 2025	30 Sep 2024
	€ k	€ k	€ k	€ k
Non-current assets	44,542	44,994	2,664,176	1,605,966
Current assets	1,520,717	1,095,618	3,290,994	3,526,201
Non-current liabilities	2,867	3,132	1,951,511	1,564,560
Current liabilities	1,511,054	1,085,868	3,462,482	3,088,405
Equity	51,338	51,612	541,177	479,202
Other comprehensive income	483	-280	45,810	-34,939
Revenue	0	0	4,989,463	4,053,736
Profit/loss for the year	1,286,617	905,264	16,166	37,738

The dividends paid to the non-controlling shareholder ASML in the reporting period, amounting to €225,391k (prior year: €218,023k), were included in financial liabilities at the beginning of the reporting period. As of the reporting date, dividends of €320,556k are payable to ASML (prior year: €225,391k).

The list of shareholdings in accordance with Sec. 313 (2) HGB shown as an exhibit to the notes presents the capital share as defined by Sec. 285 no. 11 HGB and the beneficial share in capital. The latter is equivalent to the capital share economically attributable to Carl Zeiss AG excluding the capital shares of non-controlling interests.

NOTES TO THE CONSOLIDATED INCOME STATEMENT

5 Revenue

Revenue was generated from products, system solutions, technical and other services for biomedical research, the medical technology, the semiconductor, automobile and mechanical engineering industries, planetariums and high-end consumer articles such as eyeglass lenses, camera and cine lenses and binoculars.

ZEISS recognizes revenue when control over the distinct goods and services is transferred to the customer, i.e. as soon as the customer has the ability to direct the use of, and obtain substantially all of the remaining benefits from the goods or services transferred. The recognition of revenue requires a contractual agreement that creates legally enforceable rights and obligations. The amount of revenue recognized is the expected consideration to which ZEISS is contractually entitled. Revenue for product deliveries and services is partly based on variable price arrangements with external partners. Price variability is based, among other things, on estimates of the expected business development of external partners. The most likely amount is used for the determination of revenue, taking into account all information available at the time of preparation. Where required, revenue is adjusted for variable price components such as cash discounts, price reductions, customer bonuses and rebates. These are mainly volume-based bonuses measured on the basis of estimated future purchase volumes. Rebates are generally allocated to the individual performance obligations on the basis of the relative stand-alone selling prices.

Revenue from the sale of goods is recognized when control is transferred to the customer, which is normally when the goods are delivered. Revenue from services, for example under maintenance agreements, is recognized over time since the customer simultaneously receives and consumes the benefits evenly throughout the performance period. It is recognized on either a straight-line basis or, where the performance obligation is not satisfied on a straight line basis, in line with the provision of the services in proportion to the total services to be provided. Revenue from royalties that ZEISS collects as a usage fee (fee for an access right) over the period of use are recognized according to the economic substance of the underlying contract.

In all cases described, revenue is recognized in accordance with the output method, since customers normally use both the services and the licenses evenly throughout the year.

When goods are sold, the customer pays on receiving the invoice after the goods are delivered. Prepayments may be requested from customers. The payment terms vary depending on the customary conditions in the respective countries and industries and usually allow short-term payment terms.

In addition to conventional product sales, ZEISS offers several performance obligations under multiple component arrangements. This can be, for example, the sale of a product combined with a service-type warranty, related services and/or an additional sale of consumables. If a single contract with a customer comprises several performance obligations and the timing of satisfaction of the performance obligations differs, the agreed transaction price is allocated to the separate performance obligations in accordance with the contractually stated prices, which usually corresponds to the relative individual selling prices spread among the individual performance obligations.

Revenue from the sale of service-type warranties is recognized pro rata temporis over the contractually agreed warranty period.

No financing component is included in the determination of the amount and timing of revenue recognition when the period between transferring the goods or services and the customer paying for the goods or services is 1 year or less.

Incremental costs of obtaining contracts with customers (mainly sales commissions) which are amortized over 1 year or less are expensed immediately.

Revenue by region breaks down as follows:

	2024/25		2023/24	
	€ k	%	€ k	%
Germany	721,821	6	730,900	7
EMEA (without Germany)	6,144,412	52	5,237,773	48
Americas	1,877,594	16	1,919,273	18
APAC	3,151,734	26	3,005,819	27
	11,895,561	**100**	**10,893,765**	**100**

Revenue of €10,489m (prior year: €9,659m) is attributable to the sale of goods, €1,360m (prior year: €1,190m) to the rendering of services and €47m (prior year: €45m) to the granting of licenses.

Revenue of €1,455m (prior year: €1,467m) was still recognized under contractual liabilities at the beginning of the reporting period. Contracts with customers of €1,524m (prior year: €1,455m) currently still recorded under current contract liabilities are expected to result in revenue in the next fiscal year.

Due to changes in the transaction price, revenue from performance obligations that were met in prior years increased by €67m in the reporting period (prior year: €10m).

The transaction price allocated to the remaining performance obligations (fully or partially unsatisfied) from contracts for the provision of services with an original expected duration of more than 1 year is expected to result in revenue of €43m in fiscal year 2026/27 (prior year: €23m for fiscal year 2025/26) and €17m in the subsequent fiscal years (prior year: €19m).
In addition, there are contractual performance obligations from the order backlog of €6,425m (prior year: €7,072m).

6 Other income

Other income includes income from cross-charging Microsoft licenses to SCHOTT AG, Mainz (Germany), as well as income from grants and scrap sales. The prior-year figure includes income of €18m from the favorable settlement of a legal dispute with Topcon Ltd. in the US.

7 Other expenses

Other expenses include impairment losses on goodwill of €240m (prior year: €51m), the disposal of Carl Zeiss Automated Inspection GmbH, Neuenstein (Germany), of €18m and Microsoft licenses cross-charged to SCHOTT AG, Mainz (Germany).
For further details on the impairment losses on goodwill, please refer to note 10 Goodwill and other intangible assets.

8 Financial result

Profit/loss from investments accounted for using the equity method

	2024/25	2023/24
	€ k	€ k
Share of profit/loss from equity consolidation	-27	-3,082
	-27	**-3,082**

Interest result

	2024/25	2023/24
	€ k	€ k
Interest income	**61,526**	**72,548**
» thereof from affiliates	2,460	2,494
Interest expenses	**-53,281**	**-43,181**
» thereof to affiliates	-89	-437
» thereof from leases	-10,803	-11,065
Net interest balance on defined benefit plans	**-17,641**	**-14,116**
	-9,396	**15,251**

Interest income is recognized pro rata temporis using the effective interest method.

Other financial result

	2024/25	2023/24
	€ k	€ k
Income from investments	686	1,260
Expenses for loss absorption	-5,711	-3,286
Result from exchange differences	-45,194	-8,854
Result from changes in market value	18,638	53,090
Sundry other financial result	-18,247	-19,346
	-49,828	**22,864**

The result from exchange differences should be seen in the context of the hedging of currency risks. The result from changes in market value mainly include effects from the measurement of financial assets and financial liabilities at fair value through profit or loss.

9 Income taxes

Deferred taxes are recognized using the liability method according to IAS 12 *Income Taxes*. Deferred tax assets and liabilities are recognized on all temporary differences between the IFRS carrying amounts and the tax accounts of consolidated entities and on consolidation measures. Further, deferred tax assets for future economic benefits from unused tax losses and unused tax credits are taken into account if it is probable that they will be used within period of up to 5 years. As non-capital-market-oriented entity, the ZEISS Group is pursuing a long-term business strategy that has a direct impact on the tax strategy and the forecast period.

The carrying amount of deferred tax assets is reviewed at every reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow the deferred tax asset to be utilized. A previously unrecognized deferred tax asset is reassessed and recognized to the extent that it has become probable that future economic benefits will be recovered.

Deferred tax liabilities are recognized for the expected income tax and withholding tax on expected dividend payments by subsidiaries. No deferred tax liabilities are recognized for the retained earnings of subsidiaries, unless corresponding dividend distributions are intended in the foreseeable future.

Deferred taxes relating to items recognized in other comprehensive income are likewise recognized in other comprehensive income and not through profit or loss.

Deferred tax assets and deferred tax liabilities are offset if a group entity has a legally enforceable right to offset current tax assets and current tax liabilities and these relate to income taxes levied by the same taxation authority on the same taxable entity. Consequently, deferred tax assets and liabilities are netted within consolidated tax groups.

On 11 July 2025, the upper chamber of the German Parliament (Bundesrat) approved a gradual reduction of the corporate income tax rate from currently 15.0% to 10.0% in 5 steps of 1 percentage point per year, starting on 1 January 2028. The first-time application resulted in a tax expense totaling €27.3m for the ZEISS Group from the reduction of deferred tax assets and deferred tax liabilities. This tax expense is reflected in the tax reconciliation statement in the item "Effects of changes in tax rates."

In Germany, the Act to Ensure a Global Minimum Level of Taxation for Enterprise Groups (MinStG ["Mindeststeuergesetz": German Minimum Tax Act]) was promulgated on 27 December 2023. The law is based on the implementation of the Pillar 2 model rules published by the Organisation for Economic Co-operation and Development (OECD). The ZEISS Group falls within the scope of the regulations on global minimum taxation ("Pillar 2"), implemented by the MinStG in Germany. Therefore, Carl Zeiss AG is required to pay a primary top-up tax for each jurisdiction with an effective tax rate below 15.0%. The primary top-up tax of Carl Zeiss AG calculated for fiscal year 2024/25 amounts to €0.5m and is levied on income from the jurisdictions Malaysia, Singapore and the United Arab Emirates.

In accordance with the temporary exemption in IAS 12 *Income Taxes*, deferred taxes in connection with the global minimum top-up tax are not recognized.

Income taxes comprise domestic and foreign income taxes as well as deferred tax and break down as follows:

	2024/25	2023/24
	€ k	€ k
Current tax expenses less tax refunds	-543,544	-455,586
Deferred tax income	3,693	8,075
» thereof from temporary differences	59,379	21,686
» thereof from changes in tax rates	-31,313	-2,104
» thereof from unused tax losses including any reductions	-24,373	-11,507
	-539,851	**-447,511**

Deferred taxes are determined on the basis of the tax rates that apply or are expected to apply based on the tax laws that have been enacted or substantively enacted in the individual countries at the time of realization. In Germany, a corporate income tax rate of 15.0% currently applies. Taking into account the solidarity surcharge and the different trade tax levy rates, the rates for German entities ranged between 27.7% to 29.9% (prior year: 27.7% to 29.9%). The tax rates form the basis for the calculation of current taxes.

The nominal tax rates applicable outside Germany in the reporting period ranged between 5.0% and 35.0% (prior year: 6.2% and 35.0%).

In the reporting period, the tax rate of the parent company Carl Zeiss AG of 28.78% (prior year: 28.78%) was used as the tax rate applicable for the reconciliation of the expected income tax expense of €429,494k (prior year: €425,557k), based on earnings before taxes, to the current income tax expense of €539,851k (prior year: €447,511k).

The tax reconciliation statement is presented in the table below:

	2024/25	2023/24
	€ k	€ k
Earnings before taxes	1,492,334	1,478,657
Expected income tax expense (= 28.78% x EBT; prior year: = 28.78% x EBT)	**-429,494**	**-425,557**
Differences from diverging tax rates	24,626	27,580
Effects of changes in tax rates	-31,313	-2,104
Effects of non-deductible expenses	-106,391	-51,372
Effects of tax-free income	7,763	22,073
Effects relating to other periods	9,419	1,370
Recognition and measurement of deferred tax assets	-47,489	-25,479
Permanent other effects	33,028	5,978
Current income tax expense	**-539,851**	**-447,511**

The tax expense for the fiscal year totaled €539,851k (prior year: €447,511k), which resulted in a group tax rate of 36% (prior year: 30%). This includes tax non-deductible impairment losses on goodwill.

Significant estimates are required to determine the amount of deferred tax assets that can be recognized, based upon the likely timing and level of future taxable profits together with future tax planning strategies. The deferred tax assets are assumed to be recoverable on account of the planned business development in subsequent years.

The total amount of deferred tax assets and liabilities as of 30 September 2025 is allocated to the following items of the statement of financial position:

	30 Sep 2025		30 Sep 2024	
	Assets	Liabilities	Assets	Liabilities
	€ k	€ k	€ k	€ k
Non-current assets	**100,915**	**290,108**	**74,566**	**254,216**
Intangible assets	59,446	207,290	41,124	210,882
Property, plant and equipment	37,313	73,290	21,274	38,220
Other non-current assets	4,156	9,528	12,168	5,114
Current assets	**149,016**	**33,365**	**142,071**	**20,217**
Inventories	133,345	10,686	127,978	6,826
Receivables and other current assets	15,671	22,679	14,093	13,391
Non-current liabilities	**311,762**	**10,107**	**397,188**	**17,110**
Provisions for pensions and similar obligations	243,046	6,783	341,893	5,807
Other non-current liabilities and provisions	68,716	3,324	55,295	11,303
Current liabilities	**146,654**	**5,857**	**130,789**	**8,208**
Retained earnings	**0**	**4,600**	**0**	**4,100**
Unused tax losses	**31,559**	**0**	**35,838**	**0**
Total deferred taxes	**739,906**	**344,037**	**780,452**	**303,851**
Offsetting	158,626	158,626	106,283	106,283
Deferred taxes, net	**581,280**	**185,411**	**674,169**	**197,568**

The item retained earnings contains deferred tax liabilities on retained earnings from subsidiaries where a distribution is planned.

In the fiscal year, deferred taxes of €-74,764k (prior year: €53,147k) were recognized in other comprehensive income.

Unused tax losses include deferred tax assets from unused tax losses as well as from tax credits.

Deferred tax assets are recognized for unused tax losses to the extent that it is probable on the basis of the tax planning that taxable profit will be available against which the losses can be utilized. The unused tax losses relate to group entities in Germany, Australia, Canada, France, Israel, Netherlands and the US (prior year: Germany, Australia, Brazil, Canada, China, France, Israel, Netherlands, the UK and the US).

In the fiscal year, there were deferred tax assets amounting to €93,122k (prior year: €115,527k) at German group entities with tax losses.

