



# **STÜKEN** **MEANS MORE** **RESPONSIBILITY**

Corporate Social Responsibility Report  
for Fiscal Year 2024

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## List of abbreviations

CapEx	KPI from the EU Taxonomy Regulation: Proportion of capital expenditure related to assets or processes associated with environmentally sustainable economic activities.
CSR	Corporate social responsibility
CSRD	Corporate Sustainability Reporting Directive
DNSH	Do no significant harm criteria used to assess taxonomy alignment
EA	Economic activity
ESRS	European Sustainability Reporting Standards
GoBD	Principles for the proper keeping and storage of books, records and documents in electronic form and for data access
IRO	Impacts, risks, opportunities
MS	Minimum safeguards criteria used to assess taxonomy alignment
OpEx	KPI from the EU Taxonomy Regulation: Proportion of operating expenditure related to assets or processes associated with environmentally sustainable economic activities.
PV	Photovoltaics
Reg.	Regulation
SC	Substantive contribution criteria used to assess taxonomy alignment
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 taxpayers and contributors to social security. Taxes and social security contributions are paid by both companies and the people they employ. These taxes and social security contributions are used to fund investments and the extensive social benefits provided by the public authorities. As companies operate in a competitive environment – in the case of Hubert Stüken GmbH & Co. KG, a fierce international competitive environment – they are constantly driving innovation. This in turn secures jobs and future returns, thereby contributing to the prosperity of society in the medium and long term.

Hubert Stüken GmbH and Co. KG was established over 90 years ago. The family-owned company is currently headed by third and fourth-generation descendants of its founder. The family on the long term forms the basis of STÜKEN's corporate strategy with a similarly long-term vision. After all, anyone who wants to pass their company on to the next generation in good shape will naturally be interested in creating and maintaining a good quality of life for future generations. In this vein, companies like STÜKEN have adopted sustainable management as an integral part of their corporate strategy. The supervisory and administrative bodies of Hubert Stüken GmbH & Co. KG in Germany consist of the three advisory boards made up of managing directors from comparable medium-sized companies or former managing directors of STÜKEN, each of whom possess corresponding expertise, the descendants of the founder as shareholders, and the three active managing directors at the site in Germany. In addition, 830 employees work at the company's headquarters in Rinteln (more information on the company's workforce can be found in Section 3.1). Employees are represented by the works council.

As a leading supplier of small, high-precision deep-drawn parts, STÜKEN occupies a market niche. STÜKEN's current product range includes both deep-drawn and stamped parts, assemblies and plastic injection molded parts as well as a wide variety of finishing processes at its in-house electroplating plant. The STÜKEN Group operates on a global scale with sites in the United States, the Czech Republic, China, and India. Its headquarters are located in Germany. Our partnerships with customers are defined by their lasting nature, with several spanning decades. In order to maintain these relationships, STÜKEN pays close attention to its customers and adapts to suit their changing requirements. While customers used to focus more on quality and productivity, with environmental management cropping up later, sustainability has been added to the list of top priorities in recent years. Accordingly, sustainability is an integral part of STÜKEN's corporate strategy for the future more than ever before. The corporate social responsibility report for the past fiscal year outlines the STÜKEN sustainability strategy, its objectives, and its implementation in accordance with European Sustainability Reporting Standards (ESRS), broken down into general information and disclosures on environmental (including EU taxonomy), social, and governance matters.

### 1.2 General basis for preparation of the sustainability statement

STÜKEN prepares a sustainability statement (CSR Report) on an annual basis. Each CRS Report covers the previous fiscal year. The sustainability statement primarily focuses on the company's headquarters in Germany, supplemented where appropriate with information on the entire STÜKEN Group. The examined time horizons align with the time horizons defined in ESRS: Short-term time horizons correspond to the reporting period used in the financial statements, namely one fiscal year (ESRS 1.77(a)). Medium-term time horizons refer to periods over one year in accordance with ESRS 1.77(a) up to 5 years (ESRS 1.77(b)). Long-term time horizons refer to periods of more than 5 years (ESRS 1.77(c)). This report does not contain any trade secrets pursuant to ESRS 1, Section 7.7, where applicable, in order to protect the know-how and intellectual property of STÜKEN and our business partners. This report is prepared 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, high-precision deep-drawn and stamped parts and assemblies, and offers excellent quality, safe processes, and outstanding service. We create beneficial solutions and enhance our customers' success. In doing so, we protect our environment in the long term. Ensuring compliance with statutory regulations and our own standards is at the heart of the STÜKEN management system. The STÜKEN management system is documented in the Management Manual and practiced by all employees. Through certifications and audits, official bodies regularly check compliance with our management system.

STÜKEN's success is based primarily on our stakeholders' trust. Compliance with legal and internal requirements is essential for maintaining trust, for the stability of the company, and for further successful growth. A business policy that complies with the law and with our principles helps the company achieve success in the long term. Internal company regulations are set out in the STÜKEN Compliance Manual and together comprise the STÜKEN Code of Conduct (<https://stueken.de/unternehmen/compliance>). All employees are bound by and required to comply with the Code of Conduct. Managers and employees also receive regular compliance training. The STÜKEN Group's vision, mission, skills, and values are reflected in its mission statement, which is binding for all employees.

In the National Action Plan for Business and Human Rights (NAP) passed in 2016, the German government published a fixed framework documenting the responsibility of German companies for upholding human rights in order to improve human rights worldwide and help work towards a level global playing field. Companies must respect human rights due diligence obligations and uphold human rights throughout their supply and value chains. We, Hubert Stüken GmbH & Co. KG and all subsidiaries, respect human rights and ensure they are upheld. This principle is a key element of the STÜKEN Code of Conduct.

The STÜKEN Group, including its subsidiaries worldwide, undertakes to comply with national social and labor legislation in the countries in which we are based and to uphold international standards. This applies both to our business activities and to those of our suppliers, for whom we have corresponding requirements.

### 1.4 Resilience of the business model

Hubert Stüken GmbH & Co. KG was founded in 1931 and is a family-owned company headquartered in Rinteln. Beyond Germany, the Group has locations in the United States, the Czech Republic, the People's Republic of China, and more recently in India. STÜKEN has more than 1,200 employees around the world and is a leading supplier of high-precision metal deep-drawn, stamped, and formed parts and assemblies and plastic injection molded components. STÜKEN operates wherever high-quality solutions are required. From automotive to medical technology, electronics and everyday appliances, STÜKEN supplies all industry sectors around the world with reliably high quality. This is built on an understanding of customer requirements, business processes that have been refined over many years, and extensive technological expertise: from the first stage of construction to final assembly, from goods receipt to delivery.

