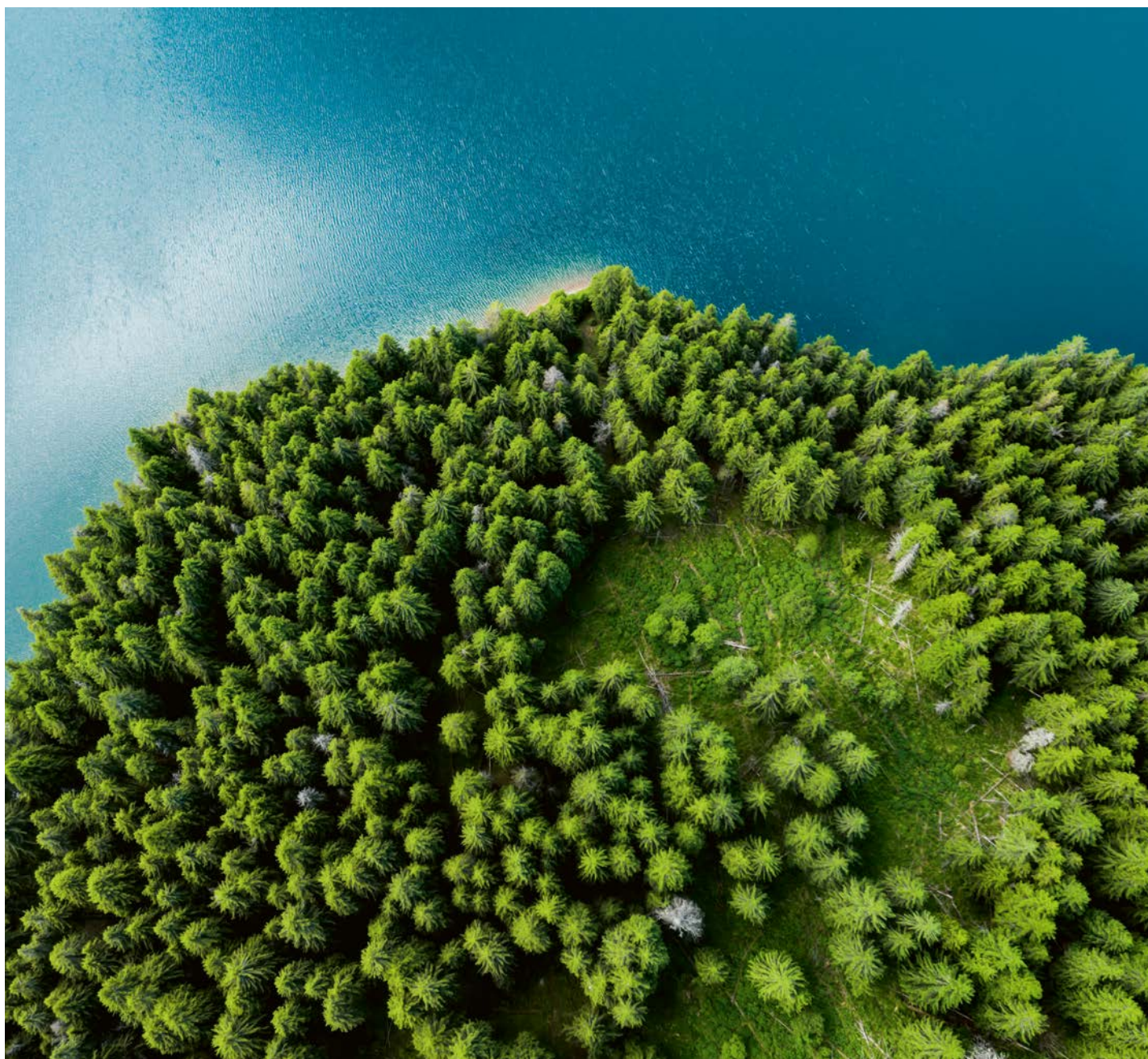


# Sustainability statement

2025



# Contents

|          |                                                                     |           |
|----------|---------------------------------------------------------------------|-----------|
| <b>1</b> | <b>CEO letter</b>                                                   | <b>3</b>  |
| <b>2</b> | <b>Company profile</b>                                              | <b>4</b>  |
| 2.1      | Stäubli group                                                       | 4         |
| 2.2      | Key figures                                                         | 4         |
| <b>3</b> | <b>Stäubli sustainability journey</b>                               | <b>5</b>  |
| 3.1      | Sustainable transformation                                          | 5         |
| <b>4</b> | <b>ESRS 2 – General disclosures</b>                                 | <b>11</b> |
| 4.1      | Approach to reporting                                               | 11        |
| 4.2      | Governance                                                          | 12        |
| <b>5</b> | <b>Environment</b>                                                  | <b>22</b> |
| 5.1      | ESRS E1 – Climate change                                            | 22        |
| 5.2      | ESRS E2 – Pollution                                                 | 28        |
| 5.3      | ESRS E5 – Resource Use & Circular Economy                           | 31        |
| 5.4      | Taxonomy disclosure                                                 | 37        |
| <b>6</b> | <b>Social</b>                                                       | <b>40</b> |
| 6.1      | ESRS S1 – Own Workforce                                             | 40        |
| <b>7</b> | <b>Governance</b>                                                   | <b>48</b> |
| 7.1      | ESRS G1 – Business conduct                                          | 48        |
| <b>8</b> | <b>Appendix</b>                                                     | <b>51</b> |
| 8.1      | Voluntarily reported non-material Key Performance Indicators (KPIs) | 51        |
| 8.2      | Glossary                                                            | 52        |

# 1 CEO letter



Dear colleagues, partners, and stakeholders,

Sustainability is a fundamental part of how we manage our business, as it directly affects our growth, long-term resilience, and the continued trust of our customers. As regulatory expectations accelerate and our markets evolve, Environmental, Social, and Governance (ESG) performance has become inseparable from business performance. At Stäubli, we are committed to meeting these expectations not only because they are required, but because they reflect the values that define who we are.

Over the past year, our ESG assessments have highlighted several gaps that we must close quickly to remain compliant with emerging regulations. Our customers increasingly expect transparency, responsibility, and measurable progress. Failing to meet these expectations results in missed business opportunities.

In the current context, proactively anticipating evolving regulatory requirements demands stronger alignment across our teams, sites, and value chain. By embedding robust ESG fundamentals today, we are building a resilient foundation for long-term sustainability and compliant, high-quality reporting. This collective effort is essential to ensure transparency, accountability, and performance, and all Stäubli employees play a major role in driving this forward.

In 2025, Stäubli made progress in advancing its sustainability journey. The group completed its first Double Materiality Assessment (DMA), conducting 39 interviews and reviewing 230 risks, impacts, and opportunities to identify five priority ESG topics that will guide the next strategic cycle during the Business Plans 2025–2027 and 2028–2030.

We finalized our first group-wide carbon footprint, based on more than two million data points. This detailed and data-driven assessment establishes a solid baseline for emissions management, strengthens the reliability of our disclosures, and enables the definition of a formal, science-informed transition plan.

At the same time, ESG governance was reinforced through the finalization of the first public sustainability statement, along with new policies, customer support tools, and extensive training.

As we continue to strengthen our ESG approach, our immediate priority is achieving full regulatory compliance. Moreover, we firmly believe that ESG will become a key driver of sustainable competitive advantage for our company. In 2025, we laid the initial foundations to embed sustainability into our long-term strategy, ensuring it is fully integrated into how we create value. As these foundations mature, they will unlock new opportunities for innovation, differentiation, and long-term value creation across our entire value chain.

Sustainability, health and safety are responsibilities we all share, building a solid, responsible foundation that will secure Stäubli's success for decades to come.

Gerald Vogt  
CEO of the Stäubli group

## 2 Company profile

### 2.1 Stäubli group

Stäubli is a global industrial and mechatronic solution provider with four dedicated divisions: **Electrical Connectors**, **Fluid Connectors**, **Robotics** and **Textile**, serving customers who aim to increase their productivity in many industrial sectors.

Our global workforce of 6,000 shares a commitment to partnering with customers in nearly every industry to provide comprehensive solutions with long-term support.

Originally founded in 1892 as a small workshop in Horgen/Zurich, Switzerland, today we are an international group headquartered in Pfäffikon (SZ), Switzerland.

### 2.2 Key figures



As of 2023 data

We operate through local teams in 28 countries and a network of agents in 50 countries across four continents. This global footprint supports close customer engagement, rapid response times, and an understanding of regional requirements. It enables us to provide application-specific solutions across our portfolio, including electrical and fluid connectors, robotics, and textile machinery.

Stäubli around the world: [www.staubli.com/global/en/about-us/our-business-units.html](http://www.staubli.com/global/en/about-us/our-business-units.html)

## 3 Stäubli sustainability journey

### 3.1 Sustainable transformation

In the reporting year, we initiated our sustainability transformation and put the necessary groundwork in place to make it effective. Across all divisions, we focused on meeting evolving expectations, identifying gaps in our existing processes, and establishing structures to support consistent and transparent ESG performance. This work marks a clear shift from scattered, division-led initiatives to a more cohesive, group-wide approach that aligns our operations, products, and long-term strategy with current sustainability standards.

As we strengthened internal processes – from environmental controls to data collection and DMA – we also reinforced preventive environmental measures across sites and raised awareness of social and operational responsibilities within our teams. At the same time, each business unit advanced initiatives that reflect Stäubli shared commitment to a more sustainable industrial ecosystem.

Across our divisions, and according to our sustainability action plan for 2025, we develop technologies that support energy transition and efficiency, circularity, and safer working environments. These include solutions for renewable energy, automated systems that enable reuse models, and ergonomic equipment that reduce physical strain. These product initiatives are supported by Life Cycle Assessments (LCAs), ecodesign efforts, and growing sustainability awareness within teams. At the operational level, Stäubli sites are reducing their environmental footprint through energy efficient buildings and renewable energy installations. In parallel, employee culture and community engagement are being reinforced through a group-wide culture framework and volunteering programs.

As a result, the reporting year was less about presenting finished results and more about building the basis for lasting change. By strengthening internal capabilities, formalizing existing practices, and aligning our divisions around a clearer common direction, Stäubli is now better positioned to accelerate our sustainability efforts with purpose and measurable impact. The groundwork is in place, creating momentum for the next phase of our transformation.

#### 3.1.1 Environment

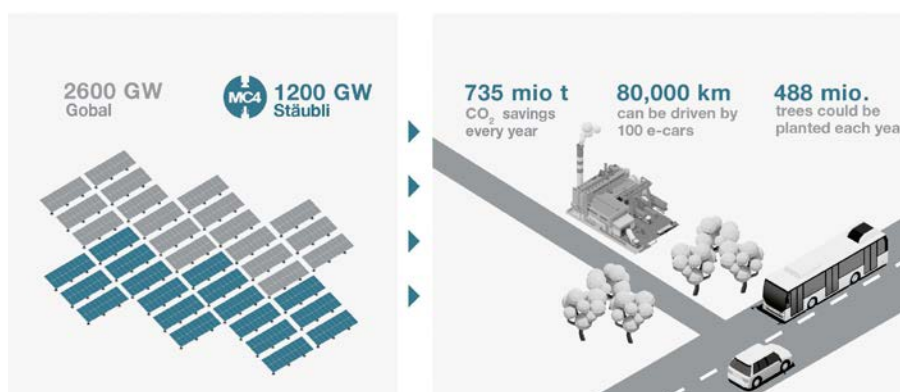
##### 3.1.1.1 Sustainable product innovation

Sustainability becomes tangible at Stäubli through the technologies we bring to market. Across divisions, our innovative solutions help limit environmental impacts, improve energy efficiency, and enable industrial processes that are more sustainable over their full lifecycle.

Product innovations within the Fluid Connectors Division support responsible resource management across industries. At a production center in France manufacturing some of Europe's largest collection bins, where molds weighing between 60 and 110 tons are handled, the introduction of a magnetic clamping solution on a 5,500-ton injection



molding press has significantly transformed operations. Replacing a manual process that required multiple operators to install mechanical clamps at height, the system now enables push-button mold securing, significantly improving safety and ergonomics. Magnetic clamping has already been deployed on around 80% of the site's injection molding machines, becoming the standard for large-press investments. The solution ensures predictable, repeatable clamping conditions through integrated force measurement and continuous monitoring, reducing human error and minimizing defects. Combined with faster mold handling and reliable uptime since its commissioning in late 2025, the system contributes to reduced downtime, optimized production efficiency, and lower scrap rates, supporting more sustainable and cost-effective manufacturing cycles.



As part of Stäubli's offering, the Electrical Connectors Division has been serving the renewable energy industry for more than 30 years through solar photovoltaic cable couplers that connect 1,200 GW of the global PV capacity. This clean energy helps save 735 million tons of CO<sub>2</sub> and generates 1,450 TWh annually.

The Electrical Connectors Division supports the global transition to renewable energy by delivering high performance connector solutions for large scale solar projects.

In the United States, we supplied a fully Stäubli made electrical Balance of System (eBOS) solution for a 185 MW utility solar installation in Colorado, including complete in house wire harness production, more than 5.7 million feet of cabling, and 60,000 connectors. This ensures durable, resource efficient components that reduce maintenance needs and maximize safe, low loss energy transmission over decades of operation.

In Austria, we contribute to the green transition by equipping a large AgriPhotovoltaic park in Ratten with over 50,000 connectors. Installed on mountainous terrain and combined with agricultural use, the project generates 15 MW of clean electricity while optimizing land use. By linking solar production with nearby wind infrastructure, it creates a resilient renewable energy system. Our robust and long lasting connectivity solutions enable efficient energy transmission, minimize material waste, and support the deployment of reliable, low impact solar power at scale.



To support safe deployment of PV systems, the Electrical Connectors Division provides training for PV installers on correct assembly and handling practices to improve safe and healthy working practices. This contributes to safer installation work and supports long-term system reliability. In the USA and Europe approximately 250 companies and more than 3000 installers have been trained.

The Electrical Connectors Division also supports the electrification of mobility by providing reliable connection solutions for electric vehicles and related charging infrastructure. Designed for durability and long service life, these components enable efficient electric power distribution and help reduce maintenance requirements, contributing to the long-term performance of e-mobility systems.

The Robotics Division drives environmental improvements by optimizing resource use, lowering energy consumption, and supporting circularity. A flagship example is the deployment of 22 Stäubli industrial robots in a reusable-container washing facility near Paris, installed to meet new French regulations eliminating single-use plastics in collective catering. These robots ensure high-speed, precise handling of up to 40,000 reusable containers per day, enabling large-scale adoption of circular systems while reducing water, energy, and detergent waste linked to human error or breakage.



The Robotics Division also contributes to environmental progress in the healthcare sector. In influenza vaccine production, a Chinese pharmaceutical facility uses Stäubli robots to automate egg handling with extremely smooth motion. This prevents thousands of units of waste each season while meeting strict hygiene and speed requirements.

### 3.1.1.2 Acting responsibly

Stäubli sites worldwide have implemented numerous initiatives to reduce emissions, conserve resources, and reinforce responsible practices across their operations.



In France, our Faverges unit inaugurated a new building designed to accommodate modernized production tools while fully integrating ESG principles. The facility is equipped with more than 250 solar panels, providing an installed capacity of approximately 100 kWp, and features a complete water recycling system that enables closed loop washing processes, reducing freshwater withdrawals and lowering the site's operational environmental impact. In parallel, our Hangzhou site in China introduced a heat recovery system that redirects heat generated by compressors to warm washroom water, reducing energy waste and improving overall efficiency.

The Electrical Connectors Division at its site in Allschwil, Switzerland, also made strong progress in responsible sourcing, with 66% of suppliers now adhering to the Supplier Code of Conduct. This commitment reinforces strict expectations regarding environmental compliance, responsible mineral sourcing, and human rights protections throughout the supply chain.



Employee engagement around sustainability has likewise grown globally. In South Korea, teams organized a Plogging Day, combining jogging with litter collection, to promote environmental stewardship while strengthening team cohesion. Beyond its environmental benefits, the initiative encouraged employees to engage in shared, health focused activities that reinforce community values.

In the same spirit, our teams in Annecy, Lyon, and Faverges participated in the regional Soft-Mobility Challenge, which encourages employees to adopt low carbon commuting modes such as cycling, walking, carpooling, scooters, or public transport. Around 150 employees took part despite uncertain weather, collectively avoiding 2,722 km of individual car travel in a single day.