The unused tax losses for which no deferred taxes were recognized amount to €1,234,543k (prior year: €1,075,089k). Thereof, an amount of €29k (prior year: €0k) is available for offsetting within 1 year, an amount of €0k (prior year: €372k) is available for offsetting for more than 5 years and an amount of €1,234,514k (prior year: €1,074,717k) does not expire at all. As of the reporting date these unused tax losses were classified as not likely to be usable because based on the forecasts it is not likely that taxable profit will be available in the future. The unused tax losses relate to group entities in the following countries:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Germany	1,157,832	1,031,128
France	26,682	30,966
Japan	29	372
Singapore	354	0
South Africa	10,464	10,781
Hungary	1,874	1,842
USA	37,308	0
Unrecognized unused tax losses	**1,234,543**	**1,075,089**

NOTES TO THE CONSOLIDATED STATEMENT OF FINANCIAL POSITION

10 Goodwill and other intangible assets

	Goodwill	Patents, industrial rights, licenses, software	Development costs	Other intangible assets and prepayments	**Total**
	€ k	€ k	€ k	€ k	€ k
Cost					
1 Oct 2023	**1,519,259**	**582,173**	**624,048**	**397,780**	**3,123,260**
Change in the basis of consolidation	581,609	40,428	164,094	267,547	1,053,678
Additions	6,059	47,223	70,881	16,528	140,691
Disposals	0	34,814	48,451	53,451	136,716
Reclassifications	0	83,997	0	-83,809	188
Currency translation	-21,971	-5,774	-13,396	-4,474	-45,615
30 Sep 2024	**2,084,956**	**713,233**	**797,176**	**540,121**	**4,135,486**
Amortization/impairment					
1 Oct 2023	**96,592**	**522,519**	**320,310**	**214,717**	**1,154,138**
Change in the basis of consolidation	0	27	0	0	27
Additions	51,000	45,255	73,626	24,032	193,913
Disposals	0	34,650	48,451	53,445	136,546
Reclassifications	0	3	0	0	3
Currency translation	-2,297	-5,310	-7,680	-3,190	-18,477
30 Sep 2024	**145,295**	**527,844**	**337,805**	**182,114**	**1,193,058**
Carrying amounts as of 30 Sep 2024	**1,939,661**	**185,389**	**459,371**	**358,007**	**2,942,428**
Cost					
1 Oct 2024	**2,084,956**	**713,233**	**797,176**	**540,121**	**4,135,486**
Change in the basis of consolidation	44,449	-112	-592	51,732	95,477
Additions	934	10,274	40,286	25,259	76,753
Disposals	0	8,393	9,034	284	17,711
Reclassifications	0	11,687	0	-11,695	-8
Currency translation	-19,228	-4,993	-12,453	-3,689	-40,363
30 Sep 2025	**2,111,111**	**721,696**	**815,383**	**601,444**	**4,249,634**
Amortization/impairment					
1 Oct 2024	**145,295**	**527,844**	**337,805**	**182,114**	**1,193,058**
Change in the basis of consolidation	0	-112	-592	-790	-1,494
Additions	240,340	73,558	61,973	38,834	414,705
Disposals	0	8,086	6,577	252	14,915
Reclassifications	0	27	0	-11	16
Currency translation	-2,271	-4,559	-7,821	-2,833	-17,484
30 Sep 2025	**383,364**	**588,672**	**384,788**	**217,062**	**1,573,886**
Carrying amounts as of 30 Sep 2025	**1,727,747**	**133,024**	**430,595**	**384,382**	**2,675,748**

Goodwill
Goodwill is recognized at cost less impairment losses and is not amortized.

An annual impairment test is required for goodwill at the level of the cash-generating unit. Existing goodwill is allocated to cash-generating units in accordance with IAS 36.80. The corresponding goodwill is allocated independently of other individual assets and liabilities to the smallest group of cash-generating units that is expected to benefit from the synergies of the business combination. Goodwill is allocated to the cash-generating units on the basis of the internal organizational structure of the ZEISS Group. This generally allows goodwill to be allocated to the strategic business units. In addition, various smaller goodwill items are allocated to the corresponding cash-generating units and combined in Others.

An impairment exists when the carrying amount of the cash-generating unit exceeds the recoverable amount. The recoverable amount is the higher of the fair value less costs to sell and the value in use – determined for the cash-generating unit in each case. An impairment loss is recognized in the income statement immediately.

All assets that contribute to cash flow generation, meaning those that contribute to the creation of output that can be sold, are included in the carrying amount of a group of cash-generating units. Consequently, all non-operating items and interest-bearing debt are excluded from the calculation.

In assessing value in use, the estimated future cash flows are discounted to their present value using an after-tax risk-adjusted discount rate based on the discounted cash flow method. The discount rates are calculated using the parameters risk-free base interest rate, risk premium (market risk premium, country risk and beta factor), borrowing costs and tax effect, and reflect the capital structure of the cash-generating unit.

The detailed planning period for future cash flows covers 3 or 5 fiscal years. If 3 fiscal years are not sufficient to derive sustainable cash flows, the detailed planning period is extended to 5 years. For the following fiscal years, the cash flows of the third or fifth detailed planning year are rolled forward taking into account appropriate growth. Historical developments, budget plans for the following year and the future strategic direction of the strategic business unit or cash-generating unit (medium-term planning) form the basis for determining the respective plans. Furthermore, external sources of information, such as market studies and results from market observations and publications, are included in the analysis in order to take account of macroeconomic trends appropriately. An impairment exists when the carrying amount of the asset or cash-generating unit exceeds the recoverable amount.

For the Semiconductor Manufacturing Optics strategic business unit, a detailed planning phase of 3 years was used for impairment testing. The detailed planning phase was extended to 5 years for all other strategic business units, as the detailed planning phase of 3 years was not sufficient to derive the sustainable cash flow based on the development of business. For the following fiscal years, the cash flows of the last detailed planning year are rolled forward with a growth rate of 1.0% (prior year: 1.0%).

The impairment test revealed an impairment of goodwill in the Industrial Quality Solutions strategic business unit of €171m, an impairment of goodwill in the Research Microscopy Solutions strategic business unit of €54m and an impairment of goodwill allocated to the Others segment of €15m. The impairment was mainly the result of lower expectations for the future business prospects of the Industrial Quality Solutions and Research Microscopy Solutions strategic business units compared to prior years and was applied to the value in use. The impairment was recognized in other expenses.

The sensitivity analyses carried out for the respective impairment tests of the cash-generating units take into account possible changes to the discount rate and long-term growth rate measurement parameters. An increase in the discount rate by 1 percentage point and a decrease in the long-term growth rate by half a percentage point were therefore simulated. When both adjustments are combined, this simulation indicates an impairment loss of €131m for the Industrial Quality Solutions strategic business unit, which exceeds the impairment already recognized. For the other business units, no sensitivity of parameters (individually or in combination) classified as probable would result in a need to recognize an impairment loss.

Impairment losses on goodwill recognized in prior years are not reversed, even if the reasons for the impairment no longer exist.

	30 Sep 2025		30 Sep 2024	
	Carrying amounts	WACC (before tax)	Carrying amounts	WACC (before tax)
	€ k	%	€ k	%
» Semiconductor Manufacturing Optics	37,712	20.5	0	0.0
» Semiconductor Mask Solutions	45,116	19.0	46,675	18.9
Semiconductor Manufacturing Technology	**82,828**		**46,675**	
» Industrial Quality Solutions	351,111	15.0	522,987	15.4
» Research Microscopy Solutions	0	14.6	49,180	14.9
Industrial Quality & Research	**351,111**		**572,167**	
» Ophthalmology	912,575	14.1	923,046	13.1
» Microsurgery	31,641	14.2	33,101	13.4
Medical Technology	**944,216**		**956,147**	
» Vision Care	332,186	11.9	332,260	12.3
Consumer Markets	**332,186**		**332,260**	
Others	**17,406**	16.7	**32,412**	16.0
Total	**1,727,747**		**1,939,661**	

The changes in goodwill result from the acquisition of the Lithography division of Beyond Gravity in the Semiconductor Manufacturing Optics business unit, from the impairment losses in the Industrial Quality Solutions, Research Microscopy Solutions and Others business units and from foreign currency translation in accordance with IAS 21.47.

Other intangible assets

In accordance with IAS 38 *Intangible Assets*, acquired and internally generated intangible assets are recognized if it is probable that future economic benefits will flow to the entity and the cost of the asset can be measured reliably.

Acquired and internally generated intangible assets are initially measured at cost. Intangible assets with finite useful lives are subsequently measured at cost less accumulated amortization and any accumulated impairment losses. Amortization is charged over the useful life using the straight-line method. The major part of amortization is contained in cost of sales.

Intangible assets with an indefinite useful life are recognized at cost less impairment losses and are not amortized.

Development costs are capitalized if all of the criteria set forth in IAS 38.57 are satisfied. These include, for example, demonstrating the technical feasibility of completing the intangible asset so that it will be available for use or sale. Other criteria relate to the intention to complete the intangible asset and the ability to use or sell it. In addition, it must generate future economic benefits for the company.

The entities of the ZEISS Group perform development work at the limit of the possible and set new technological standards. That is why only a small portion of development costs is capitalized in the ZEISS Group, as the criteria for recognition as part of the cost of an intangible asset are not all satisfied until a relatively late stage.

The production costs directly attributable to development, including appropriate development-related overheads, are recognized as part of the cost of an asset. Amortization of capitalized development costs begins when the asset is available for use and is charged using the straight-line method over the expected product life cycle or based on unit numbers defined in business plans. Research costs and development costs that cannot be capitalized are expensed in the period in which they are incurred.

Amortization is based on the following ranges of useful lives:

	Useful life
Patents, industrial rights, licenses, software	2 to 20 years
Development costs	2 to 16 years
Other intangible assets	2 to 15 years

IAS 36 *Impairment of Assets* requires assessing at the end of each reporting period whether there is any indication that the assets reported in the statement of financial position may be impaired. This involves estimating the recoverable amount of the asset or cash-generating unit in order to determine any need to record an impairment loss.

The recoverable amount is the higher of the fair value less costs to sell and the value in use – determined for the individual asset.

All assets that contribute to cash flow generation, meaning those that contribute to the creation of output that can be sold, are included in the carrying amount of a group of cash-generating units. Consequently, all non-operating items and interest-bearing debt are excluded from the calculation.

In assessing value in use, the estimated future cash flows are discounted to their present value using an after-tax risk-adjusted discount rate based on the discounted cash flow method. For details on the determination of the discount rate and on the underlying cash flow planning, please refer to the subsection “Goodwill.”

Impairment losses recognized in prior years are reversed if the reasons for recognizing the impairment no longer exist. The reversal is limited to ensure that the carrying amount is not exceeded that would have been determined, net of amortization, had no impairment loss been recognized for the asset in prior years.

Impairment on development costs in the current fiscal year includes impairment losses of €7,983k, of which €4,983k relates to technologies and developments already in use that were identified as part of the acquisition of Carl Zeiss Meditec Cataract Technology, Inc., Reno (US). The remaining €3,000k relates to technologies and developments already in use that were identified as part of the acquisition of tooz technologies GmbH, Aalen. The need to recognize impairment losses resulted from reduced expectations regarding the future profit contributions of the acquired technologies. The recoverable amount totals €31,274k and corresponds to the values in use, with the underlying capitalization rates largely based on those of the group of cash-generating units.

The capitalized development costs include developments not yet completed in the amount of €149,641k (prior year: €188,694k). The annual impairment test of intangible assets that are not yet ready for use on the basis of their value in use did not indicate any impairment.

11 Property, plant and equipment

	Land and buildings	Technical equipment and machinery	Other equipment, furniture and fixtures	Prepayments and assets under construction	Right-of-use assets	**Total**
	€ k	€ k	€ k	€ k	€ k	€ k
Cost						
1 Oct 2023	**1,016,797**	**1,473,065**	**1,823,355**	**1,278,403**	**564,736**	**6,156,356**
Change in the basis of consolidation	1,865	3,127	10,060	39	9,436	24,527
Additions	47,233	36,201	135,612	1,301,502	99,204	1,619,752
Disposals	11,118	32,187	57,234	22,243	63,099	185,881
Reclassifications	118,639	211,124	-155,402	-174,549	0	-188
Currency translation	-9,956	-18,655	-13,362	-4,852	-13,920	-60,745
30 Sep 2024	**1,163,460**	**1,672,675**	**1,743,029**	**2,378,300**	**596,357**	**7,553,821**
Depreciation/impairment						
1 Oct 2023	**406,777**	**899,093**	**1,071,920**	**0**	**205,632**	**2,583,422**
Change in the basis of consolidation	324	126	2,235	0	0	2,685
Additions	44,372	155,177	161,141	0	93,553	454,243
Disposals	9,366	35,233	49,586	0	42,153	136,338
Reclassifications	0	-6,332	6,330	0	0	-2
Currency translation	-3,470	-11,685	-8,307	0	-4,900	-28,362
30 Sep 2024	**438,637**	**1,001,146**	**1,183,733**	**0**	**252,132**	**2,875,648**
Carrying amounts as of 30 Sep 2024	**724,823**	**671,529**	**559,296**	**2,378,300**	**344,225**	**4,678,173**

Cost						
1 Oct 2024	**1,163,460**	**1,672,675**	**1,743,029**	**2,378,300**	**596,357**	**7,553,821**
Change in the basis of consolidation	146	2,913	4,191	1,228	-5,729	2,749
Additions	73,052	31,639	117,120	986,239	86,127	1,294,177
Disposals	9,240	32,960	67,463	24,816	48,409	182,888
Reclassifications	495,954	217,381	201,725	-915,052	0	8
Currency translation	-14,011	-28,292	-19,066	-11,115	-17,812	-90,296
30 Sep 2025	**1,709,361**	**1,863,356**	**1,979,536**	**2,414,784**	**610,534**	**8,577,571**
Depreciation/impairment						
1 Oct 2024	**438,637**	**1,001,146**	**1,183,733**	**0**	**252,132**	**2,875,648**
Change in the basis of consolidation	-1,254	-508	-1,062	0	-1,396	-4,220
Additions	61,880	155,179	195,993	0	92,176	505,228
Disposals	7,950	35,127	58,176	0	39,785	141,038
Reclassifications	828	9,161	-10,005	0	0	-16
Currency translation	-4,805	-17,135	-11,628	0	-8,841	-42,409
30 Sep 2025	**487,336**	**1,112,716**	**1,298,855**	**0**	**294,286**	**3,193,193**
Carrying amounts as of 30 Sep 2025	**1,222,025**	**750,640**	**680,681**	**2,414,784**	**316,248**	**5,384,378**

Property, plant and equipment except for right-of-use assets are measured at cost less any accumulated depreciation and any accumulated impairment losses in accordance with IAS 16 *Property, Plant and Equipment*. The cost of self-constructed assets includes direct costs and a portion of materials and production overheads. The cost of creating qualifying assets, for example for assets that take a substantial period of time to produce, includes borrowing costs. Depreciation is charged on a straight-line basis over the asset's useful life.

The property held to earn rentals is immaterial and recognized at cost less any accumulated depreciation and any accumulated impairment losses in accordance with IAS 40 *Investment Property*.

Depreciation is based on the following ranges of useful lives:

	Useful life
Buildings and structures	2 to 50 years
Technical equipment and machinery	2 to 21 years
Other equipment, furniture and fixtures	2 to 23 years

Impairment losses are recognized in accordance with IAS 36 *Impairment of Assets* if the recoverable amount of the asset concerned has fallen below the carrying amount. Corresponding reversals of impairment losses are made if the reasons for the impairment losses from prior years no longer apply.

Property, plant and equipment with a net carrying amount of €57,095k (prior year: €55,588k) are subject to restrictions on disposal or serve as collateral for liabilities. Accumulated contractual purchase commitments for property, plant and equipment and intangible assets total €798,325k as of the reporting date (prior year: €1,058,311k).