STÜKEN is part of the supply chain for the international automotive industry in the majority of its business activities. The need for individual mobility has continued to grow in recent years. People in many countries still believe they have considerable catching up to do, so further growth is expected. There is general consensus that harmful greenhouse gases must be reduced. According to registration statistics from the three major global economic regions – North America, Europe, and Asia – the share of battery-powered vehicles has been on the rise for several years. The development of more convenient drive and charging concepts and, not least, government support, has significantly expanded the market share of electric vehicles. This is accelerating the automotive industry's transformation to electric mobility, which entails considerable development and transition costs in a short period of time. In turn, this results in greater competitive and cost pressures on the global market. Through innovation and systematic improvements to production methods, STÜKEN is recognized as holding a leading position in the deep drawing of small metal parts. This also applies to components used in electric cars. Other focus areas include components for systems designed to make driving safer and more comfortable. It will still be many more years before this transformation is complete. STÜKEN customers therefore continue their efforts to reduce the fuel consumption of vehicles and improve their

environmental footprint. Numerous STÜKEN products are used for this. Alongside the automotive industry, STÜKEN also supplies a number of other sectors. Medical technology products are playing a growing role in this regard.

### **1.5 Sustainability strategy**

Sustainability has been consistently integrated into all aspects of future corporate development. STÜKEN is determined to make an effective contribution to achieving the goals of the Paris Agreement. As an extremely material-efficient metal cold forming technology, deep-drawing makes a highly effective contribution in this regard compared with cutting methods (including turning and milling), for example.

Over a decade ago, STÜKEN partnered with numerous customers to develop solutions using deep-drawn parts for electromobility applications. The company will continue to invest heavily in this market segment. Sustainable mobility applications currently generate over ten percent of STÜKEN's revenue. STÜKEN supplies customers in this segment around the globe as a major contributor to the transformation and diversification of global drive technologies in the mobility sector. Other former and current focus areas include energy savings, in-house energy generation, and increasing the share of green electricity.

### **1.6 Materiality assessment**

Headquartered in Rinteln, in a rural region of northern Germany, Hubert Stüken GmbH & Co. KG plays an important role as an employer, a client for many suppliers, a service and trades company in the region, and as a taxpayer. To better understand the interests and expectations of our stakeholders, STÜKEN carries out a stakeholder analysis each year. The analysis is based on a long-term observation period (> 5 years) but is reviewed on an annual basis to ensure events and changes in world affairs are taken into account. The analysis assesses legislators, lenders, suppliers, customers, employees, and owners by considering their influence on the company, interests in the company, and importance to STÜKEN. Key stakeholders in 2024 include legislators, the political environment, customers, and owners.

This report was based on a materiality assessment carried out for the German site in order to identify relevant environmental issues that impact STÜKEN (outside-in approach) and the impact our business activities have on the environment and on people (inside-out approach). Management first compiled a list of sustainability topics considered material from the company's perspective and expanded them to include the experience and information gained from discussions between managers from the company and external stakeholders. The list was then compared with the sustainability topics from ESRS 1 AR 16 (see Fig. 1, matching topics were highlighted).



Sustainability topics (according to ESRS)	Sub-topics (according to ESRS)	Summary of STÜKEN sustainability topics
ESRS E1: Climate change	<ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Climate change mitigation</li> <li>Energy</li> </ul>	<ul style="list-style-type: none"> <li>Climate change (incl. climate change mitigation)</li> <li>Energy management</li> </ul>
ESRS E2: Pollution	<ul style="list-style-type: none"> <li>Pollution of air</li> <li>Pollution of water</li> <li>Pollution of soil</li> <li>Pollution of living organisms and food resources</li> <li>Substances of concern</li> <li>Substances of very high concern</li> <li>Microplastics</li> </ul>	
ESRS E3: Water and marine resources	<ul style="list-style-type: none"> <li>Water</li> <li>Marine resources</li> </ul>	
ESRS E4: Biodiversity and ecosystems	<ul style="list-style-type: none"> <li>Direct impact drivers of biodiversity loss</li> <li>Impacts on the state of species</li> <li>Impacts on the extent and condition of ecosystems</li> <li>Impacts and dependencies on ecosystems</li> </ul>	
ESRS E5: Circular economy	<ul style="list-style-type: none"> <li>Resources inflows, including resource use</li> <li>Resource outflows related to products and services</li> <li>Waste</li> </ul>	<ul style="list-style-type: none"> <li>Climate change mitigation and resource conservation</li> </ul>
ESRS S1: Own workforce	<ul style="list-style-type: none"> <li>Working conditions</li> <li>Equal treatment and opportunities for all</li> <li>Other work-related rights</li> </ul>	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Recruitment of skilled workers</li> <li>Equal opportunity, diversity, and inclusion</li> <li>Data protection and IT security</li> </ul>
ESRS S2: Workers in the value chain	<ul style="list-style-type: none"> <li>Working conditions</li> <li>Equal treatment and opportunities for all</li> <li>Other work-related rights</li> </ul>	
ESRS S3: Affected communities	<ul style="list-style-type: none"> <li>Communities' economic, social, and cultural rights</li> <li>Communities' civil and political rights</li> <li>Right of indigenous peoples</li> </ul>	
ESRS S4: Consumers and end users	<ul style="list-style-type: none"> <li>Information-related impacts for consumers and/or end-users</li> <li>Personal safety of consumers and/or end-users</li> <li>Social inclusion of consumers and/or end-users</li> </ul>	<ul style="list-style-type: none"> <li>Quality and product safety</li> <li>Innovations, R&amp;D</li> </ul>
ESRS G1: Business conduct	<ul style="list-style-type: none"> <li>Corporate culture</li> <li>Protection of whistle-blowers</li> <li>Animal welfare</li> <li>Political engagement and lobbying activities</li> <li>Management of relationships with suppliers including payment practices</li> <li>Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>Social engagement</li> <li>Compliance</li> </ul>

Figure 1: Identification of sustainability topics for the materiality assessment

The sustainability topics compiled for STÜKEN along with the sustainability topics in accordance with ESRS form the starting point for the materiality assessment. Management assessed the sustainability topics on the basis of their **impacts on the environment** and their **financial impacts for STÜKEN** (double materiality principle). Impacts (IRO = impacts, risks, and opportunities) refer to both positive and negative effects, namely opportunities and risks. The topics are evaluated on a scale from 1 to 5 (5 = very material, 1 = barely material). Short-term (1 year), medium-term (1-5 years), and long-term (> 5 years) considerations are accounted for in the analysis.

