



# 2023

NON-FINANCIAL REPORT



# ESG KEY FIGURES

# E

› CHAPTER ENVIRONMENT & CLIMATE PROTECTION

ENVIRONMENT

# S

› CHAPTER EMPLOYEE & SOCIAL COMMITMENT

SOCIAL

# G

› CHAPTER GOVERNANCE & COMPLIANCE

GOVERNANCE

# 32

Sites

# 7,426

Employees

# 18

Countries

# 37%

Share of female employees

# 31%

Consumption of electricity from renewable energies



# OUR SITES

## EMEA

Germany Aichwald  
 Germany Büttelborn  
 Germany Eschbach  
 Germany Koblenz  
 Germany Langenfeld

France Poissy  
 UK Banbury  
 UK Haydock  
 Italy Pinerolo  
 Italy Rivoli

Romania Braşov  
 Spain Derio  
 Turkey Bursa

## AMERICAS

Argentina Buenos Aires  
 Brazil Itajubá  
 Mexico Ramos Arizpe  
 USA Farmington Hills, MI  
 USA Gastonia, NC  
 USA Lynnwood, WA  
 USA Miamisburg, OH  
 USA Sterling Heights, MI  
 USA Stoughton, MA

## APAC

Australia Dingley  
 China Changzhou  
 China Pinghu  
 China Shanghai  
 India New Delhi  
 Japan Yokohama  
 New Zealand Auckland  
 Singapore Singapore  
 South Korea Busan  
 South Korea Suwon





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# LETTER FROM THE MANAGEMENT BOARD

## GRI 2-22

Dear readers,

Sustainability enjoys greater priority than ever in today's rapidly changing world, affected by humanitarian and environmental crises. While focusing on sustainability may present a certain challenge for companies, it also opens up new opportunities. We – the Stabilus Group – take our role as a model corporate citizen very seriously. As a result, we strive to act in an ecologically, economically and socially responsible manner in order to help shape the future as a technological partner, supplier, and employer. This effort forms the core of our new ESG Strategy 2030.

We have expanded and realigned our ESG organizational structure in order to enable the optimal implementation of our strategy. We have also categorized our economic and sustainability activities into four action areas, which comprises measurable goals with a target focus up to 2030, in the scope of expanding our sustainability strategy.

We are striving to reduce our CO<sub>2</sub> emissions sustainably and have set ourselves the target of reducing the Group's total CO<sub>2</sub> emissions by 43%

by 2030. We want to be a key player in the sustainability-oriented market of the future by using 100% renewable energy and through optimization and energy efficiency projects at our locations.

Stabilus recognizes the importance of diversity as a key factor in the recruitment and retention of employees and equal opportunities in society and has also anchored diversity and, in particular, the promotion of female junior staff to management positions in the Group strategy STAR 2030. Stabilus has also committed to expanding the Supervisory Board at the next Annual General Meeting in February 2024 and to filling the newly created Supervisory Board position with a female candidate.

We also prepared the company for the German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*) this year, which Stabilus has to apply from January 1, 2024. Respecting human rights and environmental matters within the supply chain is also anchored in the Group strategy STAR 2030.

We are aware of our responsibility towards our environment and the requirements and expectations of our employees, our business partners and all other stakeholders, which is why we want to continue to expand our social commitment and our environmental activities in the future.

Bearing this in mind, we would like to thank you for your interest in our company and our commitment to sustainability and look forward to exchanging ideas with you.



**DR. MICHAEL BÜCHSNER**  
Chief Executive Officer (CEO)

**STEFAN BAUERREIS**  
Chief Financial Officer (CFO)



# ABOUT THIS REPORT

GRI 2-1 GRI 2-2a GRI 2-3 GRI 2-5

Stabilus SE, Frankfurt/Main, is a public-interest entity within the meaning of §§ 316a, § 264d of the *Handelsgesetzbuch* (HGB – German Commercial Code). The Stabilus Group, i.e., Stabilus SE and its consolidated subsidiaries, employs an average of more than 500 employees. Stabilus SE is, therefore, obligated by the EU Directive and German law<sup>1)</sup> to provide non-financial reporting. Stabilus has chosen to provide the required information on environmental, employee and social matters as well as respect for human rights and the fight against corruption and bribery in this separate Non-Financial Report, which supplements the 2023 Annual Report.

The Stabilus Group is an internationally active industrial company offering motion control solutions for various industries, with applications for the automotive industry particularly important in the mix. Please refer to the relevant chapters of the Annual Report for further economic details.

This is the sixth Non-Financial Report of the Stabilus Group (hereinafter also referred to as “Stabilus” or the “Group”). It is published annually after the end of Stabilus’ fiscal year (October 1 to September 30) together with the Annual Report. The information in this report relates to the period from October 1, 2022 to September 30, 2023. The corresponding prior-period (“the Comparison Period”) therefore comprises the period from October 1, 2021 to September 30, 2022. This Non-Financial Report is approved by the Supervisory Board and also subjected to an audit by an independent external auditor with limited assurance.

<sup>1)</sup> German CSR Directive Implementation Act (CSR-RUG), stipulated in § 289b et seq. HGB, implementing the European Directive 2014/95/EU of March 9, 2017.

## SCOPE OF CONSOLIDATION

The information in this report generally relates to the Stabilus Group as a whole. The information in the chapters on the environment and climate protection relates only to the largest 19 production sites of the Stabilus Group since these are the most relevant in terms of environmental impact and occupational safety<sup>2)</sup>. The consumption of gas and electricity as well as water intake for fiscal 2022 (base year) were determined based on the total number of employees<sup>3)</sup> of all Stabilus Group locations (for the companies, see the list in the Stabilus SE Annual Report). Stabilus has set itself a materiality threshold of 1% of the respective total consumption. The non-integrated locations are below the respective 1% threshold<sup>4)</sup> and were therefore not included in the scope of consolidation.

## KEY FIGURES

Stabilus has not currently defined any key non-financial performance indicators. For sustainability management, key figures are collected that are based on the four fields of action of the sustainability strategy. The four central fields of action are: Environment & Climate Protection, Products & Supply Chain, Employee & Social Commitment and Governance & Compliance. These key figures are used in the operational management of sustainability-related measures.

Only the values for fiscal 2023 were considered without comparative values from the previous year for those key figures published for the first time in this Non-Financial Report (see the chapter Environment & Climate Protection: LPG, electricity from photovoltaics, electricity from combined heat and power).

<sup>2)</sup> The number of employees of companies not included in this scope of consolidation is 3%.

<sup>3)</sup> With the exception of Cultraro Automazione Engineering S.r.l., following the acquisition of a majority stake in August 2023. This is going to be included in reporting in the upcoming fiscal year or 2024.

<sup>4)</sup> The shares in the population of the other locations were broken down as follows in fiscal 2022: Gas consumption 0.8%, electricity 0.4%, water intake 0.2%.

## DEVIATION OF THE RECORDING AND CALCULATION OF EMISSIONS FROM THE GHG PROTOCOL

Stabilus once again decided to deviate from the standard definition of the GHG Protocol in this reporting year and to report only the CO<sub>2</sub> emissions resulting from the consumption of gas and the use of purchased electricity as greenhouse gas emissions. The CO<sub>2</sub> emissions resulting from the consumption of gas at the production sites are declared as “Scope 1” and the CO<sub>2</sub> emissions resulting from the use of purchased electricity are declared as “Scope 2”. The report, therefore, does not contain full disclosures in accordance with the GHG Protocol or other reporting standards on greenhouse gases, but is limited to the disclosures set out in the definition above and corresponding to the materiality analysis. Extension of the terminology to the GHG Protocol for Scope 1 and Scope 2 is planned for the coming fiscal year.

## SPECIFICATION OF WATER MANAGEMENT

Only water intake (water consumption in the previous year) is currently reported on the subject of “water management” in accordance with the definition of materiality. Monitoring of water consumption, water recirculation, and recycling is under development internally and to be reported on in subsequent years. The report, therefore, does not contain full disclosures corresponding to the reporting standards for water, but is limited to the disclosures set out in the definition above and corresponding to the materiality analysis.

## SUSTAINABILITY STRATEGY

Stabilus’ sustainability strategy was expanded during the reporting period. The organizational structure was revised and sustainability risks were integrated into the Stabilus Group’s risk management tool. The main subjects of the report continue to include the Stabilus Group’s adopted CO<sub>2</sub> targets for 2030, aligned with the new strategy, as well as the diversity targets with a focus on women in management positions.



### REPORT WITH REFERENCE TO THE GRI STANDARDS

This report was prepared with reference to the GRI standards (2016 and 2018 with update 2021). Selected GRI standards or parts of their content are applied. Details on the selected GRIs are presented in the GRI content index (see chapter "Further information").

### COMMERCIAL CODE REQUIREMENTS

Stabilus' assessment process with regard to the relevance of non-financial aspects for this report is based on the principles set out in statutory regulations (§ 289 b et seq. of the *Handelsgesetzbuch* (HGB – German Commercial Code)): These relate to the assessment of material aspects for the company, its business activities and its performance on the one hand and the impact on the respective aspect by the company on the other.

### GENDER FORM

Only one gender form is used for reasons of simplification. Any other gender forms are also explicitly included.

### LINKS TO THE WEBSITE

The external audit did not cover the external sources of documentation mentioned in the Non-Financial Report or the content of websites referred to in the Non-Financial Report.

### Organization and management of sustainability

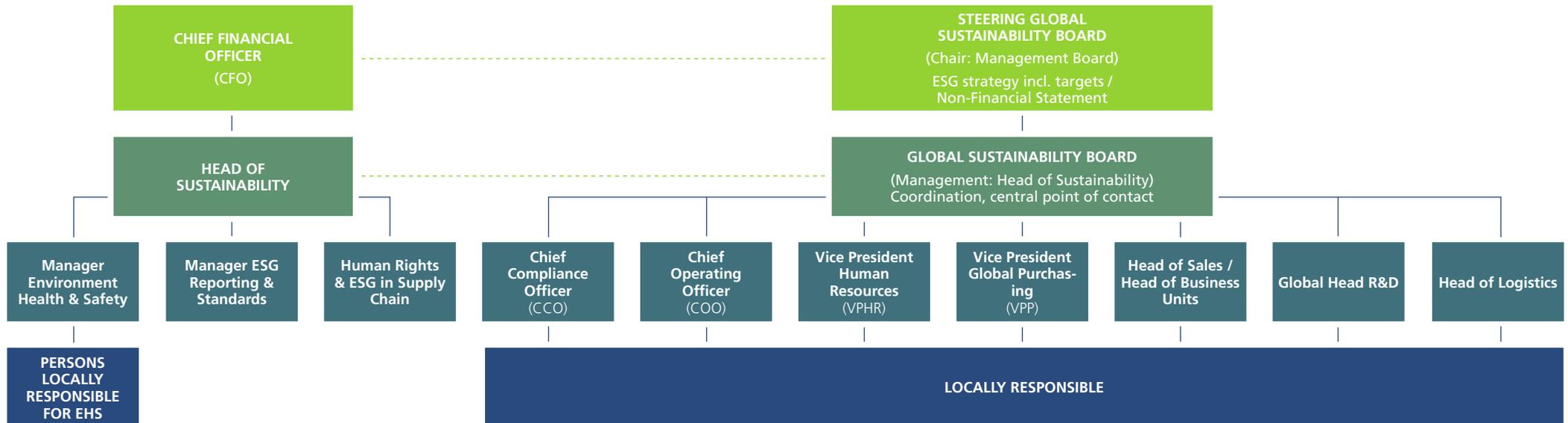
GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-16 | GRI 2-17 | GRI 2-18 | GRI 2-19  
GRI 2-24

As part of the Group strategy STAR 2030, sustainability is increasingly becoming a strategic issue for Stabilus and is gaining in importance.

Clearly defined roles and responsibilities ensure effective sustainability management throughout the organization. Stabilus spun off the Sustainability department in fiscal 2023 which previously was part of the Legal/Compliance department and established it as an independent "Stabilus ESG" department within the Group holding company Stabilus SE under the responsibility of the CFO. The department is managed by the Head of Sustainability, who reports directly to the CFO. The Sustainability department includes the following three areas: "Environment, Health and Safety" – responsible for all environmental matters, occupational health and safety; "ESG Reporting and Standards" – responsible for reporting and processes as well as the report; and the currently vacant position "Human Rights and ESG in Supply Chain" – responsible for all matters relating to the supply chain. The Compliance and Purchasing departments currently share responsibility for this position. Any other matters relevant to reporting are handled directly by the specialist departments. For

## Global ESG organisation

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example, the heads of the Compliance, Human Resources, Operations, Purchasing, Research and Development, Sales and Logistics departments periodically meet with employees from the Stabilus ESG department in the context of the Global Sustainability Board. The latter has been redefined as an interdisciplinary development, coordination, and implementation body for the Group-wide sustainability strategy, whereas in the previous year it still served primarily as an instrument for stakeholder analysis and strategy development.

The Global Sustainability Board is going to serve as a Group-wide coordinating committee for the implementation and communication of all sustainability issues arising within the Group and as a central point of contact for internal and external stakeholders from this fiscal year onwards. The Global Sustainability Board meets quarterly and discusses new issues that arise and the implementation of the sustainability initiatives from the Group strategy STAR 2030. It performs the necessary coordination work with the specialist departments. The focus in fiscal 2023 was on developing and implementing the new sustainability strategy.

In accordance with the guidelines from the Global Sustainability Board, the necessary measures are implemented by the respective heads of Operations, Human Resources, Purchasing, Logistics, Compliance, Research and Development, and Sales. They will involve the local managers at the locations as needed.

However, the Steering Global Sustainability Board (formerly CSR Steering Committee) has remained unchanged, except for its name, as a strategy and decision-making body in which the two representatives of the Management Board and the Head of Sustainability meet once a month to discuss current subjects as part of a regular meeting. The Steering Global Sustainability Board generally decides on Stabilus' global sustainability strategy and defines corresponding work programs on environmental, climate, social, and governance subjects. The subjects discussed there are also presented to the Supervisory Board of Stabilus SE at least once a year.

The Management Board of Stabilus SE attaches great importance to sustainable corporate development, which is also reflected in the inclusion of selected ESG components as part of remuneration for members of the Management Board. We refer to the Remuneration Report of Stabilus SE in this respect.

## Stabilus sustainability strategy

Stabilus has fundamentally renewed and formalized its sustainability strategy in 2022. The materiality analysis, the external stakeholder analysis and the global Stabilus Group strategy STAR 2030, which defines the superordinate Group goals up to the year 2030, form the basis for further development.

Among other things, the sustainability strategy focuses on reducing CO<sub>2</sub> emissions. Stabilus has set itself the goal of sustainably reducing CO<sub>2</sub> emissions both in its own production facilities and throughout the entire supply chain<sup>5)</sup>.

Stabilus expanded its sustainability strategy in 2023. Four new action areas were defined during the reporting period. Reports are prepared accordingly. These action areas are: "Environment & Climate Protection"; "Employees & Social Commitment"; "Products & Supply Chain", and "Governance & Compliance". These four action areas were broken down into different categories that address individual tasks and activities. Each of the four action areas has either newly developed targets or targets that already existed in the previous year's reporting and have merely been specified for the period up to 2030.

<sup>5)</sup> For details on CO<sub>2</sub> reduction targets, see chapter Environment & Climate Protection: "CO<sub>2</sub> emissions".

## REDUCING CO<sub>2</sub> AND CONSERVING RESOURCES

The strategic "CO<sub>2</sub> Roadmap" initiative was launched in fiscal 2022, which aims, among other things, to achieve a significant reduction in CO<sub>2</sub> emissions at Stabilus' locations by 2030 by reducing energy consumption and using 100% renewable electricity. The company's own solar power production was further expanded in fiscal 2023: photovoltaic systems were put into operation at the main plant in Koblenz and at the location in Brazil, which have been producing solar power since this fiscal year. The further expansion of photovoltaic systems is planned. Planning is currently underway at two additional locations. The move towards renewable electricity is to be realized successively at further locations. Various energy efficiency projects were also launched at the plants to help reduce CO<sub>2</sub> emissions, such as converting lighting to LED technology and lowering temperatures in production processes. Hall and office temperatures were reduced to a lower level at the Koblenz location driven by the gas shortage in winter 2022. All consumption components were examined with regard to gas savings and their settings were optimized. Energy-related refurbishment measures at the main plant in Koblenz were started in fiscal 2023, primarily involving the replacement of windows and the insulation of the exterior facade which will be completed in the coming fiscal year. Please refer to the description of the energy efficiency projects in the chapter "Environment & Climate Protection". CO<sub>2</sub> reduction in the supply chain is to be achieved through targeted purchasing strategies and supplier management.

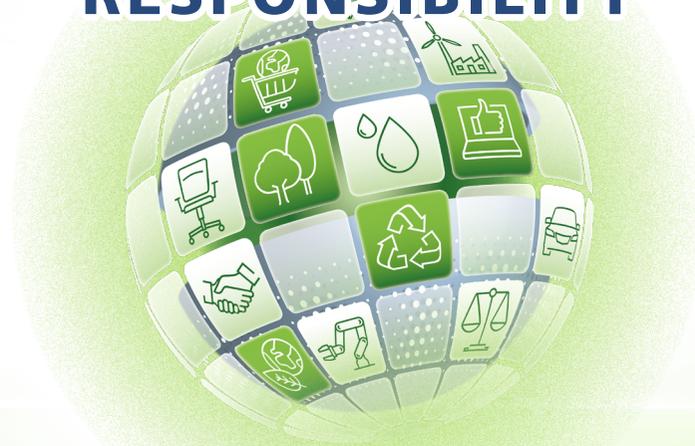
## CONTINUOUS IMPROVEMENT OF SUSTAINABILITY RATINGS

Compliance with environmental, social and governance (ESG) criteria plays an important role in the assessment of a company by customers, investors, applicants, business partners and the public. But it is also a matter of course for the Stabilus Group on its own initiative. Stabilus was able to improve its CDP rating (climate and water) this fiscal year and will remain a member of CDP.

Stabilus sustainability strategy

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# OUR RESPONSIBILITY



## PRODUCTS & SUPPLY CHAIN

- Product quality & safety
- Sustainable procurement
- Sustainable innovation
- Sustainable & resource-efficient production



## ENVIRONMENT & CLIMATE PROTECTION

- CO<sub>2</sub> emissions
- Energy
- Water
- Waste



## EMPLOYEE & SOCIAL COMMITMENT

- Health & safety
- Diversity, inclusion & equal opportunity
- Talent acquisition & employee engagement
- Social commitment



## GOVERNANCE & COMPLIANCE

- Corporate management & compliance
- Data protection & information security
- Human rights
- Risk management



### OUR EFFORT:

As a model corporate citizen, we act ecologically, economically and socially responsible and build the future as your technological partner, supplier and employer.