In India, World Environment Day was marked with the planting of new saplings across the Bangalore and Gurgaon offices, symbolizing small, collective actions to reduce carbon emissions. Teams also pledged a dedicated No Plastic Day, reinforcing long-term awareness around everyday consumption habits.

### 3.1.2 Social

#### 3.1.2.1 Workplace safety innovation

Stäubli technologies contribute to the social dimension of sustainability by improving working conditions, protecting employee health, and reducing physical strain across a wide range of industries. Whether through automation or ergonomic engineering, our solutions consistently help make work safer, more efficient, and more sustainable for people.



Ensuring the safe use of compressed air systems is a key priority for the Fluid Connectors Division, as improper disconnection of pressurized hoses can cause dangerous “hose whip” incidents and serious workplace injuries.

To mitigate these risks, the Fluid Connectors Division has developed advanced safety quick couplings, including the innovative safety connector RSI and the safety air-water connector ERS product ranges, designed with a controlled multi-step disconnection mechanism. The RSI features a controlled three-step disconnection process that shuts off flow, releases pressure and enables safe disconnection only once the system is depressurized, preventing hose whip. The ERS range combines these safety benefits with a lightweight, ergonomic design that improves handling and reduces operator effort during repetitive tasks.

By replacing conventional couplings with these safety solutions, operators can perform connection and disconnection tasks more safely, without exposure to recoil or uncontrolled air discharge. This helps prevent pneumatic-related accidents, improves working conditions, and reduces physical strain, demonstrating how engineering innovation can support both employee safety and sustainability in industrial environments.



In the medical field, Stäubli medical-grade robots support surgeons in highly demanding specialties such as orthopedics, neurosurgery, and oncology. Intuitive hand-guiding functionality allows the robot to act as an extension of the surgeon’s own hand, reducing fatigue during lengthy procedures while enhancing stability and precision. This contributes to more ergonomic conditions for medical teams and reinforces reliability in patient care.

In the pharmaceutical sector, Stäubli robots automate the repetitive and sensitive handling of eggs used in vaccine production. This reduces operator exposure to biological materials and eliminates the need for strenuous, repetitive manual tasks. The result is a safer working environment, lower contamination risk, and more consistent production quality. These examples demonstrate how Stäubli’s solutions, across divisions, consistently promote safer, healthier, and more sustainable working conditions.

#### 3.1.2.2 Social engagement and transformation

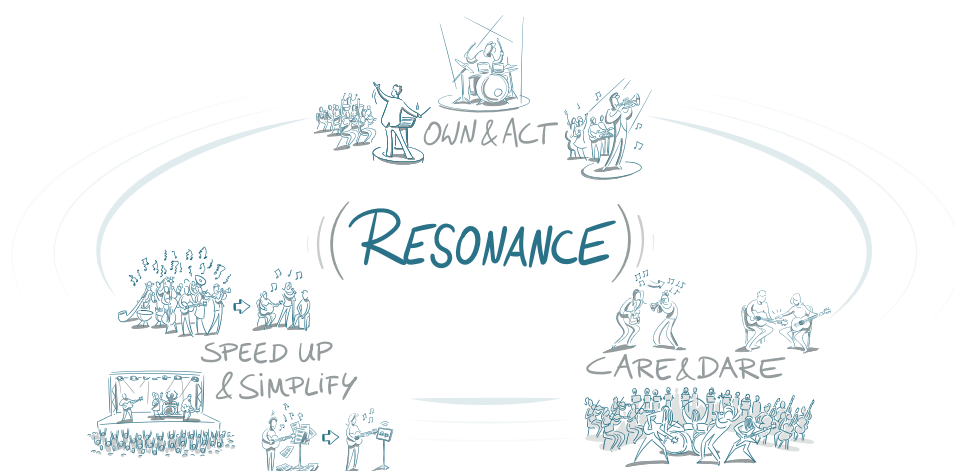
We continued to advance the social dimension of our sustainability strategy by focusing on employee well-being, workplace culture, and community engagement across our global sites. Activities implemented during the reporting year reflect both local priorities and group-level initiatives.

## Culture program

The group-wide culture program RESONANCE focuses on three target behaviors: Care & Dare, Speed Up & Simplify and Own & Act.

Through these target behaviors employees are encouraged to collaborate, take initiative, and support each other, contributing to stronger leadership, psychological safety, and a more cohesive work environment.

During the reporting year, 29 culture sessions were completed, supporting organizational change and progress toward the 2025 target.



In addition, the Change Network, a group of individuals who act as multipliers and supporters throughout the change process, was further activated through meetings and focus groups, totaling up to 48 interactions across entities.

Their role is to support the program team by communicating the key messages of the RESONANCE culture program, while also encouraging engagement and participation in change at every level of the organization. The Change Network serves as a liaison between management and employees, ensuring accurate, consistent communication about the culture program at the local level. It also facilitates bottom-up communication by collecting feedback and sharing it with management to optimize the change process. The network also supports individuals in understanding, adapting to, and navigating change, and helps identify and remove barriers.

The program next phase includes defined measurable targets. In 2026, the objective is to engage 1,000 employees through culture sessions, further accelerating awareness and adoption across the organization. For 2027, a target has been set to increase overall awareness on target behaviors by 50 percent.

Additional initiatives were introduced with the aim of jointly practicing micro-actions of each behavior that can compound to meaningful progress.

Engagement tracking through storytelling and digital interactions is ongoing. Leadership accountability is being integrated progressively, starting with a baseline assessment before defining future targets beyond 2027 to ensure sustainable and measurable impact.



### Employees' wellness

Local initiatives also addressed employee health and work life balance. For World Mental Health Day, practical and accessible resources were shared across the organization to support well-being in the workplace. These included short video series on mindfulness, psychological safety, stress management and communication, as well as articles and FAQs providing guidance on everyday mental health at work, available support options and ways to foster open dialogue within teams. Together, these initiatives encouraged employees to prioritize well-being and contributed to a more supportive and inclusive work environment.

In India, employees participated in yoga and mental-wellness sessions during International Yoga Day, reinforcing the importance of physical and psychological health at work.

At our Hangzhou site in China, a health station was set up to offer routine checks such as blood pressure and oxygen saturation. The site also strengthened hearing protection practices by testing Personal Protective Equipment in collaboration with local health authorities, ensuring safe and reliable equipment for all employees.



### Supporting access to basic services

The Electrical Connectors Division supports selected initiatives that contribute to improving living conditions in underserved and rural communities, particularly through access to energy, water, and sanitation solutions.

Since 2022, Stäubli has supported the non-profit initiative SoPowerful, which facilitates access to healthcare, education, and clean water in Africa through solar power installations. In addition to financial support, Stäubli provides technical expertise through knowledge-transfer training sessions for local PV installers and supplies components for the development of solar power systems.

The Division also supports Tierra Grata, a social enterprise providing decentralized solutions for clean energy, water, and sanitation in rural Colombia, contributing to improved living conditions and local economic development.

In Brazil, the Division collaborates with Sustainable Development and Water (SDW) for All, a startup working to improve access to water and sanitation in semi-arid regions, with projects currently implemented across multiple countries.

Stäubli teams also supported local communities. In the United Kingdom (UK), employees raised more than £1,000 for Children in Need through raffles, bingo sessions, and bake sales.

The UK marketing team also took part in Career Week at a primary school, providing information and guidance on engineering professions.

In the Czech Republic, employees participated in a volunteering day at a forest kindergarten, carrying out restoration work to improve outdoor spaces for local children and educators.



## 4 ESRS 2 – General disclosures

### 4.1 Approach to reporting

#### 4.1.1 BP-1 – Basis for preparation of the sustainability statement

The Stäubli group prepares its sustainability statement on a consolidated basis, covering all operational and legal entities. The reporting boundary applied for sustainability disclosures is fully aligned with the methodology used for the group's greenhouse gas (GHG) accounting, ensuring consistency across all ESG data.

The statement also provides an overview of how our upstream and downstream value chain is considered, including suppliers, logistics partners, and customer-related activities that materially influence our environmental and social impacts.

In defining organizational boundaries, we have adopted, as for the carbon calculation methodology, the operational control approach, meaning that 100% of sustainability-related information from all operations where Stäubli has the authority to introduce and implement operating policies.

Under this approach, some legal entities were grouped when one unit exercised operational control over another. In total, 38 individual operational units were assessed across all categories such as:

- Corporate Headquarters – group corporate offices
- Production Units – manufacturing sites in Switzerland, France, Germany, Italy, the USA, and China
- Business Units – sales entities
- Others – financial consolidation

Stäubli's sustainability statement has been prepared in accordance with the draft European Sustainability Reporting Standards (ESRS) issued by EFRAG, incorporating the new ESRS structure following the Omnibus regulation.

Where relevant, we apply specific reliefs, options, or provisions permitted under ESRS 1 General Requirements, and disclose each of them transparently to support clarity and comparability.

Our approach to the preparation of the sustainability statement is structured around continuous improvement process, subject to independent auditor review. This démarche ensures that our reporting framework, data collection processes, and consolidation rules are clearly defined, consistently applied, and aligned with applicable ESG standards and ESG and EHS regulatory requirements.

Over time, we are strengthening our internal controls, documentation, and traceability of ESG information, enabling greater reliability and comparability of disclosures.

The involvement of an external auditor supports our progression by providing independent assurance, identifying areas for improvement, and reinforcing the credibility and transparency of our sustainability reporting.

## 4.2 Governance

### 4.2.1 GOV-1. The role of the administrative, management and supervisory bodies in relation to sustainability

The **Board of Directors** (BoD) is Stäubli's highest supervisory and governing body. In accordance with the Swiss Code of Obligations, the BoD oversees the long-term direction of the group, ensures responsible corporate governance, and guides the company toward sustainable growth and innovation. The BoD is composed of nine members, 77% of whom are independent, with a representation of 20% of women.

The **Executive Committee** includes the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), and the Executive Presidents of the four divisions (Electrical Connectors, Fluid Connectors, Robotics, and Textile). This body integrates material sustainability topics into Stäubli strategic considerations, major investment decisions, risk management processes, and long-term business planning.

The **Sustainability Steering Committee** (SSC) is chaired by the Head of Sustainability and EHS and includes the CEO, CFO, Corporate Human Resources Officer (CHRO), Corporate Technology Officer (CTO), Corporate Operations Officer (COO), Corporate Communications Officer (CCO) and the Electrical Connectors Vice President of the Renewable Energy segment, with a representation of 40% of women.

The SSC meets bi-monthly and is responsible for ensuring implementation of the sustainability strategy, coordinating cross-divisional ESG actions, and monitoring progress on material risks, impacts, and opportunities.

Certain material sustainability issues are also reviewed directly by the Executive Committee without delegation, particularly those related to strategic direction, group-wide targets, climate transition planning, and risk exposure. As all members of the SSC are officers, this instance also serves as the primary decision-making body for sustainability and EHS topics.

In the reporting year, the **Corporate Sustainability and EHS Team** consisted of the Head of Sustainability and EHS, responsible for defining the group's sustainability strategy and overseeing EHS governance; an EHS Manager, in charge of health, safety, and environmental risk management and regulatory compliance; an ESG data coordinator, responsible of establishing ESG and carbon performance monitoring; and two external advisors, including a CSR consulting advisor providing operational and regulatory support, and a carbon specialist supporting greenhouse gas accounting decarbonization pathways.

The Head of Sustainability and EHS defines the group sustainability ambition, oversees the implementation of ESG and EHS strategies, sets overall direction, ensures alignment across divisions, and integrates sustainability into strategic decision-making. In addition, she is responsible for day to day coordination of sustainability and EHS activities, the supervision of dedicated teams and external advisors, and the operational deployment and monitoring of related action plans and performance indicators.

The EHS Manager focuses on environmental, health, and safety performance across all sites. His mission is to strengthen a prevention culture, support ISO management systems (primarily ISO 14 001, ISO 45 001 and ISO 50 001), reduce operational risks, and ensure that all production units continuously improve their environmental footprint and

safety standards. He works closely with local EHS specialists to harmonize practices and follow up on audits, incidents, and action plans.

The ESG Data Coordinator is responsible for structuring and managing the company's sustainability information to ensure a robust end to end ESG data lifecycle. This includes organizing data collection, validating data quality, consolidating results, and producing consistent ESG reporting. This role also ensures that all ESG data processes adhere to internal methodologies as well as external standards and regulatory requirements.

Together, these roles form a complementary team that supports the company's ESG commitments, strengthens operational excellence, and ensures that sustainability becomes a driver of long-term performance and resilience.

To anchor sustainability across all operations, Stäubli relies on a network of **ESG referents** in each of the four divisions, as well as **ESG and EHS specialists** representing production units. These teams play a key role in ensuring cross-functional alignment. They serve as an essential operational bridge between group governance bodies and day to day business activities.

Overall, the administrative, management and supervisory bodies ensure that sustainability considerations – including climate impacts, regulatory changes, supply chain expectations, workforce well-being, and technological innovation – are embedded into the Stäubli sustainability and EHS strategy, decision-making, and risk management processes. These bodies integrate trade offs when evaluating impacts, risks, and opportunities and ensure that we remain resilient, compliant, and aligned with our long-term sustainable development ambitions.

#### 4.2.2 GOV-2. Integration of sustainability-related performance into incentive schemes

Stäubli does not currently operate any incentive schemes for members of its administrative, management, or supervisory bodies that are linked to sustainability topics. As a result, no portion of remuneration is tied to sustainability related targets, metrics, or performance indicators.

#### 4.2.3 GOV-3. Statement on due diligence

Due diligence is a vital, cross-cutting process that ensures we identify and manage key impacts across our value chain, including operations. To embed due diligence into all Stäubli concerned activities, a dedicated action plan along our Business Plan 2025–2027 is in progress. The list below outlines the interdependence of these impacts, showing how due diligence is currently implemented across various topics, to facilitate informed decision-making.

Risk assessments include:

- Systematic control of business partners on sanctions lists. This process is directly linked to our Enterprise Resource Planning (ERP) and blocks the workflow in case of negative control
- ESG topics managed currently manually with first screening questionnaires. In 2025, it concerns new direct suppliers' selection in high-risk countries
- Dedicated work in relation to local regulations:

- Swiss units: With respect to child labor, the international frameworks and standards referenced in Stäubli policies include those which the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO) specifies as internationally recognized equivalent regulations
- The German regulation Lieferkettensorgfaltspflichtengesetz (LkSG) which implies due diligence on the supply chain of some units is managed locally and the solution EcoVadis for Supply Chain is being tested in these units

In parallel with existing actions, a dedicated corporate program called ESG for Supply Chain (BP 2025–2027) is ongoing, including:

- The acknowledgement by our suppliers of Stäubli Business Partner's Code of Conduct (with short-term targets for first-tier suppliers, followed by mid- and long-term targets for other tiers)
- The co-project of a due diligence digital tool led by the Legal and Compliance team aims at introducing consistent business partner risk analysis and due diligence and reducing manual work. Sustainability and EHS team assess if it is possible to include ESG risks
- ESG assesses tools to apply a risk-based approach to establish comprehensive sustainability assessments and continuous improvement plans
- Associated targets are defined at group level

#### 4.2.4 GOV-4. Risk management and internal controls over sustainability reporting

Our risk management process takes a holistic approach to identify risks that could impact our strategic objectives and have a material financial effect. Fully embedded into the Stäubli operating model, the risk management process spans all levels of the organization (divisions and support functions), considers all risk types, including sustainability-related risks, and provides Stäubli leadership with a clear view of our most critical risks. This insight allows the Executive Committee and the Board of Directors to consider these risks, including associated trade-offs, and take them into account when defining and overseeing Stäubli group strategy, decisions related to significant transactions, and risk management. This process is led by a dedicated role, the Global Segregation of Duties Manager and Corporate Risk and Internal Control Manager.

Material risks are identified and assessed through our risk management process, which evaluates risks to strategic and business objectives and ensures that appropriate mitigation measures are in place. This approach supports organizational resilience through a proactive risk management framework. The group risk assessment is reviewed at least annually or in response to specific events. By the end of 2025, the results of the DMA were integrated into the process, further strengthening the assessment of sustainability-related risks.

### 4.3 Strategy

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

The Stäubli group is a global industrial and technological company operating across four divisions: Electrical Connectors, Fluid Connectors, Robotics, and Textile. Our business model is a solution-based industrial manufacturing model built on reliability and durability engineered products, integrated into customer processes, and complemented by long-term service and global support, enabling recurring value over the lifecycle.