In order to determine which sustainability aspects are considered **material** for STÜKEN, a threshold value of at least 4 points in one of the two materiality dimensions was defined. Accordingly, if a topic received 4 points for

its impact on the environment (or 4 points for its financial impact on the company), it was therefore considered material. Material topics identified in this manner are the subject of this sustainability statement.

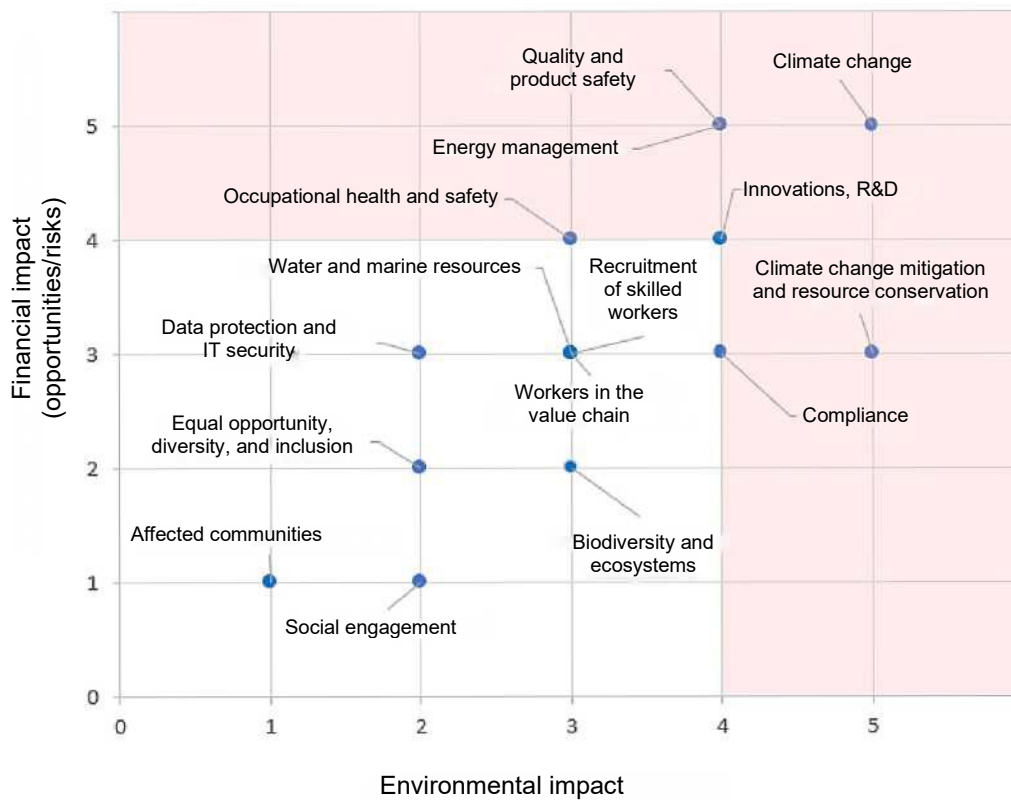


Figure 2: Materiality matrix

The sustainability topics listed below were identified as material for STÜKEN:

- **Climate change and energy management** (ESRS E1: Climate change)
- **Climate change mitigation and resource conservation** (ESRS E5: Circular economy)
- **Occupational health and safety** (ESRS S1: Own workforce)
- **Quality and product safety** (ESRS S4: Consumers and end users)
- **Innovation, R&D** (ESRS S4: Consumers and end users)
- **Compliance** (ESRS G1: Business conduct)

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



## 2. Environmental disclosures

### 2.1 EU Taxonomy

The EU Taxonomy Regulation, part of the European Green Deal, entered into force in 2022. The aim behind the regulation is to create more transparency and direct capital flows toward environmentally sustainable economic activities in order to prevent greenwashing. This approach is designed to lead to a reduction in environmentally harmful greenhouse gases and thereby achieve a climate-friendly restructuring of all economic sectors. By determining Taxonomy-aligned sales revenues, capital expenditure and operating expenditure, the regulation aims to show whether and how companies operate and invest sustainably. In accordance with Art. 8 (2) of the EU Taxonomy Regulation, the following information in particular must be calculated:

- The share of **sales revenues** associated with sustainable economic activities
- The share of **capital expenditure (CapEx)** and, if applicable, the share of **operating expenditure (OpEx)** related to assets or processes associated with economic activities classified as environmentally sustainable.

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

Taxonomy-**aligned** EAs refer to EAs that also fulfill the criteria set out in Art. 3 of the EU Taxonomy Regulation. Only these activities are considered to be environmentally sustainable as defined by the EU.

In order to determine Taxonomy-eligible EAs in the first step, the annexes to the delegated acts first need to be reviewed. Following a desktop review of the annexes on Taxonomy-eligible EAs, STÜKEN's economic activities were initially classified as Taxonomy-eligible, Taxonomy-non-eligible, and unclear. In a second step, any unclear entries were clarified to the greatest possible extent in consultation with the specialist departments or, if necessary, the EA concerned was broken down and substantiated to enable its classification. Taxonomy-eligible economic activities classified in this way (see Fig. 3, column 1) provide the basis for determining the Taxonomy-aligned EAs.

	DNSH criteria pursuant to Art. 17 EU Taxonomy Reg.;						Minimum safeguards pursuant to Art. 18 EU Taxonomy Reg.			
	SC criterion = Substantial contribution to the environmental objectives of the EU Taxonomy Reg.						Respect for human rights	Prevention of corruption and bribery	Avoidance of tax fraud	Fair competition
	Climate change mitigation	Climate change adaptation	Sustainable use and protection of water and marine resources	Transition to a circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems				
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. 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								
3. 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)						
4. 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								
5. 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						
6. 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				
7. 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					
8. 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 EAs (light blue) were assessed using the following "Do no significant harm" criteria (DNSH, Art. 17 EU Taxonomy Regulation), namely: climate change mitigation, climate change adaptation, the

sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. The assessment determined whether the EA in question constitutes a significant breach of the DNSH criteria. None of STÜKEN's identified Taxonomy-eligible EAs were found to significantly breach the DNSH criteria under Art. 17 EU Taxonomy Reg.

After this step, STÜKEN's Taxonomy-eligible EAs were checked for compliance with the minimum safeguards set forth in Art. 18 EU Taxonomy Regulation (see Fig. 3, column on far right). Measures were implemented to ensure compliance with the minimum safeguards concerning safeguarding human rights, preventing corruption and bribery, avoiding tax fraud, and fair competition for all eight of STÜKEN's identified EAs.

