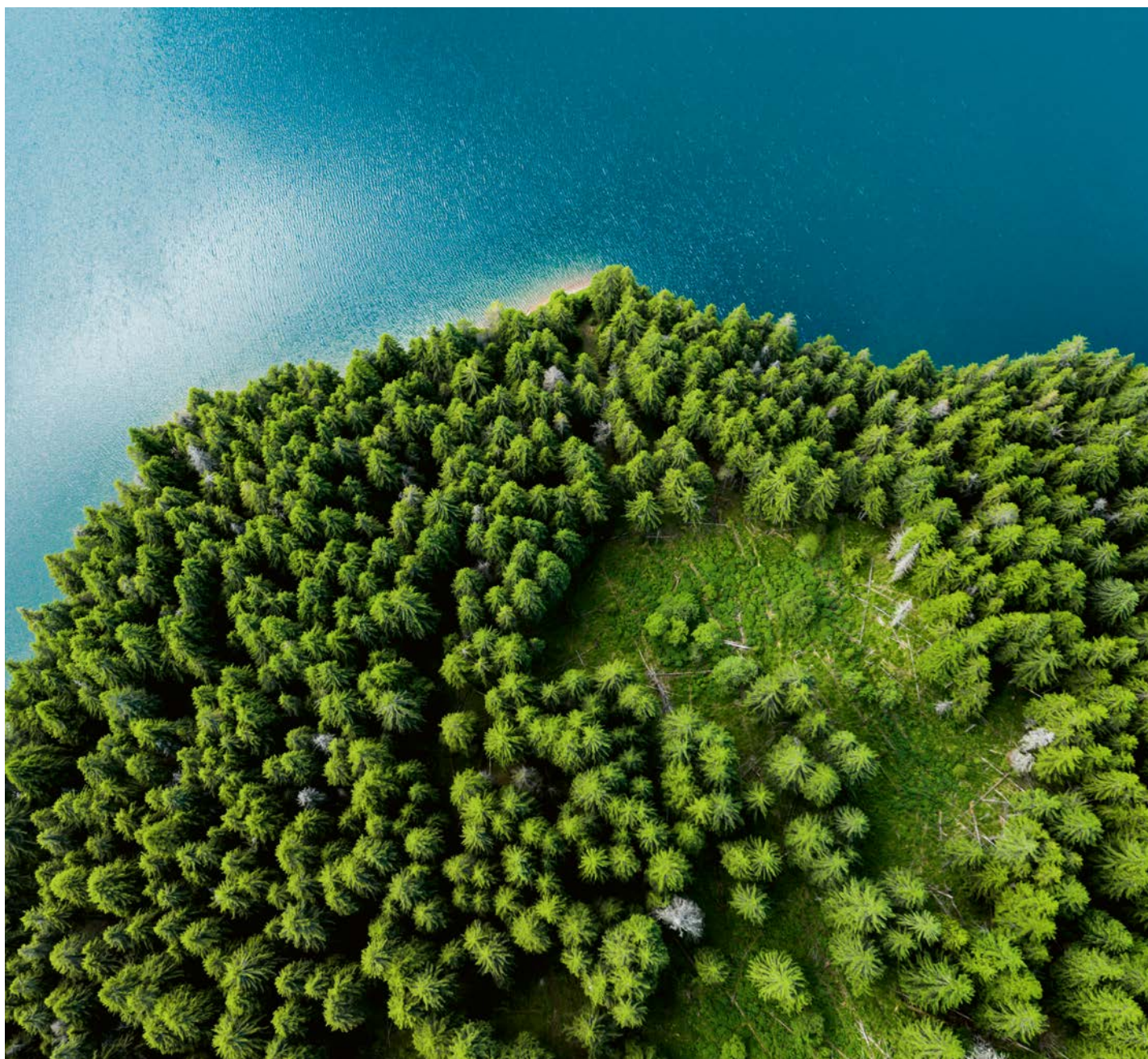


# Sustainability statement

2024



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# Introduction

In 2024, Stäubli focused on collecting data on achievements across our divisions, production units and business units. At the same time, we worked to build the foundations for effective reporting and to position sustainability issues as real drivers within the company.

We also continued to raise awareness of Environment, Social and Governance (ESG) concepts and sustainable development within the group, recognizing that a shared fundamental understanding of these topics is a key step in our sustainability journey.

2024 has been a pivotal year for developing a medium-term sustainable development strategy that meets regulatory obligations, aligns with our overall group strategy and considers initiatives carried out at different sites. To lay the groundwork, we conducted an in-depth assessment of the company's current ESG maturity, covering all Stäubli entities.

The year 2024 marked a significant transition for us – switching from local initiatives to building a global sustainability strategy. We embarked on a comprehensive effort to integrate sustainability practices at every level of the organization, consolidating actions from various divisions and business units into a cohesive group-wide approach.

As we collected data on our achievements, we began crafting a strategic framework that harmonizes initiatives within Stäubli. By evaluating our ESG maturity and compliance rate, and by fostering awareness across all entities, 2024 stands as a testament to our commitment to making sustainability not a collection of isolated actions, but a unified and strategic pursuit.

This report reflects this transition phase, presenting existing data – in alignment with Global Reporting Initiative (GRI) standards – and outlining the first steps toward full Corporate Sustainability Reporting Directive (CSRD) disclosures.



# CEO letter



Dear readers,

Since 1892, Stäubli has advanced industry through innovation, guided by a commitment to quality and sustainable growth. Our technical excellence, strong values and family ownership have made us unique for over 130 years.

Our long-term ambition, guided by our group strategy Horizon, shapes every action we take to strengthen our position as a champion in the market for high-quality and high-performance industrial and mechatronic solutions.

Our vision is clear: We make work easy and safe. Our solutions deliver unparalleled performance and generate value for our customers, organization, society and the environment.

Our values – People, Passion, Performance and Partnership – define who we are and guide what we do: Our people enable us to advance and succeed, our passion drives us in everything we do, our performance shapes customer satisfaction, and our partnerships are founded on long-term orientation and integrity.

By living these values, we take social, economic and environmental responsibility of our actions, striving to create value for all stakeholders. The year 2024 was pivotal for us: We integrated ESG into our business, developed a strategy and reinforced our team to elevate our sustainability initiatives to the next level. Key projects included a group-wide carbon assessment preparation and the launch of a double materiality assessment.

We also created a Sustainability and Environment, Health & Safety (EHS) department at group level. This enables us to structure our global approach and align with internationally recognized market standards like EcoVadis, ISO norms, SBTi, and more. Our goal is to connect our values with the urgent needs of today's dynamic world and further anchor sustainability at the heart of our operations. Through this holistic approach, we position ourselves as a reliable partner for innovative and sustainable solutions – forging a promising future for our customers, stakeholders, our planet and society as a whole.

By focusing on this approach, we expand our influence within the industrial landscape and build a legacy of innovation, excellence and sustainability.

Regards,

Gerald Vogt  
CEO of the Stäubli group

# Stäubli group

## Key figures

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.

We currently operate in 28 countries, with agents in 50 countries on four continents. 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, Switzerland.



## Geographical breakdown



## Governance

### Board of Directors

The Board of Directors (BoD) at Stäubli is the highest supervisory and governing body of the company, conducting or delegating its business according to the Swiss Code of Obligations (OR).

The BoD strives to lead the company towards sustainable growth and innovation while upholding the highest standards of corporate governance and ethical conduct. The BoD oversees the Executive Committee and works closely with the Internal Audit team.

## Executive Committee

The Executive Committee manages the company's operations and strategic objectives. It comprises the Chief Executive Officer, Chief Financial Officer and the Executive Presidents of the four divisions: Electrical Connectors, Fluid Connectors, Robotics and Textile.



## Sustainability Steering Committee

In 2022, we established a Sustainability Steering Committee (SSC) with following members:

- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Corporate Human Resources Officer (CHRO)
- Corporate Technology Officer (CTO)
- Corporate Strategy Execution Officer (CSEO)
- Corporate Communications Officer (CCO)
- Vice President of Renewable Energy (VP RE)

The SSC meets bi-monthly. The committee's objective is to ensure the implementation of the sustainability strategy and the monitoring of our ESG efforts. The SSC reports to the company's Executive Committee and Board of Directors.

To ensure comprehensive ownership of ESG issues, we have established ESG referents in each of our four divisions.

A network of ESG and EHS specialists represents each production unit. These different stakeholders contribute to our sustainable development program and help us achieve cross-divisional and cross-functional objectives.

# Stäubli sustainability ambitions

## Stakeholder expectations

### Regulatory authorities

In 2023 and 2024, we organized several workshops with external ESG advisors to analyze the relevant sustainability regulations applicable to the group, including European and Swiss legislation.

Since January 5, 2023, the European Directive on Corporate Sustainability Reporting has been in effect. Under this legislation, the European Union requires large companies like Stäubli to publish regular reports on the social and environmental risks we face and the impact of our activities on people and the environment. The objective of such regulations is to harmonize sustainability reporting and improve the availability and quality of ESG data. For Stäubli, this means providing clear, reliable information that demonstrates compliance and accountability, enabling authorities to verify that we meet their standards for responsible business.

The European Union has also required companies of Stäubli's size to comply with EU taxonomy, which classifies economic activities that have positive environmental impact. The aim is to direct investments towards sustainable activities.

New reporting requirements have also emerged such as the Corporate Sustainability Due Diligence Directive (CSDDD) as a European framework with local application like the German Lieferkettensorgfaltspflichtengesetz (LkSG) or the Swiss Responsible Due Diligence Initiative.

### Customers

Our ESG commitments and objectives are based on customer requests and requirements, which we identify through surveys and questionnaires. These commitments constantly evolve depending on the business. They cover areas such as carbon emissions, policies on human rights, ethics and responsible sourcing.

