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List of Abbreviations

CapEx	KPI from the EU Taxonomy Regulation: Proportion of capital expenditures related to assets or processes associated with economic activities that are classified as environmentally sustainable.
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DNSH	Do No Significant Harm criteria in taxonomy alignment
EA	Economic activity
ESRS	European Sustainability Reporting Standards
GoBD	Principles for the proper maintenance and retention of books, records, and documents in electronic form, as well as for data access
IRO	Impacts, Risks, Opportunities
MS	Minimum Safeguards criteria in taxonomy alignment
OpEx	KPI from the EU Taxonomy Regulation: Proportion of operating expenses related to assets or processes associated with economic activities that are classified as environmentally sustainable.
PV	Photovoltaics
Regulation	Regulation
SC	Substantial Contribution criteria in taxonomy compliance assessment
sign.	Significant

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1. General Information

1.1 Foreword by the Management

Businesses play an important role in society – primarily as employers, but also as payers of taxes and social security contributions. It is not only the companies themselves but also their employees who pay taxes and social security contributions. These taxes and social security contributions finance public sector investments and extensive social benefits. Companies such as Hubert Stüken GmbH & Co. KG face intense international competition and therefore continuously act as drivers of innovation. In doing so, they ensure the preservation of jobs and future earnings, thereby strengthening society's prosperity in the medium and long term.

Hubert Stüken GmbH & Co. KG (hereinafter "STÜKEN") has been in existence for over 90 years. The family-owned business is now in the hands of the third and fourth generations of the founder's descendants. The long-term orientation of the owner families forms the basis for a corporate strategy that is likewise designed for the long term. Anyone who wants to hand over their company to the next generations in good shape is naturally also interested in creating or maintaining good living conditions for future generations. In this respect, companies like STÜKEN make sustainable business practices part of their corporate strategy. The supervisory and administrative bodies of Hubert Stüken GmbH & Co. KG in Germany consist of three advisory boards, comprising managing directors of comparable medium-sized companies or former managing directors of STÜKEN who possess the relevant expertise, the shareholder families as shareholders, and the three active managing directors at the German location. In addition, 850 employees are based in Rinteln (further information on the company's workforce is provided in Section 3.1). Employee representation is handled by the works council.

As a leading supplier of small, high-precision deep-drawn parts, STÜKEN occupies a market niche. Today, the product range includes deep drawn and stamped parts, assemblies, and overmolded plastic parts, as well as a variety of finishing processes in the company's in-house electroplating facility. The STÜKEN Group has locations worldwide in the U.S., the Czech Republic, China, and India. The headquarters is in Germany. Cooperation with customers is characterized by long-standing partnerships, in many cases spanning decades. Consequently, STÜKEN closely monitors its customers and adapts to changing requirements. While quality and productivity were once the primary focus of customers, followed later by environmental management, sustainability has been a key customer requirement for years. Therefore, sustainability is an integral part of STÜKEN's corporate strategy for the future. STÜKEN's sustainability strategy, its goals, and their implementation are explained in this Corporate Social Responsibility Report for the past fiscal year in accordance with the European Sustainability Reporting Standards (ESRS), organized into the following categories: General Information, Environmental Information (including EU Taxonomy), Social Information, and Governance Information.

1.2 General basis for the preparation of the sustainability statement

The Sustainability Statement (also known as the "CSR Report") is prepared annually. It covers the completed fiscal year in question. The Sustainability Statement is primarily prepared on an individual basis for the headquarters in Germany, supplemented where appropriate with information regarding the entire STÜKEN Group. The time horizons considered are consistent with the ESRS definition: Short-term time horizons correspond to the period used as the basis for financial reporting, i.e., one fiscal year (ESRS 1.77(a)). Medium-term time horizons refer to periods exceeding one year in accordance with ESRS 1.77(a) up to five years (ESRS 1.77(b)). Long-term time horizons are defined as periods exceeding five years (ESRS 1.77(c)). In this report, trade secrets as defined in ESRS 1 Section 7.7 are omitted where applicable to protect the know-how and intellectual property of STÜKEN or our business partners. This report is currently provided on a voluntary basis; it has not been audited by an independent certified public accountant.

1.3 Business Conduct and compliance principles

STÜKEN is a leading global supplier of innovative, precision deep drawn and stamped parts as well as assemblies, based on exceptional quality, reliable processes, and outstanding service. We create beneficial solutions and help our customers succeed. In doing so, we protect the environment in a sustainable manner. Ensuring compliance with legal requirements and our own standards forms the foundation of the STÜKEN Management System. The STÜKEN Management System is documented in the Management Manual and is implemented by all employees. As part of certifications and audits, official bodies regularly verify compliance with our Management System.

STÜKEN's success is largely based on the trust of our stakeholders. Compliance with legal and internal company requirements is essential for maintaining this trust, as well as for the success, stability, and continued growth of the company. A business policy that adheres to laws and principles serves the company's long-term success. The internal company guidelines are set forth in the STÜKEN Compliance Manual and collectively form the STÜKEN Code of Conduct (<https://stueken.de/unternehmen/compliance>). All employees are bound by the Code of Conduct and adhere to it. In addition, managers and employees receive regular training on compliance. The STÜKEN Group's vision, mission, competencies, and values are reflected in the corporate mission statement. The corporate mission statement is binding for all employees.

The Supply Chain Due Diligence Act (LkSG), which came into effect in 2023, requires large companies to prevent human rights violations and to comply with and enforce environmental standards both at their own facilities and among their suppliers. In doing so, the German government has established a clear framework for German companies' responsibility to respect human rights, with the aim of improving the global human rights situation and promoting fair global competition. Companies must comply with human rights due diligence and respect human rights throughout their supply and value chains. As a result, the supply chain act also applies to supplier companies. We, Hubert Stüken GmbH & Co. KG and all subsidiaries, respect human rights and ensure their observance. This principle is an essential component of the STÜKEN Code of Conduct.

The STÜKEN Group, including its subsidiaries worldwide, is committed to complying with the national social and labor laws of the respective countries in which we operate, as well as with international standards. This applies both to our business activities and to those of our suppliers, to whom we impose corresponding requirements.

1.4 Resilience of the Business Model

Founded in 1931, Hubert Stüken GmbH & Co. KG is a family-owned company headquartered in Rinteln. Today, in addition to Germany, the group includes locations in the United States, the Czech Republic, the People's Republic of China, and India. STÜKEN employs more than 1,250 people worldwide and is a leading supplier of precision deep-drawn parts, stamped and stamped-bent metal parts, as well as assemblies and overmolded plastic components. STÜKEN is at home wherever high-quality solutions are needed. From the automotive industry to medical technology, from electronics to everyday consumer goods—STÜKEN supplies all sectors of industry, worldwide and with consistently high quality. This is based on an understanding of customer requirements, processes optimized over many years across all business operations, and comprehensive technological expertise: from the first design step to the final assembly process, from goods receipt to delivery.