12 Investments accounted for using the equity method

Investments accounted for using the equity method amount to €22,703k (prior year: €14,207k) and include the shares in Vibrosonic GmbH, Mannheim (Germany), and Wuxi Carl Zeiss Vision Pro Medical Technology Co., Ltd., Wuxi (China).

The share in Vibrosonic GmbH, Mannheim (Germany), amounts to 39.8% (prior year: 28.1%) and is accounted for using the equity method due to the significant influence.

The share in the joint venture Wuxi Carl Zeiss Vision Pro Medical Technology Co., Ltd., Wuxi (China), amounts to 50.0% and is accounted for using the equity method due to joint control.

The share in Photono Oy, Helsinki (Finland), amounts to 8.9% (prior year: 25.0%). Carl Zeiss AG no longer exerts significant influence over the financial and operating policy decisions of Photono Oy. Accordingly, Photono Oy is recognized and valued as other investment and no longer as an investment accounted for using the equity method.

13 Other financial assets

	30 Sep 2025		30 Sep 2024	
		thereof due in more than 1 year		thereof due in more than 1 year
	€ k	€ k	€ k	€ k
Shares in affiliates	81,896	81,896	63,872	63,872
Investments	42,783	42,783	57,652	57,652
Loans	70,443	53,180	67,777	48,131
Securities	14,042	1,095	13,468	998
Derivatives	24,534	6,202	6,851	1,232
Sundry other financial assets	497,756	352,167	431,634	318,986
	731,454	**537,323**	**641,254**	**490,871**

The shares in affiliates relate to non-consolidated subsidiaries.

Loans include loans to affiliates, investments and customers. Loans cover default risks according to the expected credit loss model of €3.7m (prior year: €3.5m). Current macroeconomic uncertainties were taken into account in the calculation.

Sundry other financial assets mainly include assets of entities within and outside Germany from overfunded pension plans amounting to €155.8m (prior year: €123.3 million), assets in connection with the financing or securing of short-term obligations to employees amounting to €187.7m (prior year: €185.3m) as well as time deposits and cash pool receivables from non-consolidated subsidiaries. For more information on plan assets, please refer to note 18 Provisions for pensions and similar obligations.

14 Other non-financial assets

Other non-financial assets mainly comprise prepaid expenses as well as tax refund claims from taxes other than income taxes.

15 Inventories

Materials and supplies as well as merchandise are measured at costs of purchase, which are generally determined using the average cost method. Work in progress and finished goods are measured at costs of conversion. In addition to direct materials as well as direct labor, costs of conversion include an appropriate portion of materials and production overheads as well as production-related depreciation and production-related administrative expenses. In addition, the costs for the company pension scheme, for welfare facilities and services at the company and for voluntary social benefits of the company are included insofar as they are attributable to production.

Write-downs are recorded on inventories when the costs of purchase or conversion exceed the estimated net realizable value. All inventory, selling and income risks are thus given adequate consideration. If the reasons for a write-down no longer apply, it is reversed to the lower of cost or estimated net realizable value.

Inventories break down as follows:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Materials and supplies	1,269,920	1,174,815
Work in progress	1,318,462	1,339,021
Finished goods and merchandise	948,417	947,761
Prepayments	69,814	72,809
	3,606,613	**3,534,406**

The carrying amount of inventories recognized at net realizable value comes to €1,066,392k (prior year: €1,006,452k). The carrying amounts contain write-downs of €332,819k (prior year: €276,360k).

The write-downs recorded on inventories, which are recognized under cost of sales in the consolidated income statement, amounted to €141,484k in the reporting period (prior year: €95,894k). Write-downs of €11,450k (prior year: €16,929k) were reversed through profit or loss.

Cost of materials amounted to €3,561m in the fiscal year (prior year: €3,760m).

16 Cash and cash equivalents

Cash is composed of cash on hand, checks and cash at banks. Liquid financial assets with an original term of up to 3 months that can be converted directly into a fixed cash amount and are only subject to immaterial value fluctuation risks are reported as cash equivalents.

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Cash funds	2,260,091	1,259,620
Cash equivalents	312,025	175,349
	2,572,116	**1,434,969**

17 Equity

The issued capital of Carl Zeiss AG totaling €120,000k is unchanged compared to the prior year and is divided into 120,000,000 stocks at nominal value, all of which are held by the Carl Zeiss Foundation. A dividend of €51,400k was distributed in the reporting period (prior year: €86,100k).

The capital reserves are unchanged at €52,770k.

Retained earnings primarily contain:
» the legal reserve of Carl Zeiss AG of €5,951k
» the consolidated profit of the reporting period as well as the past results generated by the entities included in the consolidated financial statements less the associated non-controlling interests
» the acquisition or sale of shares in subsidiaries currently under control

Other reserves present the differences arising from the currency translation of foreign subsidiaries' separate financial statements without effect on income as well as remeasurement effects recognized in equity:
» defined benefit plans
» financial assets at fair value through other comprehensive income

Non-controlling interests contain the proportionate share of non-controlling interests in equity.

The development of consolidated equity is shown in the consolidated statement of changes in equity.

18 Provisions for pensions and similar obligations

The entities of the ZEISS Group have various pension plans. In addition, some foreign subsidiaries have agreed to provide post-employment healthcare benefits on a certain scale.

The ZEISS Group has both defined contribution plans and defined benefit plans.

In the case of defined contribution plans, the obligation of the entity concerned is limited to the payment of the agreed amounts. Payments for defined contribution obligations including contributions to statutory pension funds are recognized as an expense for the period.

With defined benefit plans, the entity's obligation consists of fulfilling the commitments made to current and former employees and their surviving dependents. Such obligations exist both at group entities in Germany and other countries. In the ZEISS Group, defined benefit plans are partly funded via provisions and partly via external funds.

Defined benefit obligations are measured according to IAS 19 *Employee Benefits* using actuarial principles with the projected unit credit method, taking into account country-specific accounting bases and parameters.

External funds invested to cover defined benefit obligations are measured at fair value and offset against the corresponding obligations. If the fair value of the plan assets exceeds the corresponding obligations, the excess amount is recognized under financial assets.

Changes in the portfolio and variances in actual trends compared to the assumptions used for calculation purposes, as well as changes in the assumptions for the measurement of defined benefit obligations, result in actuarial gains and losses, which are recognized directly in other reserves within equity and thus directly affect the consolidated statement of financial position and the consolidated statement of comprehensive income.

The balance of the defined benefit obligation and plan assets (net defined benefit obligation or net plan assets) is discounted using the interest rate on which the measurement of the defined benefit obligation is based. The resulting net interest cost or income is recognized in the net interest balance on defined benefit plans and the service cost in earnings before interest and taxes in the consolidated income statement.

The provisions for pensions include current and future pension obligations of Carl Zeiss AG and various subsidiaries. In addition, this item comprises the provisions of the US entities for medical care benefit obligations. The characteristics and the associated risks of the defined benefit plans vary depending on the legal, tax and economic framework in the respective country.

The most significant defined benefit obligations for the ZEISS Group, which mainly relate to pension obligations in Germany, the US and the UK, are described below.

German pension plans

The currently applicable pension arrangement for employees in Germany is an employer-financed defined benefit plan, comprising old age, disability and surviving dependents' pensions. These pensions are generally granted after a certain period of service.

The defined benefit plan is a modular system in which one pension module is calculated and fixed for each fiscal year. The contribution amount is based on the employee's income and the profit of the company during the fiscal year, with a basic contribution being guaranteed. The contribution is translated into a pension module on the basis of age- and interest-related factors. The pension modules acquired are aggregated and paid out as a life-long annuity.

For employees who were employed before 1 January 2000, vested rights from previous final-salary-based defined benefit plans must be taken into account for service periods up to 2010.

To reduce the risks associated with defined benefit plans (in particular longevity, salary increases and inflation), benefits are partly financed via external plan assets. To this end, a contractual trust arrangement (CTA) was introduced in Germany in fiscal year 2005/06, under which assets are transferred to a trust association such that they can be used only to settle benefit obligations. These assets satisfy the criteria set forth in IAS 19 for plan assets and can therefore be offset against the benefit obligations in these consolidated financial statements. Where the assets exceed the underlying secured claims, the excess is reported under non-current financial assets.

In addition to employer-funded defined benefits, ZEISS offers employees with unlimited employment contracts the option of using untaxed salaries to make provision for old age in the form of deferred compensation. Depending on the terms of their contract, the employees may convert up to 3 monthly salaries a year. The amounts converted are paid into an employer's pension liability insurance policy taken out by the company and the associated benefits are pledged to the employees. The amount and timing of the receivables from the employer's pension liability insurance matches those of the benefits payable to employees. As the receivables are pledged, they generally satisfy the requirements for plan assets and are presented on a net basis. The pension plan is therefore classified as a defined contribution plan from a substance-over-form perspective. If the future benefits under the employer's pension liability insurance are higher than the benefit obligation to the employee, the employee receives the higher amount. The amount is dependent on the age of the employees at the time of conversion of their compensation and the employees' decision on whether to have the deferred compensation paid out as a one-off payment or as a pension. In addition to the conversion of income, the deferred compensation system may include invalidity and surviving dependents' benefits, depending on the model chosen.

Pension plans outside Germany

Major pension plans exist primarily in the US and the UK. These are employer-financed defined benefit plans, comprising old age and surviving dependents' benefits as well as medical benefits, depending on how they are structured. Some of these plans are based on final salary, while others are based on salary-related modules. The obligations from foreign defined benefit obligations are largely covered by assets in long-term external funds. The plans in the US and in the UK are closed to new employees and existing obligations are now capped.

Actuarial assumptions are essential for all defined benefit plans. Besides life expectancy, which in Germany is determined based on the 2018 G mortality tables published by Prof. Dr. Klaus Heubeck, and in other countries on comparable local measurement bases, the following assumptions were made for the purposes of the actuarial calculations:

	Germany		Other countries	
	30 Sep 2025	30 Sep 2024	**30 Sep 2025**	30 Sep 2024
	%	%	%	%
Interest rate	4.10	3.40	1.89 to 10.25	1.14 to 10.25
Future salary increases	3.00	3.00	0.00 to 7.00	0.00 to 6.00
Future pension increases	2.00	2.25	0.00 to 3.10	0.00 to 3.25

The assumptions regarding interest rates, future salary and pension increases as well as mortality rates on which the calculation of the defined benefit obligation (DBO) was based vary depending on economic and other conditions in the country in which the plans exist. The interest rates were determined on an entity-specific basis as of the respective reporting date, depending on the weighted average duration of the pension obligations and in line with the respective maturities and currencies.

The amounts for defined benefit obligations recognized in the statement of financial position break down as follows:

			30 Sep 2025
	Defined benefit obligations (DBO)	Fair value of plan assets	Net carrying amount
	€ k	€ k	€ k
Germany	2,153,534	1,763,631	389,903
Other countries	216,771	177,564	39,207
Carrying amount	**2,370,305**	**1,941,195**	**429,110**
» thereof pension provisions			584,877
» thereof other non-current financial assets			155,767

			30 Sep 2024
	Defined benefit obligations (DBO)	Fair value of plan assets	Net carrying amount
	€ k	€ k	€ k
Germany	2,344,223	1,824,713	519,510
Other countries	241,486	194,968	46,518
Carrying amount	**2,585,709**	**2,019,681**	**566,028**
» thereof pension provisions			689,339
» thereof other non-current financial assets			123,311

The reconciliation from the funded status to the amounts recognized in the consolidated statement of financial position is as follows:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Present value of funded pension obligations	1,812,893	1,944,621
Fair value of plan assets	1,941,195	2,019,681
Funded status (net)	**-128,302**	**-75,060**
Present value of unfunded pension obligations	557,412	641,088
Carrying amount	**429,110**	**566,028**
» thereof pension provisions	584,877	689,339
» thereof other non-current financial assets	155,767	123,311

Pension provisions developed as follows:

	2024/25	2023/24
	€ k	€ k
1 Oct	**689,339**	**637,351**
Recognized through profit and loss		
Service cost	151,212	92,991
Net interest cost	17,641	14,116
Not recognized through profit and loss		
Benefits paid	-49,736	-50,663
Remeasurements	-235,497	136,911
Employer contributions	-16,951	-10,444
Exchange differences on translation	-1,529	-1,810
Change in basis of consolidation	-2,730	0
Other	33,128	-129,113
30 Sep	**584,877**	**689,339**

Service cost is included in both the cost of sales and the functional costs, depending on which function to which the personnel expenses are allocated. The net interest cost is recognized in the financial result.

The other changes in pension provisions mainly result from the change in the overfunding of pension plans.

The present value of the defined benefit obligations developed as follows during the reporting period:

	2024/25	2023/24
	€ k	€ k
1 Oct	**2,585,709**	**2,221,617**
Change in basis of consolidation	-2,730	0
Service cost	151,212	92,991
Interest cost	88,857	91,817
Benefits paid	-101,299	-99,820
Remeasurements		
» Actuarial gains/losses as a result of changes in demographic assumptions	589	-1,415
» Actuarial gains/losses as a result of changes in financial assumptions	-332,813	279,615
» Actuarial gains/losses as a result of experience adjustments	-9,318	2,608
Exchange differences on translation	-9,965	-5,585
Other	63	3,881
30 Sep	**2,370,305**	**2,585,709**

The present value of the defined benefit obligations is attributable to:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Active employees	1,088,955	1,196,188
Former employees with vested rights	173,555	192,673
Pensioners	1,107,795	1,196,848
	2,370,305	**2,585,709**

A detailed reconciliation of the change in the fair value of plan assets is presented in the table below:

	2024/25	2023/24
	€ k	€ k
1 Oct	**2,019,681**	**1,840,218**
Interest income	71,216	77,701
Remeasurements	-106,045	143,897
Employer contributions	16,951	10,444
Employee contributions	369	372
Withdrawals for benefit payments	-51,563	-49,157
Exchange differences on translation	-8,436	-3,775
Other	-978	-19
30 Sep	**1,941,195**	**2,019,681**

The actuarial gains/losses from the DBO and the remeasurement of the plan assets are recognized in other comprehensive income.

Employer contributions to plan assets outside Germany for the following fiscal year are expected to amount to €1,956k (prior year: €4,335k).

These plan assets are used exclusively to settle the defined benefit obligations. The funding of these benefit obligations serves to cover future cash outflows as required by law in some countries and made on a voluntary basis in others.

Giving special consideration to the type of the underlying obligations, the assets transferred in Germany to Carl Zeiss Pensions-Treuhand e. V. are to be invested in the interest of the beneficiaries so as to maximize security and profitability while ensuring liquidity at all times. The objective of the investment is the long-term ability to fulfill the obligation.

The plan assets in the CTA were managed in part using an absolute return approach with the objective of achieving an attractive return over the investment horizon while controlling and limiting short-term risks. This approach is supplemented by a liability-dependent component, which is implemented in a liability-driven investment (LDI) portfolio.

The aim of the LDI portfolio is to partially secure the IFRS coverage ratio (in the amount of the capital invested in the LDI portfolio) against changes in interest and inflation levels, i.e. the LDI portfolio should track the interest and inflation-driven development of the obligations as closely as possible.