In the final step, the EAs were reviewed with respect to their substantial contribution (SC) in accordance with Art. 10-16 EU Taxonomy Reg. to one or more of the environmental objectives of the EU Taxonomy Reg. based on technical screening criteria. The SC criterion is classified into economic transitional activities, enabling activities, and directly contributing activities. All eight of STÜKEN's identified Taxonomy-eligible EAs make a significant contribution to several environmental objectives set forth in the EU Taxonomy Reg. (highlighted in green); many also make a **direct** contribution to one or more of the environmental objectives of the EU Taxonomy Reg.

Our combustion processes do not release any greenhouse gases other than CO<sub>2</sub>. The methane used in the form of natural gas is burned and decomposed in the processes for generating heat and steam. Exhaust air measurements are also taken in the electroplating plant. Nitrous oxide (N<sub>2</sub>O) is not produced. The carbon footprint (see Fig. 4) for Germany is therefore as follows:

CO <sub>2</sub> e emissions (in tons)	2024	2023	Δ
Scope 1	1,934.51	2,085.58	-151.07
Scope 2	3,433.58	1,160.30	2,273.28
Scope 3	33,857.24	33,775.95	81.29
<b>Total</b>	<b>39,225.33</b>	<b>37,021.83</b>	<b>2,203.5</b>

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 Agreement", 195 states (including the Federal Republic of Germany) agreed to the goal of limiting the rise in global temperatures to 1.5°C and reducing harmful greenhouse gases. STÜKEN also regards it as its responsibility to meet the goals of the Paris Agreement. At the same time, the agreement is expected to result in significant changes and supply chain risks for STÜKEN. In particular, this affects energy-intensive production processes in the metal working industry, which produces the raw material STÜKEN requires for its components. As a metalworking company, STÜKEN buys high quantities of non-ferrous metals and aluminum as well as materials made from steel. The "strip material" is rolled to a specific size in rolling mills and coiled before being further processed. Given its high energy consumption, manufacturing in the steel industry alone is responsible for more than 7% of global carbon emissions (source: IEA International Energy Agency – Iron and Steel Technology Roadmap (2020)). The use of steel is indispensable to today's society (urban development, building PV plants, etc.) and global demand is trending upwards, not down. In view of its high share of global carbon emissions, the steel industry is crucial to climate action. Steel-producing companies (partially with government support) have launched numerous projects to reduce carbon emissions generated when making steel and other metals. STÜKEN is engaged in a dialog with its suppliers and customers to discuss options for "CO<sub>2</sub>-reduced steel".

The management of Hubert Stüken GmbH & Co. KG considers the pursuit of climate protection goals to be an imperative field of action for the future. Sustainability and climate issues are often the starting point for new considerations and discussions.

In addition, since 2020 STÜKEN has regularly reviewed the carbon emissions caused by its own operations, leading to the development of the “eco-cockpit” which is available to interested parties. The eco-cockpit comprises Scope 1, 2, and 3 emissions. The scopes are evaluated on an annual basis by the energy management officer.

Alongside high product quality, efficient energy usage is equally important when it comes to safeguarding the company and its jobs. Our energy efficiency commitment (<https://stueken.de/unternehmen/energie-und-umweltmanagement/energiemanagement>) can be found online on the STÜKEN website. Successfully meeting energy targets is possible only with the support of all our employees. As part of their work, they receive training on individual responsibility and how to use energy efficiently at work. We view environmental protection and energy as a continuous improvement process. Our energy management system is therefore subject to regular audits in accordance with DIN EN ISO 50001. The certificates we have acquired are presented with transparency on our website (<https://stueken.de/unternehmen/downloads>).

## TARGETS

	Target	Status 2024
<b>Climate change and energy management</b>	Transition to LED lighting in two production halls in the main plant and in part of the Rinteln-South subsidiary plant	Completed
	Renovation of the heating system and distribution	Completed
	Conversion of hot water supply to heat pumps	Completed
	Expansion of measuring systems, especially compressed air	Completed
	Successful performance of DIN ISO 50001 surveillance audit	Completed

## IMPLEMENTATION

Numerous climate change mitigation and energy management projects were completed in the 2024 fiscal year. One of the largest projects undertaken was the transition of lighting to LEDs in two production halls at the headquarters in Rinteln-North and in part of the subsidiary plant in Rinteln-South. The heating system, including the distribution system, has been successfully renovated, allowing the output to be adjusted in increments, thereby improving energy consumption. In 2024, the hot water supply was also converted to climate-friendly and energy-efficient heat pumps with storage – a sensible addition to the PV system constructed in 2023. The expansion of measuring systems represents a further investment in energy management, especially with regard to the use of compressed air generated by compressors. This process is highly energy and cost-intensive due to the high electricity consumption. However, compressed air is indispensable for some areas in which electricity cannot be used directly, as there is no risk of explosion when compressed air is used, for example. In the future, it will be possible to accurately calculate the consumption of compressed air for each individual production hall in order to identify further savings potential and areas for improvement.

The surveillance audit of our energy management system in the fall pursuant to DIN ISO 50001 was successfully completed once again.

Since 2023, carbon emissions at the Group’s German site have been determined according to Scope 1, 2, and 3 emissions. Overall, the total **Scope 1, 2, and 3** emissions generated by STÜKEN in 2024 amounted to **39,225.33 tons of CO<sub>2</sub>e** (see Fig. 5):



Figure 5: eco-cockpit with Scope 1, 2, and 3 emissions at STÜKEN Rinteln in 2024

Direct carbon emissions at the German site fell slightly in fiscal 2024 to just under 2,000 tons of CO<sub>2</sub>e, representing a fraction of total emissions. Indirect carbon emissions from energy procurement have increased

substantially (from 1,160 tons to 3,434 tons of CO<sub>2</sub>e) due to the energy supplier’s comparatively poorer electricity mix. The transition to green electricity is already underway and is expected to significantly improve Scope 2 emissions. Indirect Scope 3 carbon emissions from upstream and downstream processes in the value chain have remained almost unchanged at 33,800 tons of CO<sub>2</sub>e and represent the majority of total emissions. This figure is difficult or impossible for a company to influence, as these emissions are closely linked to the industry in which they operate (in this case, energy-intensive metal/steel production). Energy intensity in relation to revenue calculated for STÜKEN in Germany came 0.244 kg CO<sub>2</sub>e/€ in fiscal 2024 (fiscal 2023 = 0.226 kg CO<sub>2</sub>e/€), representing a slight increase.