The vast majority of STÜKEN's business activities are part of the supply chains of the international automotive industry. The demand for personal mobility has grown steadily in recent years. Despite the challenges posed by the transformation of the automotive industry, further growth in the global automotive market remains evident and is projected to continue in the coming years. The need to reduce harmful greenhouse gases is widely recognized in today's society. For years, the share of battery-electric vehicles has been growing in registration statistics across the three major global economic regions: North America, Europe, and Asia. Even though the growth in Europe and —particularly in Germany—slowed in 2024, forecasts for 2025 and 2026 are significantly higher than the previous year (Source: VDIK 2025, press release "VDIK Forecast 2026: Mild Market Recovery Only Possible with Appropriate Framework Conditions"), provided that political conditions materialize as announced. The market for electric vehicles is also growing internationally: in China alone, the

market share of new registrations for electric cars remains at nearly 50%. The automotive industry is undergoing a transformation toward electromobility, which requires significant development and conversion costs within a short timeframe. This intensifies competitive and cost pressures in this globalized market. Through innovation and consistent improvement of production techniques, STÜKEN has established a recognized leading position in the field of deep drawing small metal parts. This also applies to components used in electric cars. Other key areas of focus include components for systems that make driving more comfortable and safer. The aforementioned transformation will take several more years. STÜKEN's customers are therefore continuing to work on reducing the fuel consumption of motor vehicles and improving environmental sustainability. Numerous STÜKEN products are used in this sector. In addition to the automotive industry, STÜKEN supplies various other industries. Supplies for medical technology products are playing an increasingly important role.

1.5 Sustainability Strategy

The topic of sustainability runs consistently through all areas of the company's future development. STÜKEN is committed to making an effective contribution to achieving the goals of the Paris Climate Agreement.

Deep drawing, as an extremely material-efficient technology for cold metal forming, makes a very effective contribution to this, in contrast to machining methods (including turning and milling).

More than ten years ago, STÜKEN, together with numerous customers, developed solutions for deep-drawn parts in electric mobility and will continue to invest heavily in this market segment.

Today, the share of revenue from sustainable mobility applications is already over ten percent. STÜKEN supplies customers worldwide in this segment and makes a significant contribution to the transformation and diversification of global drive technologies in the mobility sector. Other key areas of focus have been and remain energy conservation, on-site energy generation, and increasing the share of green electricity. Starting in the 2026 fiscal year, STÜKEN will, for the first time, source 100% European-certified green electricity in Germany.

1.6 Materiality assessment

Hubert Stüken GmbH & Co. KG, headquartered in Rinteln, a rural region in northern Germany, plays a significant role as an employer, as a client for many suppliers, as a service and skilled trades company in the region, and as a taxpayer. To gain a better understanding of the interests and expectations of our stakeholders, STÜKEN conducts an annual stakeholder analysis. The analysis is designed for a long-term perspective (> 5 years), but it is reviewed annually to account for and incorporate events and changes in the global landscape. The analysis evaluates parties such as legislators, lenders, suppliers, customers, employees, and owners based on their influence on the company, their interest in the company, and their significance to STÜKEN. Among the largest stakeholders in 2025 will be legislators, the political environment, customers, owners, and employees.

As a foundation for sustainability reporting, work began on preparing a materiality analysis for the German location with the aim of identifying relevant environmental issues that affect STÜKEN (outside-in approach) and the impacts of the company's operations on the environment and people (inside-out approach). Management first compiled the sustainability issues deemed significant from the company's perspective and expanded this list to include insights and information gathered from discussions between the managing directors and the company's executives, as well as stakeholders outside the company. The compiled list was then compared with the sustainability topics from ESRS 1 AR 16 (see Figure 1; matching topics were highlighted).

Sustainability topics (according to ESRS)	Sub-items (according to ESRS)	Comprehensive list of STÜKEN sustainability topics
ESRS E1: Climate change	<ul style="list-style-type: none"> • Adaptation to climate change • Climate protection • Energy 	<ul style="list-style-type: none"> • Climate Change (including Climate Protection) • Energy management
ESRS E2: Environmental pollution	<ul style="list-style-type: none"> • Air pollution • Water pollution • Soil pollution • Contamination of living organisms and food resources • Substances of concern • Substances of particular concern • Microplastics 	
ESRS E3: Water and marine resources	<ul style="list-style-type: none"> • Water • Marine resources 	
ESRS E4: Biodiversity and Ecosystems	<ul style="list-style-type: none"> • Direct causes of biodiversity loss • Impact on the status of species • Impact on the extent and condition of ecosystems • Impact on and dependence on ecosystem services 	
ESRS E5: Circular economy	<ul style="list-style-type: none"> • Resource inflows, including use • Resource outflows associated with products and services • Waste 	<ul style="list-style-type: none"> • Environmental protection and resource conservation
ESRS S1: Company workforce	<ul style="list-style-type: none"> • Working conditions • Equal treatment and equal opportunities for all • Other work-related rights 	<ul style="list-style-type: none"> • Workplace safety • Recruitment of skilled workers • Equal Opportunity, Diversity, and Inclusion • Data protection and IT security
ESRS S2: Workers in the Value Chain	<ul style="list-style-type: none"> • Working conditions • Equal treatment and equal opportunities for all • Other work-related rights 	
ESRS S3: Affected communities	<ul style="list-style-type: none"> • Economic, social, and cultural rights of communities • Civil and political rights of communities • Rights of indigenous peoples 	
ESRS S4: Consumers and end users	<ul style="list-style-type: none"> • Information-related impacts on consumers and/or end users • Personal safety of consumers and/or end users • Social inclusion of consumers and/or end users 	<ul style="list-style-type: none"> • Quality and product safety • Innovations, R&D
ESRS G1: Corporate governance	<ul style="list-style-type: none"> • Corporate culture • Protection of Whistleblowers • Animal welfare • Political Engagement/Lobbying • Supplier Relationship Management, including Payment Practices • Corruption and bribery 	<ul style="list-style-type: none"> • Social Engagement • Compliance

Figure 1 : Identification of sustainability topics for the materiality assessment

The sustainability topics collected for STÜKEN, together with the sustainability topics according to the ESRS, form the starting point for the materiality analysis. The sustainability topics were assessed by management both in terms of their **environmental impacts** and their **financial impacts on STÜKEN** (principle of double materiality). In this context, impacts (IRO = impacts, risks, and opportunities) are understood to include both positive and negative effects, i.e., opportunities and risks. The topics are evaluated on a scale from 1 to 5 (5 = very material, 1 = hardly material). The analysis incorporates short-term (1 year), medium-term (1–5 years), and long-term (> 5 years) considerations.

To determine which sustainability aspects are to be considered **material** for STÜKEN, a threshold was defined as a rating of at least 4 points in one of the two dimensions of materiality. Thus, if an issue receives 4 points for its environmental impact (or 4 points for its financial impact on the company), the issue is considered material. The material issues identified in this manner are the subject of this Sustainability Statement.