The CTA's other investments continue to follow the risk-controlled absolute return approach. The risk management implemented there aims to reduce the risk of loss in relation to the strategic asset allocation (SAA) for these investments (excluding the LDI portfolio) while at the same time generating a return comparable to the SAA over a market cycle. The exposures of the asset classes are managed by means of derivatives on an annual basis using defined allocation ranges and taking into account a risk budget.

The portfolio of plan assets consists of the following components:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Equities and equity funds	284,542	489,631
Bonds and bond funds	732,314	626,293
Real estate and real estate funds	216,973	218,773
Alternative investments	439,392	410,213
Cash and cash equivalents	349,668	267,886
Other	-81,694	6,885
	1,941,195	**2,019,681**

Price quotations for the equity and equity funds as well as bonds and bond funds are almost exclusively in an active market; for the other investments, there are no market quotations.

Plan assets (real estate and real estate funds) contain owner-occupied property of €216,570k (prior year: €218,289k).

Changes in the relevant actuarial assumptions would have the following effects on the present value of the defined benefit obligations (DBO) as of the reporting date:

	30 Sep 2025	
	Increase by 0.5%	Decrease by 0.5%
	€ k	€ k
Interest rate	-181,150	208,061
Future salary increases	7,856	-7,844
Future pension increases	72,679	-67,237

The sensitivity analyses presented take into account ceteris paribus the change of a parameter, while retaining the calculation method.

To examine the sensitivity of the DBO with regard to a change in the assumed life expectancy, the mortality rates used were reduced in a comparative calculation so that the decrease results in an increase in life expectancy of roughly 1 year. In this case, the DBO would have been €93,164k higher as of the reporting date.

For the DBOs as of the reporting date, the following pension payments are forecast for the next 10 years, with the expected benefit payments being partly funded via plan assets:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
In the next fiscal year	104,290	102,458
In the second fiscal year	104,843	103,539
In the third fiscal year	107,313	105,092
In the fourth fiscal year	108,672	108,311
In the fifth fiscal year	112,228	110,173
In the sixth to tenth fiscal year	599,920	596,694

As of the reporting date, the average weighted duration of the pension plans is about 18 years in Germany (prior year: around 19 years), about 9 years in the US (prior year: around 10 years) and about 11 years in the UK (prior year: around 13 years). The duration is an expression of the period over which the invested capital is committed for the pension obligations and depends on the payout profile and the interest rate level.

19 Other provisions

In accordance with IAS 37 *Provisions, Contingent Liabilities and Contingent Assets*, present obligations to third parties arising from past events are disclosed within other provisions if it is probable that an outflow of resources will be required and can be measured reliably. The provisions are recognized at full cost.

	30 Sep 2025		30 Sep 2024	
		thereof due within 1 year		thereof due within 1 year
	€ k	€ k	€ k	€ k
Provisions for personnel-related obligations	80,630	26,505	43,259	5,507
Provisions for sales-related obligations	116,328	107,975	110,536	104,675
Sundry other provisions	94,455	70,498	86,851	61,565
	291,413	**204,978**	**240,646**	**171,747**

Provisions for personnel-related obligations

Provisions for personnel-related obligations contain long-service awards, phased retirement obligations and early retirement arrangements, the timing and/or amount of which cannot yet be precisely determined. The provisions for obligations under the German phased retirement scheme, long-service awards and death benefits are determined and measured on the basis of actuarial reports or similar parameters.

Provisions for sales-related obligations

Provisions for sales-related obligations principally relate to warranty obligations. The company is liable to its customers for flawless functioning of the products sold during the contractual warranty period. The corresponding warranty provisions are recognized by debiting cost of sales when revenue is recognized.

Warranty obligations may be legal, contractual or non-contractual (assurance-type warranties). Provisions are recognized for expenses expected to be incurred under guarantee or warranty obligations unless there are separate performance obligations. Warranty claims are expected especially when the warranty period has not yet expired, when warranty expenses were incurred in the past or when there is specific indication of pending warranty cases. The warranty risk is derived either from individual estimates or past experience and is provided for accordingly.

Sundry other provisions

Sundry other provisions include provisions for litigation cost risks and restructuring provisions.

Provisions are recognized for risks arising from litigation in which entities of the ZEISS Group are the defendants and if it is more likely than not that the outcome will be negative. They are measured at the amount that the company expects to pay in the event of a negative outcome. This amount includes the amounts payable by the company, such as damages and compensation payments as well as anticipated legal costs.

Restructuring provisions are recognized if a detailed formal plan for restructuring is available by the reporting date, stating the parts of a business or locations concerned, the approximate number of employees affected and when the plan will be implemented, and it has been announced to those affected or their representatives before the reporting date. The amount of the provision covers all direct expenditures arising from the restructuring which necessarily arise during the restructuring and are not associated with the ongoing or future activities of the entity.

	Provisions for personnel-related obligations	Provisions for sales-related obligations	Sundry other provisions	**Total**
	€ k	€ k	€ k	€ k
1 Oct 2023	**28,260**	**138,296**	**85,099**	**251,655**
Change in the basis of consolidation	409	10,374	25	10,808
Utilization	-14,709	-24,435	-13,194	-52,338
Reversal	-1,203	-44,619	-10,290	-56,112
Additions	31,104	33,012	25,791	89,907
Unwinding of the discount and effects from changes in the discount factor	12	68	528	608
Currency differences	-614	-2,160	-1,108	-3,882
30 Sep 2024	**43,259**	**110,536**	**86,851**	**240,646**
Change in the basis of consolidation	81	0	824	905
Utilization	-15,961	-24,937	-12,981	-53,879
Reversal	-909	-5,791	-6,070	-12,770
Additions	54,806	41,345	26,794	122,945
Unwinding of the discount and effects from changes in the discount factor	15	-100	261	176
Currency differences	-661	-4,725	-1,224	-6,610
30 Sep 2025	**80,630**	**116,328**	**94,455**	**291,413**

20 Accruals

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Accruals for personnel-related obligations	857,368	785,879
Accruals for sales-related obligations	277,834	402,780
Outstanding invoices	572,931	483,861
Other accruals	39,843	30,959
	1,747,976	**1,703,479**

Accruals for personnel-related obligations are primarily attributable to special payments, accrued overtime, accrued vacation as well as other personnel-related obligations. Obligations from short-term employee benefits are partially secured by financial assets. These assets generally meet the criteria of IAS 19 for plan assets and are included in other financial assets.

Accruals for sales-related obligations mainly relate to bonus and commission payments.

Outstanding invoices are normally measured at amortized cost using the effective interest method.

21 Financial liabilities

Financial liabilities are normally measured at amortized cost using the effective interest method. Non-interest-bearing loans and loans bearing off-market interest rates are recognized at present value and increased due to the passage of time over their term to maturity.

	30 Sep 2025		
		thereof due within 1 year	thereof due in more than 5 years
	€ k	€ k	€ k
Liabilities to banks	474,874	46,371	3,024
Promissory note loans	916,733	20,219	538,882
Derivatives	16,036	16,036	0
Lease liabilities	348,153	89,383	67,160
Other financial liabilities	1,930,744	416,009	470,293
	3,686,540	**588,018**	**1,079,359**

	30 Sep 2024		
		thereof due within 1 year	thereof due in more than 5 years
	€ k	€ k	€ k
Liabilities to banks	232,148	3,806	1,802
Promissory note loans	0	0	0
Derivatives	3,824	3,824	0
Lease liabilities	377,744	90,421	88,865
Other financial liabilities	1,866,960	298,683	912,398
	2,480,676	**396,734**	**1,003,065**

Liabilities to banks

A loan agreement in the amount of €220m was concluded with the European Investment Bank on 30 September 2021. The dedicated loan, which serves to finance research and development activities, was drawn down on 15 July 2022. The term of the loan is 5 years and it will be repaid at maturity. The interest rate is variable on the basis of the 3-month Euribor plus an agreed margin.

On 29 September 2025, a syndicated loan agreement for €200m was concluded with Deutsche Bank, DZ Bank and UniCredit Bank. The loan amount was disbursed before the end of the fiscal year. The term of the loan is 5 years and it will be repaid at maturity. The interest rate is variable on the basis of the 6-month Euribor plus an agreed margin.

Promissory note loans

Carl Zeiss AG placed a promissory note loan with a total volume of €900m on 29 October 2024. Tranches of €30m with a term of 3 years, €330m with a term of 5 years and €540m with a term of 7 years were issued, with interest rates being partly fixed and partly variable based on the 6-month Euribor.

Lease liabilities

Lease liabilities mainly stem from lease agreements for office space, various non-current asset items and office equipment, which ZEISS accounts for as the lessee in accordance with IFRS 16 *Leases*. They are measured at the present value of the outstanding lease payments.

Other financial liabilities

The other financial liabilities are as follows:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Loans payable	1,504,629	1,522,400
Dividends payable	320,556	225,391
Purchase price liabilities	63,300	64,272
» thereof Preceyes B.V., Eindhoven (Netherlands)	18,376	20,103
» thereof Kogent Surgical LLC, Chesterfield (USA)	24,407	25,121
» thereof Audioptics Medical Inc., Halifax (Canada)	7,282	10,320
» thereof Carl Zeiss SMT Switzerland AG, Zurich (Switzerland)	4,716	0
» thereof InfiniteVision Optics SAS., Strasbourg (France)	4,141	4,113
» thereof Katalyst Surgical, LLC, Chesterfield (USA)	3,364	3,551
» thereof Peregrine Surgical Ltd., New Britain (USA)	1,014	1,064
Sundry other financial liabilities	42,259	54,897
	1,930,744	**1,866,960**

Loans payable

Under framework loan agreements with Carl Zeiss SMT GmbH, Oberkochen (Germany), dated 22 September 2021 and 24 September 2024, ASML agreed to finance Carl Zeiss SMT GmbH's investments in property, plant and equipment under certain circumstances and conditions if requested by Carl Zeiss SMT GmbH by drawing on a credit facility to be arranged annually. The annual drawings on the credit facility agreed under this framework loan agreement each have a term of 10 years and are subject to a floating interest rate within a range and is repayable in equal annual installments after an initial 3-year repayment-free period. The agreements both include an option to repay the loan that can be exercised ahead of schedule at any time.

Under this framework loan agreement, Carl Zeiss SMT GmbH drew down a loan with a nominal volume of €124.4m on 29 September 2021, a loan with a nominal volume of €240.0m on 30 September 2022, a loan with a nominal volume of €548.0m on 27 September 2023 and a loan with a nominal volume of €610.0m on 30 September 2024.

Dividends payable

As in the prior year, dividends are payable to ASML.

Purchase price liabilities

Purchase price liabilities relate to (contingent) purchase price components from the acquisition of the shares in the specified companies.

Sundry other financial liabilities

Sundry other financial liabilities include cash pool liabilities to non-consolidated subsidiaries and sundry financial liabilities.

For more information on the contractually agreed undiscounted cash outflows from the non-derivative financial liabilities and derivative financial instruments, please refer to note 23 Financial instruments and risk management.

22 Other non-financial liabilities

Non-financial liabilities mainly contain contract liabilities. A contract liability is the obligation towards a customer to transfer goods or services for which the customer has already paid a consideration, for example in the form of a prepayment. Contract liabilities are recognized as revenue when the contractual obligations are fulfilled.

	30 Sep 2025		30 Sep 2024	
		thereof due within 1 year		thereof due within 1 year
	€ k	€ k	€ k	€ k
Contract liabilities				
» Prepayments received on account of orders	1,691,015	1,247,015	1,215,127	1,215,127
» Deferred income	321,479	261,784	266,583	224,620
» Other contract liabilities	14,826	14,826	15,166	15,166
Other liabilities	193,527	183,291	177,289	166,658
	2,220,847	**1,706,916**	**1,674,165**	**1,621,571**

Of the €476m increase in prepayments received, €444m is attributable to a payment made by ASML to Carl Zeiss SMT GmbH, Oberkochen.

Other liabilities essentially contain liabilities from taxes other than income taxes as well as withheld wage tax.

23 Financial instruments and risk management

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial assets and financial liabilities are reported in the consolidated statement of financial position as of the date on which ZEISS becomes party to the contract. Regular way purchases and sales of financial assets are generally recognized on the settlement date. As of the date of initial recognition, financial assets and financial liabilities are measured at fair value and classified in accordance with the provisions of IFRS 9 *Financial Instruments*.

Fair value generally corresponds to the market or quoted value. If no active market exists, fair value is calculated using generally accepted valuation techniques (for example, using the present value method or option pricing models). Amortized cost corresponds to the cost of the financial liabilities adjusted for repayments, impairment and the amortization of any discounts or premiums.

IFRS 9 divides financial assets into the following measurement categories:

» At amortized cost (AC)
» At fair value through profit or loss (FVPL)
» At fair value through other comprehensive income (FVOCI)

The classification and measurement of financial assets is based on the business model and the structure of the cash flows. Classification depends on

» whether the underlying business model is aimed at holding financial assets to collect contractual cash flows (“hold” business model), whether the objective is to both collect contractual cash flows and sell financial assets (“hold and sell” business model) or solely sell the financial assets (“sell” business model) and
» whether the contractual cash flows are solely payments of principal and interest (SPPI).

The business model is determined based on the corporate management of the ZEISS Group. To this end, the financial instruments are combined into groups, each of which have a consistent underlying business model. The characteristics of the contractual cash flows are reviewed at the level of the individual financial instruments.

Financial assets whose contractual cash flows are solely payments of principal and interest on the principal amount and that are held under a “hold” business model are measured at amortized cost. These are trade receivables, cash and cash equivalents, cash at banks, loans, securities and sundry financial assets. The assets are subsequently measured using the effective interest method. Gains and losses from impairment or derecognition are recognized in the income statement.

If the objective is to both collect the contractual cash flows and sell the financial assets (“hold and sell” business model), the financial assets are measured at fair value through other comprehensive income (FVOCI). Unrealized gains and losses are recognized in other comprehensive income. If the assets are sold, the cumulative gains and losses from the change in fair value are reclassified to the income statement. Interest income is recognized in profit or loss using the effective interest method. This mainly relates to securities.

Financial assets that do not meet the SPPI criteria or are held under a “sell” business model are measured at fair value through profit or loss (FVPL). Gains and losses from the change in fair value are recognized directly in the income statement. This mainly relates to securities and derivatives.

Financial instruments classified as equity instruments are allocated to the “fair value through profit or loss” (FVTPL) measurement category. Entities may also opt to allocate equity instruments to the “fair value through other comprehensive income” (FVOCI) measurement category. If the option is exercised, the gains or losses from this financial instrument are recognized in other comprehensive income and may not be subsequently reclassified to the income statement.

Subsidiaries, associates and joint ventures that are not consolidated on the grounds of immateriality do not fall under the scope of IFRS 9 and IFRS 7.

A financial instrument is derecognized if the rights to cash flows have expired, due to the conclusion of insolvency proceedings, a court ruling or depending on other circumstances in the local law. A financial asset is also derecognized if the significant risks and rewards are transferred.