Our upstream value chain includes suppliers of metals, electronic components, plastics, mechanical parts, and specialized manufacturing services, while the downstream value chain covers integrators, distributors, industrial customers across multiple sectors, as well as long-term service and maintenance activities.

As a technology provider positioned upstream in many industrial processes, our impacts, risks, and opportunities primarily originate from raw material use, supply chain practices, energy consumption at production units, and the sustainability expectations of customers using our products.

Across our four divisions, we serve product groups and customer segments in sectors such as renewable energy, mobility, industrial automation, medical technology, and textile machinery. These markets are central to our long-term sustainability objectives, as they increasingly require solutions that improve energy efficiency, durability, safety, and resource efficiency.

Stäubli Electrical Connectors develops unique technological solutions for every industry. Our electrical connectors, designed for standard or custom applications, meet the highest requirements for efficiency, productivity and quality. We create connections for life. The Electrical Connectors Division's product solutions and service offerings support renewable energy generation in solar power by facilitating robust and efficient connectivity solutions. Our connectors are engineered for use in photovoltaic installations. We recognize that installation quality is an important factor influencing the long-term performance and safety of Direct Current in photovoltaic systems. Industry experience indicates that inadequate installation practices may contribute to reduced system performance, and that proper training and technical knowledge support reliable outcomes.

As part of our commitment to product stewardship, we offer comprehensive training programs, detailed installations guidelines and ongoing technical support. These efforts aim to help ensure that our products are installed and maintained in accordance with applicable standards and recognized best practices, contributing to the reliable operation of photovoltaic system over time.

Additionally, our suite of services offered before, during, and after system installation enhances safety measures and contributes to the longevity of solar power projects.

In the mobility sector, the Electrical Connectors Division provides durable and high performance connection solutions for e-mobility and electric vehicle applications. These solutions support the electrification of transportation by enabling safe, efficient, and long lasting power transmission, contributing to the reduction of greenhouse gas emissions across the use phase.

At Stäubli Fluid Connectors we cover connection needs for all types of fluids, gases and electrical power. Our standard and customized products, including quick and dry disconnect couplings, multiconnection solutions, safety break away couplings, tool changers and quick mold change systems, combine performance, quality, safety, dependability and durability.

Stäubli Robotics' product range includes 4 and 6 axis industrial robots, cobots, mobile robotics and AGVs. The powerful, high precision solutions allow our clients in many demanding industries to tackle the challenges of Industry 4.0 under specific manufacturing conditions.

Starting off as a technological pioneer and reliable partner in the weaving industry, Stäubli Textile has been developing and producing high quality systems since 1892. Our comprehensive range of proven machines and automation solutions allows weaving mills to optimize their production process and increase productivity.

None of our products or services are banned in any market, and we did not introduce or withdraw any product lines in the reporting period in a way that materially affects our sustainability-related objectives.

Stäubli confirms that it is not active in any of the sectors requiring explicit ESRS disclosure:

- Fossil fuel sector: Stäubli does not extract, refine, trade, or distribute coal, oil, or gas
- Chemical production under NACE Division 20.2: Stäubli does not manufacture chemicals
- Controversial weapons: Stäubli has no activities related to anti-personnel mines, cluster munitions, chemical or biological weapons
- Tobacco cultivation or production: Stäubli is not involved in these activities

#### 4.3.2 SBM-2. Interests and views of stakeholders

| Stakeholder group                                                         | Approach to engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees and employee representatives</b>                             | We engage employees through regular communication channels, employee surveys, performance discussions, EHS initiatives, and local or divisional dialogue structures. Engagement also includes training programs, learning opportunities, safety campaigns, interactions with employee representatives, town halls, and skip-level meetings, where members of the Executive Committee during their visit of the units take time to meet directly with employees and exchange on their experiences and perspectives. These exchanges help ensure that employee expectations, such as development, well-being, and workplace safety, are incorporated into policies and day-to-day management.                                                                                                                                                                                                                                                                              |
| <b>Customers</b>                                                          | Engagement with customers takes place mainly through the divisions. Beyond sales and marketing, they include technical meetings and collaborative projects related to product quality, compliance, energy efficiency and durability. Customer feedback is also gathered through trade shows, service interactions, and sustainability focused discussions. These interactions help us understand customer expectations and support the integration of sustainability requirements into products and services.<br>In 2025, we also conducted our first ESG on-site audits from customers, reinforcing customer relationships, particularly in renewable energy markets.                                                                                                                                                                                                                                                                                                   |
| <b>Suppliers and business partners</b>                                    | Our engagement with suppliers primarily focuses on operational collaboration and compliance with quality, safety and delivery expectations. Engagement generally occurs through day to day communication at divisional or local level, including discussions on technical requirements, material specifications, and occasional requests for environmental, social or regulatory information.<br>In the reporting year, structured programs such as regular ESG audits, co-development initiatives, or systematic due diligence assessments are not yet in place. Sustainability-related interactions will be developed progressively as part of the ESG supply chain program.                                                                                                                                                                                                                                                                                           |
| <b>Collaborative partners (academic, technical and industry networks)</b> | We maintain partnerships with universities, technology centers (RTOs), and professional associations, such as the Railsponsible initiative, Solar Power Europe (including Workstream Product Sustainability), the Union of Industries and Trades of Metallurgy (UIMM), quer.kraft der Innovationsverein; VEA Bundesverband der Energie-Abnehmer e.V. ZVEI Verband der Elektro- und Digitalindustrie; IHK Industrie- und Handelskammer- IHK; DGQ Deutsche Gesellschaft für Qualität; VDA QMC Qualitätsmanagement Center im VDA; Fraunhofer-Institut für Optronik, Systemtechnik und Bildauswertung IOSB, Institutsteil für industrielle Automation INA; Solucir, to support innovation, research, product development, and sustainability topics. Participation in industry networks helps us contribute to sectoral discussions, anticipate regulatory shifts, and share knowledge on emerging ESG themes such as circularity, climate solutions, and automation trends. |
| <b>Industry associations and professional organizations</b>               | We collaborate with relevant national and international organizations focused on technology, sustainability, and industrial standards. Participation in these groups, such as the Technical Center for Mechanical industries (CETIM), helps exchange best practices, contribute to sectoral initiatives, and support responsible business conduct aligned with industry expectations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| Stakeholder group                                                        | Approach to engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local communities</b>                                                 | Engagement with local communities takes place around our production sites and includes dialogues with local authorities, schools and universities, participation in community initiatives, volunteering programs, and involvement in events promoting education and local development. These interactions help maintain mutual trust and ensure that community expectations on environmental protection, safety, and employment are considered.                                                                                                                                                                              |
| <b>Governments and regulators</b>                                        | We interact with governmental and regulatory bodies through ESG / EHS compliance assessments, participation in consultations, industry forums, and regulatory dialogues. Engagement focuses on safety standards, environmental regulations, product certifications and evolving ESG requirements.                                                                                                                                                                                                                                                                                                                            |
| <b>Public funding, grants and subsidies stakeholders (when relevant)</b> | Public funding bodies, including grant and subsidy authorities, are relevant stakeholders for us when engaging in publicly funded projects related to innovation and sustainability. Their interests focus on compliance with eligibility criteria, regulatory requirements, and the achievement of defined environmental and economic objectives. We engage with these stakeholders through the preparation of grant applications and periodic reporting on project implementation, use of funds, and achieved outcomes, and integrate these requirements into the design, execution, and monitoring of funded initiatives. |

### 4.3.3 SBM-3. Interaction of material impacts risks and opportunities (IRO) with strategy and business model, and financial effects

A disclosure and description of the material IROs resulting from our DMA are presented below under [4.3.5 IRO-2]. This includes a description of how they (may) affect our business model and the parts of the value chain in which they are concentrated. Some IROs originate from our manufacturing activities. Brief overviews of these topics are also included throughout the relevant chapters of this Sustainability Statement.

In response to the DMA results, we have taken steps to integrate sustainability considerations into relevant processes, including product development, sourcing practices and transparency efforts. We are also adapting our ESG and EHS program timelines based on the DMA results. For example, resource and circular economy topics were re-prioritized earlier, and a dedicated position at corporate level was created to better address the related actions.

The DMA results present potential and actual negative or positive impacts of our operations on people and the environment. Our material impacts, including those related to climate change, resource use and own workforce, influence our strategic choices and operating model. They are reflected in our Sustainability Commitments across the decarbonization, circularity and people pillars. Associated short- and mid-term targets were defined and approved by the governing bodies accordingly. The material impacts we are involved with relate to both our activities (own operations) and our business relationships (upstream and/or downstream value chains) and have led to the development of a dedicated sustainability pillar for the Stäubli group named “Involve our stakeholders in our sustainability journey.” This pillar is supported by two three-year programs: “ESG excellence for customers” and “ESG in supply chain.”

The CEO as well as the Chairman of the Board of Stäubli also evaluated and scored financial effects. The results were consolidated in the sustainability budget of the Business Plan 2025–2027. For 2025, we did not identify any material current financial effects related to our material risks and opportunities.

#### 4.3.4 IRO-1. Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported

In 2025, we performed a DMA at group level, including all subsidiaries, in alignment with the ESRS. The DMA process focused on both our own operations and our value chain. The process was structured into three phases, guided by an external third party, Bruegger and Partner, and validated by our external auditor, as outlined below:

##### Understanding the context

The initial phase “understanding the context,” considered the previously conducted Quality and EHS risk assessments across different units and included a dedicated workshop to map the value chain. To understand the value chain, the specific value chains of the four divisions were used as a basis. The activities considered part of the upstream value chain were raw material extraction and processing, research and development, testing and support functions, component manufacturing and assembly by our suppliers, as well as transport and logistics. The downstream value chain includes downstream transportation, distribution, Original Equipment Manufacturer (OEM) activities, and use of Stäubli products by our customers and end users until end of life. During this phase, key internal and external stakeholders were also identified.

##### IROs collection

The second phase, “IROs collection,” consisted in two sub-activities:

- A total of 39 interviews were conducted with 25 internal stakeholders from all organizational levels across the four divisions and 14 external stakeholders, including peers, customers, and competitors, to gather input on both inside-out and outside-in perspectives. The interviews were translated into IROs.
- Existing risk assessments at group and local level were also analyzed and summarized into IROs, which were classified according to ESRS topics, subtopics, and sub-sub-topics. Potential IROs were identified through stakeholder inputs, internal analyses, interviews with representatives from our business areas, and industry knowledge, with a focus on specific activities, business relationships, geographies, or other factors associated with heightened impact risk across our entire value chain. Impacts were identified through, for example, industry knowledge and internal environmental analyses, taking into account our business model and group strategy.

##### Assessment and determination of material IROs

The third phase, “assessment and determination of material IROs,” was divided into three steps:

- An impact workshop bringing together the DMA project team (CCO, Group Risk Manager, Sustainability Manager, Head of Sustainability and EHS, and the external advisor) was held to classify and organize all collected IROs. The quotation system of the impacts was defined during this workshop, and initial quotation was carried out.
- A risk and opportunity workshop was held with the DMA project team, the CEO, and the Chairman of the Board of Stäubli to incorporate governance, management perspectives, and financial impact quotations.
- The assessment of impacts, risks, and opportunities according to ESRS requirements was conducted by the Sustainability Team, with support from the external advisor, and validated by the DMA project team as well as the CEO and Chairman. The thresholds for material IROs were defined as neutral, meaning that all IROs quoted as medium or higher (middle quotation) were automatically considered material.

Impacts and opportunities identified through the DMA were shared with the business areas to inform strategic considerations.

#### 4.3.5 IRO-2. Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement

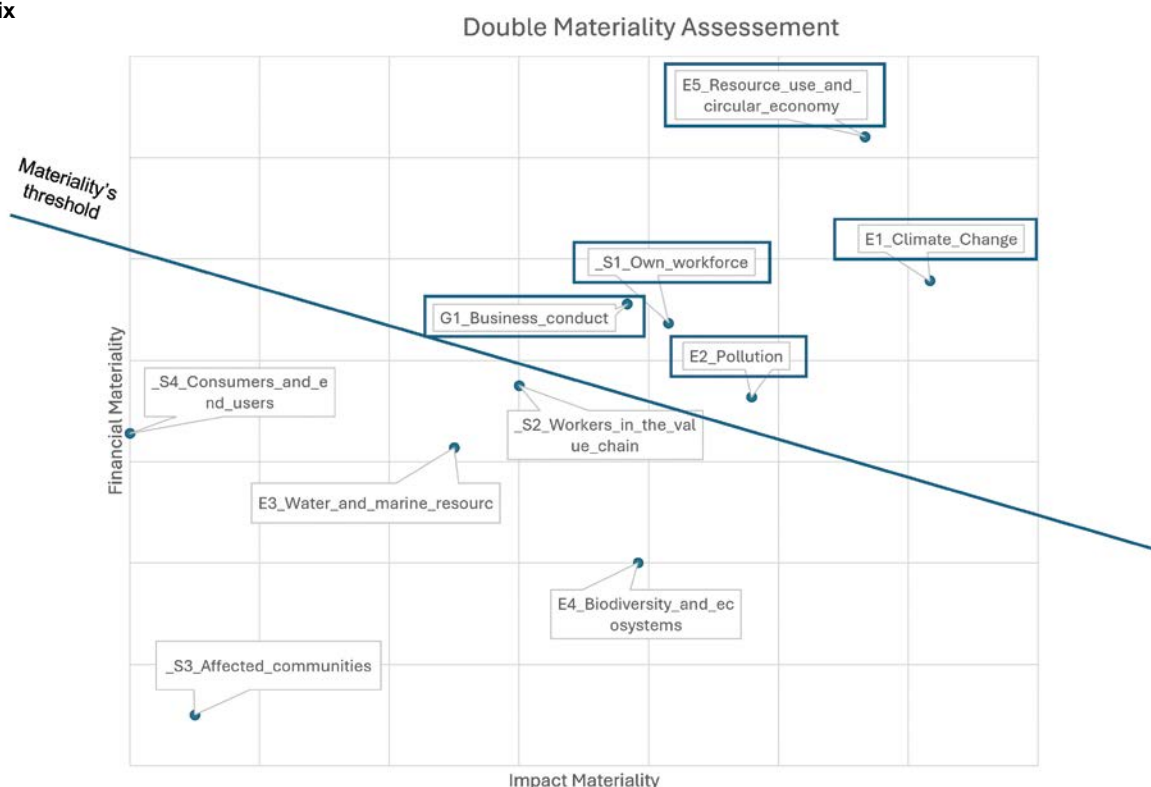
Based on the outcomes of the DMA, our Sustainability Steering Committee identified, reviewed, and approved the relevant ESRS subtopics as material.

Internal experts assessed and validated the associated impacts, risks, and opportunities (IROs) to ensure accuracy and consistency with operational realities. We then shared the DMA results with the Division Management Teams (DMTs) and used them to define and prioritize sustainability programs, actions, and roadmaps at both divisional and group level.

**Table 1: Material topics**

| Topic                                | Sub-topic                                             | Number of material impacts | Number of financial impacts (average over time frames) |
|--------------------------------------|-------------------------------------------------------|----------------------------|--------------------------------------------------------|
| E1_Climate_Change                    | E1_Climate_Change_Mitigation                          | 3                          | 2                                                      |
|                                      | E1_Climate_Change_Adaptation                          | 0                          | 4                                                      |
| E2_Pollution                         | E2_Pollution_Air_Water_Soil                           | 2                          | 0                                                      |
|                                      | E2_Substances_of_Very_High_Concern                    | 0                          | 1                                                      |
| E5_Resource_use_and_circular_economy | E5_Resources_inflows,_including_resource_use          | 0                          | 3                                                      |
|                                      | E5_Resource_outflows_related_to_products_and_services | 1                          | 1                                                      |
|                                      | E5_Waste                                              | 1                          | 0                                                      |
| S1_Own_workforce                     | S1_1_Working_Conditions                               | 2                          | 1                                                      |
| G1_Business_conduct                  | G1_Corporate_Culture                                  | 0                          | 2                                                      |

**Table 2: Materiality matrix**



The following table provides an overview of the IROs identified through the DMA, outlining their nature, whether they are actual or potential, and their position along the value chain, helping to clearly show how these material matters relate to our activities and business relationships.