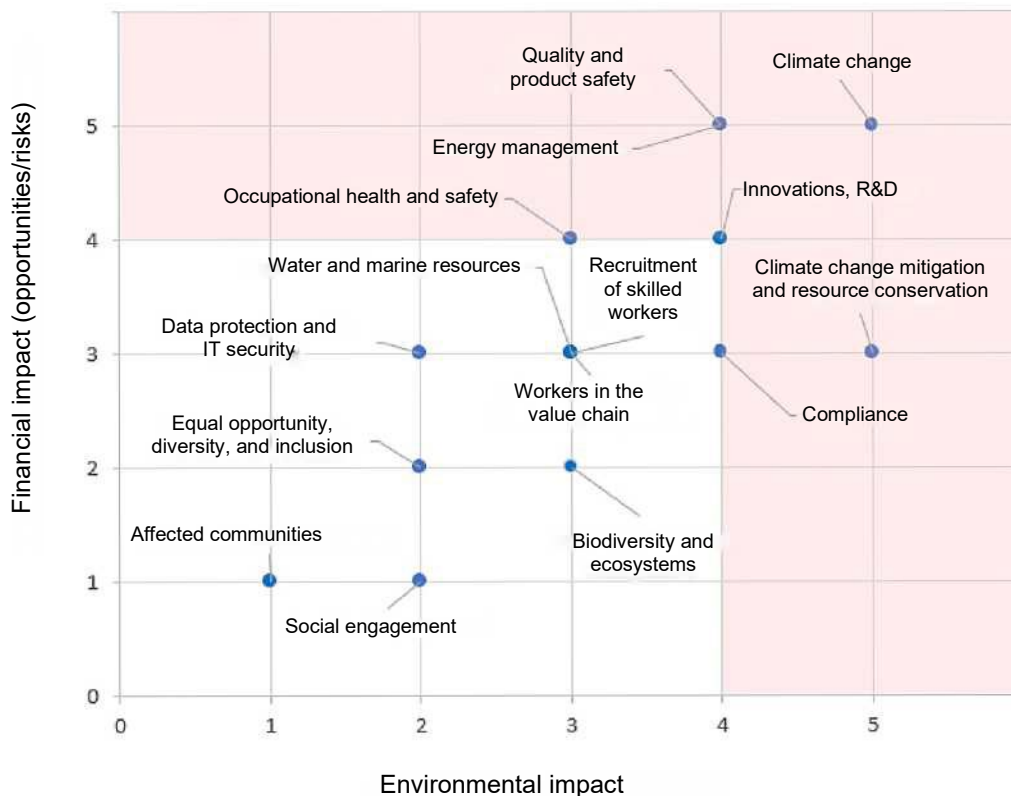


Figure 2 : Materiality matrix

As a result, the following sustainability topics were identified as material for STÜKEN:

- **Climate Change and Energy Management** (ESRS E1: Climate Change)
- **Environmental protection and resource conservation** (ESRS E5: Circular Economy)
- **Occupational safety** (ESRS S1: Company Workforce)
- **Quality and product safety** (ESRS S4: Consumers and End Users)
- **Innovation, R&D** (ESRS S4: Consumers and End Users)
- **Compliance** (ESRS G1: Corporate Governance)

We report on the material topics identified for STÜKEN in accordance with Directive (EU) 2022/2464 on corporate sustainability reporting, also known as the CSRD (Corporate Sustainability Reporting Directive), in the following chapters: **2. Environmental information**, **3. Social information**, and **4. Governance information**.

2. Environmental information

2.1 EU Taxonomy

As part of the European Green Deal, the EU Taxonomy Regulation 2022 has entered into force. The aim of the regulation is to create greater transparency and direct capital flows toward environmentally sustainable economic activities, thereby preventing greenwashing. This is intended to achieve a reduction in environmentally harmful greenhouse gases and, consequently, a climate-friendly transformation of all economic sectors. By determining taxonomy-compliant revenue, investment, and operating expenses, the aim is to demonstrate whether and how sustainably companies operate and invest. Pursuant to Article 8(2) of the EU Taxonomy Regulation, the following information must be determined in particular:

- The proportion of **revenue** associated with sustainable economic activities
- The proportion of **capital expenditures (CapEx)** and, where applicable, the proportion of **operating expenditures (OpEx)** related to assets or processes associated with economic activities that are classified as environmentally sustainable.

Economic activities (EA) described in the Taxonomy Regulation and the delegated acts are referred to as **taxonomy-eligible**.

Taxonomy-eligible EAs are considered **taxonomy-compliant** if they additionally meet the criteria set forth in Article 3 of the EU Taxonomy Regulation. Only such activities are considered environmentally sustainable within the meaning of the EU definition.

To identify taxonomy-eligible EAs in the first step, the annexes to the delegated acts must first be reviewed. Following a desktop review of the annexes on taxonomy-eligible EAs, an initial classification of STÜKEN's economic activities was performed, categorizing them as taxonomy-eligible, non-taxonomy-eligible, and unclear. In the second step, the unclear entries were clarified as far as possible in consultation with the relevant departments or, if necessary, the affected economic activity was subdivided and specified in order to classify it. The taxonomy-eligible economic activities identified in this way (see Figure 3, Column 1) form the basis for determining the taxonomy-compliant economic activities.

	DNSH criteria pursuant to Art. 17 EU Taxonomy Reg.:						Minimum safeguards pursuant to Art. 18 EU Taxonomy Reg.			
	Climate change mitigation	Climate change adaptation	Sustainable use and protection of water and marine resources	Transition to circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems	Respect for human rights	Prevention of corruption and bribery	Avoidance of tax fraud	Fair competition
1. Deep drawing of parts for use in drives of e-vehicles/e-bicycles	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Enabling activity	Enabling activity								
2. Stamping parts and forming technologies for use in drives of e-vehicles/e-bicycles	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Enabling activity	Enabling activity								
3. Operation of power generation facilities using solar technology	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Directly contributing activity	Directly contributing activity								
4. Storage of thermal energy	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Economic transitional activity (heat recovery)	Economic transitional activity (heat recovery)	Directly contributing activity (hot water storage)	Directly contributing activity (heat recovery)						
5. Operation of electric heat pumps	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Directly contributing activity	Directly contributing activity								
6. Generation of heating/cooling using waste heat	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Directly contributing activity	Directly contributing activity		Directly contributing activity						
7. Operation of water collection, treatment, and supply systems	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
			Directly contributing activity	Directly contributing activity	Directly contributing activity	Directly contributing activity				
8. Collection and transport of non-hazardous waste in source segregated fractions	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Supplier assessments	Supplier assessments	Compliance, GoBD	Compliance
	Enabling activity	Enabling activity		Directly contributing activity	Enabling activity Aktivität					
9. Market-oriented research, development, and innovation	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	no sign. harm	Collaboration with renowned German institutes	Compliance	Compliance, GoBD	Compliance
	Enabling activity	Enabling activity			Enabling activity					

Figure 3 : Review of the Taxonomy alignment of STÜKEN's Taxonomy-eligible economic activities

In the next step, the WAs (light blue) will be assessed based on the so-called “Do No Significant Harm” (DNSH) criteria (Art. 17 of the EU Taxonomy Regulation) “Climate action,” “Adaptation to climate change,” “Sustainable use and protection of water and marine resources,” “Transition to a circular economy,” “Prevention and reduction of pollution,” and “Protection and restoration of biodiversity and ecosystems.” The assessment focuses on whether the specified WA constitutes a significant adverse impact on the DNSH criteria. As a result, none of the taxonomically eligible WAs identified by STÜKEN constitutes a significant adverse impact on the DNSH criteria pursuant to Art. 17 of the EU Taxonomy Regulation.

Next, STÜKEN’s taxonomically eligible WAs are assessed for compliance with the “Minimum Safeguards” pursuant to Article 18 of the EU Taxonomy Regulation (see Figure 3, right side). For all nine identified WAs of STÜKEN, measures are implemented to ensure compliance with the Minimum Safeguards regarding “respect for human rights,” “prevention of corruption and bribery,” “prevention of tax fraud,” and “fair competition.”

In the final step, the WAs are assessed for their substantial contribution (SC) in accordance with Articles 10–16 of the EU Taxonomy Regulation to one or more of the environmental objectives of the EU Taxonomy Regulation using so-called technical assessment criteria. The SC criterion is classified into “economic transitional activity,” “enabling activity,” and “directly contributing activity.” All nine identified taxonomy-eligible WAs from STÜKEN make a substantial contribution to several environmental objectives of the EU Taxonomy Regulation, highlighted in green; many of them even make a **direct** contribution to one or more of the environmental objectives of the EU Taxonomy Regulation.