A few key customers have expressed the expectation that Stäubli achieve a specific level of ESG rating to remain on their supplier list and penalty and bonus systems are beginning to be integrated into customer tenders. For example, a customer in the automotive sector required us to conduct an EcoVadis assessment and achieve a particular score. EcoVadis, then became a standard to evaluate the maturity of our production units with the aim of continuous improvement.



## Employees

Our commitment to sustainable, ethical and responsible business practices, both environmentally and socially, has become a driving force for employees. These commitments allow them to align personal values with their work, fostering greater motivation, job satisfaction and a sense of belonging by contributing to a common goal beyond pure economic benefits.

Sustainability initiatives across Stäubli sites also provide opportunities to develop new skills, for personal and professional growth, from leadership and project management to environmental awareness. Development through sustainability enriches employee career paths.

Seeing tangible results, such as reducing our environmental footprint or improving the lives of disadvantaged communities, is a powerful motivator for employees and encourages them to actively engage in initiatives that create positive change.

To keep employees informed, connected and actively engaged, we built a dialogue-oriented employee communication plan that defines global and local responsibilities. Regular in-person or online team meetings as well as all-employee meetings are encouraged and supported by our group management. Stäubli units also organize events to strengthen teamwork and celebrate milestones. Additionally, we use multiple digital communication channels such as the global intranet, social media channels, emails and internal newsletters. Wherever possible, we also conduct topic specific surveys to gather feedback and identify opportunities to improve culture and processes and therefore improve job satisfaction.

## Sustainability challenges through our business



### **Our durable and safe connectors support the decarbonization of energy production.**

Our Electrical Connectors division is committed to a more sustainable future and sees energy transition and digitalization as a great opportunity. As the industry leader in photovoltaic connector solutions, we play a key role in enabling the global shift to renewable energy. With reliable and safe electrical connector solutions, we enable the decarbonization of global power generation and transmission, resource-efficient industrial automation and carbon neutral transportation. We believe it is essential to drive our business activities in a smart way, which means pursuing them in a sustainable manner. Therefore, we aim to help create a more sustainable life through all our efforts, innovations and investments for generations to come.



### **From reliable on-board braking systems to pioneering advancements in hydrogen refueling, we engage with our clients for a sustainable tomorrow.**

Our Fluid Connectors division provides various industries with unrivaled connecting solutions: Our long-lasting products and proximity services ensure employees' safety, reduce energy consumption and carbon footprint and develop high-effective industrial processes. Our quick release couplings equipping railway braking systems, which are still reliable after decades of intense usage, as well as recent major innovations in the field of hydrogen refueling, are both meaningful examples of how our Fluid Connectors division contributes to a more sustainable and resilient future.



**Our automated solutions accelerate the future of smart and sustainable production, improve workplace health and safety, help reduce waste and contribute to global health.**

Our Robotics division makes key contributions across various domains, especially workplace safety. We automate manufacturing lines in difficult environments where Workplace Health and Safety (WHS) is particularly important, such as cleanrooms as well as aseptic, hygienic or humid environments. We support reshoring manufacturing processes thanks to automation, with special attention on reducing waste and energy consumption through long-lasting robotics and maintenance solutions. Additionally, the Robotics division contributes to the improvement of global health through robots that perform complex microsurgical procedures with superior precision and safety.



**It is our ambition to continuously innovate to reduce our impact on the environment through the longevity, repairability, recyclability and energy efficiency of our textile equipment.**

Our Textile division offers products with high durability and supports the principle of maintainability by providing services that maximize product longevity for our customers. Repairability and recyclability are facilitated using design that allow disassembly while ensuring the availability of spare parts. The longevity of our equipment is well recognized in the textile industry by many of our customers, who have used our machines for decades. Furthermore, our Research and Development team has made significant improvements in reducing the electricity consumption of our new machine models.

## Sustainability approach

At Stäubli, we consider sustainable development as a strategic lever that guides our decisions and directs our actions. Our ambition is to create a balance between economic performance, environmental responsibility and social commitment, within a framework of ethical and rigorous corporate governance.

Convinced that sustainability strengthens our competitiveness and promotes long-term growth, we pursue a “win-win” approach that aims to combine economic success with a positive impact on the environment and society. Sustainable development will be a key driver of our transformation.

This translates into responsible management of our activities, in close collaboration with all our stakeholders. Step by step, we aim to integrate ESG issues into our decision-making processes, our products, our services and our business model.

Our ambitious 2030 roadmap was finalized and communicated to internal stakeholders at the end of 2024. It is driven by local, tangible and measurable initiatives that advance the energy transition, the circular economy, workplace safety and well-being and the environmental performance of our products. Our strategic priorities include completing 15 dedicated projects by 2030:

- Fundamental ESG and EHS documentation
- CSRD preparation
- Compliance monitoring
- Progress in EcoVadis scores
- Alignment of ethics topics at the group level

- ESG in supply chain and preparation for CSDDD
- Management of EHS fundamentals and high-risk activities
- Group-wide carbon footprint assessment
- Carbon transition plan
- Life cycle assessment of key products and initial development of eco-innovation projects
- Alignment of social topics with HR
- Dedicated training programs in ESG and EHS
- Alignment of integrated management systems for production units (ISO 14 001 and ISO 45 001)
- Integration of ESG into group risk assessment
- ESG data management roadmap

This will be made possible by building a stronger sustainability organization and its community. Establishing this community helps actively engage employees in ESG and EHS projects. By applying industry best practices and learning from peers, we accelerate the integration of sustainability programs across the organization.

## Sustainability strategy

In 2024, we developed a sustainability strategy to integrate sustainability into all company activities and transform compliance requirements into business opportunities. The strategy applies at all levels of the company – group, divisions, business units and production units – each with specific objectives contributing to the overall approach, led by a dedicated governance responsible per department and supported by relays within the teams.



The strategy focuses on embedding sustainability into daily tasks, rather than defining sustainable practices as an additional topic or project. For example, we develop innovative products and services that efficiently manage resources such as energy and water, thereby reducing the overall consumption footprint.

To achieve these goals, we align with regulations and ISO-certified management systems, while applying life cycle approaches at business, product and facility levels to drive product innovation and reduce environmental impact.

We also recognize key challenges that influence our approach, such as discrepancies in maturity levels across units, global delays in ESG and EHS implementation and fast-moving regulations. Addressing these challenges requires us to move beyond compliance and actively create business opportunities that reduce environmental and social impacts across the value chain.

## Initiatives

### Employee engagement driving ESG

Our sustainability strategy is only successful through the commitment of our employees. Across divisions and regions, teams are actively advocating ESG principles and driving a culture of responsibility and innovation. The following examples illustrate how their engagement is shaping our organization.



“When I first came into contact with ESG as a topic, I was attracted by the sustainable development concept, because global climate change and the escalating expectation of corporate responsibility show ESG is not only an industry trend but also key to the long-term development and competitiveness of our company. In China, our colleagues attach great importance to sustainability and have done a lot of promotion and publicity to popularize this concept.”

#### **Bizhen Lin**

Public Relations & High-Tech Specialist – Hangzhou (China)



“In 2022, during an external training session, I realized that sustainable development wasn’t just a trendy topic, but a real underlying trend in the evolution of the industry, equivalent to digitalization in terms of disruption. I then worked with the Strategy Execution Officer and the Fluid Connectors division management to set up a team and carry out measures, starting with awareness-raising workshops, followed by initiating a business strategy approach focused on product sustainability and the circular economy.”

#### **Samuel Angonin**

Commercial Excellence Manager, Fluid Connectors – Faverges (France)



“I arrived at Stäubli Electrical Connectors to promote and develop ESG practices. The role was created because ESG is a pillar of our internal transformation initiative. With a deep passion for sustainability and a background in natural sciences, I was inspired and took the challenge. Our journey began with the creation of an ESG community within the Electrical Connectors division, guided by a divisional Steering Committee composed of members from our division’s management board. Our approach is cross-functional, involving representatives from key departments. We believe that employees, with their firsthand experience and insights, are best equipped to drive improvements in our environmental and social performance. We encourage this collaboration to achieve meaningful progress and foster a culture of sustainability throughout the organization.”

#### **Belen Vallejo Vargas**

Divisional Head of Sustainability and ESG, Electrical Connectors – Allschwil (Switzerland)

## Sustainable Development Goals

The Sustainable Development Goals (SDGs), adopted by the United Nations in 2015, consist of 17 global objectives aimed at tackling major challenges. These interconnected goals guide efforts towards balanced and sustainable development.

Our four divisions assessed their contribution to the SDGs by involving various internal stakeholders. Together, they identified the most relevant objectives based on their products, services and related actions, such as supporting non-governmental organizations. Then, a more in-depth analysis was carried out by studying each associated target to determine whether the division actively participates in or facilitates achieving the set objectives.

Through Stäubli's diverse offering, our divisions contribute to specific SDGs:

- Electrical Connectors: Goals 7, 9 and 12
- Fluid Connectors: Goals 7, 8 and 9
- Robotics: Goal 3, 8 and 9
- Textile: Goals 9, 12 and 17

At the group level, we contribute to:

- Goals 9 and 12 to manage activities responsibly
- Goals 7 and 13 to drive initiatives to protect the environment

The next step is to establish specific monitoring indicators aligned with the SDGs. These indicators will enable us to assess and track progress, optimize contributions to the SDGs, ensure transparent reporting, while also identifying areas for improvement.





## Sustainability commitments

### Driving ESG awareness in our Electrical Connectors division

Our Electrical Connectors division considers ESG a business enabler and catalyst. By leveraging the company's product and service offerings, they contribute to sustainable industries and help businesses become more efficient.