**Table 3: Material IROs**

| ID                       | Material impacts, risks and opportunities                                                                                                                                                                                                                                                                                                                                             | Type            | Value Chain                   | Time horizon    |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------------------------------|-----------------|
| <b>E1_Climate_Change</b> |                                                                                                                                                                                                                                                                                                                                                                                       |                 |                               |                 |
| E1_CCM_01                | GHG emissions stemming from upstream activities (purchased goods and services, mining, processing, production, transportation; energy use from data centers)                                                                                                                                                                                                                          | Negative impact | Upstream                      | Short-long-term |
| E1_CCM_02                | GHG emissions stemming from own operations (energy use, employee commuting, business travel, transport of goods and services, heating and cooling systems, infrastructure (IT, buildings, etc.) and machinery (capital goods), waste)                                                                                                                                                 | Negative impact | Own operations                | Short-long-term |
| E1_CCM_03                | GHG emissions stemming from downstream activities (use phase (energy)), transport, end-of-life treatment (waste))                                                                                                                                                                                                                                                                     | Negative impact | Downstream                    | Short-long-term |
| E1_CCM_04                | IT cooling business and Fluid Connectors division could develop innovative technologies to ensure maximum energy efficiency in data center cooling systems.                                                                                                                                                                                                                           | Opportunity     | Own operations                | Mid-long-term   |
| E1_CCM_05                | Insecurity and rising transportation costs, driven by geo-political developments, force us to rethink global business organization (e.g., transportation (incl. flows) and business travel). This may result in optimized processes that save money.                                                                                                                                  | Opportunity     | Entire value chain            | Short-long-term |
| E1_CCA_01                | New business models from our competitors, or a lack of adaptation of products to climate change, can lead to customer loss (e.g., in the renewable energy sector, robotics, etc.)                                                                                                                                                                                                     | Risk            | Own operations                | Mid-long-term   |
| E1_CCA_02                | Climate change events may accelerate the need for energy transition and increase demand for our electrical connectors products, as well as for robotics in photovoltaics and battery manufacturing. Our fluid connectors may see new opportunities in fuel and water segments (e.g., desalination, water leakage prevention, etc.), supporting energy transition and diversification. | Opportunity     | Own operations                | Mid-long-term   |
| E1_CCA_03                | The need for climate and emission monitoring: Opportunity to extend our businesses and offer solutions, services, or additional equipment (e.g., inspection) that support customers in monitoring the effects of climate change on our equipment (e.g., temperature and humidity sensors), driving innovation in extended business areas.                                             | Opportunity     | Own operations                | Mid-long-term   |
| E1_CCA_04                | Accelerating climate change effects (e.g., heat waves, storms, etc.) lead to new customer demand (e.g., cooling system in textile machines).                                                                                                                                                                                                                                          | Opportunity     | Own operations and downstream | Short-long-term |
| <b>E2_Pollution</b>      |                                                                                                                                                                                                                                                                                                                                                                                       |                 |                               |                 |
| E2_GP_01                 | Mining of minerals and their processing led to pollution of water, air, and soil.                                                                                                                                                                                                                                                                                                     | Negative impact | Upstream                      | Short-long-term |
| E2_GP_02                 | Manufacturing semi-finished products causing air, water, or soil pollution.                                                                                                                                                                                                                                                                                                           | Negative impact | Upstream                      | Short-long-term |

| ID         | Material impacts, risks and opportunities                                                                                                                                                                    | Type | Value Chain        | Time horizon  |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------|---------------|
| E2_SVHC_01 | Regulations on materials and substances of concern (e.g., PFAS, plastics, etc.) force us to boost innovation and work across the entire value chain (e.g., China), resulting in increased costs and efforts. | Risk | Entire value chain | Mid-long-term |

#### E5\_Resources\_use\_and\_circular\_economy

|          |                                                                                                                                                                                                                        |                 |                            |                 |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------------------|-----------------|
| E5_RO_01 | The linear business model is the company's core model, which has an impact on resource depletion.                                                                                                                      | Negative impact | Upstream and own operation | Short-long-term |
| E5_RO_02 | Major disruption or collapse of a systemically important global supply chain or industry that is key for us, caused by geopolitical or other external events (e.g., zoonotic diseases, conflicts, etc.).               | Risk            | Upstream                   | Short-long-term |
| E5_RO_03 | Scarcity of raw materials can lead to unpredictability (e.g., conflicts, embargoes, etc.) and rising raw material costs, resulting in higher production costs and/or delivery delays, with a risk of losing customers. | Risk            | Upstream                   | Mid-long-term   |
| E5_RO_04 | Transition toward a circular economy creates opportunities for new circular business models that are needed, accepted, and wanted across the entire value chain (several sub-opportunities grouped).                   | Opportunity     | Entire value chain         | Short-long-term |
| E5_RO_05 | Circular economy demands high-quality, long-lasting products (e.g., as reflected in the EU Clean Industrial Deal).                                                                                                     | Opportunity     | Entire value chain         | Mid-long-term   |
| E5_W_01  | Our machines and products are discarded after their use phase, often resulting in the loss of valuable materials and increasing the need for additional raw materials for new machines and products.                   | Negative impact | Downstream                 | Short-mid-term  |

#### S1\_Own\_Workforce

|           |                                                                                                                                                                                                          |                 |                |                 |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|-----------------|
| S1_EHS_01 | Significant number of long-term sick leaves (including burn-out, psychosocial issues, etc.) and stress-related health challenges (although no data is available to quantify).                            | Negative impact | Own operations | Short-term      |
| S1_EHS_02 | High levels of work-related absences (resulting from chronic and physical health issues, stress, or accidents) are risks to productivity, motivation (short- and long-term sick leaves) and litigations. | Risk            | Own operations | Short-mid-term  |
| S1_WoC_01 | We provide secure employment and demonstrate care for employees, offering adequate wages that create a positive impact for employees.                                                                    | Positive impact | Own operations | Short-long-term |

#### G1\_Business\_Conduct

|          |                                                                                                                                                                                                                                                                                                 |      |                               |                 |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------------------|-----------------|
| G1_BC_01 | The Volatility, Uncertainty, Complexity, Ambiguity (VUCA) world can lead to lost business opportunities, failed investments, internal frustration, and higher costs due to slow reactions.                                                                                                      | Risk | Entire value chain            | Short-long-term |
| G1_CC_01 | Competitors offering more ecological products and services: limited encouragement of eco-innovation results in market share for innovative products and services being captured by our competitors. Risk of not being enough agile and fast. In general, Stäubli tends to rely on its heritage. | Risk | Own operations and downstream | Short-long-term |

## 5 Environment

### 5.1 ESRS E1 – Climate change

#### 5.1.1 Strategy

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

To guide our decarbonization pathway, we set 2024 as our baseline year. We have committed to reducing our scope 1 and scope 2 emissions by 42% by 2030, thereby aligning our operational footprint with the 1.5°C trajectory of the Paris Agreement and supporting the EU's objective of achieving climate neutrality by 2050. In addition, we pursue a 25% reduction in scope 3 emissions by 2030, reflecting our ambition to address value chain impacts. These targets form part of our broader commitment to near-term, science aligned emissions reductions, consistent with the Science Based Targets initiative (SBTi) under the well-below-2°C scenario.

To support these commitments, we developed a structured roadmap centered around three major hotspots: use of sold products, procurement, and transportation. For each hotspot, we established a dedicated working group to address the underlying drivers of emissions and ensure that robust decarbonization levers are identified and deployed.

The use-phase represents the primary emissions hotspot, accounting for more than 90% of total greenhouse gas emissions. We therefore focus mitigation actions on strengthening the robustness of use phase calculations by improving the accuracy of downstream data, notably regarding product use location and consumption profiles. In parallel, we progressively refine calculation methodologies to better reflect real world usage conditions. We also pay particular attention to the transparency, justification, and consistency of underlying assumptions, which relate closely to data accuracy but extend beyond the data itself by structuring how we address variability, uncertainty, and data gaps. Together, these actions aim to enhance reliability, comparability, and decision relevance of reported emissions results.

We address the procurement hotspot through a series of initiatives aimed at refining material data quality, improving the traceability of supplier emissions, integrating Product Lifecycle Management-based environmental information, expanding the use of recycled materials, and strengthening supplier selection criteria with ESG considerations. This includes the creation of detailed material inventories, optimization of packaging, lifecycle assessments, and improvements in purchasing data extraction and categorization.

To address the transport hotspot, our roadmap provides for an evaluation of logistics flows, the identification of transport modes and related emission factors, enhanced supply chain mapping, and the development of transition models for air, sea, and road transport. The roadmap also includes actions to improve the reliability of CO<sub>2</sub> reporting, develop mutualization strategies, and align freight decisions with CO<sub>2</sub> reduction objectives. To complete these hotspot specific actions, we launched a program for local decarbonization of direct emissions (scope 1 and 2). This program includes building energy efficiency measures, equipment optimization, refrigerant management, on site renewable energy assessments, fleet transition strategies, and the creation of guidelines and good practices across all sites.

During the reporting period, Stäubli confirms that we did not invest in economic activities related to coal, oil, or gas.

Within the framework of our transition plan for climate change mitigation, we applied a set of methodological assumptions to quantify impacts in areas where specific data were not available. We embed these assumptions in the calculation approach to provide a consistent and quantifiable basis for estimating emissions.

In the absence of detailed data on product distribution and end use, our modelling assumes that finished products are primarily used in the geographical regions where they are manufactured, allowing the estimation of downstream emissions and use-phase impacts.

For upstream emissions, we estimate the quantities of raw materials embedded in components using a ratio-based method, ensuring consistent allocation in the absence of direct data.

In addition, we derive transport modes and routes for upstream logistics from purchasing information, supporting the application of representative emission factors where logistics data were not available.

These assumptions are necessary to perform the calculations and ensure completeness of the assessment; they also represent areas of dependency where improvements in data granularity, traceability, and supplier engagement will enhance the accuracy and reliability of our transition plan over time.

We are in the early stages of implementing our climate transition plan, with concrete foundations already underway across the organization. Throughout 2025 and early 2026, we launched a structured series of cross-functional workshops dedicated to refining methodologies, validating emission hotspots, and defining operational priorities for decarbonization. These workshops represent a key first step in mobilizing internal teams, building shared understanding, and establishing the governance needed to guide long-term implementation.

In parallel, the Sustainability and IT Teams are carrying out dedicated groundwork to strengthen ESG data management and prepare the technical infrastructure required to track progress. As part of this effort, we started assessing IT solutions that can be deployed in 2026 to ensure reliable, centralized, and transparent carbon-related data.

While the transition plan is still in its initial roll-out phase, the actions already undertaken demonstrate our commitment to building the foundations of an effective and science-aligned decarbonization pathway.

#### **5.1.1.2 E1-2. Identification of climate-related risks and scenario analysis**

In addition to the DMA and the dedicated climate gross assessments for physical risks, transition risks, and transition opportunities, which identified and assessed risks and opportunities without considering the effects of operational and planned responses, we conducted a risk screening analysis using the AXA Climate tool in 2024.

For the physical climate risk analysis, we included all relevant production units (manufacturing sites) worldwide that are exposed to material gross physical risks (e.g., flooding, heat waves). For transition risks, we performed the assessment at the business area and corporate function level, considering potential risks and opportunities across the entire value chain and integrating them into the DMA.

The assessment of physical climate risks is based on scientific climate scenarios (IPCC RCP8.5 3.2 to 5.4°C, RCP4.5 1.7 to 3.3°C). The selection of time horizons for physical risks aligns with the AXA Climate method, as well as our Business Plan 2025-2027 and group strategy. The assessment included the following considerations:

The physical climate risk assessment is currently focused on our own operations, as material risks may be more impactful for our operations than for the highly diversified upstream and downstream value chain.

- Regarding physical climate risks in the value chain, we have made initial assumptions according to our local-for-local strategy; however, an in-depth analysis is still required.

The results of the screening and DMA indicate that the risks are medium-term and need to be complemented by a resilience analysis. We plan to carry this out between 2026 and 2027.

**Table 4: Extract of the DMA results related to climate change risks including the screening of physical risks**

| ESRS Sustainability topics | Sub-Topic                    | Sub-Sub-Topic | Number of material impacts |           |               | Number of material financial impacts (average over time frames) |           |               | Number of material financial impacts: Short-term (1-2y) |           |               | Number of material financial impacts: mid-term (3-5y) |           |               | Number of material financial impacts: long-term (>5y) |           |               |
|----------------------------|------------------------------|---------------|----------------------------|-----------|---------------|-----------------------------------------------------------------|-----------|---------------|---------------------------------------------------------|-----------|---------------|-------------------------------------------------------|-----------|---------------|-------------------------------------------------------|-----------|---------------|
|                            |                              |               | Topic                      | Sub-Topic | Sub-Sub-Topic | Topic                                                           | Sub-Topic | Sub-Sub-Topic | Topic                                                   | Sub-Topic | Sub-Sub-Topic | Topic                                                 | Sub-Topic | Sub-Sub-Topic | Topic                                                 | Sub-Topic | Sub-Sub-Topic |
| <b>E1_Climate_Change</b>   |                              |               | 3                          | 0         | 0             | 6                                                               | 0         | 0             | 2                                                       | 0         | 0             | 6                                                     | 0         | 0             | 11                                                    | 0         | 0             |
|                            | E1_Climate_Change_Mitigation |               | 0                          | 3         | 0             | 0                                                               | 2         | 0             | 0                                                       | 1         | 0             | 0                                                     | 2         | 0             | 0                                                     | 3         | 0             |
|                            | E1_Climate_Change_Adaptation |               | 0                          | 0         | 0             | 0                                                               | 4         | 0             | 0                                                       | 1         | 0             | 0                                                     | 4         | 0             | 0                                                     | 8         | 0             |
|                            | E1_Energy                    |               | 0                          | 0         | 0             | 0                                                               | 0         | 0             | 0                                                       | 0         | 0             | 0                                                     | 0         | 0             | 0                                                     | 0         | 0             |

### 5.1.1.3 E1-3. Resilience in relation to climate change

We acknowledge the forthcoming requirement to disclose an assessment of the resilience of our strategy and business model to climate-related risks, including the implications of climate-risk analysis for strategic choices, the insights generated from climate-related scenario analysis, and the contribution of our transition plan and mitigation or adaptation measures to long-term resilience.

As we are still in the early stages of our decarbonization journey, we have not yet completed the detailed climate-resilience assessment. Throughout 2026, we will continue to build the methodological, data, and governance foundations necessary to carry out this work robustly. This will enable us to perform structured scenario-based analyses, identify potential uncertainties, and assess our capacity to adapt our group sustainability strategy and business model over the short-, medium-, and long-term.

We therefore plan to address this requirement comprehensively in our 2027 reporting, once we have fully established the underlying analytical framework and supporting systems.

## 5.1.2 Impact, risk and opportunity management

### 5.1.2.1 E1-4. Policies related to climate change mitigation and adaptation

Our Sustainability Commitments outline the goal to reduce our greenhouse gas emissions and strengthen resilience to climate-related risks across our operations and value chain. Our policy (included in the Sustainability Commitments) aims to mitigate negative climate

impacts by decarbonizing operations in line with the Science Based Targets initiative (SBTi) methodology and our own transition plan, while seizing opportunities associated with low carbon technologies and energy efficiency improvements. The policy covers all global operations and extends to upstream and downstream value chain partners, with a particular focus on high-impact categories such as the use of sold products, procurement and logistics; no major exclusions have been defined. Stakeholders, including employees, customers, and suppliers, are engaged through awareness programs, technical workshops, and collaborative initiatives to ensure that climate considerations inform operational and strategic decisions.

#### **5.1.2.2 E1-5. Actions and resources in relation to climate change mitigation and adaptation**

In response to the material climate-related impacts, risks, and opportunities identified through the DMA, we initiated key actions during the reporting period. We primarily focused on establishing a robust carbon assessment as a foundation for future climate actions.

One central action was to allocate dedicated resources to develop a group-wide greenhouse gas (GHG) emissions inventory, including mobilizing specialized expertise (e.g., a dedicated carbon specialist during the year). This work aims to establish a reliable emissions baseline and identify the main emission sources and drivers across the group.

Building on this initial assessment, we conducted an analysis of the carbon assessment results, which enabled us to identify key emission hotspots across our operations and the value chain. These insights were used to develop the group's climate transition plan, including the identification and prioritization of mitigation levers, as well as the definition of targeted actions and future emissions reduction pathways.

In parallel, we launched additional analytical work to further improve the quality, accuracy, and granularity of emissions data, including the refinement of emission factors for key sources such as company vehicles, refrigerant gases, and electricity consumption. These activities are ongoing and contribute to strengthening the robustness of the carbon footprint and supporting more precise and reliable decision-making in the context of transition planning.