No greenhouse gases other than CO₂ are released in our combustion processes. The methane used in the form of natural gas is burned and decomposed in the processes for heat and steam generation. In addition, exhaust air measurements are taken in the electroplating facility. Nitrous oxide (N₂O) is not produced. Therefore, the greenhouse gas emissions balance (see Fig. 4) for the Germany site is as follows:

CO ₂ emissions (in t)	2025	2024	Δ in %
Scope 1	1,841.04	1,934.51	-4.83%
Scope 2	4,382.53	3,433.58	+27.64%
Scope 3	27,763.43	33,857.24	-17.99%
Total	33,987.00	39,225.33	-13.35%

Figure 4 : Carbon footprint of STÜKEN Rinteln

More information on our carbon footprint can be found in Section 2.2 below.

2.2 Climate Change (ESRS E1)

STRATEGY

In the “Paris Climate Agreement,” 195 countries (including the Federal Republic of Germany) committed to the goal of limiting the rise in global temperatures to 1.5°C and reducing climate-damaging greenhouse gases. STÜKEN is also committed to the goals of the “Paris Climate Agreement.” The Paris Climate Agreement is expected to bring far-reaching changes and risks to STÜKEN’s supply chain. This primarily affects the energy-intensive production processes in the metal manufacturing industry, whose products STÜKEN relies on. As a metalworking company, STÜKEN sources not only non-ferrous metals and aluminum but also a significant amount of steel material. This so-called strip material is rolled to a specified dimension in rolling mills and wound into coils before being further processed.

In 2023, the steel industry accounted for approximately 30% of greenhouse gas emissions from German industry (Source: BGHM Magazine of the Wood and Metal Workers’ Compensation Association (Issue 05/2024)); globally, due to the high energy consumption involved in steel production, it accounts for around 9% of worldwide CO₂ emissions (Source: Study by the German Aerospace Center on the decarbonization of the global steel industry (2025)). At the same time, the use of steel is indispensable in today’s society (e.g., urban development, construction of PV systems, etc.), and global demand is expected to continue rising. Due to its high share of global CO₂ emissions, the steel industry plays a crucial role in climate protection. Steel-producing

companies have launched extensive projects (in some cases with government support) to reduce CO₂ emissions in the production of steel and other metals. STÜKEN is in dialogue with its suppliers and customers to develop options for the use of “CO₂-reduced steels.”

The management of Hubert Stüken GmbH & Co. KG views the pursuit of climate protection goals as an essential area of action for the future. Sustainability and climate issues regularly serve as the starting point for new considerations and discussions.

Since 2020, STÜKEN has regularly assessed the CO₂ emissions resulting from its own business processes. As a result, an ECO-Cockpit has been compiled and made available to interested parties. The ECO-Cockpit covers Scopes 1, 2, and 3. These scopes are evaluated annually by the energy management officer.

In addition to the high quality of our products, the economic use of energy is an equally important goal for securing the company and its jobs. Our commitment to energy efficiency (<https://stueken.de/unternehmen/energie-und-umweltmanagement/energiemanagement>) can be found on the STÜKEN website. Successful implementation of energy goals can only be achieved with the support of all employees. As part of their duties, they are trained in personal responsibility and energy-efficient behavior in the workplace. We view energy management as a process of continuous improvement. Our energy management system is therefore monitored through regular audits in accordance with DIN EN ISO 50001. We transparently display the certificates we have obtained on our website (<https://stueken.de/unternehmen/downloads>).

TARGETS

	Target	Status 2025
Climate Change and Energy Management	Conversion of lighting in another production hall at the main plant to LED	Completed
	Energy-efficient renovation of approx. 3,400 sqm of roof area (insulation)	Completed
	Further development of measurement systems, particularly for compressed air and heat	Completed
	Construction of a new, modern electroplating facility at the Rinteln South site	In progress
	Successful completion of DIN ISO 50001 surveillance audit	Completed

IMPLEMENTATION

In fiscal year 2025, numerous projects in the areas of climate protection and energy management were implemented. Among the largest projects were the conversion of the lighting in another hall at the Rinteln headquarters to LED, as well as the renovation of the roof of the oldest hall in Rinteln. As part of the renovation, approximately 3,400 square meters of roof area were repaired and insulated. In addition, the existing measurement systems (particularly for compressed air and heat usage) were further developed to realize additional energy and cost-saving potential for these processes. Compressed air is indispensable for certain areas where electricity cannot be used directly, as there is no risk of explosion when using compressed air, for example.

The surveillance audit of our energy management system in accordance with DIN ISO 50001, conducted this fall, was once again successfully completed.

The construction of a new electroplating facility at the Rinteln South site represents a milestone in the company’s history. With an investment of over 29 million euros, the construction project is one of the largest and most ambitious electroplating projects in Europe—a strategic step toward expanding our technology portfolio, strengthening our innovative capacity, and securing the long-term future of the Rinteln site. The electroplating facility will cover approximately 5,000 square meters and is a central component of our transformation strategy. Construction began in fiscal year 2025. The facility will operate largely CO₂-neutral using photovoltaics, heat pumps, and heat recovery. The new electroplating facility thus sets new standards in

sustainability and meets the highest requirements for environmental, occupational, and fire safety, as well as modern intralogistics.

Since 2023, CO₂ emissions at the German site have been calculated according to Scope 1, 2, and 3. In total, STÜKEN's total CO₂ emissions for 2025 amounted to **33,987.00 t CO₂e** (2024: 39,225.33 t CO₂e) (see Fig. 5):

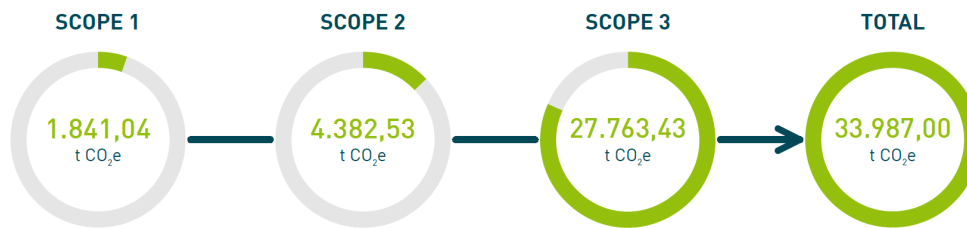


Figure 5 : Eco-Cockpit with Scope 1, 2, and 3 at STÜKEN Rinteln 2025

Direct CO₂ emissions at our German sites declined again in fiscal year 2025 and, at less than 2,000 metric tons of CO₂, continue to account for only a fraction of total emissions. By converting some cleaning systems from gas to electricity, Scope 1 emissions will be further reduced in the future. Indirect CO₂ emissions from energy purchases have increased once again (from 3,434 t to 4,383 t CO₂e) due to a comparatively poorer electricity mix from the energy supplier. The switch to green electricity with a CO₂ factor of 0 g CO₂e/kWh will take effect on January 1, 2026, and will result in a significant improvement in Scope 2 emissions. Indirect CO₂ emissions from upstream and downstream processes in the value chain (Scope 3) will be 27,763.43 t CO₂e in 2025, significantly lower than the previous year (2024: 33,857.27 t CO₂e), and continue to account for the majority of total emissions. This figure is largely beyond a company's control, as the emissions are closely tied to the industry (in this case, energy-intensive metal/steel production). The significant reduction in 2025 is attributable to an adjustment of the CO₂ factors used, as more precise factors were available compared to previous years. These are lower than the factors used previously and thus account for the positive effect on Scope 3. The energy intensity calculated for STÜKEN Germany relative to revenue stands at 0.228 kg CO₂e/€ in FY2025 (FY2024 = 0.244 kg CO₂e/€) and has decreased slightly.