## Materiality analysis and stakeholder analysis

GRI 2-12 GRI 2-29 GRI 3-1 GRI 3-2

Stabilus fundamentally revised its materiality analysis in fiscal 2022: All key corporate functions were included in this process. The process was supported by external consultants. The materiality analysis is intended to meet external requirements in accordance with the German Commercial Code (§§ 289b to e).

The following dimensions were used to identify and prioritize the key matters in accordance with the GRI Standards (2016):

- Relevance of sustainability matters for Stabilus stakeholders
- Impact of sustainable developments on Stabilus' business activities (outside-in perspective)
- Environmental, social and governance impact (inside-out perspective)

A longlist of all sustainability subjects was put together with the help of a peer analysis. This longlist formed the basis for the analysis by external and internal stakeholders. As already reported in the previous year, Stabilus held structured discussions in the previous fiscal year that focused on the

external stakeholders' perspective of the Stabilus Group. The information received and expectations were included in the materiality analysis.

Subsequently, representatives from the Purchasing, Human Resources, Sales, Investor Relations, Compliance, and Sustainability departments assessed the sustainability issues. This assessment was coordinated with the Management Board and representatives of the various departments in a workshop with the aim of drawing up a shortlist of key sustainability subjects for the Stabilus Group. Following a vote and review by the CSR Steering Committee (now the Steering Global Sustainability Board), this



list was then reviewed again and confirmed by management resolution after minor adjustments.

The results of the internal and external perspectives were then summarized in a materiality matrix. The action areas of the materiality analysis determined the focus points of sustainability management as well as the non-financial corporate goals of Stabilus.

The previous year's materiality analysis as approved by the Management Board in the previous fiscal year was reviewed by the ESG department in fiscal 2023. Sustainability-specific written enquiries, particularly from customers, which Stabilus received in the course of the previous year and the reporting year, were used for the review of the materiality analysis in this reporting year. In particular, it became apparent that the CO<sub>2</sub> emissions declared as Scope 1 and Scope 2<sup>6)</sup> and the use of renewable energies are important for Stabilus Group's customers, and that CO<sub>2</sub> emissions that are not directly caused by the Stabilus Group (e.g., supply chain) are only of secondary importance. The close connection between energy consumption and management and CO<sub>2</sub> emissions (Scope 1 + Scope 2) was evident in stakeholder perceptions here as well.

These findings were presented in a workshop held with the Management Board as part of a Management Board meeting. The material topics were grouped in four clusters in compliance with the new sustainability strategy. The area of CO<sub>2</sub> emissions was limited to CO<sub>2</sub> emissions declared as Scope 1 and Scope 2 in accordance with the above findings and summarized with the former separate subject of energy consumption and management. Reporting on CO<sub>2</sub> emissions (Scope 1 + Scope 2) / energy consumption and management as well as the subject of water management<sup>7)</sup> covers the aspect of environmental issues following these minor adjustments to the previous year. The report covers the aspect of employee concerns with the

subjects of employee safety; diversity, inclusion and equality; talent acquisition and further training. The aspect of human rights is reported with regard to sustainable and responsible procurement, the issue of combating corruption and bribery is covered by the subject of business ethics and corporate behavior.

Stabilus reports on the topic of social issues in the chapter "Social commitment". The topic of social issues is an important topic for Stabilus, although it was not declared as a material aspect in the materiality analysis.

The following table lists the material topics in accordance with the newly adjusted materiality analysis in fiscal 2023. Stabilus is going to once again report on the important subjects of waste, working conditions (internal workforce), sustainable innovation, resource-efficient production as well as data protection and information security in this fiscal year.

Content relating to material aspects that is relevant for non-financial reporting is indicated by a green line placed next to the respective paragraph in this report. This content has been reviewed by an independent auditor in the context of a limited assurance review as discussed in the corresponding report. The statement of assurance covers all disclosures on key figures for the 2023 fiscal year. It does not cover disclosures on the 2022 fiscal year or comparisons with the disclosures on the 2022 fiscal year.

Overview of Stabilus material topics

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		Material topic in accordance with §289b et seq. HGB
Environment & Climate Protection	CO <sub>2</sub> emissions (Scope 1 + Scope 2) <sup>6)</sup> / Energy consumption and management	✓
	Water management <sup>7)</sup>	✓
Employee & Social Commitment	Employee safety (occupational health and safety)	✓
	Diversity, inclusion, equality	✓
	Talent acquisition and training	✓
Products & Supply Chain	Sustainable and responsible procurement	✓
Governance & Compliance	Business ethics and corporate behavior	✓

<sup>6)</sup> See specification "Deviation of the recording and calculation of emissions from the GHG Protocol", p. 7.

<sup>7)</sup> See specification of water management, p. 7.



## Non-financial risk analysis

GRI 2-12 | GRI 2-16 | GRI 2-24

The management of the Stabilus Group pursues the goal of identifying non-financial opportunities and risks as early as possible, assessing them appropriately and taking suitable measures to limit or avoid risks or exploit opportunities based on systematic risk management.

### ORGANISATION OF NON-FINANCIAL RISK MANAGEMENT AND RESPONSIBILITIES

Risk management<sup>8)</sup> is an integral part of the Group-wide corporate governance structure. Non-financial risks are identified and analyzed according to a uniform system.

The organizational and systematic anchoring of non-financial risk management is located in the ESG department and enables the risk management system to be integrated into the planning, management and reporting processes in an integrated manner. This way, the Stabilus Group is able to recognize risk potential at an aggregated level at an early stage and in a targeted manner, and to increase the planning reliability of future developments.

Risk identification, risk assessment, and risk controlling/monitoring will be the responsibility of the functional managers in the legal operating units of the Stabilus Group in future. The central risk manager in the ESG department is responsible for further development and definition of the processes as well as the coordination of the entire process implementation.

### NON-FINANCIAL RISK MANAGEMENT PROCESS

In fiscal 2023, the process and responsibilities for assessing and evaluating the Group's non-financial risks were further expanded by integrating them into the Group-wide risk management tool. From this fiscal year, the non-financial reporting is fully embedded in an integrated and software solution in the risk management system. Non-financial risks were identified in fiscal 2023 and assessed retroactively for the fiscal year in October 2023. Transition to the risk management tool ensures that the aspects of business relevance and impact are included in the main risk types. The focus is also placed on both correct assessment and efficiency in the process and documentation. In addition, non-financial risks were included in the risk-bearing capacity calculation for the first time in October 2023 with retroactive effect for fiscal 2023.

The management process for non-financial risks is organized according to the top-down principle, with the involvement of the global functional risk managers. The tasks of functional and regional risk officers for non-financial risks were integrated in the financial reporting process during the fiscal year. The risk inventory of non-financial risks was expanded as well. Another focus area was the inclusion and further elaboration of risks in connection with climate change adaptation and its direct and indirect effects on Stabilus' global business activities.

Non-financial risks are assessed based on qualitative assessment dimensions (probability of occurrence, impact classes). The process firstly involves the gross assessment of non-financial risks and secondly the definition of remedial action to mitigate the risk's probability of occurrence and the severity of its impact. A conclusive net analysis of the non-financial risks is produced on this basis.

The risks are reviewed and approved by mirroring the recorded risks to the global functional risk manager. Furthermore, the central risk managers will perform controls and plausibility checks on the risks reported. Risk identification, assessment, management, and communication are continuously monitored by the central risk managers.

<sup>8)</sup> Please refer to the Report on Risks and Opportunities in the Combined Management Report of the 2023 Annual Report.



## RISK PROFILE

The following risk atlas provides an overview of the main potential non-financial risks that are monitored by the Stabilus Group, broken down into the areas of Environment & Climate Protection, Employee & Social Commitment, Supply Chain, Products, and Governance & Compliance:

### Risk atlas

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ENVIRONMENT & CLIMATE PROTECTION	SUPPLY CHAIN
CO <sub>2</sub> emissions, decarbonization	Sustainability in the supply chain
Energy consumption and management	
Waste management, waste generation	PRODUCTS
Recycling	Sustainable innovation
Water management, water consumption	Sustainable production
Climate risks	Waste of raw materials
Soil contamination	GOVERNANCE & COMPLIANCE
Hazardous materials, chemicals	Human rights (including labor rights/standards) – focus on supply chain
EMPLOYEE & SOCIAL COMMITMENT	Business ethics and corporate behavior
Diversity	
Talent acquisition	
Working conditions	
Employee safety (occupational health and safety)	

## OVERALL ASSESSMENT OF THE RISKS

No non-financial risks were identified in connection with Stabilus' business activities, products, services or business relations in fiscal 2023 that would be expected to have severe adverse consequences. The risk analysis and its results were assessed and approved by the Management Board.

<sup>9)</sup> Please refer to the risk assessment in the Report on Risks and Opportunities in the Combined Management Report of the 2023 Annual Report.



# ABOUT STABILUS

GRI 2-1 GRI 2-6 GRI 2-7a GRI 2-9 GRI 2-10 GRI 2-11 GRI 201-1a

Stabilus SE is a European Company (Societas Europaea – SE) with its registered office in Frankfurt am Main, Germany. It is subject to German law. The company is entered in the commercial register at Frankfurt/Main Local Court under registration number HRB 128539. The administrative headquarter is in Koblenz, with the business address Wallersheimer Weg 100, 56070 Koblenz, Germany. Stabilus SE is operationally managed by the Chief Executive Officer (CEO) Dr. Michael Büchsner and the Chief Financial Officer (CFO) Stefan Bauerreis, appointed by the Supervisory Board of Stabilus SE. The Supervisory Board, chaired by Dr. Stephan Kessel, comprises five members who are appointed by the Annual General Meeting.

Stabilus is represented in the EMEA (Europe, Middle East and Africa), Americas (North and South America), and APAC (Asia-Pacific) regions with more than 20 production sites in more than eleven countries as well as many regional offices and sales partners worldwide. As of September 30, 2023, the Stabilus Group has 7,426 employees around the world (PY: 6,840), including active and inactive employees, excluding temporary workers, trainees, interns, and graduates.

The largest production sites are the operational headquarters and the plant in Koblenz (Germany) as well as the plants in Ramos Arizpe (Mexico), Brasov (Romania), Gastonia (USA), and Pinghu (China) and Wujin (China).

The Stabilus Group is a leading supplier of gas springs, dampers and vibration isolation products to automotive and industrial customers. The Stabilus Group is also successfully established into the production and distribution of automatic, electromechanical opening and closing systems (motion control solutions) that are mainly used for installation in tailgates. The Stabilus Group has expanded its product range and its regional presence with the acquisition of HAHN-Gasfedern GmbH, Aichwald, Germany, the ACE Group (both in fiscal 2016) and the acquisition of General Aerospace GmbH, Eschbach, Germany, Piston Amortisör Sanayi ve Ticaret A.S. (53%), Bursa, Turkey, and New Clevers S.A. (60%) Buenos Aires, Argentina, (all in fiscal 2019). By increasing its shareholding in the Cultraro Group from 32% to now 60% in July 2023, and its associated inclusion in the consolidated financial statements, the Stabilus Group expanded its market presence in the automotive industry and in the industrial sector.

Overall, the Stabilus Group offers a broad range of solutions for motion control, including damping and vibration damping solutions. The products offered by the Stabilus Group are used in a variety of applications in the automotive industry and in the industrial business. Stabilus products are typically used to support the lifting and lowering or dampening of movements. As the world market leader for gas springs, the Stabilus Group ships to all major vehicle manufacturers. The customer base of the Stabilus Group is diversified by a broad range of industrial customers.

Stabilus generated revenues of €1,215.3 million (PY: €1,116.3 million) in fiscal 2023. The full Consolidated Financial Statements of the Stabilus Group can be found in the Stabilus Group's 2023 Annual Report at: [ir.stabilus.com/investor-relations/financial-reports-presentations/](http://ir.stabilus.com/investor-relations/financial-reports-presentations/).

Stabilus, like most manufacturing companies, purchases production and non-production materials. Stabilus mainly purchases components and semi-finished products. The raw materials the Group typically purchases are those contained in the semi-finished products/components, e.g., steel, copper, resins and rubber.

Stabilus' customers are international companies from the automotive and industrial sectors.

## Shareholder structure

The shareholder structure of Stabilus SE is published annually in the Group's Annual Report<sup>10)</sup>. The following shareholders held more than 3% of the total voting rights associated with Stabilus shares in accordance with the voting rights notifications received by September 30, 2023: The Goldman Sachs Group, Inc., Wilmington, USA (11.02%), Allianz Global Investors GmbH, Frankfurt am Main, Germany (10.06%), NN Group N.V., Amsterdam, The Netherlands (10.05%), FMR LLC, Wilmington, USA (6.77%), Teleios Capital Partners LLC, Zug, Switzerland (5.03%), Marathon Asset Management Limited, London, Great Britain (5.00%), Allianz SE, Munich, Germany (4.07%), Fidelity Investment Trust, Boston, USA (3.70%), Ministry of Finance of the State of Norway, Oslo, Norway (3.31%), Ameriprise Financial, Inc., Wilmington, USA (3.25%).

<sup>10)</sup> [ir.stabilus.com/investor-relations/financial-reports-presentations/](http://ir.stabilus.com/investor-relations/financial-reports-presentations/)

## Corporate values

GRI 2-23 | GRI 2-27 | GRI 2-28

Stabilus' corporate values are anchored in the Value Statement<sup>11)</sup> and set out in the Code of Conduct<sup>12)</sup>. Stabilus understands social responsibility to equal social commitment at its locations worldwide, in particular regarding the areas of science, education and culture, as well as for social and humanitarian causes.

Stabilus has committed to complying with the principles of the International Labour Organization (ILO)<sup>13)</sup>, joined the UN Global Compact in 2018 and is guided by the United Nations Sustainable Development Goals (SDG)<sup>14)</sup>. Stabilus aims to promote sustainable development worldwide in accordance with the SDGs and at the same time align its business with future development. The following six goals enjoy priority for Stabilus:

**WE SUPPORT**



### Focused Stabilus SDGs

F\_003



#### SDG 4

Quality education | Ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all



#### SDG 5

Gender equality | Achieving gender equality and empower all women and girls



#### SDG 6

Clean water and sanitation | Ensure availability and sustainable management of water and sanitation for all



#### SDG 8

Decent work and economic growth | Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all



#### SDG 12

Responsible consumption and production | Ensure sustainable consumption and production patterns



#### SDG 13

Climate action | Take urgent action to combat climate change and its impacts

<sup>11)</sup> [group.stabilus.com/company/corporate-social-responsibility](https://group.stabilus.com/company/corporate-social-responsibility)

<sup>12)</sup> [group.stabilus.com/company/compliance-at-stabilus](https://group.stabilus.com/company/compliance-at-stabilus)

<sup>13)</sup> [group.stabilus.com/company/compliance-at-stabilus](https://group.stabilus.com/company/compliance-at-stabilus)

<sup>14)</sup> <https://www.unglobalcompact.org/sdgs/17-global-goals>



# ENVIRONMENT & CLIMATE PROTECTION

GRI 2-29 GRI 201-2

The Stabilus Group is aware of its responsibility for the environment and climate protection as a manufacturing company and has firmly anchored this in its corporate culture. Ongoing climate change significantly impacts the living and working conditions of people around the world. It also poses possible risks for the Stabilus Group: extreme weather events may cause limited availability of raw materials, reduced planning reliability, and rising commodity and raw material prices. Stabilus is committed to contributing to combat climate change and minimizing its impact by constantly minimizing greenhouse gas emissions. Stabilus has set itself global goals and is thus responding to the increasing demands of external stakeholders, including customers and investors, while continuously improving its processes.

## Global environmental management

GRI 2-23

### RESPONSIBILITY

Responsibility for Stabilus' environmental management lies primarily with the Stabilus SE Management Board for overarching environmental issues. It is supported in terms of operational implementation by both the Chief Operating Officer and the Manager Environment Health & Safety, who is part of the Sustainability department.

The Sustainability department defines responsibilities, targets, key figures, and framework conditions for the entire Group. The framework conditions include the Group's "EHS Policy", which is an integral part of the global EHS management system and has been approved at management level.

This Group's policy describes its basic approach to managing EHS processes at Stabilus and defines core requirements that must be implemented worldwide. Details on individual health, safety, and environmental protection issues are specified in further, binding Group regulations.

### GLOBAL EHS MANAGEMENT

Global EHS management has the three main tasks of improving environmental performance (including CO<sub>2</sub> emissions) as part of an environmental mandate, protecting the health, safety, and well-being of employees as part of an occupational health and safety mandate, and constantly reducing the resources used in operations as part of the production efficiency mandate. Targets and responsibilities are defined based on these mandates. All Stabilus production sites around the world are part of the EHS management system. Stabilus maintains an internal system for tracking energy consumption, water intake<sup>15)</sup>, CO<sub>2</sub> emissions<sup>16)</sup>, and waste generation. This includes all Stabilus production sites. The Group has implemented environmental management systems in accordance with ISO 14001 and energy management systems in accordance with ISO 50001 at most of its production sites, as well as an advanced environmental management system in accordance with EMAS (Eco Management and Audit Scheme) at the Koblenz location.

<sup>15)</sup> Please refer to the specification in the chapter "About this report", p. 7: Specification of water management: Only water intake (water consumption in the previous year) is currently reported on the subject of "water management" in accordance with the definition of materiality. Monitoring of water consumption, water recirculation, and recycling is still under development internally and to be reported on in subsequent years. The report, therefore, does not contain full disclosures corresponding to the reporting standards for water, but is limited to the disclosures set out in the definition above and corresponding to the materiality analysis.

<sup>16)</sup> Please refer to the specification in the chapter "About this report", p. 7: Deviation of the recording and calculation of emissions from the GHG Protocol: Stabilus once again decided to deviate from the standard definition of the GHG Protocol in this reporting year and to report only the CO<sub>2</sub> emissions resulting from the consumption of gas and the use of purchased electricity as greenhouse gas emissions. The CO<sub>2</sub> emissions resulting from the consumption of gas at the production sites are declared as "Scope 1" and the CO<sub>2</sub> emissions resulting from the use of purchased electricity are declared as "Scope 2". The report, therefore, does not contain full disclosures in accordance with the GHG Protocol or other reporting standards on greenhouse gases, but is limited to the disclosures set out in the definition above and corresponding to the materiality analysis. Extension of the terminology to the GHG Protocol for Scope 1 and Scope 2 is planned for the coming fiscal year.

The local management of the individual Stabilus plants and their EHS managers are responsible for implementing the targets. The local plant managers and local HR management are responsible for implementing preventive health and safety measures. The operational managers of the EMEA, Americas and APAC regions are responsible for collecting the key figures for CO<sub>2</sub>, energy, water, waste, health, and safety. The EHS key figures are reported to the Sustainability department every month.