From a financial perspective, the resources allocated during the reporting period primarily relate to operational expenditures (OpEx), including internal personnel costs and external expertise supporting the development of carbon assessment and initial analyses.

Looking ahead, we expect to allocate additional OpEx to data collection, monitoring, and analytical tools to enhance the robustness of climate-related information.

In parallel, we expect capital expenditures (CapEx) to be progressively directed toward climate mitigation and adaptation actions, notably to support the decarbonization of direct emissions from facilities, particularly in areas such as energy efficiency, process optimization, and the deployment of low-carbon technologies.

### **5.1.3 Metrics and targets**

#### **5.1.3.1 E1-6. Targets related to climate change**

We have set group-wide absolute greenhouse gas (GHG) emission reduction targets covering scopes 1, 2, and 3, with 2024 as the baseline year.

We commit to reducing scope 1 and scope 2 emissions by 42% by 2030, and scope 3 emissions by 25% by 2030, in alignment with our climate transition plan and in line with the annual reduction pathway of –8.5% for scopes 1 and 2 and –5% for scope 3 defined for the

period 2024–2030. These targets apply to all operations globally, including all production units, subsidiaries, and relevant entities across the upstream and downstream value chain. No intensity-based targets are currently used, as we have prioritized absolute reductions reflecting the materiality of our primary emission hotspots, especially the use of sold products, procurement activities and logistics.

The scope of the targets is fully aligned with the scope of the GHG inventory, covering 100% of scope 1, scope 2, and scope 3 emissions calculated for the group. All GHGs included in the GHG Protocol are implicitly covered through the emission factors used in the carbon footprint calculation. No divergence exists between the target boundary and the inventory boundary, and therefore no exclusions apply in terms of geography, entity coverage, or GHG types.

Our reduction targets are science-based and compatible with a pathway well below 2°C, as they were defined using the Science Based Targets initiative (SBTi) methodology applied to our sectoral profile, even though we are not yet SBTi-certified. We developed the targets using a sector-agnostic linear reduction pathway derived from SBTi guidance, which is designed to contribute pragmatically to global climate-mitigation efforts and is aligned with the temperature ambition of the Paris Agreement. In setting these targets, we considered expected developments such as the evolution of product use patterns, shifts in customer demand for more energy-efficient solutions, regulatory changes across our key markets, and anticipated technological improvements in manufacturing processes, energy management, materials, and supply-chain transparency. These factors are expected to influence both future emissions and the reduction potential embedded in our transition plan. As we progress toward our group strategy Horizon 2030, these targets will be regularly monitored and recalibrated if significant operational, regulatory, or market changes occur.

### 5.1.3.2 E1-7. Energy consumption and mix

**Table 5: Stäubli energy consumption in MWh**

|                                                 | 2025  | 2024   |
|-------------------------------------------------|-------|--------|
| Total energy consumption from fossil sources*   |       | 36,885 |
| Total energy consumption from nuclear sources*  | -     | -      |
| Total energy consumption from renewable sources | 7,173 | 4,871  |
| Including renewable energy from own production  | 1,931 | 1,387  |

\* At this stage, energy data are not disaggregated according to the electricity mix of individual countries or the specific sourcing portfolios of energy suppliers. Consequently electricity consumption, for which detailed information on the underlying generation sources is not yet available, is conservatively allocated to fossil energy sources. As a result, the reported figures may underrepresent the actual share of electricity originating from renewable or nuclear sources in certain countries or from specific suppliers. We will work to improve the granularity of our energy data collection to better reflect the actual energy mix of our operations in future reporting periods.

As we do not operate in high climate impact sectors as defined by the applicable standards, the requirement to further disaggregate total energy consumption from fossil sources is not applicable.

### 5.1.3.3 E1-8. Gross scope 1, 2, 3 GHG emissions

Our carbon assessment was conducted using the operational control approach, meaning that all installations and activities operated by the company were included in the inventory regardless of their legal ownership. Although we are structured into several distinct legal entities, units were consolidated whenever one entity exercised operational control over another, resulting in the assessment of 38 individual carbon footprints.

We defined the operational boundaries in accordance with the Greenhouse Gas Protocol, distinguishing between direct emissions (scope 1) from sources we own or control and indirect emissions (scopes 2 and 3) arising from activities we influence but that occur at sources owned or controlled by external parties.

All emission categories were allocated to scopes 1, 2, or 3 following GHG Protocol principles, with the data sources identified for each category to ensure transparency and traceability. The temporal boundary for this assessment corresponds to the 2024 reporting year, covering activities from January 1 to December 31, 2024, which forms the baseline for our decarbonization trajectory and transition planning.

**Table 6: Stäubli carbon footprint tCO<sub>2</sub>eq**

|                                                                | 2024 (base year) |
|----------------------------------------------------------------|------------------|
| <b>Scope 1</b>                                                 | <b>6,535</b>     |
| <b>Scope 2</b>                                                 | <b>6,886</b>     |
| Location-based                                                 | 6,886            |
| Market-based                                                   | 0                |
| <b>Scope 3</b>                                                 | <b>3,921,125</b> |
| Purchased products and services                                | 297,800          |
| Capital assets                                                 | 12,020           |
| Fuel and energy emissions (not included in scope 1 or scope 2) | 2,142            |
| Upstream freight transport and distribution                    | 11,958           |
| Waste generated                                                | 1,812            |
| Business travel                                                | 5,267            |
| Commuting                                                      | 5,942            |
| Downstream freight transport and distribution                  | 9,493            |
| Use of sold products                                           | 3,564,980        |
| End of life of products sold                                   | 9,357            |
| Other downstream indirect emissions                            | 355              |

#### 5.1.3.4 E1-9. GHG removals and GHG mitigation projects financed through carbon credits

As we are at the beginning of our decarbonation journey, we have not developed or implemented any greenhouse gas (GHG) removal or storage projects within our own operations, nor have we contributed to such initiatives in our upstream or downstream value chain yet.

During the reporting period, we did not undertake or finance any carbon removal technologies, carbon capture and storage projects, nature-based removals, or engineered removal mechanisms.

#### 5.1.3.5 E1-10. Internal carbon pricing

We confirm that we do not currently apply a formal internal carbon pricing scheme across our operations or the value chain. During the reporting period, we did not systematically integrate any internal carbon fees, shadow carbon prices, or incentive mechanisms linked to carbon costs into investment decisions, product development, operational planning, or procurement processes.

However, we conducted exploratory tests to assess the potential role of carbon pricing in supporting decarbonization-related decision-making. In this context, we applied a shadow carbon price within the Robotics Division for initial assessments. These analyses provided useful insights, although the integration of carbon costs remains at an early stage and has not yet become a determining factor in decision-making processes, particularly for certain technical components such as motors.

#### **5.1.3.6 E1-11. Anticipated financial effects from material physical and transition risks and potential climate-related opportunities**

The identification of current financial effects is included in our DMA process. In line with ESRS, we assessed risks based on the magnitude of their potential financial effect and the likelihood of their occurrence. For 2024 and 2025, we did not identify any material current financial effects of our material risks and opportunities.

We assessed physical risks across the short-term (up to one year), medium-term (one to five years), and long-term (more than five to thirty years) time horizons. The selection of time horizons for physical risks reflects our strategic planning horizons and capital allocation plans, as well as expected operational lifetimes of our assets, which we assume will remain operational either based on their remaining technical lifetime or through continuous long-term operation at those sites. The long-term horizon also considers the expectation that adverse climate-related events could become more frequent and increase in severity.

The physical climate-related risks with potential financial effects are expected to arise in the mid-long-term horizon and affects certain dedicated units in specific countries (e.g., the United States and China). In parallel with the DMA, we conducted analyses using the AXA Climate tool in 2024 for these countries to further detail the risk factors. The resilience analysis and business continuity plan, scheduled for 2026, will enable us to define and implement mitigation actions to address these risks.

## **5.2 ESRS E2 – Pollution**

### **5.2.1 Impact, risk and opportunity management**

#### **5.2.1.1 E2-1. Policies related to pollution**

Our Sustainability Commitments outline the company's approach to preventing and reducing pollution across air, water, soil, and waste streams. Our objectives include minimizing emissions and discharges, ensuring the safe management of chemical products, reducing waste generation, and improving overall environmental performance at production sites and along the supply chain. The scope of the policy covers all manufacturing and R&D facilities worldwide, as well as upstream procurement activities where choices related to raw materials, components, chemicals, and packaging significantly influence environmental impacts; downstream exclusions apply only to non-material product categories.

Our policy is aligned with international environmental management frameworks, notably ISO 14001 and ISO 45001, and incorporates best practices in pollution control and environmental risk management. We engage relevant stakeholders, including employees, suppliers, and local communities, through training programs, audits, and continuous improvement processes to ensure safe operations and the prevention of pollution-related incidents. No major changes were introduced to the policy during the reporting period;

however, several supporting procedures (e.g., waste management and chemical safety) were updated to reflect evolving regulatory requirements.

#### **5.2.1.2 E2-2. Actions and resources related to pollution**

Pollution prevention is embedded within our Sustainability Commitments and operational practices. Across all production units, we implemented regulatory environmental monitoring in line with applicable legal requirements, including air emissions measurements (e.g., monitoring paint cabin emissions). These controls are overseen and routinely monitored by facilities and maintenance teams. No regulatory thresholds were exceeded during the reporting year 2025.

We have assessed water consumption and water pollution and have not identified them as material topics for Stäubli. Nevertheless, we apply precautionary measures: we systematically collect all processed water used in production and treat it as hazardous waste, with no discharge into natural water bodies or public water systems.

We release only domestic wastewater to sewage networks through standard treatment facilities.

To prevent soil and water contamination risks, we equip all shopfloor areas with watertight floor coverings designed to contain potential spillages from machinery or chemical handling. Dedicated spill response equipment is available at all production sites, and relevant employees receive regular training to ensure effective prevention and mitigation of pollution incidents.

In addition, we are assessing upstream and downstream pollution prevention and mitigation measures as part of the group's medium-term sustainability planning, with the objective of further strengthening pollution risk management across the value chain.

### **5.2.2 Metrics and targets**

#### **5.2.2.1 E2-3. Targets related to pollution**

In 2025, we did not define any quantitative pollution reduction targets, as we prioritized the completion of the DMA and the structuring of group-level definitions for environmental events subject to reporting.

As an initial outcome, we have established a qualitative target of maintaining zero major pollution incidents across all operations. This objective reflects the current risk profile and preventive controls in place.

The results of the DMA further informed the development of new Environment, Health and Safety (EHS) programs aimed at strengthening the mitigation of pollution-related risks. We defined two global EHS programs, which are scheduled for deployment starting in 2026. They will support the progressive formalization of targets and actions in line with CSRD requirements:

- Chemical management program to standardize practices across the group and strengthen the management of environmental aspects related to chemical products
- Waste management program to standardize practices across the group and improve the recyclability rate of waste within our own operations

#### 5.2.2.2 E2-4. Pollution of air, water and soil

We recorded no environmental events in 2025 across all sites within the Stäubli group. During the reporting period, we did not identify any material emissions of pollutants to air, water, or soil from our own operations, nor did we experience any environmental accidents.

Although pollution levels are monitored across all operational units, the nature of our activities is characterized by low-impact, clean production processes. Preventive measures are implemented to avoid pollution, including dedicated treatment procedures for wastewater generated from floor-cleaning operations. This approach is also reflected in our product design.

Within the Fluid Connectors Division, solutions such as dry-disconnect and non-spill couplings are engineered to prevent leakage of fluids during connection and disconnection. By ensuring tight, flush-face sealing and eliminating spills, these technologies contribute to protecting soil and water from contamination in industrial applications.

Beyond pollution prevention, our products also support the transition to more sustainable systems. The Electrical Connectors Division plays a key role in enabling electrification across industries, thereby reducing emissions during use phases. In port logistics, connection solutions support electric-powered operations such as automated guided vehicles (AGVs) through fast and reliable charging systems. In mining, robust connectors ensure safe and efficient power delivery to heavy machinery, supporting more environmentally responsible operations. For heavy-duty vehicles and construction equipment, advanced charging and battery connection systems enable safe energy transfer and facilitate emission-free operation. In public transportation, particularly rail and e-bus systems, reliable connection technologies contribute to efficient power transmission and support cleaner urban mobility.

Based on the available information and the absence of environmental incidents, we did not identify any material pollutant emissions for disclosure.

We do not yet disclose quantitative information on the amounts of primary microplastics manufactured or used in our products, on any direct releases into the environment, or on secondary microplastics. Given the complexity of this topic and the need for reliable methodologies and data across the value chain, we have decided to address this requirement through a dedicated program. This program is scheduled to be launched from 2027 onward and will enable us to identify, assess, and monitor microplastics related to our activities and products.

#### 5.2.2.3 E2-5. Substances of concern and substances of very high concern (SVHC)

We comply with the REACH regulation and do not use any substances of very high concern (SVHC) above the applicable regulatory thresholds in our products, assembly processes, production activities, or in the delivery of our services. In new product development, it is included in our requirements to use no materials containing SVHC.

We maintain a comprehensive and proactive approach to substance compliance, built on the following ongoing practices:

- **Regulatory monitoring and horizon scanning.** We actively scout future regulatory changes across all relevant chemical regulations, including REACH. We continuously monitor new SVHC designations issued by the European Chemicals Agency (ECHA), including the SVHC Candidate List, the REACH Annex XIV Authorization List, and the REACH Annex XVII Restriction List.

- **Material compliance management.** We ensure compliance with applicable material requirements and continuously develop and improve our material compliance processes, including our REACH compliance procedures.
- **Customer notification and SCIP registration.** In compliance with REACH Article 33, we fulfill our obligations to notify customers of any SVHC present above 0.1% by mass in articles supplied. We also register applicable products in the SCIP database (Substances of Concern In articles as such or in complex objects (Products)) in accordance with the requirements of the EU Waste Framework Directive for articles containing SVHC above 0.1% by mass.

Within the Electrical Connectors Division there is a project initiated to pursue active substance elimination initiatives to further reduce the presence of SVHC in our product portfolio. Specifically, we have undertaken change projects to eliminate lead, an SVHC present above 0.1% by mass, from three key material categories: steel alloys, aluminum alloys and copper alloys.

This effort represents significant, concrete steps toward the phase-out of legacy SVHC content in our materials and reflects our commitment to continuous improvement in substance management.

Substance management practices in other divisions are being evaluated for inclusion in future reporting periods.

Given the ongoing and evolving nature of substances of concern and SVHC classifications we have also identified a mid- to long-term risk. This risk relates to the potential future inclusion of additional substances on regulatory lists, including developments related to PFAS regulations in certain jurisdictions, which could affect our products and supply chains, with potential financial impacts and increased monitoring and compliance efforts. To address this risk, we have defined anticipatory mitigation measures aimed at strengthening regulatory monitoring and assessing potential impacts on products and suppliers. These forward-looking measures form part of our broader compliance and risk management approach.

## 5.3 ESRS E5 – Resource Use & Circular Economy

### 5.3.1 Impact, risk and opportunity management

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

Our Sustainability Commitments establish our commitment to conserving natural resources, improving material efficiency, and integrating circular principles throughout the life cycle of our products and services.

The policy's objectives include optimizing resource consumption, increasing the share of recycled materials where feasible, reducing waste through reuse and recovery programs, and promoting product durability and reparability wherever technically feasible and safe. It applies to the full value chain – from design and procurement to manufacturing, distribution, product use, and end-of-life – with no geographic restrictions while taking into account applicable industry standards, market conditions, and product-specific constraints.

Specific focus areas include material selection, packaging optimization, supplier engagement, and the incorporation of circular strategies into product development. The policy draws on global standards and best practices, such as ISO 50 001 for energy manage-

ment and recognized circular economy principles, and it incorporates life cycle assessment (LCA) methodologies where relevant. We work closely with suppliers, R&D teams and quality officers to improve transparency regarding material origins, recycled content, and environmental performance. While the core policy remained stable during the reporting period, ongoing workstreams, particularly those related to material data precision, packaging improvements, and waste reduction, reflect our continued efforts to enhance circularity across operations. Stakeholder expectations, especially from customers and regulators, have been considered prioritizing the focus areas of the policy.

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

The DMA identified resource use and the circular economy as a material topic for us, encompassing actual and potential impacts, risks, and opportunities across short-, medium-, and long-term time horizons. The outcomes of the 2025 DMA led to a reallocation of resources and the prioritization of actions within our Business Plan for the 2025–2027 period.