2.3 Circular Economy (ESRS E5)

STRATEGY

Comprehensive environmental protection is, alongside the high quality of our products, an equally important goal for securing the company and its jobs. Our environmental commitments (<https://stueken.de/unternehmen/energie-und-umweltmanagement/umweltmanagement>) can be found on the STÜKEN website. Successful implementation of environmental goals can only be achieved with the support of all employees; therefore, they are trained in personal responsibility and environmentally conscious behavior as part of their duties. There are also binding internal instructions on these topics for all employees (e.g., regarding waste separation, handling hazardous substances, wastewater management, etc.). We view environmental protection as a process of continuous improvement; therefore, our environmental management system is regularly monitored as part of the DIN EN ISO 14001 certification process and through additional internal audits. We transparently display the certificates we have obtained on our website (<https://stueken.de/unternehmen/downloads>). We also pass on our high standards for environmental protection to our suppliers.

In today's "throwaway society," it is of the utmost importance to use available resources carefully and prudently. Our highly efficient manufacturing technologies, such as deep drawing and stamping, are key to conserving these resources. Both processes are characterized by low material and energy consumption. This allows us to conserve resources in a forward-looking manner and minimize our environmental impact. Recycling also plays a significant role in sustainability. Whenever possible, materials at STÜKEN are returned to reuse. The sustainable procurement of new equipment, products, or services is outlined in an internal environmental policy, with the goal of conserving resources, avoiding waste, eliminating environmentally harmful raw materials and processes, and improving processes in the spirit of sustainability.

TARGETS

	Target	Status 2025
Environmental Protection and Resource Conservation	Recycle 100% of metal scrap	Completed
	Conduct hazardous materials training with employees	Completed
	Converting cleaning systems from fossil fuels to electricity	In progress
	Reduction of hazardous substances	ongoing
	Successful completion of DIN ISO 14001 compliance audit	Completed

IMPLEMENTATION

Compared to machining processes, the deep-drawing process achieves higher production output with lower energy consumption due to high cycle rates and multi-stage manufacturing. To protect the environment and conserve resources, we always strive for maximum material utilization. The remaining metal scraps and waste are separated and sent for recycling as sorted as possible.

STÜKEN typically delivers its goods in packaging specified by the customer. Disposable packaging (bags in cartons) is also used. In accordance with the Packaging Act (VerpackG), STÜKEN offers its customers the option to return disposable packaging for proper disposal. We recommend that our customers use reusable containers if they meet better sustainability criteria. We are committed to considering the sustainability of the packaging we use. Reuse also plays a major role in the context of water resources. Water is required for production and cooling processes as well as for steam generation. To use this as efficiently as possible and keep consumption as low as possible, usage is regularly monitored and conservation measures are implemented. In the area of cleaning systems, a project was launched in 2025 to further transition from fossil fuels to electricity. The newly procured cleaning system, equipped with state-of-the-art technology, is powered exclusively by electricity, with the conversion of additional systems to follow. This is intended to contribute to combating climate change, conserve finite fossil resources, and promote sustainable, renewable energy.

As part of regular emergency drills and external training sessions, potential incidents with impacts on people and the environment continue to be simulated and evaluated. In collaboration with the internal plant fire department, the effectiveness of the measures taken is reviewed and refined. Conducting such emergency drills thus initiates continuous improvement of our processes. In addition, two training sessions on the handling of hazardous materials were conducted by the Environmental Management Officer during the 2025 fiscal year to raise awareness among affected employees. In short, hazardous materials are goods that are dangerous during transport and are regulated by hazardous materials legislation. In contrast, hazardous substances are goods that pose a risk to health or the environment; they are subject to hazardous substances legislation. Goods can be either one or the other, but there are also goods that are both hazardous substances and dangerous goods. The assessment and reduction of hazardous substances present in the company is an ongoing process. The safe and economical handling of hazardous substances is an essential aspect of our daily work to protect employees, the environment, and the company. The disposal of residual materials and hazardous waste is carried out by a limited number of service providers who hold a specialized operating certificate. STÜKEN strives, on the one hand, to minimize waste resulting from the use of hazardous substances and, on the other hand, to recycle recyclable materials such as metal scraps, plastics, and other materials, thereby returning them to the circular economy. Production wastewater is treated and monitored in the company’s own wastewater treatment plant and, under constant monitoring of the discharge permit, discharged into the municipal sewer system.

In 2025, we were once again able to demonstrate our intensive efforts in the environmental sector by successfully passing the environmental surveillance audit (DIN ISO 14001). In the area of waste disposal, we regularly prepare the reports and documentation required by the authorities.

3. Social information

3.1 Own workforce (ESRS S1)

STRATEGY

The term “Own workforce” refers to all individuals who are in an employment relationship with STÜKEN. As a family-owned company, the creation and preservation of jobs are of great importance to STÜKEN. As one of the largest employers in the Rinteln and Schaumburg region, we strive for long-term employee retention and, consequently, very low turnover. This also serves to protect STÜKEN’s specific know-how within the company. Over 850 employees work at the Rinteln site, divided into administrative and industrial staff. Just under three-quarters of the workforce are employed in the industrial sector.

The safety of all our employees is of the utmost importance to us, especially in the production area where our machinery is located and in areas where employees handle hazardous substances. The implementation of all legal requirements regarding occupational safety and health protection, and the associated effective prevention of accidents and health hazards, is a top priority throughout the company. Both supervisors and employees are equally involved in the continuous improvement of occupational safety and health protection. The occupational safety specialist plays an advisory role and is actively involved in the implementation of the necessary activities. Interdisciplinary committees are specifically tasked with advancing occupational safety and health-related issues. Through regular information sessions, site inspections, training, and emergency drills, the independent, safety- and health-conscious behavior of all employees is reinforced and continuously promoted. In addition, we regularly conduct risk assessments and derive measures for continuous improvement from them. All managers are required to provide annual training to employees on occupational safety and health in accordance with the Occupational Safety and Health Act and the applicable regulations of the employers’ liability insurance association. This obligation is firmly established within the company through a works agreement, and documentation is managed via the company-wide training software.

Hazardous substances are subjected to an avoidance and substitution assessment prior to use, and only those posing the lowest potential risk to people and the environment are used. The legal requirements for hazardous substance management are implemented within the company in collaboration with the designated hazardous substances officer and the respective supervisor.

The shareholders and managing directors of STÜKEN place great importance on managers and employees behaving in an ethically correct manner. We adhere to the General Equal Treatment Act (AGG). Fairness is one of the core values anchored in our corporate mission statement and in our daily interactions. We strive for equal opportunity for all employees and reject discrimination. This applies in particular to personnel decisions and is codified in our Compliance Manual. At STÜKEN, the representative for severely disabled employees is responsible for representing the specific interests of severely disabled employees and those with equivalent disabilities within our company and for providing them with advisory support. In addition, we maintain a long-standing partnership with a local workshop for people with disabilities. STÜKEN takes a firm stand against any form of sexual harassment or violence. We investigate reports of such incidents and sanction such behavior. We uphold this stance both internally and in our dealings with our business partners. Our employees can report concerns confidentially to the designated reporting office in accordance with the Whistleblower Protection Act; violations relevant to the General Equal Treatment Act (AGG) can be reported to the internal reporting office in accordance with the General Equal Treatment Act.

