



Sustainability
at Stäubli

Informative Note
May 2023

Message from the CEO



Dear Stakeholders,

Sustainability is part of Stäubli's history and DNA since 1892. For more than 130 years, we have been delivering premium quality products and services for sustainable improvements in industry and society. Stäubli's reliability and stability are based on uninterrupted family ownership, and our technical excellence is the result of a consistent focus on industrial customers. This is all part of one overarching goal: to develop solutions for even safer, more efficient and cost-effective industrial processes.

Sustainability is not only part of our DNA, but also part of our Vision and Values. We are guided by our **vision: We make work easy and safe**. Our industrial and mechatronic solutions deliver unparalleled performance and generate value for our customers, organization, society and environment. The four **values – People, Passion, Performance and Partnership** – drive the actions we take and define our culture: Our people and our teams enable us to advance and succeed, our passion and commitment drive us in everything we do, our performance and our actions shape customer satisfaction and finally, our partnerships and our relationships are founded on long-term orientation and integrity.

With our commitment to these shared values, we take social, economic and environmental responsibility for all our actions, and strive to create value for our stakeholders.

Our 2030 ambition is to strengthen our position as market leader and global champion of high-quality industrial and mechatronic solutions. Our future sustainability strategy will support our Horizon Business Strategy 2030. We are confident that our strategy and our collective efforts will be long-lasting, with tangible benefits for environment and society.

2022 was a challenging year with geopolitical uncertainties, increasing supply chain issues with rising material costs and general inflation. Furthermore, the effects of climate change continue to impact the world. On March 20, the Intergovernmental Panel on Climate Change Synthesis Report was released. The report demonstrates again how climate change has already caused widespread impacts and related losses and damages on human systems and altered terrestrial, freshwater and ocean ecosystems worldwide¹. Choices we make today will have a determining impact on our planet and on future generations.

We believe our products and services contribute to a more sustainable and resilient future. We aspire to be a strong player in the field of sustainability. With this first Informative Note we intend to clarify our status and to document our progress and commitment.

I would like to thank all Stäubli colleagues for their continuous passion and contribution to our sustainability journey.

Sincerely,

Gerald Vogt
Chief Executive Officer of the Stäubli Group

¹<https://www.ipcc.ch/report/ar6/syr/figures/summary-for-policymakers/figure-spm-1>

About Stäubli Group

Our business and organization

Stäubli International AG² is a global industrial and mechatronic solution provider with four dedicated Divisions: Electrical Connectors, Fluid Connectors, Robotics and Textile. Originally founded in 1892 as a small workshop in Horgen (Zurich), Stäubli is a family-owned company headquartered in Pfäffikon, Switzerland³. We are an international Group that currently operates in 29 countries⁴, with agents in 50 countries on four continents. Our workforce shares a commitment to partnering with customers in nearly every industry to provide comprehensive solutions with long-term support.

As of 2022, Stäubli employed a total of 5,700 people. We serve customers worldwide with a workforce of approximately 2,000 sales and customer service engineers and 600 Research and Development specialists and application engineers. As a global company, Stäubli counts 15 industrial production sites manufacturing products for up to 20 industrial segments. With a passion for innovation since day one, Stäubli holds an impressive amount of 2,200 granted or pending patents. In 2022, we achieved a turnover of 1.4 billion Swiss francs.



Stäubli Group at a glance in 2022.