To address this material topic, we defined and initiated a set of dedicated actions and allocated specific resources:

##### **Governance and organizational setup**

A new corporate position of Resources and Circular Economy Manager was created to reinforce strategic leadership and coordination on resource efficiency and circularity topics. The role was filled, with the incumbent starting on January 1, 2026.

##### **Supply chain resource efficiency**

Additional actions relating to category purchasing were integrated into the ESG for Supply Chain program, with the objective of optimizing inbound material volumes and improving resource efficiency. These actions were defined during the reporting period; however, implementation had not yet commenced.

Actions addressing raw material scarcity were defined with the objective of anticipating potential impacts on operations and supply chains. These actions are planned to be initiated from 2026 onward and are intended to be integrated into the relevant business continuity plans.

##### **Support for circular initiatives and alternative business models**

The Fluid Connectors Division supported in developing a connector rental solution for alternative fuels, aimed at extending product use and promoting circular business models. The feasibility assessment and definition of the associated assets were completed during the reporting period.

The Robotics Division conducted a feasibility assessment for a second-hand and refurbishment business model for robots. This included a market analysis and the definition of key actions and operational process flows required for potential implementation.

The suite of services offered by the Electrical Connectors Division to its photovoltaic customers before, during, and after system installation enhances safety measures and contributes to the longevity of solar power projects. These efforts support reliable and sustainable solar energy production and illustrate how services complement product performance within the value chain. In addition, the Electrical Connectors Division contributes to resource efficiency and sustainability through its core technologies and applications. Its solutions support the growing demand for electricity by enabling efficient power transmission and distribution across

high, medium, and low-voltage applications, ensuring reliable energy supply to industrial, urban, and residential users. Through advanced and durable designs, these connectors facilitate seamless energy flow while contributing to resilient and sustainable infrastructure. Furthermore, its products are engineered with specific contact technology and design features that prioritize longevity and reliability. By reducing the need for frequent replacement, these solutions help minimize material consumption and waste generation, supporting circular economy principles. This focus on durability, combined with ongoing efforts to explore circular business models, reflects a structured approach to resource conservation and environmental sustainability.

### 5.3.2 Metrics and targets

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

As part of our sustainability commitments, we defined a dedicated target related to resource use and the circular economy for 2030, embedded within the group's governance pillar.

The target consists of launching at least two circular and/or circular-alternative business models by 2030, reflecting our ambition to progressively transition from a predominantly linear business model toward more circular value creation.

Currently, our value chain is mainly based on a linear model, focused on the production and sale of products to customers. In addition to manufacturing, we provide a range of services; however, only a limited number of these activities are currently linked to circularity, such as product life extension, reuse, or alternative ownership models. The defined target therefore represents a first concrete step toward embedding circular economy principles into our business model.

The scope and ambition of this target are expected to evolve over time as we enhance our understanding of resource-related impacts, risks, and dependencies. In particular, the results of the raw material scarcity analysis and the business resilience analysis, which will be conducted in greater depth, are expected to provide additional data and insights that may lead to the refinement or expansion of targets related to resource use and circularity. Furthermore, we continuously monitor regulatory developments relevant to resource use and the circular economy, including emerging requirements under frameworks such as the Packaging and Packaging Waste Regulation (PPWR) and the Ecodesign for Sustainable Products Regulation (ESPR). While no additional quantitative targets are currently defined in relation to these regulations, they provide an enabling framework for the progressive improvement of practices related to resource efficiency and the circular economy.

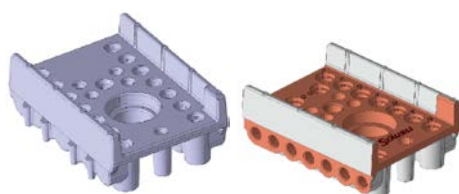
### 5.3.2.2 E5-4. Resource inflows

Our key material inflows consist primarily of metals and polymers used in product manufacturing, with certain materials identified as critical due to their environmental and supply chain relevance, such as aluminum and copper. Flame retardants such as antimony compounds and red phosphorus rely on limited natural resources with geographically concentrated supply chains, creating risks related to availability and price volatility. Based on the reporting scope, the total weight of key materials is almost 80,000 tons with the following breakdown.

**Table 7: Main materials share**

| Material             | %      |
|----------------------|--------|
| Steel                | 64.87% |
| Plastic              | 10.15% |
| Aluminum             | 9.45%  |
| Copper               | 8.00%  |
| Stainless steel      | 5.99%  |
| Rubber               | 0.47%  |
| Cardboard            | 0.57%  |
| Battery              | 0.12%  |
| Zinc                 | 0.12%  |
| Motor                | 0.09%  |
| Printed wiring board | 0.09%  |
| Alkyd paint          | 0.03%  |
| Acrylic Varnish      | 0.02%  |
| Lubricating oil      | 0.01%  |

However, at this stage, the use of secondary (recycled) materials is not systematically measured across all material categories; therefore, no quantified share of secondary resources can be disclosed. We are progressively enhancing data granularity on material composition and sourcing to improve transparency on the use of primary versus secondary resources in the future.



#### Change the process:

**100% milling » Rough-molded + milling**

#### Results vs full product

CO<sub>2</sub> footprint: -40%  
Gross weight: -30%  
Net weight: -19%

As part of our efforts to improve resource efficiency, we implemented targeted initiatives to reduce the inflow of raw materials used in our products. One representative example is a multi-connector for sequential plastic injection, for which aluminum is the main material input and is considered critical. The initial design required approximately 3.7 kg of aluminum per product.

We implemented a redesign initiative to reduce material consumption while maintaining functional performance. This optimization focused on the manufacturing process of the aluminum plate, shifting from full milling to a combination of rough molding followed by finishing through milling. As a result, the gross weight of aluminum used per unit was reduced by approximately 2 kg, representing a decrease of around 30%.

This initiative illustrates how ecodesign and process improvements can reduce resource inflows at the source, supporting more efficient use of critical raw materials and lowering the environmental impacts associated with their extraction and processing.

### 5.3.2.3 E5-5. Resource outflows

#### Products

We consider durability, reparability, and recyclability in the design and development of our key products. The level of maturity of these approaches varies across divisions and product families.

#### Durability

Our products are designed to meet high performance and reliability expectations, combining compliance with applicable regulatory requirements and the application of our own internal standards. The durability of our products is deeply embedded in our know how and engineering practices. In particular, cycle resistance testing is integrated into the product qualification process, with key products validated to withstand performance levels significantly exceeding baseline requirements, thereby providing an additional safety margin. In addition, 100% of production units undergo individual testing prior to delivery to ensure full compliance with defined specifications. This comprehensive approach to design, validation, and quality control supports enhanced durability, extended product lifetimes, and efficient resource use in customer applications.

#### Reparability

The extent of reparability varies depending on product design and business practices across divisions. In the Fluid Connectors Division, approximately 80% of product references are assembled using screw and adhesive systems, making them technically dismountable and repairable. In practice, however, repair activities are mainly carried out for high-value products, while lower-value products are generally not repaired despite being technically repairable. The remaining 20% of references are crimped, making disassembly more complex. While repair remains technically feasible, it is generally not performed due to economic considerations. In the Robotics and Textile Divisions, wear parts are specifically designed to be dismantled and replaced, supported by spare parts availability and after-sales services, thereby contributing to extending product lifetimes.

Within the Electrical Connectors Division, certain products incorporate plastic clip components that limit ease of disassembly. As a result, repair is not commonly practiced, reflecting high levels of industry standardization because of safety considerations. In contrast, products such as modular connectors are designed for relatively easy disassembly, with readily available replacement parts, enabling more feasible repair and component replacement. For certain activities, products may be technically repairable, although consolidated data on actual repair rates is not currently available.

#### Recyclability

We have initiated the assessment of recyclability for selected key products, although methodologies are not yet fully standardized across the group. For example, one representative product in the Textile Division has been assessed using the EN 16254 methodology, resulting in a designed recyclability rate of 99.5%.

In the Fluid Connectors Division, while no formalized calculation methodology has been systematically applied, products are predominantly composed of metals, leading to estimated recyclability rates above 95%, with limitations mainly linked to non-metal components such as hoses and seals.

For robots, a return flow for strategic components has been identified with the objective of enabling remanufacturing activities and directing components to specialized recycling channels when remanufacturing is not possible. However, this return flow remains limited at this stage. Robots are mainly composed of metals and electronic components, for

which dismantling and recovery channels are generally well established in developed and industrialized countries where Stäubli products are installed.

For low-value products such as electrical connectors, dismantling and material separation at component level is often less cost-efficient than processing entire products through shredding and subsequent material recovery streams. The presence of flame retardants can also hinder recycling processes and complicate material recovery.

At this stage, recyclability of packaging is not yet systematically assessed at group level.

Overall, these elements reflect our initial integration of circular economy principles into product design and lifecycle management, while highlighting areas for further development, notably in the harmonization of methodologies, extension of data coverage, and scaling of circular practices across all divisions.

### Waste

We generate a variety of waste streams across our global operations, reflecting the diversity of our industrial activities.

Our waste streams primarily include non-hazardous waste, such as packaging materials, metals, plastics, wood, and general manufacturing residues resulting from machining, assembly, and logistics processes.

In parallel, we also generate hazardous waste, mainly associated with maintenance activities and specific production processes, including oils, lubricants, solvents, chemical residues, contaminated absorbents, electronic components and end-of-life equipment requiring specialized handling. A limited volume of waste is also generated from first aid and medical activities, consisting of Infectious Risk Healthcare Waste, which is subject to specific management and treatment procedures.

Additional waste streams include waste from administrative operations, such as paper, cardboard and IT related waste, as well as waste generated through facility management, including construction or renovation residues.

**Table 8: Stäubli waste outflows**

|                                                                | 2025            |                     | 2024            |                     |
|----------------------------------------------------------------|-----------------|---------------------|-----------------|---------------------|
|                                                                | Hazardous waste | Non-hazardous waste | Hazardous waste | Non-hazardous waste |
| <b>Total waste generated (t)</b>                               | <b>745</b>      | <b>2,492</b>        | <b>970</b>      | <b>2,257</b>        |
| <b>Waste diverted from disposal (%)</b>                        | <b>21%</b>      | <b>82%</b>          | <b>N/A</b>      | <b>76%</b>          |
| Reuse (%)                                                      | N/A             | N/A                 | N/A             | N/A                 |
| Recycling (%)                                                  | 20.8%           | 70.5%               | N/A             | N/A                 |
| Other recovery operations (%)<br>including energy valorization | 0.2%            | 11.5%               | N/A             | N/A                 |
| <b>Waste directed to disposal (%)</b>                          | <b>77.2%</b>    | <b>15.7%</b>        | <b>N/A</b>      | <b>N/A</b>          |
| Incineration (%)                                               | 0.0001%         | 0                   | N/A             | N/A                 |
| Landfill (%)                                                   | 0.7%            | 0                   | N/A             | N/A                 |
| Other disposal operations (%)                                  | 76.5%           | 15.7%               | N/A             | N/A                 |
| Waste with unknown final destination (%)                       | 1.8%            | 2.3%                | N/A             | N/A                 |
| Radioactive waste generated (t)                                | 0               | 0                   | 0               | 0                   |

Each waste category is managed according to its nature, regulatory requirements and available local treatment infrastructures, ensuring that hazardous and non-hazardous materials follow appropriate collection, treatment, and disposal pathways.

## 5.4 Taxonomy disclosure

The EU Taxonomy Regulation (2020/852) establishes a standardized framework to define which economic activities can be considered “environmentally sustainable”. It aims to direct capital flows into such activities, enhancing transparency on corporate performance for investors and stakeholders.

The EU Taxonomy categorizes “environmentally sustainable” business activities into six pre-defined environmental objectives. It distinguishes between “taxonomy-eligible” and “taxonomy-aligned” economic activities. An economic activity is considered “eligible” if it is described in the adopted EU Taxonomy Climate and Environmental Delegated Acts. An eligible activity is only considered environmentally sustainable, and thus “aligned”, if it meets the specified technical screening criteria:

- Substantial contribution to one of the six environmental objectives
- Do No Significant Harm (DNSH) to the other five environmental objectives
- Minimum safeguards, primarily related to human rights and social and labor standards

Companies are required to disclose the following KPIs: turnover, capital expenditure (CapEx) and operating expenditure (OpEx), associated with both taxonomy-eligible and -aligned activities.

In the reporting period, we have prepared our EU Taxonomy disclosures in accordance with Article 8 of the EU Taxonomy Regulation and the related Delegated Acts. The legal framework for EU Taxonomy reporting continues to evolve. In 2025, as part of the broader EU Omnibus package to simplify sustainability reporting, a new Delegated Act was adopted “amending Commission Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities and Commission Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards simplification of certain technical screening criteria for determining whether economic activities cause no significant harm to environmental objectives” (the Omnibus Delegated Act). More specifically, the Omnibus Delegated Act introduced materiality thresholds, new reporting templates, and targeted adjustments to DNSH pollution criteria (see Appendix C).

We worked on applying the Omnibus Delegated Act to our reporting. EU Taxonomy alignment remains challenging.

The EU Taxonomy Regulation is a dynamic, evolving legislation. Its formulations and terms are sometimes subject to uncertainty in interpretation and require further clarification.

We are continuously working with Stäubli’s Finance teams to correctly tag and identify the amounts to be declared despite the fast-evolving regulation. All units and divisions are included in this process.

### Eligibility assessment

To determine the eligibility of our revenues, we examined our global product offering in relation to the economic activities outlined by the EU Taxonomy Delegated Acts.

We mapped our revenues based on our organization, divisions, product groups, product lines, and end-use industries. Most of our eligible products and services fall under the category of “enabling activities”, which refers to economic activities that “directly enable other activities to make a substantial contribution” to one of the environmental objectives, as per Article 16 of the EU Taxonomy Regulation. Business activities, products and solutions that do not fit within the descriptions of the EU Taxonomy Delegated Acts are classified as “non-eligible” and are therefore not included in the scope of the EU Taxonomy reporting. We based our analysis on the descriptions of the activities, the relevant Nomenclature of Economic Activities (NACE) codes and, if necessary, the substantial contribution criteria.

The table below summarizes the results of the eligibility assessment.

**Table 9: Stäubli eligibility assessment for taxonomy disclosure**

| NACE                                                                                                                                                                      | Sector        | Activity                                                              | Code     | Contribution type | Stäubli's related activities                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------------------------------------------------|----------|-------------------|------------------------------------------------------------------------------------------------------------|
| C25, C27, C28                                                                                                                                                             | Manufacturing | Manufacture of renewable energy technologies                          | CCM 3.1  | Enabling          | Manufacture of electrical connectors for solar panels and batteries                                        |
| C25, C27, C28                                                                                                                                                             | Manufacturing | Manufacture of equipment for the production and use of hydrogen       | CCM 3.2  | Enabling          | Manufacturing of H2 nozzle/leasing offer <sup>1</sup>                                                      |
| C22.2, C26.1, C26.2, C28.14, C28.15, C29.2, C29.3, C33.17                                                                                                                 | Manufacturing | Manufacture of automotive and mobility components                     | CCM 3.18 | Enabling          | Manufacturing of fluid connectors and e-mobility (e-cars, not only cars but also electrical installations) |
| C26, C27, C28.22, C28.23, C28.24, C31, G46, G47                                                                                                                           | Services      | Sale of spare parts                                                   | CE 5.2   |                   | Selling of spare parts in the Textile and Robotics Division                                                |
| C13, C14, C15, C16, C18, C22, C23.3, C23.4, C25.1, C25.2, C25.7, C25.9, C26, C27, C28.22, C28.23, C28.24, C28.25, C28.93, C28.94, C28.95, C28.96, C29, C31, C32, G46, G47 | Services      | Sale of second-hand goods                                             | CE 5.4   |                   | Selling of second-hand goods feasibility in the Robotics Division (not commercialized yet)                 |
| H49.32, H49.39, N77.11                                                                                                                                                    | Transport     | Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5  | Transitional      | Purchase of hybrid and electric cars in units                                                              |
| F42, F43, M71, C16, C17, C22, C23, C25, C27, C28                                                                                                                          | Energy        | Electricity generation using solar photovoltaic technology            | CCM 7.6  | Enabling          | Installation of solar panels on unit buildings                                                             |

<sup>1</sup> Information will be reported at the level of alternative fuels, including hydrogen, natural gas, and biogas, as the undertaking is currently unable to separately identify hydrogen-specific data.