The division has focused on raising employee awareness through a campaign that explains how ESG objectives contribute to the division's development. Their ESG approach enables teams to improve their relationships with internal and external stakeholders by contributing to:

- Understanding and creating value
- Unlocking new business opportunities and reinforcing market position
- Building relationships and meaningful engagement with key stakeholders such as customers, suppliers and organizations to understand industry trends
- Supporting clients' ESG objectives and reducing their risks
- Improving efficiency
- Reducing risks
- Minimizing material resources and optimizing utilization
- Creating new connections that enable sustainable change

This approach is driven by the Electrical Connectors ESG ambassador program, which invites employees with a strong interest in sustainability to actively contribute ideas and identify quick-win actions that improve environmental and social performance. Ambassadors participate in informative events, share best practices and promote small but impactful changes in daily work. The program is complemented by a dedicated portal on the global intranet that facilitates communication, provides resources and enables knowledge exchange on ESG issues.

### Joining the RAILSPONSIBLE initiative

Stäubli with our Fluid Connector division is a member of the RAILSPONSIBLE initiative, which aims to create a transparent, fair and robust supply chain that ensures short- and long-term business continuity. Members are companies in the rail sector, including the entire supply chain from operators to equipment manufacturers and suppliers.

The members of the RAILSPONSIBLE initiative commit to conducting their business in a socially and environmentally responsible manner. By prioritizing responsible procurement, they aim to strengthen the rail industry's position as the most sustainable mode of transport. To learn more about this initiative, visit the website: <https://railsponsible.group/about-us/>

## ESG scoring systems

Evaluating maturity regarding sustainability is a key aspect of our commitment to ESG principles. Our production units, notably those at Faverges (France), Bayreuth (Germany) and Allschwil (Switzerland), have embarked on an assessment process based on the EcoVadis standard, which provides a framework for measuring sustainability performance.

Our unit in Faverges achieved a score of 56%, Bayreuth 58% and Allschwil 61%. This is a starting point and clearly indicates areas where we need to set priorities. The 2027 target is to align all production units with the EcoVadis scoring system, achieving a minimum score of 70%.



Additionally, the unit in Bayreuth (Germany) has participated in a Carbon Disclosure Project (CDP) assessment to evaluate its climate-related disclosures. Both the Faverges and Bayreuth units have completed the Self-Assessment Questionnaire (SAQ) 5.0, a tool for assessing sustainability practices.

Our unit in Héringue (France) has carried out the Evaluation of Corporate Social Responsibility (original: Responsabilité Sociétal des Entreprises) and scored 12.60 out of 15.

## ESG integrated in risk management methodology

At Stäubli, the shift toward proactive risk management takes a significant step forward with the introduction of ESG issues into the risk management process.

ESG risks are now integrated into the group's annual global risk assessment, reflecting their growing importance. ESG is not limited to isolated factors but can also amplify existing risks and turn challenges into opportunities.

This approach enables us to anticipate the potential impacts of ESG impacts, strengthen resilience and leverage sustainable development opportunities for long-term growth.

## Gradual integration of CSRD requirements

We have structured our sustainability roadmap by classifying programs and actions according to the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). These standards provide a framework for us to define our strategic sustainability priorities, covering aspects ranging from environmental performance to social responsibility and governance. This roadmap sets out how we will progressively integrate CSRD requirements into our operations.

To prepare for compliance, we conducted two complementary gap analyses between April and June 2024. The first compared our current practices with the Corporate Sustainability Reporting Directive (CSRD) and its European Sustainability Reporting Standards (ESRS) to identify areas for improvement. This analysis highlighted both strengths and gaps, showing where we already meet expectations and where targeted actions are needed to achieve or exceed CSRD standards. In parallel, we conducted a broader gap analysis covering ESG and EHS aspects. Key findings revealed that we can currently report approximately 10% of CSRD requirements. To close this gap, we have established an action plan with 174 measures, aiming for full compliance by 2027. The first major milestone will be the double materiality assessment (DMA) in 2025.

## Ethics and compliance

Across the entire Stäubli group, our long-term success is built on ethical and legal business practices. The Stäubli Code of Business Conduct provides key guiding principles for all employees. It offers guidance for daily work and is binding for everyone, with each employee required to sign it upon joining the company.

## Product compliance

Product compliance ensures effective monitoring and conformity. It is managed by our divisions to reflect their diversity.

For product material compliance, we comply with the following regulations (non-exhaustive list):

- REACH Regulation (EC) No. 1907/2006
- RoHS Directive 2011/65/EU
- POP Regulation (EU) No. 2019/1021
- TSCA Toxic Substances Control Act
- California Proposition 65 (CalProp 65)
- Conflict Minerals Due Diligence Regulation (EU) No. 2017/821

In addition, monitoring allows us to anticipate regulatory changes, such as:

- EUDR (EU) Regulation 2023/1115
- Ecodesign for Sustainable Products Regulation (EU) 2024/1781

To ensure consistent quality and continuous compliance, several production units are certified to:

- ISO 9001
- ISO 14001
- ISO 45001
- International Railway Industry Standard (IRIS)
- International Automotive Task Force (IATF)

Links to material compliance documentation and ISO certificates for each region are provided in the appendix.

## Cybersecurity

Cybersecurity is a major challenge as technological advances increase the risk of attacks and fraud. At Stäubli, we reduce these risks by applying best practices based on the ISO 27001 standard.

We have implemented an Information Security Management System (ISMS) supported by monitoring committees and security policies. This system ensures that information security is embedded in our processes.

However, technology alone cannot eliminate human risk. That's why we provide cybersecurity training for every employee upon arrival to raise awareness of threats and teach the right reflexes.

We also conduct regular mandatory training sessions in various formats, such as videos, quizzes, simulated phishing emails, incentives to report incidents, intranet articles and crisis management exercises. Cybersecurity is also a standard part of our town halls

# 100%

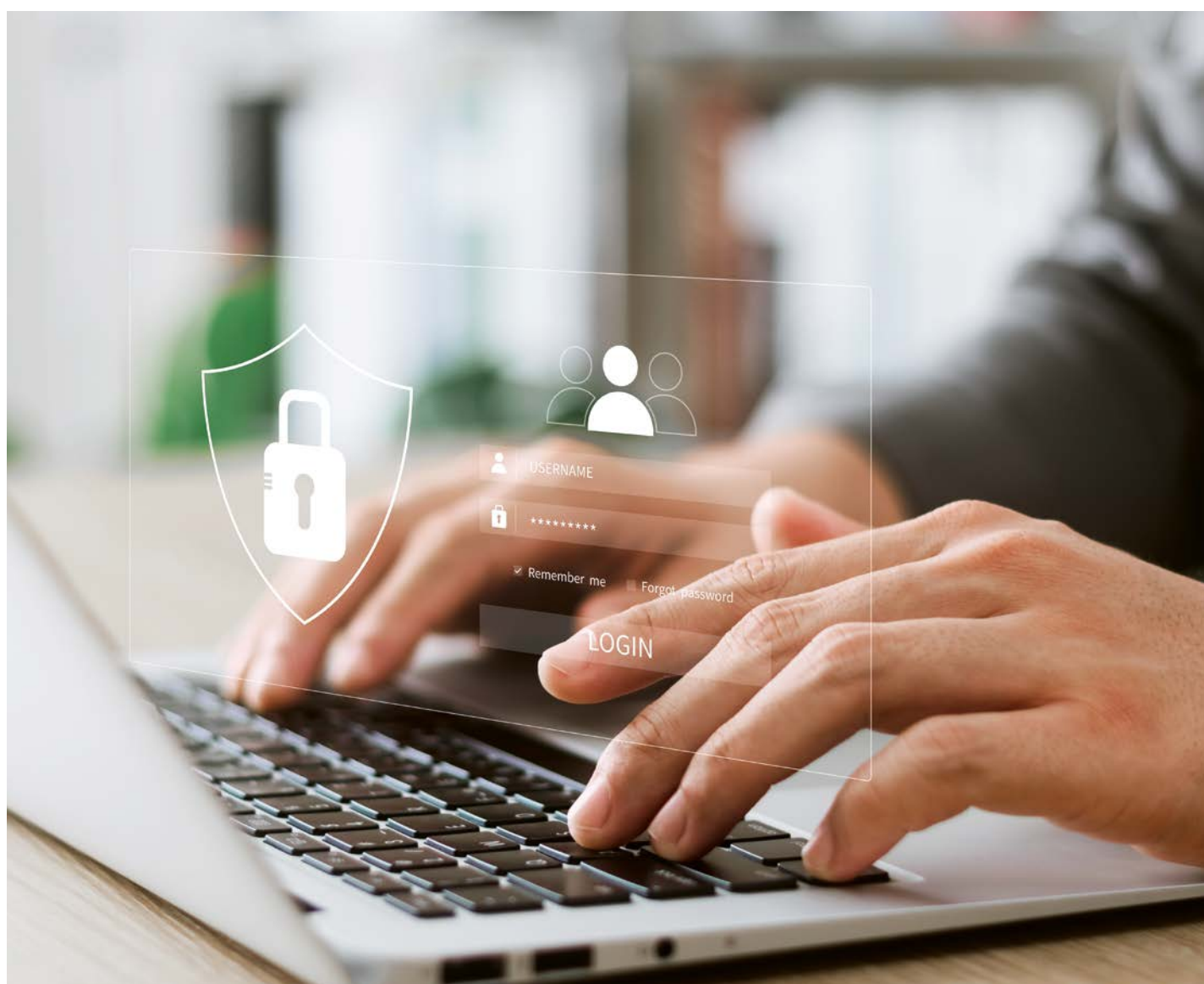
of required employees  
completed the cyber-  
security awareness  
training in 2024

through the “Safety Minute” segment, where employees receive quick, practical reminders on security best practices. This way cybersecurity becomes part of our daily routine.

### Personal Data Protection

We are committed to protecting personal data across our operations in line with the European Union’s data protection regulation (GDPR) and other applicable data protection laws worldwide.