TARGETS

	Target	Status 2025
Workplace Safety	Employee turnover ≤ industry average (14.4%)	2.4% (previous year: 3.9%)
	Conduct annual safety training	Ongoing
	Reportable workplace accidents per 1 million working hours ≤ industry average (20)	8 (previous year: 15)

IMPLEMENTATION

The number of employees at the Rinteln site shows that the company’s workforce has grown from just under 630 employees in 2010 to over 850 employees (see Fig. 6). Even in times of crisis, such as during the global COVID-19 pandemic (2019/20 to approx. 2021/22), numerous measures were taken to secure employees’ jobs in the long term, thereby preventing significant job cuts.

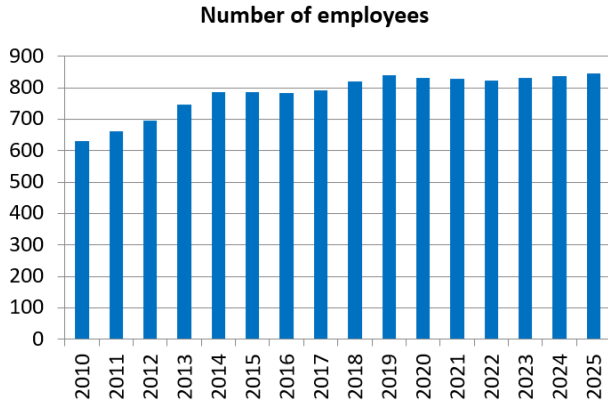


Figure 6: Number of employees at STÜKEN Rinteln

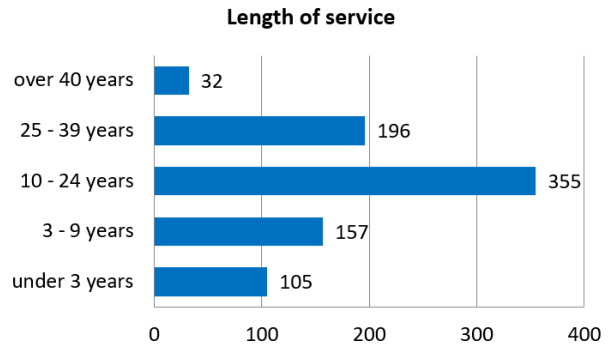


Figure 7: Employee tenure by age group

Nearly 70% of employees have been with STÜKEN for at least 10 years (see Fig. 7). Colleagues regularly reach their 40th anniversary with the company, and in some cases, a few even achieve 50 years of service—half a century at STÜKEN—before entering well-deserved retirement.

Apart from length of service, the workforce can be described as follows: Employees at the headquarters in Rinteln, Germany, represent ten different countries. The proportion of employees with severe disabilities stands at 5.92%, marking a slight increase compared to the previous year (2024: 5.86%). After we created an accessible restroom facility for employees with limited mobility in the production area in 2024, an automatic door was installed in 2025 to make the path to the restroom facility largely barrier-free. The door can be easily and effortlessly opened by people in wheelchairs using a low-mounted switch. Across the entire company, the proportion of women is 14% (2024: 14%). The absolute number of women in the commercial sector exceeds the number of women in the industrial sector (see Fig. 8).

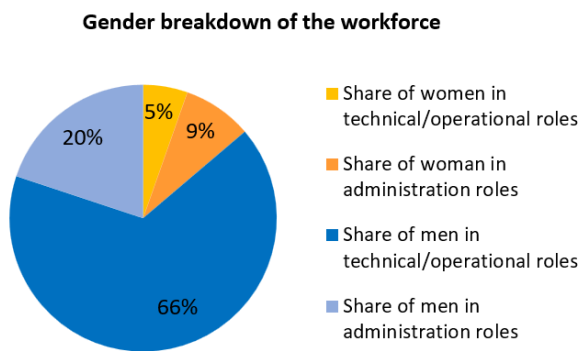


Figure 8: Gender breakdown of employees in business administration and trade/industrial roles

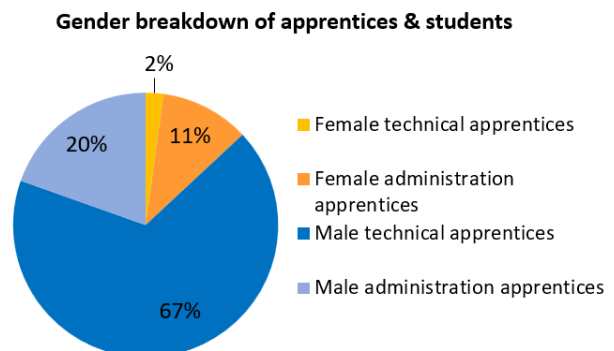


Figure 9: Gender breakdown of apprentices and students

To counteract the shortage of skilled workers, STÜKEN employed a total of 46 trainees (including students) in 2025, significantly more than in the previous year (2024: 35). Since the highly technical apprenticeship programs at STÜKEN are generally considered a traditional “male domain”, the majority of employees and, as before, the vast majority of apprentices in the industrial sector are male (see Fig. 8 and 9). By participating in the annual Career Day for girls and boys and at vocational training fairs, STÜKEN strives to attract female trainees to the industrial sector as well. These currently account for 13% (2024: 17%) of all trainees currently employed. Another Career Day for girls and boys is planned for the coming year.

The age structure of the workforce remains virtually unchanged compared to the previous year (see Fig. 10).

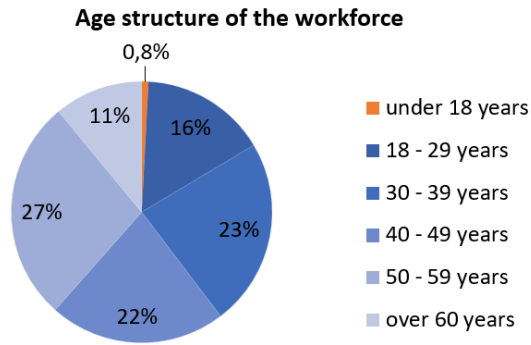


Figure 10: Workforce age structure by age group

About 60% of the workforce is between the ages of 18 and 49, and just under 40% is over 50. Only 0.8% of employees in Rinteln are minors (apprentices, interns). Early succession planning protects against the loss of expertise due to age-related departures. For this reason, we pursue a consistent and sustainable succession planning strategy.

The turnover rate in 2025 at our German location was 2.4% (2024: 3.9%), making it even lower than in previous years. The turnover rate is also, once again, significantly below the industry benchmark for the metal, electrical, and steel industries (14.4%, source: IW-Trends 03/2022).

The occupational safety specialist records all workplace accidents that occur during each fiscal year. Over time, it can be observed that the number of workplace accidents at STÜKEN, measured against the number of hours worked, fluctuates between 8 and 15 (see Fig. 11).