The Stabilus Group places particular emphasis on its CO<sub>2</sub> reduction strategy and is pushing ahead with the CO<sub>2</sub> roadmap drawn up in the previous fiscal year. Coordination, target tracking, and target expansion are managed by the central Sustainability department. The Global Sustainability Board takes care of centralized communication in the individual areas. Global reduction targets for CO<sub>2</sub> emissions have been set for 2030 within the scope of this initiative. A corresponding action plan was drawn up as well. Details on the CO<sub>2</sub> targets and the corresponding measures can be found in the section on "CO<sub>2</sub> emissions" and "Energy".

Stabilus realigned the goals of the Environment & Climate Protection action area for the categories of energy, water, and waste and defined the following new goals in fiscal 2023:

- Reduction of water intensity by (10)% by 2030 (base year 2021: 2.11 l/unit)
- Reduction of energy consumption by (15)% by 2030 (base year 2021: 0.92 kWh/unit)
- Reduction of hazardous waste by (10)% by 2030 (base year 2021: 0.012 kg/unit)



## DATA COLLECTION PROCESS

The process for collecting and reporting EHS data and monitoring targets has been continuously improved in recent years. Reporting on the key figures for CO<sub>2</sub> emissions, energy, water and waste data (not part of the audit scope) was changed to monthly reports. Furthermore, the definitions were standardized and optimized (inclusion of LPG gas in addition to the previously reported natural gas and breakdown of electricity consumption of electricity drawn from the grid and internally generated electricity from photovoltaics and combined heat and power generation). The Stabilus Group focuses exclusively on the CO<sub>2</sub> emissions resulting from gas consumption (declared as Scope 1) and the consumption of purchased electricity (declared as Scope 2) when recording greenhouse gas emissions.

Scope 2 emissions are reported both market-based and location-based in order to emphasize and present the use of lower-carbon energy sources. Emission factors of the local energy suppliers are used based on the electricity mix of the purchased energy for the market-based approach. The country emission factors are used for determining the location-related emissions. The share of renewable energies in total electricity consumption is reported within the scope of the CO<sub>2</sub> reduction initiative.

The reporting process is performed using reporting software that enables the data from all companies to be aggregated, evaluated, and analyzed. An EHS reporting guideline was rolled out at all production sites worldwide.

Monitoring of EHS measures includes both internal and external audits. External audits in accordance with ISO 14001, ISO 50001 and ISO 45001 are performed regularly as part of re-certifications. There are plans to roll out an internal worldwide ESG audit in future. This is planned on a periodic, rotating basis.

Internal EHS audits are to be performed by the Manager Environment, Health & Safety in future, as part of their responsibility for global reporting of the EHS key figures. They are to be supported by the internal auditors and members of the Global Sustainability Board. The audits will cover the

subjects of the environment and occupational safety with the goal of ensuring compliance with the EHS guidelines and the reporting guidelines in future. Audit findings from internal audits and resolved remedial measures are to be discussed at the Sustainability Board Meetings for the EHS area.

The Global Process Technology department at Stabilus monitors efficiency measures for production processes, including improvements in energy and environmental performance, under the management of the Chief Operating Officer. Best practices are exchanged within the companies of the Group. Optimization measures, among other things, have led to material and resource efficiency in the powder coating process for gas springs.

## CERTIFICATIONS

Stabilus has environmental management systems in place and the majority of its plants are certified in accordance with ISO 14001. The main plant in Koblenz was the first location to receive certification in 1997. 13 Stabilus plants have since been certified in accordance with ISO 14001, which accounts for 96% of the total production. The certifications include environmental risk assessments. ISO 14001 certification is planned for the Miamisburg location in the USA in the coming fiscal year. The plant in Koblenz is also validated in accordance with EMAS and publishes a detailed environmental statement. The plant accounts for 33% of total global production. In light of the increasing relevance of energy efficiency measures, Stabilus Koblenz and HAHN-Gasfedern, which together account for 35% of global production output, have been certified in accordance with ISO 50001, the international standard for setting up an energy management system. ISO 50001 certification is planned for the Pinghu location in China in the coming year. Unfortunately, this could not be realized in the current fiscal year due to the COVID-19-lockdown.

## ENVIRONMENTAL COMPLIANCE

Stabilus strives to comply with all locally applicable regulations and laws. The environmental management system and environmental certification in accordance with ISO 140001 support compliance with environmental regulations. The IMDS (Integration Material Data System) database and the centralized office for material compliance at the plant in Romania ensure that the materials used meet the requirements of the applicable chemical and environmental laws of the production countries (REACH, RoHS, end-of-life vehicle regulations, etc.), and customer specifications.

## CO<sub>2</sub> emissions<sup>17)</sup>

GRI 2-29 | GRI 305-1a | GRI 305-2a-b | GRI 305-4a-c | GRI305-5a

Greenhouse gas emissions contribute to global climate change. As a result, Stabilus pursues the goal of measuring and continuously reducing its CO<sub>2</sub> emissions in order to minimize its impact on the climate. Only Scope 1 and Scope 2 emissions were identified as key matters for this fiscal year. The further development of the CO<sub>2</sub> reporting and reduction strategy with a fixed CO<sub>2</sub> reduction target by 2030 is the focus of the EHS strategy. Stabilus strives to significantly reduce the CO<sub>2</sub> emissions of its own operations and its supply chain by 2030 and has defined the following targets:

- Reduction of Scope 1 emissions by 30% by 2030
- Reduction of Scope 2 emissions by 100% by 2030
- Reduction of Scope 3 emissions by 25% by 2030

The targets are based on the emission values determined for Scope 1 and Scope 2 in 2021.

<sup>17)</sup> See specification in chapter "About this report": Deviation of the recording and calculation of emissions from the GHG Protocol, p. 7.



An estimate was made for Scope 3 in 2021 based, among other things, on Stabilus' calculations regarding product/component evaluations. The individual reduction targets result in a total CO<sub>2</sub> reduction of 43% across Scopes 1, 2, and 3 by 2030.

## CO<sub>2</sub> TARGET 2030

F\_004



Reduction of total CO<sub>2</sub> emissions by

# 43%

by 2030



Use of

# 100%

electricity from renewable energies by 2030

Stabilus launched a Group-wide strategic initiative in fiscal 2022 in order to achieve these ambitious goals. This is meant to bundle the individual initiatives to reduce CO<sub>2</sub> globally. The CO<sub>2</sub> reduction initiative is to lead to high efficiency gains in electricity and natural gas and ensure that the 2030 targets are met.

The action plan provides for Stabilus to switch its electricity procurement completely to renewable sources and to produce and use renewable energy itself by installing photovoltaic systems at its locations. During the reporting period, individual projects were implemented that are described in the section "Energy" of this Non-Financial Report.

The direct Scope 1 emissions of the operating sites are the total emissions from direct combustion sources. Emissions from combustion sources at Stabilus plants result from combustion of natural gas and LPG. The Scope 1 emission factors for natural gas are based on the data available from the Federal Office of Economics and Export Control (*Bundesamt für Wirtschaft und Ausfuhrkontrolle; BAFA*). The emission factor of 0.201 metric tons of

## CO<sub>2</sub> emissions

T\_003

	2021	2022	2023
Scope 1 emissions (in metric tons) (natural gas + LPG)	11,413*	10,464*	9,266
Scope 2 emissions – location-based (in metric tons) (electricity)	–	40,047	40,401
Scope 2 emissions – market-based (in metric tons) (electricity)	35,949**	29,940**	33,174**
Scope 1 and 2 emissions – location-based (in metric tons)	–	50,511	49,667
Scope 1 and 2 emissions – market-based (in metric tons)	47,362**	40,404**	42,440**
Emission intensity Scope 1 (kg/unit) (natural gas + LPG)	0.06	0.06	0.05
Emission intensity Scope 2 – location-based (kg/unit) (electricity)	–	0.24	0.24
Emission intensity Scope 2 – market-based (kg/unit) (electricity)	0.21	0.18	0.20
Emission intensity Scope 1 and 2 – location-based (kg/unit)	–	0.30	0.29
Emission intensity Scope 1 and 2 – market-based (kg/unit)	0.27	0.24	0.25

\* The previous year's figure was adjusted accordingly due to adjustment of the emission factor for natural gas to 0.201 metric tons of CO<sub>2</sub> per MWh in fiscal 2023 (PY: 0.181 metric tons of CO<sub>2</sub> per MWh). The adjustment was made due to a methodological specification in the emissions elevation. Furthermore, the previous year's figures relate exclusively to natural gas.

\*\* The market-related Scope 2 emissions include Scope 2 emission factors in CO<sub>2</sub>e instead of CO<sub>2</sub> for the Mexico and Australia locations.

CO<sub>2</sub> per MWh for natural gas was applied across the Group in the fiscal year.

Indirect Scope 2 emissions arise from the generation of purchased energy in the form of electricity. Stabilus calculates Scope 2 emissions based on the electricity purchased and the resulting emissions from electricity suppliers (in metric ton). Emission factors of the local energy suppliers are used based on the electricity mix of the purchased/used energy for the market-based approach. The country emission factors are used for determining the location-related emissions.

Scope 1 emissions (natural gas + LPG) reached a total of 9,266 metric tons (PY: 10,464<sup>18)</sup> metric tons), at an emission intensity of 0.05 kg/unit.

The improvement is due to the reduction in gas consumption at almost all locations (see section "Energy").

Scope 2 emissions (market-based) amount to 33,174 metric tons (PY: 29,940 metric tons), with a Scope 2 emissions intensity (market-based) of 0.20 kg/unit (PY: 0.18 kg/unit). The increase in Scope 2 emissions as compared to the previous year is mostly due to the deterioration in the electricity mix at the locations in Koblenz and China (see section "Energy").

<sup>18)</sup> The previous year's figure was adjusted accordingly due to adjustment of the emission factor for natural gas to 0.201 metric tons of CO<sub>2</sub> per MWh in fiscal 2023 (PY: 0.181 metric tons of CO<sub>2</sub> per MWh). The adjustment was made due to a methodological specification in the emissions elevation. Furthermore, the previous year's figures relate exclusively to natural gas.



This leads to an emissions intensity for Scopes 1 and 2 (market-based) of 0.25 kg/unit for fiscal 2023 based on the total units produced (PY: 0.24 kg/unit).

Scope 2 emissions (location-based) amount to 40,401 metric tons (PY: 40,047), with a Scope 2 emissions intensity (location-based) of 0.24 kg/unit (PY: 0.24 kg/unit). This results in a Scope 1 and Scope 2 (location-based) emissions intensity of 0.29 kg/unit (PY: 0.30 kg/unit).

The Stabilus Group's Scope 3 emissions were estimated based on Stabilus' calculations of the product-specific carbon footprint in order to ensure that the overall reduction targets were determined as realistically as possible. Further assessment of Scope 3 emissions is currently being prepared in order to further improve CO<sub>2</sub> reporting, increase transparency, and acquire insights into the emission drivers along the supply chain. Identification of areas with particularly high emissions forms the basis for defining specific measures to significantly reduce Scope 3 emissions together with business partners by 2030.

Stabilus participated in the international "Climate Ambition Accelerator 2022" program of the United Nations Global Compact, which aims to improve CO<sub>2</sub> reporting and set strategic emissions targets in line with both the Paris Climate Agreement and the Science Based Target initiative (SBTi) in 2022. Stabilus is profiting from a learning platform that enables program participants to jointly improve their reporting and external communication and to exchange experiences in the implementation of sustainability strategies. The Stabilus Group is also considering using the SBTi to validate the CO<sub>2</sub> target for compliance with the Paris Climate Agreement using scientific methods.

Stabilus also maintains a regular dialogue with its customers on the subjects of climate change and environmental protection. Furthermore, a process was introduced to allocate the emissions of Stabilus to the products sold to customers (see chapter Products & Supply Chain: "Sustainability in innovation").

## Energy

GRI 302-1a-e | GRI 302-3a | GRI 302-4a-b

### PHOTOVOLTAIC MODULES AT THE STABILUS LOCATIONS

F\_005

(FY 2023)



are saving

>600 metric tons of CO<sub>2</sub>\* per year



are generating

>1,200 MWh of electrical current per year



\* thereof >350 metric tons of CO<sub>2</sub> in our own sites.

Energy consumption is a significant environmental factor among the Group's operations, since it is largely associated with the use of fossil fuels and the corresponding greenhouse gas emissions. Stabilus' main energy sources are electricity and gas. The vast majority of energy consumption is attributable to manufacturing processes in connection with direct business activities. Internal logistics and other non-production-related processes play a subordinate role.

Stabilus has set a target for reducing energy consumption for all global production sites. Stabilus is striving to increase the share of renewable energies in electricity consumption to 100% by 2030 and has drawn up an action plan to this end in connection with the initiative to reduce CO<sub>2</sub> emissions. Stabilus defines renewable energy as energy generated from a source that can be renewed in a short period of time in the scope of ecological cycles or agricultural processes, including geothermal energy, wind energy, solar energy, hydropower, and biomass. This corresponds to the GRI definition. The share of renewable energy in total electricity consumption is part of external reporting. Stabilus is pursuing the goal of reducing energy consumption by (15)% by 2030 (base year 2021: 0.92 kWh/unit).

### ENERGY EFFICIENCY PROJECTS

The Group implemented further projects from its action plan that promote the switch to renewable energy sources by generating its own energy in the reporting period.

In fiscal 2023, a photovoltaic system with an output of 90 kWp was installed at the location in Brazil and commissioned in February 2023. In fiscal 2023, 81 MWh of electricity was produced. This plant is going to produce around 140 MWh of electricity per year in future. A second photovoltaic system was put into operation in July 2023 with an output of 75 kWp and will produce 150 MWh of electricity per year thanks to its optimal orientation. Stabilus also commissioned a photovoltaic system at its main plant in Koblenz in fiscal 2023. The system generates over 100 MWh of solar energy, which saves about 18 metric tons of CO<sub>2</sub> per year. The expansion of further photovoltaic systems is envisaged. Planning is currently underway in two other locations.

Converting the lighting at the main plant in Koblenz to LED technology is going to save almost 700 MWh of electricity per year, corresponding to CO<sub>2</sub> emissions of more than 100 metric tons of CO<sub>2</sub> per year. The entire location in Koblenz will then be converted to LED technology in a further



project step in fiscal 2024. Conversion to LED technology is being planned at another German location.

Stabilus strives to measure energy consumption internally in the individual plants in more detail for each area in order to be able to introduce targeted energy efficiency measures. A building management system has been established at the Koblenz location for years and is being continuously expanded and optimized. A measuring point plan for electricity meters for internal power supply was compiled at the Romanian location and digital electricity meters were subsequently installed across the board in a pilot project in fiscal 2023. The connection of these meters to a data management system has gone online since. It is going to help to analyze electricity consumption in future so that energy efficiency measures can be introduced. Measures for energy consumption measurement are to be gradually introduced or expanded at all other plants and the technology used and tested at the Romanian location is to be utilized where appropriate.

Work on the energy-efficient refurbishment of the administration building in Koblenz commenced in fiscal 2023. It was agreed that the first step would be to replace all the windows in the building with new, modern triple-glazed thermal insulation windows in collaboration with an external energy consultant. Parallel to this, the external facade will then be thermally insulated over an area of approx. 1,200 m<sup>2</sup>. The work is to be completed in fiscal 2024. Further energy-related planning is going to focus on heating of the building.

The CO<sub>2</sub> reduction plan includes further measures to be implemented at various locations of the Group by 2030, including use of new compressed air compressor technology, replacing old lighting systems with LED technology, expanding and extending measurement technology to record energy indicators and generating renewable energy through photovoltaic systems. Increasing the energy efficiency of existing systems and processes is being pursued with determination.

## ENERGY CONSUMPTION

The Group's total energy consumption (including natural gas/LPG and purchased and self-generated electricity) totaled 146,358 MWh in fiscal 2023 (PY: 151,732 MWh), corresponding to a reduction of (5,374) MWh or (3.5)%.

Consumption of natural gas was reduced by (7,408) MWh or (14.2)% from 52,061 MWh in fiscal 2022 to 44,653 MWh in fiscal 2023. LPG consumption, totaling 1,350 MWh, was included in this fiscal year for the first time.

Electricity consumption is broken down into electricity purchased from the grid and self-generated electricity from photovoltaics and combined heat and power generation for the first time in this fiscal year. Total electricity consumption increased by +0.7% to 100,354 MWh in fiscal 2023 (PY: 99,670 MWh). The reason for this slight increase is in inclusion of self-generated electricity from combined heat and power generation at the Koblenz location (1,533 MWh) in the reporting system.

Energy intensity per production unit (based on all products) totaled 0.87 kWh/unit in the fiscal year (PY: 0.92 kWh/unit). Resulting from this, Stabilus was able to improve its energy intensity in terms of units produced during the fiscal year. The specific factor for energy (kWh/unit) was reduced by increasing global production volumes and continuously improving energy and environmentally relevant systems and processes.

Consumption of electricity from renewable energies totaled 30,961 MWh in fiscal 2023 (PY: 36,300 MWh). This corresponds to a share of renewable energies in total electricity consumption of 30.9% (previous year: 36.4%). This means that the share of renewable energies in the overall electricity consumption is by (5.5) percentage points below the previous year's figure. The main reason for this is the reduction in the proportion of renewable energy sources in the electricity mix at selected locations such as Koblenz, Germany.

The following table reflects the total energy consumption of Stabilus and the breakdown by natural gas, LPG and electricity as well as the proportion of electricity consumption from renewable sources:

Energy consumption		T_004
	2022	2023
Energy consumption (MWh)	151,732	146,358
thereof natural gas (MWh)	52,061	44,653
thereof LPG (MWh)	–	1,350
thereof electricity (MWh)	99,670	100,354
thereof electricity (MWh) from the grid	99,670	98,024
thereof electricity (MWh) from photovoltaics	–	797
thereof electricity (MWh) from cogeneration	–	1,533
Energy intensity (kWh/unit)	0.92	0.87
	2022	2023
Consumption of electricity from renewable sources (MWh)	36,300	30,961
Consumption of electricity from renewable sources (%)	36.4%	30.9%



## Water<sup>19)</sup>

GRI 303-1a | GRI 303-3a

Water is used in manufacturing processes primarily for cooling and cleaning. Water is also used in sanitary facilities. Availability of sufficient water of good quality is necessary to ensure operational processes in many locations. As a result, Stabilus monitors and assesses water consumption in order to rule out water risks and develop appropriate risk minimization strategies where necessary. Stabilus is working to optimize its manufacturing processes and save as much water as possible.

Stabilus is pursuing the goal of reducing water intake per production unit on location level and reducing water intensity by (10)% by 2030 (2021: 2.11 l/unit).