²GRI Section 2-1

³GRI Section 2-1

⁴GRI Section 2-1

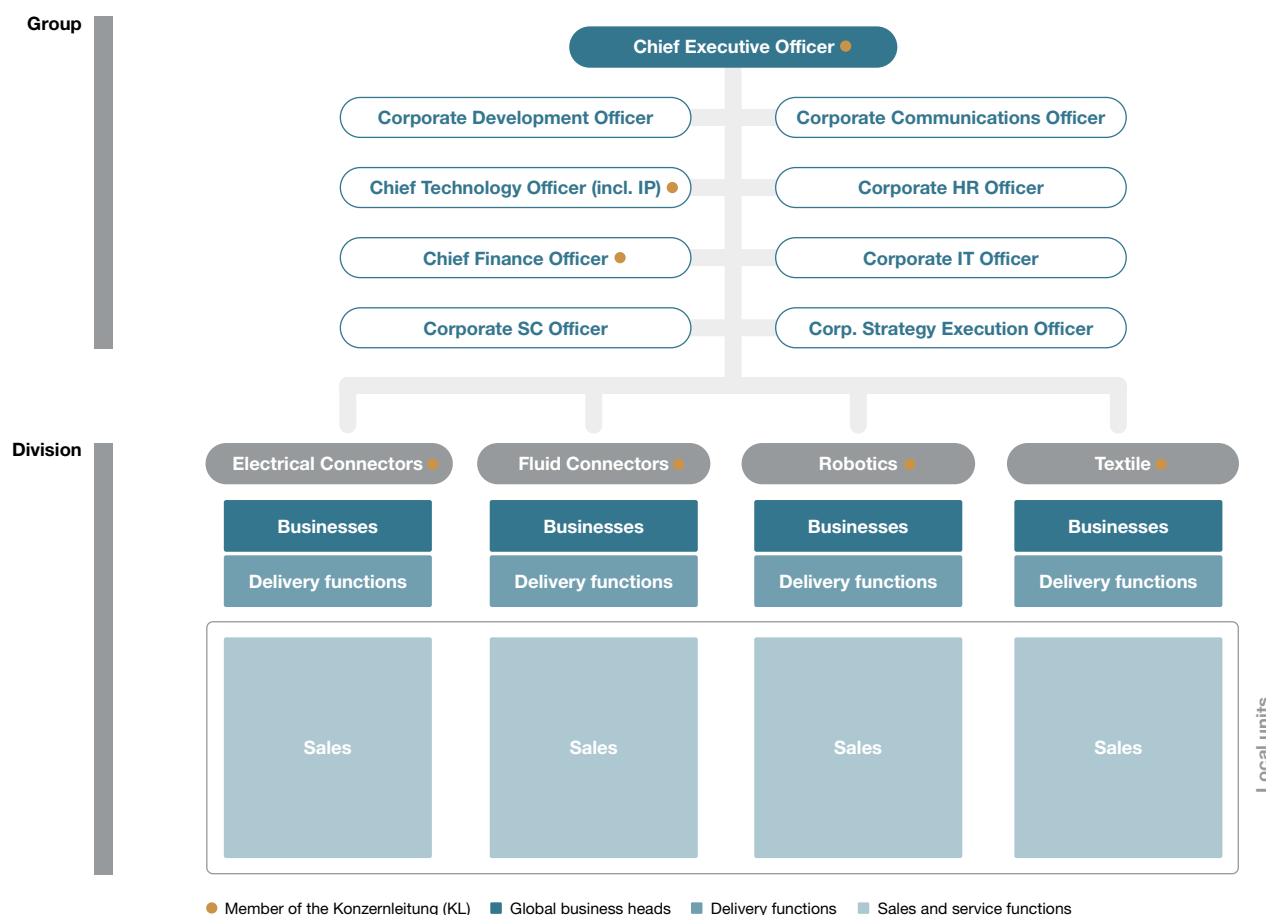
Our company is organized in four Divisions: Electrical Connectors, Fluid Connectors, Robotics and Textile.

Our electrical and fluid connectors and our robots are used in all types of industries: renewable energy, automotive, medical, railway, aerospace, food, oil and gas, plastics, e-mobility, power, energy and many more. With our Textile Division we are covering the entire textile process from weaving preparation, frame and Jacquard weaving to carpet and technical weaving.

Our strategy

In 2020, we started implementing our strategy Horizon, which is effective until 2030. With Horizon we intend to grow to more than double the size of the Group to become an over 3 billion Swiss Francs company with approximately 9,000 employees. Verticalization is the foundation of our strategy implementation. By pursuing the objective of verticalization⁵, we aim to implement a business-based approach that empowers our Divisions and businesses, while also strengthening our Corporate Functions. Sustainability is a Corporate Function integrated into the Corporate Strategy Execution department.

Stäubli Corporate organizational structure



Simplified diagram of the organization.

⁵Stäubli has changed its strategy to specialize how it develops, manufactures, markets and sells its products in order to improve our partnership with customers.

Sustainability at Stäubli

Materiality approach, initial strategy and next steps

An initial materiality analysis has been done in 2021. This preliminary analysis with our largest Units enabled us to start developing our sustainability strategy in 2022. As a next step, our intention is to conduct an in-depth materiality assessment with internal and external stakeholders to identify material issues related to our activities.

As a family-owned supplier of high-quality industrial and mechatronic solutions, we are focusing on a long-term vision with tangible benefits for environment and society.

So far, we have identified **three main pillars** for our sustainability strategy: **the value for our customers** (through the sustainable performance of our products and our proximity[®]), **our employees** (through their development, health and safety) and **the protection of our planet** (through the preservation of environment). We left open the possibility of adjusting our sustainability strategy and pillars to reflect the result of our future materiality assessment.

We are now designing our sustainability roadmap to determine actions, resources and a timeline. Identifying the carbon footprint of our main Production Units and conducting a materiality assessment are among our priorities. Most of our products have high longevity characteristics as well as good recyclability and energy saving rates. The high quality standards as well as the long service life of the products have characterized Stäubli products for generations. In this way, we contribute to the sustainable conservation of resources. We intend to document the performance of our products according to existing norms and certifications.

This introductory Informative Note has been prepared including references to the Global Reporting Initiative standards to provide an overview of our current status and next steps. Our ultimate objective in the years to come is to develop a comprehensive report according to the Corporate Sustainability Reporting Directive, while complying with main legislations applicable to the Group through our position in Switzerland.



One of our priorities is to identify the carbon footprint of our Production Units.

Governance

In 2022, Stäubli formed a Sustainability Steering Committee (SSC)⁷. The SSC met twice in 2022.

The SSC is composed of the Chief Executive Officer, the Corporate Human Resources Officer, the Corporate Communications Officer and the Vice President Renewable Energy.