**2.3 Circular economy (ESRS E5)**

**STRATEGY**

Alongside high product quality, comprehensive environmental protection is equally important when it comes to safeguarding the company and its jobs. Our commitment to the environment (<https://stueken.de/unternehmen/energie-und-umweltmanagement/umweltmanagement>) can be found online on the STÜKEN website. Successfully meeting environmental targets is possible only with the support of all our employees, who consequently receive training on individual responsibility and how to be environmentally conscious as part of their work. In addition, all employees are required to observe internal guidelines on related topics such as waste separation, safe use of hazardous substances, and wastewater management. We view environmental protection as a continuous improvement process. Our environmental management system is therefore regulatory monitored as part of the DIN EN ISO 14001 certification and with additional internal audits. The certificates we have acquired are presented with transparency on our website (<https://stueken.de/unternehmen/downloads>). Our high standards for environmental protection also extend to our suppliers.

In today’s throwaway society, it is of vital importance that we make careful and responsible use of available resources. Our highly efficient production technologies such as deep-drawing and stamping are the key to conserving these resources. Both processes use small quantities of materials and energy. This allows us to conserve resources with a view to the future and minimize our environmental impact. Recycling also plays a key role in sustainability. Materials are reused at STÜKEN whenever possible. The sustainable procurement of new facilities, products, or services is enshrined in an internal environmental policy with the aim of conserving resources, preventing waste, eliminating environmentally hazardous raw materials and processes, and improving processes in the interest of sustainability.

**TARGETS**

	Target	Status 2024
<b>Climate change mitigation and resource conservation</b>	100% of scrap metal to be recycled	Completed
	Procurement of an osmosis plant and associated use of cooling water from the annealing line	Completed
	Reduction of hazardous materials	Ongoing
	Successful execution of DIN ISO 14001 surveillance audit	Completed

**IMPLEMENTATION**

Compared to cutting processes, the deep-drawing process achieves higher production output while keeping energy consumption low thanks to high stroke rates and multi-stage manufacturing. Our goal is always to maximize material utilization to protect the environment and conserve resources. The remaining metal and scrap are separated and reused to the greatest possible extent.

STÜKEN delivers most of its goods in packaging stipulated by the customer. This includes disposable packaging (bag-in-box). In accordance with the German Packaging Act (VerpackG), STÜKEN customers have the option to return the disposable packaging and have it professionally disposed of. We recommend that our customers use reusable containers if these meet better sustainability criteria. Considering the sustainability of the packaging used is important to us. Recycling also plays a major role with regard to water resources. Water is required for both production and cooling processes as well as for steam generation. In order to use water as efficiently as possible and to keep consumption to a minimum, consumption levels are regularly monitored

and measures to save water are derived. The osmosis plant project launched in summer 2023 was completed in 2024. The new osmosis plant is supplied with cooling water from our annealing processes, along with other sources. This allows us to reuse the water from these sources.

Potential incidents that could have an impact on people and the environment are rehearsed and assessed in regular emergency drills and external training. Together with the internal company fire department, the measures taken are reviewed for effectiveness and revised where necessary. Conducting these emergency drills therefore facilitates the continuous improvement of our processes.

Hazardous waste is disposed of by a limited number of specialist and certified providers. We regularly prepare the reports and supporting documents required by authorities relating to waste disposal.

Safe and economical use of hazardous substances is an essential aspect of our day-to-day work to protect our employees, the environment, and the company. A certified waste disposal company handles the disposal of residual materials. STÜKEN strives to minimize waste from the use of hazardous substances and to recycle recyclable materials, such as metal residues, plastics, and other materials in order to return them to the circular economy. Any production wastewater is treated and monitored in the company's own wastewater facility and discharged into the municipal utility's sewer system under constant supervision under the discharge permit.

In 2024, we were also once again able to demonstrate our strong efforts in regard to the environment as part of our successful environmental monitoring audit (DIN ISO 14001).

### **3. Social disclosures**

#### **3.1 Own workforce (ESRS S1)**

##### **STRATEGY**

"Own workforce" refers to all natural persons in an employment relationship with STÜKEN. Creating and protecting jobs is extremely important to STÜKEN as a family-owned company. As one of the largest employers in the Rinteln and Schaumburg region, we want our employees to stay with us long term and therefore aim for very low turnover. This approach is also pursued to safeguard specific STÜKEN expertise at the company. There are over 830 employees at the Rinteln site, who can be broken down into employees in business administration and trade/industrial roles. Almost three quarters of employees work in the trade/industrial sector.

The safety of our employees is a top priority for us, especially while working on machines in production areas and in areas where employees handle hazardous materials. Meeting all statutory occupational health and safety requirements and in turn effectively preventing accidents and health risks is paramount throughout the company. Both supervisors and employees are equally involved in improving occupational health and safety on an ongoing basis. The occupational health and safety specialist helps implement the measures required both in an advisory and in an active capacity. Interdisciplinary committees are responsible for the advancement of occupational health and safety topics. Regular information, inspections, training sessions, and emergency drills encourage all employees to take individual responsibility for health and safety on an ongoing basis. We also carry out regular risk assessments and draw up continuous improvement measures on the basis of these. All managers are required to instruct their employees annually about safety and health protection at work in accordance with the German Occupational Health and Safety Act (ArbSchG) and the applicable regulations of the employer's liability insurance association. This obligation is firmly established in the company through a works agreement and fulfilment thereof is documented using company-wide training software.

Hazardous substances undergo an avoidability and substitution review before use and only those substances that present the lowest potential risk to people and the environment are used. The company complies with the legal requirements for hazardous substance management in collaboration with the occupational health and safety specialist and the supervisor responsible.



It is extremely important to STÜKEN's shareholders and managing directors that managers and employees act ethically. We comply with the German General Act on Equal Treatment (AGG). Fairness is one of the core values enshrined in our mission statement and how we interact with each other on a daily basis. We aim to achieve equal opportunity for all employees and oppose discrimination. This commitment applies in particular to personnel decisions and is laid down in our Compliance Manual. The role of the representative body for disabled employees at STÜKEN is to represent the particular interests of employees at our companies with severe disabilities or who hold the equivalent status and to provide advice. We also work with a local workshop for people with disabilities on a permanent basis. STÜKEN emphatically condemns all forms of sexual harassment or violence. We investigate any reports of such incidents and punish any such behavior. This is our stance internally and when working with our business partners. Our employees can report information confidentially to the internal reporting channel set up according to the German Whistleblower Protection Act. Any violations under the German General Act on Equal Treatment can be reported using the reporting channel set up in accordance with the act.