Water reduction measures refer to optimization of water use in production and technical infrastructure. Saving water has become increasingly relevant for Stabilus in recent years and is going to become an even greater focus in future. Stabilus is going to plan and implement projects to save water to this end. Stabilus will develop a roadmap for the next fiscal year for this to lay the foundation for the planned projects and track their implementation status.

### WATER INTAKE

Total water intake in fiscal 2023 amounted to 355,163 m<sup>3</sup> (PY: 374,002 m<sup>3</sup>), therefore showing a reduction of (18,839) m<sup>3</sup> or (5.0)%. This results in a water intensity per production unit (based on all products) of 2.10 l/unit (PY: 2.28 l/unit). As a result, water intensity improved by (7.9)% compared to the previous year. The specific water intensity factor (liters/unit) was reduced by increasing global production volumes and continuously improving water-bearing processes in the Group.

The total water intake is shown in the following table:

Water intake		T_005
	2022	2023
Water intake in m <sup>3</sup>	374,002	355,163
Water intake intensity (l/unit)	2.28	2.10

The plant in Koblenz is located in a water protection area and meets the local regulations. Local regulations that Stabilus complies with apply to wastewater quality.

### Waste

GRI 306-2 a | GRI 306-3a

Waste is produced in a many different process steps during product manufacture and packaging, as well as during repair and construction work. Reusable containers are used as the default packaging method for deliveries to car manufacturers. Stabilus has committed to reducing material losses in production through efficient production processes and to properly collecting, disposing, and recycling of waste. Stabilus has set itself the goal of reducing waste. The laws and regulations on waste disposal applicable at the sites are complied with.

Stabilus records the amount of hazardous and non-hazardous waste at its operating sites. Further information on the recycling of waste, in particular steel scrap, will be included in regular reporting in future. Stabilus is focusing on continuously reducing the volume of waste. Hazardous waste is to be reduced by (10)% by 2030 (2021: 0.012 kg/unit).

## WASTE GENERATION

The locations reported 5,546 metric tons of non-hazardous waste and 1,831 metric tons of hazardous waste in fiscal 2023 (PY: 5,334 metric tons of non-hazardous waste and 1,916 metric tons of hazardous waste), corresponding to a decrease in hazardous waste of (85) metric tons or (4.4)% and an increase in non-hazardous waste of +212 metric tons or +4.0%. The reason for the increase in non-hazardous waste is a greater volume of waste at the production sites in Mexico and China.

This results in waste intensity of 0.033 kg/unit for non-hazardous waste and 0.011 kg/unit for hazardous waste (previous year: 0.032 kg/unit or 0.012 kg/unit).

Waste generation		T_006
	2022	2023
Non-hazardous waste (in metric tons)	5,334	5,546
Hazardous waste (in metric tons)	1,916	1,831
Non-hazardous waste intensity (in kg/unit)	0.032	0.033
Hazardous waste intensity (in kg/unit)	0.012	0.011

<sup>19)</sup> See specification in chapter "About this report": Specification of water management, p. 7.



# EMPLOYEE & SOCIAL COMMITMENT

## GRI 2-24

The sustainable corporate success of Stabilus depends on its employees<sup>20</sup>. As an employer, we rely on our corporate values and a dialogue-focused corporate culture based on trust and respect for diversity and equal opportunities. We offer attractive framework conditions and a wide range of individual development opportunities to our employees. Stabilus is pursuing the goal of supporting the development of its employees, retaining them, and promoting innovation in light of the current and future challenges of the labor market. Stabilus is also aware of its responsibility for the health and safety of its employees and takes the task of preventing accidents and health hazards very seriously.

## RESPONSIBILITY

Human Resources (HR) is responsible for managing the HR organization and therefore for the Group-wide guidelines and standards for employees. HR is managed by the Vice President Human Resources. HR is responsible for operational design, implementation, and management of HR processes in order to accelerate employee development and talent promotion. The Group's "Diversity Policy", which was signed by the Group Management Board, summarizes the requirements for this. Employees around the world are trained to comply with these. The Group-wide "Head Count Reporting Guideline" summarizes the Group-wide reporting requirements relating to

headcount. Employees around the world are trained and encouraged to comply with them. Details on personnel issues are set out in other binding Group regulations.

Stabilus has given itself a clear focus on its employees and its social responsibility with its Group strategy STAR 2030. The strategic goal of being a "Company of Choice" places the employee at the center and aims to enter into an open exchange and to be successful together with active employee participation. The Group strategy STAR 2030 also emphasizes the assumption of social responsibility with the target image of a "Model Corporate Citizen". This includes respecting human rights and the highest level of occupational safety. Trust, reliability, honesty, fairness, and respect should be the management basis within the Stabilus Group.

Stabilus supports its employees in their professional and personal development through a wide range of training programs. Stabilus also represents a corporate culture that promotes innovation, for example through an idea management system. Employee training and development is one of the most important success factors in an industry dependent on constant innovation and operational excellence, even in the face of an increasing shortage of skilled labor. It is important not only to comply with basic legal and ethical standards, but to also offer positive and attractive working conditions in order to attract and retain skilled labor.

Employee safety (occupational health and safety) was identified as a material aspect of employee matters as part of the materiality analysis. Other key matters include recruitment of talent, employee retention, and further training to counteract the shortage of skilled labor, as well as diversity, inclusion and equal opportunities, with a particular focus on women in management positions.

Stabilus has defined the following targets for the action area Employee & Social Commitment for the categories Health & Safety, Diversity, Inclusion & Equal Opportunities, and Talent Acquisition & Retention in fiscal 2023:

- Reduction in days lost due to accidents at work (Lost Workday Incident Rate – LWDI, days lost per 200,000 hours worked) by (10)% by 2030 (base year 2021: 11.67 days)
- We are going to train all managers on diversity, inclusion, and equal opportunities by the end of 2024
- We are going to conduct a global employee survey by the end of 2024
- By 2027: 10% women in management levels 1 and 2
- We are going to fill 60% of management positions that become vacant from within our own ranks by the end of 2030 (global succession planning)

## Global personnel management

The global HR function coordinates Group-wide activities and defines strategies for working conditions, employment, recruitment, and employee development. It also drives organizational development in the area of human resources and provides central services for the Group.

Using a matrix structure, the HR managers of the Stabilus plants report to the respective plant managers as well as to the regional HR managers and the global HR department. They have the task of ensuring compliance with local labor law and Stabilus' Group-wide guidelines and standards.

Key figures relating to human resources are reported via a centralized system. Stabilus creates and evaluates strategies for employer development, both globally and in the individual regions, based on these data.

<sup>20</sup> The employee figures include active and inactive employees, excluding temporary workers, trainees, interns, and graduates, unless otherwise stated.



## Health protection and occupational safety

GRI 2-24 | GRI 403-1 | GRI 403-2a | GRI 403-3 | GRI 403-4 | GRI 403-5  
GRI 403-6 | GRI 403-7 | GRI 403-8a | GRI 403-9a | GRI 404-1

Occupational safety and the protection of the health of our internal workforce include prevention of accidents at work and occupational illnesses, the assessment of potential hazards, comprehensive risk management, and creation of a healthy working environment. In order to focus on the health and safety of our employees, the Stabilus Group has decided to report on this topic in the chapter Employee & Social Commitment from fiscal 2023 (previously chapter Environment & Climate Protection).

Health and safety risks are to be eliminated as far as possible, with a particular focus on production areas and maintenance. In particular, workplaces with higher risk profiles, such as metalworking and painting/coating processes, are permanently monitored for potential hazards. The Management Board, managers, and employees are informed monthly about the development of the accident figures and, if necessary, about individual events. EHS management systems have been implemented throughout the Group.

Stabilus continually promotes an active safety culture through preventive measures such as risk analyses, inspections and regular training. This is based on the conviction that Stabilus can only create safe working conditions with a motivated and comprehensively trained workforce.

Stabilus performs reporting on health and safety issues that cover all of the Group's production sites in the scope of EHS management. The report includes employees in the production and office areas and covers 93% (PY: 97%) of the workforce<sup>21)</sup>. The year-on-year decline is due to the acquisition of a majority stake in Cultraro Automazione, which was completed in August 2023 and will be included in reporting from the new 2024 fiscal year.

Stabilus has written formalized health and safety guidelines in accordance with ISO 45001 and OHSAS (Occupational Health and Safety Assessment Series). The guidelines comply with local legislation and cover the following subjects: personal protective equipment, machine safety, emergency preparation, incident and accident management, ergonomics in the workplace, handling of chemicals, and fire safety. Ten locations are currently certified in accordance with ISO 45001, accounting for 93% (previous year: 93%) of the total production output. The occupational safety system covers all employees. The non-certified locations also have a health protection and occupational safety concept.

Responsibility for health protection and occupational safety lies with the respective plant management of the location. The global EHS manager advises and supports the plant management, managers and employees in all matters. Employee involvement in occupational safety issues is ensured through regular communication, works meetings, and meetings of the occupational safety committee.

Employees at the operating sites completed 8.32 hours of training on health and safety subjects on average in fiscal 2023 (PY: 6.64 hours).

### Training hours on health protection and occupational safety T\_007

	2022	2023
Average number of training hours for employees (on health and safety at work)	6.64	8.32

Regular EHS team meetings (formerly EHS steering groups) take place at global level to discuss health and safety issues across the Group, identify work-related hazards, and define preventive measures. It was found that the minimum standards for personal protective equipment were not standardized across all locations in spite of complying with the respective local regulations. Group-wide harmonization measures regarding protective equipment are planned for fiscal 2024.

Depending on location, Stabilus offers its employees health-promoting activities such as sports courses and medical check-ups. There is a focus on mental health in addition to physical health. We offer, among other things, statutory preventive medical check-ups, eye examinations, back training, flu vaccinations, nutritional counselling as well as training and advice on office chair adjustment or correct lifting and carrying, depending on location. Offers such as company runs, sporting events, and health days supplement the program and, in addition to sporting activity, also raise awareness of healthy living.

The total number of accidents resulting in days lost was 59 in fiscal 2023 (PY: 65<sup>22)</sup>), corresponding to an accident frequency rate of 0.85 (PY: 1.04) per 200,000 hours worked.<sup>23)</sup> The rate of days lost due to accidents was introduced as the main indicator for occupational safety in the Group. It amounts to 13.07 for fiscal 2023 (PY: 15.00).

<sup>21)</sup> The calculation considers all active employees including temporary workers, trainees, interns, and graduates.

<sup>22)</sup> The previous year's figure was adjusted for accidents that led to days lost.

<sup>23)</sup> This figure is based on the number of hours worked for employees who work with working time recording. Accidents that lead to at least one day's absence are counted.



There were no fatalities or work-related injuries with serious consequences in fiscal 2023.

Accidents <span style="float: right;">T_008</span>		
	2022	2023
Number of accidents leading to lost days (Lost Time Injury Incidents)	65*	59
Number of lost working days due to Lost Time Injury Incidents	934	905
Accident frequency rate (per 200,000 hours worked) (Lost Time Injury Incident Rate – LTIR)	1.04	0.85
Rate of lost working days due to injury incidents (Lost Workday Incident Rate – LWDI)	15.00	13.07

\* Adjustment of previous year to Lost Time Injury Incidents

Stabilus has set itself the goal of reducing the number of days lost due to accidents at work (Lost Workday Incident Rate – LWDI, days lost per 200,000 hours worked) by (10)% by 2030 (base year 2021: 11.67 days).

### Talent acquisition and employee retention

GRI 404-2a GRI 404-3

Stabilus is certain that further training and development of its employees is a necessity and considers this to be a central component in reducing the effects of the increasing shortage of skilled labor.

### GLOBAL PERFORMANCE MANAGEMENT

Participation in performance management is recorded as a key figure for employee development. Periodic assessments of performance and career development are carried out in a formalized process. A Group-wide performance management system was introduced in fiscal 2021, initially only covering management positions before it was gradually spread to other employee groups. 48% (PY: 37%) of all employees participated in the appraisal process in fiscal 2023.

### LIFELONG LEARNING: DIGITAL LEARNING MANAGEMENT SYSTEM (LMS)

Stabilus offers targeted and ongoing training and qualification programs to all employees. Stabilus implemented a Group-wide learning management system (LMS) to ensure Group-wide access, standardization, quality by way of process optimization, and the tracking and evaluation of training initiatives in fiscal 2022. 87% (PY: 89%) of all Stabilus employees have access to the digital learning management platform that offers training courses and learning plans in fiscal 2023.<sup>24)</sup> The 2% decrease as compared to the previous year is due to the majority acquisition of Cultraro Automazione, which was completed in August 2023 and whose employees did not yet have access to the LMS at the end of the fiscal year. For example, IT security training, compliance training, product training, data protection training, and occupational health and safety training are centrally organized and completed by employees across the Group.

### TARGETED PROGRAMS AND INDIVIDUAL DEVELOPMENT

The company has planned specially tailored programs in its Stabilus Leadership Map in addition to the ongoing and targeted qualification programs that Stabilus offers all employees. The Stabilus Leadership Map reflects the management level of employees (such as Talents, Team Leaders, Department Leaders and General Managers) and defines associated potential programs for further development:

The “STARt up” program supports young managers and project managers in their first significant management position. It has had 87 participants in Germany since its introduction in 2015 and forms an important cornerstone of management development at Stabilus. During the reporting period, one program was completed with a total of 17 participants in two groups. In addition, the program has been greatly expanded globally and 92 start-up participants have already been trained at Stabilus’ largest locations.

“STARq” is another customized development program that focuses on the qualification of shift supervisors in order to strengthen and expand their leadership and management skills. There was no activity in the reporting period since the content of the current training program was completed. The program is going to be continuously expanded in line with demand and new content will be added in the coming fiscal year.

The “Rising STARS” program for high potentials offers a further structured approach for the greatest young talents worldwide who want to take on leadership roles at Stabilus in the future. All participants complete a two-year training program, work on projects together and experience a high level of visibility in Group Management, also through their collaboration with a mentor from the Management Board, who accompanies their development individually. The program will be relaunched next year following a break in fiscal 2023.

Stabilus high potentials for top management are addressed with the “TOP STARS” program, which was introduced in 2020 and takes place in person and virtually. Eight high-performing talents from senior management levels around the world are working on a number of subjects and projects in joint training sessions and workshops, receive mentoring from the Management Board, and are offered individual coaching to prepare for potential future positions in Stabilus Group’s top management across a period of three years.

<sup>24)</sup> The calculation considers all active employees including temporary workers, trainees, interns, and graduates.



## GLOBAL SUCCESSION PLANNING

Stabilus has also intensely dealt with global succession planning within the company. A total of 60% of management positions that become vacant are to be filled from within the company by 2030. This goal is to be achieved by utilization of a global competency model and the definition of specific development paths tailored to the employee (model career paths).

## CULTURE OF INNOVATION

The innovation culture as part of the corporate culture is the focus of Stabilus' "Innovation Race" project. More than 700 ideas have originated in this project, which was launched in 2019. A new edition of the "Innovation Race" was held this fiscal year (see chapter Product & Supply Chain: "Sustainability in innovation").

## Working conditions (internal workforce)

GRI 2-30a | GRI 401-2a | GRI 403-3

Stabilus describes its goal of being an appreciative, attractive employer with its strategic orientation of the 2030 "Company of Choice". Stabilus pursues the goal of creating a fair and supportive working environment for its employees. Stabilus is certain that employees who receive fair remuneration as well as attractive opportunities and development options are more motivated to work towards achieving the company's goals. Measurement and continuous improvement of employee satisfaction is part of the "Company of Choice" strategic initiative. Stabilus has set itself the goal of conducting a global employee survey by the end of 2024. Stabilus respects the right to freedom of association and promotes regular dialog with its local works councils and representatives. 63% (PY: 62%) of all employees are covered by collective agreements in fiscal 2023. Onboarding considers both local labor law and internal rules and guidelines, e.g., the Code of Conduct.

Stabilus offers its employees additional benefits that are tailored to the local subsidiaries. 70% of employees (PY: 73%) have a doctor available at their place of work between 2-5 days of the week and 79% (PY: 81%) of

all employees around the world receive meal allowances.<sup>25)</sup> This will include a subsidized lunch in the company canteen or meal vouchers, depending on the location. Both full-time and part-time employees are entitled to standardized additional benefits. Offers for flexible working hours such as flextime, reduced working hours and flexible workplace organization such as mobile work have been introduced in the global subsidiaries. The Management Board has launched a "Modern Office Workspace" pilot project for the design of modern workplaces at the Koblenz location in order to look to the future and create the conditions for the workplace of the future. The detailed planning for selected projects was realized with the help of an external planning office. Four projects in administration and production have already been implemented in the fiscal year, and further projects are planned for the fiscal year ahead.

## Diversity, inclusion, equality

GRI 2-7a | GRI 405-1

Stabilus recognizes the importance of diversity as a key factor in attracting and retaining employees and promoting equal opportunities in society. The company believes in the potential of diversity: Diversity in skills and backgrounds will benefit both performance and satisfaction. As a result, Stabilus treats all employees with respect. This is done no matter the ethnic background and origin, religion, political, and other views, gender, disability, age, sexual identity, national and social origins, and language. Diversity, inclusion, and equal opportunities are some of the subjects that the Group has classified as material in its materiality assessment, with a particular focus on women in management positions. Stabilus has set itself the goal of training all managers on the matters of diversity, inclusion, and equal opportunities by the end of 2024 to this end.

The Stabilus Group is a technically aligned company as an automotive and industrial supplier. Its management positions continue to be held

<sup>25)</sup> The calculation considers all active and inactive employees including temporary workers, trainees, interns, and graduates.

predominantly by male employees. However, Stabilus promotes equal opportunities for men and women and defined targets and measures to promote women in management positions in fiscal 2022. The Stabilus Management Board, which is made up of business unit heads, regional heads and strategically important functions (including Head of Purchasing, and Head of Human Resources) at management level 1 currently has a proportion of women of 7.7% (PY: 0%). The proportion of women at management level 2, which comprises employees directly reporting to the CEO and CFO or to the Stabilus Management Board (including team leaders) who are not part of management level 1, is at 6.0% (PY: 7.5%). Stabilus has set itself the goal of achieving a proportion of women of 10% at management levels 1 and 2 by 2027. Stabilus is developing and implementing adequate support measures to increase gender diversity within the Group. This has included initiatives for succession planning, as well as a better work-life balance, and cooperation with agencies focusing on the recruitment of female top management so far.

In fiscal 2022, Stabilus reduced the size of the Management Board from five to two people (two men) due to the appointment of a new CFO and the relocation from Luxembourg to Germany. The target figure for women on the Management Board is therefore currently at 0.