Financial assets are subject to credit risk which is accounted for by recognizing a risk provision or, if losses have already occurred, an impairment loss. Specific allowances and portfolio-based allowances based on the expected credit loss model are recognized to cover the credit risk. The extent of expected losses is categorized according to a three-stage model (general approach) depending on whether the credit risk of a financial instrument has increased significantly since initial recognition. Stage 1 comprises financial assets that have not deteriorated significantly in credit quality since initial recognition. In these cases, 12-month expected credit losses are recognized. If there is a significant increase in the risk of default by the debtor, the financial instrument is allocated to stage 2 and an allowance is recognized in the amount of the expected losses over the entire term or life of the asset. If there is further objective evidence of impairment, the financial assets are allocated to stage 3. Objective evidence includes delay of payment by more than 90 days, information about financial difficulties of the debtor or insolvency proceedings filed against the debtor. The general approach is used to determine the expected credit losses for all assets except trade and other receivables.

Financial liabilities are generally subsequently measured at amortized cost (AC). Financial liabilities held for trading are exempted from this rule and are measured at fair value through profit or loss (FVPL). This applies to derivatives with a negative fair value and to purchase price liabilities.

Trade and other receivables

Trade receivables are recognized when an unconditional right to consideration from the customer exists (detailed explanation in note 5 Revenue). The simplified approach is applied to determine allowances for trade receivables and receivables under financial leases. According to this, expected credit losses are always calculated over the entire lifetime of financial instruments. As a practical expedient, the ZEISS Group applies a provision matrix for non-credit-impaired receivables which determines the expected losses as a percentage based on the number of days past due. The calculation is based on historical loss experience and is supplemented by relevant forward-looking parameters. This takes current macroeconomic forecasts into account. The forecasts cover a full economic cycle at a minimum. If information about financial difficulties of the debtor is available, the receivables are assessed on a case-by-case basis and an allowance is recognized for credit-impaired receivables. An allowance account is used to post changes to allowances.

Derivative financial instruments

The ZEISS Group uses derivative financial instruments to hedge interest and currency risks. For this purpose, it enters into interest rate swaps as well as cross-currency swaps and forward exchange contracts. These cover the underlying goods and services transactions of Group entities and non-derivative financial transactions (underlying transactions).

The currency hedges serve above all to hedge recognized receivables and liabilities, transactions in foreign currency and the currency exposure derived from a continuously updated, rolling 15-month plan.

Interest rate hedges serve to hedge the interest rate risk arising from the floating-rate portions of certain loans.

The market values are derived from the amounts at which the derivative financial instruments concerned are traded or quoted at the reporting date, without taking into account any off-setting effects from the hedged transactions. Where market values are not available, they are determined using generally accepted valuation techniques (e.g. the present value method or option pricing models).

The nominal amounts and market values of the derivative financial instruments can be found in the following table:

	30 Sep 2025		30 Sep 2024	
	Nominal value	Market value	Nominal value	Market value
	€ k	€ k	€ k	€ k
» Derivatives with a positive market value	1,093,050	24,534	535,134	6,851
» Derivatives with a negative market value	517,447	16,036	540,147	3,824

Risks

As a global player, the ZEISS Group is exposed to credit risks, liquidity risks and market risks (currency, interest rate and other market risks) as part of its ordinary activities.

Credit risk

Credit risk stems from an adverse development in the economic conditions of the company's counterparties or borrowers and lies primarily in trade receivables. There is the threat of non-performance on the part of a contractual party. The maximum credit risk position of the ZEISS Group is equivalent to the carrying amounts of the financial instruments disclosed as financial assets. The risks are minimized by obtaining collateral, gathering credit ratings/references or analyzing track records of prior business relations, particularly payment behavior. The most frequent form is the retention of title. To reduce the credit risk with regard to trade receivables, invoices and corresponding credit notes are reported at the net amount in the statement of financial position provided netting is legally permissible and the receivable is intended to be settled on a net basis. Impairment losses are recognized for any credit risks associated with the financial assets.

The table below provides information on the remaining credit risk of trade and other receivables:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Trade and other receivables (gross)	**2,429,112**	**1,855,042**
Impairment losses	44,486	47,958
Allowance for exchange differences	1,520	1,171
Trade and other receivables (net)	**2,386,146**	**1,808,255**
» thereof due in more than 1 year	52,339	55,825

Trade and other receivables include finance lease receivables of €30,423k (prior year: €26,508k).

Identifiable credit risks are accounted for by specific allowances on trade and other receivables. Impairment losses of €33,439k (prior year: €31,968k) are recognized for credit risks.

Bad debt allowances on trade receivables (credit-impaired and non-credit-impaired) developed as follows:

	2024/25	2023/24
	€ k	€ k
1 Oct	**47,958**	**46,954**
Change in the basis of consolidation	-30	37
Utilization	-4,051	-3,926
Reversal	-13,924	-11,098
Additions	15,331	17,357
Exchange rate effects	-798	-1,366
30 Sep	**44,486**	**47,958**

The table below presents the gross carrying amounts and average default rates for trade and other receivables according to the simplified expected credit loss model:

	30 Sep 2025		30 Sep 2024	
	€ k	%	€ k	%
Not past due	1,571,586	0.2	1,366,242	0.3
Up to 30 days past due	358,531	0.4	327,987	0.8
31 to 60 days past due	367,707	0.2	39,871	3.5
61 to 90 days past due	28,710	2.2	27,400	5.3
More than 90 days past due	120,891	3.9	93,542	7.3
Trade and other receivables (gross)	**2,447,425**		**1,855,042**	

Macroeconomic forecasts were taken into account when calculating expected losses in order to reflect the credit risk expected by the market compared to past years. In general, a full default is assumed when a payment is 365 days past due.

In the ZEISS Group, derivative financial transactions are concluded in accordance with the German master agreement for financial futures contracts. They do not meet the offsetting criteria pursuant to IAS 32 *Financial Instruments: Presentation* since offsetting is enforceable only in the event of insolvency.

In the event of insolvency at a counterparty, the following offsetting would be possible:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Derivatives with a positive market value	24,534	6,851
Amount available for offsetting in the event of insolvency	2,655	2,740
Remaining credit risk	**21,879**	**4,111**

Credit risk in connection with securities is mitigated by selecting counterparties with good credit ratings and by limiting the amounts invested. The Group invests exclusively in securities of investment grade issuers.

Another credit risk is connected to the investment of cash if the banks are not able to meet their obligations. This risk is diversified by investing at different banks, defining limits per asset class and issuer, and applying high rating standards to business partners.

Liquidity risk

The liquidity risk of the ZEISS Group is the risk that it may not be able to meet its financial obligations (to repay financial liabilities or make interest payments).

The cash that serves this risk is generated primarily by operations. Where necessary or where it makes sense for strategic reasons, external sources of finance are drawn on in addition. Carl Zeiss Meditec AG also has the possibility of raising equity funds on the capital market.

For further details on financial liabilities, please refer to note 21 Financial liabilities.

To reduce liquidity risk with regard to trade payables, credit notes received are reported at the net amount in the statement of financial position provided there is a legal right to settle the liability on a net basis.

The following offsetting of derivative financial instruments with a negative market value would be possible in the event of insolvency of a counterparty:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Derivatives with a positive market value	16,036	3,824
Amount available for offsetting in the event of insolvency	2,655	2,740
Remaining liquidity risk	**13,381**	**1,084**

Liquidity is ensured by means of ongoing, group-wide liquidity monitoring and budgeting and a diversified investment policy that takes into account the terms to maturity and is implemented by Carl Zeiss Financial Services GmbH on a group-wide scale. The available liquidity and the revolving credit facility concluded with a banking syndicate on 6 October 2023 with a term of 5 years and 2 extension options of 1 year each give the ZEISS Group adequate flexibility to cover the Group's refinancing needs. The revolving credit facility has a total volume of €1,300m. Both extension options have already been exercised. The maturity date is therefore 6 October 2030. The revolving credit facility had not been utilized as of the reporting date.

In addition to the revolving credit facility, new credit lines were introduced in the banking group during the past fiscal year "until further notice." As of the reporting date, this credit line was available with a total volume of €490m and had not been utilized.

The ZEISS Group is not subject to any concentration risk thanks to the diverse nature of its financing sources and its cash and cash equivalents. The payment terms of the trade payables vary depending on the customary conditions in the respective countries and industries and usually include short-term payment terms.

The table below shows the contractually agreed undiscounted cash outflows for non-derivative financial liabilities:

	Undiscounted cash outflows			
	due within 1 year	due in 1 to 5 years	due in more than 5 years	**Total 30 Sep 2025**
	€ k	€ k	€ k	€ k
Trade payables	589,464	0	0	**589,464**
Financial liabilities				
» Liabilities to banks	58,012	458,383	3,108	**519,503**
» Promissory note loans	31,994	482,104	574,065	**1,088,163**
» Lease liabilities	94,413	202,136	71,362	**367,911**
» Other financial liabilities	434,882	1,127,315	514,574	**2,076,771**

	Undiscounted cash outflows			
	due within 1 year	due in 1 to 5 years	due in more than 5 years	Total 30 Sep 2024
	€ k	€ k	€ k	€ k
Trade payables	786,788	0	0	**786,788**
Financial liabilities				
» Liabilities to banks	13,026	245,243	1,838	**260,107**
» Promissory note loans	0	0	0	**0**
» Lease liabilities	94,799	205,622	92,914	**393,335**
» Other financial liabilities	311,564	738,383	976,189	**2,026,136**

The table below shows the contractually agreed undiscounted cash outflows for derivative financial instruments with a negative market value:

	Undiscounted cash outflows			
	due within 1 year	due in 1 to 5 years	due in more than 5 years	**Total 30 Sep 2025**
	€ k	€ k	€ k	€ k
Derivative financial liabilities settled on a gross basis				
» Cash outflows	519,765	0	0	**519,765**
» Cash inflows	502,621	0	0	**502,621**

	Undiscounted cash outflows			
	due within 1 year	due in 1 to 5 years	due in more than 5 years	Total 30 Sep 2024
	€ k	€ k	€ k	€ k
Derivative financial liabilities settled on a gross basis				
» Cash outflows	546,784	0	0	**546,784**
» Cash inflows	542,744	0	0	**542,744**

Market risk

The operations of the ZEISS Group are exposed to market price risks due to changes in exchange rates and interest rates. Business policy aims to minimize these risks by means of hedging. All hedging transactions are implemented at corporate level.

From an operating perspective, hedging rates are set for all relevant currencies. All business is transacted in compliance with the principle of strict separation of duties between front office (trading), middle office (financial risk management) and back office (settlement, documentation).

Exchange rate risk

On account of its global orientation, the ZEISS Group is primarily exposed to exchange rate risks in operations whenever revenue is generated or goods are purchased in a currency other than the currency in which the associated costs are incurred. This risk is mainly in relation to the Chinese renminbi, the pound sterling, the Japanese yen, the South Korean won and the US dollar.

The average rates of the forward exchange contracts for the main currencies break down as follows:

	1 € =	**2024/25**	2023/24
China	CNY	7.90	7.77
UK	GBP	0.85	0.86
Japan	JPY	163.49	158.23
South Korea	KRW	1,481.46	1,406.60
USA	USD	1.10	1.09

In order to reduce the effect of exchange rate fluctuations on operations, foreign exchange risks are mostly hedged using standard currency options and forward exchange contracts concluded with banks with excellent credit ratings.

For risk management and monitoring purposes value-at-risk analyses, supplemented by scenario, sensitivity and stress test analyses, are used to quantify exchange rate risks. These risk analyses are reported monthly to the Group’s Executive Board.

These value-at-risk analyses are used to regularly assess the risk position from changes in exchange rates by calculating the maximum loss for a certain confidence level and retention period. Value at risk is determined on the basis of historical data and taking into account correlations between the transactions analyzed. The value at risk determined then shows the maximum loss that will not be exceeded over a period of 1 day with a probability of 95% (historical simulation).

Value at risk amounted to €2.5m as of the reporting date (prior year: €3.2m).

Interest rate risk

Interest rate risk arises from fluctuations in market interest rates.

The ZEISS Group has various interest-sensitive assets and liabilities and therefore has interest rate exposure from its asset and liability management. These changes can affect both earnings (cash flow risk) and any fluctuations in the value of financial instruments (fair value risk).

The interest rate risk is analyzed and managed centrally by Carl Zeiss Financial Services GmbH. The ZEISS Group has the following cash flow and fair value risks based on its floating-rate and fixed-rate instruments in this context.

Cash flow risk: A change of +/- 100 base points for the variable rate financial instruments would have an effect of +/- €18.0m (prior year: +/- €11.2m) on profit or loss.

Fair value risk: Assuming a change of +/- 100 base points, the fixed-rate securities allocated to the “fair value through other comprehensive income” (FVOCI) measurement category would have an effect of -/+ €0.0m on equity (prior year: -/+ €0.5m). Assuming a change of +/- 100 base points, the financial instruments allocated to the “fair value through profit or loss” (FVPL) category would have an effect of +/- €1.5m (prior year: +/-€2.9m) on profit or loss.

The ZEISS Group is not exposed to material other price risks.

Carrying amounts and fair values by category

The table below presents the carrying amounts of the financial instruments accounted for by measurement category:

		30 Sep 2025	30 Sep 2024
		Carrying amount	Carrying amount
	Categories of IFRS 9	€ k	€ k
Trade and other receivables			
» Trade receivables	AC	2,355,723	1,781,747
» Other receivables	n/a*	30,423	26,508
Other financial assets			
» Shares in affiliates	n/a*	81,896	63,872
» Investments	FVPL	33,736	46,226
	n/a*	9,047	11,426
» Loans	AC	66,927	67,777
	FVPL	3,516	0
» Securities	FVPL	14,042	13,468
» Derivatives	FVPL	24,534	6,851
» Sundry other financial assets	AC	154,275	123,039
	n/a*	343,481	308,595
Cash and cash equivalents	AC	2,289,376	1,259,620
	FVPL	282,740	175,349
Financial assets		**5,689,716**	**3,884,478**
Trade payables	AC	589,464	786,788
Sundry other financial liabilities			
» Liabilities to banks	AC	474,874	232,148
» Promissory note loans	AC	916,733	0
» Derivatives	FVPL	16,036	3,824
» Lease liabilities	n/a*	348,153	377,744
» Other financial liabilities	AC	1,867,444	1,802,688
	FVPL	63,300	64,272
Financial liabilities		**4,276,004**	**3,267,464**

Aggregated by measurement category in accordance with IFRS 9			
Financial assets at amortized cost	AC	4,866,301	3,232,183
Financial assets at fair value through profit or loss	FVPL	358,568	241,894
Financial liabilities at amortized cost	AC	3,848,515	2,821,624
Financial liabilities at fair value through profit or loss	FVPL	79,336	68,096

* n/a.: Not attributable to any of the measurement categories pursuant to IFRS 9.