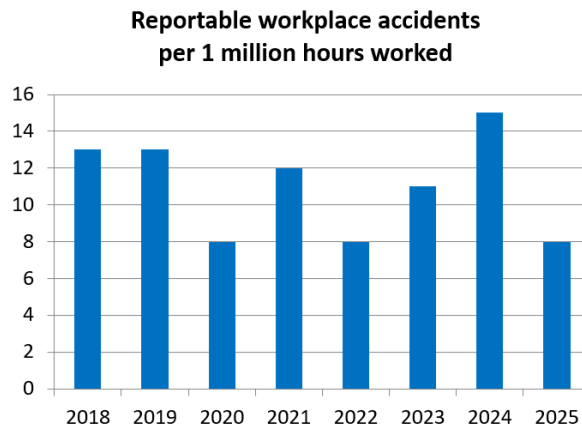


Figure 11 : Reportable workplace accidents per 1 million working hours

Following the relative increase in the previous year, the company succeeded in 2025 in reducing the number of reportable workplace accidents per 1 million working hours back down to the low of 8. In a sector comparison within the metal industry, both this figure and the peak values remain significantly below those of comparable companies (industry comparison figure according to German Social Accident Insurance (DGUV): Social Accident Insurance Association for Wood and Metal (BGHM) 2023 = 20.12). In absolute terms, STÜKEN has not recorded more than 30 accidents (reportable and non-reportable accidents combined) in any year over the past 10 years; in 2025, there were 9 accidents, 13 fewer than in the previous year. There were no fatal accidents. The occupational safety specialist compiles a list of corrective actions for each accident.

3.2 Consumers and end users (ESRS S4)

STRATEGY

We view the quality of our products as a strategic success factor. Through a systematic approach and timely planning of all activities, we ensure that our own requirements and those specified by the customer for STÜKEN products, projects, and contracts are met. STÜKEN products are used in the automotive industry, the medical sector, electrical engineering, building services, electronics, and industrial applications, among others. The automotive industry accounts for the largest share. Within the supply chain, STÜKEN is positioned as a Tier 3 or Tier 2 supplier (see Fig. 12). This means that our customers are not automatically the end users. Nevertheless, the safety of our customers and end users is our top priority. That is why the quality of our products is our top priority.



Figure 12 : STÜKEN in the supply chain

STÜKEN supplies parts according to customer drawings. All features or components identified by the customer as safety-relevant are handled with special care in accordance with our internal product safety guidelines. Our goal is to achieve zero-defect quality and thereby ensure the highest level of customer satisfaction and compliance with safety-related parameters. To meet these requirements, we have had our quality management system certified according to IATF 16949 (<https://stueken.de/unternehmen/downloads>). STÜKEN’s quality policy and principles are communicated on our website (<https://stueken.de/unternehmen/qualitaetsmanagement>). To meet the specific requirements of the medical technology sector, STÜKEN is also certified to DIN EN ISO 13485 (<https://medical.stueken.de/>).

To continuously improve the quality and safety of our products for our customers as well as for consumers and end users, innovation, research, and product development are an indispensable part of our sustainable corporate strategy. Unlike most of its competitors, STÜKEN has its own Research and Development (R&D) department. In addition, the company maintains close contacts and diverse collaborations with universities and research institutes (e.g., Fraunhofer) to stay constantly informed about the latest developments in fields relevant to STÜKEN. The goal of R&D activities is to continuously refine the technical processes used and, in some cases, to explore entirely new methods and materials. This is intended to help us offer customers new, safer, more efficient, or more competitive solutions. In this way, we aim to secure the long-term viability of the company and its jobs. For years, STÜKEN has also been implementing an innovation management program with the goal of developing ideas for new application areas for the products we sell and new technical processes that can offer benefits to our customer base. Based on megatrends, an interdisciplinary team analyzes ideas and proposals and assesses the risks and opportunities. Considerations regarding resource conservation (environment, materials, energy) regularly serve as the starting point for new topics in innovation management.

TARGETS

	Target	Status 2025
Quality and Product Safety	Successfully complete the IATF 16949 surveillance audit	Completed
	Successfully complete DIN ISO 13485 recertification audit	Completed
Innovation, R&D	Testing new materials for use in medical technology	In progress
	Project to reduce tool wear	In progress

IMPLEMENTATION

The effectiveness of the STÜKEN Quality Management System is regularly evaluated and improved through internal and external audits. All activities are aimed at preventing errors in the processes. We continuously strengthen and promote our employees’ personal responsibility for quality-conscious behavior through

information and training. In 2025, the IATF 16949 surveillance audit and the DIN ISO 13458 (Medical) recertification audit were successfully completed at the Germany site.

In fiscal year 2025, numerous activities and research projects were carried out in the area of research and development, some in cooperation with external universities and institutes. For reasons of confidentiality and the protection of trade secrets, specific innovation and R&D activities cannot be discussed in detail here. Through continuous research, STÜKEN consistently gains important insights regarding products, competition, and new technologies.

4. Governance Information

4.1 Compliance (ESRS G1)

STRATEGY

STÜKEN adheres to the law. All employees are bound by our Code of Conduct and receive regular training on compliance. Compliance violations can be reported directly to management by any individual. The following guiding principles form the STÜKEN Code of Conduct (the currently valid version can be viewed here: <https://stueken.de/unternehmen/compliance>):

1. We conduct business exclusively within the framework of applicable laws and regulations both domestically and abroad, and we place great value on integrity and openness in our dealings with our business partners. We respect human rights and promote their observance.
2. We handle confidential information and internal knowledge with care, thereby protecting the interests of STÜKEN and our customers.
3. We support free and fair competition by complying with applicable anti-corruption laws. Internally, we follow the dual-control principle.
4. We maintain a professional business relationship with our customers and suppliers that is free of conflicts of interest. We keep business and private matters separate.
5. As an employer, we are committed to a work environment characterized by integrity, fairness, respect, and equal opportunity. We provide equal opportunities to all employees, regardless of age, nationality, gender, religion, skin color, or sexual orientation. We respect our employees' right to freedom of association and collective bargaining within the framework of national laws and regulations.
6. We adhere to our principles of leadership and collaboration, as set forth in our corporate guidelines. These guidelines form a binding, globally applicable framework for all employees and managers.
7. As an employer, we take responsibility for the health and safety of our employees in the workplace. We reject forced labor and do not tolerate child labor, neither within our own company nor among our suppliers.
8. As representatives of the company, we always conduct ourselves professionally.
9. We act responsibly and handle the company's assets with care, sustainability, and confidentiality.
10. We are committed to the sustainable protection of the environment. By this we mean the careful use of the resources available to us today and in the future.

As part of STÜKEN's supply chain management, we communicate our expectations to our suppliers across various areas. These include: environmental policy, occupational health and safety, code of conduct and compliance policy, the use of restricted substances and chemicals, and the prohibition on the use of conflict minerals (EU Conflict Minerals Regulation ((EU) 2017/821)). The goal is to curb the financing of human rights violations and violence in conflict or high-risk areas. We expressly reject any form of child labor and human rights violations. Joint activities undertaken with identified suppliers aim to ensure compliance with laws, promote the protection of human rights throughout the supply chain, support fair trade practices with suppliers, and protect the environment.

As part of our supplier evaluation and supplier risk assessment (Self Risk Assessment and audits), we regularly review compliance with these expectations. Furthermore, and as part of our environmental goals, we have clear guidelines for the procurement of energy (electricity and gas) and continuously pursue ongoing initiatives to improve efficiency in the supply chain. We aim to develop our supply chain primarily on a regional basis

(with some exceptions within the EU) and to streamline our supply chain by focusing the right resources on the right suppliers in order to reduce supply risk and implement efficient measures to improve sustainability.

At the political level, STÜKEN is a member of the German Sheet Metal Forming Industry Association (IBU), which, as a national association, represents companies in the sheet metal forming industry vis-à-vis policymakers, customer groups, and academia. We are also members of the Hanover Chamber of Industry and Commerce (IHK). The IHK advocates at the state, federal, and EU levels to further develop the framework conditions for economic activities in our region. STÜKEN is also registered in the so-called Transparency Register in accordance with Sections 18 et seq. of the Money Laundering Act (GwG).