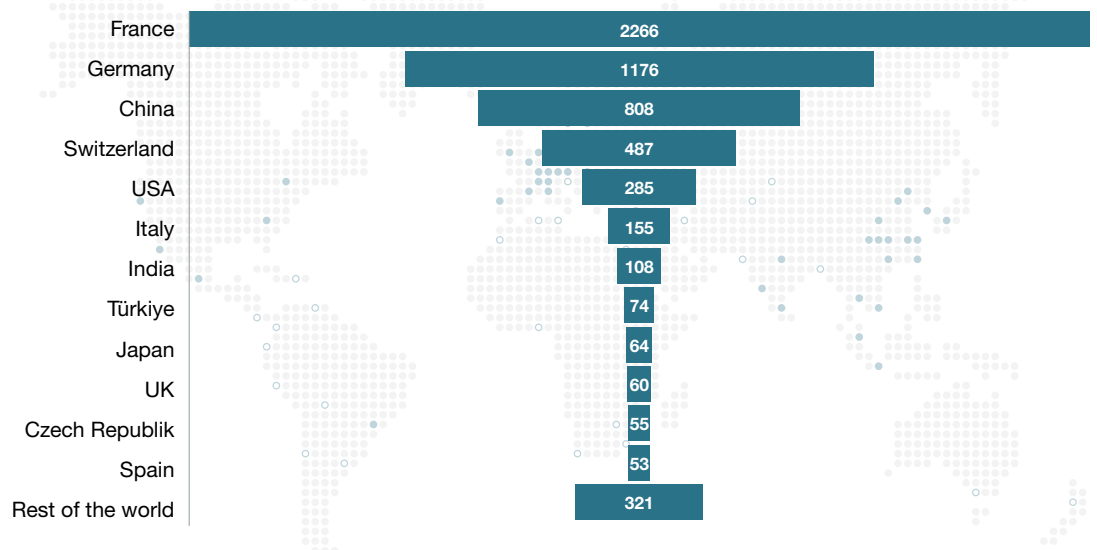
To support this commitment, we have implemented an internal compliance process that is deployed across all business units. At the group level, a Global Data Protection Manager (GDPM) oversees and coordinates personal data protection efforts. The GDPM works in collaboration with a network of local data protection referents, who are tasked with implementing and monitoring compliance within their respective units.



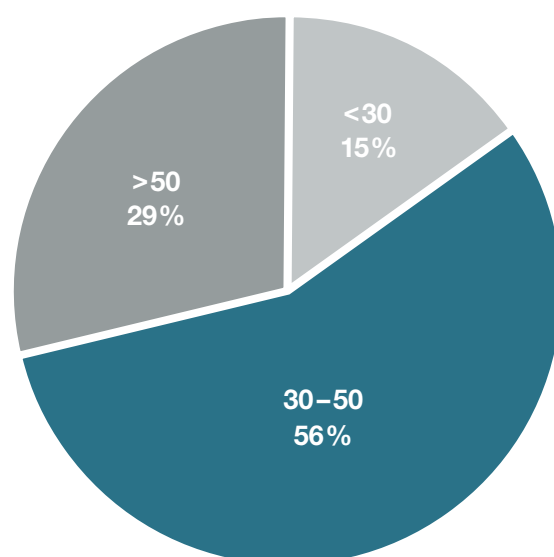
# Social

## Own workforce

Geographical distribution of Stäubli group employees in 2024



Distribution of Stäubli group employees by age group





## Health and safety

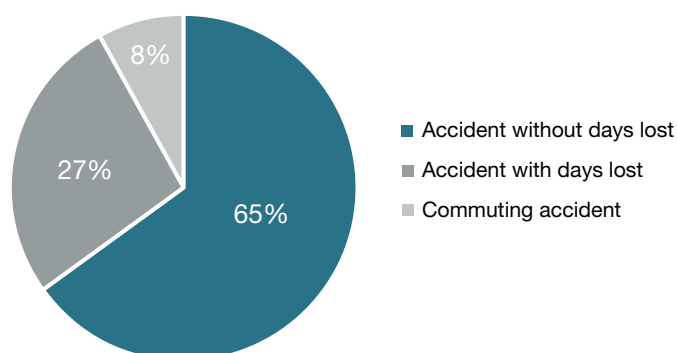
**30%**  
of our production  
units are ISO 45001  
certified

ISO 45001 specifies the requirements for an Occupational Health and Safety (OHS) management system and provides a framework to improve employee safety, reduce workplace risks and create safer working conditions.

We limit serious accidents through robust production tools, operating procedures and training. Despite these efforts, some risks remain, which is why our local EHS teams continuously monitor health and safety.

Each site tracks workplace accidents to assess severity and implement preventive and response measures, driving continuous improvement of our OHS management system.

Type of work accident in Stäubli's production units in 2024



We apply ISO 45001 to take a systematic approach to health and safety management, particularly in our production units, ensuring OHS is fully integrated across Stäubli.

Our priority is to identify hazards and assess risks related to worker health and safety, so we can anticipate dangerous situations and implement preventive measures.



We are committed to creating a healthy and balanced work environment at Stäubli. In 2024, we implemented a range of initiatives to support our employees' well-being across different aspects of their lives.

- **Parents in balance (original: Eltern in Balance) training in Bayreuth (Germany):** We launched this program for the first time to help working mothers and fathers balance professional and family responsibilities while prioritizing self-care.
- **Health days in Bayreuth (Germany):** We organized sessions focused on back health, addressing common issues such as lower back pain, stiff necks and tension-induced headaches. Participants completed several tests and received personalized ergonomic recommendations to prevent and relieve back pain.
- **Eye tests in Faverges (France):** Visual health is crucial for workplace efficiency. We offered eye tests to ensure our employees maintain optimal visual health.
- **Cardiopulmonary resuscitation training in Faverges (France):** We provided cardiopulmonary resuscitation (CPR) training so employees can respond effectively in the event of a heart attack.
- **Breast cancer screening in Faverges (France):** To mark Pink October, we organized workshops on breast cancer prevention and early detection, raising awareness among employees about the importance of timely screening.
- **Hearing tests in Faverges (France):** We also conducted hearing tests in the infirmary of our largest production unit to monitor and protect employees' hearing health.
- **Copenhagen Psychosocial Questionnaire in Hésingue (France):** We conducted a cross-industry and cross-profession survey to identify the causes and effects of psychological and physical strain in the workplace. Under the motto "We are paying attention to you", we organized 11 workshops.
- **Hearing protection for our employees in Hangzhou (China):** Guided by the Chinese government's Health Commission, we tested earplugs and other protective equipment our employees use to ensure they meet reliability standards.
- **Health station in Hangzhou (China):** We built a health station to provide employees with routine checks including blood pressure and blood oxygen saturation, to support their well-being.

## Equity and inclusion



### Vulnerable population

At Stäubli Faverges (France), we actively open our doors to people who face challenges in finding work, including young people and individuals with disabilities.

We partnered with the Guy Yver Medical-Educational Institute in Faverges to organize a discovery day showcasing Stäubli professions.

These meetings help us raise awareness, share knowledge and break down preconceived ideas about accessibility in the industrial world, while sparking interest in our professions among young people.

For several years, the Faverges site has also participated in DuoDay, held annually during the European Week for the Employment of People with Disabilities to promote workplace inclusion. Launched in 2018, DuoDay offers a simple principle: One day to share your daily work life with a person with a disability, welcome them into our company, and give them the opportunity to observe or actively participate in tasks.

Our unit in Weil am Rhein (Germany) actively promotes inclusion by outsourcing packaging production to Lebenshilfe Lörrach, a specialized facility that employs people with disabilities. In Essen, our unit collaborates with Königshardtter Werkstatt, Lebenshilfe Oberhausen GmbH and GSE GmbH to perform simple tasks in product assembly and packaging. These collaborations create meaningful work opportunities for people with disabilities and ensure our production processes reflect diversity and inclusivity. Through these partnerships, Stäubli supports local communities, strengthens social equity and fosters economic independence for vulnerable groups.

### Women at Stäubli

In 2024, we actively supported gender inclusion through local initiatives at multiple sites.

### Celebrating International Women's Day

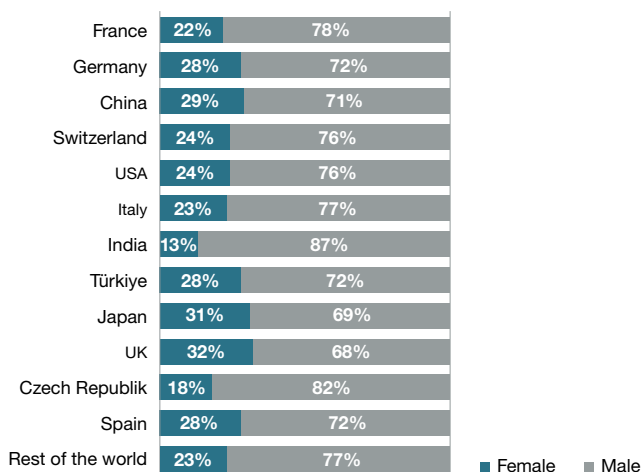
At Stäubli, we use International Women's Day on March 8 as an opportunity to celebrate the social, economic, cultural and political achievements of women. In 2024, several teams organized activities to recognize women's contributions and promote inclusion:

- Our team in Singapore celebrated International Women's Day with a team lunch, creating space for connection and appreciation.
- In Hangzhou (China), the team invited 10 women employees from different roles to share their stories and experiences at work, highlighting the strength and diversity of women at Stäubli.
- Our site in Istanbul (Türkiye) emphasized the meaning and importance of International Women's Day by giving each woman employee a handcrafted gift made by women from Kahramanmaraş, one of the regions hardest hit by the 2024 earthquake. These products were created as a source of income to help the women rebuild their lives. By sourcing them through "Nahil", an online platform run by the non-governmental organization KEDV (Foundation for the Support of Women's Work), we supported women's financial recovery and independence.