The Supervisory Board had set a target of 20% for the proportion of women on the Supervisory Board and had determined that this target must be achieved by the end of September 30, 2027. Ms. Inka Koljonen is currently a member of the Supervisory Board of the Stabilus SE, which currently consists of five people, which means that the aforementioned target has already been achieved in the fiscal year ending September 30, 2023. In the run-up to the Annual General Meeting on February 15, 2023, the Supervisory Board undertook initiative to create an additional Supervisory Board position and to fill it with a woman in order to strengthen diversity and in an effort to further increase the gender diversity ratio. A corresponding increase in the number of Supervisory Board members and a suitable female candidate will now be proposed to the Annual General Meeting on February 7, 2024. If the Annual General



Meeting adopts a resolution to this effect, women could make up 33% of the Supervisory Board in future. Further information on the Management Board and the Supervisory Board can be found in the Corporate Governance Statement in the Combined Management Report of the 2023 Annual Report.

The Stabilus Group had 7,426 employees in fiscal 2023 as of September 30, 2023 (PY: 6,840), of which 7,131 were full-time and 295 part-time (PY: 6,587 full-time and 253 part-time) employees. Employees generally receive permanent contracts.

In the reporting period, Stabilus had 4,663 male and 2,763 female employees (PY: 4,396 male and 2,444 female employees). Proratedly, this equals 63% men and 37% women among full-time employees (PY: 64% men and 36% women), and 61% men and 39% women among part-time employees (PY: 64% men and 36% women).

Stabilus employs people of different age groups and values experience and new ideas in equal measure. In terms of the age and gender profile, the majority of Stabilus employees (51% of the workforce) are between the ages of 30 and 49 (PY: 51%), 27% (PY: 27%) fall into the 50+ age group, 22% are younger than 30 years old (previous year: 22%). The age group over 50 had the highest proportion of male employees, at 70% (PY: 74%), while the 30 to 49 age group had the highest proportion of female employees (41%) (PY: 40%).

The age groups on the Stabilus Group's Management Board are as follows: 0% younger than 30 years, 50% between 30 and 49 years, 50% are 50 years and older. The age groups on the Stabilus' Supervisory Board are as follows: 0% are younger than 30 years, 20% are between 30 and 49 years and 80% are 50 years and older.

### Employees T\_009

	2022	2023
Number of employees	6,840	7,426

### Gender T\_010

	2022	2023
Number of male employees	4,396	4,663
Number of female employees	2,444	2,763

### Full-time, part-time T\_011

	2022	2023
<b>Number of full-time employees</b>	<b>6,587</b>	<b>7,131</b>
thereof male	4,235	4,484
thereof female	2,352	2,647
<b>Number of part-time employees</b>	<b>253</b>	<b>295</b>
thereof male	161	179
thereof female	92	116

### Employees age structure T\_012

	2022	2023
<b>Number of employees &lt; 30 years</b>	<b>1,506</b>	<b>1,627</b>
thereof male	950	1,004
thereof female	556	623
<b>Number of employees 30 – 49 years</b>	<b>3,466</b>	<b>3,761</b>
thereof male	2,064	2,233
thereof female	1,402	1,528
<b>Number of employees ≥ 50 years</b>	<b>1,868</b>	<b>2,038</b>
thereof male	1,382	1,426
thereof female	486	612

### Employees by region T\_013

	2022	2023
EMEA	3,412	3,635
Americas	2,438	2,713
APAC	990	1,078

## Social commitment

GRI 2-23 | GRI 413-1

The families of some of our colleagues were affected by the devastating earthquake in Turkey and Syria in February 2023. In view of the concerning consequences, Stabilus decided to organize support on a dedicated initiative and launched a fundraising campaign to help those affected by the disaster. Stabilus donated a total of € 5,000 for the earthquake victims in Turkey and Syria.

Upon recognizing the negative effects of rising inflation and the unstable economic situation, the colleagues in Koblenz had previously organized in addition a fundraising campaign for the "Tafel Koblenz" food bank. Tafel Koblenz is a community organization that collects food and distributes it to socio-economically disadvantaged groups in the region. Stabilus employees collected a total of €1,500 in early 2023 that the company doubled, resulting in a donation of €3,000.

We supported a project at our US location in Gastonia that supports people with disabilities and helps them find jobs during the fiscal year.

In the past fiscal year, Stabilus promoted career orientation for young professionals. This include vocational training fairs, applicant training at schools and other collaborations such as "Industry meets school", where vocational school teachers visit the company and then engage in a conversation on current trends, challenges and expectations in the interaction between schools and training companies. Student teams of the "Student Formula 1" are supported by receiving Stabilus products free of charge, which they then install in the racing cars at another German location.

Stabilus is continually supporting social and educational projects organized by the locations on site. The principles of social commitment projects and donations are stipulated in the internal Stabilus donation guidelines.



# PRODUCTS & SUPPLY CHAIN

## GRI 2-6

Stabilus is a globally active group that sources services and materials from all over the world. The processes in purchasing and supplier management are organized according to demanding ethical, social and environmental principles. Stabilus expects its suppliers to observe these principles as well and supports them in meeting this goal. Stabilus thus helps to improve sustainability along the supply chain.

## RESPONSIBILITY

The Purchasing organisation manages the global supply of raw materials, goods and services of the Stabilus Group. Stabilus influences society and the environment through its purchasing activities and supplier relationships. Ethical, social, and ecological principles are anchored in our provisions along with economic principles as a result of this. They are binding upon all employees. The Group-wide "Stabilus Procurement Guideline" signed by the Vice President Global Purchasing summarizes the requirements. Details on purchasing issues are also set out in other binding Group regulations. Purchasing is active in all areas. The pooling of expertise and purchasing volumes enables synergies. The Vice President Global Purchasing reports directly to the CEO. Purchasing operates according to defined purchasing processes. Long-term contracts and active supplier management for strategically important goods and services are important elements of this. This process is designed to minimize purchasing-specific risks such as supply bottlenecks or major price fluctuations, but also to safeguard the Group's competitiveness and ensure smooth production processes.

## Global purchasing management

In the global economy with its strong international division of labor, the supply chain is of central importance for functioning corporate processes and for implementing and measuring the success of sustainable corporate governance. A reliable and sustainable supply chain in light of delivery reliability and the demand for quality and sustainability of our own products and processes is of great importance for the success of Stabilus. In light of the introduction of the German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*), the fiscal year once again saw an increased focus on compliance with human rights in the supply chain and their monitoring and control. Stabilus has identified sustainable and responsible procurement as a key matter in its materiality analysis.

Group-wide control and coordination of procurement and supply chain management is the responsibility of Strategic Purchasing. The local purchasing managers are responsible for implementation. The procurement committee is responsible for operational decisions, such as the awarding of contracts. It is made up of representatives from various functional areas such as Procurement, Logistics, Research and Development (R&D), Controlling, etc.

The process of collecting supplier and supply chain data on a quarterly basis is managed centrally by Strategic Purchasing and encompasses Stabilus' global purchasing organizations. The data collected is considered in management decisions and when setting future targets and measures. These are continuously implemented by Stabilus' global and regional procurement teams to ensure compliance along the supply chain.

Stabilus realigned the goals of the Products & Supply Chain action area for the category of sustainable procurement, in particular in light of the German Supply Chain Due Diligence Act, and defined the following goals in fiscal 2023:

- By 2025, we are going to train 80% of our serial suppliers on the Supply Chain Act based on revenues.
- We attach great importance to certified raw materials. We are going to purchase at least 20% (of the total steel purchasing volume) of CO<sub>2</sub>-reduced steel (fused using the EAF process) by 2030 to this end.
- All of our serial suppliers should be sustainably certified (e.g., ISO 14001, ISO 50001, ISO 45001, EMAS) by 2030.
- 90% of the purchasing volume of production materials will be sourced from suppliers after performing a self-assessment on sustainability by 2030.
- 70% of the purchasing budget for serial suppliers should be regional ("country of origin") by 2030.<sup>26)</sup>

Stabilus aims to significantly reduce CO<sub>2</sub> emissions in its supply chain by 2030 and has set itself the target of reducing Scope 3 emissions by 25% by 2030 (see chapter Environment & Climate Protection: "CO<sub>2</sub> emissions"). Stabilus wants to involve its suppliers more closely in measures to reduce CO<sub>2</sub> emissions and energy consumption to minimize its impact on the environment. Increased regional procurement is intended to reduce transport requirements and the associated environmental impact.

Stabilus launched further projects in addition to the established supplier management processes in the reporting period in order to further integrate the focus on sustainable procurement with regard to respect for the environment, human rights and information security. This is described in the section "Expansion of sustainable supplier management and supplier qualification".

<sup>26)</sup> Production of the product to be supplied is located in the same region as the Stabilus company to be supplied.



## GLOBAL RISKS IN THE SUPPLY CHAIN

Global risks with a potential impact on the supply chains in the fiscal year were due to

- the ongoing war in Ukraine,
- temporary significant shortage and availability of energy, in particular gas supplies, and
- the COVID-19 pandemic. This had a lesser impact on global business and business processes, in particular in connection with the Chinese production facilities and maintaining the supply chain.

### Russia-Ukraine war (acts of war)

Stabilus rejects any form of disregard for human rights, international legislation and with that any form of military aggression. Stabilus' business activities are continuously checked against embargoes and existing sanctions lists to ensure compliance with the law. Periodic coordination meetings are also held between the export control officers of the individual companies and the Compliance department. Please refer to the Report on Risks and Opportunities in the Combined Management Report of the 2023 Annual Report for further risk assessment.

### Energy risks

The risk of a reduced energy supply, in particular regarding the supply of gas from Russia to European countries was managed by a Stabilus task force team, which includes the functions of facility management, process technology, production, procurement and supplier management. Production and purchasing functions have developed risk mitigation and contingency planning strategies, including a reduction of gas consumption and offsetting with electrical energy, technical measures to avoid interruptions in the production process and outsourcing processes. Please refer to the Report on Risks and Opportunities in the Combined Management Report of the 2023 Annual Report for further risk assessment.

## Sustainable and responsible procurement

GRI 2-23 | GRI 2-30 | GRI 308-1 | GRI 308-2 | GRI 406-1 | GRI 407-1  
GRI 414-1 | GRI 414-2

### SOCIAL AND ENVIRONMENTAL STANDARDS

Stabilus has anchored the expectations of its suppliers and other business partners in a central set of rules, the Business Partner Code of Conduct.<sup>27)</sup> This is based on the Group's own Code of Conduct, which contains detailed specifications for the following subjects, among others:

- Working conditions, e.g., the right to freedom of association and equal pay for men and women, compliance with the basic principles of the International Labour Organization (ILO)
- Human rights, e.g., combating of child labor, forced labor and discrimination in accordance with the United Nations Universal Declaration of Human Rights
- Fair business practices, e.g., respecting the principles of fair competition, preventing corruption, and ensuring data protection
- Environmental protection, e.g., improving the protection of the environment and natural resources in the Group's business activities and the entire value chain
- Health protection and occupational safety, e.g., compliance with all applicable laws and active promotion of safe working conditions

By signing the Stabilus Business Partner Code of Conduct, suppliers must confirm that they ensure compliance with defined social and environmental standards as well as rules to combat corruption and bribery. Stabilus is only going to enter into a business relationship with a new serial supplier if that supplier commits to the Business Partner Code of Conduct. The local companies coordinate recognition by the serial suppliers for existing

business partnerships. In this way, Stabilus strives to have the Business Partner Code of Conduct recognized by all of its serial suppliers. 51% (PY: 54%) of serial suppliers have signed the Business Partner Code of Conduct in fiscal 2023.

#### Serial suppliers signed the Business Partner Code of Conduct

T\_014

	2022	2023
Share of serial suppliers signed the Business Partner Code of Conduct	54%	51%

Violations of the Business Partner Code of Conduct may result in sanctions up to and including termination of the business relationship with the supplier concerned without notice depending on severity.

The Business Partner Code of Conduct was further developed in the fiscal year in order to meet the requirements of the German Supply Chain Due Diligence Act, but also to manifest and subsequently contractually agree extended supplier requirements with regard to the environment, compliance with human rights and information security. It will be finally implemented in the first quarter of the new fiscal year.

Regular training courses on sustainable procurement guidelines and practices and future legal requirements ensure the further training and qualification of purchasers, supplier developers and sustainability management. The sustainability strategy was presented in the scope of the Group-wide Global Procurement Meeting in the fiscal year. At that meeting, all employees in procurement met for a presentation of the implementation of the German Supply Chain Due Diligence Act by the Head of Sustainability.

<sup>27)</sup> group.stabilus.com/company/compliance-at-stabilus



## SUPPLIER QUALIFICATION AND SUPPLIER MANAGEMENT

Potential serial suppliers go through a pre-qualification process in which a basic risk assessment is performed with regard to financial aspects and sustainability issues. New serial suppliers must complete a self-assessment questionnaire, which includes information on their existing environmental, occupational health and safety and quality management systems and related certifications. The request to submit a valid certification in accordance with ISO 14001, EMAS or ISO 50001 as well as ISO 45001 is part of this evaluation. Renewal of the certifications of serial suppliers is regularly checked by the Purchasing department on a systematic and automated basis.

42% (PY: 44%) of serial suppliers completed the self-assessment for supplier qualification regarding their environmental impact in fiscal 2023. 21% (PY: 27%) of serial suppliers presented a valid environmental certification. The assessment did not identify any serious deficiencies with regard to negative environmental impacts. 5% (PY: 6%) of serial suppliers have a valid ISO 45001 certification in the fiscal year.

Stabilus receives confirmation from its suppliers of compliance with legal and customer-specific requirements at the material level (including REACH and RoHS compliance, Conflict Minerals Ordinance) in the scope of the feasibility studies.

## EXPANSION OF SUSTAINABLE SUPPLIER MANAGEMENT AND SUPPLIER QUALIFICATION

Stabilus acquired and implemented a web-based program for the global recording of supply chain risks ("Risk Radar") during the fiscal year. Stabilus also has expanded its own web-based supplier platform so that supplier risk assessments on environmental and IT security issues, but especially on compliance with human rights, can be managed from the new fiscal year onwards.

An internal guideline for sustainable procurement has been in place since fiscal 2022. This defines the Group's assessment criteria with regard to sustainability requirements for suppliers. Sub-projects have already been launched to implement the guideline with regard to supplier self-evaluation, risk assessment and supplier qualification based on compliance with the criteria. Based on the key figures collected on the environment, social standards and information security, targets and measures for the sustainable development of the supply chain are to be set and achieved with the suppliers. A lack of co-operation or failure to achieve the development targets may lead to the supplier being phased out in the future.

Three specific self-evaluation questionnaires are integrated into the above global communication and evaluation tool for supplier management (supplier platform): Energy consumption and CO<sub>2</sub> emissions, human rights, social standards, and compliance as well as information security.

The questionnaire on energy consumption and CO<sub>2</sub> emissions is initially targeted at large component suppliers and records their performance, targets, and key figures for the CO<sub>2</sub> and energy certificate as well as the reduction of consumption and emissions. Pre-selection of major component suppliers was based on size, component type and global presence. Once the requested information has been received, an initial indication of significant proportions of Scope 3 emissions is possible. Reduction measures can then also be developed together with the suppliers.

The areas of human rights, social standards, and compliance in supplier qualification should consider the requirements for implementing the German Supply Chain Due Diligence Act, particularly in the area of supplier risk analysis. All suppliers are currently assessed based on a questionnaire on compliance and human rights. Measures are defined for suppliers identified as having a higher risk potential in the next step.

## SUPPLIER AUDITS

Stabilus periodically conducts on-site audits of serial suppliers that cover qualitative and technical aspects. Sustainability issues regarding health and safety at work, working conditions and human rights as well as the environment and energy were also given more detailed consideration. Where any scarcities in the area of compliance or human rights are identified during these on-site audits, this is followed by a predefined escalation process involving the Group Chief Compliance Officer. These audits will also actively include the area of sustainability, focusing on compliance with human rights from the next fiscal year onwards.

## Regional procurement

Stabilus pursues the "In the region, for the region" approach. This is reflected in the purchasing strategy. Regional procurement improves carbon footprint by reducing transport emissions in the supply chain and increases the reliability of supply and just-in-time deliveries. Stabilus is also reducing its exchange rate risk by developing a regional supplier base. Gradual expansion of the procurement strategy to two or more suppliers increases flexibility in purchasing and thus minimizes the risk of supplier failure.

The focus in regional procurement is on regional purchasing from suppliers for serial production. Purchases from non-serial suppliers such as tradesmen, service providers, energy and water suppliers are not included in the reporting. Regional procurement is when the goods supplied are delivered by a supplier from the same region ("country of dispatch").

The data collection basis for the regional sourcing quota (RSQ) key figure was changed in order to improve its accuracy in fiscal 2022. Procurement within the Group, which generally takes place between regions, was included in the data collection.



The three regions of the Stabilus Group are:

- EMEA (Europe, Middle East, Africa)
- Americas (North and South America)
- APAC (Asia-Pacific)

The degree of regionalization was reported by each production unit of the Stabilus Group and consolidated by the central Purchasing department. The figures for 2023 amount to 89% (PY: 83%) for the EMEA region, to 58% (PY: 63%) for the Americas, and to 79% (PY: 74%) for the APAC region.

**Regional suppliers**

T\_015

	2022	2023
Share of purchasing budget spent with regional suppliers – EMEA	83%	89%
Share of purchasing budget spent with regional suppliers – Americas	63%	58%
Share of purchasing budget spent with regional suppliers – APAC	74%	79%

To further strengthen regionalization, Stabilus is pursuing the goal of procuring 70% of its purchasing budget from serial suppliers regionally (“country of origin”) by 2030.

**CONFLICT MINERALS**

GRI 2-29

One area that stakeholders are focusing on particularly is that of conflict minerals, i.e., minerals and metals such as tin, tungsten, tantalum, and gold that are mined in conflict-affected and unstable regions around the world and are associated with exploitative practices such as forced labor

and serious human rights violations. Several of the Group’s customers have demanded that Stabilus report on the source and origin of products containing these materials. The demands are primarily based on the Dodd-Frank Act, which requires companies listed in the USA to provide information on the use of conflict minerals in their own supply chains. Upon request, Stabilus will provide customers with a report on conflict minerals in accordance with the requirements of the US Securities and Exchange Commission (SEC).

Responsibility for conflict minerals within the Group is borne centrally by the R&D department in close cooperation with Strategic Procurement. Stabilus uses the template of the Responsible Minerals Initiative (RMI)<sup>28)</sup>, the Conflict Minerals Reporting Template (CMRT), for reporting on conflict minerals. Stabilus requires that its direct suppliers that are at risk of sourcing conflict minerals complete this standardized report to trace the minerals throughout the supply chain. The information will then be made available to Stabilus’ customers via various platforms.