TARGETS

	Target	Status 2025
Compliance	Conduct compliance training for the entire workforce by 2025	Completed
	No compliance violations	Completed
	No violations according to the German Whistleblower Protection Act	Completed
	No audit non-conformities regarding human rights, child labor, or conflict minerals among suppliers	Completed

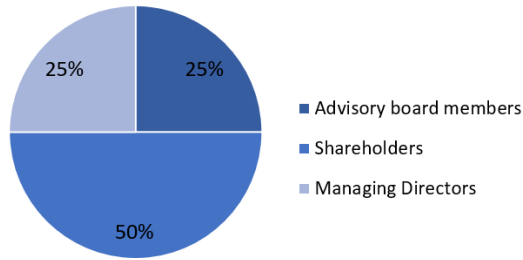
IMPLEMENTATION

In 2025, no violations of the company’s compliance principles were reported. The internal reporting office established under the Whistleblower Protection Act also recorded no violations. In the spring of 2025, a refresher compliance training session was conducted for the entire workforce. The training is mandatory for all managers and especially for employees with external contact and is repeated at regular intervals. It covers a wide range of compliance topics, including bribery and corruption, as well as legal and company-wide requirements. Compliance with these requirements is enforced through a top-down strategy within the company and applies globally to all STÜKEN locations. Violations can be reported at any time and by any employee to their supervisor or directly to management.

We transparently communicate our principles regarding the protection of human rights and the prevention of child labor to our suppliers. We conduct audits at our suppliers’ facilities, evaluating the following criteria: no child labor, no forced labor, and compliance with occupational safety regulations, including the obligation for suppliers to audit their own suppliers in the same manner. We conduct detailed risk assessments for the approval of new suppliers or as part of our existing business relationships with our suppliers. These assessments focus, among other things, on the protection of human rights, the prevention of child labor, and the issue of conflict minerals. All service providers are also required to comply with the minimum wage. Annually, self-disclosure forms are collected from all existing suppliers, in which the topics of human rights, child labor, and conflict minerals are discussed again and updated as necessary. STÜKEN in Rinteln works almost exclusively with suppliers in Europe, often even directly from Germany. Standardized templates (CMRT Conflict Minerals Reporting Template) from the Responsible Minerals Initiative are used to identify potentially used conflict minerals. These are reviewed and discussed. In the event of the use of a potential conflict mineral, tantalum, tin, gold, or tungsten, proof of origin is required. In fiscal year 2025, there were again no audit non-conformities regarding human rights, child labor, or conflict minerals among suppliers.

As described in Section 1.1, the supervisory and administrative bodies of the STÜKEN Group consist of the Advisory Board, the shareholders, and the managing directors at the German location. The supervisory body meets quarterly on-site and also receives monthly reports on business activities.

Structure of Supervisory & Administrative Bodies



Gender Distribution in Supervisory and Administrative Bodies

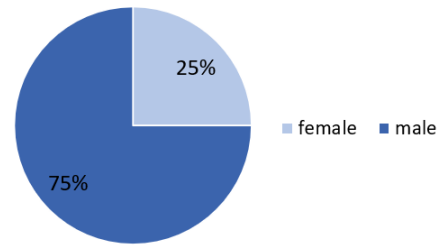


Figure 13: Structure of the supervisory and administrative bodies

The shareholder families account for 50% of the board’s membership (see Fig. 13). The advisory board members with relevant professional backgrounds and the STÜKEN management each account for 25%. This balance serves to create as balanced a basis for discussion as possible and to provide the owner families with the best possible support in far-reaching strategic decisions. One-quarter of the board members are women. Responsibility for all sustainability-related issues lies primarily with management; nevertheless, sustainability is also a key consideration for strategic business decisions at the level of the supervisory bodies.

We view the responsible handling of opportunities and risks as a central component of corporate governance. Management reviews the so-called risk assessment annually as part of STÜKEN’s risk management framework. This involves classifying potential risks based on their likelihood of occurrence and potential impact. Sustainability issues are also incorporated into STÜKEN’s risk management. Risk management is embedded in the Management Manual for the Germany and U.S. locations.

4.2 Economic Situation

In addition to the environmental and social content of this report, we would like to provide a brief overview of STÜKEN’s economic situation. The following figure shows the revenue development of Hubert Stüken GmbH & Co. KG in Rinteln (see Fig. 13):

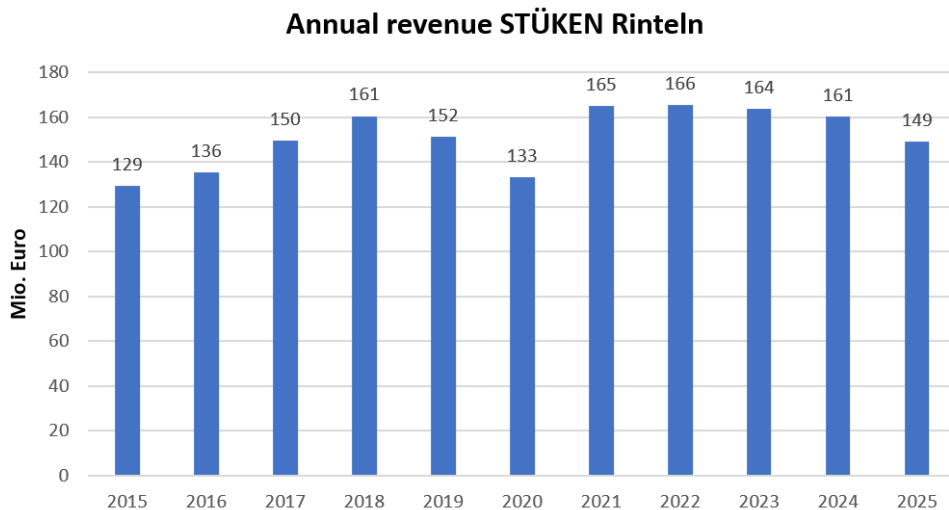


Figure 14: Revenue development at STÜKEN Rinteln in EUR million

In 2025, the Rinteln site reported revenue of EUR 149 million (2024: EUR 161 million). Including its subsidiaries in the U.S., the Czech Republic, the People’s Republic of China, and India, the STÜKEN Group generated total revenue of EUR 208 million in 2025 (2024: EUR 218 million).

5. Outlook

STÜKEN is firmly committed to the social, fair, and sustainable development of our society, which also forms the foundation for STÜKEN's economic growth as a business enterprise. As a supplier to the automotive industry, we are in the midst of the industry's transformation away from traditional internal combustion engines toward sustainable propulsion technologies. However, climate change and sustainability are not just issues we face in the automotive industry and the other markets in which we operate—climate and sustainability shape the present and the future.

Within the scope of our operations, we are committed to the sustainable and responsible use of finite resources. In line with this, we ensure compliance with CSR-related laws, regularly review their implementation and effectiveness within our company, and adapt our guidelines and rules to achieve ever-better implementation. In doing so, we communicate our goals transparently with our employees. We strive to continuously improve our activities regarding the topics described in this CSR report and to address future challenges and issues as well.

Rinteln, April 27, 2026



Dr. Uwe Krismann



Philipp Wohlert



Boris Maiweg

Contact

Email: info@stueken.de

Phone: +49 5751 7020

Legal Notice

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Note

The collective terms used here to refer to groups such as employees, suppliers, or customers are intended to be gender neutral. This publication is based on the current assumptions and assessments of the management of Hubert Stüken GmbH & Co. KG. Forward-looking statements and assumptions do not constitute a guarantee that these expectations will be realized in the future. This document has been prepared for informational purposes only.