The carrying amounts presented for the financial instruments measured at (amortized) cost approximate their fair values. The following table shows the fair values and carrying amounts of the financial instruments that were measured at (amortized) cost but the carrying amounts do not approximate their fair values:

		30 Sep 2025		30 Sep 2024	
		Carrying amount	Fair value	Carrying amount	Fair value
	Categories of IFRS 9	€ k	€ k	€ k	€ k
Liabilities to banks	AC	474,874	474,874	232,148	230,561
Promissory note loans	AC	916,733	954,260	0	0
Other financial liabilities	AC	1,867,444	1,710,357	1,802,688	1,659,346

Fair value measurement

Financial instruments are measured at fair value based on a 3-level fair value hierarchy:

Level 1: Fair value is calculated based on the quoted, unadjusted market prices on active markets.

Level 2: Fair value is calculated based on market data such as stock prices, exchange rates or interest curves pursuant to market-based valuation techniques (e.g. present value method or option pricing models).

Level 3: Fair value is calculated based on models with non-observable market data (e.g. discounted cash flow method).

The decision on classification is made on the reporting date.

The table below shows the fair values of financial instruments as well as their respective classification:

				30 Sep 2025
	Level 1	Level 2	Level 3	Total
	€ k	€ k	€ k	€ k
Investments	0	0	33,736	33,736
Loans	0	0	3,516	3,516
Securities	14,042	0	0	14,042
Derivatives	0	24,534	0	24,534
Cash and cash equivalents	282,740	0	0	282,740
Financial assets	**296,782**	**24,534**	**37,252**	**358,568**
Liabilities to banks	0	474,874	0	474,874
Promissory note loans	0	954,260	0	954,260
Derivatives	0	16,036	0	16,036
Other financial liabilities	0	1,710,357	63,300	1,773,657
Financial liabilities	**0**	**2,201,267**	**63,300**	**2,264,567**

				30 Sep 2024
	Level 1	Level 2	Level 3	Total
	€ k	€ k	€ k	€ k
Investments	0	0	46,226	46,226
Securities	13,468	0	0	13,468
Derivatives	0	6,851	0	6,851
Cash and cash equivalents	175,349	0	0	175,349
Financial assets	**188,817**	**6,851**	**46,226**	**241,894**
Liabilities to banks	0	230,561	0	230,561
Derivatives	0	3,824	0	3,824
Other financial liabilities	0	1,659,346	64,272	1,723,618
Financial liabilities	**0**	**1,893,731**	**64,272**	**1,958,003**

The development of financial instruments allocated to Level 3 of the fair value hierarchy is presented in the table below:

			2024/25
	Investments	Loans	Other financial liabilities
	€ k	€ k	€ k
1 Oct 2024	**46,226**	**0**	**64,272**
Additions and disposals	-1,003	3,541	4,716
Changes in fair value recognized through profit or loss	-10,855	-25	-1,103
Changes in fair value recognized in other comprehensive income	0	0	0
Payment of contingent purchase price obligations	0	0	-2,469
Exchange rate effects	-632	0	-2,116
30 Sep 2025	**33,736**	**3,516**	**63,300**

			2023/24
	Investments	Loans	Other financial liabilities
	€ k	€ k	€ k
1 Oct 2023	**43,414**	**0**	**113,883**
Additions and disposals	16,844	0	1,064
Changes in fair value recognized through profit or loss	-4,329	0	-30,004
Changes in fair value recognized in other comprehensive income	-9,376	0	0
Payment of contingent purchase price obligations	0	0	-17,235
Exchange rate effects	-327	0	-3,436
30 Sep 2024	**46,226**	**0**	**64,272**

The financial assets allocated to Level 3 are investments and loans allocated to the “fair value through profit or loss” (FVPL) measurement category.

An increase or decrease in the interest rate for level 3 investments by 1 percentage point would, as in the prior year, result in a decrease or increase in the carrying amount of the investment by a low single-digit million figure.

The loans relate to loans granted to a supplier. Their repayment is linked to specific revenue targets and their interest rates are variable based on the Euribor. Both the planned revenue and the probability of default used for measurement are non-observable inputs. An increase or decrease in the interest rate by 1 percentage point would result in a decrease or increase in the contingent consideration by less than €1m. A reduction in the planned revenue by 15% would result in an increase in the probability of default by a low single-digit million figure.

The financial liabilities allocated to Level 3 relate to contingent purchase price obligations. The change in fair value recognized through profit or loss includes the annual unwinding of the discount on these liabilities and also the adjustment of cost of capital to measure the liabilities. Both effects were recognized in interest expenses. Furthermore, the other financial result contains the income from the remeasurement of contingent purchase price obligations which are also part of the change in fair value recognized through profit or loss presented here.

The fair value of the contingent consideration is determined based on the criteria agreed in the purchase agreement and the expected probable target achievement and is discounted at a market interest rate. An increase or decrease in the interest rate by 1.0 percentage point would result in a decrease or increase in the contingent consideration by a low single-digit million figure. A delay in the target achievement linked to milestones and simultaneous decrease in the planned revenue by 15% would result in a decrease in the obligations by around €16m.

Net gain or loss

The effects of financial instruments recognized in the income statement are presented on a net basis in the table below by category as defined in IFRS 9 *Financial Instruments*:

	2024/25			
		thereof from interest	thereof from subsequent measurement	thereof from disposals
	€ k	€ k	€ k	€ k
Financial assets at amortized cost	-10,398	53,582	-63,980	0
Financial assets at fair value through other comprehensive income	0	0	0	0
Financial assets and liabilities at fair value through profit or loss	36,817	-976	18,638	19,155
Financial liabilities measured at amortized cost	-34,444	-30,215	-4,229	0

	2023/24			
		thereof from interest	thereof from subsequent measurement	thereof from disposals
	€ k	€ k	€ k	€ k
Financial assets at amortized cost	22,409	57,604	-36,301	1,106
Financial assets at fair value through other comprehensive income	8,784	7,469	-264	1,579
Financial assets and liabilities at fair value through profit or loss	69,396	2,549	53,090	13,757
Financial liabilities measured at amortized cost	-26,473	-27,801	1,328	0

The "Financial assets at amortized cost" category contains the interest and currency result from the measurement of receivables and loans together with securities allocated to this category. The "Financial assets at fair value through other comprehensive income" category mainly results from the measurement of securities and from the reversal of provisions from financial assets in equity. The "Financial assets and liabilities at fair value through profit or loss" category contains the gains or losses from the measurement of derivatives and financial liabilities. The interest and currency result from the measurement of liabilities is recognized in the "Financial liabilities at amortized cost" category.

OTHER NOTES

24 Notes to the statement of cash flows

The consolidated statement of cash flows shows how the cash and cash equivalents reported in the statement of financial position of the ZEISS Group changed in the course of the fiscal year as a result of cash received and paid. In accordance with IAS 7 *Statement of Cash Flows*, a distinction is made between cash flows from operating activities, investing activities and financing activities.

The cash flows from operating activities are derived indirectly from the consolidated profit/loss for the year. The cash flows from investing activities and financing activities is generally determined on the basis of payments made or received. As for government grants for research and development, third-party subsidies are offset against investments in property, plant and equipment. The changes in financial assets are presented on a net basis as defined by IAS 7.22.

When performing the indirect calculation, changes in items of the statement of financial position considered are adjusted for the effects from currency translation, changes in the basis of consolidation and non-cash effects. Changes in the items of the statement of financial position concerned can therefore not be reconciled with the figures published in the consolidated statement of financial position.

Changes to liabilities from financing activities are shown in the table below. Cash changes include both proceeds from loans as well as repayment of liabilities from financing activities. The other non-cash changes in lease liabilities relate to new contracts and contract amendments from leases.

	Liabilities to banks	Promissory note loans	Lease liabilities	ASML loans	**Total**
	€ k	€ k	€ k	€ k	€ k
1 Oct 2023	**254,217**	**0**	**388,791**	**912,400**	**1,555,408**
Cash changes	-22,662	0	-88,930	610,000	498,408
Non-cash changes					
» Currency translation	-156	0	-9,991	0	-10,147
» Changes in basis of consolidation	749	0	9,616	0	10,365
» Other changes	0	0	78,258	0	78,258
30 Sep 2024	**232,148**	**0**	**377,744**	**1,522,400**	**2,132,292**
Cash changes	245,590	900,000	-92,584	-17,771	1,035,235
Non-cash changes					
» Currency translation	-2,864	0	-10,022	0	-12,886
» Changes in basis of consolidation	0	0	-4,488	0	-4,488
» Other changes	0	16,733	77,503	0	94,236
30 Sep 2025	**474,874**	**916,733**	**348,153**	**1,504,629**	**3,244,389**

In addition to the cash and cash equivalents of €2,572,116k (prior year: €1,434,969k) reported in the statement of financial position and the statement of cash flows, the Group has access to a revolving credit facility concluded between Carl Zeiss AG and a banking syndicate with a total volume of €1,300m. The credit facility has a term until 6 October 2030. As in the prior year, the revolving credit facility serves as a strategic liquidity reserve for the ZEISS Group and was not utilized as of the reporting date.

In addition to the revolving credit facility, credit lines were also introduced in the banking group “until further notice.” As of the reporting date, these credit lines were available with a total volume of €490m and had not been utilized.

25 Contingent liabilities

Contingent liabilities amount to €4,786k (prior year: €4,971k) and were not recognized as provisions because the probability of an outflow of resources is considered remote.

26 Average headcount for the year and personnel expenses

	2024/25	2023/24
	Number	Number
Germany	22,018	20,945
EMEA (without Germany)	6,054	5,617
Americas	7,110	7,595
APAC	10,520	10,203
	45,702	**44,360**
Trainees	822	713
Total	**46,524**	**45,073**

The average number for the year is calculated on the basis of full-time equivalents.

Personnel expenses break down as follows:

	2024/25	2023/24
	€ k	€ k
Wages and salaries	3,572,481	3,345,946
Social security	601,946	530,199
Pension costs	174,418	110,518
Total	**4,348,845**	**3,986,663**

The expenses for defined contribution plans including contributions to statutory pension funds amounted to €213,866k in the reporting period (prior year: €191,949k). The employer's contribution to statutory pension funds is included in social security contributions.

27 Leases

Contracts that convey the right to use an asset for a period of time in exchange for consideration are recognized in accordance with IFRS 16 *Leases*. Sale-and-leaseback agreements are presented using the same principles.

ZEISS as lessee

Lessees must generally recognize all leases as a financing transaction in the form of a right-of-use asset and corresponding lease liability. The lease liability is measured at the present value of the outstanding lease payments. The right-of-use assets are depreciated on a straight-line basis and the lease liability is rolled forward using the effective interest method. Renewal, termination and purchase options are taken into account during initial measurement of the lease liability if their exercise has become reasonably certain (especially property leases). The practical expedients for leases based on low-value assets and short-term leases are used.

The Group has entered into lease agreements for properties, technical equipment and machines as well as furniture and fixtures. The contracts have terms of between 1 and more than 5 years and some contain renewal, termination and purchase options as well as price adjustment clauses.

The carrying amounts of the right-of-use assets are included in property, plant and equipment as follows:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Land and buildings	261,656	286,468
Technical equipment and machinery	275	426
Other equipment, furniture and fixtures	54,317	57,331
Carrying amounts for right-of-use assets	**316,248**	**344,225**

Depreciation of right-of-use assets breaks down as follows:

	2024/25	2023/24
	€ k	€ k
Land and buildings	-68,673	-67,562
Technical equipment and machinery	-123	-179
Other equipment, furniture and fixtures	-23,380	-25,812
Depreciation of right-of-use assets	**-92,176**	**-93,553**

Lease liabilities of €92,584k (prior year: €88,930k) were repaid in fiscal year 2024/25. Interest expenses from the unwinding of the discount on lease liabilities are presented in the financial result and amount to €10,803k (prior year: €11,065k).

The lease expenses include expenses for short-term leases of €18,760k (prior year: €15,874k) and expenses for leases of low-value assets of €17,906k (prior year: €20,489k).

In fiscal year 2024/25, cash outflows for leases totaled €140,053k (prior year: €136,358k).

Future cash outflows of €73,589k (prior year: €70,990k) were not included in the lease liabilities because it is not reasonably certain that the leases will be renewed or not terminated.

As in the prior year, there are no future cash outflows for leases that have not yet begun as of the reporting date.

Moreover, no income was recognized from the sublease of right-of-use assets (prior year: €964k).

ZEISS as lessor

Lessors must assess as of the commencement date whether a lease is a finance lease or an operating lease. The lease is a finance lease if all significant risks and rewards incidental to ownership of an underlying asset are transferred. In this case, a receivable is recognized in the amount of the net investment in the lease. The corresponding interest income is presented in the financial result. Lease payments under operating leases are recognized in income on a straight-line basis over the lease term.

Operating leases

The Group has entered into lease agreements mainly for buildings and technical equipment. In connection with its product sales, the ZEISS Group offers financing models in the form of leases that are classified as operating leases based on their features.

The carrying amounts for property, plant and equipment contain the following amounts from operating leases under which the ZEISS Group is the lessor:

	30 Sep 2025	30 Sep 2024
	€ k	€ k
Land and buildings	15,608	16,595
Technical equipment and machinery	14,750	13,394
Other equipment, furniture and fixtures	4,109	2,432
Carrying amounts for operating leases	**34,467**	**32,421**

Risks from leases stem in particular from lessees failing to adhere to agreed conditions or purchase agreed quantities. In these cases, compensation for minimum purchase volumes in the event of failure to purchase or the return of the leased asset to the lessor including appropriate compensation payments for contract termination ahead of schedule are agreed in the contracts as protection against such risks. Further risk mitigation measures that are carried out prior to entering into a contract include customer credit checks, a feasibility appraisal of the lease and a comprehensive analysis of the customer's realistic requirements.

Lease income came to €13,616k (prior year: €10,059k) in fiscal year 2024/25. There was no lease income relating to variable lease payments not linked to an index or interest.

The following payments are anticipated from outstanding minimum lease payments under operating leases:

	30 Sep 2025	30 Sep 2024
Term to maturity	€ k	€ k
Due within year 1	13,197	10,124
Due within year 2	4,514	4,036
Due within year 3	3,600	3,311
Due within year 4	2,671	2,761
Due within year 5	1,683	2,475
Due in more than 5 years	4,305	4,205
Total minimum lease payments	**29,970**	**26,912**

Finance leases

In connection with product sales, the ZEISS Group offers financing models in the form of leases that are classified as finance leases based on their features. There are also finance leases for buildings.

See the statements under operating leases for information on the risks from finance leases.

In the current fiscal year, profits from finance leases amounted to €5,946k (prior year: €4,737k).

The following payments are anticipated from outstanding minimum lease payments under finance leases:

	30 Sep 2025	30 Sep 2024
Term to maturity	€ k	€ k
Due within year 1	9,040	8,299
Due within year 2	7,266	7,181
Due within year 3	6,679	5,140
Due within year 4	6,736	3,810
Due within year 5	1,757	2,604
Due in more than 5 years	158	375
Future undiscounted cash inflows	**31,636**	**27,409**
Unearned finance income	1,213	901
Finance lease receivables	**30,423**	**26,508**

28 Government grants

In accordance with IAS 20 *Accounting for Government Grants and Disclosure of Government Assistance*, government grants are only recorded if it is reasonably certain that the conditions attached to the grants will be fulfilled and the grants actually awarded. Grants related to income are offset against the corresponding expenses in the period in which the expenses are incurred. As a rule, public investment grants for assets are deferred and amortized through profit or loss over the useful lives of the related assets.