**WHISTLEBLOWER SYSTEM FOR SUPPLIERS**

GRI 2-25 GRI 2-26

Stabilus’ anonymous whistleblower system<sup>29)</sup> is available to all suppliers and business partners. The whistleblower system is available on the Stabilus website in over ten languages, for all countries with Stabilus locations. Suppliers are informed about the anonymous communication tool both during supplier qualification and in the Stabilus Business Partner Code of Conduct. No incidents were reported by suppliers via the whistleblower system during the reporting period.

<sup>28)</sup> <https://www.responsiblemineralsinitiative.org/>  
<sup>29)</sup> [stabilus.whistleblownetwork.net/frontpage](https://stabilus.whistleblownetwork.net/frontpage)

**Product quality and safety**

Quality management systems (QM systems) have been introduced in all Stabilus plants and are constantly being further developed. The QM systems at all locations are certified to at least ISO 9001, and additionally to IATF 16949 for locations with direct automotive business.

The quality of the purchased components is essential for the quality of Stabilus products. Most of the suppliers’ QM systems are certified in accordance with ISO 9001. Some are also certified in accordance with IATF 16949. Stabilus considers its suppliers to be partners whose qualifications are already determined during onboarding, among other things by way of potential analyses. They are subject to continuous further development in the scope of business operation with the help of systematic supplier evaluation, supplier audits and a supplier development process that is coordinated both centrally and locally.

Component development is performed in close cooperation with suppliers and, like the development and serial introduction of Stabilus products, follows a systematic product development process based on APQP (Advanced Product Quality Planning). A particular focus here is on risk assessment and minimization, supported by the application of relevant methods such as design and process FMEA, product and process testing as well as design and project reviews, including a regulated release procedure after all phases of the product development process.

Planning of quality assurance measures in production already takes place as part of the product development process, depending on risk assessments, e.g., from FMEA. 100% or random sample tests during production are standard, especially at locations with automotive business, as are final inspections, some of which are automated in end-of-line testing machines, and service life simulations such as corrosion and endurance tests.



Internal findings and feedback from customers and from the field serve as valuable input for systematic problem-solving and improvement processes that use relevant methods such as 8D reports, cause and effect diagrams, 5Why, etc. to permanently reduce any quality risks.

Stabilus attaches great importance to product quality and safety. 255 out of the total of 436 serial suppliers are certified in accordance with IATF 16949. This standard contains requirements for quality management systems in the automotive industry.

## Sustainable, resource-saving production

The core objective of the circular economy is a shift towards resource-efficient use of materials and the reutilization of recyclable materials and waste. Stabilus is convinced that resources must be conserved and is already examining options for using recycled materials in its product development process.

Depending on the technical requirements, Stabilus is already successfully using plastic-based recycled materials in its products. Regranulates returned to the production process sorted by type from the injection molding production process are used for a structurally stressed core component of the Stabilus main product group, gas springs. This method is already used across the production process of the product group. Recycled materials are already successfully in use on a customer-specific basis for non-structurally stressed components for the Stabilus Powerise® and suspension strut product groups.

The gradual expansion of the use of recycled materials across the appropriate product groups is planned and will be supported by the Stabilus Development department in cooperation with Procurement and Sales.

The Development department is mainly responsible for the use of recycled materials and regranulates and implements requirements in the development process. Quality checks are anchored in the development process by default and requalification measures are performed to ensure that the technical requirements for the materials are continually met.

Stabilus is currently working on the existing measures and processes in order to define and establish structured goals and measures for implementing the circular economy along the value chain in the future. Examples of this can be found in the procurement of recycled materials, in the reduction of material use in products, in the implementation of internal resource-conserving manufacturing processes, in the resource-conserving utilization phase of products, but also in their disposal or reusability.

## Sustainable innovation

Stabilus believes that a sustainable, successful company must promote innovations in products and manufacturing processes that preserve resources and reduce environmental impact.

Studies regarding the carbon footprint of certain product types are being conducted to determine the environmental impact of the production and use of Stabilus products and to gradually reduce the impact. A pilot project was launched in fiscal 2021 to calculate product-specific emissions based on the respective bill of materials.

Calculation of the carbon footprint at product level was extended to other products in the fiscal year, with the focus on product models with large quantities in the gas spring and Powerise® segments for the automotive industry. The Stabilus Development and Purchasing departments are significantly involved in the project.

This pursues the goal of identifying processes and products that currently generate high levels of CO<sub>2</sub> emissions in order to take further measures to

reduce emissions at product level. The resulting measures will be implemented based on further assessments. These relate to purchasing decisions in favor of components with a better carbon footprint, initiatives to reduce CO<sub>2</sub> in internal processes, initiatives to reduce the use of materials and material assessments with a view to replacing them with materials with a lower CO<sub>2</sub> impact. Sustainability measures at product level are to be formalized in future in a comprehensive strategy and corresponding adaptation of the design standards.

The new edition of the Innovation Race, emphasizing and promoting the relevance of the culture of innovation as an indispensable part of Stabilus' corporate culture, was another milestone of this fiscal year. More than 700 ideas have emerged from the initiative, which was launched in 2019. The goal of the Stabilus Innovation Race is generating product and process innovations from the creative ideas of the workforce, taking equal account of all employees around the world and promoting new connections between the creative minds of the global locations. All employees across the Group were able to take part in the Innovation Challenge and submit their innovation ideas for evaluation in an open digital dialogue. The winning idea from the first Innovation Race held in 2019 has already been successfully marketed to a global automotive customer and is currently in serial development.

One particular focus of the fiscal year was on making the competition even more international and, in particular, on better integrating the smaller locations. Sustainability was given a dedicated competition category for the first time in order to emphasize its importance for future corporate success. Most ideas were submitted by employees in the APAC region, followed by EMEA and the Americas. Accordingly, the ideas are broken down into categories such as product, business activity, processes, and sustainability. The final of the Innovation Race is going to take place in the winter of 2023 – including a separate prize for the best ESG ideas.



# GOVERNANCE & COMPLIANCE

GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 2-29  
GRI 205-2b | GRI 205-2e | GRI 206-1

The Stabilus Group conducts its business responsibly and in accordance with the laws and regulations of the countries in which it operates. Stabilus does not tolerate any violations of applicable laws, codes, or internal regulations. Compliance is essential for sustainable economic success.

## RESPONSIBILITY

The Group’s Management Board is fully committed to compliance. The global business activities of Stabilus are characterized by entrepreneurial action in compliance with applicable laws and regulations as well as ethical standards and principles. Stabilus has mapped these principles and standards in its Code of Conduct, which forms the central document of the Stabilus Compliance Organization. The Stabilus Code of Conduct defines the corporate culture as well as the rules that apply to every employee and is intended to create a framework for legally compliant and responsible behavior. It applies to all business activities of the Stabilus Group – both internally and in interactions with external parties such as stakeholders, customers, suppliers, and other business partners.

The Stabilus Code of Conduct is part of the onboarding plan for new employees to ensure that all Stabilus employees are familiar with the applicable standards and rules. Such employees are familiarized with the Code of Conduct by the employees of the HR department and declare by signature that they have understood and will comply with the applicable principles.<sup>30)</sup> The Code of Conduct is supplemented by the values set out in the Stabilus Declaration of Corporate Values and the Stabilus Business Ethics.<sup>31)</sup> The Stabilus Code of Conduct and Business Partner Code of

Conduct were fundamentally revised in fiscal 2023. Corresponding training concepts are in preparation.

## Global compliance management

Stabilus has introduced a Group-wide compliance management system that defines compliance as a key management task and has stipulated the “Stabilus Compliance Rules of Procedure”. Responsibility for all issues arising in connection with compliance, particularly in the areas of antitrust law, corruption and insider trading, lies with the Chief Compliance Officer of Stabilus, who reports directly to the Chief Executive Officer (CEO), and at least twice a year to the Audit Committee of the Supervisory Board. The Audit Committee informs the full Supervisory Board accordingly. The Supervisory Board will monitor the Management Board’s actions in accordance with the applicable laws and the Articles of Association. Information on the Management Board and the members of the Supervisory Board is available on the Stabilus website<sup>32)</sup> and in the Combined Management Report of the Annual Report in the chapter on “Corporate Governance Statement”.<sup>33)</sup>

The Chief Compliance Officer also ensures that all employees are trained to ensure their information regarding the content of the Code of Conduct. In particular, the e-learning tool introduced in the last fiscal year is used for this purpose. The training courses held in the fiscal year covered in particular the criteria of the Code of Conduct, including ethical behavior, combating bribery and corruption, and handling of conflicts of interest.

In addition to training, adherence to compliance standards is ensured by audits in close cooperation with the Internal Audit department as well as by specific authorization procedures for sensitive transactions (e.g., donation guidelines).<sup>34)</sup>

Stabilus assesses its operating activities for present compliance risks, once again particularly focusing on compliance with human rights and ethical standards in the supply chain this year in preparation for the implementation of the German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*). The Business Partner Code of Conduct was revised in fiscal 2023 in light of this, to be implemented in the first quarter of the new fiscal year. Stabilus employees are encouraged to report compliance violations to their supervisors, the Chief Compliance Officer or the respective HR managers. In addition, an electronic reporting portal<sup>35)</sup> was set up in the 2018 fiscal year. It provides employees and business partners with a secure system through which complaints, incidents or concerns can be reported anonymously to the Chief Compliance Officer. The reports can be submitted anonymously in more than ten languages. Handling of the reports is defined in a procedural instruction.

### Compliance cases

T\_016

	2022	2023
Number of reports	8	6
Number of cases with detailed investigations	6	5

<sup>30)</sup> [group.stabilus.com/company/compliance-at-stabilus](https://group.stabilus.com/company/compliance-at-stabilus)

<sup>31)</sup> [group.stabilus.com/company/corporate-social-responsibility](https://group.stabilus.com/company/corporate-social-responsibility)

<sup>32)</sup> [ir.stabilus.com/investor-relations/corporate-governance/supervisory-board/](https://ir.stabilus.com/investor-relations/corporate-governance/supervisory-board/)

<sup>33)</sup> [ir.stabilus.com/investor-relations/financial-reports-presentations/](https://ir.stabilus.com/investor-relations/financial-reports-presentations/)

<sup>34)</sup> [group.stabilus.com/company/compliance-at-stabilus](https://group.stabilus.com/company/compliance-at-stabilus)

<sup>35)</sup> [stabilus.whistleblownetwork.net/frontpage](https://stabilus.whistleblownetwork.net/frontpage)



Six cases of potential compliance violations were reported in fiscal 2023, both via the whistleblower system and directly via the compliance email address. All cases were examined for relevance and five of the six cases were analyzed in detail. The investigation revealed no criminal offense in any of the cases. No breaches of competition law were reported in this fiscal year.

## ANTI-DISCRIMINATION

GRI 406-1

Stabilus forbids discrimination based on personal characteristics such as age, disability, ethnic origin, marital status, ethnicity, religion, gender, sexual orientation, or social background and does not tolerate it in any manner. Stabilus joined the UN Global Compact and recognizes its principles.

## Freedom of association

GRI 2-27 GRI 2-30 GRI 407-1

Employee representations can be formed at all Stabilus locations in accordance with the respective national regulations. Stabilus greatly values cooperation based on trust and supports freedom of association and collective bargaining. Stabilus joined the UN Global Compact, complies with applicable law, and has works councils in several Group companies. A future collective labor agreement was entered into with IG Metall for the Koblenz location in this fiscal 2023.

No controversies regarding freedom of association were reported during the reporting period.

## Information security

Stabilus completed the TISAX certification at the German plant in Koblenz in the first quarter of fiscal 2023 and prepared the certification of the locations in the USA, Mexico, and Romania.

# EU TAXONOMY

GRI 2-24

## Compliance with the transparency requirements of the EU Taxonomy

The EU Taxonomy in accordance with Article 8 of EU Regulation 202/852 is a classification system that aims to promote investments of the financial services sector in economic activities (hereinafter: "activities") that the EU considers to be environmentally sustainable activities. The regulation thus establishes a standardized understanding of the environmental sustainability of economic activities and obligates companies to report on this.

Stabilus reports the taxonomy-eligible and taxonomy-aligned shares of turnover\*, capital expenditure (CapEx) and operational expenditure (OpEx) for the EU's first two environmental targets "Climate change mitigation" and "Climate change adaptation" in this fiscal 2023.

Expansion of the EU Taxonomy to include EU environmental objectives 3 to 6 and the inclusion of further activities for environmental objectives 1 and 2, which the EU Commission decided on June 13, 2023, will only be relevant for Stabilus from the fiscal year ending September 30, 2024. Manufacture of components for the automotive industry is generally going to be taxonomy-eligible upon inclusion of these additional activities in the EU Taxonomy if they make a significant contribution to improving the environmental performance of a vehicle. The Stabilus Group assumes that components do not meet this requirement, which is why the turnover in the "Automotive" business unit are probably not going to be included in the EU Taxonomy in the coming fiscal year either.

Taxonomy-eligible activities are considered environmentally sustainable and therefore aligned if they demonstrably make a significant contribution

to at least one of the six EU environmental objectives and do not lead to any significant harm to one or more of the other environmental objectives ("Do No Significant Harm"; DNSH principle). Apart from this, the company must comply with the required minimum social safeguards when performing the activities. These frameworks relate to compliance with human rights, social and labor standards, anti-corruption, fair competition, and taxation.

## Analysis of taxonomy eligibility

The taxonomy eligibility analysis as described below is based on the taxonomy eligibility analysis from the previous year.

## ECONOMIC ACTIVITIES RELEVANT TO TURNOVER\*

The manufacturing of gas springs and Powerise® in the Automotive Gas Spring business unit and Automotive Powerise® business unit is not yet covered by the EU Taxonomy since the products are used in particular to ensure the functions of movement, motion control, and damping. As a result, they contribute to optimizing safety and increasing comfort, but not to significantly improving the ecological sustainability of a vehicle.

The taxonomy eligibility of all products in the Industrial business unit was also analyzed. As a result, the production of solar dampers is subject to the economic activity "3.1. Manufacture of renewable energy technologies" and, therefore, taxonomy-eligible. The production of the "Thermal Insulation Material – TIM", which is used in building insulation, is subject to economic activity "3.5. Manufacture of energy efficiency equipment for buildings" under EU Taxonomy. These two activities generate low revenues as a percentage of total revenues. This also applies to the associated capital expenditures (CapEx) and operating expenses (OpEx).

The majority of the Stabilus business model is not yet covered by the taxonomy due to this. This means that the majority of our core business activities cannot be presented as taxonomy-eligible.

\* The term "turnover", as used by the EU Taxonomy, corresponds to the term "revenue" as used in the Annual Report.



## ECONOMIC ACTIVITIES OUTSIDE OF OUR CORE BUSINESS

Taxonomy-eligible activities were identified outside of the core business activities in the following categories in the fiscal year (numbering of categories in line with the EU Taxonomy):

- 6.4. Operation of personal mobility devices, cycle logistics,
- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles,
- 7.3. Installation, maintenance and repair of energy efficiency equipment,
- 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings),
- 7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings,
- 7.6. Installation, maintenance and repair of renewable energy technologies, and
- 7.7. Acquisition and ownership of buildings

Activities that contribute to the EU environmental objective "Climate change adaption" were not identified for fiscal 2023.

## Analysis of taxonomy alignment

The activities identified as taxonomy-eligible were checked for taxonomy alignment regarding their contribution to the EU environmental objective of "Climate change mitigation".

### SIGNIFICANT CONTRIBUTION TO THE ENVIRONMENTAL OBJECTIVE OF CLIMATE CHANGE MITIGATION

The significant contribution to the environmental objective of "Climate change mitigation" of the taxonomy-eligible activities is explained below:

#### "3.1. Manufacture of renewable energy technologies"

The production of the damper elements for solar systems helps to increase the solar yield of photovoltaic systems and extend the service life of the photovoltaic system by reducing exposure to strong winds.

#### "3.5. Manufacture of energy efficiency equipment for buildings"

Stabilus develops and produces structural thermal insulation panels and compounds or thermal insulation materials (TIM) that are made from a glass fiber-reinforced laminate composite. The properties of such materials provide a thermally efficient, energy-saving product that prevents thermal bridges in structural connections. TIM is a load-bearing "thermal break" used between flanged steel connections. Its main advantage is that the structural integrity is maintained and heat loss is reduced at the same time. The TIM material is LEED Leadership in Energy and Environmental Design certified by the US Green Building Council (USGBC).

#### "6.4. Operation of personal mobility devices, cycle logistics"

With the JOBRAD leasing model, Stabilus enables its employees to enjoy emission-free mobility with bicycles and eBikes.

#### "6.5. Transport by motorbikes, passenger cars and light commercial vehicles"

Stabilus drives electrification of the vehicle fleet by actively incentivizing employees to use electric vehicles or vehicles with reduced CO<sub>2</sub> emissions in particular in Germany and in the EU. Stabilus already complies with the CO<sub>2</sub> limits set by the EU Taxonomy when purchasing new vehicles.

#### "7.3. Installation, maintenance and repair of energy efficiency equipment", "7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)", "7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings", "7.6. Installation, maintenance and repair of renewable energy technologies", and "7.7. Acquisition and ownership of buildings"

Like in the previous years, Stabilus continues to invest in improving the energy efficiency of the administrative buildings and in photovoltaic systems at the locations, as well as installing charging stations for the electric vehicles. Therefore, activities are performed that are subject to the above mentioned activity codes of the EU Taxonomy. The activities meet the criteria for a significant contribution to the EU environmental objective of "climate protection" as defined in the respective categories of the EU Taxonomy.



## NO SIGNIFICANT HARM TO THE OTHER ENVIRONMENTAL OBJECTIVES (DNSH)

### Climate change adaption

Stabilus has analyzed the climate risks for all major production sites. The analysis was targeted at determining the acute or chronic climate risks that the production sites are exposed to. This enables Stabilus to recognize relevant climate risks in good time and mitigate them where necessary.

No significant physical climate risks for the production sites have been identified. Mitigation measures were therefore not necessary.

Although the climate risk analysis is generally based on the requirements of the German Environment Agency, it does not yet fully meet the requirements of Annex A of Delegated Regulation (EU) 2021/2139 with regard to the long-term nature of the underlying climate scenarios.

As the EU Taxonomy requires a climate risk and vulnerability analysis in accordance with the requirements of the EU Taxonomy to report alignment of any of the activities, Stabilus is not going to be able to report the turnover-relevant economic activities or the activities outside the core business activities as taxonomy-aligned in fiscal 2023.

### Sustainable use and protection of water and marine resources

The production sites for the activities "3.1. Manufacture of renewable energy technologies" and "3.5. Manufacture of energy efficiency equipment for buildings" were evaluated for their environmental impacts within the scope of ISO 14001 certification. The impact of the activities on water quality and water scarcity was assessed based on this. Corrective measures will be applied and their implementation, where necessary, will be monitored. This means that the criteria listed in Annex B of the EU Taxonomy Regulation, which are decisive for the revenue-relevant activities 3.1. and 3.5. when assessing compliance, are deemed to be met.