## TARGETS

	Target	Status 2024
<b>Occupational health and safety</b>	Employee turnover ≤ industry benchmark (14.4%)	3.9%
	Conduct annual safety briefings	Ongoing
	Reportable workplace accidents per 1 million hours worked ≤ industry benchmark (20)	15

## IMPLEMENTATION

The number of employees at the Rinteln site shows that the company has grown from almost 630 employees in 2010 to over 830 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 safeguard employees' jobs in the long term, preventing significant reductions in personnel.

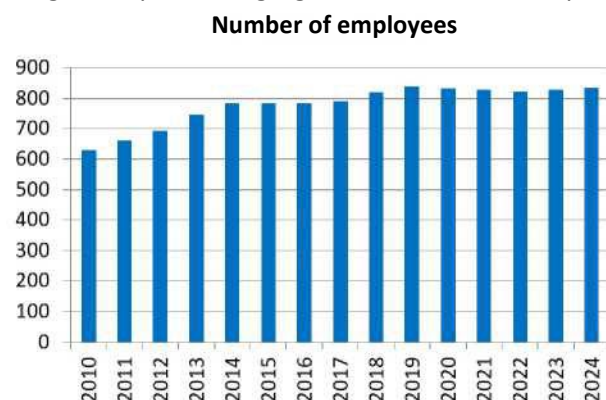


Figure 6: Number of employees at STÜKEN Rinteln

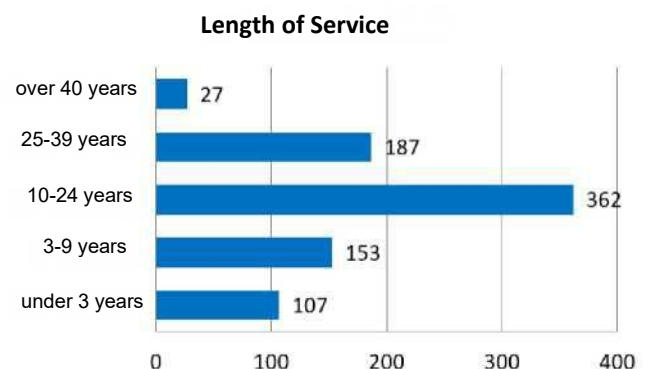


Figure 7: Employee tenure by age group

Almost 70% of the employees have worked for STÜKEN for more than 10 years (see Fig. 7). Employees often celebrate their 40th anniversary at the company, sometimes even working for the company for 50 years – half a century at STÜKEN – before they retire.

The structure of the workforce, apart from length of service with the company, can be described as follows: There are employees from nine different countries at the headquarters in Rinteln, Germany. The proportion of employees with severe disabilities amounts to 5.86%, representing a slight increase compared to the previous year (2023: 5.78%). In 2024, we created a barrier-free toilet facility in production for employees with limited mobility. Next year we plan to install an automatic door to production, which can also be easily opened by people in a wheelchair using a switch. Women make up a total of 14% of the company's entire workforce (2023: 13%). In absolute terms, the number of women in business administration roles is about the same as in trade/industrial roles (see Fig. 8).

### Gender breakdown of the workforce

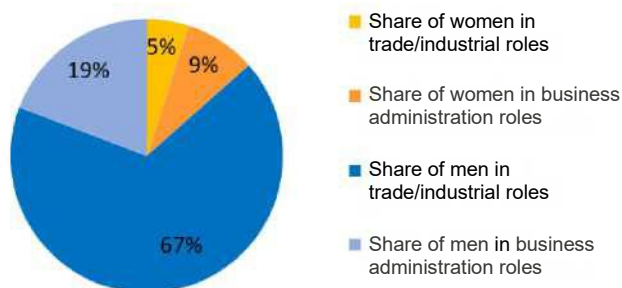


Figure 8: Gender breakdown of employees in business administration and trade/industrial roles

### Gender breakdown of apprentices and students

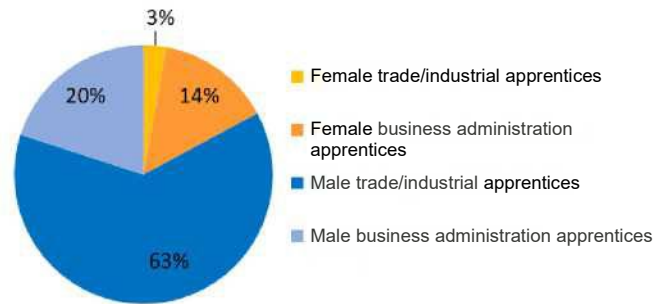


Figure 9: Gender breakdown of apprentices and students

STÜKEN employed a total of 35 apprentices in 2024 (including students). As most of STÜKEN's highly technology-focused apprenticeships are in what have traditionally been male-dominated fields, the majority of employees and apprentices in trade/industrial roles are male (see Fig. 8 and 9). STÜKEN is also attempting to recruit female apprentices for trade/industrial roles by participating in the annual "Girls' and Boys' Day" and attending apprenticeship fairs. 17% (2023: 12%) of current apprentices are female. Another "Girls' and Boys' Day" is scheduled for next year.

The age structure of the workforce has remained largely unchanged compared with the previous year (see Fig. 10).

### Age structure of the workforce

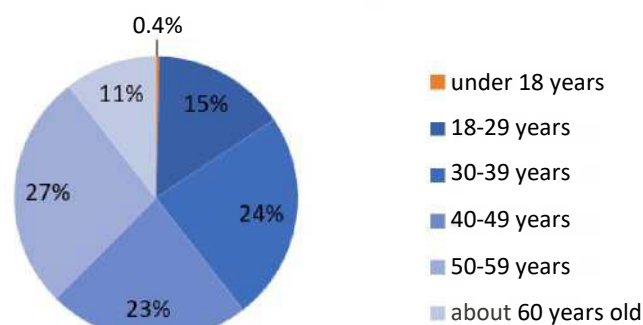


Figure 10: Workforce age structure by age group

Nearly two thirds of the workforce is between 18 and 49 years old, and one third is over 50. Only 0.4% of employees in Rinteln are minors (apprentices, interns). Early succession planning protects against the loss of expertise as older staff retire. For this reason, we operate systematic long-term succession planning.

In 2024, the employee turnover rate for Germany was 3.9% (2023: 4.13%) and accordingly once again well below the industry benchmark of 14.4% for the metal, electronics, and steel sectors (source: IW trends 03/2022).

The occupational health and safety specialist keeps a record of workplace accidents throughout each fiscal year. The number of workplace accidents at STÜKEN measured by the number of hours worked has fluctuated between 8 and 15 over time (see Fig. 11).