The government grants received in the reporting period were as follows:

	2024/25	2023/24
	€ k	€ k
Research and development grants	102,417	63,881
Grants related to assets	1,424	3,184
Other grants related to expenses	15,845	17,403
	119,686	**84,468**

29 Related party disclosures

Related parties as defined by IAS 24 *Related Party Disclosures* include the Carl Zeiss Foundation, Heidenheim an der Brenz and Jena (Germany), the entity SCHOTT AG, Mainz (Germany), owned by the Carl Zeiss Foundation, non-consolidated subsidiaries, the associates and joint ventures as well as the members of the Executive Board and the Supervisory Board of Carl Zeiss AG.

Related party transactions are carried out at arm's length.

In fiscal year 2024/25, the ZEISS Group procured goods and services from SCHOTT AG, Mainz (Germany), of €11,026k (prior year: €11,314k) and provided a negligible volume of goods and services to SCHOTT AG, Mainz (Germany). In addition, Microsoft licenses of €6,158k (prior year: €5,866k) were cross-charged to SCHOTT AG, Mainz (Germany). As of the reporting date, a prepayment of €1,718k (prior year: €2,705k) had been made to SCHOTT AG, Mainz (Germany). There were no other significant outstanding balances as of the reporting date.

The table below shows the goods and services supplied to and received from non-consolidated subsidiaries as well as associates and joint ventures:

	Goods and services supplied		Goods and services received	
	2024/25	2023/24	**2024/25**	2023/24
	€ k	€ k	€ k	€ k
Non-consolidated subsidiaries	50,275	28,902	55,243	50,070
Associates and joint ventures	4,247	5,583	5,361	2,850
	54,522	**34,485**	**60,604**	**52,920**

The table below shows the receivables from non-consolidated subsidiaries as well as associates and joint ventures:

	Trade and other receivables		Financial receivables	
	30 Sep 2025	30 Sep 2024	**30 Sep 2025**	30 Sep 2024
	€ k	€ k	€ k	€ k
Non-consolidated subsidiaries	31,575	20,466	43,368	34,731
Associates and joint ventures	6,052	5,207	8,561	8,126
	37,627	**25,673**	**51,929**	**42,857**

The table below shows the liabilities to non-consolidated subsidiaries as well as associates and joint ventures:

	Trade payables and other liabilities		Financial liabilities	
	30 Sep 2025	30 Sep 2024	**30 Sep 2025**	30 Sep 2024
	€ k	€ k	€ k	€ k
Non-consolidated subsidiaries	19,521	13,500	9,773	17,474
Associates and joint ventures	425	324	34	71
	19,946	**13,824**	**9,807**	**17,545**

Financial receivables and financial liabilities primarily contain receivables and liabilities from loans and cash management.

In the reporting period, there were no transactions between the ZEISS Group and members of the Executive Board and the Supervisory Board and their family members above and beyond the existing employment, service or appointment relationships and the related contractually agreed remuneration.

Information on the remuneration of board members is contained in note 33 Remuneration of the Executive Board and the Supervisory Board.

30 German Corporate Governance Code

The Management Board and the Supervisory Board of the listed company Carl Zeiss Meditec AG, Jena (Germany), included in the consolidated financial statements have issued a declaration in accordance with Sec. 161 German Stock Corporation Act (AktG) on the recommendations issued by the government commission on the German Corporate Governance Code and made it available to stockholders on the company's website (www.zeiss.com/meditec-ag/ir).

31 Audit fees

The following fees were recognized as expenses for the services provided by the auditor of the consolidated financial statements PricewaterhouseCoopers GmbH Wirtschaftsprüfungs-gesellschaft and other companies in the international PwC network:

	2024/25		2023/24	
		thereof PwC Germany		thereof PwC Germany
	€ k	€ k	€ k	€ k
Audit services	6,663	2,894	6,551	2,998
Other attestation services	135	135	62	62
Other services	407	407	425	425

32 Subsequent events

There were no significant events after the end of the fiscal year.

33 Remuneration of the Executive Board and the Supervisory Board

Total remuneration of the members of the Executive Board for performance of their duties at Carl Zeiss AG and its subsidiaries came to €19,731k in fiscal year 2024/25 (prior year: €15,916k), comprising fixed remuneration as well as short-term and long-term variable remuneration components. Of the total remuneration, €2,290k (prior year: €1,911k) is attributable to service cost for pension obligations. Current fixed and variable remuneration comes to €17,441k (prior year: €14,005k). The members of the Executive Board did not receive any additional remuneration because they waived the remuneration for their activities on the Supervisory Board of subsidiaries. There are pension obligations of €6,294k (prior year: €15,724k) and further obligations from outstanding remuneration (dependent on defined targets) of €9,840k (prior year: €9,899k) toward members of the Executive Board.

The total benefits paid to former members of the Executive Board and their surviving dependents amounted to €3,340k for fiscal year 2024/25 (prior year: €3,641k). Provisions totaling of €61,760k (prior year: €62,009k) were recognized for the benefit obligations to former members of the Executive Board or their surviving dependents.

The total remuneration of the members of the Supervisory Board of Carl Zeiss AG for their work came to €2,098k in fiscal year 2024/25 (prior year: €1,948k).

Oberkochen, 2 December 2025

The Executive Board of Carl Zeiss AG

Andreas Pecher
Maximilian Foerst
Sven Hermann
Stefan Müller
Dr. Frank Rohmund
Dr. Marc Wawerla

List of Shareholdings of the Group
in accordance with Sec. 315e (1) in conjunction with Sec. 313 (2) German Commercial Code HGB
30 September 2025

Country	City	Name of entity		Share in capital acc. to Sec. 285 No. 11 HGB	Beneficial share in capital
				%	%
1. Fully consolidated subsidiaries					
Germany	Aalen	Carl Zeiss Aalen GmbH & Co. KG	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss Beteiligungs-GmbH	1	100.0	100.0
Germany	Goettingen	Carl Zeiss CMP GmbH	1	100.0	100.0
Germany	Dresden	Carl Zeiss Digital Innovation GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss EEH GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss Energie GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss EUV Metrology and Inspection GmbH	1	100.0	75.1
Germany	Oberkochen	Carl Zeiss Financial Services GmbH	1	100.0	100.0
Germany	Braunschweig	Carl Zeiss GOM Metrology GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss Grundstücks GmbH & Co. KG	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss Industrielle Messtechnik GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss IQR GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss IQS Deutschland GmbH	1	100.0	100.0
Germany	Jena	Carl Zeiss Jena GmbH	1	100.0	100.0
Germany	Jena	Carl Zeiss Jena Grundstücks GmbH & Co. KG	1	100.0	100.0
Germany	Jena	Carl Zeiss Meditec AG		59.1	60.4
Germany	Jena	Carl Zeiss Meditec Asset Management Verwaltungsgesellschaft mbH	1	100.0	60.4
Germany	Oberkochen	Carl Zeiss Meditec Vertriebsgesellschaft mbH	1	100.0	60.4
Germany	Oberkochen	Carl Zeiss Microscopy Deutschland GmbH	1	100.0	100.0
Germany	Jena	Carl Zeiss Microscopy GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss MultiSEM GmbH	1	100.0	100.0
Germany	Schönkirchen	Carl Zeiss Schönkirchen GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss SMT GmbH	1	100.0	75.1
Germany	Oberkochen	Carl Zeiss SMT Holding GmbH & Co. KG	1	75.1	75.1
Germany	Oberkochen	Carl Zeiss SMT Holding Management GmbH	1	100.0	100.0
Germany	Jena	Carl Zeiss Spectroscopy GmbH	1	100.0	100.0
1. Fully consolidated subsidiaries					
Germany	Wetzlar	Carl Zeiss Sports Optics GmbH	1	100.0	100.0
Germany	Oberkochen	Carl Zeiss Venture Beteiligungsgesellschaft mbH	1	100.0	100.0
Germany	Aalen	Carl Zeiss Vision GmbH	1	100.0	100.0
Germany	Aalen	Carl Zeiss Vision Grundstücks GmbH & Co. KG	1	100.0	100.0
Germany	Aalen	Carl Zeiss Vision International China Holding GmbH		100.0	100.0
Germany	Aalen	Carl Zeiss Vision International GmbH	1	100.0	100.0
Germany	Wetzlar	Carl Zeiss Wetzlar Grundstücks GmbH & Co. KG	1	100.0	100.0
Germany	Düsseldorf	D.O.R.C. Deutschland GmbH		100.0	60.4
Germany	Aalen	Marwitz & Hauser GmbH	1	100.0	100.0
Germany	Kiel	Opton Feintechnik Kiel GmbH	1	100.0	100.0
Germany	Aalen	tooz technologies GmbH		100.0	100.0
Argentina	Buenos Aires	Carl Zeiss Vision Argentina S.A.		100.0	100.0
Australia	North Ryde	Carl Zeiss No. 2 Pty. Ltd.		100.0	100.0
Australia	North Ryde	Carl Zeiss Pty. Ltd.		100.0	100.0
Australia	Tonsley	Carl Zeiss Vision Australia Group Pty. Ltd.		100.0	100.0
Australia	Tonsley	Carl Zeiss Vision Australia Holdings Ltd.		100.0	100.0
Australia	Tonsley	Carl Zeiss Vision Australia Pty. Ltd.		100.0	100.0
Australia	Tonsley	Sola Optical Partners (Limited Partnership)		100.0	100.0
Belgium	Zaventem	Carl Zeiss N.V.-S.A.		100.0	100.0
Belgium	Zaventem	Carl Zeiss Vision Belgium NV		100.0	100.0
Brazil	São Paulo	Carl Zeiss do Brasil Ltda.		100.0	100.0
Brazil	Petrópolis	Carl Zeiss Vision Brasil Industria Optica Ltda.		100.0	100.0
British Virgin Islands	Road Town, Tortola	Carl Zeiss Vision China (BVI) Ltd.		100.0	100.0
China	Shanghai	Carl Zeiss (Shanghai) Co., Ltd.		100.0	100.0
China	Hong Kong	Carl Zeiss Far East Co., Ltd.		100.0	100.0

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB %	Beneficial share in capital %
1. Fully consolidated subsidiaries				
China	Shanghai	Carl Zeiss Holding Co., Ltd., China	100.0	100.0
China	Shanghai	Carl Zeiss IMT (Shanghai) Co., Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Meditec (Guangzhou) Ltd.	100.0	60.4
China	Suzhou	Carl Zeiss Meditec (Suzhou) Co., Ltd.	100.0	60.4
China	Shanghai	Carl Zeiss Meditec Holding (Shanghai) Co., Ltd.	100.0	60.4
China	Suzhou	Carl Zeiss Suzhou Co., Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Vision (China) Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Vision (Guangzhou) Ltd.	100.0	100.0
China	Hong Kong	Carl Zeiss Vision Sunlens Asia Pacific Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Vision Sunlens China Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Vision Technical Services (Guangzhou) Ltd.	100.0	100.0
China	Guangzhou	Carl Zeiss Vision Technologies (Guangzhou) Ltd.	100.0	100.0
Denmark	Birkerød	Carl Zeiss A/S	100.0	100.0
Denmark	Birkerød	Carl Zeiss Vision Danmark A/S	100.0	100.0
Finland	Vanda	Carl Zeiss Oy	100.0	100.0
France	La Rochelle, Périgny	Atlantic SAS	100.0	60.4
France	Rueil-Malmaison	Carl Zeiss Meditec France SAS	100.0	60.4
France	La Rochelle, Périgny	Carl Zeiss Meditec SAS	100.0	60.4
France	Rueil-Malmaison	Carl Zeiss SAS	100.0	100.0
France	Fougères	Carl Zeiss Vision France Holding SAS	100.0	100.0
France	Fougères	Carl Zeiss Vision France SAS	100.0	100.0
France	Issy-les-Moulineaux	D.O.R.C. France S.A.R.L.	100.0	60.4
France	Paris	France Chirurgie Instrumentation SAS	100.0	60.4
UK	Cambourne	Carl Zeiss Limited	100.0	100.0

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB %	Beneficial share in capital %
1. Fully consolidated subsidiaries				
UK	Cambourne	Carl Zeiss Microscopy Limited	100.0	100.0
UK	Birmingham	Carl Zeiss Vision UK Limited	100.0	100.0
UK	Livingston	HYALTECH Limited	100.0	60.4
UK	Birmingham	SILS Limited	100.0	100.0
India	Bangalore	Carl Zeiss India (Bangalore) Private Limited	100.0	100.0
Indonesia	Jakarta	PT Carl Zeiss Indonesia	100.0	100.0
Ireland	Dublin	Carl Zeiss Ireland Limited	100.0	100.0
Ireland	Wexford	Carl Zeiss Vision Ireland Limited	100.0	100.0
Israel	Misgav	Carl Zeiss SMS Ltd.	100.0	75.1
Italy	Milan	Carl Zeiss S.p.A.	100.0	100.0
Italy	Castiglione Olana	Carl Zeiss Vision Italia S.p.A.	100.0	100.0
Italy	Cassano Magnago	Carl Zeiss X-ray Technologies S.r.l.	100.0	100.0
Japan	Tokyo	Carl Zeiss Co., Ltd.	100.0	100.0
Japan	Tokyo	Carl Zeiss Meditec Co., Ltd.	100.0	79.8
Japan	Tokyo	Carl Zeiss Vision Japan Co., Ltd.	100.0	100.0
Canada	Halifax	Audioptics Medical Inc.	100.0	60.4
Canada	Toronto	Carl Zeiss Canada Ltd.	100.0	100.0
Canada	Toronto	Carl Zeiss Vision Canada Inc.	100.0	100.0
Kazakhstan	Almaty District	Carl Zeiss LLC	100.0	100.0
Colombia	Bogotá D.C.	Carl Zeiss Vision Colombia S.A.S.	100.0	100.0
Korea, South	Seoul	Carl Zeiss Co., Ltd.	100.0	100.0
Korea, South	Seoul	Carl Zeiss Vision Korea Co., Ltd.	100.0	100.0
Croatia	Zagreb	Carl Zeiss d.o.o.	100.0	100.0
Malaysia	Petaling Jaya	Carl Zeiss Sdn. Bhd.	100.0	100.0
Malaysia	Petaling Jaya	Carl Zeiss Vision (Malaysia) Sdn. Bhd.	100.0	100.0
Mauritius	Quatre Bornes	FCI SUD Ltd.	100.0	60.4