### Transition to a circular economy

The DNSH criterion "Transition to a circular economy" must be met for the economic activities relevant to revenues (3.1. and 3.5.) and for the two activities in the area of transport (6.4. and 6.5.).

Just as for development of all the products, Stabilus also places great importance on long durability and recyclability in the development of the dampers for solar systems (3.1.) and the "Thermal Insulation Material TIM" (3.5.). The assessment has shown that the requirements for the DNSH criterion "transition to a circular economy" can be considered to be met.

The transition to a circular economy is met by the mandatory type approval for the registration of motor vehicles in the EU for activity 6.5. In the area of cycle logistics (6.4.), bicycles and e-bikes can be returned to the leasing company at the end of the leasing term. It is also possible to either hand them in free of charge at municipal collection centres or to dispose of them properly via your bicycle dealer.

### Pollution prevention and control

The DNSH criterion "Pollution prevention and control" is essential for the revenue-relevant activities 3.1. and 3.5. as well as for activities outside the core business 6.5. ("Transport by motorbikes, passenger cars and light commercial vehicles").

In the revenue-relevant activities 3.1. and 3.5., compliance with the requirements of Annex C of the EU Taxonomy Regulation is ensured by Stabilus by neither manufacturing nor placing on the market the substances listed in various EU regulations to which the EU Taxonomy Regulation refers.

For activity 6.5. Stabilus leaves the decision of vehicle tires to the vehicle user. Therefore, the taxonomy alignment of the tires could not yet be verified for the reporting year.

### Protection and restoration of biodiversity and ecosystems

The main production sites are certified in accordance with the international environmental management system standard ISO 14001. The environmental management system meets the requirements of Annex D of the EU Taxonomy.

### MINIMUM SOCIAL SAFEGUARDS

Stabilus complies with the required minimum social safeguards regarding human rights, social and labor standards, anti-corruption, fair competition, and taxation for all activities.

Stabilus applies its Group-wide management systems with the underlying commitments, regulations, processes, and systems to ensure that these requirements are met. The minimum social safeguards require a management system to comply with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the core labor standards of the International Labour Organization (ILO) and the International Bill of Human Rights. Stabilus is explicitly committed to the aforementioned principles and complies with its obligation of care to respect human rights through a risk-based management system that covers both the Group and the supply chain and with which compliance with social and environmental standards is monitored. Stabilus also maintains a trust-based dialogue with employee representatives and trade unions.

To avoid corruption and ensure fair competition Stabilus has established a risk based compliance management system.

In order to comply with the minimum social safeguards in the area of taxation, Stabilus is committed to comply with the tax regulations of the countries in which Stabilus operates, which are set out in the Code of Conduct and are intended to ensure compliance. Compliance with tax regulations is ensured by the internal controls over taxation and monitored as part of tax risk management.



## Determination of KPIs

The Consolidated Financial Statements of the Stabilus Group as of September 30, 2023, have been prepared in accordance with the International Financial Reporting Standards (IFRS). The key performance indicators relevant for the EU Taxonomy – turnover\*, capital expenditures (CapEx) and operating expenses (OpEx) – were calculated based on the figures reported in the Consolidated Financial Statements.

All fully consolidated Group companies are included in the reported KPIs. It is ensured that all key performance indicators are reported after expense and income consolidation. This avoids double counting.

### TURNOVER\*

The total of taxonomy-eligible and non-taxonomy-eligible turnover of €1,215.3 million corresponds to the revenues recognized in our consolidated income statement. These are indicated in the following table T\_017 as total turnover "Total (A+B)", forming the denominator in the calculation of the share of taxonomy-eligible and taxonomy-aligned revenues.

The numerator indicates the revenues of our activity "3.1. Manufacture of renewable energy technologies" from the sale of our dampers for solar systems and "3.5. Manufacture of energy efficiency equipment for buildings" from the sale of our "Thermal Insulation Material TIM". Clear allocation of our revenues to product and customer groups as well as to the production locations means that the taxonomy-eligible revenues can be clearly determined.

\* The term "turnover", as used by the EU Taxonomy, corresponds to the term "revenue" as used in the Annual Report.

## CAPITAL EXPENDITURES (CAPEX)

The total of taxonomy-eligible and non-taxonomy-eligible capital expenditures of €114.1 million corresponds to additions to property, plant and equipment and intangible assets (excluding goodwill, less customer subsidies, including additions from company acquisitions) during the fiscal year before depreciation and amortization in accordance with IAS 16, 38 and IFRS 16, as reported in the Group's asset schedule. These are shown in the following table T\_018 as absolute CapEx "Total (A+B)" and form the denominator in the calculation of the share of taxonomy-eligible and taxonomy-aligned investments.

Capital expenditure attributable to the taxonomy-eligible activities is recognized in the numerator. An allocation key for the revenue-relevant activities "3.1. Manufacture of renewable energy technologies" and "3.5. Manufacture of energy efficiency equipment for buildings" is selected based on the number of units produced, which are used to divide the capital expenditure between taxonomy-eligible and non-taxonomy-eligible investments. Investments outside of the core business activities are clearly allocated to taxonomy-eligible activities.

## OPERATING EXPENSES (OPEX)

The EU Taxonomy defines relevant operating expenses as expenses for research and development, building refurbishment measures, short-term leasing, maintenance and repair as well as other direct expenses in connection with the day-to-day maintenance of property, plant and equipment.

The operating expenses associated with the taxonomy-eligible activities are also not material since the main part of our business model is not covered by the EU Taxonomy. As a result, Stabilus makes use of the provision in Annex 1, Chapter 1.1.3.2 of the EU Taxonomy Regulation. Accordingly, taxonomy-eligible and taxonomy-aligned operating expenses are not to be reported if they are not material to the business model. Therefore, Stabilus only reports the total amount of the operating expenses according to the above definition in the following table T\_019 as OpEx "Total (A+B)".



## Turnover\*\*

T\_017

	CODE(S) (2)	ABSOLUTE TURNOVER (3)	PROPORTION OF TURNOVER (4)	SUBSTANTIAL CONTRIBUTION CRITERIA					
				CLIMATE CHANGE MITIGATION (5)	CLIMATE CHANGE ADAPTION (6)	WATER AND MARINE RESOURCES (7)*	CIRCULAR ECONOMY (8)*	POLLUTION (9)*	BIODIVERSITY AND ECOSYSTEMS (10)*
Economic activities (1)		€ thousand	%	%	%	%	%	%	%
<b>A. Taxonomy-Eligible Activities</b>									
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>									
Manufacture of renewable energy technologies	3.1.	-	-	-	-	-	-	-	-
Manufacture of energy efficiency equipment for buildings	3.5.	-	-	-	-	-	-	-	-
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		-	-	-	-	-	-	-	-
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>									
Manufacture of renewable energy technologies	3.1.	32,268	2.7						
Manufacture of energy efficiency equipment for buildings	3.5.	3,697	0.3						
<b>Turnover of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>35,965</b>	<b>3.0</b>						
<b>Total (A.1 + A.2)</b>		<b>35,965</b>	<b>3.0</b>						
<b>B. Taxonomy-Non-Eligible Activities</b>									
<b>Turnover of Taxonomy-Non-Eligible Activities (B)</b>		<b>1,179,289</b>	<b>97.0</b>						
<b>Total (A + B)</b>		<b>1,215,254</b>	<b>100.0</b>						

\* The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.

\*\* The term "turnover", as used by the EU Taxonomy, corresponds to the term "revenue" as used in the Annual Report.



## Turnover\*\*, continued

T\_017

	DNSH CRITERIA ("NO SIGNIFICANT HARM")						MINIMUM SAFE-GUARDS (17)	TAXONOMY-ALIGNED PROPORTION OF TURNOVER, 2023 (18)	TAXONOMY-ALIGNED PROPORTION OF TURNOVER, 2022 (19)	CATEGORY (ENABLING ACTIVITIES) (20)	CATEGORY "(TRANSITIONAL ACTIVITIES)" (21)
	CLIMATE CHANGE MITIGATION (11)	CLIMATE CHANGE ADAPTION (12)	WATER AND MARINE RESOURCES (13)*	CIRCULAR ECONOMY (14)*	POLLUTION (15)*	BIODIVERSITY AND ECO-SYSTEMS (16)*					
ECONOMIC ACTIVITIES (1)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A. Taxonomy-Eligible Activities</b>											
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>											
Manufacture of renewable energy technologies	–	–	–	–	–	–	–	–	n/a	–	–
Manufacture of energy efficiency equipment for buildings	–	–	–	–	–	–	–	–	n/a	–	–
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	–	–	–	–	–	–	–	–	n/a	–	–
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>											
Manufacture of renewable energy technologies											
Manufacture of energy efficiency equipment for buildings											
<b>Turnover of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>											
<b>Total (A.1 + A.2)</b>											
<b>B. Taxonomy-Non-Eligible Activities</b>											
<b>Turnover of Taxonomy-Non-Eligible Activities (B)</b>											
<b>Total (A + B)</b>											

\* The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.

\*\* The term "turnover", as used by the EU Taxonomy, corresponds to the term "revenue" as used in the Annual Report.



## CapEx

T\_018

ECONOMIC ACTIVITIES (1)	CODE(S) (2)	ABSOLUTE CAPEX (3) € thousand	PROPORTION OF CAPEX (4) %	SUBSTANTIAL CONTRIBUTION CRITERIA					
				CLIMATE CHANGE MITIGATION (5) %	CLIMATE CHANGE ADAPTION (6) %	WATER AND MARINE RESOURCES (7)* %	CIRCULAR ECONOMY (8)* %	POLLUTION (9)* %	BIODIVERSITY AND ECOSYSTEMS (10)* %
<b>A. Taxonomy-Eligible Activities</b>									
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>									
Manufacture of renewable energy technologies	3.1.	-	-	-	-	-	-	-	-
Manufacture of energy efficiency equipment for buildings	3.5.	-	-	-	-	-	-	-	-
Operation of personal mobility devices, cycle logistics	6.4.	-	-	-	-	-	-	-	-
Transport by motorbikes, passenger cars, and light commercial vehicles	6.5.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of energy efficiency equipment	7.3.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of renewable energy technologies	7.6.	-	-	-	-	-	-	-	-
Acquisition and ownership of buildings	7.7.	-	-	-	-	-	-	-	-
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		-	-	-	-	-	-	-	-

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



## CapEx continued

T\_018

ECONOMIC ACTIVITIES (1)	CODE(S) (2)	ABSOLUTE CAPEX (3) € thousand	PROPORTION OF CAPEX (4) %	SUBSTANTIAL CONTRIBUTION CRITERIA					
				CLIMATE CHANGE MITIGATION (5) %	CLIMATE CHANGE ADAPTION (6) %	WATER AND MARINE RESOURCES (7)* %	CIRCULAR ECONOMY (8)* %	POLLUTION (9)* %	BIODIVERSITY AND ECOSYSTEMS (10)* %
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>									
Manufacture of renewable energy technologies	3.1.	457	0.4						
Manufacture of energy efficiency equipment for buildings	3.5.	30	0.0						
Operation of personal mobility devices, cycle logistics	6.4.	28	0.0						
Transport by motorbikes, passenger cars, and light commercial vehicles	6.5.	1,965	1.7						
Installation, maintenance and repair of energy efficiency equipment	7.3.	795	0.7						
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	3	0.0						
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	214	0.2						
Installation, maintenance and repair of renewable energy technologies	7.6.	331	0.3						
Acquisition and ownership of buildings	7.7.	5,593	4.9						
<b>CapEx of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>9,416</b>	<b>8.3</b>						
<b>Total (A.1 + A.2)</b>		<b>9,416</b>	<b>8.3</b>						
<b>B. Taxonomy-Non-Eligible activities</b>									
<b>CapEx of Taxonomy-Non-Eligible activities (B)</b>		<b>104,697</b>	<b>91.7</b>						
<b>Total (A + B)</b>		<b>114,113</b>	<b>100.0</b>						

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



CapEx continued

T\_018

	DNSH CRITERIA ("NO SIGNIFICANT HARM")						MINIMUM SAFEGUARDS (17)	TAXONOMY ALIGNED PROPORTION OF CAPEX, 2023 (18)	TAXONOMY ALIGNED-PROPORTION OF CAPEX, 2022 (19)	CATEGORY (ENABLING ACTIVITIES) (20)	CATEGORY "(TRANSITIONAL ACTIVITIES)" (21)
	CLIMATE CHANGE MITIGATION (11)	CLIMATE CHANGE ADAPTION (12)	WATER AND MARINE RESOURCES (13)*	CIRCULAR ECONOMY (14)*	POLLUTION (15)*	BIODIVERSITY AND ECO-SYSTEMS (16)*					
ECONOMIC ACTIVITIES (1)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A. Taxonomy-Eligible Activities</b>											
<b>A.1 Environmental sustainable activities (taxonomy-aligned)</b>											
Manufacture of renewable energy technologies	-	-	-	-	-	-	-	-	n/a	-	-
Manufacture of energy efficiency equipment for buildings	-	-	-	-	-	-	-	-	n/a	-	-
Operation of personal mobility devices, cycle logistics	-	-	-	-	-	-	-	-	n/a	-	-
Transport by motorbikes, passenger cars, and light commercial vehicles	-	-	-	-	-	-	-	-	n/a	-	-
Installation, maintenance and repair of energy efficiency equipment	-	-	-	-	-	-	-	-	n/a	-	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	-	-	-	-	-	-	-	-	n/a	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	-	-	-	-	-	-	-	-	n/a	-	-
Installation, maintenance and repair of renewable energy technologies	-	-	-	-	-	-	-	-	n/a	-	-
Acquisition and ownership of buildings	-	-	-	-	-	-	-	-	n/a	-	-
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	-	-	-	-	-	-	-	-	n/a	-	-

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



CapEx continued

T\_018

	DNSH CRITERIA ("NO SIGNIFICANT HARM")						MINIMUM SAFEGUARDS (17)	TAXONOMY ALIGNED PROPORTION OF CAPEX, 2023 (18)	TAXONOMY-ALIGNED PROPORTION OF CAPEX, 2022 (19)	CATEGORY (ENABLING ACTIVITIES) (20)	CATEGORY "(TRANSITIONAL ACTIVITIES)" (21)
	CLIMATE CHANGE MITIGATION (11)	CLIMATE CHANGE ADAPTION (12)	WATER AND MARINE RESOURCES (13)*	CIRCULAR ECONOMY (14)*	POLLUTION (15)*	BIODIVERSITY AND ECO-SYSTEMS (16)*					
ECONOMIC ACTIVITIES (1)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>											
Manufacture of renewable energy technologies											
Manufacture of energy efficiency equipment for buildings											
Operation of personal mobility devices, cycle logistics											
Transport by motorbikes, passenger cars, and light commercial vehicles											
Installation, maintenance and repair of energy efficiency equipment											
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)											
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings											
Installation, maintenance and repair of renewable energy technologies											
Acquisition and ownership of buildings											
<b>CapEx of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>											
<b>Total (A.1 + A.2)</b>											
<b>B. Taxonomy-Non-Eligible Activities</b>											
<b>CapEx of Taxonomy-Non-Eligible Activities (B)</b>											
<b>Total (A + B)</b>											

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



## OpEx

T\_019

	CODE(S) (2)	ABSOLUTE OPEX (3) € thousand	PROPORTION OF OPEX (4) %	SUBSTANTIAL CONTRIBUTION CRITERIA					
				CLIMATE CHANGE MITIGATION (5) %	CLIMATE CHANGE ADAPTION (6) %	WATER AND MARINE RESOURCES (7)* %	CIRCULAR ECONOMY (8)* %	POLLUTION (9)* %	BIODIVERSITY AND ECOSYSTEMS (10)* %
<b>ECONOMIC ACTIVITIES (1)</b>									
<b>A. Taxonomy-Eligible activities</b>									
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>									
Manufacture of renewable energy technologies	3.1.	-	-	-	-	-	-	-	-
Manufacture of energy efficiency equipment for buildings	3.5.	-	-	-	-	-	-	-	-
Transport by motorbikes, passenger cars, and light commercial vehicles	6.5.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of energy efficiency equipment	7.3.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	-	-	-	-	-	-	-	-
Acquisition and ownership of buildings	7.7.	-	-	-	-	-	-	-	-
<b>OpEx of environmentally sustainable activities (not Taxonomy-aligned) (A.1)</b>		-	-	-	-	-	-	-	-
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>									
Manufacture of renewable energy technologies	3.1.	-	-	-	-	-	-	-	-
Manufacture of energy efficiency equipment for buildings	3.5.	-	-	-	-	-	-	-	-
Transport by motorbikes, passenger cars, and light commercial vehicles	6.5.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of energy efficiency equipment	7.3.	-	-	-	-	-	-	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	-	-	-	-	-	-	-	-
Acquisition and ownership of buildings	7.7.	-	-	-	-	-	-	-	-
<b>OpEx of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>0</b>	<b>0</b>						
<b>Total (A.1 + A.2)</b>		<b>0</b>	<b>0</b>						
<b>B. Taxonomy-Non-Eligible Activities</b>									
<b>OpEx of Taxonomy-Non-Eligible Activities (B)</b>		<b>93,791</b>	<b>100.0</b>						
<b>Total (A + B)</b>		<b>93,791</b>	<b>100.0</b>						

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



## OpEx, continued

T\_019

ECONOMIC ACTIVITIES (1)	DNSH CRITERIA ("NO SIGNIFICANT HARM")						MINIMUM SAFE-GUARDS (17)	TAXONOMY ALIGNED PROPORTION OF OPEX, 2023 (18)	TAXONOMY ALIGNED PROPORTION OF OPEX, 2022 (19)	CATEGORY (ENABLING ACTIVITIES) (20)	CATEGORY "(TRANSITIONAL ACTIVITIES)" (21)
	CLIMATE CHANGE MITIGATION (11)	CLIMATE CHANGE ADAPTION (12)	WATER AND MARINE RESOURCES (13)*	CIRCULAR ECONOMY (14)*	POLLUTION (15)*	BIODIVERSITY AND ECOSYSTEMS (16)*					
<b>A. Taxonomy-Eligible Activities</b>	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>											
Manufacture of renewable energy technologies	–	–	–	–	–	–	–	–	n/a	–	–
Manufacture of energy efficiency equipment for buildings	–	–	–	–	–	–	–	–	n/a	–	–
Transport by motorbikes, passenger cars, and light commercial vehicles	–	–	–	–	–	–	–	–	n/a	–	–
Installation, maintenance and repair of energy efficiency equipment	–	–	–	–	–	–	–	–	n/a	–	–
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	–	–	–	–	–	–	–	–	n/a	–	–
Acquisition and ownership of buildings	–	–	–	–	–	–	–	–	n/a	–	–
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	–	–	–	–	–	–	–	–	n/a	–	–
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>											
Manufacture of renewable energy technologies											
Manufacture of energy efficiency equipment for buildings											
Transport by motorbikes, passenger cars, and light commercial vehicles											
Installation, maintenance and repair of energy efficiency equipment											
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings											

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.