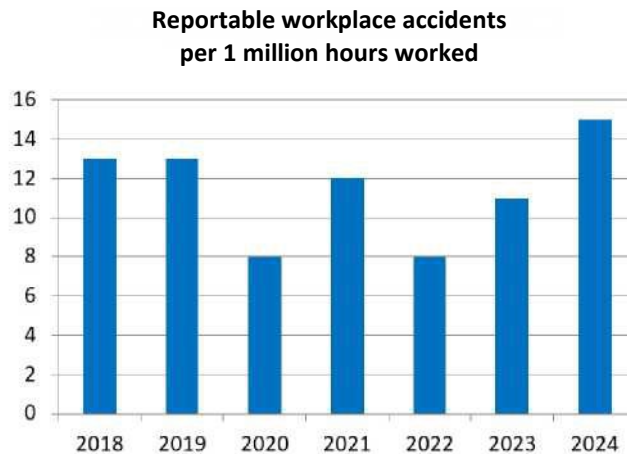


Figure 11: Reportable workplace accidents per 1 million hours worked

In 2024, the number of reportable workplace accidents per 1 million hours worked rose to 15. However, in industry comparisons for the metal industry, this figure remains lower than the figure for 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 in one year in the past decade (reportable and non-reportable accidents counted together); in 2024, there were 22 accidents, 3 more than in the previous year. There were no fatal accidents. The occupational health and safety specialist prepares a list of measures 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 systematic processes and timely planning of all activities, we ensure that our own and the customer's requirements for STÜKEN products, projects, and contracts are met. From automotive, medical technology, electrical engineering, and building services to electronics, and industrial applications, STÜKEN products are used by numerous industries. The automotive industry accounts for the largest share. STÜKEN can be classified as a Tier 3 or Tier 2 supplier in the supply chain (see Fig. 12). This means that our customers are not automatically the end-users of our products. Nevertheless, our top priority is the safety of our customers and end-users. In turn, the quality of our products is our main concern.



Figure 12: STÜKEN in the supply chain

STÜKEN supplies parts according to customer drawings. All features or components identified as safety-relevant by the customer are treated with special care in line with internal product safety guidelines. We aim for zero-defect quality to ensure maximum customer satisfaction and thus compliance with safety-related parameters. To fulfill these requirements, we had our quality management system certified under IATF 16949 (<https://stueken.de/unternehmen/downloads>). The STÜKEN Quality Policy and Principles can be found on our website (<https://stueken.de/unternehmen/qualitaetsmanagement>). To meet the specific requirements for medical technology, STÜKEN is also certified according to DIN EN ISO 13485 (<https://medical.stueken.de/>).

In order to improve the quality and safety of our products for our customers, as well as for consumers and end users, innovation, research, and product development form an indispensable part of our sustainable corporate strategy. Unlike most of its competitors, STÜKEN has its own research and development (R&D) department. The company also maintains close contact and collaborates with many universities and research institutions (e.g. Fraunhofer) to ensure that it is always up to date with 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, explore brand-new processes and materials. This in turn allows the company to offer customers new, safer, more efficient, or more competitive solutions. In doing so, we aim to secure the future of the company and its jobs. For many years, STÜKEN has also operated an innovation management system with the goal of developing ideas for new applications for STÜKEN products and new technical processes that benefit customers. Based on megatrends, an interdisciplinary team analyzes ideas and suggestions and assesses the risks and opportunities. Ideas about conserving resources (environment, materials, energy) are frequently a starting point for new topics in innovation management.

## TARGETS

	Target	Status 2024
<b>Quality and product safety</b>	Successful execution of IATF16949 recertification audit	Completed
	Successful execution of DIN ISO 13485 surveillance audit	Completed
<b>Innovation, R&amp;D</b>	E-mobility project with the German Federal Ministry of Research, Technology and Space (BMFTR)	In progress

## IMPLEMENTATION

The effectiveness of the STÜKEN quality management system is regularly evaluated and improved through internal and external audits. All activities aim to prevent defects in the processes. We provide information and training to continuously strengthen and promote individual responsibility of our employees for quality awareness. The IATF 16949 recertification audit and the DIN ISO 13458 surveillance audit (medical) were successfully completed at the site in Germany in 2024.

Numerous activities and research projects in the area of research and development were carried out in the 2024 fiscal year, many in cooperation with external universities and institutions. For reasons of secrecy and to protect trade secrets, we are unable to provide any further information on specific innovation and R&D activities. Ongoing research repeatedly yields important insights for STÜKEN with respect to products, the competition, and new technologies.

## 4. Governance information

### 4.1 Business conduct (ESRS G1)

#### STRATEGY

STÜKEN complies with the law and regulations. All employees are bound by our Code of Conduct and receive regular compliance training. Anyone can directly report compliance violations to management. The STÜKEN Code of Conduct comprises the following guiding principles (the current version can be viewed at: <https://stueken.de/unternehmen/compliance>):

1. We conduct business exclusively within the framework of the applicable laws and regulations at home and abroad, and value 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 prudently and thus protect the interests of STÜKEN and our customers.
3. We support free and fair competition by complying with the applicable anti-corruption laws. Internally, we adhere to the principle of dual control.
4. We maintain a professional business relationship with our customers and suppliers that is free of conflicts of interest. Business and private matters are separated.
5. As an employer, we rely on a working environment characterized by integrity, fairness, respect, and equal opportunities. We offer 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 rights and laws.
6. We follow our principles of leadership and cooperation as stated in our company guidelines. They form a binding, globally valid framework of action for all employees and managers.

7. As an employer, we assume responsibility for the health and safety of our employees in the workplace. We reject forced labor and do not accept child labor, in either our own company or with our suppliers.
8. As representatives of the company, we always behave professionally.
9. We behave responsibly and treat the company's assets carefully, sustainably, and confidentially.
10. We commit to the sustainable protection of the environment. By this we mean the careful handling of the resources available to us today and in the future.

As part of STÜKEN supply chain management, we inform suppliers of our expectations in a range of areas. These include environmental policy, occupational health and safety, the Code of Conduct and compliance policy, use of restricted substances and chemicals, and the ban on the use of conflict minerals (EU Conflict Minerals Regulation ((EU) 2017/821)). This aims to restrict 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 abuse. Measures implemented together with the identified suppliers aim to comply with laws, encourage the protection of human rights throughout the supply chain, support fair trade practices among suppliers, and protect the environment.

We regularly review compliance with these expectations as part of our supplier evaluation and supplier risk assessment (self-risk assessment and audits). In addition, and as part of our environmental goals, we have clear guidelines for purchasing energy (electricity and gas) and have ongoing initiatives in place at all times to improve supply chain efficiency.