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB	Beneficial share in capital
			%	%
1. Fully consolidated subsidiaries				
Mexico	México D.F.	Carl Zeiss de México S.A. de C.V.	100.0	100.0
Mexico	Tijuana	Carl Zeiss Vision Manufactura de Mexico S. de R.L. de C.V.	100.0	100.0
Mexico	Naucalpan	Carl Zeiss Vision Mexico S. de R.L. de C.V.	100.0	100.0
New Zealand	Auckland	Carl Zeiss (N.Z.) Ltd.	100.0	100.0
Netherlands	Breda	Carl Zeiss B.V.	100.0	100.0
Netherlands	Breda	Carl Zeiss Vision Nederland B.V.	100.0	100.0
Netherlands	Zuidland	D.O.R.C. Dutch Ophthalmic Research Center (International) B.V.	100.0	60.4
Netherlands	Zuidland	DORC Bidco B.V.	100.0	60.4
Netherlands	Zuidland	DORC Topco B.V.	100.0	60.4
Netherlands	Eindhoven	Preceyes B.V.	100.0	60.4
Norway	Lillestrøm	Carl Zeiss AS	100.0	100.0
Austria	Vienna	Carl Zeiss GmbH	100.0	100.0
Austria	Graz	Carl Zeiss Industrielle Messtechnik Austria GmbH	100.0	100.0
Philippines	Taguig	Carl Zeiss Philippines Pte. Ltd.	100.0	100.0
Poland	Poznań	Carl Zeiss Shared Services Sp. z o.o.	100.0	100.0
Poland	Poznań	Carl Zeiss Sp. z o.o.	100.0	100.0
Portugal	Lisbon	Carl Zeiss Meditec Portugal Unipessoal Lda.	100.0	60.4
Portugal	Setúbal	Carl Zeiss Vision Portugal, S.A.	100.0	100.0
Romania	Bucharest	Carl Zeiss Instruments S.R.L.	100.0	100.0
Russia	Moscow	Carl Zeiss LLC	100.0	100.0
Sweden	Stockholm	Carl Zeiss AB	100.0	100.0
Sweden	Malmö	Carl Zeiss Vision AB	100.0	100.0
Switzerland	Feldbach	Carl Zeiss AG	100.0	100.0
Switzerland	Zurich	Carl Zeiss SMT Switzerland AG	100.0	75.1
Switzerland	Feldbach	Carl Zeiss Vision Swiss AG	100.0	100.0

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB	Beneficial share in capital
			%	%
1. Fully consolidated subsidiaries				
Singapore	Singapore	Carl Zeiss Pte. Ltd.	100.0	100.0
Singapore	Singapore	Carl Zeiss Vision Singapore Pte. Ltd.	100.0	100.0
Slovakia	Trnava	Carl Zeiss Slovakia, s.r.o.	100.0	100.0
Slovenia	Ljubljana	Carl Zeiss d.o.o.	100.0	100.0
Spain	Tres Cantos - Madrid	Carl Zeiss Iberia, S.L.	100.0	100.0
Spain	Tres Cantos - Madrid	Carl Zeiss Meditec Iberia, S.A.	100.0	60.4
Spain	Tres Cantos - Madrid	Carl Zeiss Vision España, S.L.	100.0	100.0
South Africa	Randburg	Carl Zeiss (Pty) Ltd	100.0	100.0
South Africa	Randburg	Carl Zeiss Vision South Africa (Pty) Ltd	100.0	100.0
Taiwan	Hsinchu	Carl Zeiss Co., Ltd.	100.0	100.0
Thailand	Bangkok	Carl Zeiss Co., Ltd.	49.0[2]	49.0[2]
Czech Republic	Prague	Carl Zeiss spol. s r.o.	100.0	100.0
Türkiye	Ankara	Carl Zeiss Meditec Medikal Cözümler Tic. ve San. A.S.	100.0	60.4
Ukraine	Kiev	Carl Zeiss LLC	100.0	100.0
Hungary	Mátészalka	Carl Zeiss Sport Optikai Hungaria Kft.	100.0	100.0
Hungary	Budapest	Carl Zeiss Technika Kft.	100.0	100.0
Hungary	Mátészalka	Carl Zeiss Vision Hungary Optikai Kft.	100.0	100.0
USA	White Plains	Carl Zeiss, Inc.	100.0	100.0
USA	Minneapolis	Carl Zeiss Industrial Metrology, LLC	100.0	100.0
USA	Minneapolis	Carl Zeiss Industrial Quality Solutions, LLC	100.0	100.0
USA	Reno	Carl Zeiss Meditec Cataract Technology, Inc.	100.0	60.4
USA	Ontario	Carl Zeiss Meditec Production, LLC	100.0	60.4
USA	Dublin	Carl Zeiss Meditec USA, Inc.	100.0	60.4
USA	Dublin	Carl Zeiss Meditec, Inc.	100.0	60.4

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB %	Beneficial share in capital %
1. Fully consolidated subsidiaries				
USA	White Plains	Carl Zeiss Microscopy, LLC	100.0	100.0
USA	White Plains	Carl Zeiss SBE, LLC	100.0	100.0
USA	White Plains	Carl Zeiss SMT, Inc.	100.0	75.1
USA	Hebron	Carl Zeiss Vision Holdings Ltd.	100.0	100.0
USA	Hebron	Carl Zeiss Vision, Inc.	100.0	100.0
USA	Dublin	Carl Zeiss X-ray Microscopy, Inc.	100.0	100.0
USA	Exeter	Dutch Ophthalmic USA, Inc.	100.0	60.4
USA	Pembroke	FCI Ophthalmics, Inc.	100.0	60.4
USA	Chesterfield	Katalyst Surgical, LLC	100.0	60.4
USA	Chesterfield	Kogent Surgical, LLC	100.0	60.4
USA	Seabrook	MicroVision, Inc.	100.0	60.4
USA	New Britain	Peregrine Surgical, LLC	100.0	60.4
United Arab Emirates	Dubai	Carl Zeiss Vision MENA FZE	100.0	100.0
Vietnam	Ho Chi Minh City	Carl Zeiss Vietnam Company Limited	100.0	100.0

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB %	Beneficial share in capital %
2. Non-consolidated subsidiaries				
Germany	Cologne	Carl Zeiss Consumer Products GmbH	100.0	100.0
Germany	Oberkochen	Carl Zeiss Elfte Vorratsgesellschaft mbH	100.0	100.0
Germany	Oberkochen	Carl Zeiss Grundstücks-Verwaltungs GmbH	100.0	100.0
Germany	Ulm	Carl Zeiss MES Solutions GmbH	100.0	100.0
Germany	Wangen	Carl Zeiss Optical Components GmbH	100.0	100.0
Germany	Oberkochen	Carl Zeiss Sechste Vorratsgesellschaft mbH	100.0	100.0
Germany	Oberkochen	Carl Zeiss Siebte Vorratsgesellschaft mbH	100.0	100.0
Germany	Oberkochen	Carl Zeiss Zwölfte Vorratsgesellschaft mbH	100.0	100.0
Germany	Aalen	eumetron GmbH	100.0	100.0
Germany	Oberkochen	Gusto Gourmet GmbH	100.0	100.0
Germany	Oberkochen	MuLight Technology GmbH	100.0	100.0
Germany	Deggendorf	Umami Ware GmbH	72.7	72.7
Germany	Westerburg	Wefis GmbH	100.0	60.4
Germany	Hohenbrunn	XETOS AG	97.8	97.8
Brazil	Barureri	D.O.R.C. do Brasil Produtos e Servicos Oftalmologicos Ltda.	100.0	60.4
Bulgaria	Sofia	Carl Zeiss Bulgaria EOOD	100.0	100.0
China	Hong Kong	D.O.R.C. Hong Kong Ltd.	100.0	60.4
China	Shanghai	Daoenke Medical Technology Co., Ltd.	100.0	60.4
China	Shanghai	GOM Optical Measuring Techniques (Shanghai) Co., Ltd.	100.0	100.0
France	Strasbourg	InfiniteVision Optics SAS	100.0	60.4
UK	Rochford	D.O.R.C. Limited	100.0	60.4
UK	London	Ncam Technologies Limited	100.0	100.0
Italy	Agrate Brianza	D.O.R.C. Italy S.r.l.	100.0	60.4
India	Bangalore	Aloka Vision Foundation	99.0	99.0
Netherlands	Zuidland	Medical Instrument Design (M.I.D.) International B.V.	100.0	60.4

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB	Beneficial share in capital
			%	%
2. Non-consolidated subsidiaries				
Austria	Vienna	D.O.R.C. GmbH	100.0	60.4
Poland	Slupsk	Carl Zeiss IQS Software R&D Center Sp. z o.o.	100.0	100.0
Romania	Timisoara	Carl Zeiss MES Solutions S.R.L.	99.9	99.9
Sweden	Nacka	D.O.R.C. Scandinavia AB	100.0	60.4
Switzerland	Lausanne	Pi Imaging Technology SA	100.0	100.0
Serbia	Ruma	Carl Zeiss d.o.o. Ruma	100.0	100.0
Zimbabwe	Harare	Carl Zeiss (Pvt.) Ltd. (Zimbabwe)	100.0	100.0
Spain	Barcelona	D.O.R.C. España, S.L.	100.0	60.4
Türkiye	Istanbul	Carl Zeiss Teknoloji Cözümleri Ticaret Limited Sirketi	100.0	100.0
Hungary	Miskolc	Carl Zeiss Digital Innovation Hungary Kft.	100.0	100.0
USA	Hebron	American Optical IP Corporation	100.0	100.0
USA	Hebron	Carl Zeiss Vision Business Services, Inc.	100.0	100.0
USA	Princeton	EMMETROPIA, Inc.	100.0	60.4
Venezuela	San Diego	Carl Zeiss Vision Venezuela Industria Optica C.A.	100.0	100.0

Country	City	Name of entity	Share in capital acc. to Sec. 285 No. 11 HGB	Beneficial share in capital
			%	%
3. Associates and joint ventures (investments accounted for using the equity method)				
Germany	Mannheim	Vibrosonic GmbH	39.8	26.4
China	Wuxi	Wuxi Carl Zeiss Vision Pro Medical Technology Co., Ltd.	50.0	30.2
4. Associates and joint ventures (other investments)				
Germany	Braunschweig	A3DS GmbH	30.0	30.0
Germany	Stuttgart	Eyes on Retail GmbH	49.0	49.0
Germany	Jena	JENAER BILDUNGSZENTRUM gGmbH SCHOTT CARL ZEISS JENOPTIK	33.3	33.3
Germany	Berlin	MakerVerse GmbH	29.5	29.5
Germany	Ulm	Scantinel Photonics GmbH	37.5	37.5
Germany	Holm-Seppensen	X-Ray Solutions GmbH	49.0	49.0
Italy	Samarate	S.E.A.I. S.r.l.	25.0	25.0
Norway	Drammen	Visitech AS	25.0	25.0
Switzerland	Zug	KXO AG	38.3	37.5
USA	Lafayette	Ophthalmic Laser Engines, LLC	52.0	31.4
USA	Fort Worth	TEC Evolution, LLC	30.0	30.0
United Arab Emirates	Dubai	Carl Zeiss Vision MENA Spectacles Trading LLC	49.0	49.0

[1] In accordance with Sec. 264 (3) HGB or Sec. 264b HGB, these entities are exempted from the duty to publish their financial statements
[2] Majority of the voting rights

Independent Auditor's Report

"INDEPENDENT AUDITOR'S REPORT

To Carl Zeiss AG, Oberkochen

Audit Opinions

We have audited the consolidated financial statements of Carl Zeiss AG, Oberkochen, and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at 30 September 2025, and the consolidated statement of comprehensive income, consolidated statement of profit or loss, consolidated statement of changes in equity and consolidated statement of cash flows for the financial year from 1 October 2024 to 30 September 2025, and notes to the consolidated financial statements, including material accounting policy information. In addition, we have audited the group management report of Carl Zeiss AG for the financial year from 1 October 2024 to 30 September 2025.

In our opinion, on the basis of the knowledge obtained in the audit,

» the accompanying consolidated financial statements comply, in all material respects, with the IFRS Accounting Standards as issued by the International Accounting Standards Board (IASB) (IFRS Accounting Standards) and adopted by the EU, and the additional requirements of German commercial law pursuant to § [Article] 315e Abs. [paragraph] 1 HGB ["Handelsgesetzbuch": German Commercial Code] and, in compliance with these requirements, give a true and fair view of the assets, liabilities and financial position of the Group as at 30 September 2025 and of its financial performance for the fiscal year from 1 October 2024 to 30 September 2025, and

» the accompanying group management report as a whole provides an appropriate view of the Group's position. In all material respects, this group management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development.

Pursuant to § 322 Abs. 3 Satz [sentence] 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the group management report.

Basis for the Audit Opinions

We conducted our audit of the consolidated financial statements and of the group management report in accordance with § 317 HGB in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). Our responsibilities under those requirements and principles are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the consolidated financial statements and on the group management report.

Other Information

The executive directors are responsible for the other information.

The other information comprises the annual report – excluding cross-references to external information – with the exception of the audited consolidated financial statements, the audited group management report and our auditor's report.

Our audit opinions on the consolidated financial statements and on the group management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information mentioned above and, in so doing, to consider whether the other information

» is materially inconsistent with the consolidated financial statements, with the group management report disclosures audited in terms of content or with our knowledge obtained in the audit, or

» otherwise appears to be materially misstated.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Financial Statements and the Group Management Report

The executive directors are responsible for the preparation of the consolidated financial statements that comply, in all material respects, with the IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities, financial position, and financial performance of the Group. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, the executive directors are responsible for assessing the Group's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, the executive directors are responsible for the preparation of the group management report that, as a whole, provides an appropriate view of the Group's position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a group management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the group management report.

The supervisory board is responsible for overseeing the Group's financial reporting process for the preparation of the consolidated financial statements and of the group management report.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the group management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the consolidated financial statements and on the group management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with § 317 HGB and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this group management report.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also:

» Identify and assess the risks of material misstatement of the consolidated financial statements and of the group management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

» Obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures (systems) relevant to the audit of the group management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of these systems.

» Evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.

» Conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the consolidated financial statements and in the group management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.

» Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with the IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB.

» Design and perform the audit of the consolidated financial statements to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express audit opinions on the consolidated financial statements and on the group management report. We are responsible for the direction, supervision and review of the work performed for the group audit. We remain solely responsible for our audit opinions.

» Evaluate the consistency of the group management report with the consolidated financial statements, its conformity with German law, and the view of the Group's position it provides.

» Perform audit procedures on the prospective information presented by the executive directors in the group management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit."

Stuttgart, 2 December 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

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Other notes

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Disclaimer

This report contains certain forward-looking statements concerning the development of the ZEISS Group. At the present time, ZEISS assumes that these forward-looking statements are realistic. However, such forward-looking statements are based both on assumptions and estimates that are subject to risks and uncertainties, which may lead to the actual results differing significantly from the expected results. ZEISS therefore assumes no liability for such a deviation. There are no plans to update the forward-looking statements for events that occur after the end of the reporting period.

Apparent additional discrepancies may arise throughout this annual report due to mathematical rounding.

This is a translation of the original German-language Annual Report of the ZEISS Group. The ZEISS Group shall not assume any liability for the correctness of this translation. If the texts differ, the German report shall take precedence.

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