### Women's community of Allschwil

Our unit in Allschwil (Switzerland) started a network for women to share experiences and skills. With this network, we aim to facilitate mentorship opportunities to professional and personal development consistent with lifelong learning in a male-dominated work environment.

Distribution of Stäubli group employees by country in 2024



## Communities

We actively support local communities through initiatives driven by our employees.

These charitable actions include:

- Organizing blood donation drives
- Providing essential items to those in need
- Fundraising through events and direct contributions to charities
- Hosting solidarity action days



**Essen (Germany)**  
Clothing collection for homeless youth



**Bayreuth (Germany)**  
Volunteering at the call center for the 50th anniversary fundraising gala of "German Cancer Aid" (original: Deutsche Krebshilfe)



**Essen and Sulzbach (Germany)**  
Sale of waffles and donuts for charities  
**Essen**  
Parents' initiative for supporting children with cancer, Lions Club



**Bayreuth (Germany)**  
Donations to nonprofits such as "Die Tafel", THW Bayreuth, foundation "Menschen in Not"



**Duncan, South Carolina (USA) and Romania**  
Community Action Days with "Hands On Greenville" and "Sibiu Sura Culturala Gusterita"



**Essen (Germany) and United Kingdom**  
Participation in sporting events to raise funds for charities such as Grugalauf, The Millies Hope Trust, St. Rocco's Hospice



**Allschwil (Switzerland)**  
Gift collection for Caritas association helping families in difficult socio-economic situations



**Mexico**  
Donation of office supplies to the "Casa Maria Goretti" association



## Sustainable product innovations

**Our innovative products enable significant progress in various social areas and actively contribute to addressing current sustainability challenges, while supporting customers in the transition to more responsible practices.**



### Increased safety in fluid connectors operations

We contribute to the transition toward greener energy by developing advanced connection systems for bioCNG (compressed natural gas) refueling stations. These connection systems are designed for safe and intuitive handling, significantly reducing the risk of accidental disconnection. By enabling the secure use of alternative fuels, Stäubli supports environmental sustainability and promotes the adoption of cleaner energy solutions.



### Increased safety in robotic operations

To enhance safety in robotic operations, we have developed a tool changing system that fully complies with ISO 10218-2 standards (Robotics – Safety requirements part 2). Engineered for human-robot collaboration, this solution prevents handling errors and ensures reliable performance. It improves operator safety, optimizes production flexibility and meets strict market requirements.



### Improving working conditions through automation

Our robotics solutions are designed to improve workplace health and safety, even in challenging environments. Our robots, adapted for humid conditions, automate demanding manual tasks such as fish handling, reducing the risk of musculoskeletal disorders. This automation ensures hygienic, efficient processes while improving working conditions and increasing productivity.



### Safe transportation in offshore wind turbine manufacturing

Stäubli plays a crucial role in renewable energy manufacturing by providing Automated Guided Vehicles (AGV) capable of transporting offshore wind turbine nacelles weighing several hundred tons. These highly flexible AGVs adapt to evolving production requirements, ensuring safe and efficient material handling. Through this innovation, Stäubli supports the growth of renewable energies and contributes to the decarbonization of the energy sector.



# Environment

## Climate change

**60%**

of our production units are ISO 14001 certified

Climate change is one of the greatest threats facing the planet today. Businesses play a crucial role in reducing greenhouse gas emissions. At Stäubli, we began taking steps in 2024 to better understand our impact. While we did not yet calculate a group-wide carbon footprint, several production units performed initial assessments of scope 1 and scope 2 emissions. Our Faverges site went further by completing its first full carbon footprint analysis.

These efforts mark the starting point for building a structured approach to climate action. Our next steps include expanding carbon footprint calculations to all units and defining reduction targets aligned with our sustainability roadmap.

### Actions to raise climate change awareness

#### Resource efficiency

Our unit in Bayreuth (Germany) organized a workshop to raise awareness on resource efficiency. The workshop featured a traveling exhibition organized by the Bavarian Resource Efficiency Center.

This workshop emphasized that efficient resource management is possible at all stages of the product life cycle. Practical examples from all over Bavaria were presented to inspire suggestions for increasing resource efficiency within the company.

#### Biodiversity

Bees are essential to the ecosystem as the first link in the food chain. Without them, 90% of fruits and vegetables would disappear.

Our unit in Annecy (France) collaborated with an association that sets up beehives in business parks. This initiative allowed us to sponsor a hive in exchange for jars of honey and awareness workshops led by a local beekeeper.

#### Soft mobility

Our units in Pardubice (Czech Republic) and Annecy (France) participated in mobility challenges to encourage sustainable transport alternatives and reduce dependence on individual car use. These initiatives promoted options such as walking, cycling, public transport and carpooling among employees.

### Impact measurement

There are two main methods for calculating a company's environmental impact, each with a distinct yet complementary approach.

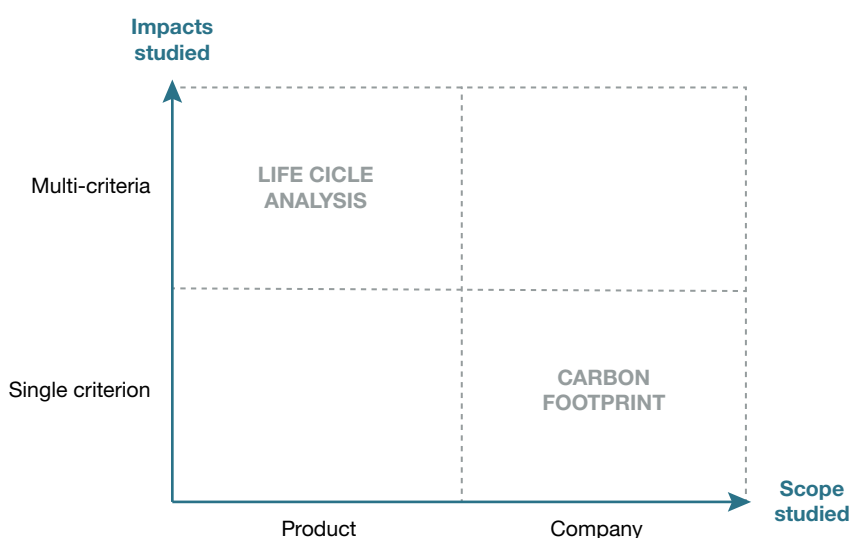
On one hand, carbon footprint assessment takes a holistic approach of the company, quantifying greenhouse gas emissions over a defined period, typically one calendar year.



This method allows organizations to understand their carbon footprint on a large scale and identify the main sources of emissions within their operations.

On the other hand, life cycle analysis (LCA) focuses on a specific product and examines a range of environmental factors throughout its life cycle. These include climate change, the use of mineral and metal resources, water consumption, fossil resource use and emissions of particulate matter and respiratory organic substances. This multi-criteria analysis helps identify opportunities for environmental improvement at the product level, contributing to more sustainable production.

By using these two methods together, Stäubli aims to provide a comprehensive understanding of environmental impact and enables informed decisions that improve both operational efficiency and product sustainability.

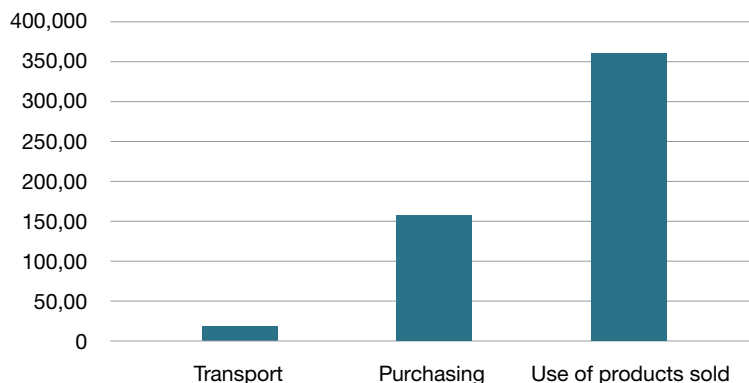


Stäubli began with local assessments to build the foundation for future group-wide reporting. As the largest unit in the Stäubli group, the Faverges production unit in France was the first to undergo a carbon footprint assessment in accordance with the Bilan Carbone® and GHG Protocol methodologies, covering the full value chain of the site across scopes 1, 2 and 3.

The results of this assessment were a footprint of 540 t of CO<sub>2</sub>e and revealed that the predominant impacts come from scope 3 and stem from product utilization, which far surpasses all other sources. Our weaving looms and robots have extended lifespans and consume resources such as electricity during operation, while connectors themselves do not produce greenhouse gases.

Purchasing stands out as the second most impactful area, which is typical for an industrial company. This domain offers significant opportunities for action.

### Carbon emission of Faverges plant Top 3 categories, in t CO<sub>2</sub>e

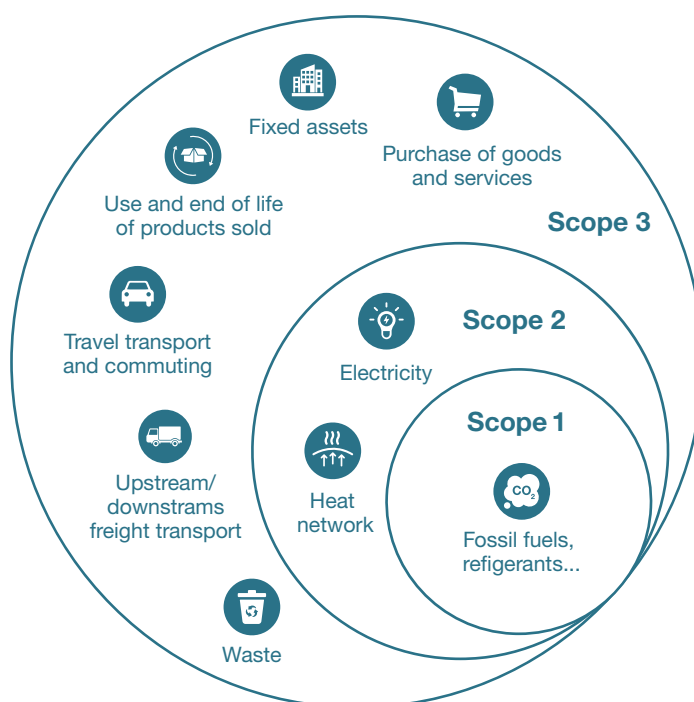


Two other production units initiated the assessment by calculating their scope 1 and scope 2 emissions:

- Héringue (France): 137 t CO<sub>2</sub>e
- Weil am Rhein (Germany): 77 t CO<sub>2</sub>e.