OpEx, continued

T\_019

	DNSH CRITERIA ("NO SIGNIFICANT HARM")						MINIMUM SAFE-GUARDS (17)	TAXONOMY ALIGNED PROPORTION OF OPEX, 2023 (18)	TAXONOMY ALIGNED PROPORTION OF OPEX, 2022 (19)	CATEGORY (ENABLING ACTIVITIES) (20)	CATEGORY "(TRANSITIONAL ACTIVITIES)" (21)
	CLIMATE CHANGE MITIGATION (11)	CLIMATE CHANGE ADAPTION (12)	WATER AND MARINE RESOURCES (13)*	CIRCULAR ECONOMY (14)*	POLLUTION (15)*	BIODIVERSITY AND ECO-SYSTEMS (16)*					
ECONOMIC ACTIVITIES (1)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
Acquisition and ownership of buildings											
<b>OpEx of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>											
<b>Total (A.1 + A.2)</b>											
<b>B. Taxonomy-Non-Eligible Activities</b>											
<b>OpEx of Taxonomy-Non-Eligible Activities (B)</b>											
<b>Total (A + B)</b>											

\*The criteria for a significant contribution are only relevant for this climate target in the fiscal year ending September 30, 2024, see explanation above.

Koblenz, December 13, 2023

**DR. MICHAEL BÜCHSNER**

**STEFAN BAUERREIS**

Stabilus SE

Management Board



## Limited assurance report of the independent practitioner regarding the non-financial reporting

To STABILUS SE, Koblenz/Germany

### OUR ENGAGEMENT

We have performed a limited assurance engagement on the sections of the separate consolidated Non-Financial Report of STABILUS SE, Koblenz/Germany, (hereafter referred to as “the Company”) marked with a green line for the financial year from 1 October 2022 to 30 September 2023 (hereafter referred to as “non-financial reporting”).

Within the sections marked with a green line, our engagement did not cover

- the stated external sources of documentation and contents of any websites referred to in the non-financial reporting,
- any information relating to scope 3 emissions
- any information relating to previous periods and related statements.

### RESPONSIBILITIES OF THE EXECUTIVE DIRECTORS

The executive directors of STABILUS SE are responsible for the preparation of the non-financial reporting in accordance with Section 315c in conjunction with Sections 289c to 289e German Commercial Code (HGB) and Article 8 of Regulation (EU) 2020/852 of the European Parliament and the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereafter referred to as “EU Taxonomy Regulation”) and the delegated acts adopted thereon, as well as with the executive directors’ interpretation of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon, as is presented in section “Disclosures in accordance with the EU Taxonomy Regulation” of the non-financial reporting.

These responsibilities of the executive directors of the Company include the selection and application of appropriate methods regarding the non-financial reporting and the use of assumptions and estimates for individual non-financial disclosures of the Group which are reasonable under the given circumstances. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of a non-financial reporting that is free from material misstatement, whether due to fraud (i.e. fraudulent non-financial reporting) or error.

Some of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon is still subject to considerable interpretation uncertainty and has not yet been officially clarified. Therefore, the executive directors have laid down their own interpretation of the EU Taxonomy Regulation and of the delegated acts adopted thereon in section “Disclosures in accordance with the EU Taxonomy Regulation” of the non-financial reporting. They are responsible for the reasonableness of this interpretation. As there is the inherent risk that indefinite legal concepts may allow for various interpretations, the legal conformity of the interpretation is prone to uncertainty.

The preciseness and completeness of the environmental data in the non-financial reporting is subject to inherent restrictions resulting from the manner in which the data was collected and calculated as well as from assumptions made.

### INDEPENDENCE AND QUALITY ASSURANCE OF THE AUDIT FIRM

We have complied with the German professional requirements on independence and other professional rules of conduct.

Our firm applies the national statutory rules and professional announcements – particularly of the “Professional Charter for German Public Auditors and German Sworn Auditors” (BS WP/vBP) and of the IDW Standard on Quality Management “Requirements for Quality Management

in the Audit Firm” (IDW QS 1) promulgated by the Institut der Wirtschaftsprüfer (IDW) and does therefore maintain a comprehensive quality assurance system comprising documented regulations and measures in respect of compliance with professional rules of conduct, professional standards, as well as relevant statutory and other legal requirements.

### RESPONSIBILITIES OF THE INDEPENDENT PRACTITIONER

Our responsibility is to express a conclusion on the non-financial reporting based on our work performed within our limited assurance engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements Other than Audits or Reviews of Historical Financial Information”, adopted by the IAASB. This Standard requires that we plan and perform the assurance engagement so that we can conclude with limited assurance whether matters have come to our attention to cause us to believe that, with the exception of

- the stated external sources of documentation and contents of any websites referred to in the non-financial reporting,
- any information relating to scope 3 emissions, and
- any information relating to previous periods and related statements,

the non-financial reporting of the Company has not been prepared, in all material respects, in accordance with Section 315c in conjunction with Sections 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section “Disclosures in accordance with the EU Taxonomy Regulation” of the non-financial reporting.



The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement; consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. The choice of assurance work is subject to the practitioner's professional judgement.

Within the scope of our limited assurance engagement, which we performed between June and December 2023, we performed, among others, the following procedures and other activities:

- Obtaining an understanding of the structure of the Group's sustainability organisation and of the stakeholder engagement,
- Inquiries of the executive directors and relevant personnel who have been involved in the preparation process about the preparation process, about the system of internal control relating to this process, as well as about disclosures in the non-financial reporting,
- Evaluation of the process to identify taxonomy-eligible or taxonomy-aligned economic activities and the corresponding disclosures in the non-financial reporting,
- Identification of probable risks of material misstatement in the non-financial reporting,
- Analytical evaluation of disclosures in the non-financial reporting,
- Tests of details in order to evaluate selected material disclosures in the non-financial reporting,
- Cross validation of disclosures in the non-financial reporting and the corresponding data in the consolidated financial statements as well as in the group management report,
- Evaluation of the presentation of the non-financial reporting.

The determination of the disclosures pursuant to Article 8 of the EU Taxonomy Regulation requires the executive directors to make interpretations of indefinite legal concepts. As there is the inherent risk that indefinite legal concepts may allow for various interpretations, the

legal conformity of the interpretation, and hence our related examination, is prone to uncertainty.

### PRACTITIONER'S CONCLUSION

Based on the work performed and the evidence obtained, nothing has come to our attention that causes us to believe that the sections marked with a green line of the separate consolidated Non-Financial Report of STABILUS SE for the financial year from 1 October 2022 to 30 September 2023 has not been prepared, in all material respects, in accordance with Section 315c in conjunction with Sections 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section "Disclosures in accordance with the EU Taxonomy Regulation" of the non-financial reporting.

We do not express a conclusion on

- the stated external sources of documentation and contents of any websites referred to,
- any information relating to scope 3 emissions,
- any information relating to previous periods and related statements,

contained in the sections marked with a green line.

### EMPHASIS OF MATTER

Without modifying our conclusion, we draw attention to the fact that the Scope 1 and Scope 2 emissions disclosed in STABILUS SE's Non-Financial Report do not represent complete emissions in accordance with the GHG Protocol or other greenhouse gas reporting standards but are determined in accordance with the definitions set out by the executive directors in section "About this report".

### RESTRICTION OF USE

We issue this report as stipulated in the engagement letter agreed with STABILUS SE (including the "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)" as of 1 January 2017 promulgated by the Institut der Wirtschaftsprüfer (IDW)). We draw attention to the fact that the assurance engagement was performed for the purposes of STABILUS SE and the report is solely designed for informing STABILUS SE about the findings of the assurance engagement. Therefore, it may not be suitable for another than the aforementioned purpose. Hence, this report should not be used by third parties as a basis for any (asset) decision.

We are liable solely to the Company. However, we do not accept or assume liability to third parties. Our conclusion was not modified in this respect.

Frankfurt am Main/Germany, 13 December 2023

### Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

### STEFAN DORISSEN

Wirtschaftsprüfer

(German Public Auditor)

### SEBASTIAN DINGEL



# FURTHER INFORMATION

## GRI content index

<b>Statement of use</b>	Stabilus SE has reported the information cited in this GRI content index for the period (period from October 1, 2022 – September 30, 2023 in fiscal 2023) with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	None

GRI standards	Page	Comment / omission
<b>General information</b>		
<b>GRI 2: General Disclosures 2021</b>		
<b>1. The organization and its reporting practices</b>		
2-1 Organizational details	7, 14	
2-2 Entities included in the organization's sustainability reporting	4	
2-3 Reporting period, frequency and contact point	7, 53	
2-4 Restatements of information		Subsequent corrections to individual key figures are indicated by footnotes on the pages indicated.
2-5 External assurance	7, 46 et seq.	
<b>2. Activities and employees</b>		
2-6 Activities, value chain, and other business relationships	14, 27 et seq.	
2-7 Employees	14, 25 et seq.	
2-8 Workers who are not employees		For reasons of internal management relevance, we do not provide detailed information on employees who are not salaried employees.
<b>3. Corporate management</b>		
2-9 Governance structure and composition	14	
2-10 Nomination and selection of the highest governance body	14	
2-11 Chair of the highest governance body	14	



GRI standards	Page	Comment/ omission
2-12 Role of the highest governance body in overseeing the management of impacts	8 et seq., 10 et seq., 12	
2-13 Delegation of responsibility for managing impacts	8 et seq.	
2-14 Role of the highest governance body in sustainability reporting	8 et seq.	
2-15 Conflicts of interest		Conflicts of interest that arise internally are also clarified internally. No disclosures are made to any stakeholders.
2-16 Communication of critical concerns	8 et seq., 12, 32 et seq.	
2-17 Collective knowledge of the highest governance body	8 et seq.	
2-18 Evaluation of the performance of the highest governance body	8 et seq.	
2-19 Remuneration policies	8 et seq.	
2-20 Process to determine remuneration		Restrictions regarding confidentiality: Individual employee salaries are protected as confidential information and their disclosure, including for the purpose of statistical analyses, is restricted accordingly.
2-21 Annual total compensation ratio		Restrictions regarding confidentiality: Individual employee salaries are protected as confidential information and their disclosure, including for the purpose of statistical analyses, is restricted accordingly.
<b>4. Strategy, policies, and practices</b>		
2-22 Statement on sustainable development strategy	6	
2-23 Policy commitments	15, 16 et seq., 26, 28 et seq., 32	
2-24 Embedding policy commitments	8 et seq., 12, 22, 23 et seq., 32, 33	
2-25 Processes to remediate negative impacts	30, 32 et seq.	
2-26 Mechanisms for seeking advice and raising concerns	30, 32 et seq.	
2-27 Compliance with laws and regulations	15, 32, 33	
2-28 Membership associations	15	
<b>5. Stakeholder integration</b>		
2-29 Approach to stakeholder engagement	10 et seq., 16, 17 et seq., 30, 32	
2-30 Collective bargaining agreements	25, 28 et seq., 33	
<b>Material Topics</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1 Process to determine material topics	10 et seq.	
3-2 List of material topics	10 et seq.	



GRI standards	Page	Comment / omission
<b>Environment &amp; Climate Protection</b>		
<b>Energy and emissions</b>		
<b>3-3 Management of material topics</b>	7, 10 et seq., 17 et seq.	Please refer to the specification in the chapter "About this report": "Deviation of the recording and calculation of emissions from the GHG protocol", see p. 7; this applies equally to the following GRIs on the subject of energy & emissions.
<b>GRI 201: Economic Performance 2016</b>		
201-2: Financial implications and other risks and opportunities due to climate change	16 et seq.	
<b>GRI 302: Energy 2016</b>		
		We generally report all key energy figures in megawatt hours (MWh) or kilowatt hours (kWh) for reasons of management relevance.
302-1 Energy consumption within the organization	19 et seq.	
302-3 Energy intensity	19 et seq.	
302-4 Reduction of energy consumption	19 et seq.	
<b>GRI 305: Emissions 2016</b>		
305-1 Direct (Scope 1) GHG emissions	17 et seq.	
305-2 Energy indirect (Scope 2) GHG emissions	17 et seq.	
305-3 Other indirect (Scope 3) GHG emissions		No detailed information available: Stabilus only has a partial data basis for this information. A consolidated survey and quality assurance for future reporting is being examined.
305-4 GHG emissions intensity	17 et seq.	
305-5 Reduction of GHG emissions	17 et seq.	
<b>Water</b>		
<b>3-3 Management of material topics</b>	7, 10 et seq., 21	Please refer to the specification in the chapter "About this report": "Specification of water management", see p. 7; this applies accordingly to the following GRIs on the subject of water
<b>GRI 303: Water and Effluents 2018</b>		
303-1 Interactions with water as a shared resource	21	No detailed information available, the data basis for future reporting is being reviewed.
303-3 Water withdrawal	21	No detailed information available: We report our water intake without any breakdown by other sources and without regions with water risks. Work is underway to improve the data basis for future reporting. We generally report water intake in the unit m <sup>3</sup> for reasons of control relevance.
<b>Additionally reported subject: Waste</b>		
<b>GRI 306: Waste 2020</b>		
306-2 Management of significant waste-related impacts	21	
306-3 Waste generated	21	



GRI standards	Page	Comment/ omission
<b>Employee &amp; Social Commitment</b>		
<b>GRI 401: Employment 2016</b>		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	25	
<b>Occupational health and safety</b>		
<b>3-3 Management of material topics</b>	10 et seq., 22	
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1 Occupational health and safety management system	23	
403-2 Hazard identification, risk assessment, and incident investigation	23 et seq.	
403-3 Occupational health services	23, 25	
403-4 Worker participation, consultation, and communication on occupational health and safety	23	
403-5 Worker training on occupational health and safety	23	
403-6 Promotion of worker health	23	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	23	
403-8 Workers covered by an occupational health and safety management system	23	
403-9 Work-related injuries	23 et seq.	
<b>Talent acquisition and training</b>		
<b>3-3 Management of material topics</b>	10 et seq., 24	
<b>GRI 404: Training and Education 2016</b>		
404-1 Average hours of training per year per employee	23	No detailed information available: Stabilus only has a partial data basis for the information on gender and employee category. A consolidated survey and quality assurance for future reporting is being examined.
404-2 Programs for upgrading employee skills and transition assistance programs	24	
404-3 Percentage of employees receiving regular performance and career development reviews	24	
<b>Diversity, inclusion, Equality</b>		
<b>3-3 Management of material topics</b>	10 et seq., 25 et seq.	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1 Diversity of governance bodies and employees	25 et seq.	Membership of minorities is generally not recorded and reported in order to protect personal rights.
405-2 Ratio of basic salary and remuneration of women to men		Payment is based on the employee's position and performance, irrespective of gender. The ratio of basic salaries is therefore not reported.



GRI standards	Page	Comment/ omission
<b>GRI 406: Non-discrimination 2016</b>		
406-1 Incidents of discrimination and corrective actions taken	28, 33	Restriction due to duty of confidentiality: Incidents of discrimination are not recorded and published globally to protect the individual personal rights of the persons in question.
<b>Additionally reported subject: Social commitment</b>		
<b>GRI 413: Local Communities 2016</b>		
413-1 Operations with local community engagement, impact assessments, and development programs	26	We report on social commitment and commitment to local communities using examples. Corresponding activities are performed in all countries.
<b>Products &amp; Supply Chain</b>		
<b>Sustainable and responsible procurement</b>		
<b>3-3 Management of material topics</b>		
	10 et seq., 27 et seq.	
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1 New suppliers that were screened using environmental criteria	28 et seq.	
308-2 Negative environmental impacts in the supply chain and actions taken	28 et seq.	We report on the impacts that generally occur in the supply chain and the corresponding measures; the number/proportion of suppliers reviewed with regard to their impacts cannot be reported at present.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	28, 33	
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1 New suppliers that were screened using social criteria	28 et seq.	
414-2 Negative social impacts in the supply chain and actions taken	28 et seq.	We report on the impacts that generally occur in the supply chain and the corresponding measures; the number/proportion of suppliers reviewed with regard to their impacts cannot be reported at present.
<b>Governance &amp; Compliance</b>		
<b>Business ethics and corporate behavior</b>		
<b>3-3 Management of material topics</b>		
	10 et seq., 15, 32 et seq.	
<b>GRI 201: Economic Performance 2016</b>		
201-1 Direct economic value generated and distributed	14	
<b>GRI 205: Anti-corruption 2016</b>		
205-1 Operations assessed for risks related to corruption		Restriction due to duty of confidentiality: The compliance management system is subject to periodic review. No further information will be published for reasons of confidentiality and competition.
205-2 Communication and training about anti-corruption policies and procedures	32 et seq.	
<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	32 et seq.	



## FURTHER INFORMATION

Further information such as news, reports and publications can be found in the Investors section of our website at:

[IR.STABILUS.COM](https://ir.stabilus.com).

## SUSTAINABILITY DEPARTMENT

Email: [SUSTAINABILITY@STABILUS.COM](mailto:SUSTAINABILITY@STABILUS.COM)

## INVESTOR RELATIONS

Email: [INVESTORS@STABILUS.COM](mailto:INVESTORS@STABILUS.COM)

## IMPRINT

**GRI 2-3**

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Contact: Sustainability department

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## DISCLAIMER

This report is also published in English. The German version takes precedence in case of doubt. The key figures presented in this report have been commercially rounded for accounting reasons, which may lead to discrepancies between the actual totals of the individual amounts in the tables and the totals shown from the values and percentages presented.

## FORWARD-LOOKING STATEMENTS

This Non-Financial Report contains forward-looking statements that relate to the current plans, objectives, forecasts and estimates of the management of Stabilus SE. These statements take into account only information that was available up and including the date that this Non-Financial Report was prepared. Stabilus SE management does not guarantee that these forward-looking statements will prove correct. The future performance of Stabilus SE and its subsidiaries and the results actually achieved are subject to a number of risks and uncertainties that could cause actual events or results to deviate from the forward-looking statements.

Many of these factors are beyond the control of Stabilus SE and its subsidiaries and so cannot be predicted accurately. These factors include changes in economic circumstances and the competitive situation, changes in the law, fluctuations in interest or exchange rates, legal disputes and investigations and the availability of funding. These and other risks and uncertainties are set forth in the Combined Management Report of the Annual Report. Other factors can also have a negative impact on our performance and results.

Stabilus SE neither intends to nor assumes any separate obligation to update forward-looking statements or to change these to reflect events or developments that occur after the publication of this Non-Financial Report.