The next steps in our journey toward EU Taxonomy disclosure are as follows:

- Link this initial assessment with the DNSH criteria and the results of the DMA
- Consolidate the flagged associated CapEx and OpEx to ensure accurate reporting in line with the regulation

The proportion of taxonomy-eligible turnover was calculated as the share of net turnover derived from products and services associated with taxonomy-eligible economic activities (numerator), divided by total net turnover (denominator) for the financial year ended December 31, 2025.

The denominator corresponds to the group's net turnover as presented in the 2025 Financial Report.

Associated 2025 revenues are disclosed below:

**Table 10: Stäubli KPI taxonomy disclosure**

| Activity                                                                                                  | 2025 turnover |
|-----------------------------------------------------------------------------------------------------------|---------------|
| Manufacture of renewable energy technologies                                                              | 194,478,469 € |
| Manufacture of equipment for the production and use of alternative fuels: hydrogen, natural gas or biogas | 5,766,867 €   |
| Manufacture of automotive and mobility components                                                         | 4,075,692 €   |
| Sale of spare parts                                                                                       | 82,537,176 €  |
| Sale of second-hand goods                                                                                 | 916,323€      |

## 6 Social

### 6.1 ESRS S1 – Own Workforce

#### 6.1.1 Impact, risk and opportunity management

##### 6.1.1.1 S1-1. Policies related to own workforce

We established comprehensive policies covering our entire workforce globally, with no limitations to specific groups or locations. These policies, as part of Stäubli's action plan and continuous improvement approach, address material impacts, risks, and opportunities related to labor and human rights, including commitments the company aims to achieve in the areas of:

- Respect for internationally recognized human rights
- Prohibition of any kind of forced labor and condemnation of child labor
- Zero tolerance for harassment, discrimination or bullying
- Commitment to equal opportunity and employment decisions based on experience, skills, education and performance
- Fair remuneration and social benefits in line with national or local statutory standards
- Respect for freedom of association, working hours and rest periods
- Commitment to attracting, developing and retaining a high-performing, diverse and engaged workforce
- Recruitment processes that are merit-based and free from discrimination

The policy further emphasizes that a respectful workplace aims to provide a working environment free of discrimination, harassment and inappropriate behavior of any kind.

##### 6.1.1.2 S1-2. Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy

At Stäubli, we engage directly with our workforce through regular dialogue, performance and development discussions, and open communication channels with managers and Human Resources, ensuring that employees' perspectives inform our decisions and actions.

We respect freedom of association and comply with collective agreements, allowing workers' representatives to raise issues and participate in shaping working conditions, although we have not concluded any Global Framework Agreements.

We established processes to enable employees to raise concerns, express needs, and provide feedback. Engagement takes place through regular and direct dialogue with management. In 2025, we developed SpeakUp@Stäubli, our whistleblowing mechanism, which became fully operational and accessible to stakeholders in January 2026. This system allows employees and external stakeholders to raise concerns anonymously, ensures confidentiality, and includes safeguards to protect whistleblowers against any form of retaliation when reports are made in good faith.

We monitor how these channels function by ensuring confidentiality, reviewing issues raised, and taking corrective actions when needed. When we identify that we have caused or contributed to a negative impact on our workforce, we are committed to providing or cooperating in remediation by addressing concerns transparently, treating every situa-

tion with respect and diligence, and taking appropriate measures to resolve issues and prevent recurrence.

### **6.1.1.3 S1-3. Actions and resources related to own workforce**

In line with the outcomes of the DMA and our commitment toward our workforce, we implemented several actions during the 2025 reporting period aimed at strengthening employee engagement, organizational culture, and occupational health and safety.

At local level, employee satisfaction and engagement surveys were conducted in selected units, including Allschwil, Switzerland (management level), Faverges, France, and Hangzhou, China, to gather feedback on working conditions, engagement drivers, and areas for improvement. These initiatives support a better understanding of employee expectations and contribute to local action plans.

At group level, we launched a Culture Program designed to actively involve employees in the group's vision and values. This long-term program applies to 100% of units and employees. It promotes target behaviors aligned with Stäubli's culture, including a "Care & Dare" mindset. The program is intended to foster engagement, shared values, and a consistent organizational culture across the group.

To strengthen governance and coordination on workforce-related health and safety topics, a dedicated corporate role for Environment, Health and Safety (EHS) and Management Systems Manager was established in April 2025. This role is responsible for coordinating EHS activities across the group.

In parallel, a group-wide EHS roadmap was developed to define Stäubli's target EHS standard. This roadmap includes:

- A comprehensive EHS standard description (102 pages reference document)
- An associated audit framework and scoring methodology
- An initial set of common EHS templates applicable across the group

During the reporting period, six production units were assessed against the new EHS standard. For each unit, we defined a tailored improvement plan based on the assessment results. These evaluations also enabled us to identify key EHS priorities for 2026 and to define the corresponding corporate EHS program.

## **6.1.2 Metrics and targets**

### **6.1.2.1 S1-4. Targets related to own workforce**

As part of our Sustainability Commitments, we defined dedicated targets for 2030 relating to our own workforce, aimed at strengthening organizational culture, employee involvement, and occupational health and safety across the group.

One target is to roll out the Culture Program across all units and to all employees, ensuring consistent alignment with our vision, values, and target behaviors throughout the organization. This program is designed as a long-term initiative and applies to the entire workforce.

In addition, we set a target to align all production units with the ISO 45001 certification standard by 2030, with the objective of establishing a consistent, high-level framework for employee involvement, occupational health, and safety conditions across the group.

This target is supported by the EHS roadmap and reference documentation, which detail the applicable requirements and define a step-by-step continuous improvement approach to support implementation and certification readiness.

#### 6.1.2.2 S1-5. Characteristics of the undertaking's employees

Understanding the composition of our workforce is essential to evaluating the robustness and inclusiveness of our employment practices. Through these disclosures, we aim to provide a clear picture of how we structure employment across the organization, including the stability and security we offer our employees. The data presented reflects the situation as of 31 December 2025. This information also supports several quantitative indicators elsewhere in the standard, enabling consistent, transparent, and comparable reporting across reporting periods.

**Table 11: Stäubli employee headcount by gender**

| Gender          | Number of employees (headcount) in 2025 | Number of employees (headcount) in 2024 |
|-----------------|-----------------------------------------|-----------------------------------------|
| Male            | 4,421                                   | 4,521                                   |
| Female          | 1,530                                   | 1,548                                   |
| Other           | -                                       | -                                       |
| Not reported    | -                                       | -                                       |
| Total employees | 5,951                                   | 6,069                                   |

**Table 12: Stäubli employee headcount by country**

| Country        | Number of employees (headcount) in 2025 | Number of employees (headcount) in 2024 |
|----------------|-----------------------------------------|-----------------------------------------|
| France         | 2,151                                   | 2,247                                   |
| Germany        | 1,154                                   | 1,199                                   |
| China          | 839                                     | 819                                     |
| Switzerland    | 473                                     | 480                                     |
| United States  | 278                                     | 285                                     |
| Tunisia        | 191                                     | 152                                     |
| Italy          | 177                                     | 179                                     |
| India          | 110                                     | 103                                     |
| Türkiye        | 70                                      | 74                                      |
| United Kingdom | 63                                      | 64                                      |
| Japan          | 56                                      | 59                                      |
| Spain          | 52                                      | 55                                      |
| Czech Republic | 50                                      | 52                                      |
| South Korea    | 41                                      | 43                                      |
| Brazil         | 39                                      | 39                                      |
| Mexico         | 37                                      | 42                                      |
| Benelux        | 34                                      | 36                                      |
| Taiwan         | 27                                      | 25                                      |
| Poland         | 24                                      | 28                                      |

| Country   | Number of employees (headcount) in 2025 | Number of employees (headcount) in 2024 |
|-----------|-----------------------------------------|-----------------------------------------|
| Thailand  | 20                                      | 20                                      |
| Hong Kong | 17                                      | 18                                      |
| Singapore | 16                                      | 17                                      |
| Portugal  | 10                                      | 11                                      |
| Romania   | 6                                       | 8                                       |
| Slovakia  | 6                                       | 6                                       |
| Hungary   | 4                                       | 5                                       |
| Slovenia  | 3                                       | 3                                       |
| Malaysia  | 3                                       | -                                       |

**Table 13: Stäubli employee headcount by contract type, broken down by gender**

| Female                                          | Male  | Other | Not reported | Total |
|-------------------------------------------------|-------|-------|--------------|-------|
| <b>Number of permanent employees in 2025</b>    |       |       |              |       |
| 1,260                                           | 3,904 |       |              | 5,164 |
| <b>Number of permanent employees in 2024</b>    |       |       |              |       |
|                                                 |       |       |              | 5,199 |
| <b>Number of temporary employees in 2025</b>    |       |       |              |       |
| 268                                             | 512   |       |              | 780   |
| <b>Number of temporary employees in 2024</b>    |       |       |              |       |
|                                                 |       |       |              | 878   |
| <b>Number of non-guaranteed hours employees</b> |       |       |              |       |
|                                                 |       |       |              | N/A   |

At this stage, Stäubli is not aware of the existence of employees under non guaranteed hours arrangements at group level. The information currently available through the group's HR reporting systems does not indicate the presence of such contractual arrangements across its entities.

In 2025, we began formally monitoring employee turnover to strengthen our understanding of workforce dynamics and support future improvements in employee experience and retention. As this is the first year we are reporting this metric, our primary focus has been on ensuring accurate data collection and establishing a baseline to guide our analysis in the coming years.

Our turnover rate for the reporting period was 9.26%, including voluntarily and dismissal-related departures, as well as retirements. There were no deaths in service (0%). Although our monitoring practices are still maturing, this first measurement provides us with valuable insight into workforce stability and helps us identify areas where additional attention or support may be beneficial. Over time, we intend to build on this foundation to deepen our analysis and to better understand the drivers behind turnover trends across our operations.

### **6.1.2.3 S1-6. Characteristics of non-employees in the undertaking's own workforce**

At this stage, Stäubli does not collect or consolidate information on non-employees at HR level, as its systems and processes are primarily designed to manage employee-related data. Furthermore, such information cannot be reliably derived from financial reporting, which is limited to salary data, does not enable a consistent identification or categorization of non-employee populations, such as contractors or agency workers. Consequently, we are not currently in a position to disclose the information required under this requirement and have identified this as an area for future enhancement of its reporting framework.

### **6.1.2.4 S1-7. Collective bargaining coverage and social dialogue**

During the reporting period, we did not have a consolidated, group-level process in place to monitor or report on the extent of collective bargaining coverage across our workforce. As a result, we are currently not in a position to disclose quantitative information on the percentage of employees covered by collective bargaining agreements.

We operate in multiple jurisdictions and comply with applicable local laws and regulations regarding employee representation, social dialogue, and collective bargaining. Where required by national legislation, employee representative bodies and collective agreements are established and managed at local level. However, these practices are not centrally tracked or aggregated at group level during the reporting period.

This disclosure reflects our current level of maturity on this topic and establishes a baseline for potential future developments in the monitoring and consolidation of social dialogue practices in line with ESRS requirements.

### **6.1.2.5 S1-8. Diversity metrics**

We define top management as the first managerial level directly reporting to the CEO. This level includes Corporate Function Officers as well as Executive Presidents of the Divisions:

- Chief Financial Officer (CFO)
- Corporate Technology Officer (CTO)
- Corporate Communications Officer (CCO)
- Corporate Human Resources Officer (CHRO)
- Corporate Operations Officer (COO)
- Corporate Strategy Officer (CSO)
- Division Executive Presidents

As of the reporting reference date, women hold 20% of top management positions. This disclosure provides transparency around gender representation at the highest management level and supports the monitoring of diversity and equal opportunity within our leadership structure.

### **6.1.2.6 S1-9. Adequate wages**

As of the reporting period, we do not have a formalized process in place to monitor or assess wage adequacy against defined adequate or living-wage benchmarks at country level.

We ensure compliance with applicable national minimum wage regulations, collective bargaining agreements where applicable, and local labor laws in all countries of operation. However, due to the absence of a dedicated adequate wage assessment methodology, we are not able at present to identify whether any employees are paid below an adequate

wage benchmark, nor to disclose the countries or percentages of employees potentially concerned.

#### 6.1.2.7 S1-10. Social protection

Based on the information collected through a group-wide questionnaire, we assess that our employees generally benefit from social protection coverage for the main life events; sickness, unemployment, employment injury and acquired disability, and maternity; primarily through public social protection schemes in accordance with applicable local laws and regulations in the countries of operation, often complemented by employer provided benefits such as health insurance, disability coverage, or enhanced leave compensation. Social protection coverage is managed in alignment with local laws and regulations and may vary depending on the country and legal framework applicable to each entity. Overall, we conclude that our workforce is covered by at least baseline social protection mechanisms in all countries of operation, with any identified gaps relating primarily to supplementary employer-provided benefits rather than to the absence of statutory protection schemes.

#### 6.1.2.8 S1-11. Persons with disabilities

In line with applicable data protection and employment legislation in the jurisdictions where we operate, we do not collect or monitor data on the disability status of our employees, including the percentage of persons with disabilities.

In particular, disability related information is classified as sensitive personal data under regulations such as the EU General Data Protection Regulation (GDPR) and comparable legal frameworks in other regions, and its collection is subject to strict limitations, consent requirements, or specific statutory obligations. Given the absence of a harmonized legal basis across countries and the potential risk to employee privacy, we opted not to implement a global process for collecting such data.

As a result, we cannot disclose quantitative information on the representation of employees with disabilities. This approach reflects our commitment to complying with local legal requirements and protecting employees' personal data.

#### 6.1.2.9 S1-12. Training and skills development metrics

We monitor employee participation in training and development activities that support continuous professional growth, skills enhancement, and long-term employability. During the reporting period, we tracked both participation in formalized performance and career development reviews, as well as the volume of training delivered to employees.

The percentage of employees who participated in a formalized performance and career development review, as well as the average number of training hours per employee, are presented in the charts below.

**Table 14: Stäubli's coverage of employee's performance review**

| 2025  |        |      | 2024  |        |      |
|-------|--------|------|-------|--------|------|
| Total | Female | Male | Total | Female | Male |
| 61%   | 56%    | 63%  | 61%   | 56%    | 62%  |

**Table 15: Stäubli's average number of training hours per employee**

| Hours 2025 | Hours 2024 |
|------------|------------|
| 13.00      | 16.03      |

These indicators provide insight into how we support employee development and ensure that skills remain aligned with evolving business, technological, and operational requirements.

#### 6.1.2.10 S1-13. Health and safety metrics

We monitor occupational health and safety performance across our operations in line with applicable regulatory requirements and recognize international standards. All group entities comply with local health and safety regulations. The deployment of occupational health and safety (OHS) management systems is a key component of our prevention approach and continuous improvement strategy.

As of the reporting period, 62.7% of employees are covered by an OHS management system based on legal requirements and/or recognized standards or guidelines, including 31.7% covered by ISO 45001-certified systems.

We defined a roadmap to further strengthen this coverage, with the objective of reaching 100% of employees within production units by 2030.

During the reporting year, we recorded no fatalities resulting from work-related accidents or work-related ill health among employees or workers present on Stäubli sites. A total of 161 recordable work-related accidents occurred, corresponding to a rate of 21.64. This performance is stable year-on-year, with expected improvement supported by the 2026-2030 EHS action plan.

Regarding occupational ill health, one case of recordable work-related illnesses was identified, resulting in 304 days lost. In total, work-related accidents accounted for 1,689 days lost during the year. These indicators are tracked at group level and contribute to the identification of risk areas and the definition of targeted prevention measures.

**Table 16: Health and safety metrics**

| Indicator                                                                                                    | 2025                             |
|--------------------------------------------------------------------------------------------------------------|----------------------------------|
| Percentage of employees covered by an OHS management system (legal requirements and/or recognized standards) | 62.7%                            |
| Percentage of employees covered by ISO 45001-certified system                                                | 31.7%                            |
| Target coverage of OHS management system                                                                     | 100% of production units by 2030 |
| Compliance with local health and safety regulations                                                          | 100% of units                    |
| Number of fatalities (work-related accidents and ill health, employees and workers on site)                  | 0                                |
| Number of recordable work-related accidents                                                                  | 164                              |
| Rate of recordable work-related accidents                                                                    | 21.64                            |
| Rate of recordable work-related accidents with days lost                                                     | 5.1                              |
| Number of cases of recordable work-related ill health (employees)                                            | 1                                |
| Days lost due to work-related accidents                                                                      | 1,689                            |
| Days lost due to work-related ill health*                                                                    | 304                              |

\* counted on calendar days not working days

Reported hours worked are calculated in accordance with local regulations and contractual arrangements applicable within each entity, reflecting differences in working time frameworks across countries. In addition, indicators related to work-related accidents (including number of accidents and associated days lost) currently cover production units only, as these represent the primary areas exposed to occupational safety risks. Efforts are ongoing to progressively extend the scope and harmonization of data collection across all entities, in line with our continuous improvement approach.