The objective of the SSC is to ensure the successful deployment of the sustainability strategy, its implementation and its monitoring. The SSC is reporting to the Board of Directors of the company⁸.

The Board of Directors approves the Group strategy, which includes the sustainability strategy and annual goals related to sustainable development⁹.

A Corporate Sustainability Manager has been hired in 2022 and provides the overall strategic direction of sustainability in alignment with the SSC. The Corporate Sustainability Manager reports to the SSC and to the Corporate Strategy Execution Officer, who directly reports to the Chief Executive Officer¹⁰. Environment, Social and Governance best practices are integrated into the Group's new strategy.

A Sustainability Working Group is meeting on a quarterly basis to contribute to our sustainability agenda and support in delivering cross-divisional and cross-functional objectives. Today, the Sustainability Working Group is composed of Environmental, Social and Governance referents per Division and representatives from Production Units. Initial tasks discussed by the Sustainability Working Group are related to the launch of the carbon foot printing for our main Production Units.

Our Sustainability organization and structure will be further developed.

⁷ GRI Section 2-9

⁸ GRI Section 2-11: the Chairman of the Board of Director is not a senior executive in the organization.

⁹ GRI Section 2-12

¹⁰ GRI Section 2-13

Sustainability within our businesses

Sustainability at the heart of each of our four Divisions



With durable and safe connectors we support the decarbonization of our energy production.

The **Electrical Connectors** Division is committed to a more sustainable future and sees the energy transition and digitalization as a great opportunity. With reliable and safe electrical connector solutions, we enable the decarbonization of global power generation and transmission, resource-efficient industrial automation and carbon neutral transportation. We believe it is essential to drive our business activities in a smart way, which means pursuing them in a sustainable manner. Therefore, with all our efforts, innovations and investments, we strive for a more sustainable living, for generations to come.



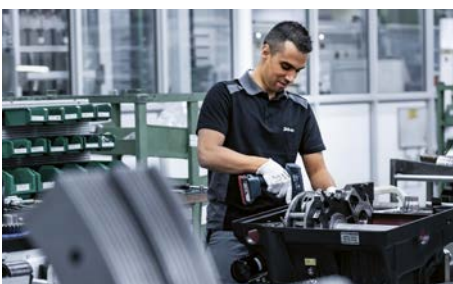
From reliable on-board braking systems to pioneering advancements in hydrogen vehicle filling, we engage with our clients for a sustainable tomorrow.

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



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

Our **Robotics** Division is making key contributions in various domains, especially by providing safer workplaces. We automate manufacturing lines in difficult environments (cleanrooms, aseptic or hygienic and humid environments), where the workforce is looking for healthier jobs. We support the reshoring of manufacturing processes thanks to automation, with a greater focus on reducing waste and energy consumption through our long-lasting robotics and maintenance solutions. Additionally, the Robotics Division contributes to the improvement of global health with its robots performing complex microsurgical procedures with greater precision and safety.



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

Our **Textile** Division offers products with high longevity and is committed to the principle of maintainability by providing services to maximize the lifetime of products for our customers. Reparability and recyclability are facilitated using design for disassembling and ensuring the availability of spare parts. A majority of our customers use our machines for decades: The longevity of our equipment is well recognized in the textile industry. Furthermore, our Research and Development team has made significant improvements in reducing the electricity consumption of our new machine models.



Stäubli site in Windsor, USA

Reducing our own carbon footprint with PV systems

Many of our locations around the globe have installed PV systems including Allschwil and Sargans (Switzerland), Bayreuth (Germany), Carate (Italy), Pardubice (Czech Republic), Windsor (USA) and our headquarters in Pfäffikon (Switzerland). All PV systems are equipped with our Original Stäubli MC4 electrical connectors. With the installation of PV systems, we aim to add our contribution to the environment and generate local and sustainable electricity and lower our carbon footprint.



«Basel Stadtlauf» in Switzerland

Stäubli's social commitment from across the globe

Over the past few years, Stäubli participated in many social responsibility initiatives.

Allschwil, Switzerland

Our Electrical Connectors Research and Development team participated in the «Basler Stadtlauf» to fundraise for the «Krebskranke Kinder Basel» foundation helping sick children and their families.



DuoDay in Faverges

Faverges, France

On the occasion of the «Semaine Européenne pour l'Emploi des Personnes Handicapées», Stäubli Faverges took part in «DuoDay» providing people with disabilities an insight into our work and facilities.



UK charity event

Telford, UK

Our Stäubli Unit in the UK organized a charity event for the «Children in Need» day to collect donations supporting children and young people across the country.

Windsor, USA

For over two decades, our Unit in Windsor has supported the non-governmental organization «Water Mission» for clean drinking water in developing countries by providing Renewable Energy connectors, financial donations and more.



Water Mission

Pfäffikon, Switzerland

In light of the devastation caused by the earthquakes in Turkey and Syria in February 2023, the Stäubli Group headquarters in Pfäffikon donated a substantial amount to Swiss Solidarity in order to provide support and help to those in need.



● Stäubli Units ○ Representatives/Agents

Global presence of the Stäubli Group

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