Associated reduction goals will be defined once the group carbon footprint has been assessed.

To continue this analysis, a carbon assessment at the group level will be conducted in 2025 based on 2024 data. This assessment will identify the most emitted greenhouse gases and will highlight areas for improvement, both in data collection and accuracy, as well as through short-, medium-, and long-term transition plans aligned with international scientific objectives (SBTi standards).



### Carbon Border Adjustment Mechanism (CBAM)

European regulation that entered the testing phase in October 2023, also called the “carbon border tax”, aims to protect the competitiveness of greenhouse gas-emitting industries such as metallurgy, cement, nitrogen fertilizer, hydrogen and electricity. It does so by ensuring these industries bear a similar carbon price to domestically produced products under the EU’s emissions trading system.

A company will have to pay the “carbon tax” at the border if three conditions are met:

- The imported goods are included in the list of products covered by the mechanism
- The imported goods are coming from a non-EU country
- The imported goods are released for free circulation on the EU market

An additional impact system measurement is required by law in the form of the Carbon Border Adjustment Mechanism (CBAM).

To assess the impact of CBAM, Stäubli established a collaboration between the sustainability department and the IT department. Through this collaboration, we aim to identify the products affected by CBAM and analyze whether it poses a significant financial risk to the company.

The findings revealed that only a small portion of our purchases will be subject to CBAM. This implies that the financial impact on the group will be relatively limited and mainly linked to local purchases. After identifying this impact, we plan to assess actions in 2025 to automate the process and ensure compliance going forward.

### Sustainable product innovations



#### Fast-charging solution for emission-free logistics

Stäubli supports the decarbonization of port logistics by delivering AGVs equipped with an automated fast-charging system. These AGVs replace older diesel-powered vehicles, offering more energy efficiency, lower maintenance and significantly reducing CO2 emissions with 50% fewer emissions.

Due to our electrical connector solution, the AGVs can recharge automatically during operation through an integrated fast-charging system. This electrical connector solution provides energy to enable continuous performance. With a charging time of less than 20 minutes, it provides the AGVs with enough energy for four to five hours of operation. The AGVs are designed for a high number of matings cycles, feature a fully enclosed design to protect the contact elements and have an integrated self-cleaning mechanism that ensures low maintenance and a long service life. For example, to meet outdoor challenges, a sealed, fully contact-protected design that ensures a high level of safety with improved sealing was developed according to customer specifications.

The Stäubli connector solution guarantees the productivity and continuity of AGV operations by enabling high energy transfer in minimal time. Resistant to harsh environmental conditions and water penetration, it ensures reliability and efficiency due to Stäubli’s unique contact technology.

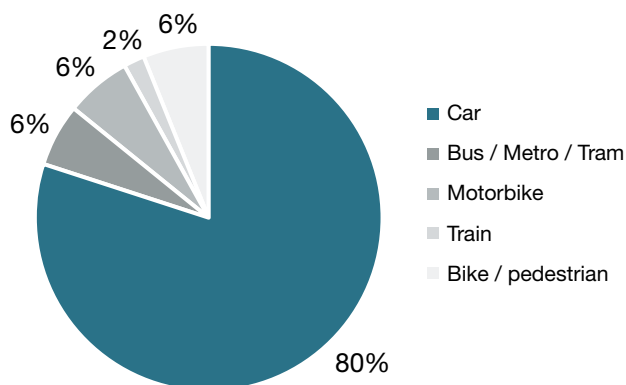
## Transport

While performing the group carbon assessment based on 2024 data, we analyzed the transportation modes Stäubli employees use to commute to include this information in the company's carbon footprint. Automotive commuting is by far the most common among employees.

The widespread use of personal vehicles for everyday travel, such as commuting, contributes significantly to fossil fuel consumption and greenhouse gas emissions. This high reliance on personal vehicles is often linked to convenience, a lack of accessible and efficient public transportation or a preference for the flexibility and comfort provided by a private vehicle.

We recognize that commuting habits have a significant impact on emissions. While we did not implement measures in 2024, we identified several solutions that will be considered in our global carbon transition plan in 2025. These include encouraging the use of public transport, promoting electric vehicles and supporting soft mobility options such as cycling or carpooling. These strategies will help reduce reliance on personal vehicles and lower emissions as part of our next phase of climate action.

Distribution of commuting transport modes by number of people



## Pollution

### Waste: sorting and recycling

We are committed to following new selective sorting guidelines and modernizing our processes to facilitate the separation and recycling of various types of waste, such as packaging, caps and glass. In 2024, we recycled or recovered 85% of the waste generated by our production units. We aim to further strengthen sustainable waste management practices and develop dedicated recycling programs to reduce our environmental impact in the coming years.

We also make special efforts to reduce food waste in company restaurants by implementing portion control and food waste management practices, as well as introducing anti-waste recipes. Biowaste is transformed for heat production or soil improvement, and non-recyclable waste is incinerated for energy recovery.



This integrated approach helps us reduce our ecological footprint, encourages active employee participation and supports solutions that move us towards a circular economy.

## Sustainable product innovations



### Closing the circle of non-ferrous scrap metal residues with 18 Stäubli robots

Stäubli is driving innovation in metal recycling with a new line equipped with 18 of our robots, delivering exceptional performance in sorting valuable non-ferrous metal waste – 15,000 tons per year. Each robot achieves a cycle time of just one second. That equates to 1,500 irregularly shaped pieces of metal sorted per minute on a single line.

This robot line represents a major step forward in the metal recycling value chain. Traditionally, car recycling involves concentrating remaining non-ferrous metals into a zone called ZORBA, which includes zinc, aluminum, copper, brass, stainless steel and printed circuit boards. These materials are often exported to Asia for manual sorting before being reintroduced into foundries. With our robotic solution, this process can now be carried out locally in Europe, making recycling more efficient and sustainable.

## Resources

**85%**  
of our production units  
have solar panels

The integration of renewable energy plays a key role in reducing our group ecological footprint. Currently, 11% of the electricity used by all our units comes from renewable sources. This percentage indicates that we are only at the beginning of our journey towards more environmentally friendly energy consumption.

In a major step toward responsible energy consumption, our sites are harnessing solar energy for internal use or sharing it with other organizations. Units not equipped with solar panels have turned to specialized suppliers to acquire green electricity covering 100% of their needs, thus also contributing to more environmentally friendly consumption.

This approach may serve as a foundation for more ambitious actions in the future, as we seek to intensify our efforts to increase the proportion of renewable energy to support our sustainability goals.

**-30%**

is the electricity consumption reduction target set by our Singapore site. Every action contributes to reduce our global footprint.

The Singapore site is achieving its goal by taking simple steps: dimming the lighting, adjusting the air conditioning and introducing remote work for everyone on the same day of the week. Working remotely also helps reduce the carbon impact of commuting and creates a better work-life balance due to the time saved.



Stäubli production unit in Windsor, CA (USA)

## Sustainable product innovations



### Powering solar energy projects in challenging environments

Stäubli contributes to the efficient production of solar energy by providing high-performance electrical connectors for large-scale photovoltaic (PV) installations across Europe.

In Greece, for example, a solar park with approximately 500,000 bifacial solar modules covers over 450 hectares and delivers an installed capacity of 204.3 MW. This is enough to produce 230 GWh of energy annually and supply 75,000 households. Located in a former coal-producing region, this project marks a significant milestone in energy transformation and regional economic development.

To ensure long-term performance, optimal quality and compliance with all health and safety aspects, our electrical connectors were selected. These connectors are certified for their resistance to harsh environments (TÜV / UL / JET) and meet demanding conditions such as humidity from morning dew, thunderstorms and extreme seasonal temperatures. Their reliability and quality ensure long-term performance of the photovoltaic system and safe, loss-free electricity production. We also support innovative solar projects in Switzerland, where power plant operators leverage Alpine reservoirs to improve solar energy production. Solar installations located at high altitudes are up to three or four times more efficient than those at lower altitudes. On the one hand they benefit from their location above the fog and sunlight reflected by the snow. On the other hand, lower temperatures and higher wind speeds at higher altitudes increase the efficiency of the modules and thus contribute to greater electricity production.

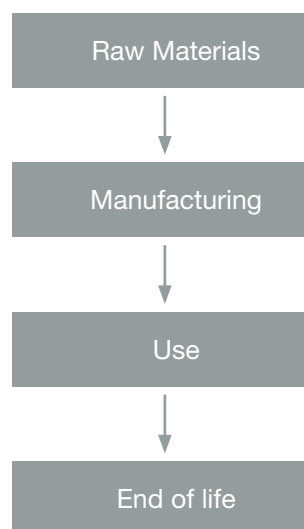
In the Grimsel region, bifacial solar modules installed on dam walls at altitudes of 1,800 to 2,500 meters produce around 600 MWh per year. We supplied connectors certified for these harsh Alpine conditions. Our pre-assembled components facilitated installation, meeting quality requirements and saving time for the customer. These projects demonstrate Stäubli's role in enabling renewable energy production even in the most challenging environments.

## Circular economy

The circular economy is an alternative economic model with a systemic vision. Contrasting with the traditional linear economy, it goes beyond the simple concept of recycling.