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

At the political level, STÜKEN is a member of Industrieverband Blechumformung e.V. (IBU), a federal association that represents the interests of companies in the sheet forming industry to politicians, customer groups, and the scientific community. We are also a member of the Hanover Chamber of Industry and Commerce (IHK). The Chamber of Industry and Commerce is politically committed at the state, federal, and EU level to further developing the framework conditions for economic activities in our region. STÜKEN is also registered in the Transparency Register pursuant to Section 18 et seq. of the German Anti-Money Laundering Act (GWG).

## TARGETS

	Target	Status 2024
<b>Compliance</b>	Plan compliance training for the entire workforce for 2025	Completed
	Zero compliance violations	Completed
	Zero violations according to the German Whistleblower Protection Act	Completed
	No audit deviations relating to human rights, child labor, or conflict minerals among suppliers	Completed

## IMPLEMENTATION

There were no reported violations of the company's compliance principles in 2024. In addition, no violations were recorded by internal reporting channels for whistleblowers pursuant to the German Whistleblower Protection Act. A new compliance training course for the entire workforce was launched in spring 2025. The course is mandatory for all managers and particularly for employees who interact with people outside the company, and refresher courses are provided at regular intervals. It covers a wide range of compliance topics, including bribery and corruption, as well as statutory and company-wide requirements. Adherence to compliance requirements is enforced throughout the company with a top-down strategy and applies to all STÜKEN sites around the globe. Violations can be reported at any time by any employee to their supervisor or directly to the managing directors.

We communicate our principles with respect to observing human rights and preventing child labor to our suppliers in a transparent manner. In addition, we conduct supplier audits and evaluate the following criteria:

No child labor, no forced labor, and compliance with occupational health and safety regulations, including the obligation for suppliers to audit their own suppliers in the same way. We carry out detailed risk assessments before approving new suppliers and as part of existing business relationships with our suppliers. Among other topics, the assessment addresses the observance of human rights, the prevention of child labor, and the avoidance of conflict minerals. All service providers are also required to comply with the statutory minimum wage. Each year, supplier self-assessments are collected from all existing suppliers, in which the topics of human rights, child labor, and conflict minerals are re-addressed and updated as necessary. STÜKEN in Rinteln works almost exclusively with suppliers from Europe, often from within Germany. The Conflict Minerals Reporting Template (CMRT) published by the Responsible Minerals Initiative is used to collect information on the potential use of conflict minerals. The findings are reviewed and discussed. If a potential conflict mineral (tantalum, tin, gold, tungsten) is found to be used by a supplier, proof of origin must be provided. There were once again no audit deviations with respect to human rights, child labor, or conflict minerals among suppliers in the 2024 fiscal year.

As described in Section 1.1, the supervisory and administrative bodies of the STÜKEN Group comprise the advisory board, the shareholders, and the managing directors at the headquarters in Germany. The Supervisory Board meets on site on a quarterly basis and also receives monthly reports on business activities.



Figure 13: Structure of the supervisory and administrative bodies

Shareholders make up 50% of appointments on the supervisory and administrative bodies (see Fig. 13). Advisory board members with a relevant professional background and STÜKEN management account for 25% each. This equal weighting is applied to create an optimally balanced basis for discussion and to best support the owner families in making far-reaching strategic decisions. A quarter of the members of the supervisory and administrative bodies are female. While responsibility for all sustainability-related issues lies primarily with the Management, sustainability is also a starting point for strategic business decisions at the supervisory body level.

We consider the responsible handling of opportunities and risks to be a central component of corporate governance. Management reviews the risk assessment on an annual basis as part of risk management at STÜKEN. Potential risks are classified based on the likelihood of occurrence and the possible impacts. Sustainability issues are also included in risk management at STÜKEN. Risk management is laid down in the Management Manual for sites in Germany and the United States.

## 4.2 Economic situation

In addition to the ecological and social content of this report, we would like to provide a brief insight into the economic situation of STÜKEN. The graph below shows the revenue development of Hubert Stüken GmbH & Co. KG in Rinteln (see Fig. 14):

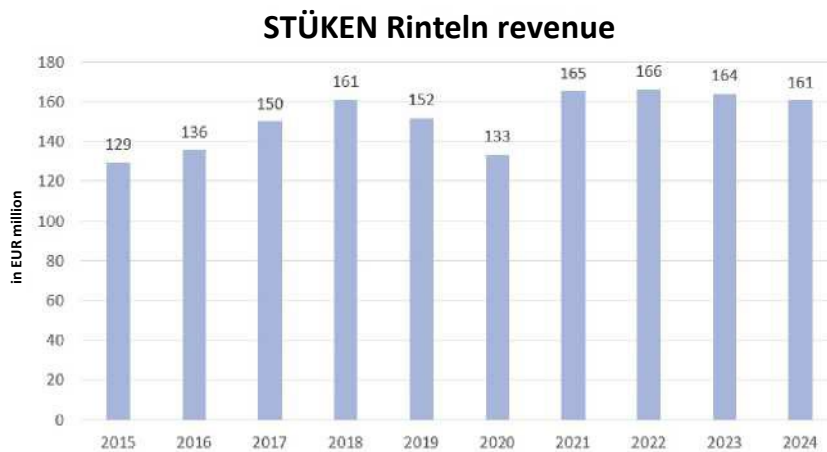


Figure 14: Revenue development at STÜKEN Rinteln in EUR million

In 2024, the German site recorded revenue of EUR 161 million (2023: EUR 164 million). Including its subsidiaries in the United States, the Czech Republic, and the People's Republic of China, the STÜKEN Group generated total revenue of EUR 218 million in 2024 (2023: EUR 219 million).

## 5. Outlook

STÜKEN is firmly committed to the social, fair, and sustainable development of our society, which also forms the basis of STÜKEN's economic development as a business. As a supplier to the automotive industry, we are at the heart of the industry's transformation away from conventional combustion engines toward sustainable drive technologies. However, climate change and sustainability are not just relevant to us in the automotive industry and other markets in which we operate: they are shaping the present and the future.

We are committed to the sustainable and responsible use of finite resources within our sphere of influence. In relation to this, we ensure compliance with CSR-related legislation, regularly review its implementation and effectiveness in our company, and adjust our policies and rules to ensure constantly improving implementation. We communicate our goals transparently to our employees. We strive to continuously improve our activities related to the matters described in this CSR Report and also address future challenges and issues.

Rinteln, 11 July 2025

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### Note:

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