#### **6.1.2.11 S1-14. Work-life balance metrics**

Regarding family-related leave, including maternity leave, paternity leave, parental leave, and carers' leave, we operate in compliance with applicable local laws and regulations in the countries where it is present. Entitlements, conditions, and duration of such leave are therefore determined at national level, in accordance with statutory requirements and, where applicable, collective agreements.

At the reporting date, we do not operate a centralized, group-level monitoring system to consolidate or report quantitative data on the uptake or coverage of family-related leave. This approach ensures compliance with local legal frameworks while reflecting the current level of maturity of group-wide data consolidation on this topic.

#### **6.1.2.12 S1-15. Remuneration metrics**

At the reporting date, we do not have a group-level framework in place to calculate and monitor remuneration metrics as defined under ESRS, including the gender pay gap and the ratio of the annual total remuneration of the highest-paid individual to the median remuneration of all employees. Consequently, we cannot disclose these quantitative indicators for the reporting period.

Remuneration practices are managed in accordance with applicable local laws, regulations, and internal policies, and are implemented at local or divisional level, reflecting the diversity of regulatory and market environments in which Stäubli operates. However, these practices are not currently consolidated into standardized metrics at group level.

#### **6.1.2.13 S1-16. Incidents of discrimination and other human rights incidents**

During the reporting year, no incidents of discrimination or other human rights incidents were reported at group level. This is primarily due to the progressive implementation of processes for the identification, reporting, and consolidation of incidents across the group during the reporting period. We continue to strengthen our governance, monitoring, and reporting framework throughout 2026 to further enhance the consistent identification and reporting of discrimination and other human rights-related incidents across the group.

# 7 Governance

## 7.1 ESRS G1 – Business conduct

### 7.1.1 Impact, risk and opportunity management

The DMA identified business conduct-related risks primarily related to our ability to operate ethically, responsibly, and competitively in a rapidly evolving business environment. A first material risk relates to operating in a Volatility, Uncertainty, Complexity, and Ambiguity (VUCA) context. This environment can increase the likelihood of missed business opportunities, unsuccessful investments, internal inefficiencies, and higher costs, particularly where decision-making or organizational responses lack sufficient agility. This risk has the potential to affect both short-term performance and long-term value creation. A second material risk concerns competitive pressure related to sustainability and eco-innovation. As competitors increasingly develop and commercialize products and services with improved environmental performance, limited encouragement or prioritization of eco-innovation may result in a loss of market share in the area of innovative and sustainable solutions. This risk is amplified if we are not sufficiently agile or responsive to market and regulatory developments related to sustainability.

These risks are addressed through a combination of short-term and long-term mitigation measures, aimed at strengthening strategic agility, fostering innovation, and ensuring responsible business conduct. Our approach seeks to balance immediate operational needs with long-term resilience and competitiveness, while integrating sustainability considerations into decision-making and governance processes.

#### 7.1.1.1 G1-1. Policies related to business conduct

The material risks related to business conduct identified through the DMA are addressed within a unified framework defined by our Sustainability Commitments and supporting business conduct policies. Together, these elements establish a clear and comprehensive approach to ethical and responsible business behavior.

Our Code of Business Conduct (CoBC) applies to all employees worldwide and sets expectations regarding legal compliance, fair competition, anti-corruption, confidentiality, labor standards, diversity, and occupational health and safety. These principles support responsible decision-making and contribute to managing risks associated with operating in a VUCA environment, by providing principles and promoting integrity, transparency, and accountability across the organization.

In addition, the Business Partner's Code of Conduct (BPCoC) extends our expectations to suppliers and other upstream business partners. It covers responsible sourcing practices, environmental and human rights commitments, and ethical business conduct. The BPCoC supports the mitigation of risks related to competitive pressure and eco innovation, by embedding sustainability and responsible business requirements along the value chain and reinforcing expectations for innovation aligned with environmental and ethical standards. It sets expectations for ethical business behavior and compliance with applicable laws and regulations throughout the value chain. Business Partners are expected to integrate these principles into day-to-day business through structured and competent management.

Together, these policies form the foundation for managing business conduct related impacts, risks, and opportunities, enabling us to address short-term operational challeng-

es while supporting long-term resilience, innovation, and competitiveness in line with our sustainability commitments.

We maintain formal whistleblower protection mechanisms. Employees can report concerns confidentially or anonymously through several channels, including management, HR, Legal, and Internal Audit. We commit to protecting individuals from retaliation and follow defined procedures to review and investigate reports.

#### **7.1.1.2 G1-2. Actions related to business conduct**

We are progressively integrating ESG considerations into our supplier management practices as part of the planned deployment of the Business Partner's Code of Conduct (BP-CoC) in 2026. Once fully implemented, the BP-CoC will form the basis for future supplier qualification and will require suppliers to meet expectations related to environmental management, human and labor rights, responsible sourcing, product-compliance obligations, and ethical business conduct. Supplier adherence will become mandatory, and we intend to introduce audit and follow-up mechanisms in the coming years.

Procurement teams have begun receiving initial guidance on how ESG expectations will be incorporated into sourcing and supplier-evaluation processes. As these practices mature, teams will progressively integrate responsible-sourcing principles, including human rights considerations, environmental criteria, and compliance requirements, into their day-to-day activities.

We also plan to strengthen our engagement with suppliers on ESG topics. While current interactions remain limited, we aim to develop due-diligence routines, request relevant sustainability documentation, and roll out assessments or improvement plans. In the future, suppliers will also be expected to cascade sustainability requirements across their own value chains.

Procedures to prevent, detect, and manage potential misconduct are currently being put in place. As these systems become operational, they will include:

- Prevention: clearer rules on gifts and conflicts of interest, and the integration of due diligence expectations into all business partners management processes
- Detection: strengthened and unified whistleblowing systems
- Investigation: structured internal review processes supported by confidentiality safeguards
- Response: application of corrective measures for suppliers or employees and strengthening internal controls when needed

These ongoing efforts lay the foundation for our future approach to responsible business conduct as we progressively establish a more formalized ESG and compliance framework.

### **7.1.2 Metrics and targets**

#### **7.1.2.1 G1-3. Targets related to business conduct**

At the reporting date, we did not define formal quantitative and time bound targets at group level specifically related to business conduct. Nevertheless, we established a set of qualitative, policy driven objectives that guide our approach to ethical behavior and integrity across all divisions and along the value chain. These objectives are embedded in our sustainability governance framework and supported by our policies related to business conduct.

In this context, we aim to:

- Ensure 100% adherence to the Code of Business Conduct by all employees, including mandatory acknowledgement upon hiring
- Ensure adherence of relevant upstream business partners to the Business Partner's Code of Conduct, thereby extending ethical and compliance expectations across the supply chain
- Maintain a zero tolerance approach to corruption, bribery, fraud, and unethical behavior, applicable to our own operations and business relationships
- Continue to strengthen compliance awareness, including targeted training for employees and functions exposed to higher risks of corruption or bribery, such as procurement, sales, and public facing roles
- Maintain and further develop whistleblowing, ensuring that employees and business partners can report concerns safely, confidentially, and without fear of retaliation

These objectives serve as the foundation for the future development of quantitative targets as we continue to strengthen our ESG governance and compliance monitoring systems.

#### **7.1.2.2 G1-4. Metrics related to corruption or bribery**

During the reporting period, our approach to measuring and preventing corruption and bribery was primarily grounded in corporate culture and governance practices rather than quantitative metrics. Integrity related topics, including anti corruption and anti bribery and whistleblower protection, are embedded in our values and reflected in our business conduct framework.

In a rapidly changing and competitive environment, characterized by increasing complexity and speed of change, our culture encourages employees to “Care & Dare” and “Own & Act” by taking ownership and acting responsibly in line with ethical principles.

The effectiveness of this culture is reinforced through policy adherence, awareness-raising initiatives, dedicated employee training, and the availability of confidential reporting mechanisms, which together form the core qualitative indicators used to monitor business conduct and integrity across the group. As part of these initiatives, a total of 2,546 anti-corruption and anti-bribery training courses targeting all employees across the group were completed by the end of October 2025.

## 8 Appendix

### 8.1 Voluntarily reported non-material Key Performance Indicators (KPIs)

Although certain indicators are assessed as non-material under our CSRD DMA, we continue to monitor and voluntarily report selected KPIs as part of our responsible management approach and commitment to transparency. These indicators, such as water consumption, are tracked internally to support operational efficiency, environmental stewardship, and continuous improvement across activities. Their inclusion in this appendix is intended to provide additional context on our sustainability performance and management practices, even where disclosure is not required under ESRS. The reported information complements the material disclosures in the main body of the CSRD report and reflects our ambition to proactively monitor key impacts and resources relevant to our operations.

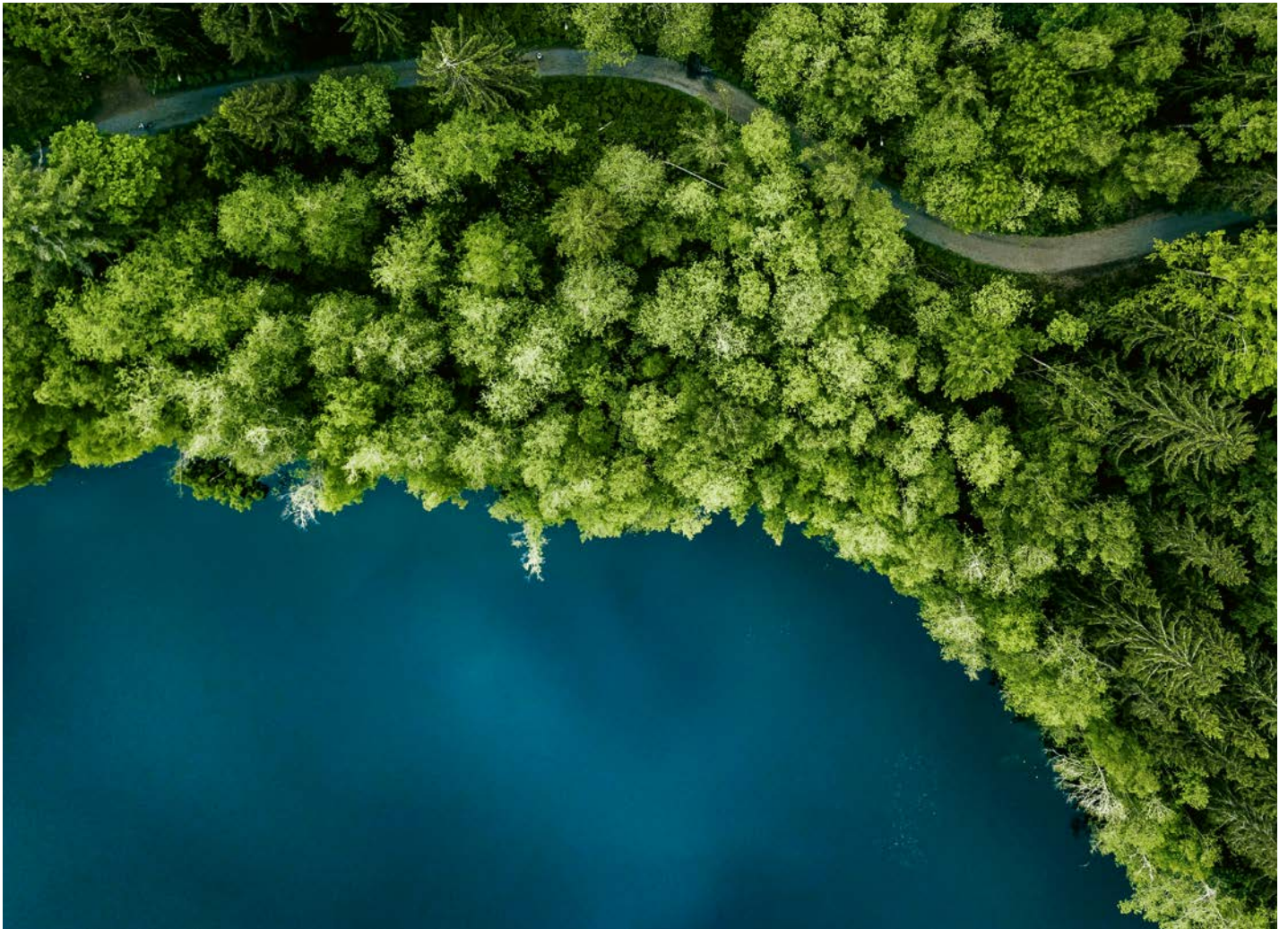
#### 8.1.1 E3-4. Water metrics

**Table 17: Stäubli's water metrics in m<sup>3</sup>**

|                                 | 2025   |
|---------------------------------|--------|
| Total water consumption         | 62,291 |
| Total water recycled and reused | 25     |
| Total water stored              | 555    |

## 8.2 Glossary

|               |                                                                                                            |
|---------------|------------------------------------------------------------------------------------------------------------|
| <b>BoD:</b>   | Board of Directors                                                                                         |
| <b>BPCoC:</b> | Business Partner's Code of Conduct                                                                         |
| <b>CapEx:</b> | Capital expenditure                                                                                        |
| <b>CCO:</b>   | Corporate Communications Officer                                                                           |
| <b>CEO:</b>   | Chief Executive Officer                                                                                    |
| <b>CFO:</b>   | Chief Financial Officer                                                                                    |
| <b>CHRO:</b>  | Corporate Human Resources Officer                                                                          |
| <b>CoBC:</b>  | Code of Business Conduct                                                                                   |
| <b>CSO:</b>   | Corporate Strategy Officer                                                                                 |
| <b>CSRD:</b>  | Corporate Sustainability Reporting Directive                                                               |
| <b>CTO:</b>   | Corporate Technology Officer                                                                               |
| <b>DDTrO:</b> | Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor |
| <b>DMA:</b>   | Double Materiality Assessment                                                                              |
| <b>DMT:</b>   | Divisions Management Team                                                                                  |
| <b>DNSH:</b>  | Do No Significant Harm                                                                                     |
| <b>EHS:</b>   | Environment, Health and Safety                                                                             |
| <b>ERP:</b>   | Enterprise Resource Planning                                                                               |
| <b>ESG:</b>   | Environmental, Social, and Governance                                                                      |
| <b>ESPR:</b>  | Ecodesign for Sustainability Products Regulation (Regulation (EU) 2024/1781 of the European Parliament)    |
| <b>ESRS:</b>  | European Sustainability Reporting Standards                                                                |
| <b>GDPR:</b>  | General Data Protection Regulation                                                                         |
| <b>GHG:</b>   | Greenhouse Gas                                                                                             |
| <b>IRO:</b>   | Impact, Risk, Opportunity                                                                                  |
| <b>IT:</b>    | Information Technology                                                                                     |
| <b>LCA:</b>   | Life Cycle Assessments                                                                                     |
| <b>LkSG:</b>  | Lieferkettensorgfaltspflichtengesetz                                                                       |
| <b>NACE:</b>  | Nomenclature of Economic Activities                                                                        |
| <b>OpEx:</b>  | Operating Expenditure                                                                                      |
| <b>PFAS:</b>  | Per- and Polyfluoroalkyl Substances                                                                        |
| <b>PLM:</b>   | Product Lifecycle Management                                                                               |
| <b>PPWR:</b>  | Packaging and Packaging Waste Regulation (Regulation (EU) 2025/40 of the European Parliament)              |
| <b>REACH:</b> | Registration, Evaluation, Authorization and Restriction of Chemicals                                       |
| <b>RSI:</b>   | Raccord Sécurité Innovant (innovative safety fitting)                                                      |
| <b>SBTi:</b>  | Science Based Targets initiative                                                                           |
| <b>SCC:</b>   | Sustainability Steering Committee                                                                          |
| <b>SOD:</b>   | Segregation Of Duties                                                                                      |
| <b>SVHC:</b>  | Substances of Very High Concern                                                                            |
| <b>VUCA:</b>  | Volatility, Uncertainty, Complexity, Ambiguity                                                             |



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