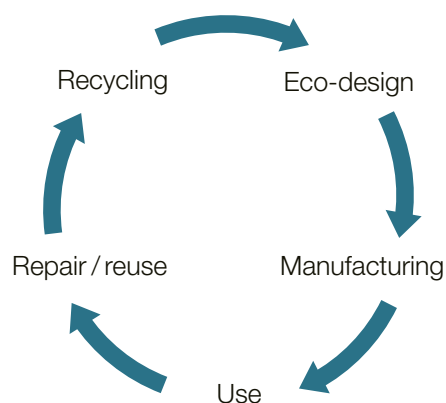
### Linear economy

The first step in the circular economy is product eco-design, which involves integrating environmental protection from the design phase to reduce environmental impacts throughout the product life cycle – from raw material extraction to production, distribution, use and end-of-life.



### Circular economy

At Stäubli, this approach is characterized by a comprehensive view of environmental impacts and is carried out through a multi-step process that considers all stages of the product life cycle. We also apply a multi-criteria analysis, including material and energy consumption, releases into natural environments and effects on climate and biodiversity. To perform these analyses, we are using the software Ecodesign Studio with the associated database EcoInvent.

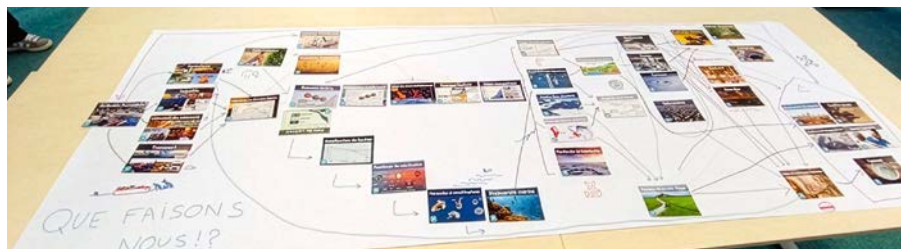


## Awareness and communities

For several years, our Faverges unit has been a member of the SoluCir initiative, a regional initiative that fosters inter-company exchanges to promote the implementation of the circular economy within the local economy. By participating in SoluCir workshops, we aim to identify solutions best suited to our operating methods and integrate these principles into our projects (purchasing, waste recovery, manufacturing, etc.).

Circularity requires integrating innovative and sustainable perspectives into our current business models and actively working to make them more robust and resilient while pursuing cost reductions.

To raise awareness among employees, we communicate the benefits of the circular economy using powerful visual tools. With this in mind, our management team of our Fluid Connectors division explored these concepts using a dedicated mural. This approach successfully engaged people from different departments in sustainability topics during a common workshop, which we found highly effective for fostering collaboration and awareness.



## Reuse: from waste to raw materials



The Stäubli Electrical Connectors production unit in Essen (Germany) evaluated the reuse of polymeric waste at the end of the manufacturing process to return it to the production process as recycled raw material.

Any change in the composition of raw material affects the intrinsic properties of components. The team conducted extensive research and tests on recycled materials to meet our strict internal quality control requirements. Tests with different mixing ratios and machinery technologies led to the successful integration of a new regranulation process. By the end of 2024, the development and introduction of polymeric waste treated and transformed into polymeric granulate was complete, enabling our facility to produce injected components with 25% or 100% of recycled material, depending on product requirements.

## Life cycle assessment

To further evaluate the potential for impact reduction at the group level, we initiated a project for the Life Cycle Assessment (LCA) of our products.

LCA is a process based on international standards for evaluating environmental impacts throughout a product's life cycle – from raw material extraction to end of life. Our objective is to use this approach to improve transparency and integrity, identify eco-design opportunities and provide reliable data for sustainability ratings and customer requirements.

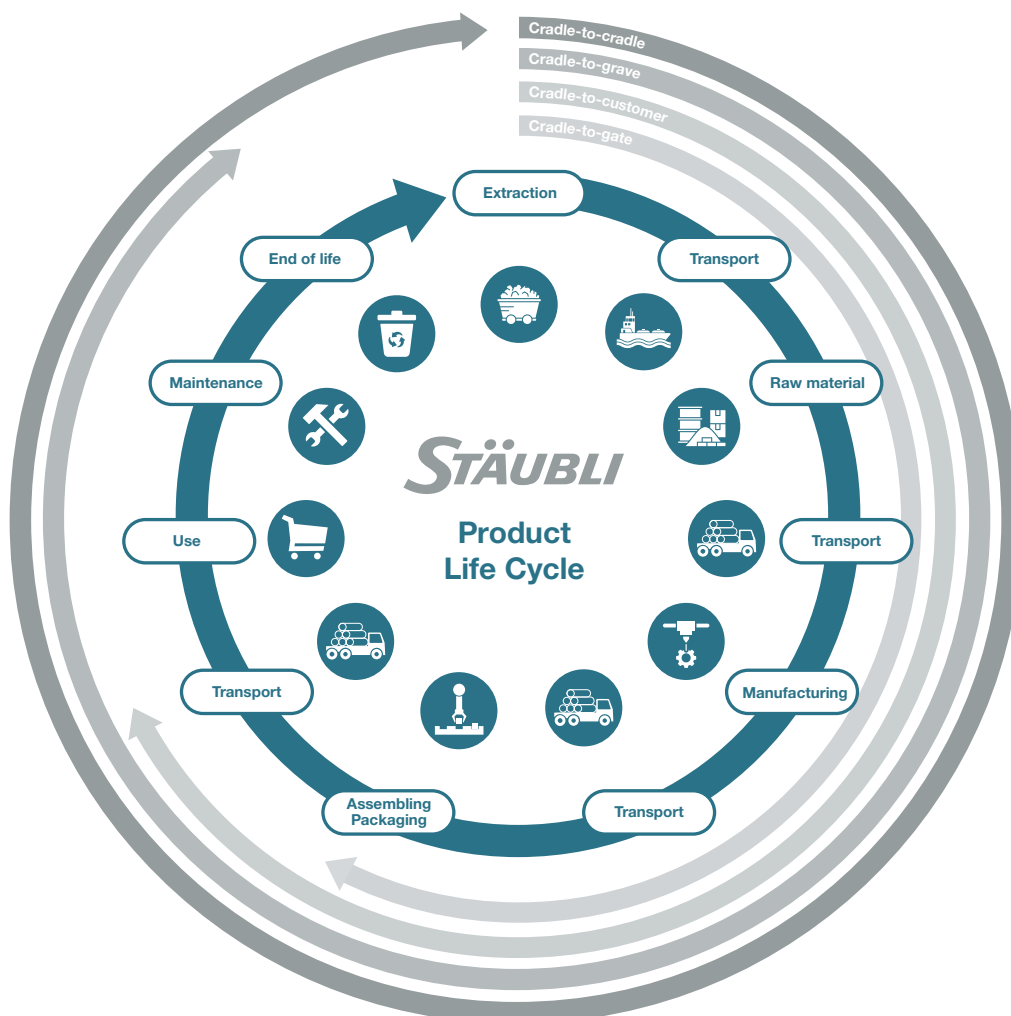


Three of our four divisions applied this knowledge practically by conducting life cycle analyses on several flagship fluid connectors (20 references), electrical connectors (2 references) and the arm of the TX2 60L robot. With a solution portfolio for almost every industry and an extensive product range, a priority list was defined. The project established a methodology based on ISO 14040/44, ISO 14067, PAS 2050 and the GHG Product Life Cycle Standard, specifying the analysis from cradle-to-gate. We plan to extend these first assessments to cradle-to-grave progressively by 2030.

While analyzing the initial results, we realized there are constraints to implementing changes in the materials or design. These limitations arise from several factors. On one hand, the required technical standards can be very high, requiring specific materials that meet rigorous criteria. On the other hand, marketability must be considered, as incorporating recycled raw materials or adjusting the production process can involve high costs that are not reflected in the final selling price. Furthermore, internal team acceptance of changes is crucial.

To address these obstacles, we must find the right balance. The analyses conducted have enabled us to:

- Identify opportunities to reduce environmental impacts and optimize costs
- Support decision-making in product development and guideline formulation
- Communicate our environmental performance to stakeholders





## Regulatory influence

In recent years, the European Union has adopted many new environmental regulations. These regulations affect product design, the choice and processing of raw materials, the level of detailed information available, end-of-life management, and more. Careful regulatory monitoring and meticulous analysis are essential to accurately assess their impact on our products. In 2024, our Robotics division carried out this work to anticipate these requirements and integrate them into future product lines.



## Maintenance and repair of robotics products

Our high-precision robotics solutions are designed to meet the diverse needs of numerous industries while integrating a circular economy approach. Through our after-sales service, we actively manage potential problems or defects to ensure prolonged and responsible use of our equipment.

We anticipate maintenance needs and address potential failures before they occur, helping extend equipment lifespans and reducing the need for new purchases and natural resource consumption.

Our maintenance strategy is based on advanced checkups of core components and their replacement, when necessary, before failure occurs. This approach not only enhances equipment reliability but also optimizes performance.

Maintenance is an integral part of our commitment to quality, sustainability and environmental responsibility.

## Sustainable product innovations

### Jacquard machines supporting sustainable weaving practices

Stäubli supports the textile industry's sustainability goals with advanced Jacquard machines. Our new-generation Jacquard machines are versatile and capable of processing a wide range of fibers, including recycled yarns. They offer 30% energy savings compared to previous generations and offer increased durability due to a design that simplifies repairs. These features help weaving companies align with their sustainability strategies while maintaining high-quality production.

Our commitment to longevity is also reflected in the continued use of our machines over decades. Stäubli Jacquard machines are integrated into specialized applications worldwide. These applications range from Jacquard fabrics for curtains and upholstery to woven wallpaper, blinds, bed linen and velvet fabrics.

Designed for continuous operation – 24 hours a day, 7 days a week, for 350 days a year, over a period of 10 years. Our machines demonstrate exceptional longevity and performance. Their durability emphasizes the value of reusing Stäubli machines, supporting a more sustainable textile industry.



# Our next steps

## Our 2025 roadmap

### Sustainable development documentation

Update documentation, including ESG and EHS topics

- Create fundamental documents for sustainable development
- Prepare the sustainable development report

### Management systems

- Carry out the gap analysis based on ISO 14001 and ISO 45001 standards for production units that are not yet certified
- Create the associated roadmap on environmental and health and safety work issues to align all sites with common standards

### Carbon footprint

- Carry out the carbon assessment for all entities
- Continue carrying out the environmental footprint assessment of our portfolio
- Define the reduction plan with targets aligned with Science Based Target initiative (SBTi)

### Group reporting and governance

- Ensure compliance with regulations and anticipate changes
- Organize data management
- Set precise long-term targets on double materiality assessment results
- Align main production units with EcoVadis scoring

## Toward integrated sustainability

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.

We currently operate in 28 countries, with agents in 50 countries on four continents. 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, Switzerland.

Integrating sustainability practices into our operations is a crucial element for us to maintain relevance and competitive advantage. We now address sustainable development holistically at the group level, including:

- ESG criteria
- EHS projects
- Associated management systems (ISO 14001 for the environment, ISO 45001 for health and safety and ISO 50001 for energy)

These three areas are interconnected and create value for our employees and stakeholders.

We are preparing to implement 15 projects by 2030 at the group level. We plan to carry out an Action for Climate Empowerment (ACE) approach to each sustainability project, which means we will:

- Assess the current state of each topic in detail and quantify the data
- Consolidate data and results at the group level, share best practices and improve lessons learned to inspire and motivate teams on sustainability topics
- Enhance existing initiatives and promote results and feedback on projects

## Double materiality assessment

A double materiality assessment (DMA) is a process used to prioritize sustainability issues. We assess the impact of these issues on the company (financial materiality) and the company's impact on society and the environment (impact materiality). This assessment is mandatory under the CSRD and helps us allocate resources efficiently and define the scope of our sustainability reporting.

This strategic exercise allows us to identify the risks and opportunities arising from the impacts. Our goal is to find a balance where we recognize and minimize negative impacts and maximize positive ones. This will also allow us to comply with the European Directive on Corporate Sustainability Reporting.

In December 2024, we held a kick-off meeting with our consulting partner to discuss the project's objectives, process, timeline and governance. Participants included the head of sustainability and EHS, the sustainability manager, the group risk manager and the Corporate Communications Officer.

Based on our business model canvas, we are carrying out value stream mapping separately for each of the four divisions. This mapping forms the basis of the dual materiality process and includes key stages of upstream activities, internal operations and downstream activities.

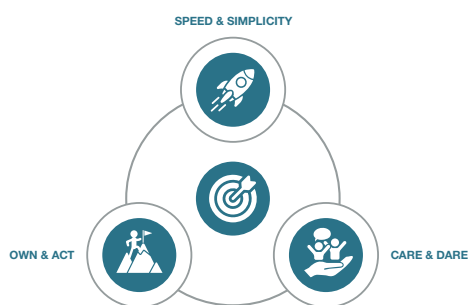
Next, we conduct stakeholder mapping. Using a list we pre-established, along with the value stream mapping and business model canvas, we identify relevant internal and external stakeholders. This process enables us to create a stakeholder list for interviews scheduled for early 2025. We plan to complete the DMA and share results by the end of the second quarter in 2025.

## Group culture program

Stäubli activated the group culture program in 2023. During this phase, we defined our cultural ambition with three target behaviors: Care & Dare, Own & Act, Speed up & Simplify.

Those behaviors have been defined based on various data sources such as former vision and values workshops and a corporate culture profile survey with a representative sample of about 1,300 Stäubli employees. The results showed that we have a great cultural foundation based on team spirit, commitment to quality and reliable ways of working. We also learned that we need to improve in feedback culture, appreciation, responsiveness to customer needs and pragmatism.

In 2024, a series of structured leadership sessions for the entire global leadership community introduced practical ways to apply these target behaviors in daily work and project execution. The global leadership community completed a culture impact survey in December 2024, achieving an 82% response rate and consolidating feedback from the leadership sessions.



Throughout the year, we formalized ownership of the culture activities at the corporate level and established mechanisms to continue the journey, while capturing scope and reach (leadership engagement and session coverage) as part of our internal monitoring. These elements ensure that culture remains a governed enabler of sustainable performance, and that progress can be measured over time.

Building on the 2024 leadership sessions and feedback, we will initiate the roll-out of the group culture program to more employees in 2025, with progressive onboarding continuing over the following years. In addition, we started the systemic alignment of the target behaviors by incorporating them into our global employee performance review and recruitment guidelines.

With leadership alignment, feedback results and simple tools in place, the program links behaviors to decision-making, collaboration and execution. This disciplined, data-informed approach ensures culture remains a managed enabler of performance. In the group culture program, we commit to remove barriers that keep us from living the defined target behaviors to ensure they become meaningful and tangible for everyone at Stäubli. As such, this program serves as a cornerstone of the social dimension of our ESG strategy.

# Appendix

## Useful links:

### **Material compliance**

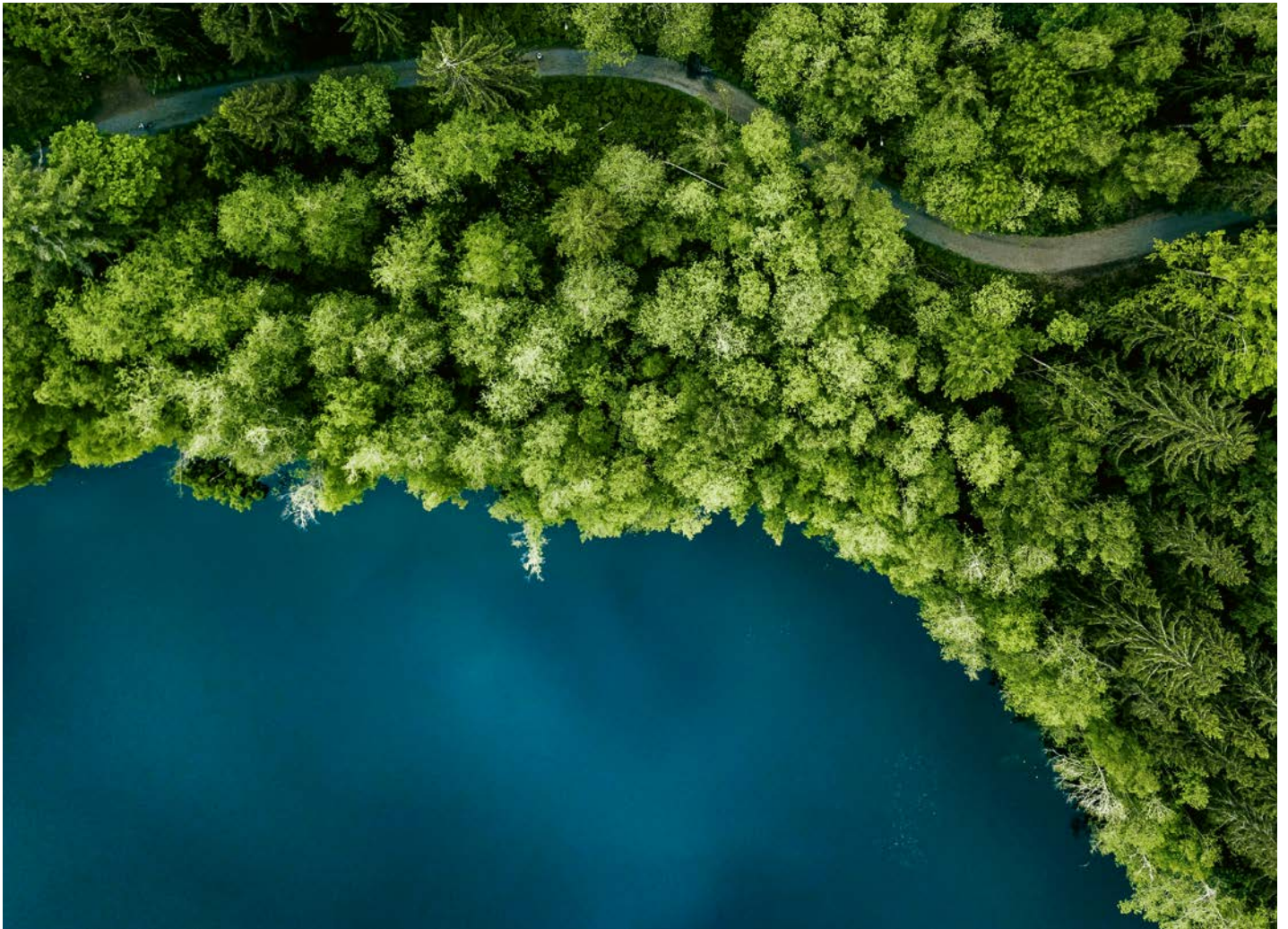
- Stäubli Electrical Connectors:  
<https://www.staubli.com/global/en/electrical-connectors/downloads.html?>
- Stäubli Fluid Connectors:  
<https://www.staubli.com/global/en/fluid-connectors/downloads.html>
- Stäubli Robotics:  
<https://www.staubli.com/global/en/robotics/download.html?>
- Stäubli Textile:  
<https://www.staubli.com/global/en/textile/customer-support.html>

### **ISO certificates**

Select region and dedicated unit:

<https://www.staubli.com/global/en/about-us/our-business-units.html>





# Global presence of the Stäubli group

**[www.staubli.com](http://www.staubli.com)**

Address Stäubli International AG – Poststrasse 5, 8808 Pfäffikon/Switzerland  
Internet [www.staubli.com](http://www.staubli.com)  
Email Virginie Garcin, Head of Sustainability & EHS, [v.garcin@staubli.com](mailto:v.garcin@staubli.com)

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